
I.R. - WORKERS
ORGANISATIONS
URBAN TRAIN.
PROJECT 1976

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(2, 14)

Crash STAR course 9/2/76. on law

Labour Reporter

Senior law students of Witwatersrand University are about to involve themselves in the legal problems of Black workers through a legal aid clinic

A three-day crash course for volunteer students and interested practitioners opened today with lectures by experts, including two Black trade unionists

The unionists outlined the problems posed by a maze of industrial legislation, pass laws, employers' attitudes and workers' ignorance

The clinic — to be run on Saturdays at the Urban Training Project, a workers' education body — will cater for

- The need for special training of future attorneys and advocates in labour matters.
- The need for legal advice for Black workers and their works committee and trade union representatives who do not know where to get legal advice and where to find the lawyers for it.

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17/11/76

6 The Cape Times, We

3 unionists banned

Own Correspondent

JOHANNESBURG —
Three White officials of the
Urban Training Project, a
service organization to 10
African trade unions in
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the Internal Security Act.

They are:

- Mr Loet Douwes-
Dekker, the UTP chairman
and a part-time lecturer
in the Department of
Industrial Sociology at the
University of the
Witwatersrand

- Mr Eric Tyacke,
UTP administrator and Mr
foundation in 1971

- Mrs Jean Tyacke, the
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Govt ban on fourth unionist

Labour Reporter
 A fourth white involved in black trade unionism — Mr Gavin Anderson, organiser of the Johannesburg branch of the black Metal and Allied Workers Union — has been banned.

News of the latest banning has come from a source close to the union in Johannesburg, but details were not immediately available.

It followed five-year banning orders under the Internal Security Act served yesterday on three leaders of the Urban Training Project (UTP), a Johannesburg worker education body which has helped to launch about half a dozen black unions.

The three are Mr Loet Douwes Dekker, chairman of the UTP, Mr Eric Tyacke, its full time director, and his wife Jean, an administrative assistant.

The 10 black unions whom the UTP served have been regarded as more moderate than some other black unions.

Mr Arthur Grobbelaar, of the 220 000-strong Trade Union Council of South Africa has "deplored" all the bannings without trial.

South Africa's best-known black labour leader, Mrs Lucy Mvubelo, did not know Mr Anderson, but said about the UTP bannings.

"These people played an invaluable role in creating responsible black labour leaders, thus promoting racial harmony.

"This is a serious blow

to moderate and responsible black trade unionism."

The Archbishop of Durban, the Most Rev Denis Hurely, described the banned UTP leaders as dedicated anti-communists and devoted Christians, reports our Durban correspondent.

Eight of the 10 black unions associated with the UTP said the UTP bannings were calculated to cripple the unions and silence the voice of black workers.

REALISE

The authorities should realise that elements wanting to use black workers for their own aims were waiting for opportunities such as the banning of people operating within the law.

The UTP is to continue its work in spite of the bannings, and a meeting to reorganise it is to be held soon.

Mrs Sally Douwes Dekker and her husband and Mr Tyacke went to seek legal advice to establish how their other activities would be affected by the ban.

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5-year ban on union trio

JOHANNESBURG — Three white officials of the Urban Training Project, a service organisation to 10 black trade unions here, have been banned for five years under the Internal Security Act.

They are Mr Loet Douwes-Dekker, the UTP chairman and a part-time lecturer in the Department of Industrial Sociology at the University of the Witwatersrand. He is a former assistant general secretary of the Trade Union Council of South Africa.

He is also a member of the executive of the newly-formed Institute of Industrial Relations.

Mr Eric Tyacke, secretary to the UTP since its foundation in 1971. He was general secretary of the Engineering and Allied Workers' Union and the Laundry and Dry-Cleaning Workers' Association for some years. He was a Tucsa official, too, but left in 1969 when the council barred black trade unions.

He was a founder and worker for an organisation known as the Young Christian Workers in the 1950s.

Mrs Jean Tyacke, the UTP administrator. She came to South Africa from the United States in the late 1950s and worked as an organiser for Young Christian Workers.

The Urban Training Project does educational work for black unions, acts as consultants in industrial relations matters and, with the Wits law faculty, runs a legal aid clinic for workers.

Prof John Dugard, Dean of the Faculty of Law at Wits, termed the bannings an absolute disgrace last night.

Certainly to most observers of labour, the bannings came as a shock as the Urban Training Project was viewed roundly as a middle of the road group which did not allow any political issues to interfere with its trade union.

Meanwhile, a Tucsa official said yesterday people were afraid to work for trade unions in South Africa today.

"They are afraid of the knock of the Security Police on the door," Mr R. Altman, an executive member of Tucsa, said.

20/11/76 1457 (13)

★ The Cape Times, Thursday, November 18, 1976 17

5 NOW banned in crackdown on trade unions

Own Correspondent

JOHANNESBURG — In a new Government crackdown on the Black trade unions, five people have been banned in the past 48 hours, and seven trade unionists are being held under security legislation.

local Black trade unions voiced their protests at the latest spate of banings by the State

about economic and political chaos. The seven trade unionists who have been detained by the security police for periods of up to six months are

Banning orders of five years have been served on Mr Siphso Kubekha, 23, and Mr Gavin Andersson, 24, the secretary and organizer of the Johannesburg-based branch of the Metal and Allied Workers Union.

On Tuesday three white officials of the Urban Training Project (UTP), a service organization to eight African unions on the Reef, were banned.

Yesterday two international trade union federations and

The 13-million member International Metalworkers' Federation (IMF) warned that if the bans were not lifted immediately, it would within the next week launch a world-wide campaign of support and solidarity for the victims of this latest infringement of human rights by the South African Government.

In a telegram to the Minister of Justice, Mr Kruger, the International Food and Allied Workers' Associations based in Geneva called the banings of the UTP officials "a brutal attack

on an organization which had given entirely non-political service to unregistered trade unions".

The eight Johannesburg-based African unions served by the Urban Training Project, who represent 19 300 workers, described the banned UTP officials, Mr Loet Douwes Dekker, Mr Eric Tyacke and his wife Mrs Jean Tyacke, as the driving force behind emerging Black trade unions.

In a joint statement the unions said if individuals who operate within the South African system of law continue to be banned then surely the authorities must realize they are instrumental in bringing

Mr Pendile Mphete, secretary of the Industrial And Society, detained May 10; Miss June Rose Nala, a secretary for the National Union of Textile Workers, May 18, Mr Samson Ndon, a trade unionist from Johannesburg, August 13; Miss Zora Ngudla, secretary of the Western Province Advice Bureau, September 2; Mr Halford Ndzokanya, September 2, and Mr Alphens Mdude, both bureau members, September 2, and Mr Sidney Zotwana, an official of the Black Workers' Union, Rhodes University.

Union ban list grows

JOHANNESBURG — In a new Government crackdown on black trade unions, five people have been banned in the past 48 hours and seven trade unionists are being held under security legislation

Bannings have been served on Mr Siphokubekha, 23, and Mr Gavin Anderson, 24, the secretary and organiser of the Johannesburg-based branch of the Metal and Allied Workers Union

On Tuesday three white officials of the Urban Training Project, a service organisation to eight black unions on the Reef, were banned.

Meanwhile, three Cape Town men, Mr Temba Nolutshunhu of the Institute of Race Relations Mr Conference Fesi and his brother, Mr Kidman Fesi, have been released by police after spending 11 days in detention — DDC.

1978

Workers unite' call

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Pretoria Bureau

TRADE unions, representing 750 000 workers, are to band together in an attempt to curb "too generous" profit margins which they say are causing a drop in the living standards of their members.

As a first step toward achieving this a committee to organise the formation of a united labour front was formed in Pretoria earlier this week.

The intention, according to the president of the SA Confederation of Labour,

Mr Attie Nieuwoudt, is not only to demand more convincing justification for Government - authorised price rises, but to monitor and investigate all price movements.

"The situation has become impossible for most workers," said Mr Nieuwoudt. "Against 4% and 5% increases in earnings we find that basic foods and other necessities are rising at double that rate."

"We feel that profit expectations in commerce and industry must be reviewed against a background of a worker population which is becoming poorer by the day because of inflated prices. There is a strong possibility that in the present economic climate profit

margins are far too generous"

Mr Nieuwoudt said he hoped there would be a solid front of 750 000 workers to call the Government and others in control of prices to account.

(1) UNIONIST BANNINGS FM 10/2/78

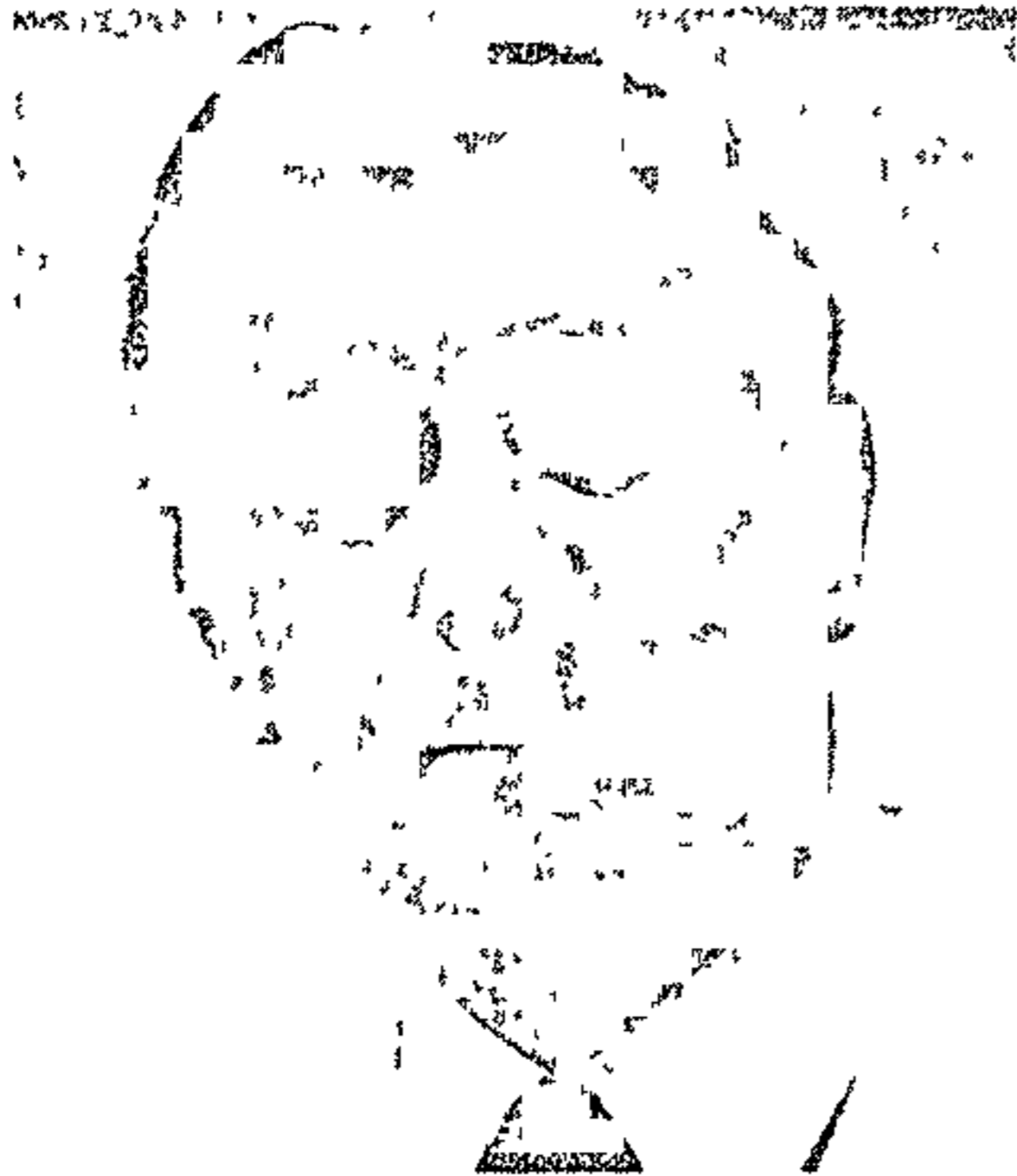
Tucsa coughs up

Former trade unionists Loet Douwes-Dekker and Eric and Jean Tyacke may have been barred from trade union work by banning orders served on them in November, 1976, along with two dozen other unionists.

But their reputations have just stood the test of a legal action. Last week defamation actions brought by the three against Tucsa and its general secretary, Arthur Grobbelaar, were settled out of court. Grobbelaar and Tucsa agreed to issue an apology and pay each of the three R1 000, as well as their legal costs.

The actions arose out of a widely publicised statement which Grobbelaar signed after discussing the bannings with Jimmy Kruger towards the end of 1976.

✓/ (2)



Tucsa's Grobbelaar . . . a costly retraction

According to the apology, Grobbelaar's statement was "understood to mean that the restricted persons, including Mr Douwes-Dekker and Mr and Mrs Tyacke, were persons who had engaged in activities which were intended to endanger the maintenance of law and order"

It continues "Tucsa and Mr Grobbelaar never intended to imply" that the three "were anything other than

dedicated persons in the trade union movement who sought to protect the interests of working people through lawful channels"

Nor, says Tucsa, did it have any reason to believe any of them were "engaged in activities aimed at endangering maintenance of law and order" Insofar as their statement was understood to say this, Grobbelaar and Tucsa "unreservedly withdraw such allegation and apologise to Mr Douwes-Dekker and Mr and Mrs Tyacke for the damage done to them"

In terms of the settlement, Tucsa is required to hold a press conference to ensure that the apology receives adequate publicity. It must also circularise the apology to all bodies to which the original statement was sent. This will include not only Tucsa's own affiliate unions, but various international trade union federations as well.

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INDUS. REL. - Workers' Org. -
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Greatman gets his cash, but no job

TWO years ago Greatman Seabelo, a truck driver for Nels Dairy, Johannesburg, was the victim of a robbery — and he has been paying for it ever since

But this week his former employers, in an out of court settlement, returned R1 580 to him — the accumulated amount allegedly deducted from his salary since the robbery in January, 1977

For 16 months, after Mr Jan Hendrik Nel, a manager of the family-owned dairy had him sign a form admitting he had borrowed money Mr Seabelo had to pay over a large slice of his R170 monthly salary

He had worked for the firm since 1973

Although he was dismissed from the dairy in April — when the final deduction was made — Mr Seabelo has had his money returned

Mr Seabelo made a supporting affidavit to the affidavits of 24 applicants, all employed by Nels Dairy and members of the Sweet Food and Allied Workers' Union, who have applied to the Supreme Court to have the dairy interdicted from

ROBBERY VICTIM WAS THE ALL-WAYS LOSER

By PADDI CLAY

dismissing employees because of their participation in the establishment of a works committee

While the matter was before the court the dairy gave an undertaking not to victimise any employees who wanted to establish a works committee

Many affidavits said Nels Dairy often made illegal deductions from the men's wages. These, they claimed, were not registered on their payslips

Mr Nel, in his answering affidavit, denied that any illegal deductions were made. If the explanation for missing monies was unacceptable deductions were made from workers' bonuses, not their basic salaries

Mr Seabelo's affidavit told how, in January 1977, while collecting money from the dairy's depot in

Birnam, a garage attendant, ran into the depot and shouted that someone had broken into the truck and taken "papers"

Mr Seabelo and his two helpers ran out but did not find the thief

Later Mr Seabelo and the garage attendant made a statement to the police but, when Mr Seabelo returned to Mr Nel, he was told to sign a paper to pay for the theft and prove the money was missing — or be jailed

Mr Seabelo claimed in his affidavit that he did not know what he was signing, but was scared of losing his job or going to jail

That month and the next R100 was taken off his salary. When he complained that he was unable to support his family on the money he was left, Mr Nel arranged that R60 be deduct-

ed monthly

The founding affidavit of Mr Joseph Mobaso alleged that it was the practice of Nels Dairy to obtain an employee's signature to an acknowledgement of debt in which he incorrectly admitted having borrowed money from the dairy

Mr Nel replied in his affidavit that the cut in salary was not permissible and "if it should have occurred we would readily and immediately rectify it"

Mr Seabelo decided to sue for his money when he and other dissatisfied employees allegedly victimised or fearing victimisation over forming a works committee spoke to lawyers in connection with the application for an interdict

His separate case never got to court

The dairy, which employs more than 330, of which about 280 are members of the Sweet Food and Allied Workers' Union, has recently been engaged in several disputes with its employees, some of whom have worked for the dairy for 25 years

Last weekend 100 employees who, because of the dairy's undertaking on victimization, no longer feared dismissal for their attempts to establish a works committee met to discuss how they would now approach their employers about the committee

The workers claimed a committee was needed because of misunderstanding and lack of communication between the management and the workers

Mr Seabelo, however, is still unemployed but, said the money would be a great help

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Chief Sebe opens Buchule School

MDANTSANE — The Buchule Technical High School, a R1.1-million joint venture at Mdantsane between the CS Barlow Foundation and the Government of Ciskei was officially opened by the Chief Minister of the Ciskei, Chief Lennox Sebe

Among the 150 VIP guests who attended the ceremony were the Commissioner-General of the Ciskei, Mr J J Engelbrecht, the Mayor of East London, Mrs M E Kemp, the Minister of Education, Chief D M Jongilanga, and other members of the Ciskeian Cabinet, principals of 25 local schools, Ciskeian Government officials and local businessmen

The executive chairman of Barlow Rand, Mr A. M. Rosholt, handed over the buildings, valued at R800 000, to the people of the Ciskei. Barlow Rand coordinated the administration and construction of the project, and the Ciskei Government cleared the 33ha site, provided site services and supplied the necessary furniture and equipment

The technical high school will be developed in three phases. The first phase was completed in January and comprises an administration block, ten classrooms, three laboratories, six workshops, three theory rooms, two drawing rooms, a library block, cafeteria and various other facilities to accommodate 400 pupils

The second phase will extend the school's capacity, and the third phase will include a hostel for 120 pupils, a gymnasium, swimming pool,

standard seven when pupils have a choice of practical subjects such as motor mechanics, electrical practice, building construction, welding, metalwork and carpentry

The principal is Mr C W van der Vyver, formerly of Edendale Technical College near Pietermaritzburg, and he has a staff of nine teachers

The first students are expected to graduate in 1982

The school is conveniently situated 16km from the centre of East London and on the main line to King William's Town. Mdantsane has a population of 220 000, making it the second largest black town in South Africa.

Chief Lennox Sebe has described the establishing of the technical high school as "the beginning of a new era for many of our young men and for the whole Ciskei"

"The lack of technical training has always hampered the development of Ciskei. Our

academic and agricultural needs are catered for by Fort Hare in Alice, and Buchule will now provide us with the technicians and engineering graduates who will be the cornerstones of the industrial growth of Ciskei

"I find the partnership between Barlow Rand and the Government of Ciskei a very significant factor. It is a good sign for the future of South Africa that black and white can start walking together down the same path of progress"

Chief Sebe stressed that it was the duty of every Ciskeian, young or old, to improve his education and take advantages of the training offered. Industrialisation was a tool whereby his country could be uplifted and the government had to take the necessary steps to ensure that the country had the necessary technical expertise to put into the industrial development

He added: "The assistance of groups like Barlow Rand was an excellent example of private enterprise and the Ciskei

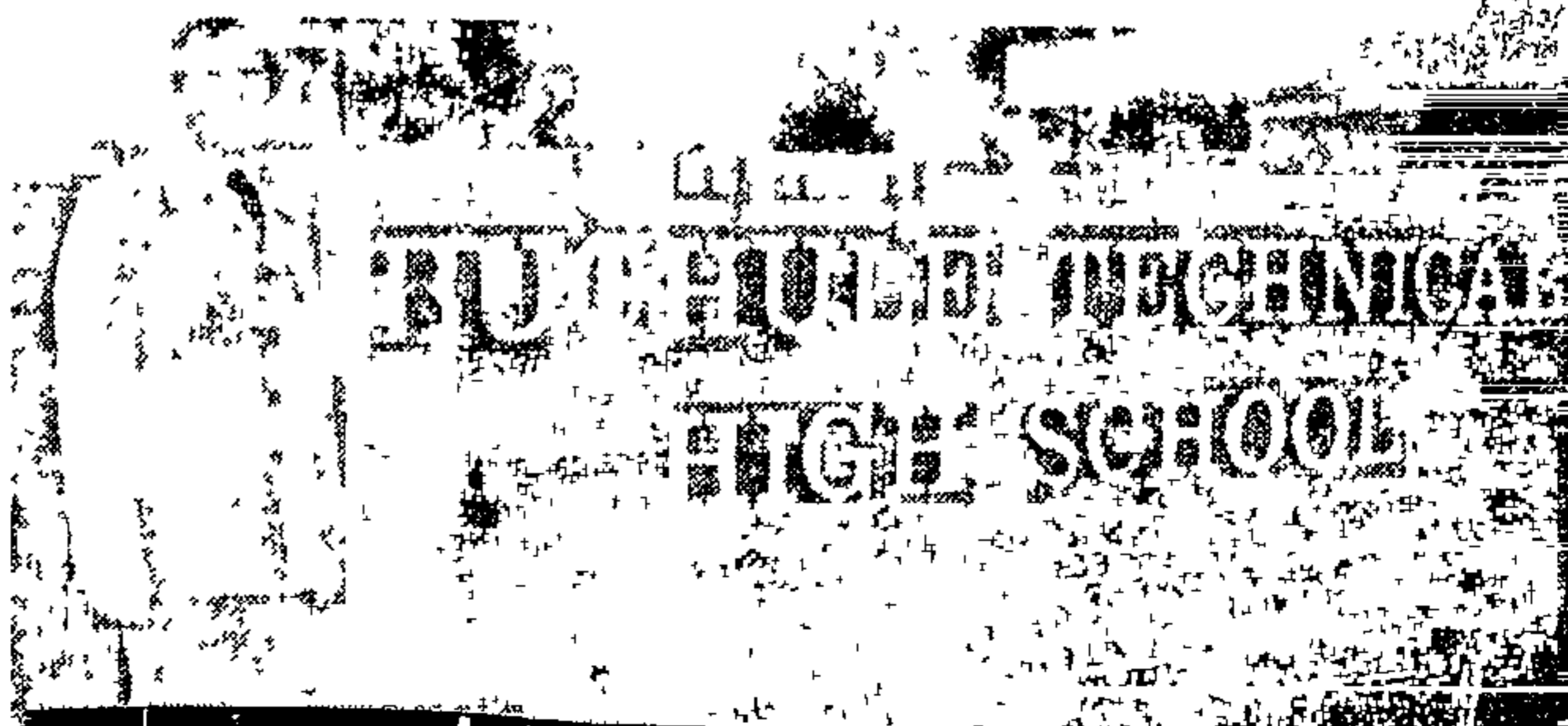
Government combining forces for the good of the Ciskei nation"

Mr Rosholt, chairman of Barlow Rand, confirmed that the future of successful growth in South Africa depended on institutions like Buchule to produce the technicians and skilled manpower needed

"This school will produce not only artisans but technicians and engineering graduates so important for the future development of both the Ciskei and South Africa," he said

According to the Secretary for Education, Mr K B Tabata, the school will provide an education which will enable matriculants to follow university career if they so wish, and will also be a feeder for the colleges of advanced technical education

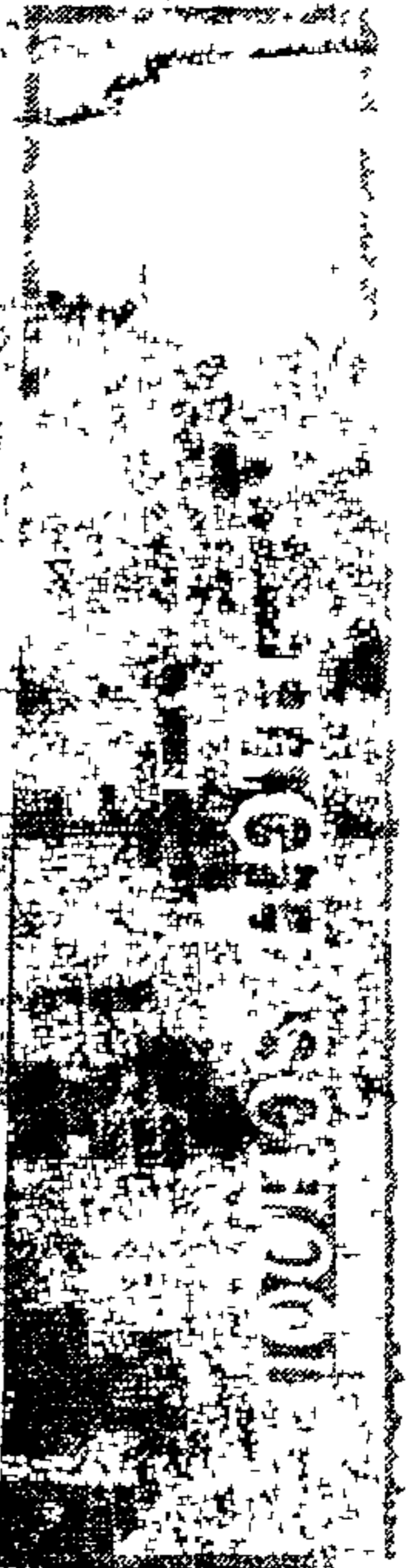
Attendance costs each pupil R70 a year in fees. This includes R40 for books, R10 school and sports fees, R1 library fee, R10 for materials, R3 tool replacement fund and R6 for overalls



rooms, a library block, cafeteria and various other facilities to accommodate 400 pupils.

The second phase will extend the school's capacity, and the third phase will include a hostel for 120 pupils, a gymnasium, swimming pool, tennis court, two rugby fields and an athletics track. The school will have a hall, and the total classroom space is expected to accommodate 600 pupils.

This is the first technical high school in the Ciskei and the curriculum includes English, Xhosa, Afrikaans and general science with special emphasis on technical drawing and basic technology. Specialisation begins after



The principal of the Buchule Technical High School, Mr C. W. van der Vyver.

Mdantsane Second

340 DD Tweeddale
only to Soweto 14/9/79

MDANTSANE — The opening of the Buchule Technical High School has further established the importance of Mdantsane, the second largest black township in South Africa. The growing population officially 220 000 at present, makes it second in size only to Soweto.

Mdantsane is growing rapidly, and an estimated 20 houses are built every week. The town is administered by its own council.

It is hoped that the chance for employment of the first graduates from Buchule in 1982 would be

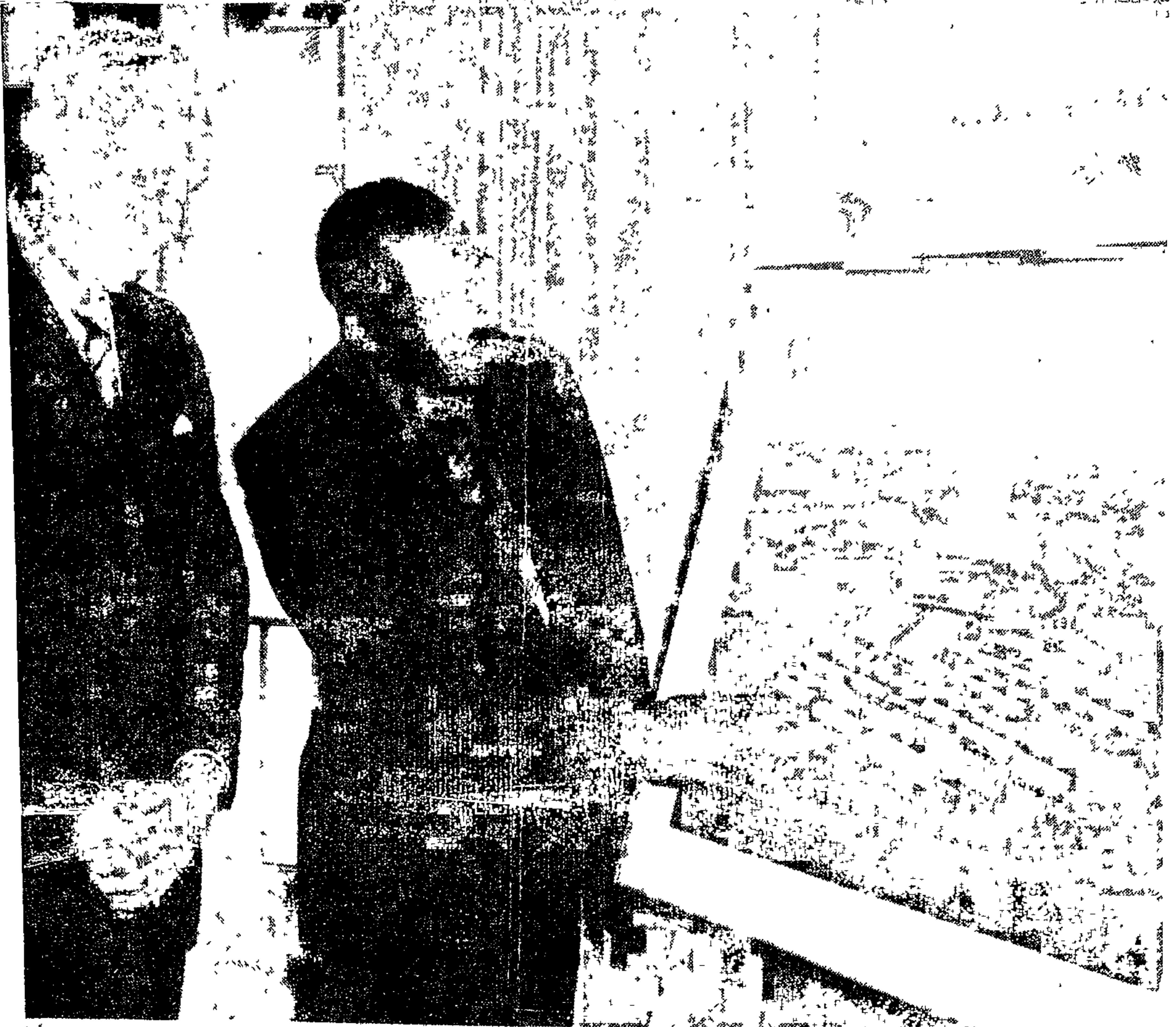
favourable as the economy of the Ciskei is expanding and they will be unable to use their skills locally.

There are welcome signs of progress in the Border area — Frasers have started a big furniture retailing operation and Van Leer had transferred its entire Melton plant from Springs to Dimbaza. This represents an investment of more than R1 million. The town of Dimbaza is developing into an industrial town, and Middeldrift is earmarked as a future growth point.

Further changes in the Ciskei will be brought about by the moving of the seat of Government from King William's Town to Alice.



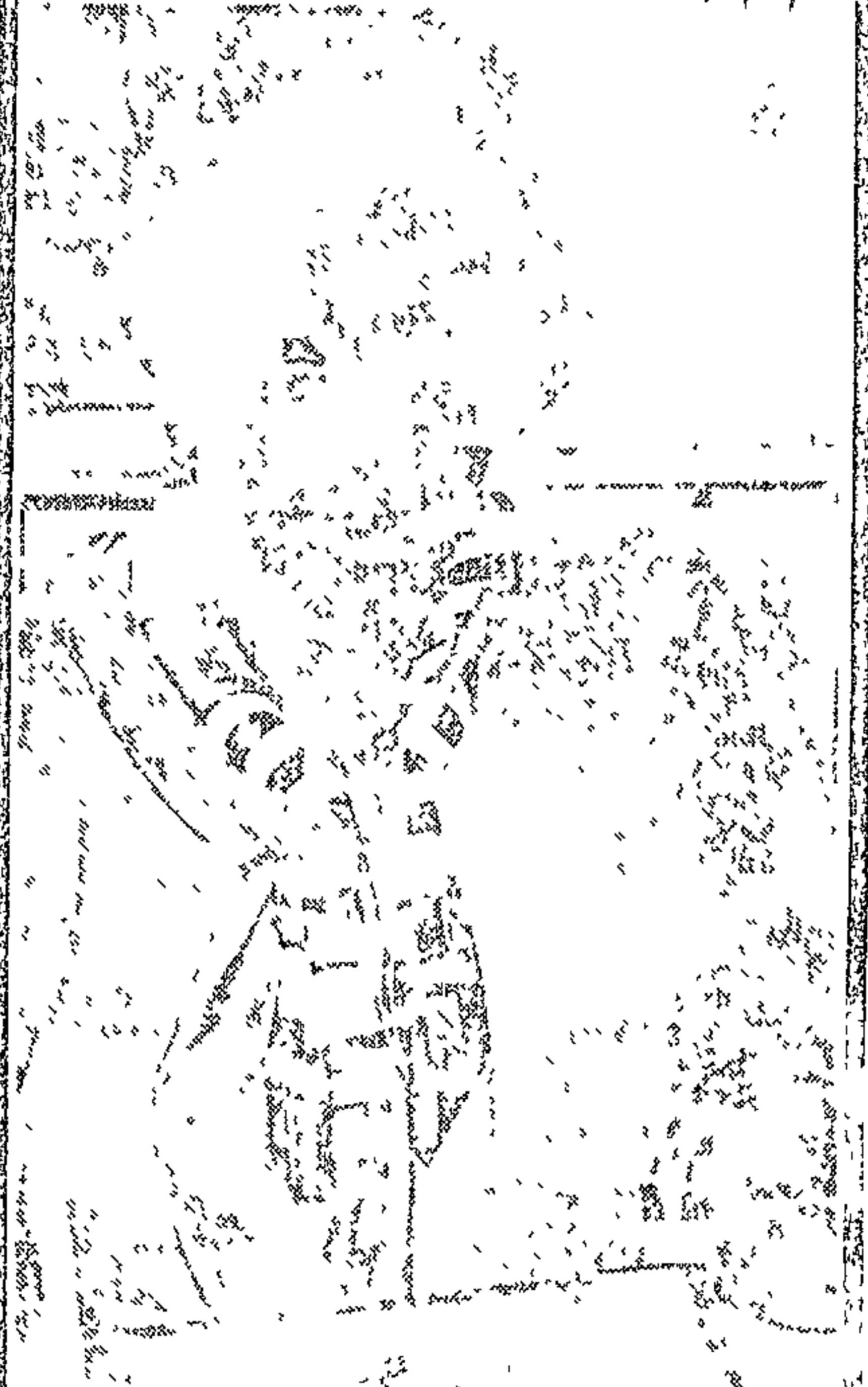
The Buchule Technical High School's curriculum includes standard subjects, and after Std 7 pupils have a choice of practical subjects. Here pupils are learning how to weld.



The executive chairman of Barlow Rand, Mr A. M. Rosholt and Chief Lennox Sebe, Chief Minister of the Ciskei, discuss the artist's impression of the Buchule Technical High School.

Some of South Africa's most influential "ambassadors" are labour leaders, writes The Star's labour reporter, SIEGFRIED HANNIG. And some of them are black labour leaders who do not apologise for their Government's racial policies. Mrs Emma Mashinini is one such leader whose influence extends into the heart of black Africa, and the world beyond. *Stu 23/7/79*

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 uitbreiding an personeel het ons die hursie op die...



MRS EMMA MASHININI . . . "you could hear a pin drop when I spoke"

The fruits of her labour are worldwide

Mrs Emma Mashinini, a black trade union leader from South Africa, was not sure of a welcome when she landed without a visa in the West African state of Igo this month.

"I wouldn't have been surprised if I had been turned away," she said back in her Johannesburg office. Yet there was a welcoming committee at the foot of the aircraft.

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 Op die stroom...
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 LIDMAATSAP

It was headed by a labour leader whose brother happens to be the Secretary General of the Organisation of African Unity

Togo's Minister of Labour was also at the airport to welcome Mrs Mashinini to the second three-yearly Pan-African Conference of the International Federation of Commercial, Clerical and Technical Employees, known as FIET

The brotherhood of organised labour had bridged another gulf of politics

Mrs Mashinini's first meeting, with colleagues from black Africa, three years before, was not encouraging. It was at the last world congress of FIET in Helsinki at the height of the Soweto riots. The Africans found it difficult to accept that Mrs Mashinini was not a Government stooge, and they treated her accordingly.

Therefore it came as a surprise to her when last year the four-member African committee of FIET included her as a fifth member to represent Southern Africa.

Now — after meeting the committee members and representatives from 19 African countries on their home ground — Mrs Mashinini will not feel out of place at FIET's next world congress in Caracas, Venezuela, in November.

The delegates to the conference in Togo gave Mrs Mashinini their undivided attention when it was her turn to report on her country.

"You could hear a pin drop when I spoke," she said.

Mrs Mashinini has come a long way since she represented her new born black Commercial, Catering and Allied Workers' Union at the Helsinki congress in 1976.

She has spent two months on educational tours, learning about trade unionism, in the United States. And she has taken a three-month crash course in industrial relations at Oxford University.

Her trip to Togo was preceded by a visit to the International Labour Conference in Geneva. But there's more in it for her than world travel.

There is the sharing of know-how, reciprocal support in times of need and joint trade union education programmes, to name but a few of the benefits offered by FIET.

Thus, Mrs Mashinini's union has received financial support for courses teaching workers the principles of trade unionism.

If her members run into trouble with any employer who is part of a multinational concern, she can appeal to FIET for support from colleagues in other countries where the concern operates.

Through FIET Mrs Mashinini has the ears of almost 150 trade unions representing more than 6 million workers in about 80 non-communist countries.

This kind of influence means much to a country fighting isolation on as many fronts as South Africa.

It means even more in the international labour movement which, according to some observers, represents a potentially greater threat to the South African economy than the United Nations.

Like most other bodies of its kind, FIET condemns racial discrimination and apartheid. Mrs Mashinini has no quarrel with this. She does not apologise for the actions or policies of the South African Government.

But she speaks abroad with the responsibility of a leader who has to account to the black workers who have elected her. This cannot be said of some influential exiles who speak as leaders of black workers although they have not set foot in South Africa for years.



Fosatu's Erwin . . . "a complete farce."

Trade Unions, feels that "Kikine is mixing up issues through sheer excitement" Sikhakhane adds that the original idea was for Kikine to bring together unaffiliated black trade unions in Natal. Then, next year, the Consultative was going to put its new constitution — on which it is working — before these unions. If the constitution was acceptable, the Natal group would be invited to join the Consultative.

(SAAWU), which claims a membership of over 15 000 workers.

Three weeks ago, Kikine called a number of unions to a meeting in Durban, asking them to join the federation. Quizzed by the *FM*, he claimed: "Forty unions were present, and about 29 promised to join." But, asked to name the unions that had agreed to participate, he declined.

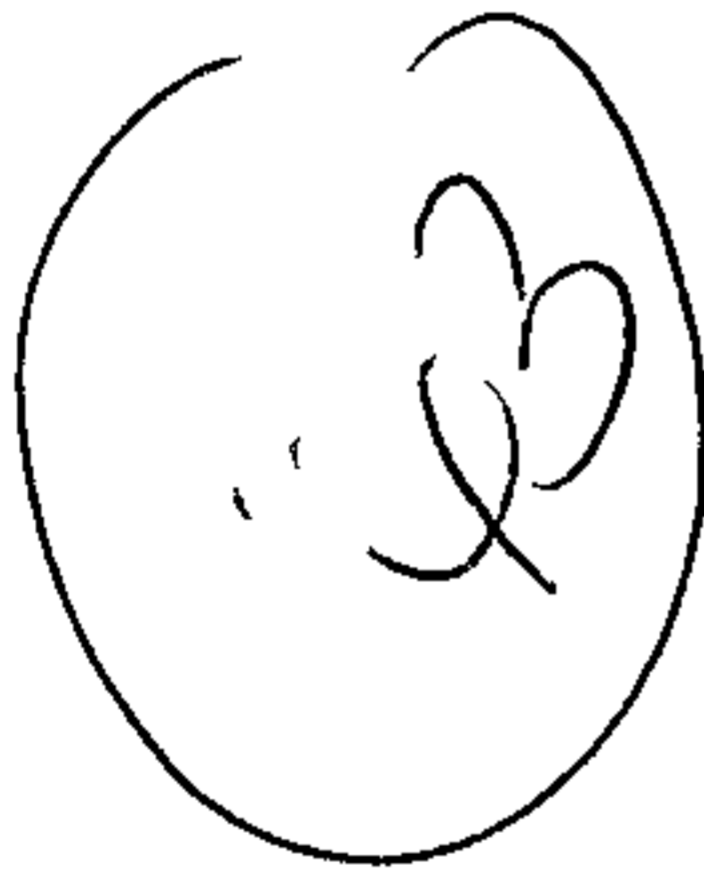
Three Tucsa affiliates went to the meeting. According to Errol Esau, of the Motor Industry Combined Workers Union: "We went along with no indication of what was going to transpire. At the meeting we were asked to make an immediate decision on joining the federation. That was impossible."

He adds: "There were definitely not 40 people at the meeting, and I don't know whether Kikine has all the unions he claims to have. I'd like to see their credentials."

"It's a complete farce," asserts Fosatu's Alec Erwin. "We will co-operate with serious trade union organisations but his new body has to prove that it is something more than a publicity stunt," he adds. Fosatu received two days' notice of the meeting, which it refused to attend. Erwin notes that it took two years to form Fosatu, and they were not about to throw in their lot with another federation — certainly not at such short notice.

Asserts Kikine: "Our aim is to make one voice and a united front to work in the interests of all workers. The federation will be multiracial."

Skakes Sikhakhane, general secretary of the Consultative Committee of Black



quietly hoped
F.M. 7/12/79
UNION GROUPINGS

New "Federation" ¹⁵⁴³

Labour observers are puzzled by the emergence of a proposed "Federation" of black trade unions. The body is being propelled into existence by Samuel Kikine's South African Allied Workers Union

(129)
(1608)

Storm as Unilever sacks union officer

By STEVEN FRIEDMAN
Labour Reporter

A PROMINENT multinational company has been accused of sacking a black worker at its Boksburg plant because of his involvement in a black trade union.

The company — Unilever, a Dutch and British subsidiary — has also been accused of flouting the European Economic Community's labour code of conduct, which it claims to observe.

The firm yesterday denied the allegations.

Unilever is the target of an international strike campaign last year over its refusal to recognise a black trade union.

The charges have been levelled by Mr Paul Ntuli, a shop steward of the black Food, Beverage and Allied Workers Union — which Unilever will not recognise — who was sacked on December 20.

The union's general secre-

tary, Mr Shakes Sikhakhane, has endorsed the victimisation charge and plans to take the matter up with Unilever's Durban head office.

Mr Ntuli also claims he was employed by Unilever as a "trainee supervisor", but was made to perform labourers' work, such as painting. The dismissal note says he was employed as a "trainee plant operator".

He says there is no formal training programme for trainee supervisors and claims other trainees have been doing labourers work for up to two years without being promoted.

"The foremen make life difficult for us, because they fear they will lose their jobs if qualified blacks are promoted. They make sure we do not advance and the management does nothing about it," Mr Ntuli said.

He also alleged that, while Unilever's canteen is racially

integrated, lower grades of black workers are not allowed to use it.

Mr Ntuli was dismissed shortly after the company received a letter informing it that he had been elected a shop steward and asking it to allow him to carry out his union duties.

Unilever replied that it could not allow activities by a union shop steward because "there is wide and positive support" among workers for the company's liaison committee. Both Mr Ntuli and the union reject this, claiming "workers are unhappy with the committee".

Mr Ntuli claims he was summoned to the factory manager's office shortly after the letter reached Unilever, and accused of breaches of discipline. He says he was told he would have to be "isolated" from his fellow workers. Soon afterwards, he was dismissed.

He denies he breached company rules, and claims that he

is being victimised because he was elected to office in the union.

A Unilever spokesman said yesterday that Mr Ntuli's dismissal "had nothing whatsoever to do with his membership of the union. While his progress was initially good, it became increasingly clear that he was not deriving satisfaction from his work and was not performing his duties adequately".

He said Mr Ntuli had been warned twice about this, in October and November, before the company was informed that he was a shop steward.

Of Mr Ntuli's other allegations, the spokesman said: "It is our policy to advance the careers of all capable employees. There is absolutely no prejudice regarding race".

He said the Boksburg site has two canteens, one for weekly-paid and one for managerial and salaried staff, and that both were non-racial.

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Man victimised, insists Union

A BLACK trade union has refused to accept a large multi-national company's word that one of its former employees was not victimised and dismissed of his union connections.

The black Food Beverage Workers Union insists that Mr Paul Ntuli was victimised and wants him reinstated at the Boksburg plant of Unilever, where he was sacked on December 20

Mr Ntuli was the second of the Union's shop stewards to have been sacked from the plant, claimed Mr Skakes Sikhakhane, the Union's general secretary

"How can we get a strong membership in a company which treats union leaders like this?" he asked with reference to previous clashes over Unilever's insistence that it will not recognise a union which does not represent a majority of workers.

More than a year ago food workers union abroad held a week of protest action against Unilever over this matter.

Mr Ntuli, a matriculant, claimed he was appointed as a trainee supervisor in June. He had responded to an advertisement which promised professional training

After failing to get any professional training, he complained to his superiors. Eventually he was given manual work of the kind performed by labourers

After Unilever had been informed of his position as a union shop steward, he was warned not to speak to other workers, he claimed

Unilever said Mr Ntuli's dismissal had nothing to do with his union membership

He knew that he was a trainee operator because he had signed an engagement card clearly stating this

Mr Ntuli's interest and performance deteriorated from October. He was given "a number" of verbal

lost 17/1/80
Man victimised,
insists Union 143

A BLACK trade union has refused to accept a large multi-national company's word that one of its former employees was not victimised and dismissed of his union connections.

The black Food Beverage Workers Union insists that Mr Paul Ntuli was victimised and wants him reinstated at the Boksburg plant of Unilever, where he was sacked on December 20

Mr Ntuli was the second of the Union's shop stewards to have been sacked from the plant, claimed Mr Skakes Sikhakhane, the Union's general secretary

"How can we get a strong membership in a company which treats union leaders like this?" he asked with reference to previous clashes over Unilever's insistence that it will not recognise a union which does not represent a majority of workers

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News vendors' 7-day week

By PHIL MLEKULU

NEWSPAPER VENDORS employed by Allied Publishing, the company responsible for distributing newspapers throughout South Africa, work a seven-day week without a fixed wage

This was one of the serious allegations levelled against Allied by its employees at a Press conference called by the Commercial, Catering and Allied Worker's Union of South Africa (CC and AW) yesterday

The main accusers are what are known as the main street sellers

They alleged that from their commission they have to pay the sub-sellers R22 while the company only adds R3

If there are shortages from the sub-seller, they are deducted from the commission of the main seller

The sellers who were present claimed that they owed Allied money for the shortages incurred by

the sub-sellers. Some sub-sellers ran away with the money

They said though working every day, their pay-packets, if they are lucky to get anything, reflects 48 hours

Allied will reply to these allegations today at 9 am

One worker told the Press he started work at 5 am and stopped selling at 7 pm without a break. This was from Monday to Friday

On Saturday they start at 5 am and stop at 7 pm

EMPTY

On Sunday they start at the same time and stop at noon

He said if he has shortages he takes home an empty pay-packet

The CC and AW as the trade union of the newspaper workers, tried to intervene on behalf of its members but has failed to organise a meeting between itself and Allied

They wrote three let-

ters to Allied who also replied with the same number of letters

Allied's accusers were the drivers and the main street sellers. Main street sellers are in charge of a group of sub-sellers

The drivers alleged that the petrol gauges of many vehicles were perpetually out of order

The drivers stated that they resented the fact that deductions are being made from their wages if they use more petrol than the allocated quantity

They claimed management allocated them rounds without taking in to consideration parking, breakdowns and other problems that can consume petrol

They also alleged that they were not provided with transport to take them home after working late

They had to sleep at the company's offices on cardboard boxes and within a short space of time had to start work again

We'll talk - Allied

ALLIED Publishing Limited, distributors of most newspapers, have agreed to meet and talk with the Commercial Catering and Allied Workers' Union of South Africa

This announcement was made at a Press conference held at Allied's head offices in Bowen yesterday.

The conference was called following claims by the union that it had failed to organise a meeting between itself and the company for the purpose of intervening on behalf of its members.

Allied's acting managing director Mr Malcolm Morgan said that they had no hangups on talking to the union which claims membership of 200 people at the company.

"Once our managing director returns from leave we will talk with the union to establish identity - to get to know it."

Mr Morgan said they recognised there was a need to negotiate with trade unions.

He described the CC and AW's secretary Mrs Emma Mashinini as a "very competent person".

Newspaper vendors employed by Allied have levelled union allegations against the company. The main accused are what are known as the main street sellers.

They allege that they work 12 hours a day without a fixed wage. They also allege that from their commission they have to pay the sub-sellers R2 while the company only adds R3. If there are shortages from the sub-sellers, they are deducted from the commission of the main seller.

Allied's drivers allege that petrol gauges of many vehicles were perpetually out of order. They claimed that management allocated them rounds without taking into consideration parking, breakdowns and other

problems that can consume petrol.

They also allege that they were not provided with transport to take them home after work late.

Mr Mashinini, a trustee of the Institute of Industrial Relations, wrote three letters to Allied requesting to meet formal representation on behalf of the union members. Allied replied with the same number of letters - one of which had alleged what the union's intentions were.

Asked if the vendors were aware of the company's attitude to trade unions, Mr R. J. de la Rive - personnel manager - said: "Trade unions have never been a topic in the establishment."

Asked to comment on some of the allegations by the main sellers, Mr Morgan said the system of remuneration for street sellers was changed fundamentally in Johannesburg's business district at the request of and by agreement with the main street sellers.

adjusted to the fiscal year ending in March.

Table 5 Health Expenditure Per Capita in Constant 1970 Prices 1959/60 - 1974/75 (a)

Year	GNP per Capita (b)	Health Expenditure per Capita (c)
1959/60	100	100
1974/75	250	120

Cross-section studies of health expenditure have shown that developed countries spend a higher percentage of their Gross National Product (GNP) on health services than do poor countries. Abel-Smith's study around 1960, of data for 17 nations, showed that the proportion of GNP spent on health services ranged from 2,5 to 5,9 per cent, with an average increase of \$1000 of GNP per capita resulting in an increase of 0,75 per cent of the proportion of GNP allocated to health.

Publicly provided health expenditures increased at a faster rate with the proportion of GNP spent on health services, rising by 0,9 per cent for each additional \$1000 of per capita GNP. 11 Data drawn together a decade ago for 16 countries yielded similar results, but in addition this study had that increases in health expenditure per capita between countries positively associated with the share of government consumption expenditure in total consumption, and negatively associated with the degree of income inequality. 12

Expenditure in the case of South Africa is shown in Table 4. In 1960, health expenditures accounted for 4,4 per cent of GNP, but although GNP grew continuously during the 1960's, the proportion allocated to health services had dropped to 3,8 per cent in 1969/70, and had dropped further to 3,6 per cent by the mid-1970's. When the 1959/60 proportion is contrasted with Abel-Smith's data for 17 countries at a similar date, the South African percentage was relatively large, and was intermediate between the United Kingdom and France. 13 If South African expenditure had followed the average trend (as indicated by Abel-Smith's cross-section data), the proportion of GNP allocated to health services would have risen by 1974/75 to approximately 5,4 per cent of GNP, as opposed to actual 3,6 per cent.

Level of public health expenditure may be a better indicator of the quality and quantity of health care available to the typical individual in poor countries, where private health services are available to a relatively small proportion of the population. Abel-Smith's data shows, as a sample of 25 countries, that the proportion of public health expenditure in the GNP varied between 4,3 per cent and 0,5 per cent. 14 In 1960, this proportion was lower in South Africa's case than for other countries with lower per capita incomes. It appears that the fall in the proportion of health expenditures in GNP it appears

Situation explosive says trade union

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Labour Reporter
A trade union claims that an "explosive" situation has arisen among workers in Allied Publishing, the company that distributes Johannesburg's major English language newspapers, including The Star.

In a letter to the company on August 29 the Commercial Catering and Allied Workers' Union complained about "very long" hours of work, and "totally inadequate" take-home pay.

The company replied that the problems had been raised by liaison committee representatives and were being investigated. The union replied that the workers were dis-

appointed at the way in which management had reacted to the liaison committee proceedings and requested a meeting with management.

Allied Publishing said that it was "somewhat early, in what might well eventually be a long-term relationship, to meet your officials."

The company asked whether the union had applied for registration and what its scope was.

The union's reply was that "the best way of coming to know us is by meeting us," and called for a meeting without delay.

On January 10 the company replied by requesting answers to its previous questions.

8/24 30/1/80
**Situation explosive
says trade union**

Labour Reporter
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(P) Victoria
p105

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Sacked over pay call

pay call

By EDMUND JAYIYA

ELEVEN workers were dismissed this week after they had asked the manager to pay them equal wages in the Sandton department of Stratford Engineering Company, Ophirton.

All are from Soweto and their services with the company range between 11 months and 11 years.

Mr L. Fry, manager of the company, could not be contacted for comment yesterday and a Mr



Spokesman Anthony Zuma said they would return only if they got equal pay.

Glassen (spelling supplied by the sacked workers) said he had nothing to say on their dismissal.

The spokesman of the workers, Mr Anthony Zuma told POST that last Friday they approached Mr Fry and asked him to pay them equal wages in their department.

He was not prepared to negotiate with them and demanded their reference books.

Some had not brought the reference books along and decided to bring them on Monday.

Mr Zuma said: "When we brought the reference books on Monday, he told us not to enter the premises."

"I then took the reference books and dropped them at his office. He then signed them off and told us he had already employed women." "He told us to come



The workers at the offices of Urban Training Project.

and collect our pay on Tuesday. He said he was willing to reinstate some of us.

"We told him we were prepared to return to work because we did not walk out. We explained to him that we would return to work only if he was prepared to pay us equal wages."

He then said we should come on Tuesday

"On Tuesday, we went to the company, but were shocked to receive R17.

"We then decided to report the matter to the legal clinic of Urban Training Project (UTP). The union promised to investigate the matter. They would inform us immediately of the findings."

A spokesman for UTP said the matter was re-

ferred to the Industrial Council.

The workers claimed they were working under "horrible" conditions.

They were made to sweep floors when the inspectors arrived. They were told that their work could be done by women.

They earned R33 a week and worked from 8 am to 4.15 pm. They did not work at the weekend

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SUNDAY POST February 3, 1980

NOW BLACK UNIONS ARE APPLYING TO REGISTER

By JOE THOLOLO

BLACK TRADE unions this week alleged that managements are pressuring them to register under the Industrial Conciliation Act.

They are scrambling to register — although unionists say not because of the pressure.

Officials of unions in the Consultative Committee of Black Trade Unions (CCOBTU) — a grouping that had been expected to remain unregistered — are getting their records straight so they can apply to the registrar before the end of the month.

A member of the CCOBTU, the SA Chemical Workers' Union, this week announced it had applied for registration.

Mr Leonard Sikhakhane, leader of the CCOBTU.

Eight unions in the other major grouping of black trade unions, the Federation of South African Trade Unions (Fosatu), will be applying within two weeks.

The secretary of the Food, Beverage and Allied Workers Union, Mr Leonard Sikhakhane, said since the Industrial Conciliation Amendment Act — the law that gave trade union rights to Africans — came into effect on October 1 last year, managements were reluctant to talk to unregistered unions.

"We have been told by three companies that they will not talk to us unless we are registered or are in the process of registering," he said.

Mr Sikhakhane said his union is still discussing registration, "but eventually we will have to apply."

"I should make it clear, however, that it is not pressure from managements that is forcing us to apply. We fear the Government is going to outlaw unregistered unions."

Mrs Jane Hlongwane, secretary of the Steel, Engineering and Allied Workers Union, said: "This very week we were told by a firm in Vereeniging that we

should register first before they could talk to us." She is busy getting documents ready for the union's application. Why?

"We do not want to criticise the new dispensation from outside. We have to test the Government's sincerity and we have to test the goodwill of the white worker."

Mrs Hlongwane said the unions in the CCOBTU were criticised for using works committees.

"But it was only through our participation that we were able to discredit the system of works and liaison committees," she said.

Mrs Agnes Molefe was about to send in an application for the registration of her Laundry, Dry Cleaning and Dyeing Workers' Association.

She said her union had good relations with managements, but they had suggested it register so their relationship is formalised.

Mrs Agnes Molefe, secretary of the Laundry, Dry Cleaning and Dyeing Workers' Association.

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Star 3/1/78

Publishers to meet black union on work grievances

By Sieg Hannig
Labour Reporter

Allied Publishing intends to meet the black Commercial Catering and Allied Workers' Union, which has sought to see the company about employees' complaints.

"We have no hang-up about speaking to a black union and ultimately recognising one," said Mr Malcolm Morgan, Allied's acting managing director. The planned meeting was designed to establish the basis of recognition and would be held when the managing director returned from leave.

But negotiations with the union were not planned at this stage in spite of the union's claim that the situation among workers was explosive.

"We are trying at all times to avoid any explosive situation," Mr Morgan said.

With this in mind we have been following the procedures taught to us by the Institute for Industrial Relations.

He said Allied was a member of the institute, which is an offshoot of the union.

We believe Mrs Mashini to be a very competent person, he said.

On the workers' long list of allegations, Mr Mor-

gan said he was neither conceding the accuracy of the allegations nor minimising them.

"There is room for improvement in our company and we are working hard at this," he said.

But he refused to comment on the allegations because, he said, problems could not be solved in public.

But he said the system of remuneration for street sellers in central Johannesburg had been changed fundamentally in May 1978 at the request of and by agreement with the "main sellers".

Some main sellers told a Press conference they worked long hours, seven days a week without fixed incomes.

They received commissions on the newspaper sales of sub-sellers who were hired by the company.

Most of them had five sub-sellers whom they had to pay R20 a week. The company paid them an additional R3 a week.

If one of the sub-sellers absconded with his takings or if there was a shortfall in the sales, the main seller had to bear the loss.

As a result in some instances, he said, sub-sellers sometimes had no money left over for themselves or owed up to R400 to him because of accumulated shortfalls, the main sellers alleged.

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Law - 10 - 10.50 a.m.
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Monday, 19th February (Course)
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 Sunday 18th February (Course)
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2. Diplomatic Gen (with North Africa) Saturday 17th February (Course)

Then come the people of Kanem, a very large population among whom Islam predominates... Their rule extends over the countries of the desert as far as the Fezzan. Since the founding of the Hafsid dynasty, they have enjoyed friendly relations with it. In the year 655 A.H. (A.D.1257) the Sultan al-Mustansir received a rich present from one of the kings of the negroes, the sovereign of Kanem. Among the gifts which this negro delegation presented to him was a giraffe, an animal whose external characteristics are most diverse. The inhabitants of Tunis ran in a crowd to see it.

From ibn Khaldun (1377-1406)
 History of the Berbers
 to the Dean, Faculty of Arts, University of Cape Town, Private
 Note: Fezzan lies in the Central Sahara, between Tripoli and Lake Chad.
 The Hafsid dynasty came to power in Tunis in the thirteenth century.
 payable to the University of Cape Town, for the Registration

together with a crossed cheque or postal order made
 Please complete and return the enclosed Registration Form

Star 3/1/78

Publishers to meet black union on work grievances

143

By Sieg Hannig
Labour Reporter

Allied Publishers intends to meet the black Commercial, Catering and Allied Workers' Union, which has sought to sue the company about employee complaints.

"We have no hangup about speaking to a black union and ultimately recognising one," said Mr Malcolm Morgan, Allied acting managing director.

The planned meeting was designed to establish the basis of recognition and would be held when the managing director returned from leave.

But negotiations with the union were not planned at this stage in spite of the union's claim that the situation among workers was explosive.

"We are firm at all times to avoid any explosive situation," Mr Morgan said.

"With this in mind we have been following the procedure, laid out to us by the Institute for Industrial Relations."

He said Allied was a member of the institute, of which one of the trustees was Mrs Emma Mashini, general secretary of the union.

"We believe Mrs Mashini to be a very competent person," he said.

On the workers' long list of allegations, Mr Mor-

gan said he was neither considering the accuracy of the allegations nor admitting them.

"It is a union for improvement in our company and we are working hard to do this," he said.

But he refused to comment on the allegations because, he said, problems could not be aired in public.

But he said the system of remuneration for street sellers in central Johannesburg had been changed fundamentally in May 1977 at the request of and by agreement with the main sellers.

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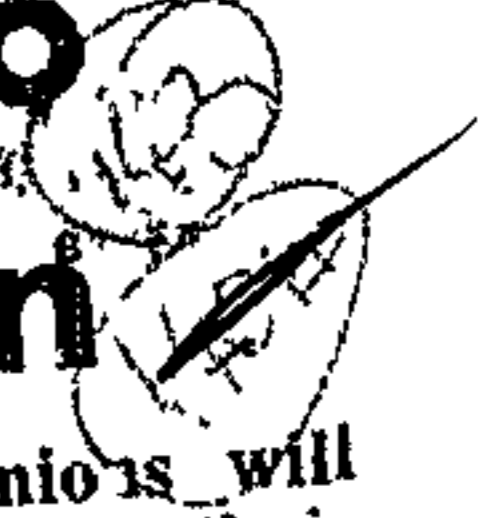
If one of the sub-sellers absconded with his takings or if there was a shortfall the main sellers had to bear the loss.

As a result main sellers sometimes had no money left over for themselves or saved up to R100 to Allied because of accumulated shortfalls, the main sellers alleged.

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Eight more unions to apply for registration

lot 12140



EIGHT unions in the Federation of South African Trade Unions will apply for registration under the Industrial Conciliation Act "on their own terms" within the next two weeks.

The Federation's secretary, Mr Alec Erwin, yesterday said the unions had now solved the problems that stopped them from registering earlier.

The federation has nine unregistered unions and five registered.

The ninth unregistered union — the United Automobile, Rubber and Allied Workers' — has decided to merge with the registered National Union of Motor Assembly and Rubber Workers' Union.

The Fosatu unions insist that when they are registered they should retain their non-racial constitutions, that they bypass provisional registration, and that they remain unfragmented.

A union affiliated to the rival Consultative Committee of Black Trade Unions (CCOBTU), the South African Chemical Workers Union, has also applied for registration.

Mr Dan Tau, the union's secretary, who is also sec-

retary of the CCOBTU, yesterday said they had applied for registration although their application had not been gazetted yet.

His is the first union in the committee to apply.

Last week the African Transport Workers' Union, a member of the Trade Union Council of South Africa, became the first African trade union to be registered under the Industrial Conciliation Act.

Swedish concern

Labour Reporter

SWEDISH trade unions "took an active interest" in negotiations between the Swedish-owned Springs steel company, Fagersta Steels, and the black Engineering and Allied Workers' Union, which Fagersta recognised this week.

Disclosing this yesterday, Fagersta's managing director, Mr Tore Lundberg, said the company had recognised the union because "the advance of black trade unions is both desirable and unavoidable".

He was commenting on the agreement between Fagersta

and the union, which makes Fagersta the third SA company to sign a written recognition agreement with an unregistered black union.

Mr Lundberg said both Fagersta's Swedish parent company and unions active at its plant had taken an interest in the talks.

But he emphasised "They did not interfere, they simply made their views known".

He added "It is obviously desirable to have a representative body with which management can negotiate. This can only improve communication.

Unions in unique talks

Labour Reporter

A POTENTIALLY controversial document on trade union recognition has been unanimously accepted in unique meetings between employers and black and white unionists.

However, serious differences between black and white unionists over black artisan training have led to a decision to discontinue the 'consultations' for the time being.

The meetings were attended by black unionists affiliated to the Consultative Committee of Black Trade Unions, senior employer representatives and registered trade unionists, mainly those affiliated to both the Confederation of Metal and Building Unions and Tuccsa.

Two members of the Wichahn Commission were present.

They formed part of a joint labour-management programme organised by Wits University's Graduate School of Business Administration and were aimed at setting a new tone for industrial relations in South Africa.

Details of these 'consultations' were released this week by the Graduate School's Director, Dr Gideon Jacobs.

He revealed that all participants had endorsed a statement on trade union recognition at a meeting last month.

Another statement, on relations at factory level, was also endorsed although this contained disagreement on key issues between the three parties.

While they all agreed that a relationship between employers and workers at factory level was necessary, they disagreed on how this should be done.

According to Dr Jacobs 'the problem was the deep suspicions of black unions based on their experience with liaison committees'.

He added, however that 'given time, an agreement could be worked out on this'.

After the document on unions was accepted black unions indicated that they would not take further part in the meetings until they had clarified their relationship with non-black unions.

They were reacting to a discussion on artisans in which, they argued a prominent registered unionist had made it clear that blacks could still be excluded from artisan status because of their colour.

Dr Jacobs said however, that he believed the programme would continue despite this disagreement.

'After every meeting it seemed that we would not have another one. But we've always managed,' he said.

He added that 'bearing in

mind the South African situation, it would be remarkable if these conflicts did not surface'.

The document on unions does not bind any of the participants but they have all agreed to take it back to the organisations they represent.

It broadly endorses the industrial council system, the cornerstone of present labour law in South Africa, but levels a number of criticisms at it.

Publishers, workers head for showdown

By STEVEN FRIEDMAN
Labour Reporter

A CONFRONTATION may be brewing between management at Allied Publishing and a group of Allied news vendors and drivers

Allied distributes all major English-language newspapers

At the weekend, a meeting of more than 100 Allied workers gave management until Saturday to respond to a demand that it meet workers with representatives of their union, the Commercial Catering and Allied Workers Union.

Disclosing this decision yesterday, the union's general secretary, Mrs Emma Mashimni, said "The workers are extremely angry. It took considerable effort to hold them back at the meeting."

According to union officials, "if management rejects the workers' request, the consequences could be very serious"

Allied's managing director, Mr R J Mitchell, declined to comment yesterday

Recently, the union held a Press conference at which it complained that Allied management was refusing to deal with it. It said Allied workers had

"serious grievances" about pay and work conditions and accused management of refusing to discuss these grievances

The union said at the time that workers had boycotted their liaison committee because they had been unable to resolve their complaints through it

Allied management denied that it was unwilling to deal with the union and announced at the time that it was prepared to meet union representatives

Two meetings have since been held between management and the union. At the second meeting, management said it would hold a meeting with Allied workers to report back on the talks and to discuss some of the grievances

Management then issued a circular to workers inviting them to appoint eight representatives to meet management "to discuss and attempt to resolve the complaints"

This meeting was scheduled for last Friday, but workers boycotted it, because "they feared that it was an attempt to revive a liaison committee, which they have already rejected", Mrs Mashimni said

Allied then issued a notice to workers denying that it was attempting to revive the liaison committee. In the notice, Allied says it will recognise a black union "but this cannot be done immediately"

It suggested that "in the meantime" grievances "of a domestic nature" be resolved between Allied and a worker committee

At the weekend, however, workers rejected this suggestion and insisted that "the leaders of our union should be our negotiators in regard to our grievances including those of a domestic nature"

"We totally reject management's scheme that a committee of eight workers should meet it unless the leaders of the union are included in the negotiating team, and the union officials should lead the team. We don't want or accept any liaison committees," says a statement drawn up at the meeting

The statement adds that workers are "fed up" with "the tactics of our management in dragging out for more than six months the attempts of our union to negotiate our grievances"

RDM 11/3/80

(143)

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	AS AT	PAGE
1025211	PARSONS	PETER HARRY	603202	ROMAN LAW & JURISPRUDENCE IUP	(57)	4	1025211
077201P	ANDREWS	DAVID ARIAN	107301	ENGLISH III	(56)	4	077201P
101148U	WALKER	WELAND	111101	RELIGIOUS STUDIES I	(54)	5	101148U
101875J	BRUSSE	PETER GRAHAM	004301	PSYCHOLOGY III	(52)	4	101875J
			101202	AFRICAN LANGUAGES XHOSA II UP	(50)	4	115418E
				AFRICAN LANGUAGES XHOSA II UP	(55)	4	111405T
				MATHEMATICS IB	(41)	5	100997E
				PSYCHOLOGY III	(57)	4	098097E
				DIAN LAW II	(63)	4	113612R
				LEGAL HISTORY I	(50)	4	104853K
				ITALIAN INTENSIVE	(60)	4	102301J
				SHANUVA A (HALF CRSE)	(63)	5	097859A
				COMICS III	ABS	5	101158E
				LATA III	UP	4	094855G
				ENGLISH III	ABS	5	111351M
				POLITICAL SCIENCE III	UP	4	105519W
				HISI & APPRECIAT OF MUSIC IABS		5	102719B
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				AFRIKAANS EN NEUDERLANDS IIIF		5	033909H
				STATISTICS I (HALF CRSE)	F	4	101164L
				STATISTICS I (HALF CRSE)	F	4	112105D
				AFRIKAANS	UP	4	116606W
				ENGLISH III	2	4	134100Z

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PAGE 1

13030

Union sets sights on dairy once again

143 RDM 18/3/80

Staff Reporter

A TRADE union is aiming to take a Johannesburg dairy to court for the third time for alleged victimisation of employees who are union members

An official of the Food and Beverage Workers' Union, Mr Skakes Sikhakhane, said "We want to teach Nel's Dairy (Pty) another lesson and go ahead with prosecutions for victimisation

"We certainly want to make it a point that they adhere to undertakings made previously not to dismiss people unfairly. We also want to make sure that they adhere to the law by accepting and recognising a works committee that has been elected on a statutory basis," Mr Sikhakhane said

The dairy is involved in a dispute with two employees, both of whom belong to the union

They were laid off and claim they were victimised

Attorneys acting for the two men have sent letters of demand to the company which say that unless the two are reinstated, victimisation charges would be brought against the company

The men — Mr Jarius Mosime and Mr Isaac Khanye — had been with Nel's for 14 and 26 years respectively

Both were laid off this month about three weeks after an out of court settlement in which the company undertook to pay 24 former employees R25 000

The 24 had sought an interdict stopping future unlawful dismissals and the company undertook not to fire workers for trying to set up a works committee

Mr Khanye, 52, who was among the workers who brought the action against Nel's, alleged he was told by Mr Hans Nel on March 6 that he would be put on pension

"I was told there was no job for me and I was being signed off," he said

Mr Khanye said he had not asked to go on pension. There had been no complaints about the quality of his work

He claimed he was being victimised because he had originally supported the establishment of a works committee

He said he received only a R481,18 pension payout

"How can I and my family survive on this amount for the rest of our lives?" he asked

Mr Jarius Mosime, who was one of the original supporters of a works committee at the company, claimed he was dismissed after being seen speaking to Mr Joseph Mabaso, the first of the company's employees to bring a court action

Mr Mosime alleged that Mr Nel told him, "You were good in your job. You gave us no trouble, but now you have spoken to Mabaso." He said he was told to ask Mr Mabaso for a job

Mr J D Nel, a director of the company, was not available for comment yesterday



MR RIVE ... no permission

STU13-9 EXAMINATION RESULTS IN FACULTY ARTS

12010 LOWER DIPLOMA IN LIBRARIANSHIP YEAR: I

STUD NO SURNAME FIRST NAMES COURSE

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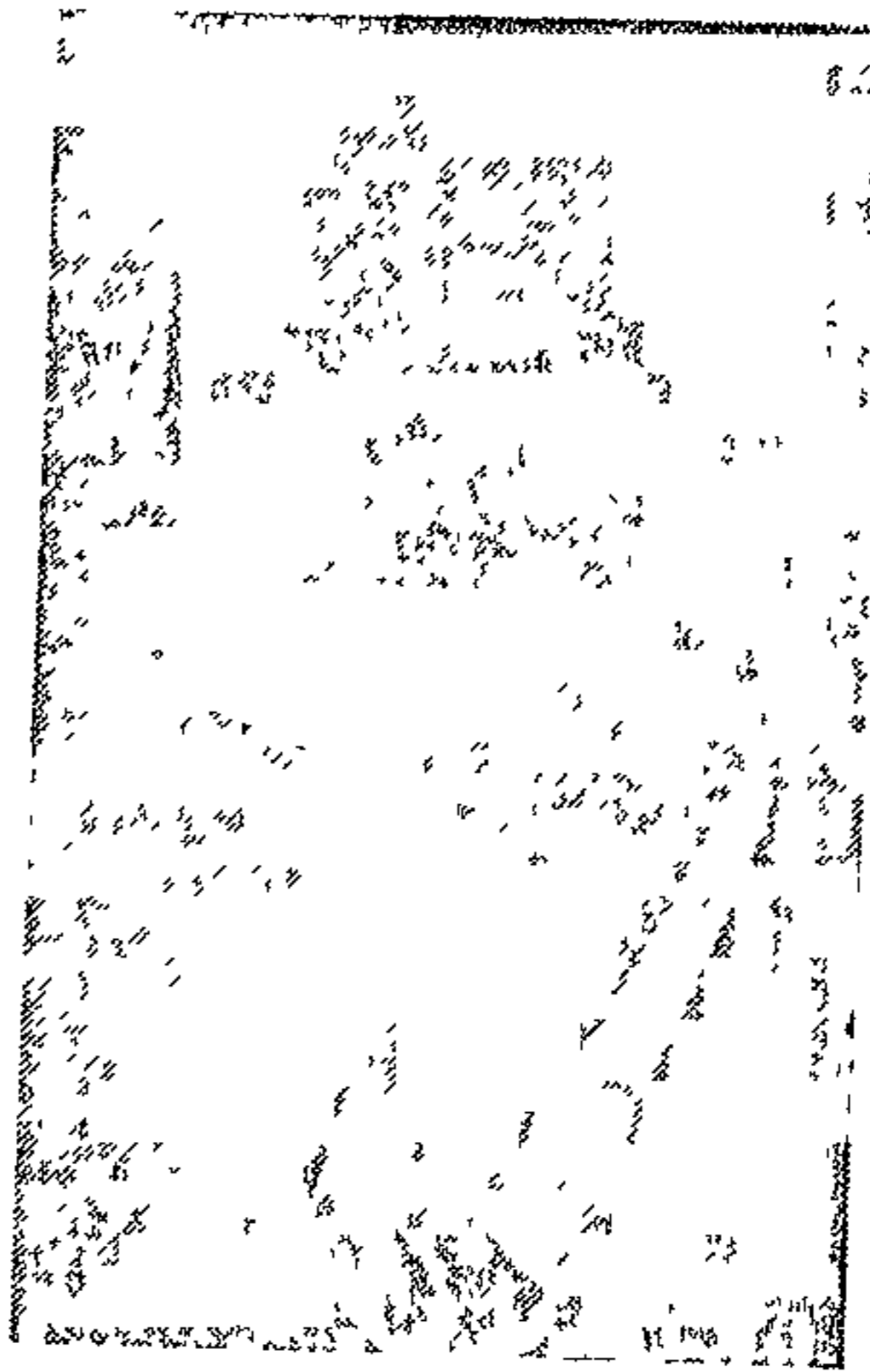
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* TOTAL NUMBER OF STUDENTS 2

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The day a STAR 21/3/80 milk run (31) (139) (143) went sour



Mr Isaac Khanye . . . claims he got only R481 when he was pensioned off after 10 years' service.

By Elizabeth Wilson,
Labour Reporter

For 10 years, winter and summer, Isaac Khanve (52), has got up long before dawn for his milk round for Nels Dairy in Victory Park

Suddenly he has been pensioned off with a cheque, he says, of only R481

He has also been endorsed out of Johannesburg

"I don't know how I can live on R481 for the rest of my life," says the tall, loose-limbed milkman

"I have a wife and child to support

"If I am sent back to Rustenburg, I don't know what work I will find

"How will I feed and clothe my family?"

The Food Beverages Union is taking up the matter and demanding that the dairy reinstate Mr Khanye, and another long-serving employee, Mr Jaries Mosime.

Both union members claim to have been victimised

Mr Khanye alleges that on March 6 he was called into the office of Mr Hans Nel, sen, and asked his age

He claims that when he gave his age as 52 he was told he was to be put on pension

Mr Nel, however, will not say why Mr Khanye's service had been terminated

Mr Khanye is claiming that he has received only R481,18 from the pension fund.

He says he was told this amount was "in full and final settlement of all benefits" due to him from the fund.

"After all these years, I expected more," he says

"I expected to carry on working until I was 60"

In the wake of his termination of service Mr

union members at the dairy

In the same year, a petition was sent to the management of Nels Dairy asking for an elected works committee and suggesting a list of nominees

Mr Khanye was one of the workers who signed this petition

He was also one of the applicants in court proceedings brought against Nels Dairy last year

In May last year, 24 of Nels's black workers went to court because they feared they would be victimised for trying to establish a works committee

Subsequently, the first applicant, Mr Joseph Mabase was dismissed

He then instituted contempt of court proceedings against the dairy

Both the interdiction and contempt applications were settled in February with the dairy agreeing to pay a R25 000 contribution towards costs

According to the union, a works committee was only set up in early December last year when, it claims, many of the workers' leaders had been dismissed

The union has said that unless Mr Khanye and Mr Mosime are reinstated, further legal proceedings will be instituted

Mr Nel says the R481,18 quoted by Mr Khanye was the employee's contribution to the pension fund, without interest

He said another R600 or R700 would be paid to him as the employer's contribution

Mr Nel said Mr Khanye had been earning a gross R185,50 a month

He said no employee of the dairy had been dismissed "without justification"

"After all these years, I expected more," he says.

"I expected to carry on working until I was 60"

In the wake of his termination of service, Mr Khanye says he was endorsed out of Johannesburg, in spite of the fact that he had worked for the same employer for 10 years and in Johannesburg for 26 years

The Black Sash has been asked to look into his case

According to the General secretary of the Food Beverages Union, Mr Skates Sikhakhane, the latest dismissals from Nels brings the total to "close on 40"

But Mr Nel puts the figure at "about 32."

All workers dismissed, says Mr Sikhakhane, allege they were dismissed on "frivolous" or "non-existent" grounds

He says workers began joining the union in 1978 because of dissatisfaction

At one stage, he says, there were more than 280

had been earning a gross R185,50 a month

He said no employee of the dairy had been dismissed "without justification"

He said he had told dismissed workers he would look at their situation again in six months' time

Asked about the reinstatement demand Mr Nel said "I will just ignore it"

"They can take what steps they think they are entitled to"

He denied that the dismissal of Mr Khanye and Mr Mosime had anything to do with the petition for a works committee.

An attorney acting on behalf of Nels Dairy refused to discuss the matter

He said "The relationship between Nels and their employees and the termination of employment of any employee, and the reason therefor, is the private concern of the company and its employees"

DA 117. DDP 217/12
**Trade union talks on
Border jobless** (41) (355)
(137)

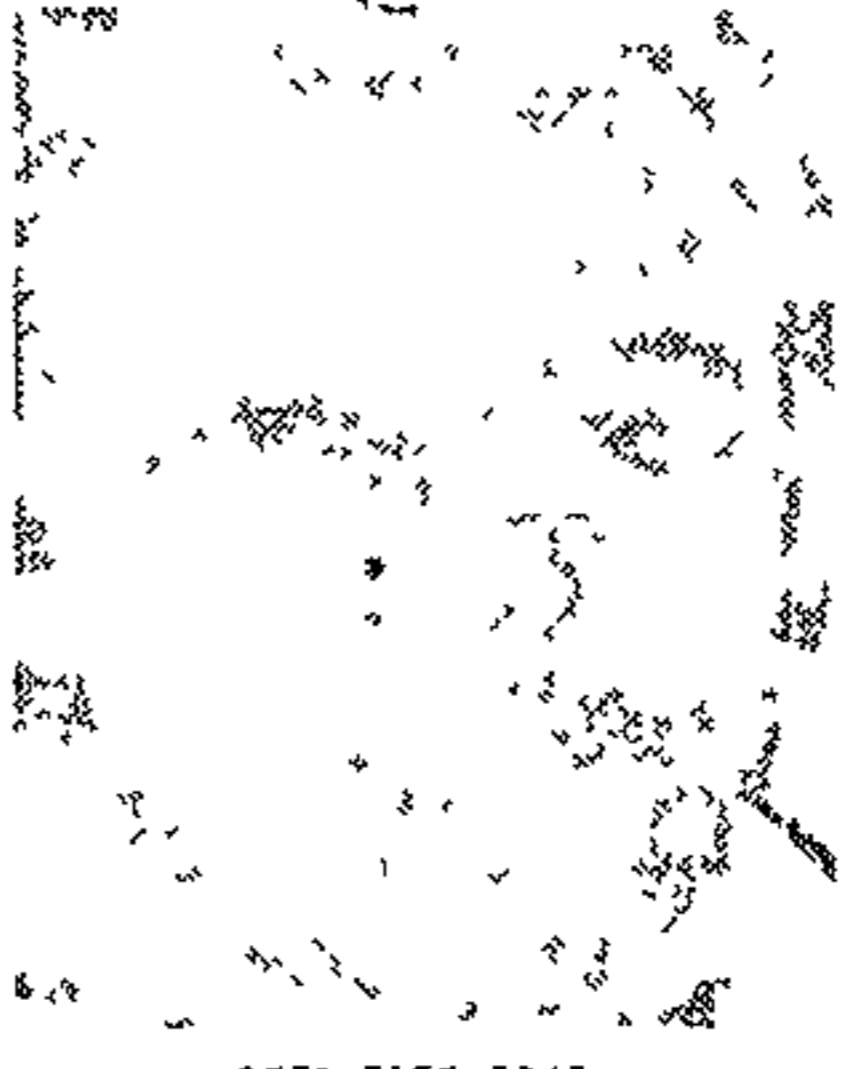
EAST LONDON The high rate of unemployment in the Border areas is to be raised at the annual congress in Durban this weekend of the newly-formed Food and Canning Workers Union.

The new union is a merger of the South African Allied Workers' Union and the South African Food Canning Workers Union, it was disclosed by the secretary of the SAAWU, Mr S. K. B. Kikine, of Durban here yesterday.

Mr Kikine said the newly formed union was to launch a nationwide campaign against rising unemployment.

He would call on the central government to provide with investments in South Africa.

Mr Kikine released a statement by the SAAWU and the FCWU announce



MR KIKINE

ing the merger and revealing that the head office of the new union would be situated in Cape Town.

At Sunday's congress in Durban the question of membership will be raised and the large number of unemployed workers in one Border area discussed. DDR

Vendors
STAR 11/14/80
negotiate
big pay
increase

Allied Publishing signed a wage agreement with the Catering and Allied Works Trade Union, yesterday, ending a dispute over newspaper vendors' pay.

The new agreement will come into effect next week, after weeks of negotiation. The increases affect 2 000 workers in the Transvaal and Orange Free State.

Manual labourers who are presently started at R24 a week will now receive a 33 percent rise to R32 a week.

Vendors in suburban streets will now get R38 a week and main street sellers and sub sellers R50 a week.

Drivers will receive R35 to R50 a week regardless of the distance they have to travel.

Roundsmen — sellers who deliver on bicycles — will get R10 rises, to R38 a week.

Drivers and roundsmen were dissatisfied with the increases.

Pay rise for Allied men

113
239
By PHIL
MTIMKULU
Post
11/41

NEWSPAPER distributors will get a pay increase as from next Sunday.

This was as a result of successful negotiations between their union, Commercial, Catering and Allied Workers and employers, Allied Publishing

Those who will benefit are drivers, main street sellers and sub-sellers

A statement was yesterday given to POST by Mr R Alport, provincial manager of Allied for the Transvaal and Orange Free State. It read

"Allied Publishing wish to announce that negotiation with Cowusa in regard to new pay scales for its employees in the Transvaal and Orange Free State have been successfully concluded and these will be introduced from next Sunday and will be firm for a period of 52 weeks

"Although union executives expressed their reservations in regard to scales for certain job categories, it was mutually agreed that the new rates of pay will be accepted and form a sound base for the future"

UNION

Mrs Emma Mashimini, secretary of the union, agreed with the statement. She said they were trying to get more out of Allied for the workers but had to contend with this arrangement

Here are the increases
New employees will get R32,50. Those earning R35 will get a R15 increase while those who were earning R28 will get a R10 increase.

Drivers will now earn R50 with the maximum being R80

Mrs Mashimini said they had asked that the minimum be R60 and maximum R85. "We have not achieved much, but we managed to get something," she said

Street sellers who earned R3 a week will now be paid R28 by Allied and an additional R10 from the main seller to make it R38 a week.

Mrs Mashimini said, however, a street seller who had been working for the company for over a year, will have another 76 cents for every year he has been employed

The basic wages for a main street seller, which was R25, is now R50 and still excludes his 15 per cent commission

Metal clash looms over black unions

By STEVEN FRIEDMAN
Labour Reporter

LONGSTANDING tensions between registered and unregistered unions over black unionisation are expected to surface again at a meeting of metal unions today

The assistant general secretary of the Geneva-based International Metalworkers' Federation (IMF), Mr Werner Thonessen, will attend the meeting.

Some sources say he is visiting South Africa to attempt to patch up inter-union differences, but local federation sources say his visit is "routine"

The South African council of the International Metalworkers' Federation is meeting in Johannesburg today. A number of registered metal unions belong to the federation, as do

metal unions affiliated to the Federation of SA Trade Unions. About 500 000 workers are employed in the metal industry.

Although Mr Thonessen's visit was described as "routine", it is certain to prompt renewed discussion of the tensions which have plagued the council for some time.

Some of the registered and unregistered IMF unions have been at odds over a number of issues. When members of a federation affiliate struck at the Eveready factory, some registered unions were accused of not backing the strikers.

Attempts by registered unions to organise "parallel" black unions have been a particular bone of contention of late.

The Fosatu unions have claimed that the registered unions are trying to "poach"

members of Fosatu unions in an attempt to channel black workers into "tame" unions.

IMF officials are known to be concerned about the inter-union dispute and have said that they believe it is hampering the unions' work. Mr Thonessen is thus expected to attempt to improve relations.

Earlier reports said that the federation had threatened to cut off aid to local unions if the tensions continued, but union sources say no such threat was issued. The federation is not planning to end its South African involvement, they say.

A federation source said yesterday that the meeting would discuss "ways of making the South African council more effective. At the moment it is achieving little because of the conflicts."

He added that unregistered

unions were likely to appeal for shop floor co-operation between them and registered unions.

Some IMF unionists would like to see the appointment of a South African unionist to run the committee on a full-time basis. But this is impossible while the conflicts continue, they say.

Another source said "all the old hassles are likely to come up."

He said one bone of contention could be the application for membership of the Steel, Engineering and Allied Workers Union, which is affiliated to the Consultative Committee of Black Trade Unions.

The union has been formed after a split in the Engineering and Allied Workers Union, which is now affiliated to Fosatu. Its application could thus spark off further tension in the council.

CONTENTS:

1.	Introduction
2.	Outline of Lesotho's Economic Structure
3.	Economic Ties with South Africa
	Migrant Labour
	Trade
	Customs Union
	Rand Monetary Area
4.	Lesotho's potential for economic independence
5.	Conclusion.

"Is it in the interests of Lesotho to attempt to increase significantly her economic independence from South Africa?"

31 March, 1980

Jonathan Troilip

SOUTH AFRICAN ECONOMIC PROBLEMS

ECONOMICS HONOURS

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NOTICE 280 OF 1980

DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF
A TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Textile Workers' Union (Transvaal) Particulars of the application are reflected in the subjoined table

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union.—Textile Workers' Union (Transvaal)

Date on which application was lodged—25 January 1980.

Interests and area in respect of which application is made—Black persons who are employees for the purposes of the Act and who are employed in the Textile Manufacturing Industry, in the Provinces of the Orange Free State and the Transvaal

"Textile Manufacturing Industry" means the industry in which employers and employees are associated for any of the following purposes

(a) (i) The manufacture, either in whole or in part by any process whatsoever, of all classes of blankets, blanketing, travelling rugs and/or shawls, whether plain or raised or dyed or otherwise treated, and including all operations incidental to or consequential thereon in the course of such manufacture;

(ii) the manufacture by any process whatsoever, including all operations incidental to or consequential thereon in the course of such manufacture, of yarns for sale or on commission, if such yarns in the final mass-measuring in the case of worsted, woollen or mixed yarns, measure 5 039,68 metres or less to the kilogram or in the case of yarns, 8 063,49 metres or less to the kilogram for use in the manufacture of the articles referred to in paragraph (a) (i), except where such yarns are sold by the manufacturers thereof for the purpose of manufacturing articles other than those specified in subparagraph (i) hereof;

(b) (i) the manufacture, either in whole or in part and by any process whatsoever, of kaffir sheeting, whether plain or raised or dyed or printed or otherwise treated, and including all operations incidental to or consequential thereon in the course of such manufacture,

(ii) the manufacture, by any process whatsoever, including all operations incidental to or consequential thereon in the course of such manufacture of yarns for sale or on commission if such yarns, in the final mass-measuring, measure 8 063,49 metres or less to the

KENNISGEWING 280 VAN 1980

DEPARTEMENT VAN MANNEKRAG-
BENUTTING
WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Textile Workers' Union (Transvaal) Besonderhede van die aansoek word in onderstaande tabel verstrek

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—Textile Workers' Union (Transvaal)

Datum waarop aansoek ingedien is—25 Januarie 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet werknemers is en in die Tekstielnywerheid in diens is in die provinsies die Oranje-Vrystaat en Transvaal

"Tekstielnywerheid" beteken die nywerheid waarin werkgewers en werknemers vir enige van die volgende doeleindes met mekaar geassosieer is

(a) (i) Die vervaardiging, hetsy in die geheel of gedeeltelik, en volgens enige metode, van watter aard ook al, van alle klasse komberse, kombersstof, reiskomberse en/of tjalies, hetsy effe of gepluis of gekleur of anderter aard ook al, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei,

(ii) die vervaardiging, volgens enige metode van watter aard ook al, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei, van garing vir verkoop of volgens opdrag, indien sodanige garing, in die geval van kam-, kaard- of mengelgaring, wanneer die massa finaal bepaal word, na maat 5 039,68 meter of minder per kilogram is, of in die geval van ander garing, 8 063,49 meter of minder per kilogram vir gebruik by die vervaardiging van die artikels genoem in paragraaf (a) (i), uitgesonderd wanneer sodanige garing deur die vervaardigers daarvan verkoop word met die doel om ander artikels daarmee te vervaardig as dié wat in subparagraph (i) hiervan gespesifiseer word;

(b) (i) die vervaardiging, hetsy in die geheel of gedeeltelik en volgens enige metode, van watter aard ook al, van kafferbaai, hetsy effe of gepluis of gekleur of bedruk of andersins behandel, en met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei;

(ii) die vervaardiging, volgens enige metode, van watter aard ook al, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei, van garing, vir verkoop of volgens opdrag, indien dié garing, wanneer die massa finaal bepaal word, na maat 8 063,49 meter

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kilogram and for use in the manufacture of kaffir sheeting but not where such yarns are sold by the manufacturers thereof for the purpose of manufacturing articles other than those specified in subparagraph (i) hereof,

(c) the warping, weaving and/or finishing of canvas, duck, tapes and/or webbing by any process whatsoever and all operations incidental to or consequential thereon in the course of such activities;

(d) (i) the manufacture of flock, wadding, sized wadding, padding and/or underfelt by any process whatsoever, including all operations incidental to or consequential thereon in the course of such manufacture,

(ii) the manufacture of felt by any process whatsoever, including all operations incidental to or consequential thereon in the course of such manufacture;

(iii) the manufacture of medical wadding and/or cotton wool by any process whatsoever, including all operations incidental to or consequential thereon in the course of such manufacture,

(e) the manufacture, including all operations incidental to or consequential thereon in the course of such manufacture, of worsted tops and/or noils,

(f) the manufacture, including all operations incidental to or consequential thereon in the course of such manufacture, of worsted yarns and/or worsted fabrics;

(g) the manufacture, including all operations incidental to or consequential thereon in the course of such manufacture, of woollen and/or mixed yarn and/or woollen and/or mixed cloth and/or by-products from wastes or otherwise, but shall not include—

(i) the manufacture and/or finishing, either wholly or in part, of blankets, blanketing, travelling rugs, shawls, tapes, webbing, canvas, duck and/or kaffir sheeting for sale as such;

(ii) the manufacture of any yarn for sale, or on commission, which, as a single yarn, contains—

(a) in the case of cotton yarn, 8 063,49 metres or less to the kilogram,

(b) in the case of woollen or mixed yarn, 5 039,68 metres or less to the kilogram;

(iii) the manufacture of any yarn for sale, or on commission, which as a single yarn contains—

(a) in the case of cotton yarn, over 8 063,49 metres to the kilogram,

(b) in the case of woollen or mixed yarn, over 5 039,68 metres to the kilogram;

unless it is stipulated in writing as a condition of sale or the production on commission, that such yarn shall not be used in the manufacture of any of the articles specified in paragraph (i),

(iv) the manufacture for sale, or on commission, of any fabric or cloth which is capable of being made into any of the articles specified in paragraph (i) unless it is stipulated, in writing, as a condition of sale or the production on commission, that such fabric or cloth shall not be used for the manufacture of any of the articles specified in paragraph (i),

of minder per kilogram is, en vir gebruik by die vervaardiging van kafferbaai, maar nie wanneer sodanige garing deur die vervaardigers daarvan verkoop word met die doel om ander artikels te vervaardig as dié wat in subparagraaf (i) hiervan gespesifiseer word nie,

(c) die kettingskering, weef en/of afwerk van seil, seildoek, seilbande en/of growwe seil volgens enige metode, van watter aard ook al, en alle werksaamhede wat in die loop van sodanige bedrywighede daarmee gepaard gaan of daaruit voortvloei;

(d) (i) die vervaardiging van vlok, watte, gepapte watte, opstopseel en/of ondervilt volgens enige metode, van watter aard ook al, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei,

(ii) die vervaardiging van vilt volgens enige metode, van watter aard ook al, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei;

(iii) die vervaardiging van verbandwatte en/of watte volgens enige metode, van watter aard ook al, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei,

(e) die vervaardiging, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei, van kamstof-kambol en/of uitkamsels,

(f) die vervaardiging, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei, van kamgaring en/of kamstof

(g) die vervaardiging, met inbegrip van alle werksaamhede wat in die loop van sodanige vervaardiging daarmee gepaard gaan of daaruit voortvloei, van kaard-en/of mengelgaring en/of kaard- of mengelstof en/of neweprodukte van afval of andersins, maar omvat nie—

(i) die vervaardiging en/of afwerking, hetsy in die geheel of gedeeltelik, van komberse, kombersstof, reisdekens, sjaals, bande, growwe seil, seil, seildoek en/of kafferbaai vir verkoop as sodanig nie,

(ii) die vervaardiging van enige garing vir verkoop of op kommissie wat as 'n enkelgaring uit die volgende bestaan nie

(a) In die geval van katoengaring, 8 063,49 meter of minder op die kilogram;

(b) in die geval van kaard- of mengelgaring, 5 039,68 meter of minder op die kilogram;

(iii) die vervaardiging van enige garing vir verkoop of op kommissie, wat as 'n enkelgaring uit die volgende bestaan nie:

(a) In die geval van katoengaring, meer as 8 063,49 meter op die kilogram,

(b) in die geval van kaard- of mengelgaring, meer as 5 039,68 meter op die kilogram;

tensy daar skriftelik bepaal is, as 'n voorwaarde van verkoop of die produksie op kommissie, dat sodanige garing nie gebruik mag word vir die vervaardiging van engeen van die artikels in paragraaf (i) vermeld nie,

(iv) die vervaardiging, vir verkoop of op kommissie, van enige materiaal wat in engeen van die artikels in paragraaf (i) vermeld, omskep kan word, tensy daar skriftelik as 'n voorwaarde van verkoop of die produksie op kommissie bepaal word dat sodanige materiaal nie gebruik mag word vir die vervaardiging van enige van die artikels in paragraaf (i) vermeld nie;

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(h) the manufacture, in one form or another, by means of spinning, weaving, dyeing, printing and/or finishing, or by any other process whatsoever of yarns, materials, cloths and/or by-products of such yarns and/or cloths, which are wholly or mainly manufactured from cotton and/or manmade fibres as substitute therefor, and includes all operations incidental thereto or consequential thereon;

(i) the manufacture of matting, mats, cord, rope, bags and/or hessian, consisting wholly or mainly of hemp, jute, or nylon, and any combination of such materials or of materials capable of being substituted for any of the above-mentioned materials without substantially altering the characteristics of the finished products, and includes all operations incidental to or consequential on any of the aforesaid activities, but does not include the manufacture of wire ropes or wire mats or rope, twine or cord intended for use as fishing line or for making or repairing the fishing nets,

(j) the conversion of basic nylon into nylon yarns, threads and/or end products, and includes all operations incidental to consequential or any of the aforesaid activities,

(k) the manufacture either in whole or in part by any process whatsoever of all classes of carpets;

For the purpose of this definition the expression "yarn or thread" means yarn or thread spun from natural or man-made fibre or a combination of such fibres

Postal address of applicant — P O Box 7288, Johannesburg, 2000

Office address of applicant.—Garment Centre, 75 End Street, Johannesburg.

Attention is drawn to the following requirements of section 4 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

J. N. HITCHCOCK, Industrial Registrar
(18 April 1980)

NOTICE 281 OF 1980

DEPARTMENT OF TRANSPORT

AIR SERVICES ACT, 1949 (ACT 51 OF 1949), AS AMENDED

Pursuant to the provisions of section 5 (a) and (b) of Act 51 of 1949 and regulation 5 of the Civil Air Services Regulations, 1964, it is hereby notified for general information that the applications, details of which appear in the Schedules hereto, will be heard by the National Transport Commission

Representations in accordance with section 6 (1) of Act 51 of 1949 in support of, or in opposition to, an application should reach the Secretary for Transport (Civil Aviation Branch), Private Bag X193, Pretoria, 0001 and the applicant within 21 days of the date of publication hereof stating whether the party or parties making such representation intend to be present or represented at the hearing

(h) die vervaardiging in die een of ander vorm, deur middel van spin, weef, kleur, druk en/of afwerk, of deur middel van enige ander proses, van watter aard ook al, van garing, materiaal en/of neweprodukte van sodanige garing en/of materiaal, wat uitsluitlik of hoofsaaklik uit katoen en/of kunsvesels as plaasvervangers daarvan vervaardig word, en omvat alle werksaamhede wat daarmee gepaard gaan of daaruit voortvloei,

(i) die vervaardiging van matwerk, matte, koord, tou, sakke en/of going, wat hoofsaaklik bestaan uit hennep, jute of nylon, en enige samestelling van sodanige stowwe of uit stowwe wat in plaas van enige van die voornoemde stowwe gebruik kan word sonder om die aard van die eindproduk wesenlik te verander en omvat dit alle werksaamhede wat met enigeen van voornoemde bydrywighede in verband staan of daaruit voortspruit, maar sluit dit nie die vervaardiging van draadtou of draadmatte, of tou, lyn of koord bedoel vir gebruik as vislyn of vir die vervaardiging of heelmaak van visnette in nie

(j) die omsetting van basiese nylon in nylon garing, -draad en/of -eindprodukte, en omvat alle werksaamhede wat daarmee gepaard gaan of daaruit voortvloei,

(k) die vervaardiging, hetsy in die geheel of gedeeltelik, en volgens enige metode, van watter aard ook al van alle klasse tapyte.

Vir die doel van hierdie omskrywing beteken "garing of draad", garing of draad gespin van natuurlike- of kunsvesel of 'n kombinasie van sodanige vesels

Posadres van applikant — Posbus 7288, Johannesburg, 2000

Kantooradres van applikant.—Garment Centre, Endstraat 75, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure soos voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

J N HITCHCOCK, Nywerheidsregistrateur
(18 April 1980)

KENNISGOWING 281 VAN 1980

DEPARTEMENT VAN VERVOER

WET OP LUGDIENSTE, 1949 (WET 51 VAN 1949), SOOS GEWYSIG

Hierby word ingevolge die bepalings van artikel 5 (a) en (b) van Wet 51 van 1949 en regulasie 5 van die Regulasies vir Burgerlugdienste, 1964, vir algemene inligting bekend gemaak dat die Nasionale Vervoer-kommissie die aansoeke waarvan besonderhede in die Bylaes hieronder verskyn, sal aanhoor

Vertoe ingevolge artikel 6 (1) van Wet 51 van 1949 ter ondersteuning of bestryding van 'n aansoek moet die Sekretaris van Vervoer (Tak Burgerlugvaart), Private Bag X193, Pretoria, 0001, en die aansoeker binne 21 dae na die datum van publikasie hiervan bereik en daarin moet gemeld word of die persoon of persone wat aldus vertoe rig, van plan is om die verrigtings by te woon of om daar verteenwoordig te word

NOTICE 335 OF 1980

DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Transport and Allied Workers' Union of South Africa. Particulars of the application are reflected in the sub-joined table

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union—Transport and Allied Workers' Union of South Africa

Date on which application was lodged—31 March 1980

Interests and area in respect of which application is made—Black persons who are employees for the purposes of the Act and are employed in the Road Passenger Transport undertaking, Transport undertaking (goods), Newspaper Delivery undertaking and Dairy Trade in the Republic of South Africa

(a) "Road Passenger Transport undertaking" means the undertaking in which employers (other than employers exclusively conveying schoolchildren between their places of residence and the school they attend) and their employees are associated for the purpose of conveying for reward on any public road any person by means of a power-driven vehicle (other than a vehicle in possession of and controlled by the S A R and H Administration) intended to carry more than seven persons simultaneously, including the driver of the vehicle, and includes all operations incidental thereto or consequent thereon

(b) "Transport undertaking (goods)" means the undertaking in which employers and employees are associated for the transportation of goods by means of motor transport for hire or reward and includes the transportation of soil, gravel, stone or sand which is intended for sale, whether or not such transportation is performed for hire or reward

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KENNISGEWING 335 VAN 1980

DEPARTEMENT VAN MANNEKRAG-
BENUUTTING

WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Transport and Allied Workers' Union of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrekk

Enige geregistreeerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien p'a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (Postadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—Transport and Allied Workers' Union of South Africa

Datum waarop aansoek ingedien is—31 Maart 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet werknemers is en in diens is in die Padpassasiersvervoerbedryf, die Vervoeronderneming (Goedere), Koerantafleweringsonderneming en die Suiwelbedryf in die Republiek van Suid-Afrika

(a) "Padpassasiersvervoerbedryf" beteken die Bedryf waarin werkgewers (uitgesonderd werkgewers wat uitsluitlik skoolkinders tussen hul woonplekke en die skole wat hulle bywoon, vervoer) en hul werknemers met mekaar geassosieer is met die doel om enige persoon teen vergoeding op 'n openbare pad te vervoer deur middel van 'n kragaangedrewe voertuig (uitgesonderd 'n voertuig in besit van of onder die beheer van die S A S - en H -administrasie) wat bedoel is om meer as sewe persone gelyktydig te vervoer, met inbegrip van die drywer van die voertuig, en wat alle bedrywighede omvat wat daarmee in verband staan of daaruit voortspuit

(b) "Vervoeronderneming (Goedere)" beteken die Bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir die vervoer van goedere teen huur of vergoeding deur middel van motorvervoer, en omvat die vervoer van grond, gruis, klip of sand wat vir verkoop bedoel is, hetsy sodanige vervoer teen huur of vergoeding geskied al dan nie

(c) "Newspaper Delivery undertaking" means the undertaking in which employers and employees are associated for the purpose of distributing newspapers and magazines or newspapers or magazines and includes activities incidental thereto, but does not include activities connected with the printing of such newspapers and magazines or newspapers or magazines

(d) "Dairy Trade" means the trade in which employers and employees are associated for the sale or distribution or the sale and distribution of whole milk including the bulk transportation of whole milk

Postal address of applicant—P O Box 25271, Ferreirasdorp, Johannesburg, 2048

Office address of applicant—Estramin House, 47a Simmonds Street, Johannesburg

Attention is drawn to the following requirements of section 4 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

J N. HITCHCOCK, Industrial Registrar
(9 May 1980)

(c) "Koerantafleweringsonderneming" beteken die Bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir die verspreiding van tydskrifte of koerante of tydskrifte en koerante en omvat bedrywig-hede wat daarmee in verband staan, maar omvat nie bedrywig-hede wat in verband staan met die druk van sodanige tydskrifte of koerante of tydskrifte en koerante nie

(d) "Suiwelbedryf" beteken die Bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir die verkoop of verspreiding of die verkoop en verspreiding van volmelk, insluitende die massavervoer van volmelk

Posadres van applikant—Posbus 25271, Ferreirasdorp, Johannesburg, 2048

Kantooradres van applikant—Estramin House, Simmondsstraat 47a, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is word ingevolge subartikel (4) bepaal volgens die lede soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure soos voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word

J N HITCHCOCK, Nywerheidsregistrateur
(9 Mei 1980)

Pulco Wage Dispute

By Suzette Nymalo
SEVERAL speakers urged Pulco workers at a meeting to have patience and use their brains instead of muscles while negotiating with management for increments

The workers met at the Daephloof Hotel, Soweto to discuss Pulco management's reaction to the workers' memo rejecting a 15 percent wage increment which was proposed by the company.

Mr. Elias, secretary of the Pulco Union, said that the union has been arranged to meet with management to discuss the matter. He said that the union is not prepared to accept the 15 percent wage increment which was proposed by the company.

Mr. Elias said that the union is not prepared to accept the 15 percent wage increment which was proposed by the company. He said that the union is not prepared to accept the 15 percent wage increment which was proposed by the company.

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Mr. Elias said that the union is not prepared to accept the 15 percent wage increment which was proposed by the company. He said that the union is not prepared to accept the 15 percent wage increment which was proposed by the company.

The worker in the Pulco, if rejecting the 15 percent increment for members of the labor committee submitted that the 15 percent wage increase

Was not enough
It did not cover the increase in the cost of living

Our demands are a 300 per cent increase for all workers. This is the amount brought up at the meeting held on 21 May in the yard. It is the amount confirmed at the meeting held on May 28 which was attended by representatives from eight depots and which passed a motion that said

Putco wants talks on wage dispute claims

PUTCO management last night issued a statement in which they invited representatives of the company's central liaison committees and the Transport and Allied Workers' Union for talks on newspaper reports that there is a wage dispute between the company and its drivers.

Mr Colin Bailey, operating executive of Putco said he was surprised by reports that there is a wage dispute between his staff and management.

"In May we had a meeting with the liaison committees to announce the 15 percent general wage increase effective from July 1. Of the 22 representatives present, 18 voted in favour and four against and the matter was carried by majority vote," he said.

Mr Bailey said that the first time he was aware of any unhappiness was when pamphlets allegedly came from Tawu indicating there was a rejection of the 15 percent wage increase. The pamphlet was not addressed to Putco management but to the liaison committees.

CLARIFICATION

"This was on June 11 and when I saw the pamphlets a few days later, I communicated with the union asking for clarification. This was on June 20 and I am still waiting for a response.

"Obviously, if there has been a re-think on the part of the union or the liaison committees, we would expect them to approach us and discuss the whole matter with us again. My door will remain open and I would be most sympathetic for requests to discuss the matter.

"Putco places a very high premium on healthy relationships between employer and employee. We also support the principle of trade unionism as shown by the fact that we ourselves have had a long standing invitation to the unions to come and talk to us. We hope they will now take the opportunity to do so," he said.

Union men win court orders

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By STEVEN FRIEDMAN
Labour Reporter

BLACK workers at a Port Elizabeth company have won an interim court order restraining their employer from dismissing them because they refuse to join an in-company trade union.

In terms of the order, the company has until August 5 to show why it should not be made final.

The case is expected to have far-reaching implications. It is the first time that a dispute between an independent black trade union and one allegedly supported by employers has been tested in the courts.

Disputes between the two groups of unions are common at present.

The employer is Port Elizabeth Tramways and the action has been brought by five workers, who are members of the Transport and Allied Workers Union (TAWU), a black union affiliated to the Consultative Committee of Black Trade Unions.

The workers allege that the company has tried to compel them to join the Bay Bus Workers' Union (BBWU), an "in-company" union which they claim has been formed by PE Tramways.

They allege they were not willing to do this and feared they would be dismissed yesterday if they continued to refuse to join the BBWU.

TAWU claims that 60% of the company's workers are union members and that the BBWU was formed to counter it.

The workers allege that the company has violated their freedom of association which, they claim, is guaranteed in industrial law.

The interim court order granted this week restrains the company from

- Dismissing any of the five applicants "by reason of their membership" of TAWU or their refusal or failure to apply to join the BBWU,
- Dismissing any other of their employees for the same reason, or
- Requiring any workers "either as a condition of employment or otherwise" not to join the Transport and Allied Workers Union or to join the BBWU.

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Unions establish multiracial body

RDM 10/7/80

Labour Reporter

THREE trade unions representing shop workers have formed a multiracial association to "represent the interests of all races on matters of national concern", according to a statement released this week.

The association, to be known as Adawu, will comprise the (black) Commercial Catering and Allied Workers' Union, the (white) National Union of Distributive Workers and the (coloured) National Union of Commercial and Allied Workers.

The president will be Mrs Emma Mashinini, general secretary of CCAWUSA. The vice presidents will be Mrs Jay Barnard of NUDW and Mr Solly Ariefdien of NUCAW.

The unions also said that Miss Dulcie Hartwell, a veteran trade unionist who served as general secretary of the Trade

Union Council of South Africa, has been elected general secretary of NUDW and NUCAW and will serve as general secretary of Adawu.

Although the new association will primarily represent the interests of the three shop workers' unions, it may also assist workers outside the distributive trades, according to the statement.

One of its tasks will be to represent shop workers in negotiations with employers and employer associations on wages and working conditions as well as the granting of organising facilities to unions.

It will also act for the unions on issues such as trading hours, representations to the Wage Board on minimum wages and will make approaches to provincial, local and national authorities.

Union to probe steel's armour

MM 15/7/80

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By STEVEN FRIEDMAN
Labour Reporter

THE steel and engineering industry's attitude to black trade unions, which has been the subject of controversy over the past few months, is to be tested soon.

A black trade union, the Steel Engineering and Allied Workers Union, has approached the steel industrial council and asked permission for stop order facilities at all factories in which it has members.

This is the first such approach by a black union not linked to a registered trade union.

However, employers may oppose the Seavvu request, because it does not accord with controversial black labour guidelines adopted by the industry's employer federation, Seifsa.

Granting of the facilities would mean that employers would automatically deduct union dues from the pay packets of members at their plants.

Stop orders are regarded by unions as an important source of financial stability, and granting of this facility is regarded as a limited form of trade union recognition.

Most registered non-black unions enjoy stop order facilities in the industries in which they are active and black unions see the denial of these facilities to them as

"discriminatory".

The approach by Seavvu, which is affiliated to the Consultative Committee of Black Trade Unions, follows a decision by its first annual convention at the weekend.

Its general secretary, Mrs Jane Hlongwane, said yesterday the union had already sent a written request to the industrial council for stop order facilities.

However, the approach could well be opposed by Seifsa because the union does not yet conform to its guidelines.

The guidelines, which were attacked by unionists of all races when they were released last year, advise employers not to deal with black trade unions before they receive Government registration.

After negotiations with registered unionists, Seifsa agreed to relax its guidelines to allow employers to grant stop order facilities to unregistered unions.

However, these unions must have applied for registration and their applications must have been gazetted, thus indicating that their constitution has been approved by the Industrial Registrar.

Although Seavvu has applied for registration, it has not yet received official approval for its constitution.

Seifsa may thus decide to oppose the request.

By JOE THLOLOE

AN American company, Fluor SA (Pty) Ltd, has snubbed a black trade union, the Building Construction and Allied Workers Union.

The company, a signatory to the Sullivan Principles, ignored a letter written to it on March 19 by the union's secretary, Mr Frank Mohlala.

The union is a member of the Consultative Committee of Black Trade Unions.

The Fluor industrial relations manager, Mr D P White, has told POST that if the union feels aggrieved "they can come over" to see him.

The union had written to the company asking it to investigate allegations by one of their members, Mr Jerry Dikgale, that.

A deduction of R285,87 for tax from his December 14 pay packet was excessive:

FLUOR SNUBS UNION

He was "unfairly dismissed" from his job as a welder at the Sasol II site on February 27, and

He was not given notice nor paid for it.

"Kindly investigate this matter and consider reinstating our member," the letter said.

Mr Dikgale, a 43-year-old father of four, also told POST that since the letter had been written, he had been promised work by another construction company at the Sasol site, but Fluor had told the company not to employ him.

He also alleged that some of the people who had been dismissed with him

had been re-employed by Fluor

Mr White said they had received the letter from the union "But we get lots of correspondence every day. We cannot reply to all the letters."

He said the union is not a signatory to the industry's agreement "They are not a recognised union," he said.

Mr White said Mr Dikgale was not the only one who had excessive tax deducted from his pay on December 14 last.

"We refunded them the excess on the spot. We have the record on file." When POST asked him how much

was refunded to Mr Dikgale, he said he did not have the records in front of him.

Mr White said the other construction company could have hired Mr Dikgale as long as he would not work on the Sasol site.

He said it was regular practice that when there were multiple employers on a site, if a person was dismissed by one employer, the other employers would not hire him.

He would not comment about the workers who have been re-employed.

The Building Construction and Allied Workers Union has a membership of about 3 000 and more than 100 work for Fluor SA.

Among other things the signatories agree to "acknowledge generally the right of black workers to form their own union or be represented by trade unions where unions already exist."

Chairman's statement

Anglo American Corporation

We must recognise, as foreign investors clearly do, that racial discrimination and free enterprise are basically incompatible and that failure to eradicate the one will ultimately result in the destruction of the other — MR OPPENHEIMER

In his annual statement to shareholders Mr H.F. Oppenheimer said, in part:

that while blacks make up 64 per cent of all pupils receiving primary and secondary education they account for only 11 per cent of university students, only nine per cent of those receiving technical training at the secondary level, and an almost negligible 1,7 per cent of technical students — 400 out of 24 000 — at the tertiary level.

Competition on equal terms

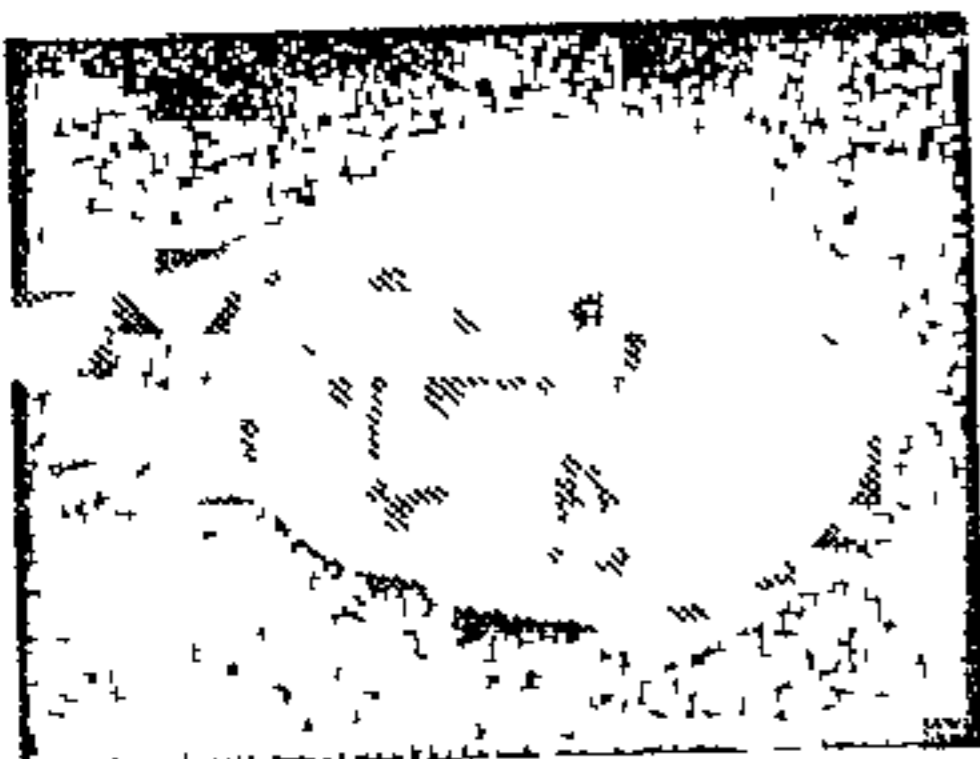
Educational reform inevitably is a long-term process and in any case there is nothing whatever to be said for training blacks to undertake work in the economy which

same commercial and property rights that are regarded as natural and self-evident in the case of whites.

I certainly do not wish to imply that I have lost faith in the goodwill of the Prime Minister or in his determination to carry through the programme of reform to which he has in general terms committed himself, nor do I underrate the difficulties that he faces in bringing about such

fundamental changes in what too many whites are inclined to think of as the South African way of life. In particular he has to bring the electorate to recognise — as foreign investors clearly do — that racial discrimination and free enterprise are basically incompatible, and that

failure to eradicate the one will ultimately result in the destruction of the other. Time is running dangerously short and if our problems are not faced now they will have to be faced in a much aggravated form in the future. We are at least fortunate in that the sound condition of the economy, income which now can be



unions

Counter to sceptical forecasts that Seifsa would oppose the unions' requests, it announced that the three unions had been granted "the same privileges accorded to the first three unions with check-off facilities for union dues."

Two of the unions are the Engineering and Allied Workers Union of South Africa, which was granted multinational exemption in June, and the Metal and Allied Workers Union of SA, which has applied for registration — are affiliated to the Federation of South African Trade Unions (Fosatu)

The third, the Steel, Engineering and Allied Workers Union (Seawu), is affiliated to the Consultative Committee of Black Trade Unions and has applied for registration. It is waiting for its application to be gazetted.

Alec Erwin, general secretary of Fosatu says the step is an important one. "It shows the guidelines are being applied even-handedly by the Industrial Council," he says.

But the move does not mean automatic recognition for the unions involved. They have still to be registered before Seifsa will negotiate with them or before they will be accepted on to the Industrial Council.

Whether stop-order facilities will be granted is also still the prerogative of individual companies. Says Erwin "It's now up to the companies to allow these facilities to become effective. We hope they will comply with Seifsa's go-ahead. If the unions are granted stop-order facilities it will make a large difference to their financial states."

Errol Drummond, director of Seifsa,

says the industry's Industrial Council is satisfied that the unions have complied with conditions as laid down in the Seifsa guidelines which qualify them for the stop-order facility.

The conditions are that the unions

▲ Apply to the registrar for registration
▲ Lodge a constitution with the Industrial Council

▲ Provide proof of application for registration

▲ Submit a written undertaking when they have obtained final registration

▲ Apply to be party to the Industrial Council

▲ Present stop-orders that comply with the format laid down by Seifsa

"We are obviously pleased about this development. Hopefully the move will bring unions as full co-partners into the Industrial Council," says Drummond.

Union spokesmen have welcomed Seifsa's decision. They point out that union organisation without stop order facilities is almost impossible. A spokesman for the Seawu says "Hand collecting dues is tedious and inefficient. Some members don't pay up and it is difficult to keep track of membership."

TRADE UNIONS

Give them their dues

The black and multiracial trade union movement in SA has been given a major boost. The Steel and Engineering Industries Federation of South Africa (Seifsa), whose controversial guidelines were severely criticised by unionists of all races at the end of last year, has granted one black and two multiracial unions stop-order facilities for union dues at all factories where they have members.

The only unions to have been granted this right to date have been three parallel



Fosatu's Erwin . . . an important step that shows the guidelines are being applied

18/7/80
Black unions' breakthrough in steel industry

By STEVEN FRIEDMAN
Labour Reporter

THE Steel and Engineering Industries Federation has confirmed that three black trade unions have been granted the right to obtain stop-order facilities from employers in the industry

A Seifsa letter to employers, announcing this decision, was released to the *Rain Daily Mail* yesterday

The Seifsa confirmation follows a 'Mail' report yesterday that the unions had been granted the right to stop-order facilities, which will mean employers may deduct union dues from members' pay packets

The three unions concerned are the Metal and Allied Workers Union, the Engineering and Allied Workers Union and the Steel, Engineering and Allied Workers' Union

The first two unions are affiliated to Fosatu, while Seawu is a member of the Consultative Committee of Black Trade Unions

Three 'parallel' unions for black workers had earlier been granted these facilities

According to the letter, two registered trade unions which

have received Government permission to recruit black workers have also been granted stop-orders for black members

They are the SA Boilermakers' Society and the Iron-moulders' Society

The industry's move does not mean employers are compelled to grant the stop-orders

Unions regard stop-orders as an essential source of financial stability, and the move is seen as a breakthrough for the unions in an industry which has been accused of adopting a hardline stance on black unions

The granting of these facilities does not, however, entitle the unions to negotiate with individual employers in the industry

The granting of stop-order facilities to the unions will apply for six months from May 13, pending the outcome of their applications for Government registration

Before employers extend stop-order facilities to the unions they must inform the industry's regional industrial council which must issue the employer with a formal exemption

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KENNISGEWING 514 VAN 1980

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheids-registrateur, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die South African Laundry, Dry Cleaning and Dyeing Workers' Union Besonderhede van die aansoek word in onderstaande tabel verstrekk

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (Posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging — South African Laundry, Dry Cleaning and Dyeing Workers' Union

Datum waarop aansoek ingedien is — 29 Mei 1980

Belange en gebied ten opsigte waarvan aansoek gedoen word — Swartes wat vir die doeleindes van die Wet werknemers is en in die Wassery-, Droogskoonmaak- en Kleurbedryf werksaam is in die landdrostdistrikte Alberton, Benoni, Bloemfontein, Boksburg, Brakpan, Durban, Germiston, Johannesburg, Kempton Park,

NOTICE 514 OF 1980

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the South African Laundry, Dry Cleaning and Dyeing Workers' Union Particulars of the application are reflected in the subjoined table

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union — South African Laundry, Dry Cleaning and Dyeing Workers' Union

Date on which application was lodged. — 29 May 1980.

Interests and area in respect of which application is made — Black persons who are employees for the purposes of the Act and are employed in the Laundry, Dry Cleaning and Dyeing Trade in the Magisterial Districts of Alberton, Benoni, Bloemfontein, Boksburg, Brakpan, Durban, Germiston, Johannesburg, Kempton Park,

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Klerksdorp, Krugersdorp, Nigel, Port Elizabeth, Potchefstroom, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Springs, Vanderbijlpark, Vereeniging en Westonaria

“Wassery-, Droogskoonmaak en Kleurbedryf”, sonder om die gewone betekenis van die uitdrukking enigszins te beperk, beteken die bedryf waarin werkgewers en werknemers met mekaar geassosieer is met die doel om een of meer van die volgende aktiwiteite te verrig

(a) Die was, stryk, pars, skoonmaak, afwerking, kleur of heelmaak van artikels volgens die bestellings van klante in 'n bedryfsinrigting,

(b) die gebruik van voertuie of die bestuur van depots, afgesien daarvan of sodanige voertuie in verband staan met of sodanige depots deel uitmaak van of in verband staan met 'n bedryfsinrigting waar die aktiwiteite in (a) genoem, beoefen word, met die doel om bestellings vir die was, stryk, pars, skoonmaak, kleur of heelmaak van artikels te soek, aan te vra of te werf, en sluit die insameling, ontvangs of aflewering van sodanige artikels in,

(c) die verskaffing van artikels te huur indien genoemde artikels deur die verskaffer daarvan gewas, gestryk, gepars, skoongemaak, gekleur of heelgemaak word na die gebruik van sodanige artikels deur die huurder

Die aktiwiteite in paragrawe (a), (b) en (c) vermeld, sluit alle werksaamhede in verband daarmee of voortvloeiende daaruit in, maar sluit nie die volgende in nie

(i) 'n Wassery wat deur 'n opvoedkundige inrigting gedryf word uitsluitlik vir en ten behoeve van inwonende leerlinge of studente van 'n bepaalde inrigting;

(ii) 'n wassery wat deur 'n inrigting, geregistreer kragtens die Wet op Welsynsorganisasies, 1947, gedryf word uitsluitlik vir en ten behoeve van die bepaalde inrigting,

(iii) werkgewers wat betrokke is by en wie se werknemers werkzaam is in die voorpars, pars en/of afwerkingspars van kledingstukke met 'n masjien of met die hand, wat verrig word as deel van of in verband met die vervaardiging en/of maak van sodanige kledingstukke in die klerasie- of die kleremakery-op-maatnywerheid,

(iv) werkgewers wat betrokke is by en wie se werknemers werkzaam is in die heelmaak van artikels, soos onderneem deur besighede wat uitsluitlik gedryf word vir die doel van die verstelling, herstel of heelmaak van artikels, of deur die kleremakery-op-maatnywerheid; en

(v) die skoonmaak en/of kleur van artikels wat van pels gemaak is, soos wat in verband met die besigheid van 'n pelshandelaar onderneem word

“Klante”, benewens sy gewone betekenis, beteken 'n persoon, maatskappy, firma, besigheid, inrigting, hotel of hospitaal, vir wie of ten behoeve van wie artikels gewas, skoongemaak, gekleur, gestryk, gepars of heelgemaak word, of aan wie artikels in die omstandighede uiteengesit in paragraaf (c) te huur verskaf word deur 'n ander persoon, maatskappy, firma, besigheid, inrigting, hotel of hospitaal, hetsy betaling vir of ten opsigte van sodanige diens regstreeks gedoen word of op 'n ander onregstreekse wyse van watter aard ook al, maar sluit nie 'n hospitaal of soortgelyke inrigting in nie, wat aan 'n departement van die Regering van die Republiek, die Transvaalse Provinsiale Administrasie of 'n plaaslike owerheid behoort, indien en so lank as wat sodanige hospitaal of soortgelyke inrigting voormelde dienste van 'n wassery ontvang wat aan genoemde Regering, Provinsiale Administrasie of plaaslike owerheid behoort

Klerksdorp, Krugersdorp, Nigel, Port Elizabeth, Potchefstroom, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Springs, Vanderbijlpark, Vereeniging and Westonaria

These definitions are not alphabetical.

“Laundry, Dry Cleaning and Dyeing Trade” means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and employees are associated for the purpose of carrying out one or more of the following activities

(a) Washing, ironing, pressing, cleaning, finishing, dyeing or mending articles to the order of customers in an establishment;

(b) using vehicles or conducting depots, whether or not such vehicles are connected with or such depots form part of or are connected with an establishment in which the activities specified in paragraph (a) are performed, for the purpose of canvassing, inviting or soliciting orders for articles to be washed, ironed, pressed, cleaned, dyed, or mended, and includes the collecting, receiving or delivering of such articles;

(c) supplying articles on hire if after the use of such articles by the hirer the said articles are washed, ironed, pressed, cleaned, dyed, or mended by the supplier thereof

The activities mentioned in paragraphs (a), (b) and (c) include all operations incidental thereto or consequent thereon, but do not include—

(i) a laundry which is operated by an educational institution solely for and on behalf of resident pupils or students of a particular institution;

(ii) a laundry which is operated by an institution registered in terms of the Welfare Organisations Act, 1947, solely for and on behalf of the particular institution,

(iii) employers who are engaged and whose employees are employed in the underpressing, pressing and/or finishing-pressing by machines or hand of garments, carried on as part of or in connection with the manufacture and/or making of such garments in the clothing industry or the bespoke tailoring industry;

(iv) employers who are engaged and whose employees are employed in the mending of articles as undertaken by businesses conducted solely for the purpose of the alteration, repair or mending of articles, or by the bespoke tailoring industry, and

(v) the cleaning and/or dyeing of articles made of fur as undertaken incidentally to the business of a furrier

“Customers” means, in addition to its ordinary meaning, a person, company, firm, business, institution, hotel or hospital, for which or on whose behalf articles are washed, cleaned, dyed, ironed, pressed or mended or to which articles in the circumstances set out in paragraph (c) are supplied on hire, by any other person, company, firm, business, institution, hotel or hospital, whether payment for or in respect of such service is affected directly or in any other indirect manner whatsoever, but does not include any hospital or similar institution belonging to any Department of the Government of the Republic, the Transvaal Provincial Administration or a local authority if and for so long as such hospital or similar institution receives the services aforementioned from a laundry belonging to the said Government, Provincial Administration or local authority

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“Bedryfsinrigting” beteken enige plek waarin of in verband waarmee een of meer werknemers werksaam is in ’n aktiwiteit in verband met die was-en-stryk-, skoonmaak- of kleurberoep en sluit ’n depot en/of voertuig in en sluit ook ’n plek in waar was- en/of afwerkingsfasiliteite verskaf word vir gebruik deur lede van die publiek deur middel van ’n outomatiese of halfoutomatiese proses, maar dit sluit nie ’n hotel in nie ten opsigte waarvan daar ’n hoteldranklisensie gehou word of gehou moet word en wat artikels vir was, skoonmaak, kleur, stryk, pars of heelmaak van inwonende gaste van die hotel ontvang om op sodanige eie perseel gewas, skoongemaak, gekleur, gestryk, gepars of heelgemaak te word

“Afwerking” beteken die pars, stryk, stoom of tumel van artikels in fatsoen, met die hand of deur middel van ’n blok, kalender, mangel, vormer, fatsoeneerder of enige ander pars- of stoommasjien of deur middel van ’n ander pars- of afwerkingsproses van watter aard ook al.

“Artikel” beteken ’n voorwerp wat by ’n bedryfsinrigting ingelewer of aangebied word met die doel om gewas en gestryk, droogskoongemaak of gekleur te word.

Posadres van applikant.—Posbus 25271, Ferreirasdorp, 2048

Kantooradres van applikant—Kamer 38, Tweede Verdieping, Estromin House, Simmondsstraat 47a, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarin ’n vakvereniging wat teen die aansoek beswaar maak, verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met ’n beswaar wat ingedien word

M W J LE ROUX, Nywerheidsregistrateur
(25 Julie 1980)

“Establishment” means any place in or in connection with which one or more employees are engaged in any activity involved in laundering, cleaning or dyeing occupations, and includes a depot and/or vehicle and also includes any place where washing and/or finishing facilities are provided for use by members of the public by means of any automatic or semi-automatic process, but does not include a hotel in respect of which there is held or required to be held a hotel liquor licence and which receives articles for washing, cleaning, dyeing, ironing pressing or mending from resident guests of the hotel to be washed, cleaned, dyed, ironed, pressed or mended upon such own premises

“Finishing” means pressing, ironing, steaming or tumbling articles to shape by hand or by means of a block, calendar, mangle, former, shaper or any other pressing or steaming machine or by any other pressing or finishing process whatsoever

“Article” means any object which is submitted or presented to an establishment for the purpose of laundering, dry cleaning or dyeing.

Postal address of applicant—P O Box 25271, Ferreirasdorp, 2048

Office address of applicant—Room 38, Second Floor, Estromin House, 47a Simmonds Street, Johannesburg

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any trade union which objects to the application shall, in terms of subsection (4), be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

M W J LE ROUX, Industrial Registrar
(25 July 1980)

KENNISGEWING 533 VAN 1980
DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956,
AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheids-
registrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Steel, Engineering and Allied Workers Union of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreeerde vakvereniging wat een die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, by die Departement van Mannekragebenutting, Laboriegebou hoek van Paul Kruger- en Schoemanstraat, Pretoria (Posadres Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging — Steel, Engineering and Allied Workers Union of South Africa
Datum waarop aansoek ingedien is — 12 Desember 1979.

Belange en gebied ten opsigte waarvan aansoek gedoen word — Swartes wat vir die doeleindes van die Wet werknemers is en werksaam is in die Yster-, Staal-, Ingenieurs en Metallurgiese Nywerheid en die Metaalhouer- en Aanverwante Produktenywerheid, in die Republiek van Suid-Afrika.

NOTICE 533 OF 1980

DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the Steel, Engineering and Allied Workers Union of South Africa. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union — Steel, Engineering and Allied Workers Union of South Africa.

Date on which application was lodged — 12 December 1979.

Interest and area in respect of which application is made — Black persons who are employees for the purposes of the Act and who are employed in the Iron, Steel, Engineering and Metallurgical Industry and the Metal Containers and Allied Products Industry, in the Republic of South Africa.

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“Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid” (behoudens die bepaling van enige afbakeningvasstellings gemaak kragtens artikel 76 van die Wet op Nywerheidsversoening, 1956) beteken die nywerheid waarin werkgewers en hul werknemers geassosieer is vir die produksie van yster en/of staal en/of legerings en/of die verwerking en/of herwinning en/of raffinering van metale (uitgesonderd edelmetale) en/of legerings uit metaalskuim en/of -afval en/of -residu's, die onderhoud, vervaardiging, oprigting of montering, bou, verandering, vervanging of herstel van enige masjien, voertuig (uitgesonderd 'n motorvoertuig) of artikel wat hoofsaaklik uit metaal (uitgesonderd edelmetaal) bestaan, of dele of samestellende dele daarvan, en struktuurmetaalwerk, met inbegrip van staalwapeningswerk, die vervaardiging van metaalgoedere hoofsaaklik uit sodanige yster en/of staal en/of ander metale (uitgesonderd edelmetale) en/of legerings, en/of die afwerking van metaalgoedere: die bou en/of verandering en/of herstel van bote en/of skepe, met inbegrip van die afskraap, bik en/of afklop en/of verf van die rompe van bote en/of skepe en algemene houtwerk wat in verband met skeepsherstelwerk onderneem word, en omvat ook die Elektrotegniese Ingenieursnywerheid, die Hysen- en Roltrapnywerheid en die Plastieknywerheid, maar omvat nie die Motornywerheid nie

“Elektrotegniese Ingenieursnywerheid” beteken die nywerheid waarin werkgewers met hul werknemers geassosieer is vir—

(a) die vervaardiging en/of montering, uit samestellende dele van elektriese uitrusting, naamlik generators, motore, konvertors, skakel- en kontrole-uitrusting (met inbegrip van relê's, kontaktors, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese verligtings-, verhitings-, kook-, bevriesing- en verkoelingsuitrusting, transformators, oonduitrustings, seinuitrusting, radio- of elektroniese uitrusting, en ander uitrusting wat die beginsels toepas wat gebruik word in die bediening van radio- en elektroniese uitrusting, gloeilampe en elektriese kables en huishoudelike elektriese toestelle en omvat dit ook die vervaardiging van samestellende dele van bogenoemde uitrusting,

(b) die installering, onderhoud en herstel van die uitrusting in paragraaf (a) hierbo bedoel, maar omvat dit nie ook die Elektrotegniese Aannemingsnywerheid nie,

“Elektrotegniese Aannemingsnywerheid” beteken die nywerheid waarin werkgewers en hul werknemers geassosieer is vir die ontwerp, voorbereiding (uitgesonderd die vervaardiging vir verkoop) en oprigting van elektriese installasies wat 'n integrerende en permanente deel van geboue uitmaak, en die herstel en/of onderhoud van sodanige installasies, met inbegrip van die kabellaswerk en elektriese bedrading wat daarmee in verband staan,

“Hysen- en Roltrapnywerheid” beteken die nywerheid waarin werkgewers en hul werknemers geassosieer is vir die vervaardiging en/of montering en/of installering en/of herstel van elektriese hysers en roltrappe,

“Plastieknywerheid” beteken die nywerheid waarin werkgewers en hul werknemers geassosieer is vir die vervaardiging van artikels of gedeeltes van artikels in hul geheel of hoofsaaklik uit plastiek, maar omvat dit nie ook die volgende artikels wat van plastiekdoekstof gemaak word nie, nl

Kleraste, sakke en handsakke, stewels, skoene, oorskoeie, stoffeeroortreksels en plastiek-hortjiesblindings,

“Iron, Steel, Engineering and Metallurgical Industry” (subject to the provisions of any Demarcation Determinations made in terms of section 76 of the Industrial Conciliation Act, 1956), means the Industry in which employers and their employees are associated for the production of iron and/or steel and/or alloys and/or the processing and/or recovery and/or refining of metals (other than precious metals) and/or alloys from dross and/or scrap and/or residues, the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than precious metal) or parts or components thereof, and structural metal work, including steel reinforcement work; the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals) and/or alloys and/or the finishing of metal goods, the building and/or alteration and/or repair of boats and/or ships, including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships and general woodwork undertaken in connection with ship repairs and includes the Electrical Engineering Industry, Lift and Escalator Industry and Plastics Industry but does not include the Motor Industry.

“Electrical Engineering Industry” means the Industry in which employers and their employees are associated for—

(a) the manufacture and/or assembly from component parts of electrical equipment namely, generators, motors, convertors, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment, signalling equipment, radio or electronic equipment and other equipment utilising the principles used in the operation of radio and electronic equipment, incandescent lamps and electric cables and domestic electrical appliances, and includes the manufacture of component parts of the aforementioned equipment;

(b) the installation, maintenance, and repair of the equipment referred to in paragraph (a) above, but does not include the Electrical Contracting Industry;

“Electrical Contracting Industry” means the Industry in which employers and their employees are associated for the design, preparation (other than manufacture for sale) and erection of electrical installations forming an integral and permanent portion of buildings and the repair and/or maintenance of such installations, including any cable jointing and electrical wiring associated therewith,

“Lift and Escalator Industry” means the manufacture and/or assembly and/or installation and/or repair of electrical lifts and escalators;

“Plastics Industry” means the Industry in which employers and their employees are associated for the manufacture of articles or parts of articles wholly or mainly from plastics, but does not include the manufacture of the following articles made from plastic sheeting material, viz

Wearing apparel, bags and handbags, boots, shoes, overshoes, upholstery coverings and plastic Venetian blinds,

“plastiek” engeen van die groep stowwe wat, as 'n essensiele bestanddeel, 'n organiese stof met 'n groot molekulêre massa bevat of daaruit bestaan, en wat, terwyl dit in die afgewerkte vorm solied is, in die een of ander stadium van die vervaardiging daarvan geforseer is of geforseer kan word, d w s deur vloei in verskillende vorms gegiet, gekalandeer, uitgestoot of gevorm kan word, gewoonlik deur die aanwending van slegs hitte en slegs druk of albei saam.

“edelmetale” die edelmetale goud, silwer, platinum en/of palladium en/of 'n legering wat genoemde edelmetale of engeen daarvan in so 'n verhouding tot ander metale bevat dat dit die grootste deel van die waarde van daardie legering uitmaak,

“Motornywerheid” (behoudens die bepalings van enige afbakeningsvasstellings gemaak kragtens artikel 76 van die Wet op Nywerheidsversoening, 1956)—

(a) montering, oprigting, toets, hervervaardiging, herstel, verstel, nasien, bedrading, stoffering, bespuiting, verf en/of vernuwing uitgevoer in verband met—

(i) die onderstelle en/of die bakke van motorvoertuie;

(ii) binnebrandenjins en transmissie-onderdele van motorvoertuig;

(iii) die elektriese uitrusting in verband met motorvoertuie, met inbegrip van radio's;

(b) motoringenieurswerk;

(c) die herstel, vulkanisering en/of versoling van buitebande,

(d) die herstel, versiening en vernuwing van batterye vir die motorvoertuie,

(e) die besigheid gedryf deur motorvoertuigparkeer- en -opbergingsondernemings,

(f) die besigheid gedryf deur vul- en/of diensstasies;

(g) die besigheid wat hoofsaaklik of uitsluitlik gedryf word vir die verkoop van motorvoertuie of motorvoertuigonderdele en/of -reserwedele en/of bybehore (hetsy nuut of gebruik) wat daarby hoort, afgesien daarvan of sodanige verkoop geskied vanuit persele wat verbonde is aan 'n gedeelte van 'n bedryfsinrigting waarin die montering van of herstelwerk aan motorvoertuie uitgevoer word of nie,

(h) die besigheid gedryf deur motorslopingsondernemings,

(i) die besigheid gedryf deur monteringsinrigtings,

(j) die besigheid gedryf deur vervaardigingsinrigtings waarin motorvoertuigonderdele en/of -reserwedele en/of bybehore en/of samestellende dele daarvan vervaardig word;

(k) die bou van voertuigbakke

“Metaalhouer- en Aanverwante Produktenywerheid” beteken die Nywerheid waarin werkgewers en werknemers geassosieer is met die doel om metaalhouers of aanverwante produkte of albei deur middel van massa-produksiemasjienprosesse te vervaardig, en omvat alle werksaamhede wat met die vervaardiging van sodanige houers of aanverwante produkte in verband staan of daaruit voortspruit, maar omvat nie ook die vervaardiging van reiskoffers of ander houers wat ontwerp is om persoonlike eiendom te hou nie

Posadres van applikant—Posbus 25271, Ferrerisdorp, 2048

Kantoor van applikant—Kamers 34/35, Tweede Verdieping, Estronnum House, Simmondsstraat 47a, Johannesburg

“plastics” means anyone of the group of materials which consists of or contains as an essential ingredient and organic substance of a large molecular mass and which, while solid in the finished state, at some stage in its manufacture has been or can be forced, i e cast, calendered extrude or moulded into various shapes, by flow, usually through the application, singly or together, of heat and pressure

“precious metals” means the precious metals gold, silver, platinum and/or palladium, and/or any alloy containing the said precious metals or any of these in such proportion with any other metals as to be the greater part of such alloy,

“Motor Industry” means (subject to the provisions of any Demarcation Determinations made in terms of section 76 of the Industrial Conciliation Act, 1956)—

(a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring, upholstering, spraying, painting, and/or reconditioning carried on in connection with—

(i) chassis and/or the bodies of motor vehicles,

(ii) internal combustion engines and transmission components of motor vehicles,

(iii) the electrical equipment connected with motor vehicles, including radios,

(b) automotive engineering;

(c) repairing, vulcanising and/or retreading tyres;

(d) repairing, servicing and reconditioning batteries for motor vehicles,

(e) the business of parking and/or storing motor vehicles,

(f) the business conducted by filling and/or service stations,

(g) the business carried on mainly or exclusively for the sale of motor vehicles or motor vehicle parts and/or spares and/or accessories (whether new or used) pertaining thereto whether or not such sale is conducted from premises which are attached to a portion of an establishment wherein is conducted the assembly of or repairs to motor vehicles,

(h) the business of motor graveyards,

(i) the business of assembly establishments;

(j) the business of manufacturing establishments where are fabricated motor vehicle parts and/or spares and/or accessories and/or components thereof;

(k) vehicle body building.

“Metal Containers and Allied Products Industry” means the Industry in which employers and employees are associated for the purpose of manufacturing by means of mass production machine processes either metal containers or allied products or both, and includes all operations incidental to or consequent on the manufacturing of such containers or allied products, but does not include the manufacture of travelling trunks or other containers designed to hold personal effects

Postal address of applicant—P O Box 25271, Ferrerisdorp, 2048

Office address of applicant—Rooms 34/35, Second Floor, Estronnum House, 47a Simmonds Street, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarin 'n vakvereniging wat teen die aansoek beswaar maak, verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word

M. W. J. LE ROUX, Nywerheidsregistrateur
(1 Augustus 1980)

Attention is drawn to the following requirements of section 4 of the Act

(a) The representativeness of any trade union which objects to the application shall, in terms of subsection (4), be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

M. W. J. LE ROUX, Industrial Registrar.
(1 August 1980)

~~SA~~ C. Lums 21/6/80

SA firm recognizes unregistered union

JOHANNESBURG — A subsidiary of a major South African company has recognized an unregistered black trade union becoming one of the first locally-owned companies to do so

It is AECI Paints (formerly Prolux Paints), a subsidiary of the giant AECI group which has recognized the SA Chemical Workers' Union at its Alrode plant, near Alberton. The union is affiliated to the Consultative Committee of Black Trade Unions

It was also disclosed this week that Rennie's Bulk Terminal which is owned by the locally-owned Rennie's Group, is in the process of negotiating a recognition agreement with the unregistered Transport and General Workers Union at Durban harbour

4 000 members

Although more than a dozen companies have signed recognition agreements with black unions, few have been locally-owned and the fact that two major companies are dealing with black unions may have a significant influence on labour relations

AECI Paints' decision to recognize the union was disclosed in a statement issued by the SACWU, which has a membership of more than 4 000

The union said that the agreement entailed the recognition by the company of union shop stewards and the union's

right to access to company premises at Alrode. A grievance and disciplinary procedure had also been agreed

The union represents about two-thirds of the 200 workers at the plant

Although the SACWU applied for registration last December, it has not yet been registered. In the statement it said it was "anxiously waiting" for registration

SACWU's general secretary, Mr Dan Tau said yesterday that the AECI agreement was the first formal recognition agreement the union had signed

He added, however "We have informal arrangements with a number of companies and are hoping to formalize these soon"

Founder member

The union was formed in 1972 and was a founder member of the Consultative Committee. It is based on the Witwatersrand but is planning to organize black workers in Durban and Port Elizabeth

A spokesman for AECI paints, Mr John Russel, this week confirmed that the union had been recognized at the Alrode plant

The fact that the union was not yet registered had not been a stumbling-block to recognition, although the company hoped SACWU would gain registration

The negotiations were very constructive and mature. There

was no animosity," he said

In Durban the managing director of Rennie's Bulk Terminal, Mr John Trathern confirmed yesterday that his company was negotiating a recognition agreement with the FGWU, a Fosatu affiliate

The union claims to represent 148 of the company's 168 workers at the Durban docks. The two parties have signed an agreement which gives the union limited facilities at the company

Mr Trathern said that "negotiations have advanced to the stage where we now tacitly recognize the union"

Deductions

Talks designed to lead up to a recognition agreement were under way and the two parties had discussed the form of 'stop order' facilities whereby the company would deduct union dues from the pay of union members

"An agreement may take some months to conclude, but it is highly unlikely that the talks will not lead to an agreement. The union does represent the vast majority of our workers," Mr Trathern said

A union spokesman confirmed yesterday that a preliminary recognition agreement had been signed and said that talks were also being held with other employers at the docks in an attempt to conclude a harbour-wide agreement

Chemical Workers Win Recognition

113
Post
22/8/80

POST Transvaal, Friday, August 22, 1980 Page 5

THE South African Chemical Workers' Union broke through this month when it reached a recognition agreement with an Alrode-based pharmaceutical company.

BY WINNEDON
LOLWAME

SACWU, which is still awaiting the outcome of an application for registration under the Industrial Conciliation Act, reached an agreement with AECI Paints — one of the few South African companies to recognise a black trade union.

A spokesman for SACWU said this week that the agreement entailed

Recognition of the union's shop stewards and

Grievance and disciplinary procedures

The union, which claims paid-up membership of

registration," he said. "This aggravates frustration in an already strained situation, and increases the potential for conflict," he commented. Another "blocking device" used by employers, Mr Irwin said, was an acceptance of a trade-union presence at Industrial Council level only, rather than on individual shop-floors. The need to talk to representative worker bodies had also been brought home to South African management by the unfortunate consequence of a headline approach in the Frametex and Johannesburg municipal strikes.

Some employers had been quick to reach such agreements with unregistered Foschtu affiliates, Mr Irwin said.

He welcomed the recent decision by the management of Futo and the Durban-based Ennie's Bulk Terminal to negotiate recognition agreements with the Transport and General Workers Union (TGWU).

But too many employers were still "holding back demands for union

agreements with management, entailing recognition of shop-stewards, stop-order arrangements for the payment of dues and fixed disciplinary and grievance procedures. More employers had been quick to reach such agreements with unregistered Foschtu affiliates, Mr Irwin said. He welcomed the recent decision by the management of Futo and the Durban-based Ennie's Bulk Terminal to negotiate recognition agreements with the Transport and General Workers Union (TGWU). But too many employers were still "holding back demands for union agreements with management, entailing recognition of shop-stewards, stop-order arrangements for the payment of dues and fixed disciplinary and grievance procedures. More employers had been quick to reach such agreements with unregistered Foschtu affiliates, Mr Irwin said.

By JOE THULOE

A PLEA by a trade union organiser, Mr Wilson Manana, yesterday averted another strike by Putco drivers.

This was the third time in less than a week they had turned back on the brink of a strike.

The angry drivers were threatening to go on strike — "now" — after hearing the chairman of the Central Black Labour Board, Dr J G Louw, tell them he had failed to get a promise of more money from the company.

Mr Wilson Manana, an

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POST: Transvaal, Friday, August 22, 1980

Page 3

Plea averts Putco strike

organiser of the Transport and Allied Workers' Union, pleaded with the workers not to go on strike.

"If we do something silly now, we shall be victims of the law," he said. "All that we have achieved will crumble and our union will be closed down"

whose leadership was banned or exiled because "they became political people."

Transport Workers' Union. Dr Louw told the 300 people he had met Putco management last Friday and told them the 15 per cent increase they had given the drivers only made up for the increase in the consumer price index between last year and now.

He had asked them to contribute something to the closing of the wage gap between black and white drivers.

He said he would now write a report to the Minister of Manpower Utilisation, Mr Fanie Botha.

Mr Botha would then refer the dispute to the Wage Board, who after investigation, would make a recommendation to the Minister

"What the Minister orders after the Wage Board recommendation becomes law," Dr Louw said.

He said the process could take anything up to six months. The drivers are to meet again next week.

please take copy for Sheryl

In May this year, the unregistered Commercial, Catering and Allied Workers' Union won a prolonged and bitter recognition struggle with Allied Publishers.

This month, another unregistered body, the South African Chemical Workers' Union won recognition from the management of AECI Paints on the East Rand.

Both unions are affiliated to South Africa's least-known and most widely under-estimated union federation — the Consultative Committee of Black Trade Unions.

Drew Forrest speaks to chairman Mr Leonard "Skakes" Sikakhane about the Committee's growing prominence in the independent labour movement.

Renamed the Council of Trade Unions of South Africa, and equipped with a new constitution and permanent office-bearers, the Committee plans to move into other provinces from its organising base in the Transvaal and the Eastern Cape.

Q: The decision to go national suggests confidence. What have your unions achieved in recent months?

A: Apart from the two formal agreements we have reached, there are two others — with Putco and a powerful Transvaal food manufacturer — on the way

We have also upheld workers' rights in a number of cases. In February we took Nel's dairy to court, winning R15 000 in compensation for dismissed employees.

Q: I believe you were in trouble at the end of last year, with a number of affiliated unions having off to join a rival federation. Have you recovered from this?

A: We have eight affiliates with a total signed-up membership of 25 000. The Black Municipality Workers' Union and the Writers' Association of South Africa have both applied to join us. Our strength is back and we will maintain it.

Q: How do you explain this expanding support?

A: Black consciousness is reaching down to the working people. They know we are black orientated and controlled.

Q: What prompted the original formation of your committee?

A: The arrest of 1 000 drivers during the 1972 Putco strike showed us that no-one was offering assistance to black workers in any form, and that we had to look after our own interests. The idea was to have a federation of black unions which could meet TUCSA on equal terms.

Q: Does the "black" orientation of the consultative committee mean that member unions have racially closed constitutions?

We are here to stay, says labour leader

STAR

143

25/8/80

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Leonard "Skakes" Sikakhane — "Our strength is back, and we will maintain it."

A: I can't comment on that. It would be a matter for the new National Council

Q: You talked earlier of the recognition of some of

power. Now we have factory branches, organising workers on particular

Q: What is the attitude of the consultative committee towards community

A: Most of our unions had to "close" their constitutions when they applied for registration. But we are not committed to this policy. We would not refuse white or coloured unions affiliation, if they identified with us.

Q: What about racially mixed unions? Have you advised your affiliates to apply for mixed status?

A: We let our unions decide for themselves about registration. Anyway the (Industrial Conciliation) Act says unions who want mixed status must first have a mixed membership. Our unions are all black.

Q: And if white, coloured or Indian workers applied to join one of your affiliates, what would the committee advise?

your unregistered affiliates. Are employer attitudes shifting?

A: Yes, but this has come after a great struggle. And some employers — the building and engineering industries are the worst — are still saying they want to choose representatives for the workers. If they refuse to talk to the right people, they will just have wildcat strikes and unreasonable worker demands to cope with.

Q: Your recent successes seem to have something to do with a change in organising tactics....

A: Yes. Our aim used to be to build up our overall membership — but that way you finish up with lots of members and no

support of industrial action — the line taken by the Western Province General Workers' Union?

A: We would use it. We supported both the Fattis and Monis and the red meat boycotts. The thing is that the workers are the community — you can't divide the two.

Q: Would you follow the black consciousness line in refusing to take part in statutory bodies — industrial councils for example?

A: We are still discussing industrial councils; but there are some aspects we don't like.

We feel the agents for the industrial councils (who monitor industrial council agreements) are a waste of time and money.

STAR (143) (273) 26/8/89 (143)
Court action on closed-shop union

A civil dispute with far-reaching implications for South African labour law will be heard today in the Port Elizabeth local division of the Supreme Court.

At issue is the right of a Port Elizabeth company, PE Tramways Ltd, to compel employees to join an alleged "in-plant" association, the Bay Busworkers' Union.

case are the Transport and Allied Workers' Union (TAWU) — an affiliate of the Consultative Committee of Black Trade Unions — and individual employees of PE Tramways.

They allege that the Bay Busworkers Union was created by the company in May this year in response to the organising activities of the TAWU.

R10 000 in company funds.

They also allege that PE Tramways is attempting to "introduce a closed-shop situation" by demanding that workers and prospective employees apply for membership of the company union, on pain of dismissal.

Of a total workforce of 550, they say, 330 workers are paid up members of the

DO 29/8/80 (1/3) (1/2) (1/32)

Workers sacked over union link court told

PORT ELIZABETH — A vital court case, in which workers allege they were fired for refusing to join a "company union", began in the Supreme Court here this week

The case could have far-reaching implications for disputes between independent black unions and unions formed with alleged employer support.

Evidence was heard and judgment has been reserved. A decision is expected within the next two or three weeks.

The "company union" issue gained prominence recently during the Johannesburg municipal strike when the city council refused to deal with an independent union,

preferring to negotiate with its "company union"

The council was condemned from several quarters for dealing with this union as company unions are allegedly initiated by employers.

However, disputes between independent black unions and "parallel" or "company" unions are becoming increasingly common. Unionists allege that these unions enjoy employer support and are designed to "elbow out" representative black unions.

The Port Elizabeth case is the first in which these disputes have spilled over into the courts, with an independent union attempting to secure a

legal ruling against a "company" rival.

In it, five members of the Transport and Allied Workers' Union, an independent union affiliated to the Consultative Committee of Black Trade Unions, allege that a Port Elizabeth bus company, PE Tramways, tried to compel them to join a company union.

They allege that they feared dismissal if they did not join this union; the Bay Bus Workers' Union

PE Tramways, a subsidiary of the Tollgate Holdings group which also owns buses in Cape Town, has denied these allegations and the company is contesting the case — DDC

'Company unions': Vital court case

By STEVEN FRIEDMAN

A VITAL court case, in which workers allege they were fired for refusing to join a "company union", began in the Port Elizabeth Supreme Court this week.

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city council refused to deal with an independent union, preferring to negotiate with its "company union".

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In it, five members of the

Transport and Allied Workers, an independent union affiliated to the Consultative Committee of Black Trade Unions, allege that Port Elizabeth's bus company PE Tramways, tried to compel them to join a company union.

They allege that they feared dismissal if they did not join this union, the Bay Bus Workers Union.

The workers allege that the company has violated their freedom of association and that this right is guaranteed in industrial law.

PE Tramways, a subsidiary of the Tollgate Holdings group which also owns buses in Cape Town, has denied these allega-

tions and the company is contesting the case.

In early July, the court granted the workers an interim interdict against the company restraining it from:

- Dismissing any of the applicants "by reason of their membership" of the Transport and Allied Workers Union or their refusal or failure to apply for membership of the Bay Bus Workers' Union.
 - Dismissing any other workers for the same reason, or,
 - Requiring any worker "either as a condition of employment or otherwise" not to join the TAWU or to join the Bay Bus Workers Union.
- The case is continuing.

1057-7/19/80
Nine set to form Cusa (143)

TWO more unions will be joining the Council of Unions of South Africa (Cusa) — a federation of black trade unions to be formed next week.

The United African Motor Workers Union and the United African Motor and Allied Workers Union of Natal bring founders' numbers up to nine.

They have not yet applied for registration.

Labour law case is crucial

5/11/80 (143)
2/1/80
3/3/80

By Drew Forrest

One of the most important test cases of South African labour law in recent years will be heard in the Appellate Division in Bloemfontein tomorrow

At issue are the right of trade unions to represent their members in legal actions in court, and the legal rights of workers who claim they have been victimised

Five judges are to hear an appeal by the Transport and Allied Workers Union (TAWU), the works committee of a Vereeniging company P. E. Bosman Transport Ltd, and two dismissed employees of the company

COUNCIL ROLE

They will ask the court to set aside a 1978 Supreme Court judgment by Mr Justice Floff who ruled that none of the appellants had "locus standi," a legal interest in the matter

The applicants had claimed that P. E. Bosman Ltd had victimised and might continue victimising employees seeking enforcement of an Industrial Council agreement through official means and the TAWU

Mr Justice Floff found

- ① The union had only an indirect, financial interest in the matter and its own legal rights were not at stake
- ② In terms of the Black Labour Relations Regulations Act the works committee could not take up cudgels on behalf of employees except in negotiations with an employer
- ③ The dismissed workers had no legal interest in the application because they were no longer employed

STRENGTHENED

If the earlier Supreme Court rulings are upset by the appeal the position of victimised workers would be greatly strengthened

The right of trade unions to bring "representative actions" on behalf of members has been at issue in a number of recent labour cases

POST
3/19/80
11x3

Workers unite

By JOE THOLOE

THE Council of Unions of South Africa (Cusa) — a federation of black trade unions that believes in the "development of black leadership" — will be born in Johannesburg on September 14.

The seven unions in the loose grouping called the Consultative Council of Black Trade Unions, with an estimated membership of 30 000, will form the nucleus of the new federation.

Cusa will be the fourth major federation in the country after the Trade Union Council of South Africa (Tucsa), the Federation of South African Textile Unions (Fosatu) and the all-white South African Confederation of Labour.

The inaugural meeting

will be at Cathedral Place, No 1 Saratoga Avenue, Doornfontein, at 10 am.

Five of the unions which will be founding Cusa have applied for registration as "Africans-only" unions. These are: Food Beverage and Allied, SA Chemical, Laundry, Dry Cleaning and Dyeing Workers, Steel Engineering and the Transport and Allied.

Most of the unions that remained in the Consultative Council are the unions which refused to join the Federation of South African Trade Unions when it was formed in 1979 because they feared domination by "non-Africans."

The draft constitution of the new federation is "non-racial", but makes it clear that the leadership will be "black".

the problem in MAN.

The general approach

Re: Term 3: Here it is suggested that a discount factor equal to (or slightly higher than) the interest rate on a comparable loan should be used for this term. This stream is riskier than the stream in Term 2 because the lessee requires to have a taxable income to get the cash flow.

Re: Term 4: The riskiness of this flow is likely to be equal to that of Term 3 thus the same discount factor is suggested. To facilitate a fair comparison with leasing the most rapid method of depreciation allowed by the Receiver of Revenue should be used. Furthermore depreciation in this context includes the investment and initial allowances.

Re: Term 5: The riskiness of this flow is likely to be equal to that of Term 3 thus the same discount factor is suggested. This stream is the tax shield arising from the tax deductibility of the interest on an equivalent (the displaced) loan.

SVAR 3/9/80
143
New black trade union
body to be formed soon

Labour Editor

A new trade union federation named the Council of Unions of South Africa is to be formed in Johannesburg on September 14

The prospective founding members are the seven black unions, at present grouped together under the so-called Consultative Council of Black Trade

Unions in the Transvaal

The birth of Cusa will reaffirm the divisions existing among black trade unions and provide a formal umbrella body for most of those black unions which have shunned both the Trade Union Council of South Africa and the Federation of South African Trade Unions

New umbrella about to open for black unions

By STEVEN FRIEDMAN
Labour Reporter

A NEW federation of black trade unions, which hopes to expand throughout the country, will be officially launched in Johannesburg at the weekend.

The unions involved in the move hope it will prompt a new expansion of the growing black trade union movement.

The new organisation will be known as the Council of Unions of South Africa (Cusa) and will initially comprise nine unions, representing about 30 000 black workers, according to Mr Skakes Sikhakhane, a spokesman for the new organisation.

Cusa will be the fourth national federation of unions in the country and the second to represent independent black trade unions.

The other national organisation representing a substantial part of the black union movement is the Federation of SA Trade Unions (Fosatu), which is non-racial.

Unions affiliated to Cusa are, however, wary of non-racial unionism, arguing that black unions should be black-run, at least in the short term.

The move raises the possibility of fierce competition between Cusa and Fosatu unions. However, Mr Sikhakhane said yesterday that Cusa "has left open the possibility" of co-operation with other union federations.

The new organisation will replace the Reef-based Consultative Committee of Black Trade

Unions, of which Mr Sikhakhane is chairman.

The consultative committee was the first black union grouping formed when black trade unionism was revived in the early 1970s.

It was, however, only a loose grouping of unions and Cusa unions hope that, by forming a national federation with a full-time staff, they will be able to expand their activities nationally and build up their organising strength.

Mr Sikhakhane said yesterday that the seven unions affiliated to the consultative group had all decided to join Cusa. And two motor unions — one based in Durban, the other in Pretoria — would also join on Sunday.

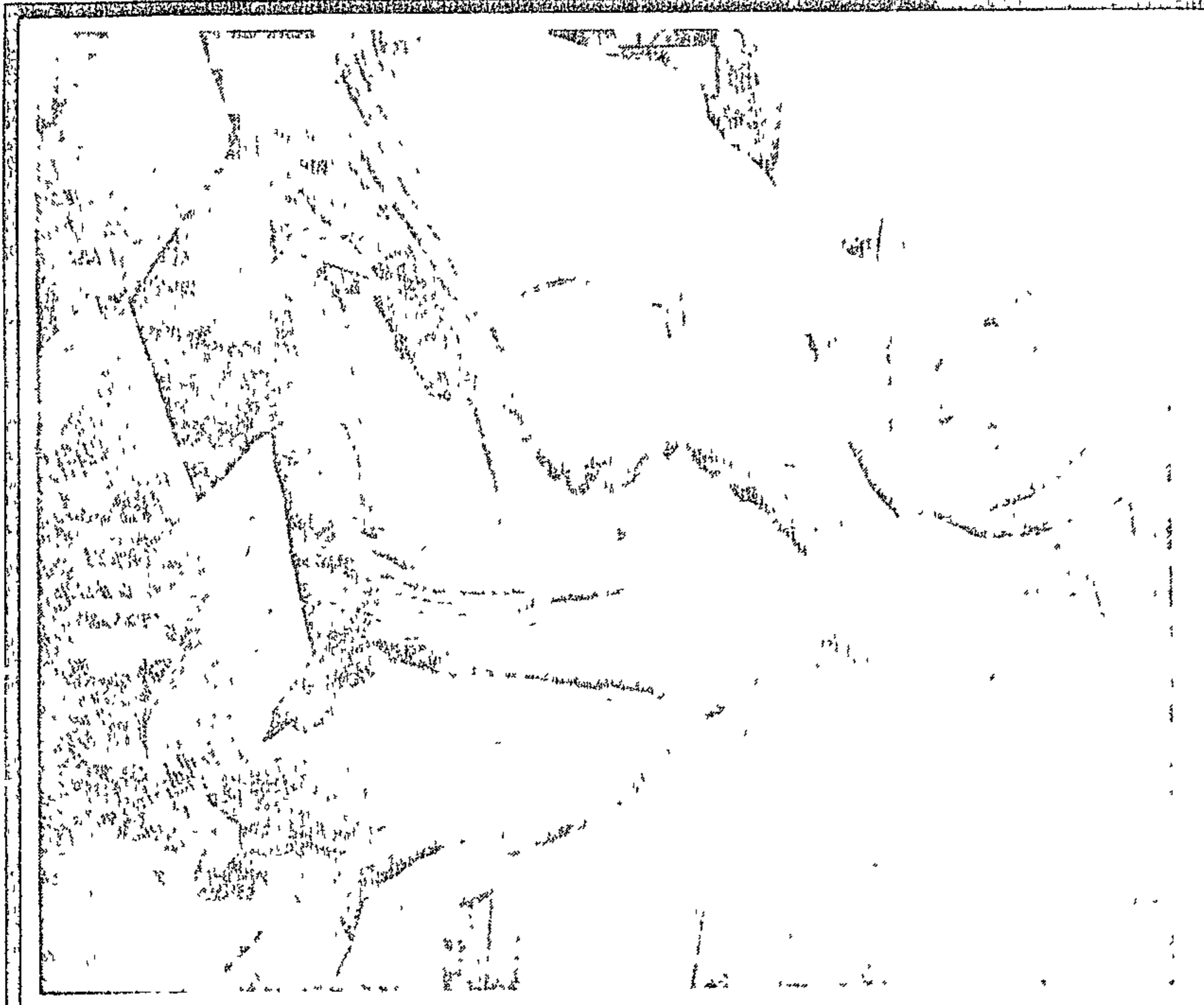
He said he also expected unions such as the Black Municipality Workers' Union, which shot to prominence in the Johannesburg municipal workers' strike, and the Writers Association of South Africa (Wasa), to join Cusa.

The new organisation planned to start actively recruiting members in Durban, the Eastern Cape and the Free State.

Although black trade unionism has not spread to the Free State in recent years, Mr Sikhakhane said a number of Cusa unions already had members in that province.

He said Sunday's meeting would ratify a constitution for the new organisation and elect office-bearers.

That was a day to remember



Remember

By KINGDOM
TOLVANE

TRADE unionist Mrs Agnes Ndima-nde, never forgets the day she was humiliated by a young white police constable who pulled her out of a car and called her "aiffir-maid".

And despite a Supreme Court ruling that the State pay her R500 in the action she had brought against the Minister of Police, she still feels the police officer concerned does not deserve her forgiveness.

General secretary of the South African Laundry, Dry Cleaning and Dyeing Workers' Union, Mrs Ndumande said she hoped the police would tell her what disciplinary action was taken against the policeman "I'm old enough to be

his granny," she said, "and this only shows how badly he was brought up. The force must take strong action against such characters as they are a menace to society."

"I had purchased a fence from a now insolvent company — Fenc-O-Matic — and had paid more than R300 for it. A portion of it was delivered at my house the same month and that was the last time I heard from the company," she said.

Attempts to have the company fulfil the contract failed, and her last visit there landed her at Hillbrow police station.

The company owner a Mr Karoich said he would show me the fence, and he drove me in his car to the police station.

"He entered the charge office and returned with a white uniformed policeman. The scuffle then followed, resulting in my being dragged out of the car," Mrs Ndumande added.

The white policeman had referred to her as a "parnange kaffir-ward" (cheeky kaffir maid).

And when she stepped into the "whites only" section of the police station to report the matter, the policeman had again said "Kaf jume" and "Kaf jume".

As a result of the incident, Mrs Ndumande felt that she suffered shock and was injured in her dignity and self-esteem. She had a charge of criminal injury and assault against the policeman and her claim of R3 000 from the Minister of Police.

Last month in the Witwatersrand Supreme Court, Mr Justice Coetzee ordered that she be paid R700 by the State for her claim.

"I have never felt so humiliated in my life," Mrs Ndumande said. "I hope our people could learn that as soon as an illiterate occupies a position of power, he will want the world to feel his presence, as was the case with the police officer."

Over 500 are expected at the formation of CUSA

POST 12/7180 (43)

More than 500 delegates are expected at Cathedral Place in Johannesburg on Sunday when the Council of South African Trade Unions (CUSA) is formed.

CUSA, with a total membership estimated at 20,000, is the fourth federation of trade unions in the country after the Trade Union Council of South Africa (TUSA), the Federation of South African Trade Unions (FOSATU) and the South

African Confederation of Labour.

One of the main aims that will be sought by CUSA are members of the Community Committee of South African Trade Unions — a loose grouping that refused to join TUSA when it was formed last year after a vote at its constituent conference.

The unions that are forming CUSA believe that the establishment of a non-racial, non-exploitative, democratic society depends on the development of strong

in leadership."

Membership of CUSA is open to all "independent trade unions" that have a constitution, a membership of more than 100 and are controlled by the members.

Registration at the inaugural congress at the Sandton Convention Centre will be from 9 am to 10 am.

The first speakers will be Premier P. W. Botha, a Catholic priest, giving a speech about organizing unions and the South African

main, an industrial relations consultant.

The unions that will be participating are the Commercial Catering and Allied, SA Chemical Workers, Laundry, Dry Cleaning and Dyeing Workers, Transport and Allied, Building Construction and Allied Workers, the Food Beverage and Allied Workers, the Steel, Engineering and Allied Workers, the United African Motor Workers, and the United African Motor and Allied Workers Union of Natal.

Editorial: ...
Subject: ...

Cape Times 12/9/80
143

Union body planned

Own Correspondent

JOHANNESBURG — A new federation of black trade unions, which hopes to expand throughout the country, will be officially launched here at the weekend

The unions involved in the move hope it will prompt a new expansion of the growing black trade union movement

(2) The new body will be known as the Council of Unions of South Africa (Cusa) and will initially comprise nine unions, representing some 30 000 black workers, according to Mr Skakes Sikhakhane, a spokesman for the new organization

Cusa will become the fourth national federation of unions in the country and the second to represent independent black trade unions

The other national body to represent a substantial part of the black trade union movement is the Federation of SA Trade Unions (Fosatu), which is non-racial

Unions affiliated to Cusa are, however, wary of non-racial unionism, arguing that black unions should be black-run, at least in the short-term

Its formation raises the possibility of fierce competition

between Cusa and Fosatu unions. However, Mr Sikhakhane said yesterday that Cusa "has left open the possibility" of co-operation with other union federations

The new body will replace the Reef-based Consultative Committee of Black Trade Unions, of which Mr Sikhakhane is chairman

The committee was the first black union grouping to be formed when black trade unionism was revived in the early 1970s

It was, however, only a loose grouping of unions and Cusa unions hope that by forming a national federation with a full-time staff, they will be able to expand their activities nationally and build up their organizing strength

Although it has been generally known for some time that the consultative unions intended to form a new national federation, a meeting on Sunday will mark the official launch of Cusa

Mr Sikhakhane said yesterday that the seven unions affiliated to the committee had all decided to join Cusa. In addition, two motor unions — one based in Durban, the other

Pretoria, would also join on Sunday

He said he also expected unions, such as the Black Municipality Workers Union, which shot to prominence in the Johannesburg Municipal Workers strike, and the Writers Association of South Africa, to join Cusa

The new organization planned to begin actively recruiting members in Durban, the Eastern Cape and the Orange Free State

Although black trade unionism has not spread to the Free State in recent years, Mr Sikhakhane said a number of Cusa unions already had members in that province

He said Sunday's meeting would ratify a constitution for the new organization and elect office-bearers

Input is the capital

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The ROI equation

of power and the util

This relationship has many applications in industry and has been used as a measure of effectiveness in the conversion of energy, the transfer

.....(1.1)

$$\text{Efficiency} = \frac{\text{Output}}{\text{Input}}$$

efficiency equation:

According to DeGarmo,² the basis of the ROI concept is the general

RETURN ON INVESTMENT (ROI) DEFINED

1.2

these investigations, recommendations will be made for the practical implementation of this technique within the construction environment.

New black union council to be formed

143

STAR

13/1/80

By Sieg Hannig
Labour Editor

About 10 black trade unions plan to establish a new federation of trade unions, the Council of Unions of South Africa (Cusa), in Johannesburg tomorrow

Black unions with about 30 000 members are expected to launch the new body, a potential rival of the two existing multiracial federations

These are the 283 000-strong predominantly coloured and white Trade Union Council of South Africa and the predominantly black Federation of South African Trade Unions which claims perhaps 60 000 members

The first clause of the preamble to the draft constitution reads that Cusa believes "that the establishment of a non-racial, non-exploitative democratic society depends on the development of blacks in leadership"

One of Cusa's aims would be to monitor the implementation and effectiveness of codes of fair employment conduct

Cusa is the brainchild of the Consultative Council of Black Trade Unions

The Black Municipal Workers' Union, which was involved in Johannesburg's recent strike, will also join, says Mr Scakes Sikhakhane, chairman of the Consultative Council

The new United African Motor and Allied Workers' Union (Transvaal) and its Natal-based namesake were due to affiliate, too, he said. The Writers' Association of South Africa had indicated that it would join and the Textile Workers' Union (Transvaal) had been invited as a founder member, he added

The Consultative Council unions are the Building, Construction and Allied Workers' Union, the Commercial, Catering and Allied Workers' Union, the Food Beverage Workers' Union, the SA Chemical Workers' Union; the SA Laundry, Dry Cleaning and Dyeing Workers' Union; the Steel, Engineering and Allied Workers' Union, and the Transport and Allied Workers' Union

Nine trade unions join hands today in a new federation

By
Z B MOLEFE

ONE OF the aims and objects of the newly formed Council of South African Trade Unions (Cusa) will be to monitor the implementation and effectiveness of employment codes of conduct.

Cusa, which is being launched today, will be the fourth trade union federation in the country. The others are the Trade Union Council of South Africa (Tucsa), the Federation of South Africa Trade Unions (Fosatu) and the South African Confederation of Labour.

Seven of the nine unions joining Cusa were members of the Consultative Committee of Black Trade Unions — a loose grouping that refused to join Fosatu when it was formed last year, alleging that it was dominated by "non-blacks". Cusa's draft constitution, says "the establishment of a non-racial, non-exploitative democratic society depends on the development of blacks in leadership".

Cusa membership is open to all "independent trade unions" (trade unions not linked to white unions) which have a constitution, a membership of over 100 and are controlled by the members.

Fosatu also has a non-racial constitution. But the unions joining Cusa believe that black people should be in leadership.

The affiliated unions will be the Commercial Catering and Allied, SA Chemical Workers, Laundry, Dry Cleaning and Dyeing Workers; Transport and Allied, Building Construction and Allied Workers, Food Beverage and Allied Workers; Steel, Engineering and Allied Workers, the United African Motor Workers and the United African Motor and Allied Workers Union of Natal.

One of the motor unions is based in Pretoria, the other in Durban Unions

such as the Black Municipal Workers' Union — which shot into prominence during the Johannesburg municipal workers' strike — and the Writers Association of South Africa (Wasa) are expected to join Cusa later.

Mr Leonard "Skakes" Sikhakhane, Cusa spokesman, says he does not believe there will be fierce competition between his federation and Fosatu.

He told **SUNDAY POST**: "It is a question of interests. Nowadays black awareness is important in things such as leadership."

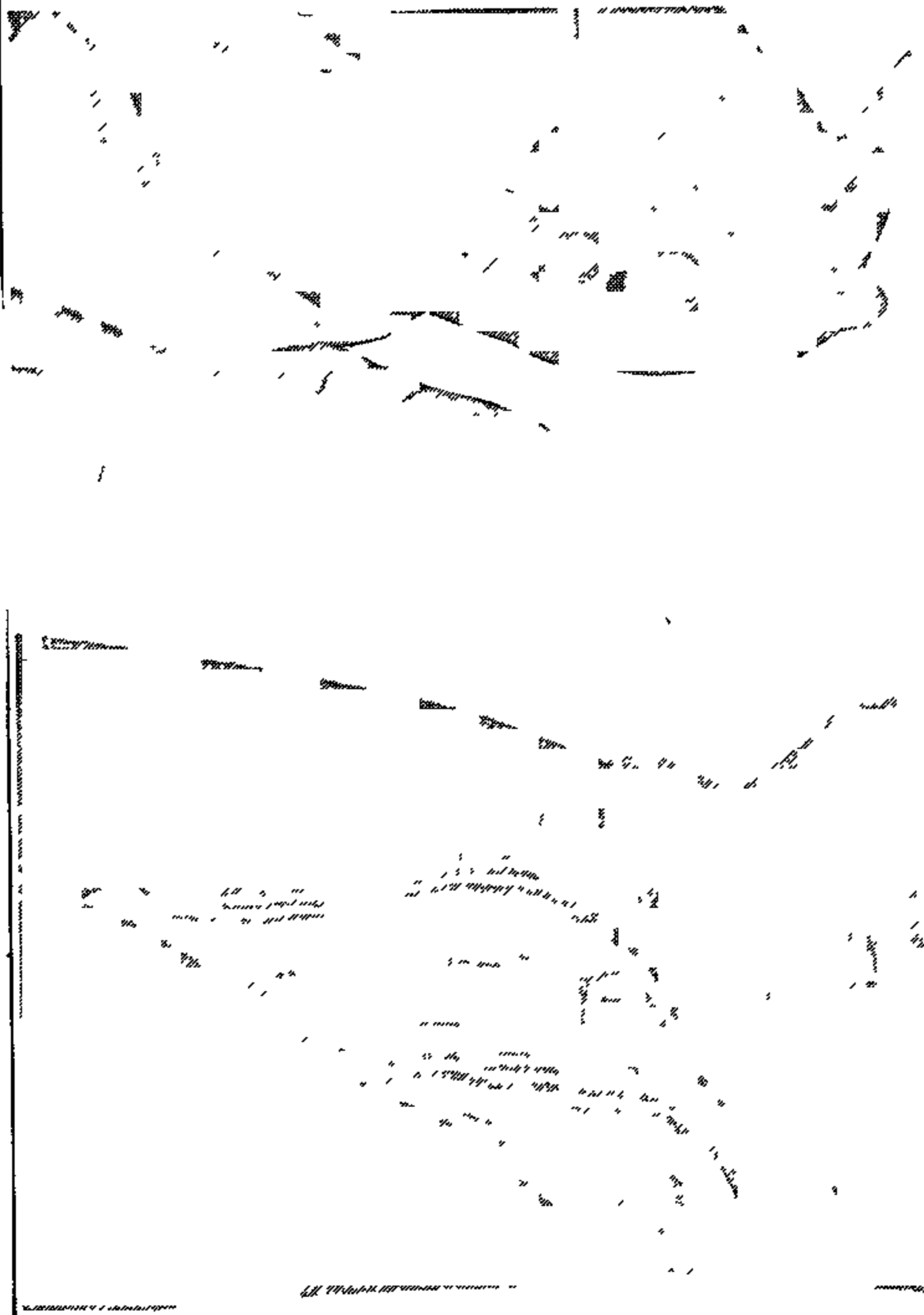
However, in the past there have been clashes between unions affiliated to the Consultative Committee and Fosatu unions.

Guest speakers at today's inaugural congress will be the Father Buti Tihagale, a Catholic priest, who works closely with labour organisations, and Mr Louis Khumalo

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Shakes Sikhakhane



Rival black groups meet at union talks

By STEVEN FRIEDMAN
Labour Reporter

A LEADING advocate of the black consciousness philosophy and a prominent member of Chief Gatsha Buthelezi's Inkatha movement yesterday shared the same platform — an event which is becoming increasingly rare in black politics

Both spoke at the inaugural meeting, in a Johannesburg church hall, of the Council of Unions of South Africa (Cusa)

They were Mr Tom Manthata, a black consciousness leader and Mr Gibson Thula, a local Inkatha representative

Mr Manthata was speaking for the Soweto Civic Association and the South African Council of Churches

Another black consciousness man, Mr Willie Bokala, of the Writers Association of South Africa, also addressed the meeting

Tension at present is high between Inkatha and the black consciousness movement, and it is almost unheard of for the two movements to take part in

the same meeting

However, despite a seeming show of solidarity, it is understood that Mr Manthata and other black consciousness supporters were unhappy about Mr Thula's role, and it is claimed some left the meeting because of it

Nevertheless observers said, the presence of a wide range of black organisations was "a tribute to Cusa's ability to draw support from the black community, regardless of ideological affiliations"

They said that despite tension, "things had gone off well, and there was no major clash"

Mr Manthata said that both the organisations he represented were interested in labour issues because "everybody in Soweto is a worker. Whatever the difference in our living standards, we have that in common"

Mr Thula pledged Inkatha's support to the trade union movement, and said it was prepared to back black union action — if necessary, with the aid of consumers

He warned against the

growth of 'parallel' unions and "company" unions sponsored by employers

Mr Bokala expressed Wasa's support for the new organisation and said that as evidence of its commitment to worker rights, it was devoting its coming conference to discussion of "the worker in the 80s"

The meeting was also addressed by Father Buti Thagale a Soweto priest who said that despite recent reforms, South Africa's labour system still remained weighted against the black worker

Another key speech was by Mr Frank Golino, the United States consulate's regional labour officer in South Africa

He repeated the support of the US Government for the code of conduct introduced by the Rev Leon Sullivan, but warned that the "only reliable and effective monitors" of the code were "the workers themselves, represented by free, democratic trade unions"

US companies operating in South Africa could contribute to change in two ways, he said by improving work conditions, and by demonstrating "the advantage of equal employment policies" to other employers

Mr Golino also praised the activities of organisations such as Cusa "in your support of equal trade union rights for all workers in South Africa"

Young trade union giant spells out its tasks

Cusa is

143 POST 15/9/80

founded

MORE THAN 400 people from all over the country met in Johannesburg yesterday to form a new federation of unions.

The Council of Unions of South Africa (Cusa) became the largest trade federation in the country after the Trade Union Council of South Africa (Tucsa), the Federation of South African Trade Unions (Fosatu), and the South African Confederation of Labour.

Nine trade unions which believe that the establishment of a non-racial, non-exploitative democratic society depends on the development of blacks in leadership, came together. They believe that more unions will join their workers' struggle.

Applause and worker songs dominated the meeting which later elected Mr Albert Mosenthal, president of the South African Chemical Union, Cusa's president, and Mr Leonard Sikhakhane, general secretary of the Food Beverage Union, as vice-president.

More applause was thundered when Father Buti Tlhagale, a Catholic priest, who was guest speaker, launched a scathing attack on labour laws and said the aspirations of the workers had for too long been stifled by the laws.

When another guest speaker, Mr Louis Khumalo, an industrial relations consultant, took the platform and appealed to workers to stop making unreasonable demands, there were murmurs and groans of protests from the floor and some people walked out and stayed there until he finished his speech.

The unions that formed Cusa include the Commercial Catering and Allied, SA Chemical Workers, Laundry, Dry Cleaning and Dyeing Workers, Transport and Allied, Building Construction and Allied Workers; Food Beverage and Allied Workers; the Steel, Engineering and Allied Workers; United African Motor Workers; and the United African Motor and Allied Workers Union of Natal.

Cusa's aims and objects are.

● To strive for the building of a united labour

force and encourage all eligible working men and women to join trade unions

● To improve economic and social conditions of all workers.

● To co-operate with employers and/or trade unions or federations to deal with matters affect-

★ To Page 3

Democratic unions

★ From Page 1

ing workers and to try on request, to settle disputes and differences between unions and within member unions

● To promote the principle of free and democratic trade unions and to ensure its acceptance by the community and society as a whole.

● To monitor the implementation of codes of conduct in all economic sectors, and to monitor their effectiveness.

● To help enforce worker rights, the protection of their interests and human dignity in terms of the International Labour Organisation conventions and recommendations

● To advance the economic, social interests and working conditions

of all workers and set up commissions of inquiry into laws which affect workers.

● To conduct and coordinate research into matters affecting workers and publish the findings.

● To arrange seminars and courses to educate member unions and their members as to their rights and responsibilities both as trade unionists and as members of their communities and;

● To help members establish workplace units to promote industrial democracy

Membership of Cusa, which has initial membership of about 30 000 workers will be open to all independent trade unions

Yesterday's meeting was held at the Cathedral Place, No 1 Saratoga Avenue, Doornfontein.

New unions federation launched

CAPE TIMES
15/9/80
(143)

Own Correspondent

JOHANNESBURG — A meeting of about 400 delegates in Johannesburg yesterday launched a new federation of trade unions which has committed itself to the development of blacks in leadership in the union movement.

The new federation, the Council of Unions of South Africa (Cusa), claims a membership of about 30 000 workers, mainly on the Reef.

Its formation represents an attempt by member unions to expand nationally.

Cusa has been formed chiefly from unions which were represented on the Consultative Committee of Black Trade Unions which has been dissolved to make way for the new organization.

The Federation of SA Trade Unions (Fosatu), the only other body to attempt to represent the black union movement nationally, is a non-racial body. Cusa spokesmen have said they are open to co-operation with other union federations.

At a well-attended meeting yesterday in a Johannesburg church hall, punctuated by hymns and union songs, delegates adopted a constitution endorsing the principle of "equal opportunity for all workers".

Community link

Ten black unions belong to Cusa and Mr Joseph Mavi, president of the Black Municipality Workers Union, said at the meeting that his union would join Cusa.

The constitution also says that Cusa will assist the development of black leaders "in the community", a clause which holds out a possible link between it and the black community beyond the workplace.

It also commits Cusa to monitor the implementation of codes of conduct in all economic sectors and to attempt to enforce worker rights as understood by the International Labour Organization's conventions.

itor the implementation of codes of conduct in all economic sectors and to attempt to enforce worker rights as understood by the International Labour Organization's conventions.

The meeting was not, however, without controversy. A number of delegates were apparently unhappy with the presence of Mr Gibson Thula, local representative of the Inkatha movement, at the meeting.

Besides sending Inkatha's greetings to the meeting, Mr Thula also assisted in running elections for the organization's executive. This caused dissatisfaction amongst members of the black consciousness movement as well as some unionists, although it is not clear whether these feelings were shared by rank-and-file delegates.

A further point of controversy was a speech delivered by Mr Louis Khumalo, which some delegates interpreted as criticism of the black union movement.

This prompted a walk-out by Mr Mavi and some of the other observers.

Yesterday's meeting elected Mr Albert Mosenthal president of Cusa and Mr Leonard "Skakes" Sikhakhane vice-president.

Mr Mosenthal is president of the SA Chemical Workers Union and a black worker at AECI Paints, the first major South African company to formally recognize an independent black union.

Mr Sikhakhane is secretary of the Food, Beverage and Allied Workers' Union and was chairman of the Consultative

The meeting heard speeches by Father Buti Thlagale and Mr Khumalo.

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Most of the new unions are prepared to accept conditions from employers that will weaken the labour movement. This is particularly noticeable in their

(143) STAR
19/8/80

Black federation plans to expand

By Langa Skosana

South Africa's black trade unions intend to use their new federation as a launching pad for national expansion

This was stated by Mr Albert Mosenthal, president of the Council of Unions of South Africa (Cusa) at its inaugural meeting in Johannesburg yesterday.

The attendance of a wide cross-section of black leadership at the meeting assured Cusa of widespread support and credibility among black labour

Those present included black consciousness leaders, such as Mr Tom Manthatha, a member of the Soweto Committee of Ten, Mr Zwelakhe Sisulu, president of the Writers' Association of South Africa; and Mr Wille Bakala, national secretary of Wasa

Also present was Mr Gibson Thula, publicity chairman of the Zulu political and cultural movement, Inkatha.

A representative of the International Confedera-

tion of Free Trade Unions, Mr Zidana Kele, said his 72-million-strong organisation wanted solidarity with Cusa.

"We will do what we can to fulfil your aspirations," he said

More than 300 people attended the launching of Cusa, which expects to represent about 35 000 workers as soon as supporting unions have affiliated.

Cusa has sprung from the Consultative Council of Black Trade Unions, a group of seven unions which are explicitly black. This distinguishes them from the predominantly black unions in the Federation of South African Trade Unions (Fosatu) which have mainly non-racial constitutions.

South Africa now has three federations catering for black unions — the 283 000-strong Trade Union Council of South Africa whose black membership is a minority, the 60 000-strong Fosatu, and Cusa

Cusa boss for work not words

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POST 17/9/80

THE newly-elected president of the Council of Unions of South Africa (Cusa), the trade union federation born at the weekend, says he believes in "work rather than talking."

Mr Albert Mosenthal sees his work and that of Cusa as "educating the black masses in leadership skills."

Mr Mosenthal (42), a Natal spruit Township father of three, was giving his first, albeit brief and reluctant, interview to a newspaper

For the past four years, Mr Mosenthal has been president of the SA Chemical Workers' Union. He is a training officer at AECI Paints in Alrode, where he has been working for 16 years

BLACK

Mr Mosenthal said Cusa consisted of black unions only at this stage, "but this does not mean we believe in non-co-operation with other unions and federations

"Our constitution is very clear. we are not racialistic. But we believe that in order to overcome some of our problems, we have to develop black leadership," Mr Mosenthal said.

Mr Mosenthal does not want to define black,

does not want to say if it includes coloureds and Indians

"It is not wise to put a qualification to black at this stage," he says. "But I can assure you that if an organisation like Wasa (the Writers Association of South Africa) that has a wider interpretation of black wants to join us, they will find a home. We are not discriminating against anybody."

RELUCTANT

Mr Mosenthal said he was reluctant to talk to Pressmen at this stage because the new organisation has lots of "planning and work to do"

"Only when we have laid down the solid foundation can we start talking"

Cusa was formed by nine unregistered trade unions with an estimated membership of 30 000. Five of these unions have

already applied for registration under the Industrial Conciliation Act.

This federation is the fourth in the country. The other three are the Trade Union Council of South Africa (Tucsa), The Federation of South African Trade Unions (Fosatu) and the SA Confederation of Labour.



Mr Albert Mosenthal

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ided Ms Ivy Masingo
who according to work-
ers spokesmen had been
sacked for staying away
from work for a week

When POST telephoned
the firm yesterday the
managing director Mr
Paul Torrence was said
to be busy at a meeting
but the production man-
ager Mr Steyl said the
problem was over

The problem at Mabolisa
started last week
when Ms Masingo suddenly
became sick and was sent
home. She went to a doc-
tor who treated her and
then decided to fire her
off for a week

But when she arrived
at work on Monday she
was told "No more work
for you finished. Nothing
more"

Although she produced
a doctor's certificate she
was still told "finished"

Other workers in her
despatch department took
the matter up with the
managing director but
were instead given five
minutes to get back to
work or clear off. They
were later told to go and
stand outside the firm and
not inside

According to Mr Frank
Mohlala secretary of the
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Mr Steyl told POST
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Union meets Putco bosses over strike

By JOE TILLOTT

THE recent strike by Putco drivers will be among the things discussed at the annual general meeting of the Transport and Allied Workers' Union in Boksburg on Sunday

The union meets the Putco management next Wednesday to continue discussions on recognition

The unregistered union which has a signed up membership of 5500 according to the secretary, has been prominent in the Putco dispute which started in June when hundreds of drivers went on strike for two days and brought bus traffic to a halt

At the start of the strike the Putco workers demanded increases of R35 a week each but, la

ter, they added a demand that the company should recognise their union

Transport and Allied is now one of two unions that have asked the company for recognition. The other is affiliated to the Federation of South African Trade Unions

The AGM will be at the Vosloorus Clubhouse and registration will be at 9 am

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GETTING TOGETHER

FM 19/9/80

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The Council of Unions of SA (Cusa), the federation body formed last weekend in place of the Consultative Committee of Black Trade Unions, seems set to pave the way for closer co-operation between the black trade union movement and black political bodies in SA. At the inaugural meeting, representatives from the black consciousness movement as well as one from Inkatha pledged support.

Contact between unions and political bodies in SA has hitherto remained tenuous since the Industrial Conciliation Act forbids unions affiliating to political bodies. Cusa has cautiously stated it will work in close co-operation with community bodies and "advance

the economic, social interests and working conditions of all workers."

Cusa's constitution also contains a commitment to "encourage and assist in the development of independent leaders from the black community." It is the first national federation since the early Sixties to commit itself exclusively to promoting black leadership in the black trade union movement.

Cusa claims a membership of 30 000 workers but a spokesman for the council says unions not previously affiliated to the consultative committee may join the new body. The unaffiliated Black Municipality Workers Union and the Writers Association of SA have said they will affiliate to Cusa.

Court explains refusal to hear test case

By STEVEN FRIEDMAN
Labour Reporter

THE Appeal Court in Bloemfontein has made known its reasons for refusing to hear a crucial "test case" on workers' rights

Recently the court refused to hear an appeal by the unregistered Transport and Allied Workers Union a Government works committee and two workers against a judgment by Mr Justice Floff in the 'Bosman case'

Yesterday Mr Justice Muller handed down written reasons for the court's refusal to hear the appeal on September 3

He said the court refused to condone the late filing of notice of leave to appeal and the court record

He said that in a case where there had been a flagrant breach of the rules of the Appeal Court in more than one respect, and where in addition there was no acceptable explanation for some periods of delay, an application for condonation should not be granted, whatever the prospects of success of the appeal might be, reports Sapa

Mr Justice Floff had ruled in the Transvaal Supreme Court that an unregistered union had no right to go to court on behalf of its members if it feared they might be victimised

He also ruled that a works committee had no legal standing to go to court at all

The judgment was interpreted as a serious blow to the legal standing of unregistered unions and to the legal rights of black workers in victimisation cases

It was handed down in a case in which the union, the P E Bosman Transport Works Committee and two workers had brought a case against a Vereeniging company, Piet Bosman Transport

They had asked the court for an interdict restraining the company from dismissing workers or altering their terms and conditions of employment to their disadvantage

Mr Justice Muller said the explanation given for the late filing of the notice of appeal was "so unacceptable or wanting that even if virtually all the blame could be attributed to the applicants attorneys condonation ought not in his view, to be granted"

Mr Justice Wessels Mr Justice Miller and acting judges of appeal, Mr Justice Galgut and Mr Justice van Heerden concurred

Milestone Union deal by SA firm

Handwritten notes: MDM, 143, 20/9/80

By **STEVEN FRIEDMAN**
Labour Reporter

A SUBSIDIARY of a major South African company has recognised an unregistered black trade union, becoming one of the first locally-owned companies to do so.

It is AECI Paints (formerly Prolux Paints), a subsidiary of the giant AECI group which has recognised the SA Chemical Workers Union (SACWU) at its Alrode plant near Alberton. The union is affiliated to the Consultative Committee of Black Trade Unions.

It was also revealed yesterday that Rennie's Bulk Terminal owned by the locally-owned Rennie's Group, is in the process of negotiating a recognition agreement with the unregistered Transport and General Workers Union at Durban harbour.

Although over a dozen companies have signed recognition agreements with black unions, few have been locally-owned and the fact that two major companies are dealing with black unions may have a significant influence on labour relations.

AECI Paints' decision to recognise the union was revealed yesterday in a statement issued by the SACWU, which has a membership of over 4 000.

The union said that the agreement entailed the recognition by the company of union shop stewards and the union's right of access to company premises at Alrode. A grievance and disciplinary procedure had also been agreed.

The union represents about two thirds of the 400 workers at the plant.

Although the SACWU applied for registration last December, it has not yet been registered. In the statement, it said it was 'anxiously waiting' for registration.

SACWU's general secretary, Mr Dan Tau, said yesterday that the AECI agreement was the first formal recognition agreement the union had signed.

He added, however, "We have informal arrangements with a number of companies and are hoping to formalise these soon."

A spokesman for AECI Paints, Mr John Russell, yesterday confirmed that the union had been recognised at the Alrode plant.

"The negotiations were very constructive and mature. There was no animosity," he said.

In Durban, the managing director of Rennie's Bulk Terminals, Mr John Trathern, confirmed yesterday that his company was negotiating a recognition agreement with the TGWU, a Fosatu affiliate.

The union claims to represent 148 of the company's 168 workers at the Durban docks. The two parties have signed an agreement which gives the union limited facilities at the company.

Mr Trathern said yesterday that "negotiations have advanced to the stage where we now formally recognise the union".

A union spokesman confirmed yesterday that a preliminary recognition agreement had been signed. This was the first of a series of such agreements at Durban docks which include a Fair Work Agreement.

POST 23/9/80

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Cusa comes in for examination

IF THE recently-formed predominantly-black Council of Unions of South Africa (Cusa) is not a viable proposition within three years it should close, a leading black industrial relations consultant declared this week.

Mr Louis Khumalo argued that Cusa claims to have 30 000 members and that membership should be able to carry the council

He went on "Cusa should be adopted by blacks. We should say it is our effort. Otherwise, there is the danger of foreign ideologies creeping in"

Mr Khumalo was speaking to POST on the paper he delivered at the meeting which saw the birth of the federation

The paper left a number of unions divided while Mr Joseph Mavi of the Black Municipal Workers Union walked out

Last week POST spoke to a number of unions to gauge their feelings on Mr Khumalo's paper.

Said Mrs Agnes Molefe, secretary of the Laundry, Dry Cleaning

and Dyeing Workers Association "Mr Khumalo was right in what he said. The problem is that he speaks as an intellectual. Maybe that is why most people did not understand him"

On the other hand, Mrs Jane Hlongwane, secretary of the Engineering and Allied Workers of South Africa, saw it differently "Unlike political parties who are led by their leaders, trade unionists have to be guided by membership"

Mr Khumalo was in agreement with Mrs Hlongwane. "Most secretaries of black trade unions are removed from membership. In the course of my work I have come across workers who have never met the secretaries of their unions"

On the accusation that he advocated that unions should represent skilled workers when negotiating for better wages, Mr Khumalo explained "A living wage for black workers is the responsibility of the unions. And this means that there is going to be pressure on employers for living wages in the next five years"

"And when this living wage has been achieved the unions will find themselves saddled with the problem of members who are unskilled"

"It is because of this, though a few discriminatory labour laws have been removed, that the white skilled workers will not be threatened for the next five years"

In order for blacks to have a large slice of the country's economic cake, emphasised Mr Khumalo, we must have skilled black workers

"That is where the strength of the unions lie. It is a crime if these unions do not encourage their members to improve their skills."

This would pave the way for blacks to achieve independence and get into the nerve-centre of the country's economy, he added, and this "would help the black worker negotiate at a higher level"

On strikes (which were also the talking point among some of the unions who attended last week's Cusa meeting) Mr Khumalo said some black trade unions do not do their homework before taking strike action. "Strikes are costly to both sides. No matter which side wins."

Another observation from Mr Khumalo was that many strikes by black workers were easily broken because unions tend to rely on signed-up membership instead of the paid-up membership

He explained. "You will find a union claiming 3 000 members. This on close scrutiny will show that about 1 000 are paid up members and the rest are signed-up members. During a strike it is the paid-up members who will endure. But the others will fall by the wayside."

Another weakness of most black trade unions. They are good organisations but weak movements. Their ideologies are highly centralised at the top.

Another weakness of most black trade unions. They are good organisations but weak movements. Their ideologies are highly centralised at the top, but the membership on the factory floor does not understand them

He cited an example. "Most union members join for funeral benefits. Remove that and their membership will drop drastically. Union awareness on the shop floor is still very low. Most workers still do not see themselves as the union, but the office as the union"

Another flaw Mr Khumalo saw in black unions was that most members join them through emotions. He cautioned "Our unions should realise that emotions have no place in industrial relations."

How did he see black unions shaping up in the next three years?

"I foresee splits. And it will be a stormy relationship with management. But I believe that having some strong unions with people of foresight and vision leading them, they will overcome their problems."

'Winner' STAR
24/9/80
for black 143
union

The fledgling black trade-union federation, C u a, made a significant step forward today with the signing of a formal recognition agreement between one of its affiliates and a subsidiary of the powerful Premier Milling group.

The agreement -- concluded between the unregistered Food Beverage Workers Union (FBWU) and the Springs-based Premier Biscuit Company is among the first to be negotiated by a C u a member.

It follows a year-long struggle for influence within the company between the FBWU and the Positu-affiliated Sweet, Food and Allied Workers' Union.

According to FBWU secretary, Mr Leonard "Shakes" Sikhakane, the agreement comprises stop-order facilities for the deduction of union dues, the right of access to company premises and formal recognition of the union's branch executives.

The latter would not have wage-negotiating rights, since the biscuit industry is governed by agreement, he said.

Sacked workers' fund running dry

STAR 24/9/80

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The "survival fund" set up by the Black Municipality Workers Union to aid dismissed Johannesburg municipal workers flooding back to the city from the homelands was "almost exhausted," union president Mr Joseph Mavi said today.

Four hundred of the workers — who were dismissed during the recent municipal strike and deported to the homelands — had visited the union offices in the past three weeks, he said.

The BMWU paid them close to R3 500 from its fund, which had been

established to sustain them while they are seeking employment. Only R1 500 of the sum recently donated to the union by the Roman Catholic Church remained.

"The fund will be finished by the end of next week," he said. "Then we will have to use our union subscriptions to keep the people from starving."

No final solution to the difficulties of the returning workers would be found, he stressed, without the co-operation of the Johannesburg City Council.

Black union breakthrough in big firm

FOM
24/9/80

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By STEVEN FRIEDMAN
Labour Reporter

THE independent black trade union movement won another important breakthrough yesterday when a subsidiary of the giant Premier Milling Group recognised an unregistered black union.

The union is the Food, Beverage and Allied Workers' Union, an affiliate of the Council of Unions of South Africa (Cusa).

It has been recognised by Premier Biscuit, a Premier subsidiary on the East Rand which employs about 400 black workers.

Premier's decision to recognise the union comes shortly after another major locally-owned company, AECL, recognised an independent black union, the SA Chemical Workers' Union, at one of its subsidiaries.

In a joint statement issued yesterday the two parties say the agreement 'signifies very clearly to the company that the recognition of employee representation over union registration can meaningfully be achieved within the present-day labour situation'.

Although the union has applied for registration — this was one of the conditions of the agreement — it has not yet been registered.

The union's general secretary, Mr Skakes Sikhakhane, said the agreement had been greeted with jubilation by Premier workers.

Premier recognised the union after independent third parties verified its membership claims and found that it represented a majority of workers.

Two other unions, one affiliated to the Trade Union Council of SA and the other to the Federation of SA Trade Unions, also claimed support in the plant and were invited to take part in the verification exercise.

Premier agreed to recognise the union with most support.

However, the other two unions decided to withdraw from the exercise.

The decision to recognise the union which demonstrated most support is seen as important because many employers are faced with conflicting claims for recognition by unions and have been accused of dealing with 'tame' unions which do not enjoy support.

According to yesterday's joint statement, the agreement contains access for the union to company premises, recognition of the union's branch executive committee, "stop order" facilities and grievance and disciplinary procedures.

Both sides have agreed to accept and recognise the wage minima and other conditions laid down in the biscuit industry's industrial agreement.

In terms of the agreement, the company will recognise the branch executive of the union at Premier Biscuit. The branch executive will take the place of a works committee at the company.

Mr Sikhakhane said this was a unique feature of the agreement.

"While other agreements entail recognition of a shop stewards' committee only, we have organised all our members in the company into a branch, and it is their executive which will negotiate with management. This will give the representatives a broader base to speak from."

He stressed, however, that union members would continue to elect shop stewards in each department.

The joint statement says the agreement follows months of "fruitful discussion".

In it, both parties stress that their relationship "is not governed by this agreement, but rather by their mutual commitment to the well-being of the company's employees and the company's profitability".

increases, as the particle penetrates deeper into the medium. The density of energy deposited ($-dE/dx$) is therefore highest at the end of the range (Fig. 25).

Relatively heavy particles such as the p or α are not significantly deflected in their collisions with the much lighter electrons in matter and the maximum energy lost per collision is only a tiny fraction of the p or α energy. These heavy particles therefore retain their original directions throughout the slowing down process and their ranges are well defined - do not vary much from one particle to another of the same energy (Fig. 24(a)). Incident electrons, however, can scatter through large angles in their collisions with atomic electrons (of similar mass) and can lose a large fraction of their energy in a single collision, therefore their detailed trajectories vary a great deal from one electron to another and their

Putco to allow 'small' TAWU meetings

2/2/82
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post 25/5/82

By KINGDOM LOLWANE

THERE was progress yesterday in the talks between Putco management and the Transport and Allied Workers' Union (Tawu), the two parties have disclosed.

But no agreement was reached on the recognition of the union by the company

Putco's eastern area executive, Mr R K Duff, said that the company accepted the fact that Tawu represented a proportion of their workers

"They have given us numbers and we want to verify these," Mr Duff said

Putco had agreed to allow the union officials into their premises for talks with the workers provided

- Their meetings with workers did not interfere with the efficient running of the company,
- Only a few workers are addressed at a time
- The divisional manager is informed about the meetings.

"As a matter of principle we are not going to allow organised meetings on our premises," Mr Duff said "The depot manager will use his discretion on the number of people to be addressed by the union. But the group has to be kept small otherwise the meeting will be out of Putco's hands"

Next Wednesday, the union will make a full report on the meeting with Putco when they address drivers at the DOCC in Orlando, Soweto. The meeting starts at 10 a.m.

Mr Michael Mohatla, the union's general secretary, said the Department of Manpower Utilisation had informed the union that the Wage Board was investigating the original demand by the Putco drivers for a R35 a week wage increase which was rejected by Putco. The board meets on October 20.

energy to the resulting (charged) recoil nucleus, or a nuclear reaction which usually leads to the emission of charged particles or gamma rays. Thus the secondary particles resulting from neutron interactions in matter are often charged particles and these particles then interact with the matter as described in (a). Hydrogenous media such as wax, water or plastic are of particular interest because a neutron can lose any fraction (0-100%) of its kinetic energy in a

1 MeV	9.0	47.0
5 MeV	14.5	100.0

largest for the heaviest nuclei. Gamma rays are the most penetrating of the ionising radiations. Gamma rays are produced in nuclear reactions and in the decay of radioactive isotopes. Gamma rays are high energy photons. Gamma rays are produced in nuclear reactions and in the decay of radioactive isotopes. Gamma rays are high energy photons. Gamma rays are produced in nuclear reactions and in the decay of radioactive isotopes. Gamma rays are high energy photons.

UNION RECOGNITION

FM

26/9/80



A premier move



In a move that could influence management thinking on unregistered, but representative unions, a subsidiary of food giant Premier Milling this week recognised the Food Beverage and Allied Workers Union

In doing so, Premier Biscuits ran counter to its parent's public stand on recognition. Premier Milling has publicly stated that it will deal only with registered unions, but a company spokesman tells the *FM* the agreement does not contravene company policy as the union has applied for registration.

The recognition of unregistered unions has been a thorny issue for many companies, a large number of whom have learnt through bitter experience that representation, rather than registration, legitimises a union's activities in the eyes of the workers.

Leaders of independent unions and certain employers have for some time been calling on companies to deal with organisations which represent their workers rather than rely on company or parallel unions. But only recently has organised commerce and industry given impetus to the move.

This week the Federated Chamber of Industries (FCI) announced a set of guidelines for SA employers in which it advised them to deal with and recognise representative unions. The FCI has been debating the issue for some months.

The guidelines did, however, point out that employers should protect the Indus-

trial Council system and that recognition agreements should contain clauses to this effect.

Fanie Botha, Minister of Manpower Utilisation expressed similar sentiments last week when he warned of 'disaster' unless employers spoke to bodies which were truly representative of their workers.

Says Dr Bill Lombard, Premier group human resources manager: 'Our advice to management is to deal with its employees representative bodies. Preferably these should be registered but negotiations should not be delayed while formal channels are being explored.'

Unregistered independent unions have managed to win a number of recognition agreements. The most recent has been AECI's recognition of an independent black union at one of its subsidiaries. Ford, Volkswagen, and General Motors all deal with an unregistered union while the paper and pulp industry granted stop-order facilities to the Paper, Wood and Allied Workers Union a month before its registration application was gazetted.

Putco is at present negotiating with two unregistered and one registered union and has said it will deal with whatever union is most representative of its workers — registered or not.

Labour expert Loet Douwes Dekker says: 'The Premier agreement is important as employers seem to be reading between the lines. Instead of forcing a show of strength through drastic actions

such as wild-cat strikes they appear to be moving towards settling disputes across the negotiating table.'

Adds Skakes Sikhakhane, general secretary for the Food Beverage and Allied Workers' Union: 'The agreement is heartening. If other SA companies can follow along the same lines, labour relations in this country will improve greatly.'

STAR 26/9/80

Mavi to charge council

The president of the Black Municipality Workers' Union, M1 Joseph Mavi, is to lay a charge of contempt of court against the Johannesburg City Council.

The charge arises out of a controversial newsletter to the City of Johannesburg distributed by the council this week, in which its handling of the recent municipal workers' strike is strongly defended.

Describing the document as "outrageous," a spokesman for the union's lawyers said today it could prejudice

the outcome of the forthcoming State case against M1 Mavi.

M1 Mavi is charged under section 21 (1) of the General Law Amendment Act of 1962 — commonly known as the "Sabotage Act" — for his alleged role in the municipal strike.

Two other executive members of the BMWU face charges under the Act, which carries a minimum penalty of five years imprisonment and a maximum penalty of death.

© Page 7 Lesotho slates SA at UN.

Council strike face sabotage charge

STAR
3 29/9/30

Mr Joseph Mavi and two executive members of the Black Municipal Workers' Union appeared briefly before a Johannesburg magistrate today on a sabotage charge

The hearing was adjourned to October 17 for further investigation by security police. The men were not asked to plead

and no evidence was led. Bail for Mr Mavi (42), of R500, Mr Philip Dhlamini (29), of R1 000, and Mr Gatsby Mazwi (29), of R500 was extended by the magistrate, Mr J V Myburg

The allegation of sabotage arises from a strike by workers of the Johannesburg City Council in July.

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Cusa delegates were content

2/11/80 RDM

I HAVE been pierced by an arrow from Steve Friedman's report (RDM Sept 15) on the Cusa conference in Johannesburg

He said some of the delegates were unhappy with the presence of Mr Gibson Thula, local representative of Inkatha Movement

Mr Gibson Thula was invited by the people of Cusa and he took part wholeheartedly. He represented a national movement, since it was Cusa's aim to deal with community leaders

Did your reporter witness these things for himself, or was it what he was told in some corner?

Time is precious. Let's work hand in hand and build a strong nation with everything in common.

How can we fight the evil system when we are still fight-

ing among ourselves? Really, it hurts to see and listen to people whose duty it is to bring unity being the very ones who provoke hatred and hostility — NONHLANHLA NHLAPO, Secretary of Inkatha Youth Brigade, Kathlehong Branch

● Our reporter was present at the meeting and observed the reaction of delegates. It was his duty to report what took place, not to manipulate the news to suggest delegates were more, or less, united than they actually were. — EDITOR.

5/19/80
Putco 8/10/80
conflict
at end?

By Langa Skosana

All areas of conflict with the Putco drivers' union had been eliminated and recognition of the union should be given soon, according to a company spokesman.

The only remaining hurdle is proof of numbers of drivers backing the union, and the union is confident it has all the numbers it needs for its meeting with Putco.

A union spokesman said 1 640 members in the West and East Rand area, which includes Johannesburg, had paid their dues.

He said the Transport and Allied Workers Union (TAWU) — to which the Putco bus drivers' action committee is affiliated — was confident the company would sign an agreement recognising the union.

The company management, at previous meetings with the action committee, had expressed acceptance in principle of the union.

Putco spokesman Mr G R Hall said that all the company needed was proof of numbers.

STAR 9/10/80 (143) (144) (145) (146)

Unregistered union breaks new ground

One of the most extensive recognition agreements in recent labour history has been negotiated by an independent trade union

It is the Metal and Allied Worker's Union (Mawu), an unregistered affiliate of the Federation of South African Trade Unions (Fosatu)

The agreement has been reached with the Tensile Rubber Company Wynberg, Johannesburg which is a subsidiary of the powerful General Tire Industrial Rubber Products

group

The managing director of the company, Mr H Schultz, announced today that negotiations were completed and the agreement would be signed in the near future

The agreement went "far beyond" those negotiated at house and industrial council level by registered unions, a Mawu spokesman said today

Its unusual features include

● Full recognition of a shop stewards committee,

which will have negotiating rights on "all aspects of working conditions," including wages

● The right to hold shop stewards committee meetings in company time

● Report-back facilities for shop-stewards in the factory itself

● Guaranteed consultation with the union on retrenchments

● A health and safety shop steward who will liaise with management on factory conditions

The union spokesman praised the company for its willingness to negotiate with Mawu in 1979, before the latter had applied for registration

Other sources say negotiations were given added impetus in August this year by a two-hour stoppage over wages by the 200-strong Tensile Rubber workforce. A satisfactory wage-agreement has since been reached, the sources said

Putco could be in for inter-union trouble after yesterday's meeting between the Transport and Allied Workers Union and the company's management

Describing the talks as "fruitful," TAWU secretary Mr Mike Mohatla said they had paved the way for a recognition agreement between the company and the union covering the entire Reef

One of the outstanding obstacles to agreement, he said was the Springs depot — which the rival Transport and General Workers Union (TGWU), a Fosatu affiliate, has claimed as a stronghold

But TAWU had a big "lapsed membership" in Springs, said Mr Mohatla, and was in the process of reviving it

STAR 9/10/80

Union squabble looms in Springs

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140A
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By November 5, when the next negotiations with Putco begin, IAWU would be able to show majority support among the Springs drivers

"The TGWU will need magic to keep us out," Mr Mohatla said

But his claims have been branded as nonsense and propaganda by Mrs Lydia Kompe, Fransvaal secretary of the TGWU.

"The fact is that Mr Mohatla's union has neglected its members on the East Rand," she said "If they have

four members at the Springs depot I would be most surprised"

TGWU shop stewards last week invited Mr Mohatla to the depot to ask him not to create confusion among the drivers, Mrs Kompe said

"The stewards are still waiting for him.

"The independent union movement is still too weak for this kind of unnecessary conflict," Mrs Kompe concluded "The only group that benefits from it is management"

As the FM went to the company's management and the Transport and Allied Workers Union were in the process of drawing up a recognition agreement. The TAWU is one of three unions negotiating recognition with

This comes in a period of labor difficulties including a drivers' strike which stranded thousands of Reef commuters.

Two weeks ago, Putco granted officials of TAWU, an unregistered union, access to company premises to conduct union business — a move seen as the first stage towards full recognition.

Both parties were confident that this week's meeting would lead to positive results. According to Michael Mohatla, TAWU secretary, the union was "hopeful" the deal would be clinched — a move which he believes would be a "big step for the black labour movement."

George Hall, Putco area executive, believes the only remaining problem is "proof of representation. The union needs to show conclusively that it is truly representative and can serve the interests of its members. We agree in principle with the draft recognition agreement and are waiting for this remaining evidence."

Two other unions, the Transport and General Workers' Union and the African Transport Workers' Union, have also been vying for recognition. Hall says negotiations with TGWU are still under way.

Since Putco's buses were immobilised by a strike three months ago, the company has made it clear that it will negotiate with whichever union proves to be representative. Hall confesses this may mean drawing up recognition agreements with more than one union. Even if a union is representative in only one area, we will enter into an agreement with it. Our main concern is that the body is well established and has a strong following.

PUTCO UNIONS FM 10/10/80
Catching the bus

Putco, although beset by problems with the Department of Transport, is well on its way to resolving its union difficulties.

By STEVEN FRIEDMAN
Labour Reporter

PUTCO worker spokesmen are confident the Wage Board will award workers a new wage increase after yesterday's sitting at which the Board heard oral evidence on the wage dispute at the company

"Something beneficial to workers will definitely come out of this," a worker spokesman said yesterday after the hearing

Yesterday, the Wage Board sat in Johannesburg to hear evidence from worker and Putco representatives on the dispute, in which workers have rejected a 15% wage rise introduced by the company and have demanded a R35-a-week increase

This demand, together with demands for the recognition of the Transport and Allied Workers Union, sparked a strike at the company in early July which brought black transport services in the Johannesburg area to a virtual halt

However, workers have decided to lower their original

RD 21/10/80 233 142 143 140A

Putco workers hopeful of new wage increase

demand

A memorandum submitted to the Board before yesterday's sitting by the drivers' action committee and the union asks for a R25 per week raise to be back-dated to July

If Putco cannot afford this, it argues, "the State should step in"

The sitting took place against a background of driver discontent at the slow pace of official attempts to settle the dispute. Tension was rife over this issue and a second strike was narrowly averted

In their memorandum, the union and committee repeat their rejection of a wage increase measured in percentage terms, arguing that this would mean "the lowest paid workers

lose out, and they are living on starvation wages"

It argues that the R35-a-week demand is "not excessive". Such an increase would bring the lowest paid Putco workers a wage of R67,50 per week, only slightly above the Household Effective Level, calculated as the minimum a black Johannesburg family needs to live

The Wage Board gave no indication yesterday of when it would reach a decision on the drivers' claims

● Putco will meet representatives of the Transport and General Workers Union, a Fosatu-affiliated union, to continue discussions on a union recognition agreement today

would earn R57,50.

The report pointed out that, according to the Johannesburg Chamber of Commerce's calculations, the monthly budget of a family of five residing in Soweto was R49,25 per week — R11,75 more than Putco is offering

The report added "If the necessary wage increases cannot be afforded by Putco — provided it can prove that its services are given at competitive rates — then the state should step in. It is not for Putco workers to have to subsidise transport costs of passengers"

PUTCO WAGE HEARING

Tawu puts its case

FM 24/10/80

Putco's protracted wage dispute finally came before the Wage Board in Pretoria on Monday. The Transport and Allied Workers Union (Tawu) says it "cannot predict the consequence" if the board upholds management's 15% across-the-board offer. A decision is not expected for some days.

In a comprehensive document, Tawu laid out its case for a R25 increase for Putco workers. The most interesting aspect of the report concerned the company's accounting practices, particularly in the light of director general of Transport Adriaan Eksteen's recent threats to fragment the giant company. A consultant accountant for Tawu concluded that Putco's "accounting policy is extremely conservative," and that "large amounts of capital are costed out at unnecessarily high figures," particularly in the depreciation, replacement reserves, replacement reserve shortfall, and provision for major body overhauls.

The report stated "The net effect of these policies is that current profits are, in an accounting sense considerably diminished. These entries, being merely of an accounting nature, do not affect the cash position of the business as evidenced by the considerable amount of cash on hand (R10,5m on June 30 1980).

"Furthermore, these policies obviously are not acceptable to the Receiver of Revenue who in his tax calculation disallows several items charged against the

profits by the company. This is immediately evident in that the rate of tax payable appears to be 64%, while if all deductions were valid for tax purposes it would be the normal company tax rate of 46%."

The document went on to say that if "one adopts the Receiver's stance in regard to allowable/reasonable expense, a considerable amount should be added back to the profits." And, it said, if depreciation was given normal accounting treatment, a profit per share figure (EPS) six times greater than that stated in the accounts would be reached.

Looking at the financial analysis the report said "It is possible from a financial analysis of the accounts to calculate the actual expenses incurred on overhauls and add excesses (over-debits) back into profits.

"If this is done, then Putco in some respects appears to be way out of line with Trecor (another quoted company in the transportation sector). For example Putco's dividend cover on the recalculated basis is 38 times, versus 4,7 for Trecor." This means a high 97,4% of taxed profits is ploughed back into the business.

In conclusion the report stated "That Putco could afford to borrow more is evidenced by the cash flow positions which are considerably healthier than the sectoral average."

Using this as part of its evidence, Tawu argued that its wage demand is far from unreasonable. The report said the workers' initial demand was made because they knew "how much a driver starting at other bus companies earns."

The union stated that the lowest-paid Putco workers — bus cleaners, ticket recorders, and workshop assistants — had been paid R32,50 per week. The company offer of 15% would bring this to R37,30, while the union's demand meant they

Unregistered union to get Putco nod?

1143
222
RAM
8-11-80

By STEVEN FRIEDMAN
Labour Reporter

THE Putco bus company continued to move towards recognition of an unregistered black trade union yesterday

A meeting between company representatives and a delegation from the unregistered Transport and Allied Workers Union yesterday yielded "good progress", according to the union's general secretary, Mr Michael Mohatla

The meeting was held to continue union recognition talks between the two parties and Putco had suggested that a formal recognition agreement could flow from yesterday's meeting

Although no agreement was signed, Mr Mohatla said there

were now "no problems" in the way of a recognition agreement at the company.

He said a sub-committee which is drafting an agreement will meet next Thursday and it was possible that a full meeting between the two parties would be held soon afterwards

An agreement could be signed at the second meeting

Putco is also negotiating at present with a second unregistered union, the Fosatu-affiliated Transport and General Workers Union

The TGWU claims majority representation at one of the company's depots — in Springs — and has asked for recognition at that depot only

The company appears likely to agree to recognition of the

TAWU, which is affiliated to the Council of Unions of South Africa, at most of its depots and the TGWU at the Springs depot

Wage demands by Putco drivers, together with a demand for recognition of the TAWU, sparked a strike at the company in July

The wage dispute was referred to the Department of Manpower Utilisation's disputes-settling machinery and the Wage Board is currently investigating drivers' pay claims

It will make a recommendation to the Minister on a minimum wage award for Putco drivers

The board has already heard oral evidence on the dispute and its findings are awaited

UNION RECOGNITION

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In the driver's seat

FM 16/11/80

After months of wrangling, Eastern Cape bus drivers' efforts to get management recognition of an independent union appear to be nearing success.

During the last few weeks workers at Port Elizabeth Tramways have taken urgent steps to break away from two management-imposed unions — the Port Elizabeth Bus Workers' Union (Pebwu) and the Bay Busworkers' Union (BBU). Last week 100 coloured employees of PE Tramways demanded the right to resign from Pebwu, a registered white and coloured union. This followed the stand by African workers who refused to join the management supported in-company union, the BBU.

Workers demanded the right to join the independent black Transport and Allied Workers' Union (Tawu) which is set to get recognition from Putco in Johannesburg.

Management seems to have responded positively and has given Tawu the go-ahead to organise in competition to Pebwu and the BBU. This is a significant shift from the firm's earlier attempts to isolate and freeze out the union.

At a Manpower 2 000 conference held in Stellenbosch, Manpower Utilisation Minister Fanie Botha condemned employers who set up "sweetheart unions" and called on management to respect the right of workers to organise independently. During the last few months workers have made it clear that the two unions, particularly Pebwu, do not represent their interests.

Despite this, coloured bus drivers had to draw up a petition demanding that Pebwu terminate their memberships and that union fees no longer be deducted from their wages. Some went as far as to threaten legal action if the company continued to deduct union fees from their salaries.

The bus drivers have welcomed the company's apparent "change of heart". Says Henry Francis, Tawu interim chairman: "We are at least happy that management is willing to meet and listen to our grievances. It is just in time as the whole situation could have exploded."

But the battle is by no means won. General Manager Carl Coetzer still insists the company has not received notification from employees wishing to leave the unions. He has also threatened to enforce an Industrial Council closed shop agreement concluded with Pebwu that prohibits Tramways from employing anyone who is not a member of the company-recognised union.

But says Francis, talks have reached a "delicate stage" and management appears more positively disposed to reach some form of compromise.

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Two Cusa unions registered by Govt

Labour Reporter

TWO black trade unions affiliated to the Council of Unions of South Africa have received Government registration — thus becoming the first two members of the independent black union movement to be registered. Thus far, only parallel and company unions have been registered by the Government and observers have been awaiting a Government decision to register one of the independent unions.

Such a move has been expected and labour observers believe the recognition of independent unions is a key test for the Government's new labour dispensation.

Although one of the two unions which have been granted registration does have close links with a registered trade union, the fact that both are affiliated to Cusa means that they are identified with the independent union movement.

The two unions are the SA Chemical Workers Union and the Laundry, Dyeing and Dry-Cleaning Workers Union.

The SACWU's general secretary, Mr. Dan Tau, said yesterday that his union had received registration for the entire chemical industry.

STAR 28/11/80

Two unions officially ⁽⁴³⁾ registered ⁽⁴³⁾

The first two members of the independent trade union movement have been granted official registration under the Industrial Conciliation Act

They are the SA Chemical Workers' Union and the SA Laundry, Dyeing, Cleaning and Dyeing Workers' Union, both of which are affiliated to the Council of Unions (Cusa)

Five other affiliates of Cusa, which was formed in September this year to advance the interests of black unionism, are awaiting registration

The SA Chemical Workers' Union is believed to have been registered in respect of black workers on the East and West Rand, in the Vaal area and in Port Elizabeth, union chairman Mr Isaac Mosenthal said

The Laundry Workers' Union has been registered in respect of black workers in Johannesburg and Port Elizabeth, according to a Cusa source

90 dairy 2/16 strikers 5/11 dismissed

By Andrew Walker

Milk deliveries in Florida and surrounding areas have been resumed and about 90 strikers from the local Creamline Dairy depot have been fired.

The manager of Kumer West Rand Dames, Mr. L. van Vuuren, said the deliverymen who went on strike on Friday evening had discharged themselves by refusing to obey orders to return to work.

Vehicles loaded with milk were placed at "strategic points" throughout the affected areas to sell milk so that householders would not have to drive to the depot for supplies.

Many people were unaware of this and still came to collect milk for themselves.

The Florida branch is the only branch affected by the strike.

4/12/80 (143)
30 dairy strikers
STAR
given their jobs back

Thirty of the 90 strikers fired from the Florida depot of Creamline Dairies have been reinstated. The delivery men were given their jobs back after management told strikers they could apply individually for reinstatement, the head of the depot, Mr L. van Vuuren said today. "A large proportion of those who applied for reinstatement were taken

back. Those who were re-employed were selected on merit. We are not taking back trouble-makers," he said. The management refused requests from the Food, Beverage and Allied Workers' Union to take back all 90. The general secretary of the union, Mr Leonard Sikhakhane, said today his organisation was seeking legal advice on workers who were not reinstated.

5/12/68 STAK
Milk strikers

'were intimidated'

Many of the men who went on strike at the Florida depot of Creamline Dairy had been told they would be killed or beaten if they did not strike, according to a spokesman for the Dairy Trade Management Board in Johannesburg.

"Intimidation was rife and most of the 90 strikers had been forced to stop work. Only a small number was responsible."

The spokesman claimed

a small band of men started the strike and it was they who had warned their fellow deliverymen that they would be killed or severely injured if they did not stop work.

The strikers were fired after being ordered to return to work by management.

"They were told that they had to resume duties. When they failed to do so they discharged themselves," said Mr. L. van Vuuren, head of the depot.

At a meeting with the firm's management, representatives of the Food Beverage and Allied Workers' Union called on the firm to reinstate all the men.

"We refused to do this," said Mr. van Vuuren, "but we did tell the workers that we would be willing to consider individual applications from those who wished to be rehired." About 30 have been reinstated.

800 out at
Bull Brand

By Drew Forrest

Eight hundred workers went on strike at the Bull Brand meat factory in Krugersdorp today in protest against alleged victimisation of their union's shop-stewards

Five shop stewards of the Food Beverage Workers Union had been given notice as part of the company's retrenchment programme, union secretary Mr Leonard Sikhakhane said.

The workers were demanding the reinstatement of the stewards and would seek a "moratorium" on their dismissal to allow for a full investigation of their cases.

Bull Brand managing director Mr M·M Share denied that there had been victimisation and said he hoped for a settlement to the dispute in negotiations with the union this afternoon

Strike 11/1/80
143
18
18

800^{14/5} quit
meat^{14/5} factory
12/12/87

KRUGERSDORP — Eight hundred workers went on strike at the Bull Brand meat factory here yesterday in protest against the alleged victimisation of shop-stewards of their trade union.

Five shop stewards of the Food Beverage Workers' Union had been given notice as part of a retrenchment programme by the company, the union secretary, Mr Leonard Sikhakhane said.

Since there was no mention of retrenchment in the letters of notice, and since some of the stewards were employees of long standing, he said, their colleagues had interpreted the company's action as "disguised victimisation".

The company's managing director, Mr M. M. Shale, denied there had been victimisation. "We were never told that the union had appointed shop-stewards here," he said.

He added that 500 of the striking workers had already returned to work.

— SAPA

BUS DRIVERS' STRIKE THOUSANDS STRANDED

RDM 18/12/80

By STEVEN FRIEDMAN
Labour Reporter

ALL Putco bus services to and from Soweto ground to a halt yesterday and commuters were left stranded after drivers servicing the Soweto area struck at midday — the second Putco strike this year.

By last night the strike had not been settled and Putco's West Rand area manager, Mr George Hall, said the company had fired all the strikers.

He said Putco had taken this decision after consultation with the police and the Department of

Manpower Utilisation. Putco would decide today which of the drivers to re-employ.

He added that bus services to coloured areas as well as those to townships outside Soweto were running normally but that there are no buses running to and from Soweto.

A Railways spokesman said yesterday SART had laid on 15 extra trains capable of transporting 30 000 commuters to and from Soweto and added that extra trains would be laid on this morning if required.

The strike appears to have been sparked by a controversial disciplinary system at the company.

Known as the "indaba" system, it provides for all workers accused of a by

Putco's first shift today begins at 3 45am. But drivers plan to return to the Putcoton depot at 10am this morning.

It thus seems unlikely that services will be resumed this morning.

Mr Hall said yesterday the union "appeared helpless in the face of what was going on — this strike could create problems for our union recognition agreement".

He added "Drivers had no specific grievances. They seemed to raise general complaints".

He said the company had decided to fire striking drivers after "the police and the department advised us to accept that the strike was illegal and that their employment should therefore be terminated".

A union spokesman said of the drivers "They have nearly gone on strike several times during the past few months. They feel they have had enough and the mood among them is serious," he said.

A Railways spokesman said yesterday the 15 extra trains which had been laid on had come into operation after the high peak train service from 4pm to 6pm.

This was because trains were already running at full capacity during the peak period. Extra trains will be laid on for morning commuters if needed.

Union, Mr. Michael Mofokeng said yesterday this system was unpopular among workers and that TAWU had been pressing for it to be scrapped.

However, at a meeting late yesterday afternoon, at which Mr Hall addressed drivers, grievances — ranging from treatment by particular officials to long Government delays in announcing a pay increase for drivers — were raised.

On Friday the Government is due to announce increases for Putco drivers.

This follows an investigation by the Wage Board into drivers' pay. The investigation was sparked by the strike at the company in July.

The main complaints from the drivers have been dissatisfaction at the long delays by the Government in settling drivers' wage demands, and claims that some management men were dismissing drivers.

At yesterday's meeting, drivers raised several grievances. "Once they learned that Mr Mofokeng had not been fired, they said certain management people were ill-treating them. They said the inspectorate was hard on them. They also complained about the delay in their pay increases," Mr Hall said.

"We told them that we had acted reasonably. We also pointed out that taking their wage dispute through the proper channels was likely to win them an increase. But they would not agree to return," Mr Hall said.

Late yesterday afternoon, the meeting was interrupted by rain. Drivers then left the Putcoton depot.

Putco drivers stay off for second day

RDM 19/12/80

152
333
143

By STEVEN FRIEDMAN

TRANSPORT from Soweto was disrupted for a second day when most Putco bus drivers at the company's depots in the township continued their strike yesterday.

At the peak period last night only a quarter of the company's buses were running and there were long queues at black taxi ranks in the centre of Johannesburg.

Yesterday morning police ordered strikers outside the company depot at Putcoton, New Canada, to disperse after telling them that they were gathering illegally.

Putco officials emphasised that they had not asked the police to take action.

Putco said about 170 of 780 drivers fired on Wednesday for striking had returned to work — but the strikers claimed only a few had done so.

There were rumours that the strike would spread today to Putco depots outside the Soweto area, but a company spokesman said there was no sign they would be affected.

The Government is due to announce pay increases for Putco drivers today. They result from an investigation after the strike at the company in July.

A Putco spokesman said the company expected this to prompt many strikers to return

Putco said yesterday that it would not consider removing Mr Vorster.

"He has been with the company for many years and his only crime is that he is doing his job too well," a spokesman said.

"He is responsible for hiring and firing, and for that reason is being made a scapegoat."

"Not one specific example of misconduct by him has been raised. If it was, we would investigate."

A company spokesman said that 90 "special buses" arranged to take workers to areas outside Johannesburg would run today as planned.

He said commuters who held season tickets would be refunded for the days when they were unable to travel on the company's buses.

"People with monthly or weekly season tickets should contact their nearest Putco depot for a refund", the spokesman said.

He advised them to obtain a letter from their employers saying they had to work on those days but could not travel on Putco buses.

To Page 26

A Putco spokesman said the company expected this to prompt many strikers to return today. It would take some fired strikers back, but he emphasised that not all would be rehired.

The drivers struck on Wednesday in support of a long-standing demand that a divisional manager at Putco, Mr F Vorster, be removed. They accuse him of firing workers "without reason" and of "treating us like children."

Representatives of the Transport and Allied Workers Union (TAWU) were trying yesterday to arrange a meeting with Putco, but an early settlement did not seem likely.

Drivers interviewed yesterday said they wanted to return to work, but were unanimous that "we will not drive until Vorster goes."

They denied that the strike had been sparked by general grievances, and said this issue was the only obstacle to a settlement.

"This is the only one of our demands raised in July which has not been attended to," said a drivers' spokesman.

"There is no job security at the company as long as he is here," drivers claimed. They accused him of "getting the liaison committee to provoke workers by attacking our union".

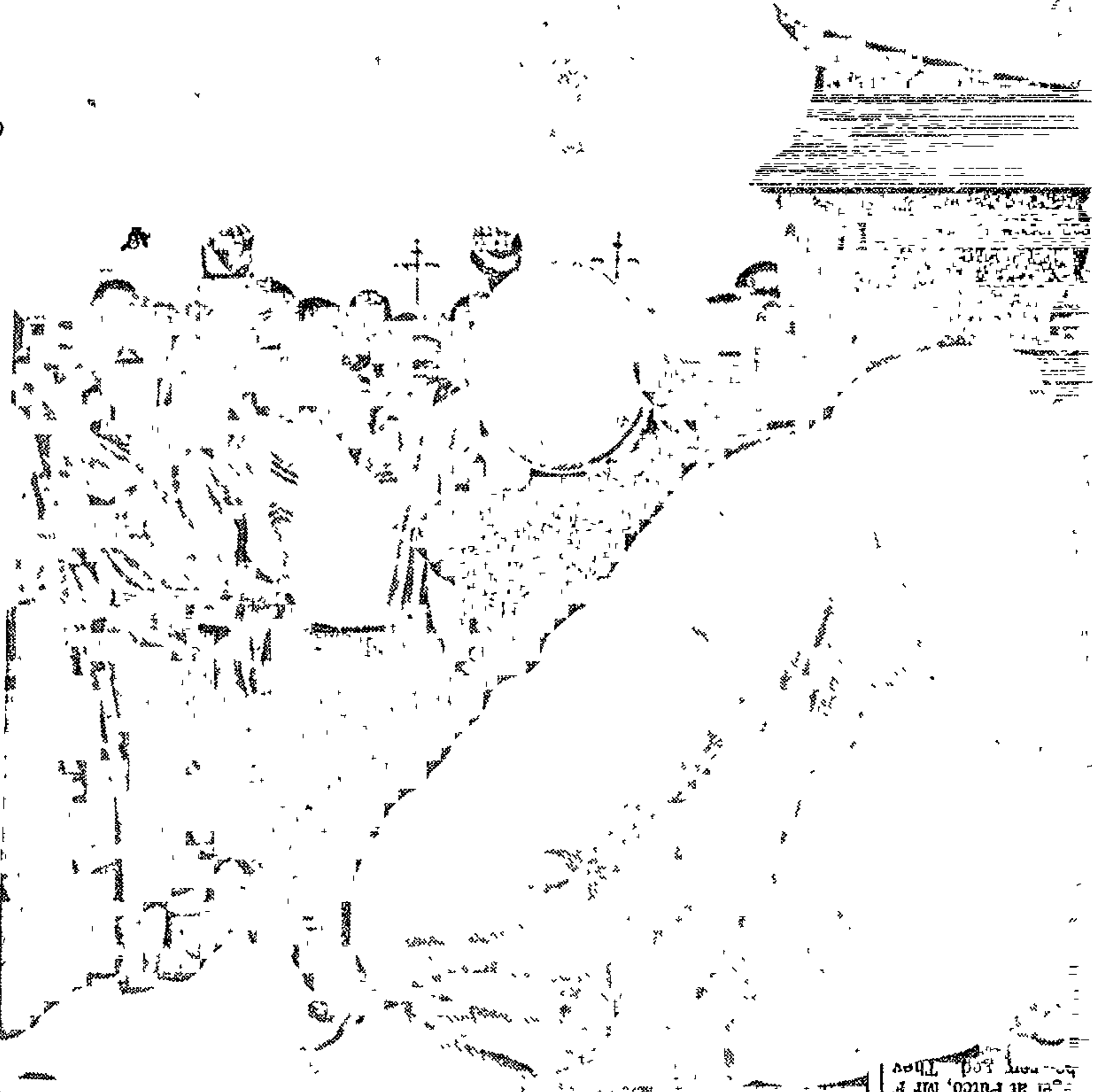
P.T.O.

Putco drivers continue strike

KDM 19/12/80

333

143



Yesterday morning, strikers gathered outside the company's Putcoton depot to await the outcome of a scheduled meeting between drivers' representatives and the company

They found the gates locked, and the meeting did not take place

A sizeable contingent of police was outside the gates

Shortly after 10 30, two Putco employees tried to serve notices on the drivers telling them that they had been dismissed, but could apply for re-employment

The drivers refused to accept the notices

A policeman then addressed workers over a loudhailer, telling them to accept the notices and advising them to go on to company premises to collect their pay or ask to be re-employed

Workers shouted down the advice to collect their pay, and the police gave them 10 minutes to disperse

An officer told them that, if necessary, the police would use force to disperse them

The workers slowly dispersed after more police warnings and later regathered at a hall in Soweto

Drivers' spokesmen said the strike had been entirely "spontaneous" and had involved neither TAWU or the drivers' action committee which led workers in the July strike

The said all action committee members had worked full shifts on Wednesday and had not been aware of strike moves until their shifts were over

A special committee of drivers had been chosen to see the Putco management shortly before the strike began, to raise complaints about Mr Vorster but had been "blocked", they claimed

"We were told to channel our complaints through the liaison committee," workers said A second attempt also failed, and this sparked the strike, they said

A police officer uses a loud-hailer to address striking Putco drivers out. Police gave drivers 10 minutes to disperse after they had refused to be dismissed Drivers dispersed, but vowed

In support of a long-term demand that a driver be dismissed, Mr Vorster...

Putco strikes: fairer fares now

RDM 20/12/86

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BY ROE MEINTJES and STEVEN FRIEDMAN

MORE than half the 780 Putco drivers in Soweto remained on strike yesterday, and by last night the bus company's hopes for an end to the strike remained unfulfilled.

In another development yesterday Putco hinted strongly at possible fare rises in the wake of a wage package granted to its workers by the Wage Board

Putco claimed yesterday that about 300 of the 780 drivers serving the Soweto area had been re-employed. Worker spokesmen were unavailable, but drivers have claimed that only a few have returned.

Striking drivers gathered in a hall in Orlando Soweto, yesterday to discuss developments. They are striking in support of demands that a divisional manager, Mr F Vorster, be fired

They also claim the strike was sparked by management's refusal to discuss the issue with a delegation earlier this week

Putco said yesterday that it hoped to restore bus services to inner Soweto during the day. A full service has not yet been restored, but Putco said services had improved throughout yesterday and that efforts were underway to restore all services "as soon as possible"

Putco said initially in a statement yesterday that the strike seemed to be coming to an end after a meeting with a delegation of strikers who said they would recommend a return to

tion of strikers who said they would recommend a return to work

The statement said Putco had made it clear to the deputa- tion that "intimidators and trouble makers" would not be re-employed, although they would be given an opportunity to state their case

However, it appeared later that this move was unlikely to end the strike

Striker leaders have stressed they want all drivers to be re-instated, rather than re-employed

Later Putco said it was "unclear" whether most strikers would return

A Putco spokesman said the company's fares would have to be increased in the wake of increases granted to transport workers by the Wage Board yesterday — unless the Government increased its subsidy to Putco

The wage board yesterday Gazetted new minimum wages for Putco workers which will effectively raise pay by between 4.5% and 25%

A company spokesman said Putco would have to study the "consequential implications" of the new minima for the pricing structure of Putco's fares, but hinted at a fare increase

He said the new pay structure would be implemented immediately

He estimated the increases would cost Putco R1-million, over and above the R3-million wage package granted in July. Other company costs had risen and those had not been passed on to passengers

Town Telephone 69-8531

Yesterday's Gazetted increases affect all passenger transport workers in the Witwatersrand and some Pretoria areas

But the board's investigation was prompted by the July strike at Putco in which drivers rejected a 15% wage offer and demanded rises of R35 a week

Drivers later accepted the 15% "under protest" and the wage issue was referred to the Government's disputes-settling machinery

During the July strike, drivers rejected percentage increases because they argued these discriminated against lower-paid workers

Yesterday's award, however, substantially raises drivers' minimum pay while introducing very small rises for labourers. Drivers with experience will not, however, benefit as much from the wage order as their learner colleagues

The Wage Board's chairman, Mr Izak Classens, told Sapa yesterday the new order gave drivers "more recognition for the greater responsibility they have in relation to other employees"

The minimum for driver-conductors is now R90 — 25% up on the R75 minimum Putco introduced after the July increase

The minimum for labourers, however, is only R39 — only a 4.5% increase on the R37.50 minimum already in operation

The new minimum for inspectors is R95 — below the minimum they are already earning, according to a Putco spokesman in Pretoria

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FM 26/12/80

PUTCO STRIKE

Behind the standstill

Although Putco bus services are almost back to normal, the issue behind the wildcat strike which brought the company's Soweto services to a standstill last week remains unresolved.

Labour unrest has plagued Putco since June. Since then management has signed a recognition agreement with the Transport and General Workers' Union (TGWU) which represents workers at the Springs depot. Recognition negotiations are presently underway with the union representing Soweto depots — the Transport and Allied Workers' Union (TAWU).

Negotiations to end the strike this week were sticky. Says Denzil Bradley, a spokesman for TWS, the public relations agency Putco has called on to deal with the press: "It's like coming to grips with a slippery eel. The issue changed from

day to day.

But workers are adamant that only one issue remains — the company's disciplinary procedure. This has been a bone of contention since the first strike when workers claimed that active union members were being victimised and that workers were fired indiscriminately. Last week they reiterated their earlier demand that Putco divisional manager Frederick Vorster resign. Vorster is responsible for hiring and firing workers.

The company is adamant that Vorster, who has been with Putco for 17 years, remain at his post.

But it has made two concessions. Firstly, that future dismissal decisions be referred to the area manager if workers feel the divisional manager's decision is unfair. Secondly, it has reconfirmed that as soon as TAWU substantiates its membership at any Putco depot, recognition will be granted and the mutually agreed disciplinary and grievance procedure implemented.

By the time the FM went to press, TAWU and management had not yet met to discuss the strike. The union says Putco refuses to meet with it until "all the strikers return to work. We hope that once this has happened we will be able to negotiate with management on the part of the workers," says Michael Mohatla, TAWU organiser. Putco however denies that it has refused to meet with the union.

After a meeting with two driver delegates and a union member on Monday, management stated that "all ex-employees can apply for work without the loss of previous accumulated service rights." It also undertook to consider the cases of those not re-employed — some 80 of the 380 drivers who were still on strike on Monday.

27 sacked drivers' appeals for re-employment are refused

30/12/60 strike
162
233
143

By Drew Forrest

Applications for re-employment by 27 Putco busdrivers sacked during last week's strike have been refused by the company's disciplinary committee.

According to union sources, this includes most members of the drivers' Action Committee, which played a prominent role in both Putco strikes this year.

When the strike ended on Tuesday last week, Putco management turned down demands by driver representatives for full reinstatement of striking employees sacked five days earlier.

In terms of an agreement reached with the representatives those not rehired could appeal against the decision, first to the company's liaison committee and later to management.

The first and most important round of appeals involving 46 dismissed drivers was heard yesterday at the Putcoton depot outside Soweto.

A Putco spokesman said 19 drivers had been offered their jobs back while 27 applications for re-employment had been refused. In reaching its decision the committee had taken account of the drivers' entire service records, he said.

Drivers now have the right of appeal to the

Putcoton depot manager Mr F Vorster — whose dismissal or transfer was a major strike demand — and to the area executive for Putco's south-western region Mr G R Hall.

A spokesman for the Transport and Allied Workers Union declined to comment on the proceedings. This might prejudice further action under consideration by the union, he said.

He added that most members of the drivers' Action Committee had not been rehired.

The Approved Course

The Head of the Department of Accounting will approve any full academic degree course of this or any other recognised South African university which is given outside the Commerce Faculty, which does not overlap with any of the courses of the B.Com. curriculum and which is not too specialised. Students are specifically encouraged to take an approved course which is unrelated to their accounting speciality, to broaden their horizons.

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Witwatersrand Star
**Unions clash in
baking industry**

By Drew Forrest

An independent black trade union has accused several major employers in the baking industry of giving their active support to a "sweetheart" or "in-company" union

As these companies employed about 89 percent of bakery workers in the Transvaal, the independent Food Beverage Workers Union was being squeezed out, union secretary Mr Leonard Sikhakhane said yesterday.

He added that the union was considering an action for unfair labour practice

"In-company" unions — which lack the independence from management essential for true collective bargaining — have been denounced by the Minister of Manpower Utilisation, Mr Fanie Botha. And such unions would not be registered, the industrial registrar has said.

The organisation at the centre of the row is the Witwatersrand Baking and Confectionery Industrial Union (WBCIU), which has been officially registered in respect of bakery workers in the Transvaal.

In an interview with The Star, the WBCIU secretary elect Mr R Gold said that

○ A steering committee was appointed by the Witwatersrand Master Bakers Association to set up the union.

○ Before accepting the union post, Mr Gold was the Atlas Bakery group's labour manager for 10 years

○ Despite having no organisers, the union had gained 2 500 paid-up members in six months.

○ The employer body had offered money to the union to set up an office

Chairman of the Witwatersrand Master Bakers' Association, Mr P W Bester, agreed that the employer body had appointed the union's steering committee. Money had been offered to the union as an interest-bearing loan, not a donation, he said

Employers may have assisted the union at the outset, Mr Bester said, but it was now independent.

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INDUSTRIAL RELATIONS —

WORKERS ORG. — URBAN

TRAINING PROJECT

6/1/81 — 31/12/81

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Unions seek
talks on
Sisulu ban

The Council of Unions of South Africa (Cusa) — an independent trade union federation — is seeking an urgent meeting with the Government to discuss the banning of Mr. Zwelakhe Sisulu, president of Media Workers' Association of South Africa.

The union's general secretary, Mr. Phiroshaw Camay, said yesterday his union was concerned at the arbitrary banning of individuals "and we have written to the Minister of Manpower Utilisation and the Minister of Justice requesting an urgent meeting to discuss the banning."

He said Cusa believed in a free and non-exploitative society and in the development of black leadership.

STAR 19/1/81
40 Carlton staff in walkout

152
143
287

By Drew Forrest

The entire housekeeping staff of the Carlton Hotel walked off the job this morning

The workers were demanding unconditional reinstatement of two colleagues dismissed last week

Their dismissal for alleged theft appeared to form part of a campaign against older workers be-

lieved by management to be members of the unregistered Commercial Catering and Allied Workers Union

The claims of victimisation were denied by the general manager of the Carlton Hotel, Mr Pat Burton

He said those dismissed had been given a week's notice

Summary dismissal for

theft was an absolute rule of the hotel, Mr Burton said, and management would not negotiate with the union

Most of the staff had returned to duty after a two hour stoppage, he added

According to the workers' source this was only after management had offered the dismissed workers a month's salary in lieu of notice

Carlton
staff
return
to work

Staff Reporters

Staff at the Carlton Hotel who walked out yesterday after the dismissal of several of their colleagues returned to work today after a meeting with management.

Staff discontent arose after a meeting with management of at least two of their colleagues, reportedly for theft.

The general manager of the Carlton Hotel, Mr Pat Burton, met with staff and said no dismissals would take place without consultation with senior management.

Mr Burton said all staff had gone back to work.

Mrs Emma Mashini, secretary of the Commercial Catering and Allied Workers Union, which represents about 400 hotel workers, alleged that black staff "are being dismissed every day."

"This is a bad situation for a five-star hotel," she said.

Mrs Mashini also said management would not meet with the union to discuss grievances "which come up time and time again."

Many of those involved in the dispute are part of the union's sister body the Hotel Liquor and Catering Union.

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STAR 201181
Unionist ~~184~~
fired: firm ~~140A~~
criticised

143

Labour Reporter

A Krugersdorp firm has denied allegations of victimisation for its dismissal of a union official last week.

The action committee chairman of the Food Beverage Workers' Union at the Bull Brand meat plant was dismissed last Wednesday for "not complying with orders," a company spokesman said.

But spokesmen for the union said Mr Mike Mogoosi was not told why he had been dismissed and also alleged that he may have been dismissed for his union affiliations.

Last month five men were fired from the Krugersdorp plant. The union has raised this matter with the company.

There was also a dispute last week at the company during which 15 out of 80 protesting workers stayed away from work over wage complaints.

A company spokesman said the dispute had arisen from computer wage slips which included bonus payments.

This had been settled and it was expected that all the men would return to work this week.

5102 2113
Company
faces rare
charge

By Tony Davis
Labour Reporter

The attorney-general's office is to prosecute a multinational firm based in Boksburg for alleged victimisation of one of its shop stewards.

Mr Paul Ntuli, a member of the Food and Beverage Workers' Union, was dismissed by Van den Bergh and Jurgens in Boksburg, part of the Unilever group, in December 1979.

The decision to prosecute the company for alleged victimisation is rare, according to labour lawyers.

Van den Bergh and Jurgens is to be prosecuted under alternate victimisation clauses in the Wage Act and the Industrial Conciliation Act.

A company spokesman said yesterday he knew nothing of moves by the authorities to institute proceedings against Van den Bergh and Jurgens.

THE most difficult test all guidelines and codes of conduct in industrial relations have had to pass is the satisfaction of the aspirations of the shop floor worker, for it is a workable relationship between his boss and him that these guidelines have to facilitate.

Even employer guidelines by pro-worker groups have had to be revised because they failed to satisfy the worker. Industrial relations in South Africa has been, because of historical, political and economic reasons, a most difficult area in which to bring about understanding and reconciliation between employers and employees.

South Africa, with its technological know-how and huge industrial set up has not as yet formulated a workable and acceptable industrial relations framework.

Up to now, the industrial relations machinery has not resulted in a workable partnership between management and labour, against a background of facilitating legislation, but has been dominated by management and Government agencies backed by legislation which has been rejected by black unions.

The resultant situation is one where workers find themselves having to demand not only their economic rights (eg wages etc) but also their legal rights (eg the rights to belong to a union of their own choosing).

The international community accepted more than a decade ago that this legal right of the worker was unquestionable.

The FCI guidelines must be seen against this background, indeed, these guidelines represent a major step by management in an attempt to get to grips with a situation which could result in industrial unrest being the order of the day.

These guidelines will, it is evident, be used by other employers as a basis for future dealings in labour matters.

However, the question has got to be asked as to whether or not it is possible to translate these guidelines into meaningful and positive action, which not only is appreciated and understood by the factory floor worker, but is also used as a basic framework in which man-

agement should start the conversation exercise with labour representatives.

Many guidelines have only been implemented on company drawing boards but not in the workplace. The implementation of codes and guidelines by employers has not given them a record to be proud of.

It is of the utmost importance that a liberal interpretation acceptable to the workers is made. Conservative and restrictive interpretations do not encourage a healthy labour situation.

Important recommendations of the guidelines which many unionists would welcome centre around the necessity of building trust and good faith between management and labour, the necessity of bargaining collectively with representative but not necessarily registered employee organisations, the necessity for full scale consultations and communications by management and labour both at union level as well as at shop floor level and the necessity to recognise the worker's right to negotiate collectively through his own union.

The majority of the labour problems in South Africa today arise from the non-recognition of these important factors.

For obvious reasons, many independent black unions have found themselves having to overcome concerted efforts by many employers to recognise unions and plant communities as true worker representatives without testing workers' opinions.

Absurd situations have occurred where employers 'lend' money to individuals to form unions.

The recommendation that consultation and communication between management and the union at plant level be encouraged, especially in view of the fact that employers have persistently refused to recognise the fact that the union is not based in some obscure office in the city buildings but that it exists right in his plant, not through some mysterious doing, but by the fact that his very workers control and direct that union.

It has been difficult to under-

A major step — now for positive action

HENRY CHIPEVA IS THE NATIONAL PRESIDENT OF THE COMMERCIAL CATERING AND ALLIED WORKERS' UNION OF SOUTH AFRICA. HE IS ALSO THE ADMINISTRATOR OF THE URBAN TRAINING PROJECT.



stand the reasoning of employers who refuse to talk to union action committees, union shop stewards or union branches in

RDM 23/1/81 (132) (133)
Two experts in the Labour Chamber of Industries' "Guidelines for Industrial Relations in the 1980s" released this week

A pragmatic leap into the future

ANDREW LEVY IS THE MANAGING DIRECTOR OF A FIRM OF MANAGEMENT CONSULTANTS IN INDUSTRIAL RELATIONS WITH A BROAD EXPOSURE TO THE PROBLEMS THAT COMMERCE AND INDUSTRY FACE WITH EMERGING UNIONS.

employer organisations should be to work towards registration and also towards negotiation in industrial councils.

It also recommends that registration procedures should be improved in order that registration be made much easier.

To many unions, registration and its implications represents an attempt to control and meddle in their affairs and has therefore not been accepted. Employers should appreciate and accept this stand and not make registration a precondition of recognising a union.

The industrial council system was accepted in principle by unions of the Council of Unions of South Africa (CUSA), but not as practised at present in South Africa.

In many cases, industrial councils have become dominated and controlled by employers and have been used to keep out genuine trade unions.

It is essential that the system be reviewed and made more acceptable.

Essentially, an important implication of the recommendation is that industrial relations should be left to employers and employees, for it is only they who represent the interests of their different constituencies.

The authorities should play a role of enabling enabling legislation only and take a back seat.

Following and practising the spirit of the FCI recommendations will certainly make us leaders in industrial relations

THE guidelines for industrial relations in the 1980s put out by the Federated Chamber of Industries is an amazing document from a number of points of view, especially when the stance advocated now towards trade unions is compared with the chamber's attitude of three years ago.

The change in position towards worker representation could not have been more radical. What emerges from a close study of the document is evidence that the chamber's view is not only pragmatic but that here is a body, with a reputation for conservatism, which has moved with the times and not only urges its members to do likewise, but is offering excellent and practical advice on how to do so.

For lying behind the document is the realisation that industrial peace is not obtained through the scratch of the parliamentary pen, and that management ostriches, putting their heads in the sand so as to see no unions, run the risk of leaving their rumps exposed to the full force of the collective working class boot — an uncomfortable position, and one that no doubt will become more awkward as labour organisation grows.

One certainly would not question whether a body such as the FCI knows what it is saying, but the implications for employers are so complex that it is to be hoped that their intensity will be appreciated, because the pages of the guidelines are littered with the corpses of a number of South African industrial relations' sacred cows.

Gone is the first article of the faith, the registration requirement. The chamber clearly spells out the fact that "it is the representativeness of an employee organisation that is the more important issue", rather than a certificate from Pretoria.

This statement is crucial to the possibility of industrial peace in South Africa. So much so that, although it is legitimate to ask whether the works of Wehrhahn are still valid, if this is its legacy, the events have gathered their own momentum and may yet reach self-fulfillment.

While still clinging to the industrial council system, the second article of the faith, the chamber now is allowing employers to enter into recognition agreements with unregistered unions which might be outside the sanctity of the term "relationship agreement" is clearly preferred in the document to the more generally accepted phrase "recognition agreement" (perhaps this is going just that bit too far for the FCI), the chamber does not mince its words or its advice on this issue, and the guidelines are comprehensive.

The recognition agreement is the single most important accord ever reached between a company and a union. For management, it is a formal signing away of their right to unilateral decision-making in certain areas of the business. It is also a wedge that will be driven progressively into other areas of management control.

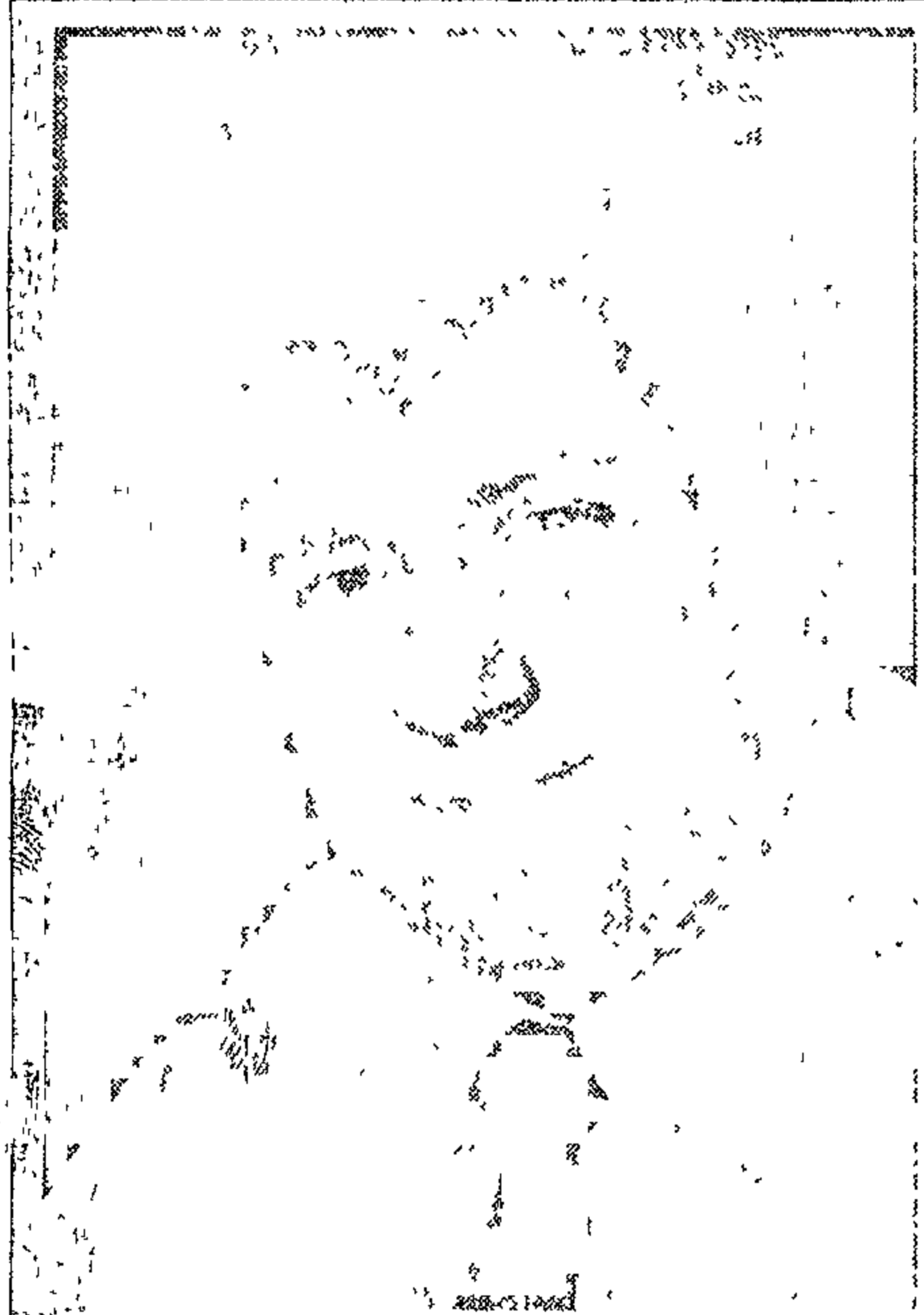
This does not imply a value judgment by me as to the cor-

rectness of management reducing its power. Nor is this judgment to be found in the chamber's document, although there are fleeting references to the words "reasonable" and "responsible" which should be expunged from the jargon of industrial relations. However, the employer reading between the lines and grasping the full import of the document will be under no misapprehension as to what is being said.

The message is simple. "Mr Employer, once the union has membership it has power, and perhaps it will come and take all these things that have long been regarded as your sole prerogative. Perhaps you can get a better deal if you go out and reach accord while some of the bargaining power is still on your side — in the long run it could be to your advantage."

No matter what the academics tell us about the institutionalisation of conflict, let management be under no illusions. After formal recognition, life will never be the same again. Negotiating a recognition agreement should be approached by management with the same care as a multi-million rand investment. A poor agreement will leave them with a lot of time to repent their mistakes and it won't necessarily be at their leisure.

There will, of course, be some scepticism from union commentators who will claim that they've heard it all before and have also seen it evaporate. However, they should not lose sight of the import of such a policy document emanating from a body with both the em-



nence and clout of the FCI
 More militant unions may even reject it out of hand, arguing that it has nothing more than suasive force, and that employers who wish to will still drag their feet. Be that as it may, if the position is viewed in the context of velocity of change, the FCI is approaching the speed of light.
 The stand it takes on the creation of "sweetheart unions" clearly shows that it is the union's job to organise workers, and not the bosses. This should satisfy even the most hard-bitten union man. What more could he ask but access to premises, checkoff, and sole bargaining rights, which as the FCI rightly points out, must be the subject of negotiated agreements where the union is representative? If I were a union man I'd stop carping and start organising.
 The sincerity of the FCI is undoubted, as is the practicality of its document. But it is interesting to ponder whether or not it is the leader or the led? Do the views put forward in the document reflect the advice of FCI officials to member firms or has the change been rung the other way round with

member firms telling the FCI that its previous stance was unworkable in the light of developments at the sharp end during 1980?
 Perhaps it doesn't really matter how it occurred, because at the end of it all since its evidence to the Wicks Commission the FCI has turned a somersault and issued an unequivocal statement: "The sooner effective negotiation and bargaining can commence between representative employer and employee groups regardless of race, colour or creed, the sooner suspicion and mistrust will be eliminated."
 While the issue of such a document does not in itself guarantee the achievement of an era of industrial co-existence it does to some extent stand surety as to its future feasibility.
 Peace will not come overnight, but here is an indication that the rules of the game are changing and should certainly have more acceptance by international standards. For this the FCI should be congratulated. However, the game still goes on, and it is now up to the players to kick the ball.

Third independent union registered

Another trade union affiliated to the Council of Unions of South Africa (Cusa) has been officially registered - the first independent union to do so since a general election and the Government's new labour deal.

It is the 5500-strong Steel, Engineering and Allied Workers Union, now registered on behalf of black workers in Port Elizabeth, Durban, Cape Town and elsewhere, including a wide range of areas in the industrial zone.

policy decision by management or a white union in the same industry. Two such unions, both affiliated to Cusa, were registered last year.

Union secretary Miss Jane Mlongwane said yesterday she had already applied for admission to the Engineering Industrial Council, and looked forward to working closely with the registered industry.

In no way she hoped to undermine the minimum wage for black engineering workers, most of whom are women.

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

J H Rens

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

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

Fourth Year (Gold Medal)

Miss N C Davidson

Third Year (Silver Medal)

Miss G C Littlewort

Second Year (Bronze Medal)

For the best student in each of the 2nd, 3rd and final years.

Corporation Medals

CHEMICAL

186 355 STAK 181218.1 163

Nothing to show after 9 years' service

Labour Reporter

Mr Prince Makete, who was retrenched from the Bull Brand meat company in Krugersdorp, has nothing to show for almost nine years of service.

Officials had no complaints about his work, but when he received notice on December 10 no reason was given.

He had worked there from 1972.

"No one ever told me why I was retren-

ched. Even my own boss tried to find out," Mr Makete said.

To compound his unemployment, he received a cheque for his pension contributions — R236,29.

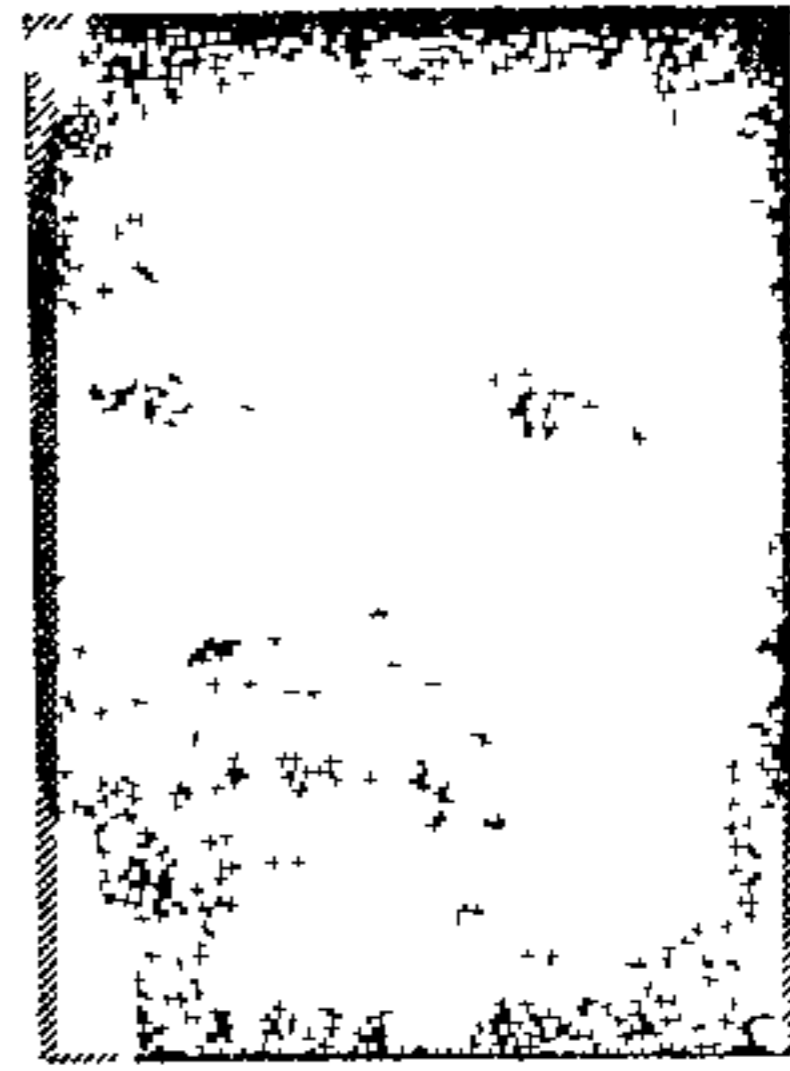
The pension scheme for black employees had started only recently and that is why his pension pay-out was so low.

Bull Brand management could not comment when it was

asked why a man after almost nine years' service would not receive any other pay-out from the company for good work.

Mr Makete was a shop steward for the Food Beverage Workers' Union at the company and was trying to obtain union support in the plant.

He was one of five union men who were dismissed in December without any reason given.



MR MAKETE

Two charged ROM 3/3/81 with inciting 331 152 172 143 Toyota strike

By STEVEN FRIEDMAN
Labour Reporter

IN A MOVE which has evoked trade union protest the authorities have decided to prosecute two former workers for allegedly inciting a strike at the Toyota car company earlier this year.

The charges carry a maximum penalty of five years jail.

Lawyers said yesterday that prosecutions of alleged strike leaders appeared to be a growing trend at present. The authorities had generally used anti-strike provisions in the law rarely. But recently several prosecutions flowing out of work stoppages have been launched.

The Metal and Allied Workers Union of which both men are members yesterday expressed its "disappointment" that the State has once again seen fit to involve itself in industrial relations.

A union spokesman added: "Using the law against strikers will not help the State. Nor will it help industrial relations at Toyota."

The two men, Mr Charles Ngobese and Mr Johannes Ngwenya, appeared in the Randburg Magistrates' Court yesterday after being arrested by Security Police last Thursday. They were granted bail of R250 each and the hearing was postponed to March 16, though

the trial is not, however, expected to begin on that date.

A charge sheet handed to their lawyer says they are being prosecuted under Sections 10 and 12 of the Riotous Assemblies Act which make it an offence to incite a strike. These sections carry a maximum sentence of five years jail or a fine of R1 000 or both.

Mr Ngobese was a shop steward and Mr Ngwenya a union member at Toyota.

The charges against them flow out of a strike at the company earlier this year in which workers alleged they were being made to work compulsorily overtime. The company denied this.

It was the third strike at Toyota in little over a year. All those who took part in the strike were sacked and very few have been taken back by the company.

Before the arrest of the two men, police had detained seven ex-Toyota workers.

A Metal union spokesman said yesterday the union had taken up the case with the motor industry's industrial council. It alleged that Toyota was guilty of an "unfair labour practice" and the council was investigating the matter.

It is even more disturbing that workers should be prosecuted when the matter is being dealt with by the industrial council, the spokesman added.

whose farms, four n

DO 3/3/81 (157) (155) (149)
Black union joins council

JOHANNESBURG — Another black trade union has been admitted to an industrial council and hence into the official bargaining system

It is the SA Chemical Workers Union (Sacwu), which is affiliated to the Council of Unions of South Africa (Cusa).

This makes Sacwu the second Cusa affiliate to gain admission to an industrial council. Recently, the Steel, Engineering and Allied Workers Union became the first independent black union to win admission to a council.

Four industrial councils are known to have admitted black unions.

Admission to a council entitles a union to conclude legally binding wage and working condition agreements with employers.

Sacwu has gained ad-

mission to the industrial council for the Transvaal Chemical Manufacturing Industry and will therefore be entitled to bargain officially for its members in the Transvaal.

The only other trade union on the council is the Chemical Workers Union, which represents white, coloured and Asian workers.

This union has close links with the Sacwu and this almost certainly made it easier for the union to join the council.

Registered non-black unions already represented on an industrial council have the power to veto an application by a new union to join and unions which already have close links with their registered counterparts are less likely to be vetoed — DDC

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Bonus, R per year	Number of workers	Cumulative %
0 - 5,00	22	16,92
5,01 - 10,00	11	25,38
10,01 - 15,01		43,08
15,01 - 20,01		53,85
20,01 - 25,01		63,08
25,01 - 30,01		80,00
30,01 - 35,01		85,38
		95,38
		100,00

Distribution of workers according to bonus received, R per year.

TABLE 9

according to annual bonuses received.

The table below shows the distribution of workers

(b) Bonus:

in cash.

of four workers on a horse-breeding farm in the Nieuwveldt mountains near Beaufort West who earn more than R25 a week

The survey average is drawn upwards by the inclusion

for a difference of this size.

Another black union can now bargain

RM 3381

(157) (123)

(193)

By STEVEN FRIEDMAN
Labour Reporter

ANOTHER black trade union has been admitted to an industrial council the official bargaining bodies which are a cornerstone of the official bargaining system.

It is the SA Chemical Workers Union (SACWU), which is affiliated to the Council of Unions of South Africa (Cusa).

This makes the SACWU the second Cusa affiliate to gain admission to an industrial council. Recently the Steel Engineering and Allied Workers Union became the first independent black union to win admission to a council.

Four industrial councils are known to have admitted black unions.

The SACWU has gained admission to the industrial council for the Transvaal chemical manufacturing industry and

will therefore be entitled to bargain collectively for its members in the future.

The only other trade union on the council is the Chemical Workers Union representing white, coloured and Asian workers which has close links with the SACWU.

For several non-black unions already represented on an industrial council have the power to veto or appoint or not a new union to join and unions which already have close links with their registered counterparts are less likely to be vetoed.

None of the veto right has not yet been used — even in the giant steel and engineering industries in which there has been contact between registered and unregistered unions.

The authorities are known to be eager to see black unions registered and take part in industrial councils.

Cusa union
gamb status
SUM 4315
1945 (43) 3000

Labour Reporter

A second black trade union body affiliated to the Council of Unions of South Africa (Cusa) has been admitted to an industrial council

The South African Chemical Workers' Union (SACWU) has been admitted to the Industrial Council for the Transvaal Chemical Manufacturing Industry. The union will now be able to bargain officially for its members.

The first Cusa union to become party to an industrial council was the Steel, Engineering and Allied Workers' Union

Putco drivers meeting

SOWETAN

333
143
11/3/81

SOWETAN Reporter
THE SACKED Putco drivers issue is to be discussed at a meeting of employees at the Orlando YMCA on Friday morning.

issues to be discussed on Sunday is the latest on registration, their activities, amendments to the constitution and the election of officials.

For the Friday meeting discussions on the sacked drivers are likely to be heated. Putco sacked a number of employees after the last strike by drivers, which lasted several days.

Most of those sacked were popular figures among Putco employees.

And on Sunday the Transport and Allied Workers Union (Tawu) holds its annual general meeting at the Lutheran Church, 16 Kaptein Street, Hillbrow. The meeting starts at 10 a.m. According to a spokesman for the union, among

to see first.
 three meetings
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 by the, and were
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he sees a role to be played by the SAC, the also role for Redcliffe for cases of abuse in the case of HSCC for months. The number of workers in the case of magisterial district was reduced from 100 to 50.

3.1.2. The Valley Clinics
 There are three permanent clinics in Hillbrow, and one each in Sandton and Midrand. Two of those in Hillbrow - one in the town for 'coloured' patients and one in the African location of Bortrug - are run by the municipality for residents of the municipal areas. Bortrug clinic is run

by two African nurses and supervised by the sister who runs the clinic for 'coloured' patients in town. The latter clinic started next to the Jewish Divisoriaal Council clinic which serves people from the rural areas. There would seem to be some duplication of services as they both perform the same functions, although the provisions of medicines, etc. differs. The other two clinics are run by the Divisoriaal Council, but have their own nurses and also with three.

Background of the Valley Clinics

A small clinic, (The Loyola clinic) was set up after 1960, and run twice weekly by Catholic sisters next to the school in Addo. The first clinic in Hillbrow was set up and the first nurse-employee, at the initiative of the Workers Institute in Addo and situated near the Red Cross, which had a local branch. Money was raised for the building and equipping of a clinic locally by means of fetters, savings etc., and the nurse's salary given by the National Red Cross. The first nurse resigned after a month, and it was left to a local farmer's wife, a trained nurse with three children, to run the clinic. Most of the work was concerned with respiratory (and other) diseases at one time (cancer), V.D. and other diseases. Diagnostic facilities became available for TB after local requests to the Divisoriaal Council provided a mobile unit to do 'A-ray' and 'X-ray'. All this time only cases likely to be terminal could be treated. Details for A-13 - facilities were, and to ensure compliance for patients were visited daily by the clinic nurse to have their treatment. The Divisoriaal Council at first ran the clinic and part of the nurses' salary. By 1970 an African sister had been added to the team, which made twice weekly visits to run the Addo clinic as well as making daily stops at other villages

1143 (24) 18/3/61

Wage talks at Allied STAR

By Tony Davis,
Labour Reporter

Wage talks are being held this week in Johannesburg between Allied Publishing and the Commercial, Catering and Allied Workers' Union.

The union is demanding a pay rise after last November's strike.

Mrs Emma Mashinini, secretary for the union, has accused Allied of trying to insure itself against a strike threat by taking on outside staff to deliver newspapers.

Allied management has denied the allegations and

said that Press campaigns for delivery staff and newspaper depots in Johannesburg suburbs were initiated by the newspapers themselves.

PRECAUTION

Both the South African Associated Newspapers (Saan) and The Star have advertised for delivery staff

A Star advertisement last month called for drivers and street sellers "as a precaution against any future disruption of delivery and distribution services"

Mrs Mashinini has criticised the advertising campaign for taking away jobs from black workers

RDM 24/3/81

Talks on news vendors' wages

By STEVEN FRIEDMAN
Labour Reporter

NEGOTIATIONS on wage-increases for newspaper distribution workers at Allied Publishing, which distributes most English-language newspapers, resume today

Wage talks between the company and the Commercial, Catering and Allied Workers Union began last Friday

The parties are renegotiating the wage agreement concluded last year, in which news vendors were awarded a 50% increase. Allied also agreed at last year's talks to recognise the union.

The union claims majority membership at the company

On Friday, management presented its own wage proposals to the union and these were

discussed at a meeting of shop stewards yesterday

Union officials will respond to the proposals at a negotiating meeting today.

Despite last year's large increase, the union argues that wages are still not "satisfactory" and that workers need a substantial agreement again this year.

Union sources have claimed widespread worker demands for a large increase this year

Allied was hit by a distribution workers' strike last year which affected the distribution of newspapers owned by SA Associated Newspapers and the Argus Company for several days

The strike was sparked by a worker demand that an Allied area manager be replaced

Randburg stores hit by four-hour sit-in

THERE WAS a four-hour sit-in strike by about 70 black employees of a giant supermarket group yesterday after they learned that their Works Committee vice-chairman had been dismissed.

By Z B MOLEFE

Mr William Mataboge, also a Commercial Catering and Allied Workers' Union member, told SOWETAN minutes after the workers had returned to work that the manager promised to look into the dismissal.

According to Mr Mataboge, yesterday's strike was a result of summing anger by the Randburg Pick 'n Pay black employees. This began last Friday when management decided to lock their toilets after conducting a search of their lockers. The toilets used by whites and coloureds were not locked.

The black staff then approached their Works Committee which in turn went to the assistant manager. "He told us that he was not interested in our Works Committee, and

a white senior of the butchery where Mr Mataboge works as a blockman told him to be through with a meeting the committee was holding with the assistant manager in not more than 15 minutes. Unfortunately he took more than 15 minutes but went to his senior's office to apologise after the meeting, said Mr Mataboge.

FIRED

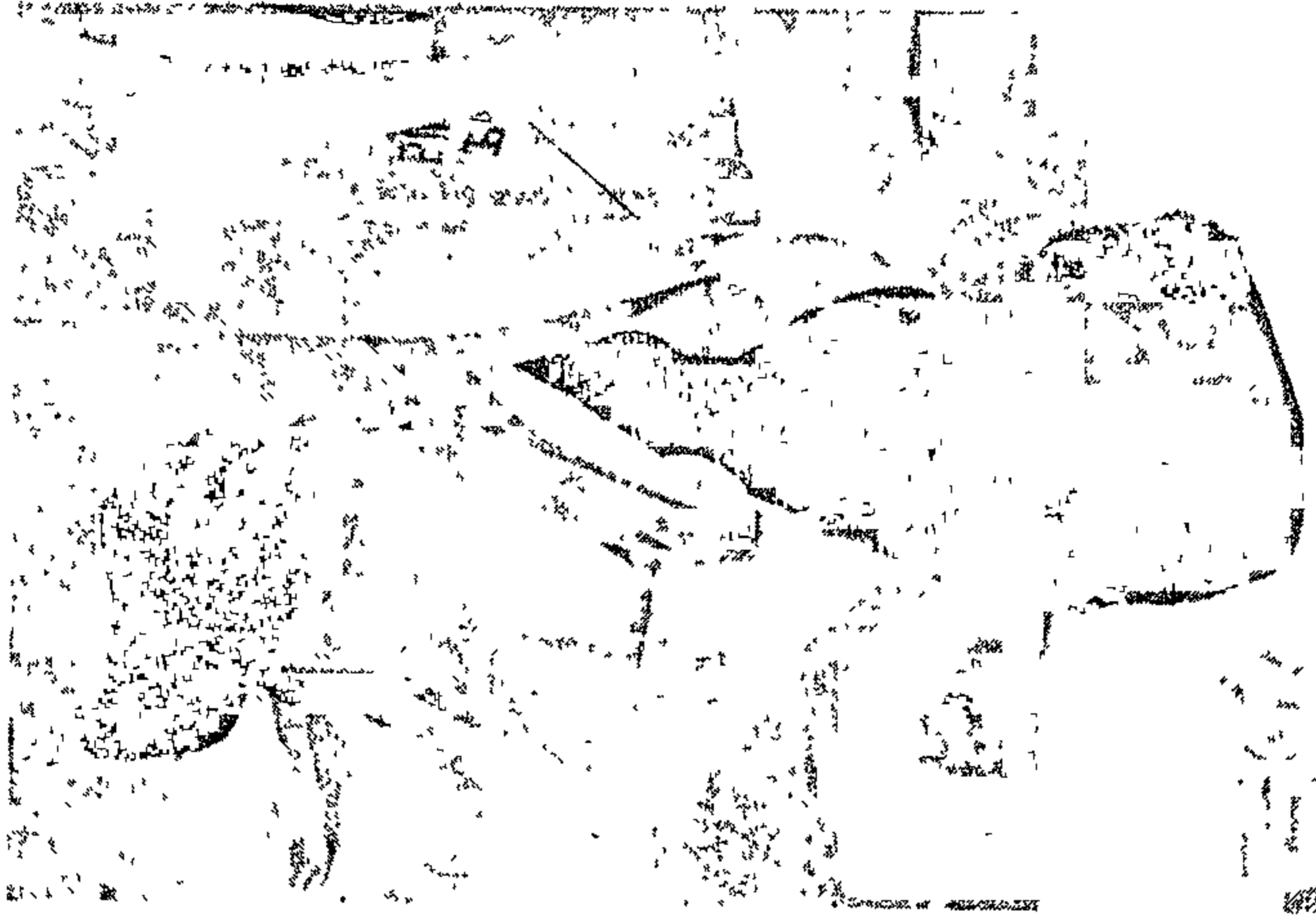
Mr Mataboge continued: "He told me to get my clocking card and clock out and never come back. I approached the committee which later went to see the assistant manager. The assistant manager told us that he was not interested in what went on at the butchery. The committee then told me to carry on working and not take heed of what my senior had told me."

On Saturday Mr Mataboge received a phone call from the supermarket's headquarters. The caller was one of the executives who accused him of hav-

The assistant manager addressed the workers. He told them that if they were not at work within 15 minutes he would call the police. He also asked the workers to choose three people who were to discuss Mr Mataboge's case with the firm's headquarters.

The assistant manager of the supermarket told SOWETAN that there was never a strike at the supermarket. Earlier the quarters in Bedfordview had referred this reporter to Randburg where the sit-in took place.

Mr William Mataboge, a Works' Committee vice-chairman, whose dismissal at a Randburg supermarket yesterday led to a four-hour sit-in strike.



Handwritten notes and stamps at the bottom of the page, including "24/3/81", "SOW = 10M", and "1143". There are also some illegible handwritten marks and a stamp that appears to say "SOWETAN".

More pay for news vendors

CT 25/3/81

243 143 175

Own Correspondent

JOHANNESBURG — News vendors and other employees of Allied Publishing are to receive wage increases ranging from 17.5 percent to 33 percent in terms of new wage scales negotiated between the company and the black Commercial, Catering and Allied Workers' Union (CCAWUSA) yesterday.

The increases will affect more than 1 600 workers.

Allied distributes all major English-language newspapers including newspapers published by SA Associated Newspapers (Saan).

New weekly allowances have also been introduced and all existing allowances increased. Hours of work have been reduced from 48 to 46 hours in some cases and 46 to 44 hours in others.

Notices

Although the parties agreed on wage increases, no agreement was signed as they continue to differ about proposed revisions to their recognition and procedure agreement.

Negotiations on these issues will be continued on Friday. However, this will not affect the wage increases and notices informing workers of pay hikes are to be sent out soon.

Union spokesman said yesterday that employees who had joined Allied before the beginning of the year would receive minimum increases of 19.5 percent. In addition, some employees would receive Sunday allowances adding an average of 10 percent to pay packets.

Those who received no Sunday allowances would get a minimum pay increase of 20 percent.

Lowest category

Workers in the lowest category who joined before the beginning of the year would receive a 33 percent increase and the minimum increase in wages for workers joining since then would be 17.5 percent plus allowances.

A union spokesman said the lowest wage now paid by Allied would be R42.50 a week, as compared to R22 a week in January last year before the union started negotiating on behalf of workers.

The new wage scales are to remain in force for a year.

Mr R. J. Mitchell, Allied's managing director, said yesterday the negotiations had been "very amicable" and added "We believe we now have sound new wage scales."

Union (143) (3-27)
bus talks ^{5/10/72} 25/3/84
'successful'

Labour Reporter

Putco management met
again yesterday with the
Transport and Allied
Workers' Union to discuss
union recognition

A spokesman for Putco
said the talks had been
successful

The company and the
union had agreed on a
worker disciplinary code
and a grievance procedure
for drivers

The union's secretary,
Mr Mike Mohatla, said
both parties had been sat-
isfied with the meeting
There would soon be
another meeting to settle
other issues

GENERAL NEWS

Newspaper vendors to get wage rise

RDM 25/3/81
243
143

By RIAAN DE VILLIERS
Labour Correspondent

NEWSPAPER vendors and other employees of Allied Publishing are to receive wage increases ranging from 17,5% to 33% in terms of new wage scales negotiated between the company and the Commercial, Catering and Allied Workers' Union (CCAWUSA) yesterday.

The increases, which will affect more than 1 600 workers, will come into effect in the week ending March 18.

Allied distributes all major English-language newspapers.

New weekly allowances have also been introduced and all existing allowances increased. Hours of work in some cases have been reduced from 48 to 46, and in others from 46 to 44 hours.

Although the parties agreed on pay rises, no agreement was signed as they still differ about proposed revisions to their recognition and procedure agreement.

Negotiations on these issues will be continued on Friday.

However, this will not affect

the wage increases.

Union spokesmen said staff who'd started with Allied before the beginning of the year would receive minimum increases of 19,5%. In addition, some employees would receive Sunday allowances, adding an average of 10% to pay packets.

Those who did not receive Sunday allowances would get a minimum pay increase of 20%.

Workers in the lowest category, who joined before the beginning of the year, would receive a 33% increase, and the minimum increase in wages for workers joining since then would be 17,5%, plus allowances.

A union spokesman said the lowest weekly wage now paid by Allied would be R42,50, compared to R22 a week in January last year before the union started negotiating.

The new wage scales are to remain in force for a year.

Mr R J Mitchell, Allied's managing director, said that the negotiations had been "very amicable".

"We believe we now have

sound new wage scales."

In another development, Mrs Emma Mashinini, the general secretary of the union, rejected comments by Mr Clive Kinsley, managing director of SAAN, published as a reply to a letter from the union in the Rand Daily Mail yesterday.

In the letter, Mrs Mashinini sharply criticised advertisements in SAAN papers for children to deliver newspapers. She claimed the move was aimed at depriving union members of jobs and replacing them with "cheaper child labour".

Mr Kinsley disputed this and said these developments would not lead to a single Allied employee losing his job.

Mrs Mashinini said yesterday "I cannot accept this explanation. While Allied staff may not be retrenched, the use of children to deliver papers must inevitably keep vendors out of jobs."

She also sharply criticised recent moves by SAAN and Argus newspapers to organise other methods of distribution in case of industrial unrest.

Putco meets union leaders

By Z B MOLEFE

INDUSTRIAL relations within the giant Putco bus company took a turn for the better yesterday when management met the Transport and Allied Workers Union.

The meeting, held at the Putco bus depot, outside Soweto, was attended by Mr George Hall and Mr Robin Duff for Putco and Mr Michael Mokatla, Mr Michael Meede and Mr Wilson Manana for the union.

The purpose of the meeting was to establish a grievance procedure and a disciplinary code within the bus company. Another meeting is to be held soon to protest a final document for agreement.

A Putco spokesman told **SOWETAN**: "Both parties are happy at the progress made. We hope this will lead to better industrial relations within the company."

Both parties would not elaborate further on the meeting which was the result of the proposals first indicated by the union since September last year.



25/3/81 Emma Mashinini
SWEETMAN

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Stop paying men starvation wages - unionist

A TRADE union leader has attacked the South African Associated Newspaper (SAAN) group for paying "starvation wages" and putting men out of work.

Mrs Emma Mashinini, General Secretary of the Commercial, Catering and Allied Workers Union which represents many newspaper delivery men, said the SAAN group was depriving union members of their jobs.

In a letter yesterday to the editor of the Rand Daily Mail, Mrs Mashinini said SAAN would prefer not to employ delivery men "if it means paying them anything more than the starvation wages they used to receive."

"SAAN is attempting to deprive adult men of work and to replace them with cheaper child labour," Mrs Mashinini said.

She was referring to newspaper advertisements which offered delivery jobs to white youths in Johannesburg suburbs.

REDUCE HOURS

In reply, the managing director of SAAN, Mr Clive Kinsley, said the new delivery campaign had not deprived any workers of any jobs and that the employment of youths to deliver newspapers in their own neighbourhoods was a practice used throughout the world.

The employment of suburban youths in fact would lead to the reduction in the number of working hours for employees each week which was a major area for concern, Mr Kinsley said.

Wage talks between the Commercial and Catering Union and Allied Publishing continued yesterday following last Friday's opening talks.

In wage talks last year the newspaper delivery men received increases of more than 50 percent.

Last year also saw a brief strike by Allied workers in November.

~~SWA~~ ~~1943~~
Workers
at OK
on strike

Own Correspondent

DURBAN — About 100 black workers at the West Street branch of the OK Bazaars in Durban went on strike today in protest against alleged racial discrimination by the management.

The strike started after talks between management and workers broke down.

Mr Vivian M'twa, branch secretary of the Commercial Catering and Allied Workers Union of South Africa, said there had been instances where there had been fights between workers.

When black workers were involved they were dismissed immediately, said Mr M'twa. But coloureds and Indians were allowed to stay on.

A spokesman for OK Bazaars confirmed that there was a work stoppage. He said he did not know what the workers were demanding.

143
Putco
accord
reached

Own Correspondent

JOHANNESBURG — The Putco bus company has agreed to scrap a controversial disciplinary system, which was partly responsible for the strike at the company late last year

Both Putco and the Transport and Allied Workers Union expect this move to lessen the likelihood of future strikes at Putco

And the long-awaited recognition agreement between the company and the TAWU, which represents the majority of Soweto drivers, is also imminent. One effect of this will be that workers will be represented by a union shop-stewards committee instead of a liaison committee

These moves follows talks this week between the TAWU and the company

According to a Putco announcement, the two sides have reached agreement on a new disciplinary code and grievance procedure

Preliminary agreement on union recognition had also been reached and a final recognition agreement was expected to be signed at the next meeting between the two parties, a company spokesman said

He added that Putco were "very happy with progress thus far" and that the new code "will hopefully usher in an era of better labour relations"

The spokesman declined to discuss details of the new code, saying they were "the subject of negotiation until the recognition agreement is signed"

But the TAWU's general-secretary, Mr Michael Mohatla, said Putco had agreed to replace the liaison committee with a shop-stewards committee at those depots where the TAWU had majority membership

of the socio-economic conditions, only 10% of the rural population were registered with the Department of Health. The subjects were new married couples to 14% in the rural areas and 14% in the urban areas were not registered. It is, however, interesting that the general literacy level of the population in the urban areas is somewhat better than in the rural, in spite of the much higher illiteracy rate.

Table IV summarizes the number of live children in each family in relation to the total number of births as well as their concept of an 'ideal' number of children. Therefore, not only more children per family in rural areas compared to the urban, but also a vast difference in the concept of an 'ideal' family size. This is not surprising when we relate it to our finding that 61% of urban and 80% of rural areas did not use contraceptives, and that family planning was never mentioned in the interviews.

Workers strike at store

Room 143
27/3/81

DURBAN — About 100 workers at the West Street branch of the OK Bazaars went on strike yesterday in protest against alleged racial discrimination by the management.

The strike started after talks between management and workers broke down.

The workers allege management does not treat Africans the same way as workers of other groups.

Mr Vivian Mtwa, branch secretary of the Commercial, Catering and Allied Workers' Union of South Africa, said there had been fights between OK workers recently.

When African workers were involved they were dismissed, but this did not apply to other races Mr Mtwa said.

Colour photographs of patients with kwashiorkor and pellagra were shown to all mothers and guardians to establish whether they recognized the disease of name and whether they had a concept of its nutritional origin. These results are summarized in Table V. As far as kwashiorkor is concerned, not only did 87% of subjects in the urban and 89% in the rural areas recognize the disease, but only 2% could give an indication of a nutritional relationship. To a large extent the same applies for the recognition of pellagra, although a much larger proportion recognized pellagra correctly in the urban areas. In spite of this, only 40% in the urban and 14% in the rural areas indicated a nutritional origin for the disease.

TABLE X

LISAPI RECOGNITION OF PELLAGRA	PERCENTAGE	
	Rural	Urban
No recognition	52%	87%
Nutritional association	43%	21%

RECOGNITION OF PELLAGRA

No recognition	PERCENTAGE	
	Rural	Urban
No recognition	55%	63%
Nutritional association	21%	40%

About two-thirds of the subjects interviewed could give no indication whatsoever as to the possible causes of gastroenteritis (Table XI). A large number of possible causes were given (Table XI). However, 57% of subjects interviewed did not mention enteritis as a possible cause of gastroenteritis and 40% did not mention it as a cause of diarrhoea.

TABLE XI

CISKEI KNOWLEDGE ON GASTRO-ENTERITIS

What causes gastro-enteritis?	Do not know	Yes
If a child has gastro-enteritis, must he be given a lot to drink?	64%	57%

It is thus obvious that in the Ciskei, generally, there is a very poor recognition of diseases of nutritional origin as well as any form of nutritional association with their status.

There is, however, a strong awareness of the nutritional benefits of breast-feeding with 85% of subjects indicating that breast-feeding is best for the baby and protects against infectious disease. This is borne out by the fact that 92% of these mothers and guardians indicated that they breast-feed their last baby. In contrast, 12% of subjects in the urban and 23% in the rural areas indicated that they first feed their baby with a mixture of breast milk and formula, which is a powerful diarrhoeic.

Currently, nutrition guidance is given in terms of body building, protective and energy providing foods. However, only 23% of subjects could name two possible substitutes for meat correctly, and 10% two vitamin-containing or so-called protective foods.

out of their minds

In short, for whatever reasons, it is clear that Cape Town only partially learnt the lessons of 'Black October' 1918.

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Union man loses victimisation case

A Boksburg Regional Court magistrate has found a multinational firm not guilty of victimising a worker

Executives of Van den Bergh and Jurgens, part of the Unilever group, were accused of having victimised Mr Paul Ntuli, a member of the Food Beverage Workers' Union who was dismissed in December, 1979

The firm yesterday pleaded not guilty to alternative charges under victimisation clauses in the Wage and Industrial Conciliation Acts

Mr Ntuli claimed he was dismissed for his activities as a shop steward. But his employers said Mr Ntuli was dismissed only after he received several verbal warnings and one written warning

DEFENCE

Van den Bergh and Jurgens's defence was that Mr Ntuli had left his post on occasion, was guilty of absenteeism and had time-keeping and had refused to take instructions from his superiors

Mr Ntuli was first employed in June 1979 as a trainee supervisor and in August had joined the Food Beverage Workers' Union.

Star 26/81

(143)

(270)

(42)

Union seeks backing for banned seven

The Council of Unions of South Africa (Cusa) has appealed to local organisations to support an international day of protest against the banning of seven black South African journalists

The call by Cusa — an

important black trade union body — is in response to a 'day of action' planned for later this year by the International Federation of Journalists

The organisers aim to highlight the "intolerable

persecution by the South African authorities of black journalists," and the "day" will include pickets outside embassies, public meetings, the distribution of leaflets and publicity in union journals

Seven black journalists

are currently subject to banning orders issued by the Minister of Justice. They include the president of the Media Workers Association of South Africa (Mwasa), Mr Zwelakhe Sisulu, and three other members of the Mwasa executive committee

In a statement released today, Cusa refers to the "strong protests" it lodged against the most recent spate of bannings, which took place last December and January.

In keeping with this stand, it called on local bodies to pledge their support for the "day of action," and to "suggest ways in which they would wish to support the campaign."

'Day of action' for SA journalists

SOWETO 2/4/81

143 ~~243~~ ~~321~~

form of a "day of action" as provided in our working programme," the statement read.

The IFJ working programme for 1980/1982, as adopted by their last congress calls for "an IFJ day of action each year in order to draw the attention of members of affiliated unions and the public to the plight of journalists, journalism and journalists' trade unions in a specific country."

engaged in activities which endangered or were calculated to endanger the maintenance of public order." The Minister also refused to meet a delegate to discuss the matter as "it will serve no useful purpose."

THE Council of Unions of South Africa (Cusa) yesterday called on concerned South Africans to pledge support to the proposed International Federation of Journalists' (IFJ) "day of action" to spotlight the persecution of black journalists in this country.

The Cusa statement added that the intention is to focus on the plight of the seven journalists from the Media Workers' Association of South Africa (Mwasa) at present under house arrest after the Minister of Justice issued banning orders against them.

The journalists are: Zwelakhe Sisulu, Joe Thloloe, Marimuthu Subramoney, Phil Mtinkulu, Mathata Tsedu, Juby Mayet and Mono Badela.

"On account of the intolerable persecution by the South African authorities against black journalists, particularly because of their trade union activity in Mwasa, the IFJ members are invited to give some thought to the opportuneness of launching an international campaign on this subject, eventually in the

the general practitioner in a changing society and to raise his standards of practice. There has been a widespread acceptance of general practice as an academic discipline with its own body of knowledge, ethos and field of action

PERSONAL CARE (GENERAL PRACTICE)

DR BASIL JAFFE.

in Three Societies" John Fry refers to the care

PROFESSIONAL NEEDS = NATIONAL RESOURCES

question general practice (family medicine)

BANNINGS

The statement also points out that at the latest set of bannings, Cusa lodged strong protests against "this harsh and unjust action."

Letters of protest requesting a meeting were written to both the Minister of Manpower Utilisation and the Minister of Justice. The Director-General of the Department of Manpower Utilisation said the matter "falls outside the ambit of this department" and referred Cusa to the Department of Justice.

The Minister of Justice replied that he was "satisfied that Mr Sisulu was

It is important to know some basic concepts of general practice in order to appreciate its place in the medical care system and the educational needs of the future general practitioner. Thus this paper deals with.

1. The basis of general practice.
2. The place of general practice in the medical care system.
3. The implications for undergraduate and post-graduate training.

THE BASIS OF GENERAL PRACTICE.

It is necessary first to describe the work of a general practitioner following definition emanates from a committee set up by the second Conference on the Teaching of General Practice, 1974.

The general practitioner is a licensed medical graduate who gives primary and continuing care to individuals, families and a population, irrespective of age, sex and illness. It is the sum of these functions which is unique. He will attend his patients consulting room and in their homes and sometimes in a clinic or hospital. His aim is to make early diagnosis. He will include and deal with physical, psychological and social factors in his considerations of health and illness. This will be expressed in the care of his patients. He will make an initial decision about every problem which is presented to him as a doctor. He will undertake the continuing management of his patients with chronic, recurrent or terminal illness. Prolonged contact means that he can use repeated opportunities to gather information at a pace appropriate to each patient and build up a relationship of trust

574K (2) (43)

Dismissed man reinstated

Labour Reporter

The 12-day dispute over the dismissal of a worker at Pick 'n Pay branch in Randburg was settled yesterday after management agreed to reinstate the man.

Mr William Mataboge, a member of the Commercial Catering and Allied Workers' Union, was dismissed last Monday. Other employees staged periodic work stoppages in support of Mr Mataboge.

Mr Gordon Hoult, Pick 'n Pay's Transvaal general manager, said they decided to reinstate Mr Mataboge after several meetings were held with workers.

difficulties arise
Report No.

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Sacked unionist back on the job

By STEVEN FRIEDMAN
Labour Reporter

A UNION shop steward, whose dismissal sparked two strikes within a week at Pick n Pay's Randburg store, has been reinstated

The general secretary of the Commercial, Catering and Allied Workers Union, Mrs Emma Mashinini, yesterday described the reinstatement of the shop-steward, Mr William Mataboge as "a very important victory for our members"

She said Mr Mataboge's reinstatement was the result of "an important show of worker solidarity and determination"

Pick n Pay's Transvaal general manager, Mr Gordon Hoult, yesterday confirmed Mr Mataboge's reinstatement and said the company had taken the decision after further consultation with workers

He said Mr Mataboge had been given a warning by the company and had been told that "we have channels for communication at the store and that he should use these channels in future", Mr Hoult said

He had not been asked to apologise

Mr Mataboge's reinstatement came after one of Pick n Pay's directors had flown from Cape Town to intervene in the dispute in response to a worker request

His dismissal - for allegedly using abusive language - sparked a strike at the store 10 days ago

Management then agreed to suspend Mr Mataboge on full pay while it investigated the issue

On Monday, Mr Mataboge returned to work and was told he could continue working at the store if he apologised. He refused, saying he had nothing to apologise for

Workers struck again and demanded that a director of the company be flown from Cape Town to intervene. They then returned to work pending a management decision

Mrs Mashinini said that the reinstatement was the result of "persistent worker solidarity in support of a colleague"

"Workers stuck to their guns and were successful. They did this, not for themselves, but for a union man who they felt had been wronged"

Age breakdowns for Coloured people when these two reports are used in

It is instructive to remove from those persons whose age suggests examining the figures that result.

It is not clear a) how many persons category are not pre-school child housewives or chronic invalids. 'housewives' are women who would

(Department of Statistics, Standard Activities - SIC).

sons, and chronic invalids', pre-school children, scholars, str

'Other persons not economically ad pation, or were previously employe economic activity, even though the

persons seeking work and who there economic activities. The 'unemp but who do not supply adequate in

'Not classifiable activities' incl pation and by industry, the census persons conceal some unemployment. However, it is possible that the

These figures are low relative to women in region 11 and 220 men and

Venterstad). For Africans, the Murrayburg, Noupoort, Pearston, districts of Collesburg, Cradock,

unemployed Coloured men and 144 w Lainsburg, Prince Albert, Sutherland

the magisterial districts of Beaufort West, 79 unemployed Coloured women in In 1970, according to the census,

Union not in favour of mergers

Labour Reporter

The Commercial, Catering and Allied Workers Union (CCAWUSA) was not in favour of amalgamating with other unions in the distributive trade

The secretary of CCAWUSA, Mrs Emma Mashinini, was reacting to a report that the other two unions in the Association of Distributive and Allied Workers' Union were planning to amalgamate

The National Union of Distributive Workers represents about 5 000 whites and the National Union of Commercial Catering and Allied Workers represents about 5 500 coloured people

CCAWUSA represents about 5 000 blacks.

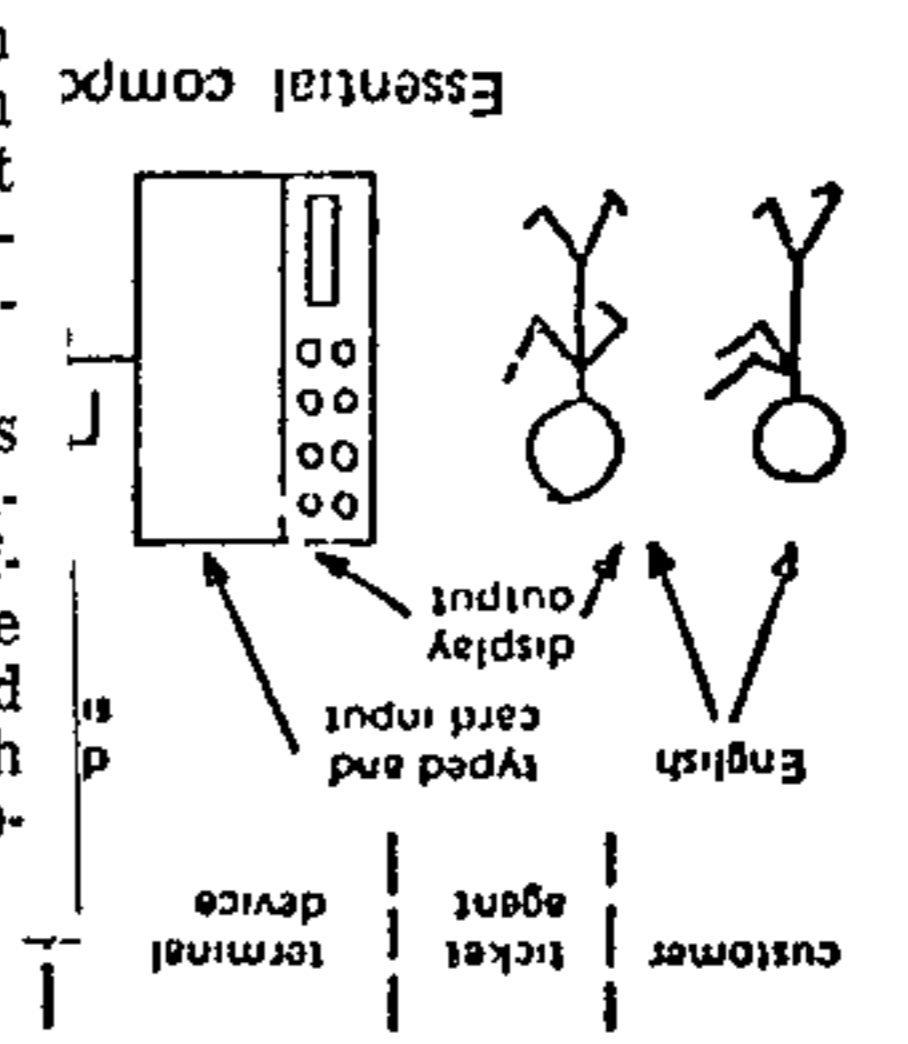
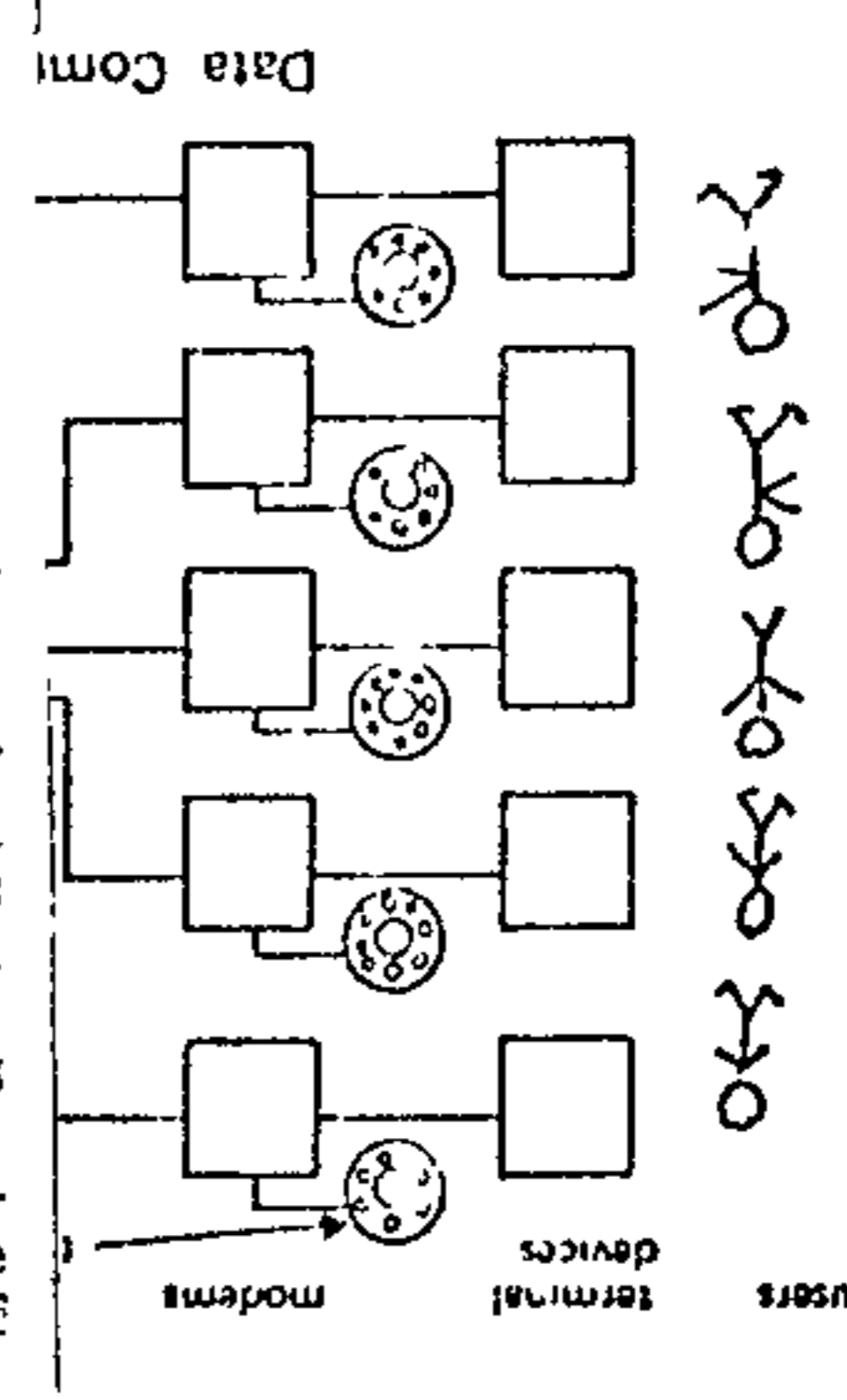
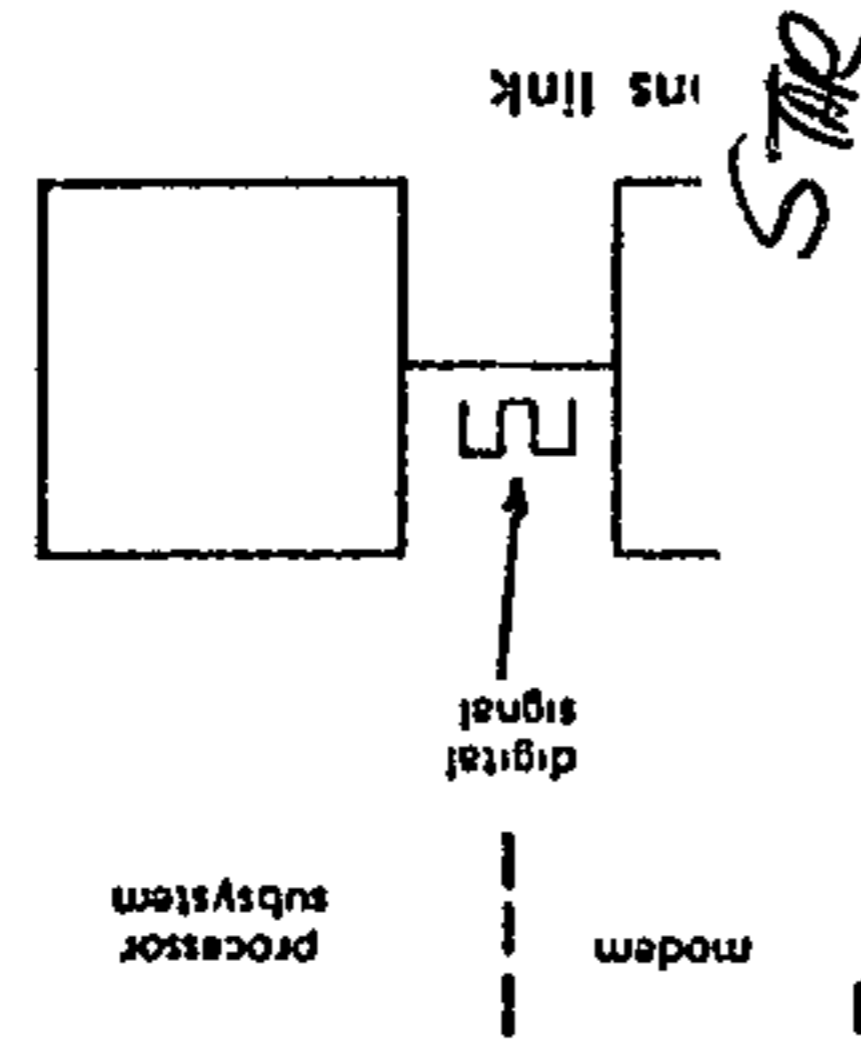
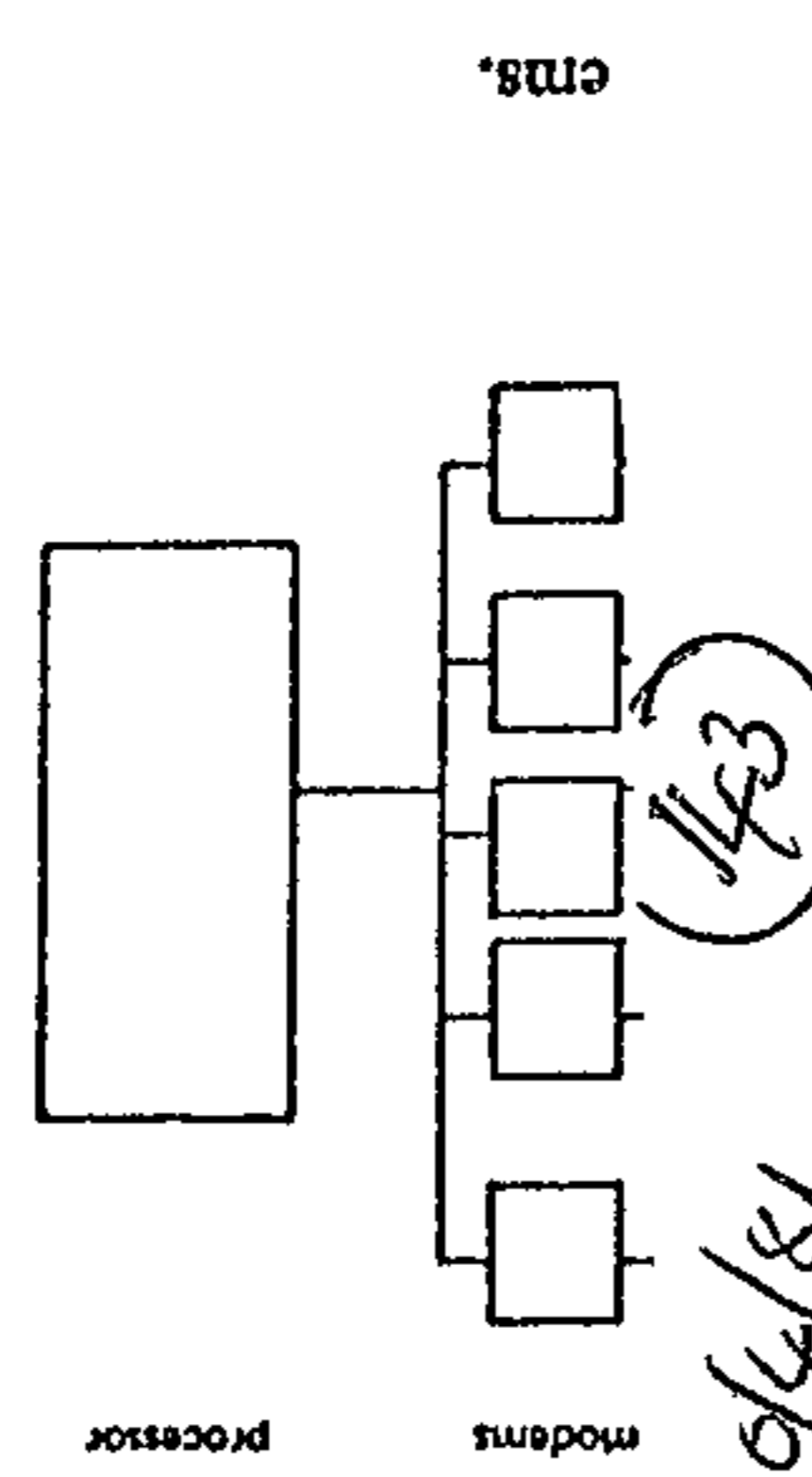
The NODW with NUC-CAW are affiliated to the Trade Union Council of South Africa (Tucsa)

Mrs Mashinini said her union was satisfied with unions in the Association forming a common front in negotiations with employers but that amalgamation was not wanted

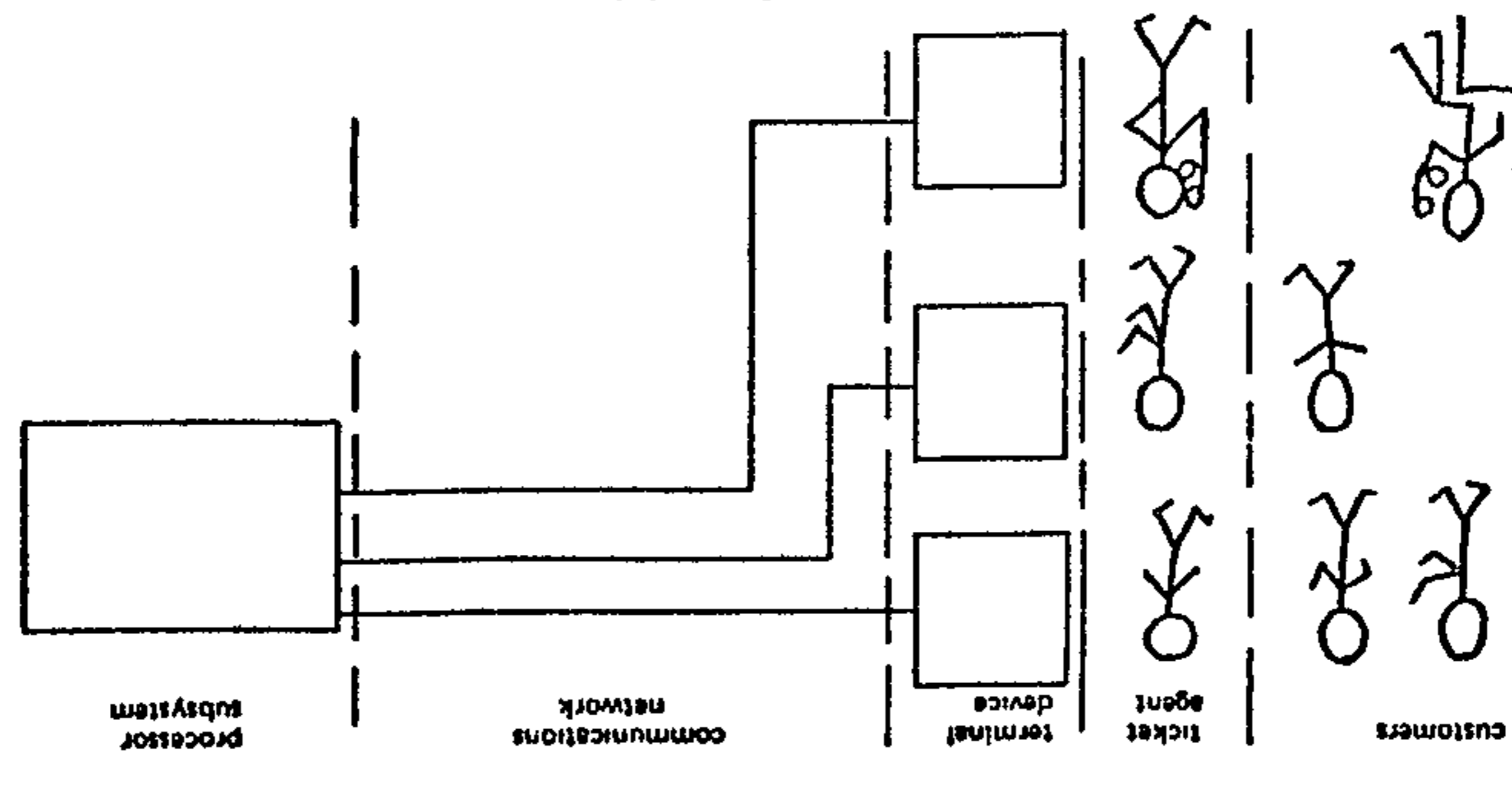
She said black workers in the commercial distributive industry had different problems to those of their white and coloured colleagues with regard to wages and promotion

(Courtesy of ...)

Fig. 17-1.



Major subsystems of a real-time system



population from their lands and to force them into a subordinate position without political rights and with limited access to economic advancement

African Chiefdoms Boer Republics and British Colonies in the Nineteenth Century

African Chiefdoms and the Mfecane in the Nineteenth Century

Before the arrival of Europeans in southern Africa, large areas of the sub-continent were unevenly populated by Khoisan and Bantu-speaking peoples

Charge of unlawful dismissal of workers

A 15 minute chat with a former employee who threatened to kill his boss cost a Johannesburg industrial tribunal, heard yesterday

Mr J D Nel, director of Nels Dairy (Pty) Ltd, pleaded not guilty to a charge of unlawfully dismissing Mr Jarius Mosime and two other members of the Food Beverage Workers' Union

The State alleged that in March last year, Mr Nel illegally dismissed Mr Mosime, Mr Albanés Se-fanyetso and Mr Isaac Kanya for participating in the formation of a liaison committee

Mr Nel told the court Mr Mosime had lost his job because of his association with a man who had threatened to cut his throat

Mr Mosime alleged that Mr Nel had objected to a liaison committee being formed after the workers had signed a petition requesting such a committee

He told the court that an unsuccessful election had been subsequently held

"We walked out of the meeting because Mr Nel insisted on electing the people he wanted," Mr Mosime told the court

Mr Mosime alleged he was summarily dismissed without sufficient notice pay.

was a sudden, dramatic leap forward, which turned the northern Nguni chiefdoms, conquered the two most powerful African Africa, and brought the frontiers of white settlement to the Limpopo. Above all, the re determined to become "a free and independent people" independent state." 48

Following the Great Trek was principally a military expedition (and particularly vicious) battles against the Ndebele (1837-1838-1839), the Voortrekkers were able to establish settlements

~~doms in the region~~ 143 ~~153~~ 5702

The Mfecane began with a struggle for hegemony over trade among the northern Nguni. The Hlubi, Ndwandwe, and Nguni chiefdoms had emerged as politically independent units during the eighteenth century after having participated for a considerable period of time in the trading activities controlled by the Tsonga chiefdoms situated on Delagoa Bay. In their efforts to eliminate the Tsonga trading monopoly (particularly in ivory desired by European merchants), these chiefdoms unleashed unprecedented inter-tribal warfare among themselves.

The combination of the Mfecane and the Great Trek (which resulted in the penetration of European settlement into the highveld and Natal) led to the radical

⁴⁵ Davenport, op. cit., p. 10.

⁴⁶ Idid., pp. 10-11.

dispersal of political power among the Bantu-speaking chiefdoms during the "crisis of Shaka" during the first three decades of the nineteenth century, the Zulu confederacy emerged as the most powerful African chiefdoms 47

The Boer Republics and the European Penetration of the Interior

The Trekboer movement was a slow and continuous advance of the frontiers of European settlement in southern Africa, extending back over four generations to the very beginning of the eighteenth century. In contrast, the Voortrekkers who under- (1836-1854) were involved in an organized migration. According

⁴⁸ Leonard Thompson, "Co-operation and Conflict The High Veld," in V. Wilson and L. Thompson (eds.), The Oxford History of South Africa, Volume I, 1652-1800, p. 40b.

The core of the homeland health service in the past was the mission hospital - financed by church societies, the funds were collected overseas privately or donated by the mining companies. From the 1950's, the State Health Department began subsidising infectious patients whilst the provincial authorities subsidised non-infectious patients at a fixed rate per day. From the late 1960's, the State assisted far more - it paid for capital expenditure as well.

The State has progressively been buying mission property and paying the missions out. Policy has been to take over all mission property by mid-1973 but in 1976 mission hospitals were still being taken over in Kwazulu. By the end of 1977, 71 mission hospitals had been taken over. (1)

It is current Government policy that the health function be taken over by the various homeland authorities. At the end of 1976, 6 homelands (including Transkei and Bophutatswana) had taken over their health services, although health staff in the employ of the Department of Health are seconded to the Department of Plural Relations and the Department for allocation to these homeland governments (340 at the end of 1976, excluding 76 in Transkei.) (2)

1.3 Provincial Health Expenditure

Provincial administrations are largely responsible for the curative (as opposed to preventative) aspects of the health care system in South Africa. For example, in 1974 provincial administrations provided 47% of all hospital beds in the country. Table 1 shows the subsidies paid by the Treasury to the provincial authorities of the four provinces in two budget years. The actual subsidy paid is based largely upon factors such as the population of the province, whether or not the province experiences a large influx of visitors during holiday seasons, the number of specialist services offered by teaching hospitals in the province and the current economic situation. The subsidy is also weighted according to the racial composition of the provincial hospital beds in the province, since the refund per patient per day is lower for Coloured, Asian and African patients than for Whites.

• / ..

Such that the refund for Blacks is about half that for Whites. This has been an area of disagreement between the provincial authorities and the Treasury, since the former regard this as inadequate compensation for services provided to non-white patients. Once expenditure in a base year has been calculated on this basis, an escalation factor based on increases in costs is included. In general, hospital fee increases are not used to cover increases in costs. Hospital fee increases are not used to cover increases in costs. Hospital fees were increased in 1976 and in 1967 before that.

Actual Provincial subsidy to provincial Executive Councils. In 1977 the services are appropriated. In addition, approximate All private through HCS Provincial Boards in the channelled expenses. (4) Within the "aided" hospitals mostly in co-hospitals in the Cape Province as opposed to 83 provincial hospitals. (5) They are obliged to cover at least 10% of their costs from their own revenue sources whilst the balance is subsidised.

Dismissed Checkers worker reinstated

Labour Reporter

THE strike by black workers at the Checkers store in Sasolburg has ended in the reinstatement of a worker whose dismissal sparked the stoppage.

This is the second time in the past few weeks that a strike by black workers at a department store over a colleague's dismissal has ended in the worker's reinstatement.

The first was a strike at Pick'n Pay's Randburg store.

On both occasions, the workers were members of the Commercial, Catering and Allied Workers Union of South Africa.

Yesterday, striking workers returned to the store but did not resume work. Management told them that they would not be paid for the period they were off work but the strikers nevertheless elected to stay off work.

They resumed work early yesterday afternoon after management had decided to reinstate the worker.

'There were faults on both sides, but we accepted that we had been wrong to dismiss the worker and changed our decision accordingly,' Mr Vernon Staegeman of Checkers said yesterday.

Mr Staegeman said Checkers was "relieved" at the speedy end to the dispute.

Mrs Emma Mashini, general secretary of the union, described the reinstatement as "a victory which is a tribute to the workers' solidarity" and paid tribute to the "courage and solidarity" of the strikers. 'They were prepared to lose pay to support a colleague and they won an important victory,' she added.

• / ..

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Transport firm fires 300 striking workers

By Drew Forrest

About 300 drivers and conductors employed by Cargo Carriers transport company in Vanderhylpark were dismissed today, after a two-day strike in support of wage demands.

The general secretary of the Transport and Allied Workers Union, Mr Mike Mohatta, said today the workers were demanding

a 60 percent rise in wages, which currently ranged from R57 to R62 a week.

Management was insisting on the selective re-employment of strikers, Mr Mohatta said.

A company spokesman has said that the wage demands are "ridiculous" but that management would consider other grievances if put forward in a proper manner.

No solution in drivers strike

Vereeniging Bureau

The wage strike by Cargo Carriers workers in Vanderbijlpark entered its third day when about 350 workers did not report for work this morning.

The talks by the two parties reached a deadlock yesterday when management told the workers' representative and trade union officials it would re-employ some workers on a selected basis.

This offer was rejected.

Mr George Nene, a worker spokesman, said today they could not accept the offer, as this was victimisation of workers not eligible for re-employment.

'The company must re-employ all workers on strike and it must also meet their demands as submitted to management.'

A management spokesman said it was still waiting to hear from the workers, whether they would accept the re-employment offer.

Mr Michael Mohofla, general secretary of the National Transport and Allied Workers' Union said workers were demanding a wage increase of 60 percent for drivers and a general increase for other workers. He said drivers were also demanding better working conditions as they had to work long hours and were inadequately paid for this.

Cargo Carriers is contracted to Iscor works to transport orders to various parts of the country and to black states. Since the beginning of the week white drivers were hired to keep the company going while black workers are on strike.

Labour

Bill

protests

grow

By Drew Forrest

The Council of Unions of South Africa (Cusa) has added its voice to the swelling chorus of protest from the labour movement against the new draft Bill on labour relations.

In its submission to the Department of Manpower Utilisation, this important association of black unions attacks the recently published draft amendments to the Industrial Conciliation Act for seeking "stringent controls" on worker bodies, while removing "the few existing but necessary controls on employers"

Cusa refers to the failure of the Bill to extend official union rights to workers in agriculture, domestic service and state employment — branding it "a flagrant breach of accepted conventions and recommendations of the International Labour Organisation."

As an organisation, "which more than any other has experienced breakaway trade unions," Cusa opposes provisions in the Bill which would allow for the division of union assets when factions hive off from registered unions.

It warns that its affiliates may decide to de-register to "avoid harsh regulations" enabling unrepresentative breakaway groups to register by direct application to the Minister of Manpower Utilisation.

The effect of this provision will be to "fragment and divide worker unity and so cause industrial unrest."

In contrast to the proposed controls on worker bodies, the Bill "supports employer organisations and their evasion of the law at every opportunity," Cusa states.

Of particular concern to Cusa is the proposed repeal of Section 59 of the main Act, which requires employers to register with the Department of Manpower Utilisation. The deletion of the section would strip workers of protection from "unprincipled employers, bankruptcies, sequestration orders and similar actions."

1493
1495
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6/5/72

310 workers walk out over pay dispute

RDM 9/5/8' (328) (12) (129) (143)

By MIKE LOUW

LACK of communication between black workers and management caused a mass walk-out this week by 310 employees at the Vanderhulpark branch of a cartage company, a spokesman for the workers said yesterday.

Speaking on behalf of 110 drivers and 200 lorry assistants at Cargo Carriers, Mr George Nene told a Press conference in Vereeniging that grievances over low wages and complaints about working conditions could not be solved because management had dissolved a works committee after victimising its members.

Mr Nene said workers were forced to work longer hours and were not paid adequately for overtime. Basic pay for drivers of horse-and-trailers ranged between R57,50 and R62,90 a week while lorry assistants earned R30,60, he said.

Among other complaints he listed were

○ Workers were called "kafirs" by whites and were sacked for petty faults

○ Drivers were sacked if they ran out of fuel while delivering or if their trucks returned with even minor scratches

○ A driver was dismissed after he was arrested for contempt of court following his failure to be in court to face a charge of driving the firm's truck while its certificate of fitness had expired

○ Another driver lost his job when he was involved in an accident after he had said he could not work overtime because he was tired

Mr Nene said workers involved in the stoppage were not keen to resume duties unless they were all reinstated.

A spokesman for Cargo Carriers, who declined to be named, denied all the allega-

tions. He said the workers demanded on Monday that their wages be doubled and refused to negotiate with management through a works committee.

He said the workers terminated their services by striking. He denied management had dissolved a works committee or had victimised its members.

The firm would decide whom it would re-employ, but most of the workers would be reinstated, he said.

The general secretary of the Transport and Allied Workers Union, Mr Michael Mohatla, said management at Cargo Carriers had evaded negotiating with his union.

A management spokesman had said they could not negotiate with the union as it was registered to cater for the transportation of passengers and not goods as delivered by his company.

1971/12/17

Cargo strike still on

THE Cargo Carriers strike involving more than 300 workers in Vanderbijlpark yesterday entered its second week with none of the strikers having returned to work

The strikers have since joined the Transport and Allied Workers Union, according to the union's secretary, Mr Michael Motlala. But, said Mr Motlala, the company's management has said it did not recognise the union

NEGOTIATE

"We were told this when we attempted to negotiate with management on behalf of the workers," said Mr Motlala. He said management told his union that it recognised the African Transport Workers Union which was party to the Industrial Council

A company spokesman, who did not wish to be named, said the workers had asked for an "impossible" demand. He explained that they wanted a "hundred percent increase" in wages

5/11/68
(13)
(12)
Iscor men substitute
for 200 Cargo strikers

By Melody McDougall
Vereniging Bureau

A number of white drivers from Iscor have been temporarily hired as substitutes for more than 200 black workers of Cargo Cutlers Vanderbil park who have been on strike since last Monday.

The workers went on strike after management refused to increase their wages to R150 a week and

to improve poor working conditions

Mr Michael Mohafila, secretary of the Transport and Allied Workers Union said that management has shut down negotiations with the union but has offered to reemploy staff on a selective basis. But, he stated this had been rejected by the workers.

Union meeting

~~11/10/50~~ 1143/ Putco

STAR
12/5/50

Labour Reporter
Union recognition talks between the Transport and Allied Workers Union (Tawu) and Putco reopen today in Johannesburg

Tawu has already entered into a preliminary agreement with Putco which allows meetings, union access to drivers in

the work place and freedom of association for workers

At some Putco depots Tawu is in direct competition with the Transport and General Workers Union (TGWU) which has been recognised by Putco in Springs and Durban

Both unions are

presently attempting to win recognition in Eden vale and Boksburg Liaison committees operate where no union has been recognised

At the last set of talks with Putco, Tawu officials expressed optimism that they would receive recognition in Soweto

Striking 200 to decide on action

By Z B MOLEFE

MORE than 200 striking members of the Transport and Allied Workers Union will take a decision in Vereeniging this morning whether they will go ahead with a showdown with their management on Friday.

According to union secretary, Mr Michael Mohatla, this tension has been heightened by yesterday's news that their employer, Cargo Carriers, has instead temporarily employed a number of whites

from Iscor

Mr Mohatla told the SOWETAN yesterday "I'm going to tell our members that our talks with their management broke down. In fact, their management has said it would not talk to us because our union does not sit in the Industrial Council."

The impression management conveyed to the union during a meeting last Friday, pointed out Mr Mohatla, was that it would favour the African Transport Workers Union, which is represented in the Industrial Council.

Mr Mohatla also revealed

that management has offered to re-employ the workers but on a selective basis. Retorted Mr Mohatla "That has led to the showdown planned for Friday. The workers have made it plain that they will not accept that. They have said that they consider that management has dismissed their leaders. And, on Friday they are likely to confront management on this."

The workers, who have been on strike since last Monday, went on strike after management refused to increase their wages to R150 a week. Their wages have been at least R57 a week.

The improvement of poor working conditions has been another demand from the workers. Explaining this, Mr Mohatla said for instance, the workers claim they were required to work something like a 58-61 hours overtime. "This was irrespective whether they wanted to work the overtime or not," he continued.

Yesterday when reporters visited the Cargo Carriers premises in Vanderbijlpark, a number of white drivers and a sprinkling of blacks were driving their trucks. What was obvious were the more than 100 blacks outside the premises looking for work.

Management was unavailable for comment. A security officer told reporters that one of the directors, a Mr Bolton would not be in.

143 333 STW
19/5/81
Putco meeting with
union is 'successful'

Labour Reporter

Recognition talks between Putco and the Transport and Allied Workers Union (Tawu) yesterday were described as "successful" and the parties expect to meet soon to finalise negotiations

Tawu is seeking recognition at Putco depots in Wynberg, Putocon (Soweto), Edenvale and Boksburg To gain recognition from the bus company

they must show proof of more than 50 percent union membership at each depot.

At Edenvale and Boksburg Tawu is in competition for recognition with the Transport and General Workers Union

Tawu said Putco today stated that yesterday's talks were successful and that recognition would "hopefully" be finalised soon

290 Men on strike

JANUARY 14/1981



By Z B MOLEFF

AT LEAST 290 striking members of the Transport and Allied Workers Union resigned yesterday from their jobs in Vanderbijlpark after rejecting management's offer to re-employ some of them on a selective basis.

This followed a tense meeting at the offices of the union where they were addressed by their union secretary, Mr Michael Mohatla, on the deadlock between the union and management.

Mr Mohatla told the members that talks with the management of Cargo Carriers had broken down because management would negotiate only with the African Transport Workers Union, which is represented in the Industrial Council.

'Management is misinterpreting the whole thing. If they insist on this selective re-employment of us, we are definitely going to resign,' one of the workers told SOWETAN.

But a company spokesman, speaking

from the company's Elandsfontein head office, said the strikers wanted an impossible increase of 100 per cent in their wages.

He added: 'They wanted an answer immediately. We gave them an hour to consider their stand. You can't agree on such a thing on the spot. They refused to listen.'

The spokesman also said that 52 of the striking workers had already gone back to work, but he would not say how much they were earning. Asked about the allegation that management has refused to negotiate with the union because it did not sit on the Industrial Council, the spokesman explained that the workers' union was registered as a 'passenger's union'.

Management said it would deal with the African Transport Workers Union, which was registered as a goods union. He added: 'You can't negotiate with such people. But management is considering their problem.'

Tawu and Putco talk ^{14/5/87}

By ZB MOLEFE
THE Transport and Allied Workers Union and Putco held another round of talks on Tuesday towards a recognition agreement of the union.

A Putco spokesman told the SOWEFAN that the talks were one of the series the corporation is having with the union. He also added that the

talks would continue and hopefully finalisation will then take place with a formal agreement.

No date has been fixed for the next meeting "but it should take place within a week" the spokesman added.

The talks between Putco and the union, which have been going on for some time,

are keenly watched by the thousands of the corporation's employees. A sizeable number of them are union members.

One positive aspect to come out of the talks so far has been to streamline Putco's grievance procedure. This has meant that the out-dated "Indaba" system is to be scrapped.

Union gets ^{STAR} recognition ^{27/5/81} (143)

Labour Reporter (143) (143)

Irvin and Johnson has recognised the unregistered Food, Beverage Workers' Union at its plant in Springs.

The recognition agreement was signed yesterday and Irvin and Johnson announced the union had proved it had more than a 50 percent membership at the plant.

The union has applied for registration. It is an affiliate of the Council of Unions of South Africa.

Agus
Union is
27/5/81
recognised

123
143

Labour Reporter

IRVIN AND JOHNSON
management yesterday
signed an agreement
recognising the unregis-
tered Food Beverage
Workers' Union at its pro-
cessed food factory in
Springs.

The agreement covers
negotiating rights, access,
check off, strikes and lock-
outs, union-management
meetings, union facilities
at the plant and conflict
handling procedures.

I & J 30K/81
143 157
recognize
unregistered
black union

AFTER what has been described by both sides as extremely successful negotiations, senior officials of the Food Beverage Workers' Union of South Africa and top management from Irvin and Johnson signed a comprehensive recognition agreement in respect of the Irvin and Johnson processed foods complex in Springs.

The 2 500-strong black Food Beverages Workers' Union applied for provisional registration in June, 1980 and soon began recruiting workers at the plant. Most of workers at the Springs complex are now members of the union.

During the four-day negotiations, which union general secretary 'Skakes' Sikhakhane and Mr H Ehlers, group personnel manager of Irvin and Johnson described as 'tough', details were finalized regarding negotiating rights, access, check-off, strikes and lock-outs, union/management meetings and union facilities at the plant.

In addition Irvin and Johnson and the Food Beverage Workers' Union have reached agreement on several important conflict-handling procedures. These procedures relate to the handling of the grievances, discipline, retrenchments and disputes.

Follow-up meetings between both parties have been planned to ensure that any teething problems in connection with the agreement are ironed out.

It was also agreed by the company that the union will have access to the plant to explain the agreement and clarify any issues for the benefit of the workers.

Both the union's president, Mr L Kwelementini, and Irvin and Johnson's managing director Mr J J Williams, have expressed the conviction that the agreement has laid a solid cornerstone for industrial peace at the plant to the benefit of both the company and the workers.

C. Herald
Union, 13/6/81

management
agree

THE 2500-strong Black Food and Beverage Workers' Union of South Africa has entered into a comprehensive recognition agreement at the Springs processed food plant of the giant Irvin and Johnson company

SALDRU FAF

CONFERENCE

S During the four days of negotiations, which Union General Secretary Mr 'Skakes' Sikhakhane and Mr H Ehlers, Group Personnel Manager of Irvin and Johnson, described as 'tough,' details were finalised regarding negotiating rights, access, check-off, strikes and lockouts, union management meetings and union facilities at the plant

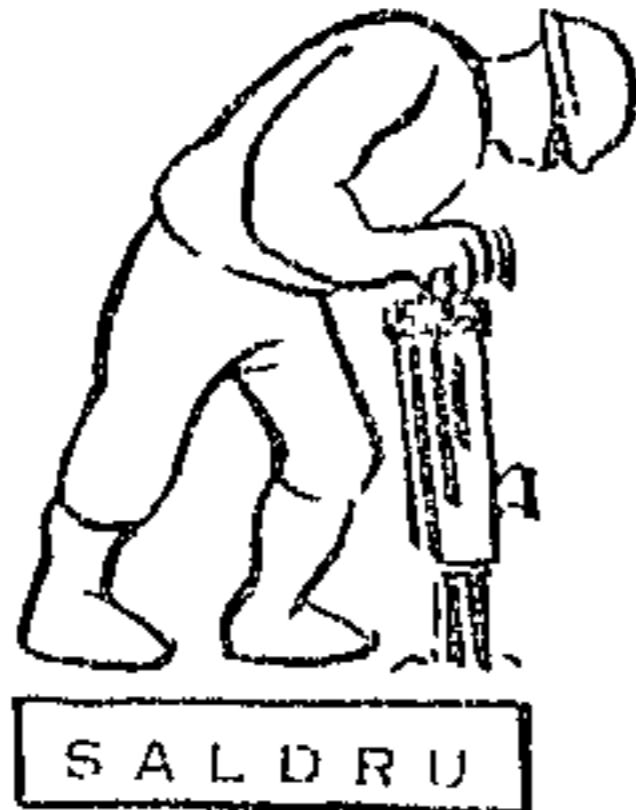
In addition, agreement has been reached on a number of important conflict-handling procedures. These procedures relate to the handling of grievances, discipline, re-trenchment and disputes.

Notes

MEETINGS

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Preliminary Draft : No portion of this paper may be quoted without permission of Saldru, School of Economics, University of Cape Town.

It seems likely that other dairy projects have failed as the problems of lack of markets and low production force members to leave. (9) That people consider the projects as essentially non-viable is borne out by the fact that while many people in Anathole and Inkoro have decided to sell milk as a result of the dairies' example, they have not joined.

Freddy Mhlauli said that Anathole Dairy has lasted so long because the members work well together and trust each other "unlike at N.M.'s place". It does seem that the tensions generated by the conflict between N.M. and the other members may lead to the dairy's rapid demise, on the other hand while the Anathole dairy has been running for over 25 years only two people earn more than R5,00 a month from it and very few people are involved.

This brings us to the issue of whether an efficient patron figure, by bringing

It also alleges Corobrik wage clerks collect NUBAW dues memorandum from Mr Legotlo's law firm to the registrar denies the union is a "tame" or "company" union

In a separate memo, the union also alleges NUBAW, which claims a membership of 4 500, could not have organised these workers in such a "short space of time" without "management assistance"

The union's general secretary, Mr Eustace Legotlo, is a priest who is active in black church politics

BCAWU, which claims 8 500 members, says suspicions were fuelled by the fact that Mr Legotlo and NUBAW's president, Mr M C Harike, were until recently Corobrik management men

Suspicions were based on signs outside the union's office which described it as the "Corobrik National Union of Brick and Allied Workers" and that its telephonist answered its phone with the greeting "Corobrik, good morning"

But both NUBAW and Corobrik deny that the union is a "company" union

The Rand Daily Mail reported this year that there were suspicions that NUBAW was a company union - a charge which it denied

NUBAW has applied for Government registration and has asked the industrial registrar not to register BCAWU BCAWU argues that NUBAW should not be registered, basing this on indications from Government officials last year that "company unions" - unions formed by employers - would not be registered

The union is the Building, Construction and Allied Workers' Union which charges that the rival National Union of Brick and Allied Workers is a "company union" formed by brick manufacturers Corobrik, a subsidiary of the giant Tongaat group

A BLACK trade union is locked in a registration dispute with a rival union which, it believes, is a test of Government attitudes to "company" unions

By STEVEN FRIEDMAN
Labour Reporter

Unions dispute a 'test' for the State

Some of the successful ones were established over a very short period of time and then attracted more and more members and stimulated people in adjoining

make more use of their cattle, dairies the standard of living of the very poorest with cattle can join Furthermore, out of the dairy because they have too in the dairy, thus the man of the family no one left at home to do the labour ily beneficial to people who have many earning activities and who can fit the a supplementary source of income (10)

It confirms NUBAW used Corobrik's name on signs and on the phone but adds that "almost all of (NUBAW's) members are employed by Corobrik and the use of the name facilitated communication between (it) and its members"

The memo says Mr Legotlo and Mr Harike left Corobrik to form NUBAW when they "became disillusioned with the treatment by management of black workers"

The union says it has succeeded in negotiating pay increases for workers and winning their reinstatement when they have been fired

free by the government, the site is situated very close to water (ie generally on the banks of a stream) and the extension officer gives demonstrations and talks on how to grow vegetables These factors are very important when many villages are more than half an hour's walk from water, and most people have no fences round their home gardens so that chickens and small stock eat whatever they try to plant

Most of the gardens are called "Zenzele Gardens" (and in Kwazulu Vuku Zenzele) even where there is no Zenzele women's committee In areas where there are strong Zenzele groups (e.g. Umhlababa) it is part of the "policy" of Zenzele to ask the extension officer to help them establish gardens. In establishing a garden then, the extension officer may work through groups like Zenzele or the Y.W.C.A. or he may hold general meetings and work through all organisations to get to the population at large. In other cases a group of residents may approach the extension officer.

In view of peoples commitment to the project (discussed later) I would see the dairies main value in providing an educative experience for those involved. One might argue that in an environment of such poverty and lack of alternatives, irrefutable production is better than nothing and that it is very useful in expanding peoples consciousness.

4. COMMUNAL GARDENS

4.1 INTRODUCTION

It seems that the agricultural extension department has been encouraging communal gardens for over twenty years, in the Ciskei at least In Umhlababa there was mention of gardens which had been started and failed even before the rehabilitation schemes were begun There has been particular emphasis on them in recent years although this varies from area to area I visited gardens in the Ciskei, Transkei and Kwazulu Some have been very successful while others barely totter along and there are many which have been scrapped altogether.

DRIVERS TOLD TO UNIONISE

ABOUT 100 Putco drivers were rapped on the knuckles yesterday for showing such a little interest in trade unionism

By CHARLES MOGALE

The drivers were being addressed by the secretary of the South African Laundry and Dry Clean Workers' Association, Mrs Agnes Molefe at a meeting at the DOCC in Orlando

Mrs Molefe accused the drivers of not attending seminars at which they could acquire more know-

ledge on trade unionism

"It is only if you know the laws that you can fight them," she said. "You can however not fight what you don't know. If you do not attend seminars you can never know the laws."

It was nonsensical, she said, to argue that trade unionism could be divorced from politics.

The Minister of Labour

himself is a politician. When you come to Johannesburg to look for work you are already affected by the influx regulations made by politicians. And besides that workers too have to carry a pass. You can't separate the two," Mrs Molefe said.

Mrs Molefe said the workers should not look upon themselves as being inferior and unqualified to stand up for their rights simply because they could not speak English properly.

"If you can't speak your employer's language, speak your own. How long have we been speaking their language while they have shown no interest in ours?"

The workers were urged to initiate meetings and elect office bearers at their different depots.

"You don't have to wait for the executive committee. It is you who have problems. It is you who feel the pinch and you have every right to come forward and demand a meeting. Unwise men will always stand back and scream from the backline. That obviously will not better their lot at all," Mrs Molefe said.

The meeting agreed to fight for the recognition of their union and the rejection of liaison committees.

The Boksburg branch of the company was congratulated for signing on 90 percent of the drivers as union members. The Wembley depot recorded the lowest sign-up with only 12 percent membership.



Mrs Agnes Molefe . . . urged the drivers to fight for their rights.

Bully boys

Sawetani (143) (260)
3/7/81 (23) (152)

WE see the giant employer and Government-subsidised Sasol 2 is treading in the footsteps of another such big body, the Johannesburg City Council, in the way they are treating their workers and handling labour relations.

When hundreds of workers downed tools at Sasol the manager did not stop to reflect on defusing a dangerous situation. Instead his reaction was the typical draconian reflex of South African companies, "Fire the lot and then ship them back to their homelands."

We look at this kind of reaction with supreme disdain. Not only is it bad for labour relations, but morally its bullying.

This reaction may show manliness and the macho nonsense toughness of the typical capitalist, but in the long run is bad for labour and race relations. We realise that such drastic action has immediate results. Many other workers are brought to heel through fear of similar action.

In the long run however, many blacks the country over are watching Sasol and, incidentally, are still looking at the Johannesburg City Council, with undisguised bitterness.

Sawetlan 3/7/81

Sasol strikers are fired

STRIKING black Sasol workers who have refused to return to work until their demands are met have been fired, according to a union leader

The workers, employed by Bester Homes at the Sasol 2 plant at Secunda, struck on Wednesday, apparently over a pay dispute

The secretary of the Building, Construction and Allied Workers' Union, Mr Frank Mohlala, said some of the workers had returned to their jobs, but those who had refused to do so had been fired and were taken from the company site in trucks

Reports on the number of workers involved varied between 500 and 2000

Mr Mohlala said workers complained to him over pay and charges levied against them for compound housing, as well as having to pay for company transport to and from work

Fired strikers' union may sue Sasol builder

RDM 3/7/81

143

Labour Reporter

THE strike by Bester Homes workers at the Sasol 2 plant is over — but yesterday a black trade union was considering legal action against the company on behalf of fired strikers

Workers struck on Wednesday in support of wage and other demands. Workers claim over 1 000 were involved, but police say only 500 struck

Yesterday, about 50 fired strikers gathered at the office of the Building, Construction and Allied Workers Union and made statements to union lawyers

They made allegations about conditions at the site and the handling of the strike

The union's general secretary, Mr Frank Mohlala, said the union was investigating legal action against the company, including the possibility that work conditions violated the industry's binding industrial agreement

The company's managing di-

rector, Mr L Bester, declined to discuss the dispute on Wednesday and yesterday when the Rand Daily Mail put worker allegations to his office he was unavailable

By yesterday evening, Mr Bester had not responded to the allegations

The workers said they struck in support of demands for a R3 an hour wage and that lowest-paid workers earned 63c an hour and the highest-paid R1,30

They alleged there was no lighting, stove or hot water in the compounds where they paid R16 a month rent and had to provide their own food

They also claimed they were transported to work in open trucks in contravention of the building industry's industrial agreement

Workers claimed they had elected a five-man committee to discuss these complaints with management on Monday, but a

company representative fired all five men and refused to discuss demands. This had led to the strike they alleged

After they had gone on strike, management told a group of 200 they were dismissed and that they must leave the compound, workers said

They said most were taken to Springs and left to find their way back to the homelands

The workers claim police assisted management in removing them from the compound but police say they were simply standing by during the strike

The Council of Unions of SA yesterday accused the firm of taking advantage of the State-created influx control system

It added: That workers are not able to exercise their rights without threat of dismissal makes a mockery of the Wiehahn Commission and any legislative changes the state wishes to embark on

PLANNING
REGION
URBAN

S A Brick Association Prizes
For the best student in the
subject of Building Construction.

III: No award

II: A R Low Keen

I: N D G Sessions

For the best student in each of
the courses of Building Economics I,
II and III in the third, fourth &
fifth years respectively.

LTA Prizes

P R Swift

For the student obtaining
the highest marks in
Professional Practice.

Surveyors' Prize

Cape Chapter of Quantity

The Committee of the Western

P C Key

Bell-John Prize
For the best all-round student
in any year of study.

QUANTITY
SURVEYING
(Continued)

KDM 9/7/81
 Unionist hits
 at 'inhuman'
 labour laws

Pretoria Bureau

VARIOUS provisions in labour and security legislation will have to be removed before a free and united South Africa can be built, said Mr P Camay, general secretary of the Congress of South African Unions (Cusa), yesterday

Addressing the Polstu congress, Mr Camay said it was evident the Government was introducing legislation to protect its power

Decisions were made for black workers in a white political forum, he said

Mr Camay said Cusa believed free movement of labour was a cardinal factor in determining the infrastructure of a healthy economy

"State interference through influx control legislation, the Group Areas Act and other legislation is abhorrent to the council. We will endeavour to eradicate this inhuman legislation"

ent who has shown
 mise at the end
 year.

id best student in the
 ilding Construction.

C W von Düring

S A Brick Association Prizes
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Cape Chapter of Quantity

The Committee of the Western

P C Key

Bell-John Prize
 For the best all-round student
 in any year of study.

PLANNING
 REGIONAL
 URBAN &

QUANTITY
 SURVEYING
 (Continued)

RDM 17/7/81
Move to
143 (15) (193)
end brick

union war

Labour Reporter

A REGISTRATION battle between two trade unions, which is seen by some unionists as a key test of official attitudes to "company unions", may be defused soon

The general secretary of the National Union of Brick and Allied Workers, Mr E K Legotlo, has said he plans to withdraw his union's objection to the registration of the rival Building, Construction and Allied Workers Union

The BCAWU, affiliated to the Council of Unions of SA (Cusa), has accused NUBAW of being a "company union", initiated by Corobrik. The company and Mr Legotlo deny this

NUBAW had objected to the registration of BCAWU, which saw this as an attempt to keep it out of the brick industry

Department of Manpower officials have said that the authorities will not register "company" unions

Mr Legotlo said he had decided to drop his objection after consulting a labour lawyer who pointed out both unions could be registered in the industry "and that there was no point in us delaying each others' registration by these objections"

Mr Frank Mohlala, general secretary of BCAWU, said it was too early to say whether he would now drop his objection

Award
s who has shown
at the end

best student in the
ding Construction.

ation Prizes
udent in the
ding Construction.

TTT. M. d.

II : A R Low Keen

I : N D G Sessions

For the best student in each of
the courses of Building Economics I,
II and III in the third, fourth &
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LTA Prizes

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The Committee of the Western

P C Key

For the best all-round student
in any year of study.

Bell-John Prize

URBAN &
REGIONAL
PLANNING

QUANTITY
SURVEYING
(Continued)

FACULTY OF ENGINEERING

Corporation Medals
 For the best student in each
 of the 2nd, 3rd and final years.

Second Year (Bronze Medal)
 Miss G C Littlewort

Third Year (Silver Medal)
 Miss N C Davidson

Fourth Year (Gold Medal)
 P M Salmon
 T J Cumming
 D P Weeks
 J H Rens
 B F McClelland

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

Sammy
 Awarded
 best drawing
 L Meng
 A E & C
 For the
 obtaining
 mark.

The rival Transport and
 General Workers' Union
 (TGWU) has already
 agreed to the settlement
 Despite union rivalries,
 Putco has stated there
 will only be one agree-
 ment on union company
 relations
 The TGWU already has
 recognition in Springs and
 Durban, and the unions
 are contesting representa-
 tion in Boksburg and
 Boksburg

Recognition talks between
 Putco and the Transport
 and Allied Workers Union
 (Tawu) resume today in
 Johannesburg

Star 23/7/81
 Tawu to
 pursue talks
 with Putco
 Labour Reporter

CHEMICAL

sell more if "people came to ask" more often At Umthi for example, 2 members said that it was not difficult to sell while they had vegetables rotting in their plots.

5. Some people have managed to get around marketing problems to a certain extent. 5.1 It is interesting that in Abalimi one of the people who says marketing is not a problem is Mr S Burgambo who sells R150-R200 worth of vegetables a year (This is substantially more than anybody else) He puts a great deal of time and effort into marketing Some vegetables he sells locally, some at the Idolophu market. In the tomato season he organises that he, or a relative, goes into Idolophu by bus to sell there He has an advantage over other people in Abalimi in that he was the first person to sell vegetables which he has been doing since 1958 when a doctor started sending patients to buy vegetables from him He has thus built up clientele (Another thing to consider in looking at Burgambo's great success relative to people from other areas is that Abalimi is on a main through road and that it is a very big location which spreads into others as opposed to the very much more isolated Umthi, Inkomo, and UmJambo)

5.2 In Ipoti as part of a fund-raising project for a clinic committee a nursing sister organised a vegetable hawking "business" She bought sacks of potatoes and tomatoes in a nearby white town and these were divided into small quantities A woman was employed to hawk them in the villages within walking distance and in any place where the sister went, with her truck The sister estimates that using transport to get to out of the way places and with a full-time seller, they were selling R5.00 worth of vegetables a day. (The woman's salary was R1.00 a day).

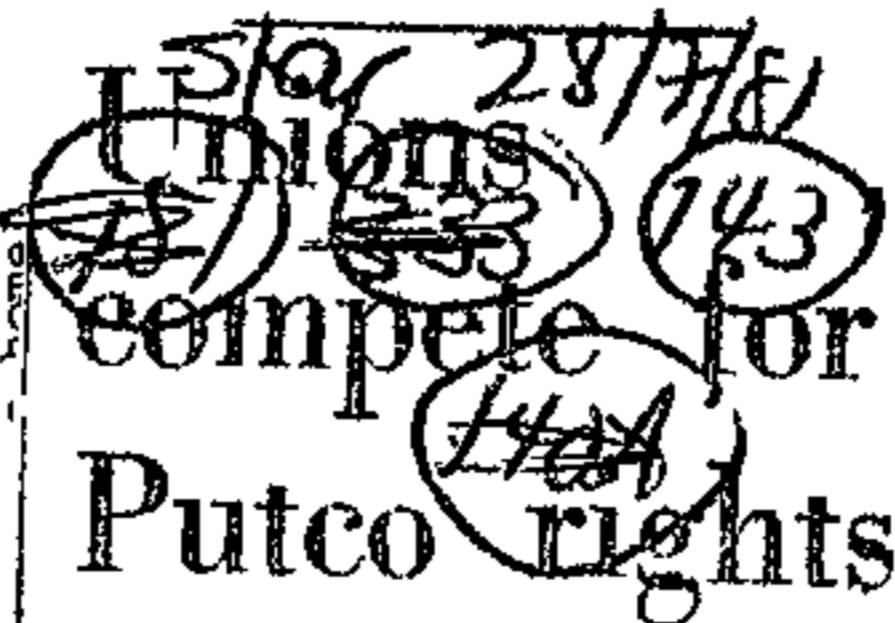
Some poor women asked the sister to buy pockets of potatoes or onions for them. From one pocket of potatoes and one of onions, a woman could make R1 50-R2 00 profit a week by selling locally

This scheme was an important motivation in getting people to join the Ipoti garden. Whether they will be able to sell as successfully from the garden depends on whether they will undercut the prices of the imported vegetables sold in the local café and whether they glut the market

4.3.2 LABOUR

1. While it is difficult to determine whether shortage of labour stops people from actually joining communal gardens it seems obvious that the amount of labour available is important in determining the extent to which gardens are used

2. At Abalimi it is only families where a man is at home and involved in the garden that produce vegetables all year round, and get an income of R100 or more a year Christopner Board in his survey of rehabilitated and unrehabilitated areas around King Williams Town found that planting up gardens (igadu) could be associated with big families. He also found that crop sales of peas and tobacco could be associated with families where there (13)



Labour Reporter

An agreement was signed this afternoon between the Putco bus company and the Transport and Allied Workers' Union (Tawu) in Wynberg, Johannesburg

The agreement gives the union negotiating rights with Putco at any bus depot where it represents more than 50 percent of the work force

The Transport and General Workers' Union has already signed the agreement with Putco

The two unions are competing at various depots for recognition.

3. There is... purely as... One of the... joined and... women gave... had had si...

Women often have to interrupt their period at the garden due to bearing children.

Occasionally people gave as their reason for not joining that they were too busy but not more than one quarter of the people I spoke to mentioned this.

4.3.3 SUPPLEMENTARY OR PRIMARY PRODUCTION

There are two basic groups of people to consider here.

a) Those members who use their plots basically as a supplementary source of food and earn less than R10 per year from selling vegetables they produce.

b) Those earning a R100 a year or more (This is a small group at Abalimi).

a) While most of the members said that they had jointed the gardens because they wanted to sell some of their produce (many said half), very few are able to realise this goal. Labour is obviously significant here as

Star 29/7/81
Putco pact
not signed

Labour Reporter

Putco officials and journalists stood around the company's head offices in Wynberg, Johannesburg, yesterday to witness the signing of an agreement with union members, but they did not show up.

The agreement was between Putco and the Transport and Allied Workers Union (Tawu).

Despite the "no-show" by the union, Putco said the talks were still on.

A Tawu spokesman said today the union was still talking to members about the agreement.

UNIVERSITY OF CAPE TOWN
DEPARTMENT OF ACCOUNTING
TAXATION AND ESTATE DUTY II - 1981
COURSE OUTLINE/READING LIST 3rd & 4th QUARTER

LECTURE DATE	LECTURE NO.	TOPIC	THE INCOME TAX ACT	MEYEROWITZ	ILLUSTRATIVE EXAMPLES	TUTORIALS
10 August	17	Source	s.1 'gross income' definition paras. (ga), (k), (n); s.9, s.10(1)(w), s.22A(2), s.24A(3)	Chapter 7	-	10.4 10.6 T.1523
		Double Tax Agreements	s.108 and peruse double tax agreements noted below with emphasis on articles listed -	Chapter 27 (skim)	Summarised table on D.T.A.	

Firing leads to drivers strike

15/8/81
1143
1508

Mail Reporter

DRIVERS at the British Petroleum depot at Industria, Johannesburg — which supplies petrol to service stations in the central and western Reef — refused to make deliveries yesterday in protest against the sacking of a colleague.

The drivers returned to their trucks shortly after noon after a work stoppage lasting six hours, during which deliveries to BP, Shell and Trek petrol stations in Johannesburg, Randburg, Sandton, Soweto, Roodepoort, Krugersdorp and Randfontein were disrupted.

Spokesmen for the drivers, all members of the Transport and Allied Workers Union, telephoned the manager, Mr Chris Horn, at his home before 6am yesterday to tell him they would not work because of the decision to dismiss fellow driver Mr Phinda Shange.

Grievances

An emergency meeting was held with management at 8am. The drivers resumed work only after management promised to suspend Mr Shange instead of firing him.

Mr Horn would not comment on the workers' allegations of their grievances. "All I am prepared to say is that we had a meeting with the workers," he said.

Dispatchers and other workers at the depot joined the drivers in the work stoppage. The workers said Mr Shange was their representative in the company's works committee.

They said the company wanted to fire Mr Shange because police had laid a charge of reckless driving against him after his truck was involved in an accident last March.

They said he was being victimised because of his "outspoken leadership".

The workers also demanded from the management:

- A minimum monthly salary of R750,

Allowance

- A special allowance for night shift,
- Equality in compensation pay-outs for white and black drivers as well as office staff,
- That pension money should be paid out to workers before the end of the year, and
- That the company clarified company policy regarding drivers who became involved in accidents while on duty.

They also wanted the company to make workers do the same shift and claimed that some workers did 11 hours shift while others only worked 8 hours shift.

24 August	19	Tax Planning	S.1 definition of 'South African Company', 'Republic', 'territory'; definition of 'permanent establishment' in various DTA's; ss.28bis, 37A, 30, 31, 24B.	1294A, 864A, 193, 1637, Chapters 25, 25A, 548J - K, 847B.	Handout on U.K. Imputation System	T.1423 T.1430 8.9
		Foreign Companies/Foreign Transactions				
		S.W.A. Income				
		Walvis Bay Residents				
		N.R.S.T.				
		N.R.T.I.				
		Foreign Exchange				
		U.K. Imputation System				

'SB told me to spy on union'

SOWETAN, Tuesday, August 18, 1981

A YOUNG Kagiso Township woman has claimed she was offered R250 a month by the Security Police if she, acted as their spy within her trade union.

Miss Eneth Senare (21), a member of the Food, Beverage Workers Union, who is employed as an X-Ray operator by a Krugersdorp milling company told SOWETAN her problems began when she was absent from work three weeks ago.

According to Senare when she reported for work the following day her foreman told her she would terminate her duties at the end of that week. This was the result of her absence.

She then approached the union's West Rand region chairman, Mr Ernest Lethule, who advised her to continue working. "On Thursday the following week I was called to the manager's office where I was introduced to two white men who said they were security policemen," Senare said.

The Security Police wanted to know why she was at work when she had been told that she had been dismissed. "They then told me that I had challenged management's ruling because I was a union member."

BY ZB MOHLE

She was then questioned at length about her union involvement. She was taken to her home in the township where the men conducted a search. The two men then told her they would return the following day.

The following day, the men again came to question her at work. "During the questioning they suggested that they would pay me R250 a month if I spied for them within the union. According to them I had to report to them if any politics were discussed at our meetings."

DON'T KNOW

The manager of the factory where Senare alleged the talks with the Security Police had taken place in his office was not available when SOWETAN made inquiries. His assistant, Mr F S Bothma said: "I know nothing about the case."

Major Els, speaking from the offices of the West Rand Security Police yesterday, said he did not know Senare



Eneth Senare: "I don't want to make that money." 15/8/81



Gabriel Matimela: Half-stories had approached the company's head office in Johannesburg. "At the moment we have been told that the matter is receiving attention at the highest level." 14/8/81

Senare also told SOWETAN the two men had offered to pay her R38,500 a month. "I don't want that money. They want to make me a sell-out".

Leonard "Skakes" Sikhakhane, the union's secretary, said the union had received a report on Senare's activities. "In another incident, a former operator at a Krugersdorp plastics factory revealed to SOWETAN that he 'spied' for the Security Police after he was detained for a day just before June 16

'I SPIED'

"He phoned the Security Police who later picked me up. During the questioning at the Krugersdorp Police Station the Security Police suggested that I work for them. To tell them what organisations like Azapo and others were saying in meetings held in the township."

FEARED

An uneasy Mr Matimela also added that he agreed to work with the Security Police because he feared for the safety of his family. "But he was quick to point out, 'I did the whole thing half-heartedly. My mind was not in it'."

To show that he was doing his work and keeping his "part of the bargain" Matimela revealed to reporters that he picked up a pamphlet telling of a June 16 commemoration service to be held at the local Anglican church.

"After handing in the pamphlet I was offered R10. But I refused to take it. I did not need it, after all," said Mr Matimela, who claimed he was no longer working for the Security Police, though "I still fear for my family."

EXER	The	30th	Oper	Pur	Les
Gross Profit	Administration exp	Audit Fees	Bad debts	Directors' fees, s	Interest on:
	Debentures	Bank overdraft	Salaries and wages	Depreciation:	Plant
	Fixtures and f	Loose tools	Net Profit	Dividends	On 6% Prefere
	On Ordinary S	Capital Redemptio	Unappropriated pr	The following ad	1. Administrati
	1) Rent	11) A fin	to ke	111) Month	111) Secre
	111) Month	111) Secre			

Matter of fact

IN. A report this week about a Kagiso woman who was allegedly asked by the Security Police to spy on her trade union, it was incorrectly stated that she was employed by a milling company.

In fact, Miss Eneth Senare, is employed by Farm Fare, an egg wholesale company in Krugersdorp.

The report also said Miss Senare was allegedly offered her fare to the Manyeleti Game Reserve to attend a union seminar. The Food Beverage Workers Union has pointed out that this was not a seminar, but an outing for members.

143-322-72
Sawyer 21K

Union leaders accuse SP of infiltration bid

Star 26/8/81

140A 143

Labour Reporter

Police attempts to infiltrate black trade unions and entice workers to spy for them have been going on for several years, according to union leaders.

The accusations came to light this month after a Kagiso woman claimed the Security Police offered her R250 a month to spy

on the Food, Beverage Workers' Union.

Mrs Eneth Senare reported the matter to the union.

An official of the union told The Star they were taking the matter up with the company where Mrs Senare was approached.

The general secretary of the Council of Unions of South Africa (Cusa), Mr

Phiroshaw Camay, said from time to time union members had been approached by the Security Police in connection with their activities.

"The Security Police have also visited our training programmes for union members," Mr Camay said.

Other union federations

have also come under police scrutiny.

An official of the Federation of South African Trade Unions (Fosatu) said that over the last few years several union members had been approached to spy on their unions.

The Metal and Allied Workers Union (Mawu) which operates in Natal and in the Transvaal has also come under close police scrutiny.

During a recent dispute at Auto Industrial in Keripton Park, Johannesburg, a Mawu organiser was briefly held by the police and was warned that the union was being investigated.

In the Eastern Cape where executive members of the unregistered South African Allied Workers Union (Sawu) were detained recently and later released, there are also union claims about police "spies".

Police would not comment on allegations about "spies" and "briber".

Discrimination in laundry industry

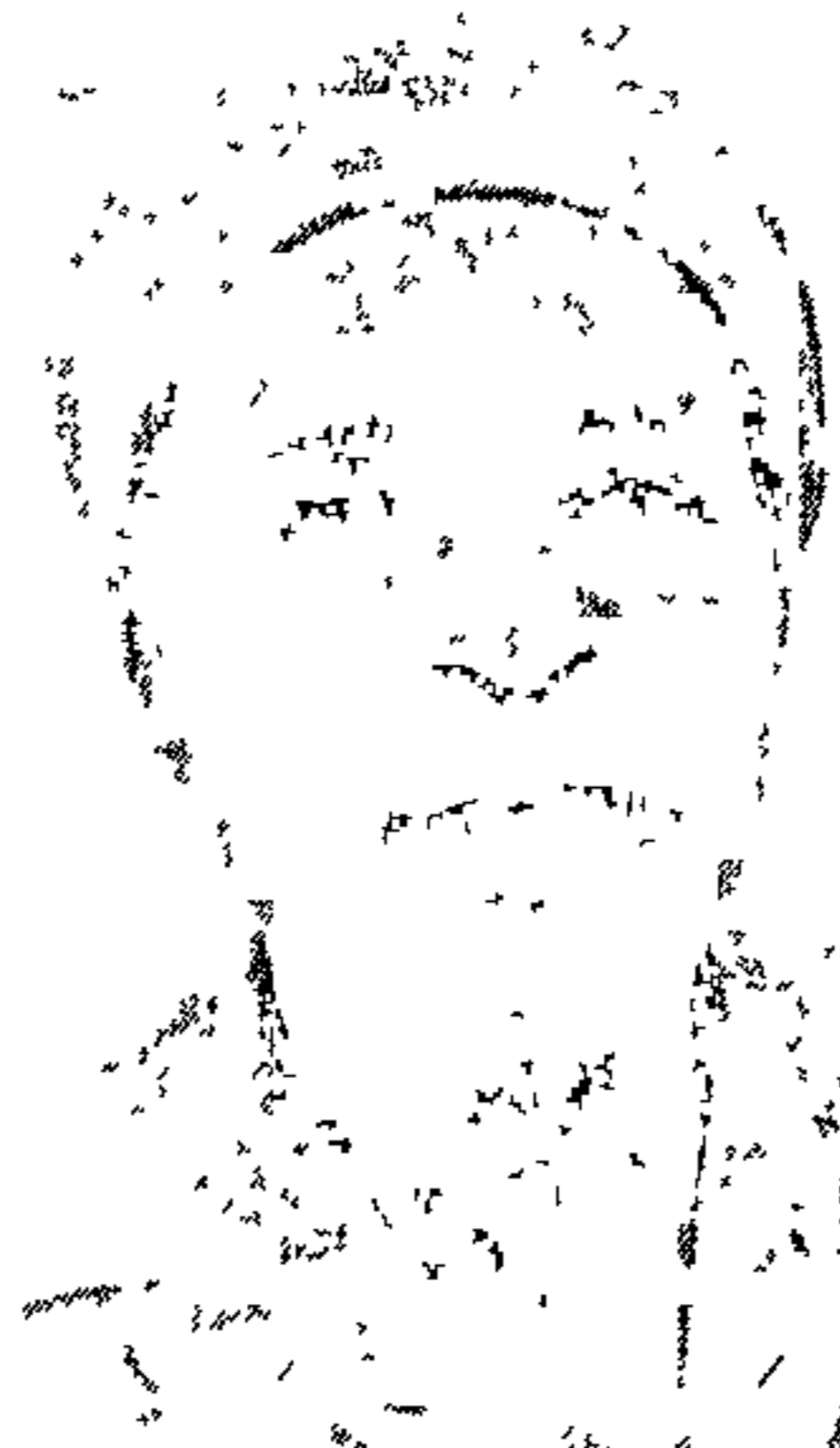
Sowetan 26/8/81 (143) ~~211~~

By 7 B MOLEFE

WAGE increases and sex discrimination in the industry are some of the points to be debated when the Laundry, Dry Cleaning and Dyeing Workers Union meets at the Donaldson Centre (DOCC) on September 6.

The meeting is open to union and non-union members, according to union secretary Mrs Agnes Molefe, and starts at 10 am.

Mrs Molefe also revealed to SOWETAN that her union has already sent proposals to the industry's Industrial Council on wage increases. Normally increases in the industry are reviewed every three years. The present wage agreement is to be reviewed in 1983.



DISCRIMINATION Mrs. Agnes Molefe.

"With the increase in the price of basic foodstuffs we feel that we cannot wait until 1983 for wage increases. At least we would like to have wages reviewed annually in the industry," said Mrs Molefe.

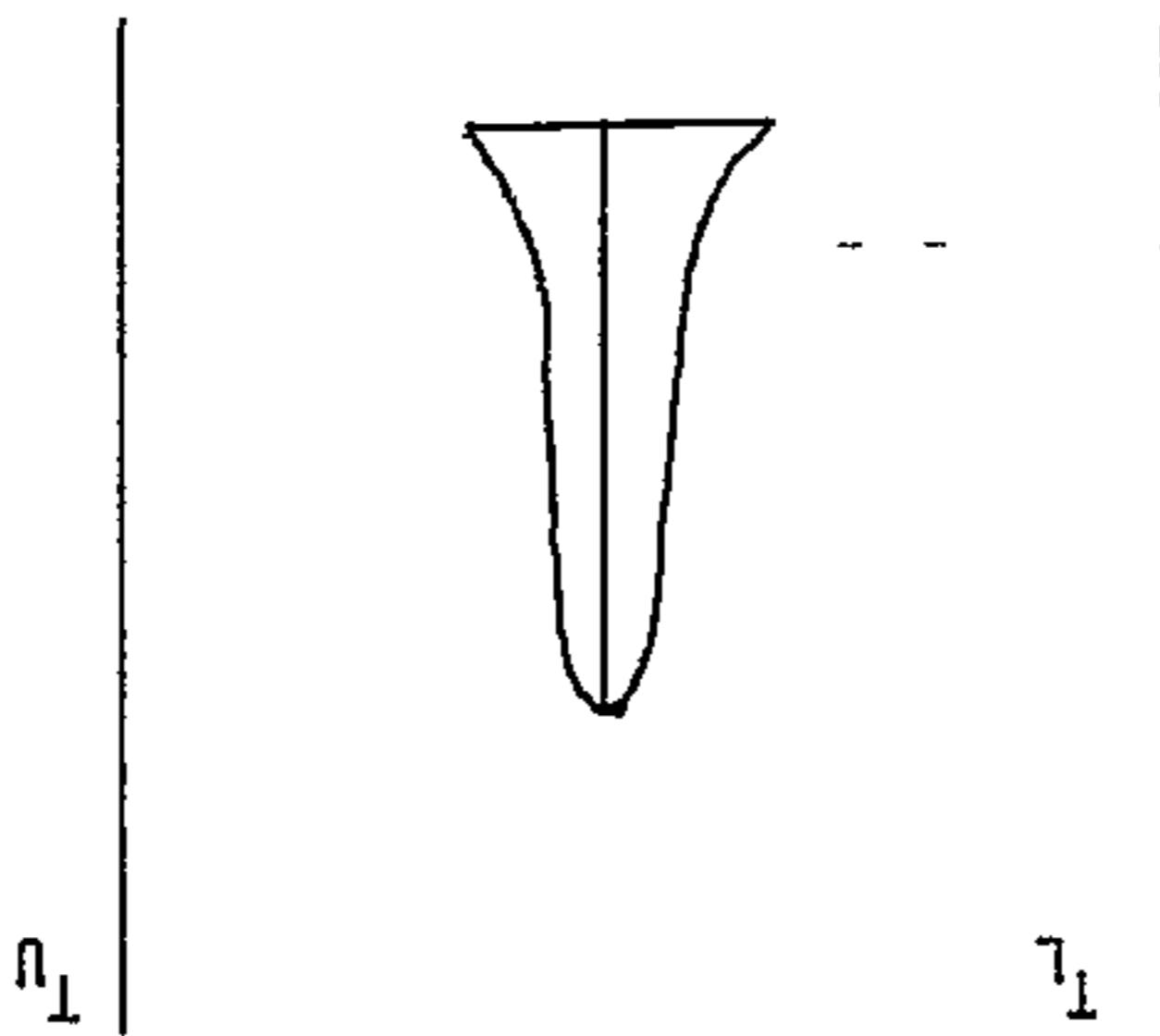
Sex discrimination in payment of wages is another issue which is bound to lead to heated debate. At present wages in the industry are at a minimum of R30 a week for men and R25 for women.

Added Mrs Molefe "In addition to that we would like workers in the industry to be paid a living wage and we feel this sex discrimination does not serve our interests. We want to be paid on the rate-for-the-job basis."

5/12/81
 The Laundry Dry-Cleaning and Dyeing Workers Union, a Cusa affiliate, meets on Sunday at the DOCC Centre in Soweto to discuss wages and sex discrimination in the laundry industry

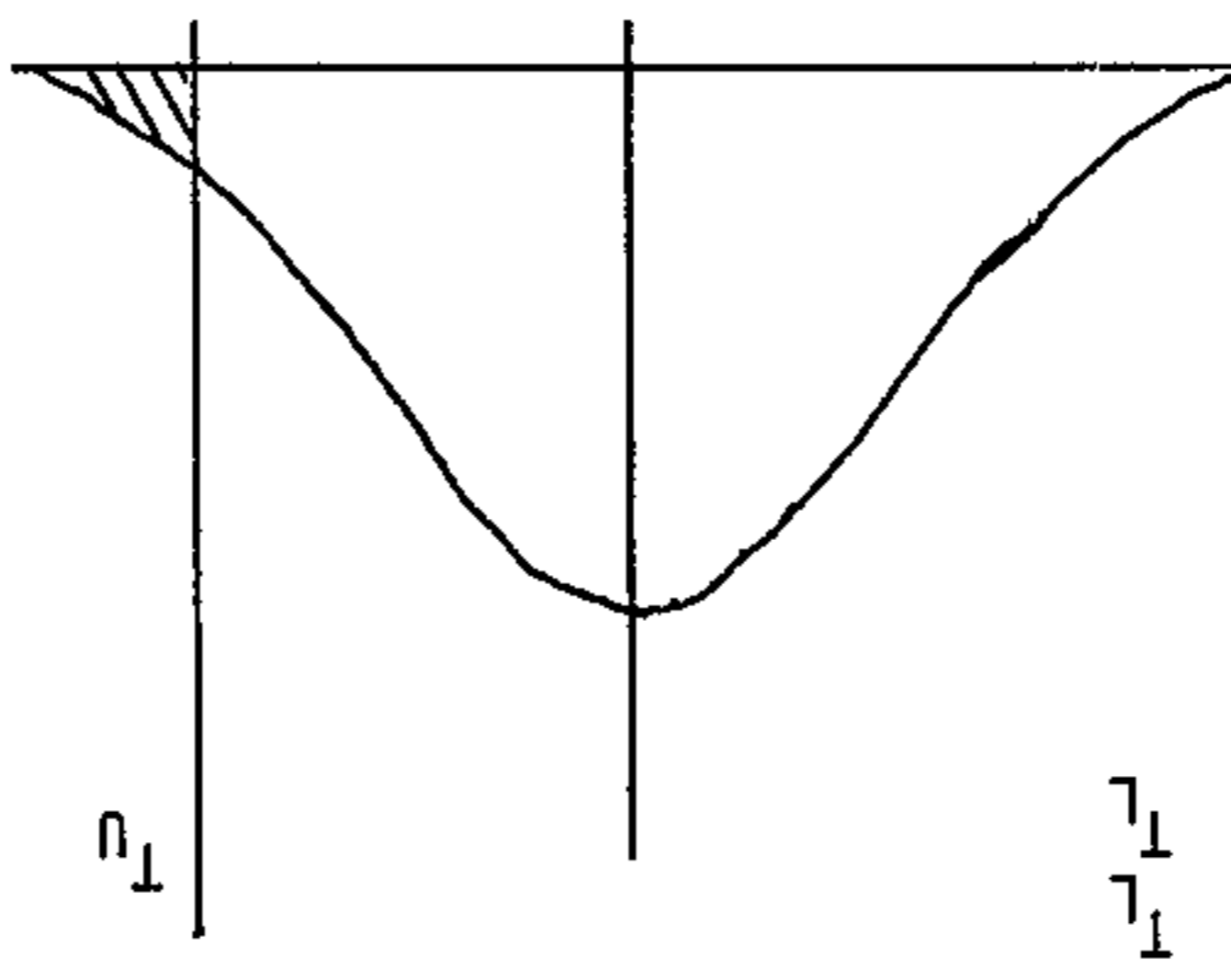
According to the union's general secretary, Mrs Agnes Molefe, recent cost of living increases make it necessary to discuss new wages

The process variability is small. The process variability is small. The process variability is small.



5

Process with excessive variability, incorrectly centred, resulting in a larger number of defective articles, than is necessary. If the measured characteristic was for example, a diameter, and the articles could be rectified by a further operation, then this might be the most efficient way of working.



4

Note it is sometimes more economic to make some scrap and eliminate it by sorting, than to change the process. There are occasions on which a small proportion outside the drawing tolerances will be acceptable, providing that the degree of defectiveness is small.

143
star 30/9/81

Row is brewing over axed black shop steward

By Drew Forrest

A black trade union is to complain to the British office of a local company, Johnson Tiles in Olifantsfontein, about the alleged victimisation of a shop steward whose dismissal sparked a strike last week.

The general secretary of the Cusa-affiliated Building, Construction and Allied Workers Union (BCAWU), Mr Frank Mohlala, said the union believed the man had been dismissed because of his union activities.

"Mr Tjali had been employed for several years at the company," he said

"And yet he was dismissed for poor work performance only two weeks after we approached the company for recognition."

The allegations were denied by the company's managing director, Mr Keith Dixon, who said that the management "was in no way anti-union."

"We don't dismiss a worker lightly here, and Mr Tjali was moved from department to department before the quality of his work compelled us to discharge him," he said.

On Tuesday last week, about 350 of the plant's 700 workers staged a one-day stoppage to protest the dismissal. A workers' petition demanding Mr Tjali's reinstatement, the dismissal of a foreman and the recognition of the union has since been forwarded to management.

Claiming the union has majority support at the plant, Mr Mohlala said he would approach Norcross Ltd, the British parent company, over the dispute.

Mr Dixon said management had satisfied itself that there was no just cause for the dismissal of the foreman and that there would be no further discussion on the reinstatement of Mr Tjali.

"However, we would consider recognising the union if it proves it is representative," he added.

JUST

Police called in after 141 sacked

Argus Correspondent

DURBAN. — Police were on standby at the Game discount store in central Durban today as a precaution against any possible outbreak of unrest following the dismissal yesterday of 141 striking workers

A spokesman for the store said there were no incidents and the police were recalled after the workers, who are understood to have tried to enter the store in protest over their dismissal, dispersed later

PAY DEMANDS

The labour unrest, sparked by demands for higher pay, entered the third day today amid charges by the Commercial, Catering and Allied Workers' Union representing the workers that last night's dismissal of the striking workers amounted to a lockout

A spokesman for the firm, Mr John McDonald,

told The Argus correspondent that the management had been forced into the decision of firing the workers because of their refusal to return to work

'They were considered to have dismissed themselves by their conduct. The management had no option but to take the step of firing them,' Mr McDonald said.

Among those fired were 83 from the West Street store, seven from the fresh market outlet, six from their furniture department and 45 from their Brickhill operation.

'Of these about 70 assembled outside the West Street store today while a further 40 gathered outside the premises of the Brickhill Road store. It is understood that the workers were asked to ignore the letters of

dismissal and also to reject the offers of re-employment,' the spokesman said

The workers were then believed to have dispersed and were seen to be heading for the Port Natal Administration Labour Bureau in Ordnance Road

The general secretary of the Union Miss Emma Mashini, said that in spite of their several attempts to negotiate with management these had been unsuccessful because they were alleged to have refused to recognise an unregistered union

Nearly 7 000 stop work as strikes increase

Own Correspondent

JOHANNESBURG — Nearly 7 000 workers were on strike yesterday as the wave of stoppages which hit industry last week continued and, in some cases, escalated

A strike at three Hulett's mills in Natal spread to a fourth mill and, about 2 000 workers are now on strike, according to the company

At Springs' biggest non-mining employer, Telephone Manufacturers of SA, only 140 of the 1 600 strikers returned yesterday and the rest have been fired

An Olifantsfontein firm, Johnson Tiles, which employs more than 800 workers, was hit by its second strike in a fortnight yesterday, according to union sources, and Triomf Fertilizers fired its entire black workforce of 500 after they ignored a management appeal to return to work

Workers for CDA in East London, the manufacturers of Mercedes Benz, returned in response to a union call but new unrest flared later in the day and between 1 500 and 1 800 workers joined a new strike

At Hulett's, the strike at three mills spread to the Felixston mill and only one is now unaffected. The strikes have been sparked by proposed legislation to "freeze" employee pension-fund contributions until retirement

Talks hope

A company spokesman said hopes for a settlement were pinned on talks at the industry's industrial council between managements and the National Union of Sugar Manufacturing and Refining Employees

At TMSA, which closed its plant on Friday after a strike by about 1 600 black workers over the sacking of three workers, a management statement said about 1 500 workers had been fired

after they failed to return. Workers who returned this morning would be considered for re-employment

A spokesman for Fosatu's Metal and Allied Workers' Union said the company had refused a union request to negotiate on the dispute and that workers were refusing to return until the three were reinstated

"They still regard themselves as company employees and they want Mawu to negotiate on their behalf," he added

Management confirmed it refused to negotiate with Mawu "As these people had already been dismissed for not working, they were no longer employees and had no interest in the matter," the spokesman said

'Anti-union'

At Johnson Tiles the general secretary of the Building, Construction and Allied Workers' Union, Mr Frank Mohlala, said workers had "downed tools" because they were angered by consistent dismissals of unions' representatives

Some management men had "adopted a consistently anti-union attitude, threatening union members and sacking worker representatives"

At Triomf's Chloorkop plant, where workers have been on strike since Friday, a company statement said worker representatives were told yesterday morning that management would discuss their grievances if workers returned by 1 o'clock

The company had made transport available for the 500 workers but they did not react and were discharged

Dispatches to farmers had been resumed with the assistance of 'more than 100 white schoolboys' and co-operatives and farmers had also offered help

Start 10/17
143

Labour unrest on East Rand

By Drew Forrest

The Cusa-affiliated SA Chemical Workers Union has entered the fray at the Triomf Fertiliser plant in Chloorkop and is seeking talks with management on the fate of 500 Triomf workers sacked this week after a two-day strike.

More labour unrest has erupted on the East Rand with a strike by about 70 members of the Fosatu Worker Project at Stone Platt Electrical in Boksburg. According to a Fosatu spokesman, they are demanding a R14 weekly wage increase.

At Boksburg foundry 170 workers have decided to continue their strike until management agrees to take them all back. A Metal and Allied Workers Union spokesman said the company had offered to take back all the strikers except four men accused of assaulting a fellow worker.

The strike began on Monday.

At the Telephone Manufacturers of SA plant in Springs most of the 1 500 workers dismissed on Monday after a three-day strike are still refusing to re-apply for their jobs or collect their pay, according to a Fosatu spokesman.

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2 600 BOS OTM STRIKE

MERCEDES Benz manufacturer EDA's East London plant was brought to a virtual standstill yesterday by its third strike in less than a week and management threatened to sack the 2 600 workers if they did not return.

Two new strikes were reported on the East Rand and the strike by 2 000 workers in protest at the Government's proposed pension Bill, which has closed four Hulett's sugar mills, continued as labour unrest hit three provinces

BY STEVEN FRIEDMAN

Johnson Tiles in Ohlantsfontein fired nearly 300 workers as a strike at the plant continued and Triomf's Chloorkop fertilizer plant, where 500 strikers were fired on Monday was still relying on schoolboy help to keep deliveries running and unionists claimed workers were being forced to collect their pay

Spring's biggest non-mining employer, Telephone Manufacturers of SA, which fired 1 500 strikers on Monday, yesterday reported only 60 applications for re-employment

A new strike was reported yesterday at Boksburg North electrical company Stone-Stram-Cor, where about 70 workers downed tools in support of pay demands

And a representative of the Federation of South African Trade Unions said the company's management was refusing to negotiate with Fosatu
A company spokesman confirmed the strike but refused to

comment further

And worker sources reported a strike by about 150 at another Boksburg metal factory, Land F. Meller, in protest against dismissals

A company spokesman said the strike had lasted "only two hours" and had been settled. Not all 150 workers were involved, he said.

At CDA, the plant came to a virtual standstill again as workers, who had returned to work yesterday morning in response to a call by Fosatu's National Union of Motor Assembly and Rubber Workers, walked out again before lunchtime

A company statement said workers who did not report today would be replaced by others tomorrow. Recruitment of new workers to replace those who did not return would begin on Thursday morning, it said

NUMARW's general secretary, Mr Fred Sauls, said that the union had advised workers to return because only two of the five dismissals which sparked the strikes had not been resolved

"But management has said they will not investigate cases which the police are also investigating and workers are demanding that the fired workers be reinstated before they resume work

"We believe this has nothing to do with it and we call on management to process the dismissals and thus end the dispute"

A company spokesman said that one of the cases was no longer under police investigation and could now be resolved and that CDA had asked police to speed up the other "But we cannot preempt a police investigation", he said

At Hulett's, the National Union of Sugar Refining and Manufacturing Employees was due to report back to workers today on attempts to resolve the dispute at the industry's industrial council

At Triomf, a spokesman for the Council of Unions of South Africa's (Cusa) SA Chemical Workers Union, which claims majority membership at the plant, alleged that company officials were "forcibly bussing workers to the plant and making them collect their pay"
"They will then presumably be sent back to the homelands," he said

Recruiting

A company spokesman said Triomf was recruiting new labour, but that it was still relying on white schoolboys to help it load fertiliser and expected to do so until the end of the week

At TMSA, a company spokesman said 200 of the company's 1 600 black workers were back and that 60 had asked for re-employment. Despite the sackings, it is understood that management is hoping that strikers would seek re-employment

A Fosatu spokesman said workers were still refusing to return until their demand that three sacked colleagues be reinstated was met

At Johnson Tiles, where workers struck in protest at dismissals which they saw as "victimisation" of shop stewards of Cusa's Building, Construction and Allied Workers Union, the strike entered its second day yesterday

Union general-secretary Mr Frank Mohlala said all the nearly 800 black workers were involved and that they were refusing to return until their demands were met that a union shop-steward be reinstated and that two foremen accused of being hostile to the union be sacked

The company's managing director, Mr Keith Dixon, said, however, that only about 300 workers were involved and that they had been fired

He denied union allegations that its members were victimised "Only one man has been dismissed — for reasons unconnected with union work. We are not anti-union and will deal with any reasonably representative union," he said

While supervisors may have made anti-union statements, these were not company policy, Mr Dixon said

Row over STA 8/10/81 handling of Triomf strike

By Drew Forrest

A row has erupted over the management handling of the two-day strike at Triomf Fertilisers in Chloorkop where about 500 workers were dismissed on Tuesday

In an open letter to the group's executive chairman, Mr Louis Luyt, the South African Chemical Workers Union criticises what it describes as the "crude and reprehensible" approach of management to the dispute

SACWU general secretary Mr Dan Tau alleged in the letter that after workers had been dismissed police and armed company personnel visited their hostel in Thembisa. "Under extreme duress," he claims, the workers boarded trucks and were taken to the factory under police escort to collect their pay

Mr Tau wrote that some workers were re-employed while the rest were placed under the supervision of armed management representatives. After being taken back to the hostel, he says the latter group of workers were given 10 minutes to pack their belongings before eviction

The allegations were yesterday strongly denied by Triomf general manager Mr J I Becker. "Police were there but that is their prerogative," he said

He said workers had returned to the plant of their own free will and more than 300 had been re-engaged

Answering union charges that management had refused to deal with SACWU, Mr Becker said it was company policy to talk to unions representing its employees but "in this case the union no longer has members at the plant"

300 fired men get jobs back

CT 8/10/81

(152) (143)

Own Correspondent

JOHANNESBURG — Fired strikers at the Triomf Fertilizer plant at Chloorkop were this week forced by armed company officials to return to work or to leave their hostels and return to the homelands, the SA Chemical Workers Union claimed yesterday.

Mr J J Bekker, a Triomf general manager, yesterday dismissed the allegations. He confirmed that company officials who had visited workers at their hostel in Tembisa, had been armed but said they had been supplied with guns for their own protection only.

About 500 workers were fired from the plant for taking part in a wage strike this week. A company statement yesterday said that 'more than 300' of them had been re-employed by the company and that work was back to normal.

Visited

The SACWU's general secretary, Mr Dan Tau, said yesterday that the workers who are all contract workers, were visited at the Tembisa hostel this week by armed company officials.

"They were then forced on to company lorries and taken to the plant where some of them were forced to collect their pay.

"They were divided into two groups and the one was told to start working again while the other was taken back to the hostel and told to pack their bags and leave. They were told to go to the station and return to the homelands.

"At no stage were they given any choice as to whether they wanted to work or go. The company decided that for them."

Mr Tau claimed that the SACWU represented a majority of the fired men but

that management had refused to negotiate with the union.

The general secretary of the Council of Unions of SA, Mr Piroshaw Camay, said later that, as contract workers the strikers could not remain in the area for more than 72 hours after they were fired.

"Time is running out for them and we fear they will be bundled off to the homelands."

Mr Bekker yesterday described the SACWU's claims as 'a lot of nonsense'. He said workers had returned to the plant voluntarily on Tuesday and had gathered outside the gate. Management had begun talking to them.

'Appointment'

"A union man then arrived. He was told that we would not talk to him because he did not have an appointment and because he did not represent any of our workers as all their supposed members had been dismissed."

Workers had then left the plant. Company officials had gone to the Tembisa hostel to ask workers whether they wanted to come back.

"They all eagerly said they did. They were never forced to. Although the officials had guns this was to protect them only," Mr Bekker said.

When workers arrived at the factory, they were given the option of being re-employed or leaving the company. "Once again there was no compulsion. More than 300 asked to be re-employed and they are working normally."

Mr Bekker said that the hostel was run by the local black administration board rather than Triomf but that workers who lost their jobs were not legally entitled to live there.

'Force' was used on fired workers

THE SA Chemical Workers' Union claimed yesterday that fired strikers at the Triomf Fertiliser plant at Chloorkop were "forced" by armed company officials this week to return to work or to leave their hostels and return to the homelands RDM 81081 (12) (143)

Mr J J Bekker, a Triomf general manager, yesterday dismissed the allegations, saying officials had been supplied with guns for their own protection when they went to a hostel in Tembisa.

About 500 workers were fired from the plant for taking part in a wage strike this week. A company statement yesterday said that "more than 300" had been re-employed and that work was back to normal.

The SACWU's general secretary, Mr Dan Tau, said company officials "forced" workers on to lorries and took them to the plant where some of them were "forced to collect their pay".

"They were divided into two groups and the one was told to start working again while the

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other was taken back to the hostel and told to pack their bags and leave. They were told to go to the station and return to the homelands

"At no stage were they given any choice as to whether they wanted to work or go."

Mr Bekker yesterday described SACWU's claims as "a lot of nonsense"

Company officials had gone to the Tembisa hostel to ask workers whether they wanted to come back

When workers arrived at the factory, they were given the option of being re-employed or leaving the company

CT 9/10/81

Wave of strikes subsides

Own Correspondent

JOHANNESBURG — The strike wave which has hit several parts of the country subsided yesterday as 2000 workers at four Hulett's sugar mills in Natal and 283 workers at Epol in East London returned to work

But disputes arising out of the dismissal of striking workers are continuing at several plants

Workers fired by Johnson Tiles, a British multinational company, at Vereeniging have accused the firm of sending police and East Rand Administration Board officials to arrest them at their hostel in Tembisa on Wednesday night

A spokesman for Hulett's said all 2000 workers who had been on strike at four Natal sugar mills in protest against the government's pension legislation had returned to work

This firm agreed to suspend their pension contributions pending further negotiations

Mr A Hambly, operations director of Epol, said 283 black workers who had gone on strike at its East London plant in support of a demand that their pension contributions be paid out had agreed to return to work

This came after negotiations with elected worker representatives and officials of the African Food and Canning Workers' Union

The spokesman said the firm had agreed that the contributions could be paid out if the workers still wanted this in a weeks time

Workers would have to resign and would be re-em-

ployed, which meant that they would forfeit their service benefits — but the company was investigating ways whereby their benefits would be preserved

The dispute between the Building, Construction and Allied Workers Union and Johnson Tiles took a new turn when workers accused the company of sending police and Erab officials to their hostel to arrest them

The workers were among those fired on Monday after striking over the dismissal of a shop steward whom they say has been victimized

They claimed the policemen and board officials said the company had sent them. The hostel superintendent then produced a list of people the company did not want back and these men were told to get into police vans. They were released after other workers demanded to be arrested with them they said

They were told to report to the factory yesterday to be paid off, but decided at a later meeting not to go. They said workers were demanding unconditional reinstatement for themselves as well as the shop steward

A police spokesman confirmed that policemen had gone to the hostel to assist Erab officials in a 'general search' of the workers, but no attempt had been made to arrest anyone

A union spokesman said yesterday the firm had rejected a request for a meeting. He added the union would inform the British Trade Union Council of the dispute

Cusa

takes a

stand

for

workers

By SELLO RABOTHATA

THE Council of Unions of South Africa (CUSA) has issued a statement against the dismissal of 800 workers at Johnson Tiles in Ohlantsfontein and Triomf Fertilisers in Chloorkop.

The statement said it was evident that after the dismissals by management at both Triomf and Johnson Tiles that there was a blatant disregard for black trade unions. The facts are as follows, says the statement

- In both companies managements were aware that the SA Chemical Workers' Union and the Building, Construction and Allied Workers' Union were organising workers
- Management was also aware that the unions represented the majority of the workers.
- Workers' grievances were brought to the attention of management by workers, these grievances were ignored by management
- Workers then took matters into their own hands and went on a work stoppage to focus attention on their grievances
- Instead of seeking resolutions to these grievances,
 - a) either by negotiating with workers, or
 - b) by approaching the unions management in both instances gave ultimatums to the workers to return to work or consider themselves fired

Union officials were escorted off the Triomf premises by members of the police force when they arrived by appointment to speak to management. In the case of the Triomf company, personnel together with members of the police force escorted workers back to the company premises to collect their pay.

Workers were then divided into two groups and

those chosen to work were sent back onto their shift and the remainder were then divided into language groups. These workers were then escorted back to the hostels, given ten minutes to get their belongings together and then escorted off the hostel premises.

It is clear to us, said the statement, that management at Triomf avoided dealing with the union, that plant managers and head office refused to speak to the union, that they took vicious advantage of the migrant labour situation and that they may have infringed labour law by employing white school boys as scab labour.

"While at no time was life and property in danger the role the police played was prominent. No matter what the exhortation, about labour dispensation, very little has changed in South Africa."

Strikes at East London firms settled

EAST LONDON — Managements at both Epol and TFM expressed confidence yesterday that their strike-hit factories would resume production today

Both factories were hit by strikes on Wednesday and were not working yesterday.

At the Epol factory, where about 150 workers downed tools in demand of the return of their pension fund contributions, it was agreed to resume work today

The branch manager of the factory, Mr R Kreusch, said that following talks between the management and the African Food and Canning Workers Union (AFCWU) yesterday it was agreed to end the strike

"I think the workers were concerned about their pension fund being transferred automatically to another company if they leave us."

At the TFM motor component factory, where the entire workforce of 55 went on strike over the dismissal of seven workers on Wednesday morning, work is also expected to return to normal today

The managing director of the factory, Mr R Alford, said most of the workers had returned for work yesterday

Mr Alford said on Wednesday that those who had walked out had dismissed themselves, but that he would re-employ those who wanted to return to work

"Almost all the workers came back today and after discussions it was decided there would be no work today and they could come back tomorrow to start

work," Mr Alford said.

Meanwhile, there was a full workforce turnout at Car Distributors Assembly (CDA) yesterday with all sections of the plant working normally

A spokesman for the company said the only absenteeism from the factory was "the normal dozen or so off work that one can expect in a factory that employs close on 3 000 workers"

Meanwhile, a spokesman for Huletts said all 2 000 workers who had been on strike at four Nat-al sugar mills in protest against the government's pension legislation had returned to work

This came after the firm had agreed to suspend their pension contributions pending further negotiations over the issue

On the Reef, the dispute between the Building, Construction and Allied Workers' Union and Johnson Tiles, a British multinational, took a new turn when several workers accused the company of sending police, and administration board officials to their hostel to arrest them on Tuesday night

The workers were among those fired on Monday after striking over the dismissal of a union shop steward whom they believe has been victimised

A police spokesman yesterday confirmed that policemen had gone to the hostel to assist board officials in a "general search" of the Johnson workers, but said no attempt had been made to arrest anyone — DDR

July 14/10/81

Sixth Cusa union is registered

Labour Reporter

Another Cusa-affiliated union, the Building, Construction and Allied Workers Union, has been registered

It is the sixth Council of Unions of South Africa affiliate to be registered

The registration for the union covers only black workers in the industry for the Transvaal, Natal and Eastern Province

Mr Frank Mohlala, general secretary, said the registration was granted from last week and came almost one year after the union had first applied

He was critical of the fact that they had been "forced" to apply for registration for black workers only.

He said if people of other race groups wished to join he would apply for extension.

743

PRO	STD10	4	0
	NONE	14	3
	SUBA-2	20	14
	STD3-5	2	1
	STD6-7	5	0
	STD8-9	14	2
	STD10	2	3
CLC	NONE	20	14
	SUBA-2	2	5
	STD3-5	4	5
	STD6-7	5	3
	STD8-9	1	14
	STD10	1	15
BCT	NONE	14	14
	SUBA-2	3	14
	STD3-5	14	3
	STD6-7	2	15
	STD8-9	15	2
	STD10	1	15
SKLDMAN	NONE	2	20
	SUBA-2	6	4
	STD3-5	9	4
	STD6-7	2	8
	STD8-9	5	2
	STD10	3	5
LONONMAN	NONE	5	5
	SUBA-2	2	4
	STD3-5	5	4
	STD6-7	8	5
	STD8-9	5	1
	STD10	4	14
SEMI	NONE	15	0
	SUBA-2	2	2
	STD3-5	13	15
	STD6-7	2	2
	STD8-9	4	0
	STD10	15	2
UNSKL	NONE	1	2
	SUBA-2	15	15
	STD3-5	2	2
	STD6-7	3	13
	STD8-9	15	2
	STD10	1	4
EXC	NONE	13	5
	SUBA-2	4	2
	STD3-5	1	15
	STD6-7	15	0
	STD8-9	1	2
	STD10	14	15
PRO	NONE	0	2
	SUBA-2	2	0

PROJECT

RDM 15 10 81 (143)

Unions appeal for foreign aid over disputes

TWO local black unions have sought the help of powerful overseas labour organisations in an attempt to resolve disputes arising out of recent strikes on the Witwatersrand

The Building, Construction and Allied Workers' Union has appealed to the British Trade Union Council to approach the British parent company of Johnson Tiles at Olifantsfontein, where workers were fired after a recent strike

A union spokesman said this week the TUC had secured an agreement from Johnson Tiles' parent company that workers would be reinstated and that the firm will meet the union

However, he claimed local management wanted to re-employ selected workers only — which the British unions "totally rejected" He also claimed the

Labour Correspondent

firm had told fired contract workers to vacate their hostel in Tembisa township by Monday afternoon.

Company spokesmen could not be reached for comment

Meanwhile, the Metal and Allied Workers' Union has called on the International Metalworkers' Federation to intervene in its dispute with Telephone Manufacturers of SA (TMSA) in Springs

TMSA is a subsidiary of General Electric Company and the union has asked the IMF to approach GEC in an attempt to bring the local management to the bargaining table.

The union wants to meet the company to discuss the re-instatement of workers fired after the entire black work-force of 1 600 went on strike recently

Up to now, TMSA has refused to meet the union

Nine people appeared in the Kwa-Thema Magistrates' Court on Monday on charges of assault following the unrest They were released on bail, paid by the union, and the case was postponed to next Monday

A spokesman for TMSA said yesterday almost 1 000 of the 1 600 dismissed workers had been re-employed, and about 100 new workers had been taken on

Unions appeal to overseas labour bodies

Own Correspondent

JOHANNESBURG — Two local black unions have sought the help of powerful overseas labour organizations in an attempt to resolve disputes arising out of recent strikes on the Rand

The Building, Construction and Allied Workers' Union has appealed to the British Trade Union Council to approach the British parent company of Johnson Tiles at Olifantsfontein, where workers were fired after a recent strike

A union spokesman said the TUC had secured an agreement from the parent company that workers would be reinstated and that the firm should meet with the union

However, he claimed local management wanted to re-employ selected workers only — which the British unions "totally rejected" He also claimed the firm had told fired contract workers to vacate their hostel in Tembisa township

It was not known whether the workers were actually evicted but the union was seeking an urgent meeting with management, he added

Company spokesmen could not be reached for comment Meanwhile, the Metal and Allied Workers' Union has called on the International Metalworkers' Federation to intervene in its dispute with the Telephone Manufacturers of SA (TMSA) in Springs

TMSA is a subsidiary of the General Electric Company and the Fosatu-affiliated union has asked the IMF to approach GEC in an attempt to bring the local management to the bargaining table

The union wants to meet with the company to discuss reinstatement of workers fired after the whole black workforce of 1 600 went on strike recently

Up to now, TMSA has refused to meet with the union Nine people appeared in the Kwathema Magistrates' Court last Monday on charges of assault following the unrest. They were released on bail, paid by the union, and the case was postponed

A police spokesman said another two people had been arrested in connection with alleged cases of assault and another arrest would be made

A union spokesman condemned the involvement of the police in the dispute

He added "It seems TMSA management is using the police to weaken the resolve of the workers"

He said the company was still refusing to talk to union officials, which was "damaging to worker-management relations"

A spokesman for TMSA said almost 1 000 of the 1 600 dismissed workers had been re-employed, and about 100 new workers had been taken on.

He reiterated that the firm would not take back 200 workers who were fired first after starting the strike

'NO SPACE' FOR 300 STRIKERS

MORE THAN 300 workers who went on strike at Johnson Tiles in Mantsfontein were this week told they could not be re-employed as there was no space for them any more.

Mr Frank Mohlala, general secretary of the Building, Construction and Allied Workers' Unions said the workers had applied for re-employment at the factory on October 13 but were told there were no vacancies. Most of the vacancies were said to have been filled while the workers were on strike.

The work stoppage at Johnson Tiles started on September 22 when workers demanded the reinstatement of a fired colleague, dismissal of two supervisors and recognition of the BCAWU.

Mr Mohlala said: "On October 13 the workers went to the factory and one of the shop stewards was re-hired and the others not. The following day when he went to start work a black supervisor told the foreman who had hired the shop steward about him.

The foreman, according to the shop steward, said he could not take him any more as 'Ek het nie geken dat jy is k k, ek kan jou nie meer vat nie'. The shop steward was then turned back.

"Most of the workers who

come from the homelands decided to go back home. Those who qualify to stay and work in the area went to the labour bureau in Kempton Park to fix their reference books so as to start looking for other jobs, but they were told that they were still needed at Johnson Tiles.

The situation has been like this even at other companies where some of the workers go to look for jobs. Everywhere BCAWU members are told Johnson Tiles still needs them, but when they go back there they are told that there are no vacancies.

Mr C J Joubert, personnel manager at Johnson Tiles, said the company had done everything possible to get all

the workers back at work. He said he first told them on October 5 to return to work as the factory could not stop production through their action.

"We tried on several occasions to get them back and when they did not respond we started hiring a new workforce. By October 13 we had already filled 50 percent of the vacancies. We could thus not take all those who had gone on strike. We are not anti-union, as some of them think."

Mr Joubert said he could not comment on what the foreman is alleged to have said to the shop steward who was hired and then dismissed the following day.

SELLO RABOTHATA

D-day for objections to Pension Bill

JOHANNESBURG — Today is the closing day for objections to the controversial draft Preservation of Pensions Bill and officials say they have received a growing stream of comments on the bill

A union leader again warned yesterday of deep-rooted black worker objections to the bill

The draft bill, which has sparked heated comment and a spate of strikes by black workers, was released some weeks ago for comment and objections

The government announced it was going ahead with the bill, but that it would not implement it for three years

However, the issue is still prompting strikes in various centres

A spokesman for the office of the Registrar of Financial Institutions said yesterday that "an ever-thickening stream" of reactions to the draft bill had been received

The bill provides for all employee contributions paid into pension funds after it becomes law to be "preserved" — employees

will not be able to withdraw contributions when they leave a job, but will receive their pension pay-out on retirement

Most black unions want the bill scrapped in its entirety. They have received unexpected support from "free marketeers" who argue that the bill is a socialist measure and that it would allow "the state to get its hands on private pension money"

But the broad thrust of the bill still draws substantial employer support

The government seems determined to go ahead with the bill in some form. However, changes to the draft bill appear certain

One clause which seems almost certain to go is that which allows for pension funds to be exempted from the proposed law if there is a threat of "serious unrest"

This clause has been widely condemned by employer spokesmen, some of whom see it as an "invitation to strike action"

At the same time, the government has received several suggestions from employers who want to see

the measure retained, but modified to prevent unrest

These include exempting workers earning below a set amount and exempting provident funds from the measure, thus allowing workers to negotiate a fund which is not covered by the bill

Meanwhile, black union objections to the bill were reiterated yesterday when Mr Piroshaw Camay, general secretary of the Council of Unions of SA, addressed the National Development and Management Foundation

Mr Camay said it was "important to note why workers are rejecting the proposal"

He said their past experience with the administration of pension funds was "negative" and they "have no faith that the scheme will work to their benefit"

They also rejected the scheme "on the basis that they were not consulted". Workers were also motivated, Mr Camay said, by "mistrust of the role of the state" and the "lack of credibility in the white rulers" — DDC

Trade union to be recognised by Putco

RDM 14/11/81

By STEVEN FRIEDMAN

THE PUTCO bus company is to sign its first full recognition agreement with a black trade union next week, according to a company statement issued yesterday.

The union is the Transport and Allied Workers Union, whose members were involved in the two strikes at Putco's Soweto depots last year which left thousands of commuters stranded and led to the opening of recognition negotiations.

It is believed that an agreement with TAWU would mean that Putco would become the first company in the country to have signed company-wide recognition agreements with two independent black unions.

Preliminary

Putco last year signed an agreement with the Transport and General Workers Union.

But this was only a preliminary agreement, setting out the relationship between the two parties, a Putco source said yesterday.

Negotiations between Putco and TAWU have been in progress for 18 months and have been in danger of breaking down on at least one occasion.

Putco claimed at TAWU had

agreed to the terms of the agreement, but had not "showed up" for the ceremony.

The union, however, claimed that it had simply told the company that it would take the agreement back to its members for ratification, but had warned that they might not accept it.

At a worker meeting they had rejected it and the union had therefore not been prepared to sign, TAWU said.

Signatures

Union spokesmen could not be contacted yesterday, but according to Putco's statement, the agreement will be signed on Tuesday by the company's managing director, Mr Albino Carleo, and TAWU's general secretary, Mr Michael Mohatla.

It added that, in terms of the agreement, TAWU would be recognised as the representative of workers at any Putco division where it could prove the support a worker majority — "50% of the work force plus one".

Fosatu's TGWU has a similar arrangement with the union — it claims majority support at Putco's Springs depot.

The union is also known to claim majority support in Soweto depots.

She lives for work

By Tony Davis,
Labour Reporter

Trade unionism is a 24-hour-a-day job for Emma Mashinini, secretary of the Commercial, Catering and Allied Workers Union

Emma was a further member of CCAWUSA when it was established in August 1975. She was secretary and organiser for the union, she recalls today CCAWUSA boasts a nationwide membership of about 20 000 workers and 17 full-time staffers

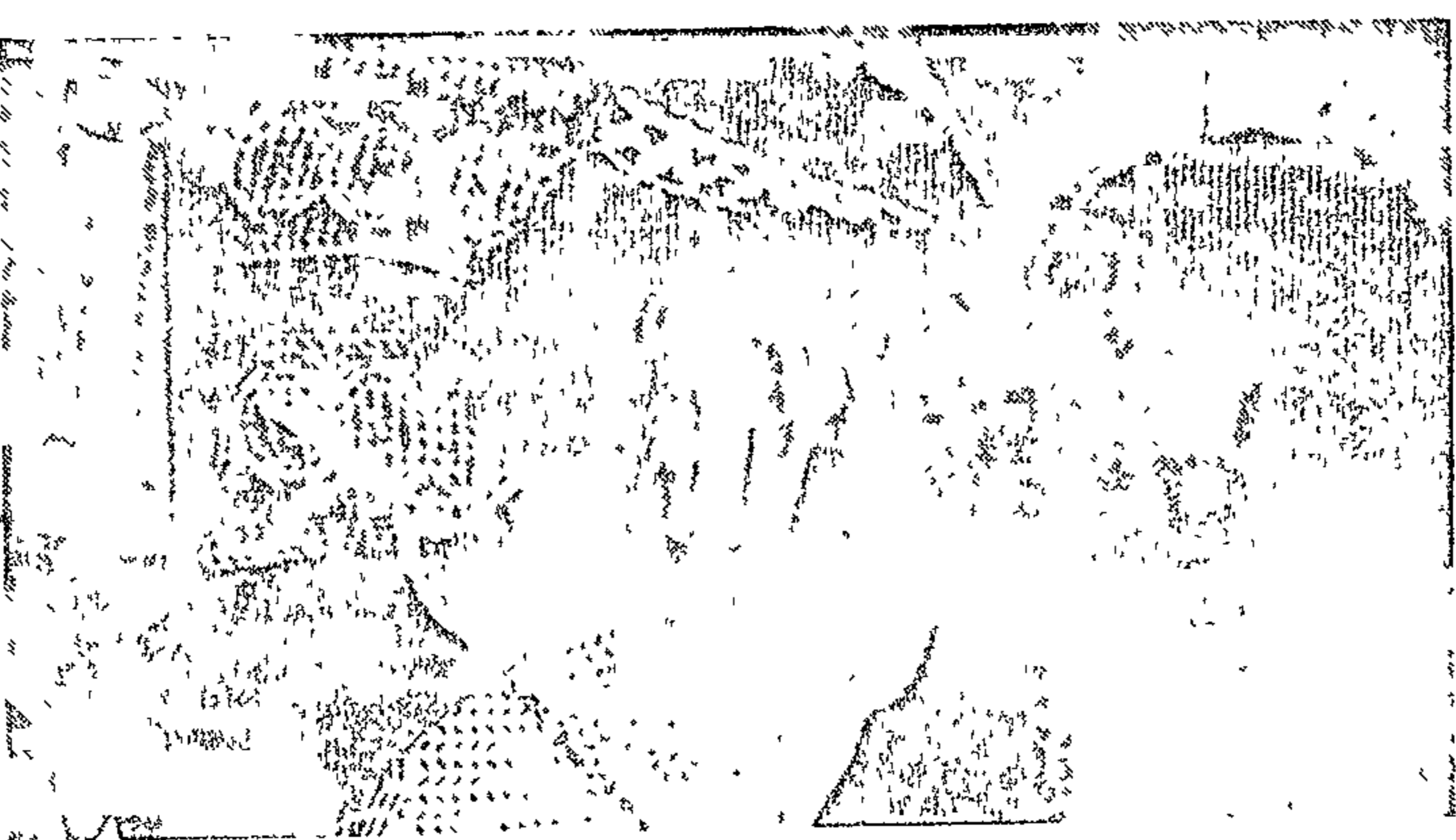
The union was formed to face a growing need by a new category of worker in South Africa — the black shop assistant — people who were taking over positions previously held by whites

She left the Tusca-affiliated National Union of Clothing Workers and her colleague Lucie Mvubelo to found CCAWUSA.

I was a shop steward in the NUCCW and held other executive posts for about a dozen years but I found there was a need elsewhere," Emma says

Emma started work at the Johannesburg clothing business of H J Henochsberg and was one among many black trade unionists to establish worker consciousness on the Reef

CCAWUSA has obtained recognition agreements with a number of major companies, such as OK Bazaars, Allied Publishing, Greatmans and Macro.



There is no reason why white-worker unions cannot amalgamate with black unions.

The union did not get off to an easy start nor has its history been free of dispute Emma used to spend her time travelling about the Reef trying

are branches on the Reef in Natal Port Elizabeth Orange-Vaal area and East London

At present Emma is engaged in fighting for the jobs of 90 workers dismissed after a wage dispute at the Germ Furniture chain in Durban

Emma is proud of CCAWUSA's growth in a period of 6 years one of the union's shop stewards at Sabotburg

The shop steward's husband a Secretary of the union had been posted to Orange and local activities were halted for a period in a house in the township

She refused any help that would help her not and the shop steward was a leader validating her residence

There have been other disputes Allied Publishing, CCAWUSA refuses to accept recognition agreements where the only settlement is cheque-off facilities (union dues taken off pay cheques)

Any agreement must include items such as shop stewards and time off for their union work," says Emma

She is adamant that CCAWUSA is an "independent" trade union with no affiliation to any federation When the Federation of South African Trade Unions (Fosatu) was established in

early 1977, Emma says CCAWUSA steered clear because of the number of white executives who were taking executive positions in the federation

Emma returned earlier this month for a conference in Salisbury, Zimbabwe where she chaired a meeting of the Southern African Advisers Council of the International Federation of Commercial Clerical Professional and Tech

She was re-elected chairman and a number of resolutions were tabled and passed These included

Rejection of the industrial control system because it ignored shop-floor issues

A condemnation of the apartheid system for driving fundamental human rights and a call on the South African Government to immediately release or detain detainees

A condemnation of defector Whitout trial and what many workers and migrant labourers faced as regards wages and working conditions

A call on Anglo-American and Louiño to take steps to improve conditions and accept the rights of freedom of association and collective bargaining for workers

Emma noted that in Zimbabwe, as in South Africa, there existed the problem of amalgamation between black and white unions

Argus 27/11/81

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145
150
155
160

Thirteen detained, clerics' homes raided

Argus Correspondent
JOHANNESBURG —
THIRTEEN leading
trade unionists, students
and labour experts were
detained early today in a
nationwide security police
swoop

They were detained in
terms of Section 22 of the
General Laws Amendment
Act which allows for them
to be held for up to 14
days without being
charged

Those known to have
been detained are. Mrs

Emma Mashinini, general
secretary of the Commer-
cial, Catering and Allied
Workers' Union (Ccawusa)
and Mr Sam Kikine,
general secretary of the
South African Allied
Workers' Union (Saawu).

EDITOR

Mr Samson Ndou, presi-
dent of the General and
Allied Workers' Union and
his organising secretary,
Mrs Rita Nzanga, and Mr
Nicholas 'Fink' Haysom, a
labour consultant and

brother of the Argus's
New York bureau staffer,
Cheetah Haysom

Also held are Mr Neil
Agate, regional secretary
of the Food and Canning
Workers' Union, Mr Fioz
Cachalia, a former Wits
student presently serving
a five-year banning order,
and Miss Merle Favis,
editor of the Labour Bul-
letin in Durban

Miss Debbie Elkon, a
University of the Wit-
watersrand medical stu-
dent and former girlfriend

of Terrorism Act detainee,
Mr Alan Fine — she re-
cently had bricks thrown
through her car and home
windows; Miss Liz Floyd,
of the Industrial Aid
Society; Miss Renee Roux,
a former researcher at
the Institute of Race Rela-
tions; and Mr Pravin
Gordham and Mr Unus
Mohamed, executive mem-
bers of the Natal Indian
Congress

Also detained was Mr
Colin Purkey, a Wits
University graduate now
doing an MA in psychology
with the University of
South Africa.

Police, in camouflage
uniforms, kept guard while
security police searched
the homes of prominent

(Continued on Page 3, col 9)

(Continued from Page 1)

clerics here, including the Greenside home of the Rev Beyers Naude, who is still banned.

Police stopped the Press, legal representatives and friends from entering the houses during the search.

The first search completed was at the home of Dr W. Kistner, director of the justice and reconciliation division of the SA Council of Churches (SACC).

Dr Kistner said police had taken private letters and documents. They had been polite.

At the Melville home of the Rev Geoff Davies, his attorney, Mr William Lane, attempted to see Mr Davies but was prevented by a security policeman who told him 'You are wasting my time'.

Mr Davies, the director of the department of mission at the Anglican Church, said the police had shown signs of aggression.

At one stage they had threatened to arrest Mr Lane, who had insisted on seeing him.

After Mr Davies intervened, Mr Lane left without interviewing him.

BANNED ANC

Mr Davies said the search warrant mentioned banned organisations, including the African National Congress. He said the police seemed especially interested in documents involving strikes and conscientious objection.

They took 13 documents including drafts of articles he was planning to publish.

Police also searched the house in Loch Avenue, Parktown, occupied by a Catholic women's religious group, known as the Grail.

● See Page 7.

Union signs
SIAK 4/12/87
recognition
(3) (143) (11)
agreement

Labour Reporter

The Cusa affiliated Transport and Allied Workers Union this week signed a preliminary recognition agreement with Greyhound Bus Lines

The agreement covers the union's membership on the West Rand, according to Tawu's general secretary, M1 Mike Mobatla

The preliminary agreement sets out the intent of both parties to enter into a main recognition agreement in the future

Mr Mobatla said Tawu was satisfied with the agreement

Strike-hit firm and union enter into agreement

ADM 10/12/81

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Labour Reporter

A VEREFNIGING bus company, Vaal Transport Corporation, which was hit by a drivers' work stoppage a week ago announced yesterday that it had signed a preliminary recognition agreement with the black Transport and Allied Workers' Union.

TAWU says just under half the company's 890 plus workers are its paid-up members and that more than 60 percent are signed up union members.

The announcement comes only a day after TAWU was accused by another black union, the Commercial Catering and Allied Workers' Union of SA, of refusing to help 10 drivers arrested during the stoppage.

CCAWUSA claimed it had agreed to help the drivers with bail and legal expenses after TAWU to which the men said they belonged had refused. TAWU, it said, had told the men it would not help because they had been wrong to join the stoppage.

TAWU's general secretary, Mr Michael Mohatla, yesterday refused to comment on this claim. "I am still looking into it," he said.

The stoppage, which was sparked by pay demands, brought the company's buses to a halt for a short time.

Yesterday's statement by the company, which is owned by United Transport Holdings, a British company, said the agreement set out the intent of entering into a main recognition and procedural agreement, with TAWU.

'Stepping-stone'

Its aim, it said, was to "establish normal relations" between the two parties.

Vaal Transport's statement added that the agreement -- signed on Tuesday -- would "hopefully" lead to negotiations on a full and formal recognition and procedural agreement in the near future.

It added that Mr Mohatla had "expressed his satisfaction" in reaching agreement.

Mr Mohatla said yesterday that the agreement granted the union "stop order" facilities and dealt with issues such as union representativeness.

"It covers all the issues usually dealt with in an agreement except wages and discipline and grievance procedures," he added.

He said TAWU saw the agreement as "a bridge to the main discussions on recognition".

"We see it as a stepping stone to fully normalising our relationship with the company," he added.

Strike at Edgars

SOWETAN 11/12/81 By JOSHUA KABOROKO

ABOUT 350 workers employed by Edgars Warehouse in Johannesburg yesterday went on strike after several demands were not met by the management

The workers, all members of the Commercial, Catering and Allied Workers Union of South Africa, told The SOWETAN that they would not go back to work until their demands were met by management

The workers demanded the reinstatement of three of their colleagues — one of them sacked on Thursday — recognition of their trade union, transference of a white supervisor to another department, that they should not be victimised, and that they should be paid their full salary while on strike

A spokesman for the workers said that three of their colleagues were dismissed from their employment — the latest victim on Wednesday — after they were "unfairly treated" by a white supervisor

The industrial relations manager of the company, Mr Don Fenley, confirmed that the workers decided to stop work yesterday after they had complained of the "unfair dismissal of one of the workers"

As far as he was concerned Mr Fenley said, the worker was dismissed because of poor attendance, low production and other problems in the establishment

The workers were expected back at work today he said

60 workers

at dairy 16/2/67

lose jobs

Labour Reporter

About 60 workers at the National Cooperative Dairies plant in Mooi River have lost their jobs over a dispute involving dismissals.

According to a statement released by NCD, half the plant's black workers had refused to work on Friday in support of their colleagues who were dismissed on the previous day. They were given the option to return to work but refused to do so, the statement said.

However, a spokesman for the Sweet, Food and Allied Workers' Union said the workers claimed they were not being paid overtime wages by NCD and had stopped work in protest.

The union organiser said 21 workers had refused to work more overtime until they were assured of overtime pay. They were dismissed and on Friday a workers' committee approached management and called for their reinstatement. This was rejected.

After a second unsuccessful meeting they were told by NCD to leave the plant if they were not prepared to work, the spokesman said.

Work out your reading rates for your prescribed books - you will then know in advance whether to schedule a whole weekend for a chapter, or whether to read it on the train on the way home. Try to do the same for test preparation, essay planning and writing, etc.

(B) The second missing element is obvious. You have work to do, time to do it, but where do you do it? Studies on study areas suggest that a good place to study:

- (i) Is free from interruption (noise, visual friends, people constantly walking past)
- (ii) Is out of sight of a telephone!
- (iii) Has a firm, comfortable chair, but not so you can fall asleep.
- (iv) Has good, even light
- (v) Is cool and comfortable
- (vi) Is available to you

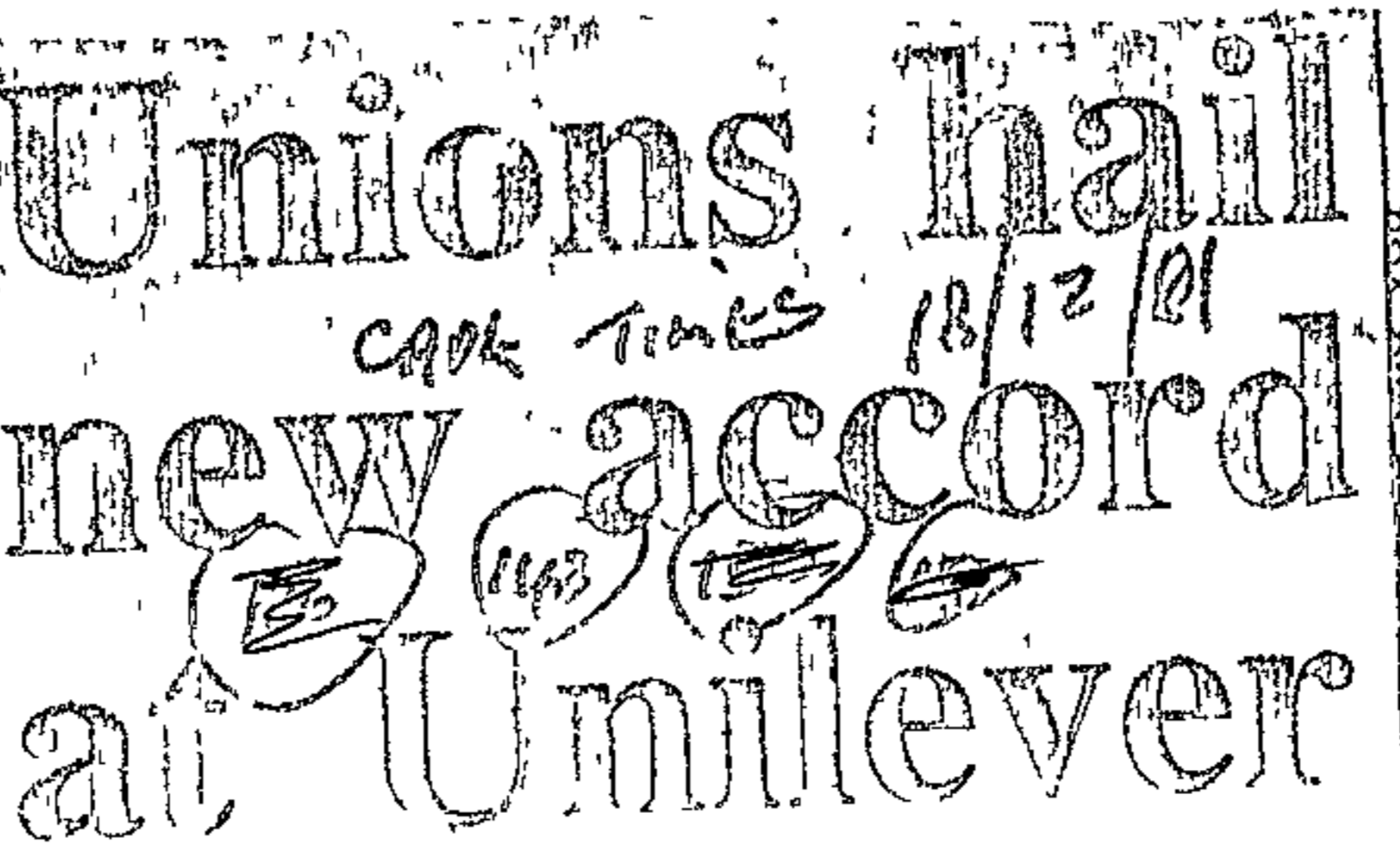
Those of you who are private at home will have little case use your ingenuity.

study areas - find a quiet area. Many departments have study rooms or seminar rooms which you could ask to use. In general, find the best study place available to you - the factors mentioned should help you decide between venues even

constitutes one of the major study tasks for most students in the faculties of Arts and Social Science. Once again, taking good notes aids understanding and recall.

1.4 Completing Assignments

This includes essays, long papers, practicals, reports and tutorial work. Written assignments will be scheduled throughout the year.



Own Correspondent

JOHANNESBURG. — The giant multinational food company Unilever has recognized a South African black union for the first time — and the International Union of Food Workers has hailed this as a victory for international union action.

But Unilever says the move was in accord with long-standing company policy to recognize representative unions, and not a response to overseas unions.

The Cusa-affiliated Food and Beverage Workers Union has been recognized by Unilever at its Boksburg plant, bringing to an end a long-running overseas union campaign against the company.

The agreement provides for full bargaining on pay and has already been tested once. A short work stoppage earlier this month was settled when dispute procedures in the agreement were set in motion.

Campaign

Some years ago, the IUF (International Union Federation), a federation of food unions throughout the West, ran a campaign against Unilever in several Western countries over claims that it refused to recognize the FBWU at the plant.

The campaign included short sympathy stoppages by workers in some Unilever plants in Europe.

In a circular to member unions, the IUF quotes the FBWU's general secretary, Mr Skakes Sikhakhane, as thanking its unions for their part in winning the agreement.

"Without you the signed agreement would not be in our hands today," he said.

But in a statement issued yesterday, Unilever says that it had long been company policy to recognize a union which had substantial membership among an interest group of (our) employees.

It says the FBWU only achieved this membership in mid-October this year.

The agreement came after an audit of the FBWU's membership which revealed that it represented most of the workers at the Boksburg plant.

It provides for wages to be bargained directly, rather than through an industrial council, a dispute and grievance procedure, recognition of union shop stewards and union stop orders.

The dispute procedure in the agreement has already successfully been put in motion after a half-day work stoppage at the plant earlier this month.

A Unilever spokesman said the dispute had involved one staff in one department and part of a shift in another. He confirmed that the dispute procedure had been set in motion successfully.

The agreement also lays down that union shop stewards must be informed of all retrenchments.

will need to become proficient at each to succeed at university.

The lectures tomorrow and the day after will look at the

different skills some of these study behaviours require.

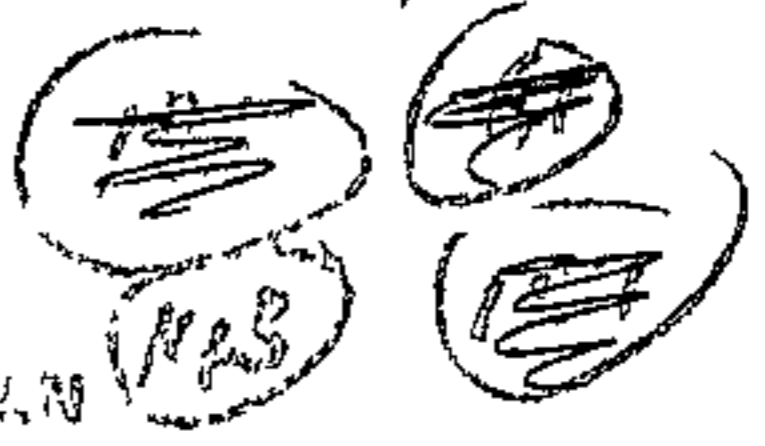
Today's lecture will look at an important factor they all have

in common - they all require a carefully planned use of a

scarce commodity - TIME.

End of a 'struggle' for black union

R.S.M.
18/12/81



By STEVEN PROLMAN

THE giant multinational food company Unilever has recognised a South African black union for the first time — and the International Union of Food Workers has hailed this as a victory for international union action.

But Unilever says this accords with long-standing company policy to recognise representative unions, and is not a response to overseas union action.

The Council of Unions of SA-affiliated Food and Beverage Workers' Union has been recognised by Unilever at its Boksburg plant. This brings to an end a long-running overseas union campaign against the company over recognition at the plant.

The agreement provides for full bargaining on pay and has already been tested once. A short work stoppage earlier this month was settled when dispute procedures in the agreement were set in motion.

Several years ago, the IUF, a federation of food unions throughout the Western world, launched a campaign against Unilever, in several Western countries over claims that the company had refused to recognise the FBWU at the plant.

Solidarity

The campaign included short "sympathy" stoppages by workers in some of Unilever's plants in Europe.

In a circular to member unions, the IUF quotes the FBWU's general secretary, Mr Skales Sikhakhane, as thanking unions for their part in winning the agreement. "Without you, the signed agreement would not be in our hands today," he said.

The IUF refers to a "long struggle" with Unilever and says this shows that "through international solidarity, we can effectively respond to the increasing restrictions placed on union rights by transnational corporations".

But in a statement issued yesterday, Unilever says that it had long been company policy to recognise a union "which had substantial membership among an interest group of (our) employees".

Agreement

It says the FBWU only achieved this membership in mid-October this year. Although it is a union, it is not a recognised union.



300 men still out over worker fired for coming late

EVENING POST 18/12/81

143 752 128 67

Post Reporters

THE entire black work force of about 300 at Metal Box in Port Elizabeth downed tools yesterday, demanding the reinstatement of a colleague who was dismissed and had part of his wages deducted for coming to work late

The workers, who arrived at the company premises today but did not start work, complained that employees who arrived even a minute late were regarded as having been 15 minutes late, and had a quarter of an hour's pay deducted.

Later today, workers agreed not to take any further action until they had had discussions with head office representatives from Johannesburg on January 18.

Mr Knowledge Meapai, a spokesman for the Steel, Engineering and Allied Workers' Union, which is recognised by the company, said today the company had assured him that no workers would be dismissed and all workers would be paid until the matter was discussed at the meeting

He said workers had complained about deductions for late-coming since 1979

He said the management had told workers to accept the deductions or be fired

"Now it seems as though the management is firing as well as deducting from the workers' salaries," the spokesman said.

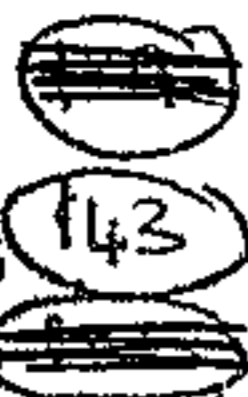
The managing director, Mr D Jacobs, said from Johannesburg today the employee who had been dismissed, Mr Maxim Mxoxo, was a "habitual late-comer" who had been late 47 times this year.

Mr Jacobs said the procedure agreed on with the union had been followed before Mr Mxoxo's dismissal

The company did not intend taking disciplinary measures against workers who downed tools yesterday

UNIONS

New groupings



Unregistered trade unions on the Reef are undergoing a realignment which is likely to have crucial effects on SA labour relations

The most immediate effect has been the expulsion of two unions and a section of a third from the Reef-based consultative committee of black trade unions. A second is likely to be the imminent form-

ation of a new union federation, with the unregistered unions and some of the registered (coloured and Asian) motor unions as members

The new federation will take on added importance because of the forthcoming report of the Wiehahn Commission. It is likely to become a home and an organising base for those unions unwilling to align themselves with Tucsa and other registered unions which are now seeking to organise African workers

The federation is thus likely to be in direct competition with Tucsa in the battle to recruit African support and its formation is a response by African unions to what they see as registered union attempts to control African workers

Virtual certainty

It is also a response to many employers who have preferred African unions to have close links with the existing registered unions in the belief that these links will ensure that the African unions remain relatively conservative

The federation's formation became a virtual certainty at the weekend, when five Reef unions agreed to form a regional committee which will meet with committees from the Eastern Cape and Natal on October 21 to consider a draft federation constitution. A date for the federation's formal launching is likely to be announced at this meeting

Among the five were two unions — Glass & Allied Workers and Paper, Wood & Allied Workers, and a section of a third, the Engineering & Allied Workers Union, which have up to now been members of the consultative committee and associated with the Urban Training Project (UTP), a Reef-based organisation which offers educational, administrative, and financial services to a number of Reef African unions

The consultative committee is opposed to the formation of a federation at this stage and has been for some time. The decision of some of the unions within its fold to back the new grouping is thus something of a breakthrough for the federation's initiators

The issue has also brought to a head simmering tensions within the consultative committee. For some time the union general secretaries who make up the committee have been under attack from some of their members and executives who charge they are not taking an active enough lead in union issues or informing union members of decisions.

The federation issue has brought these differences to a head and the consultative has now expelled the dissenters. In addition, they have been asked to appear before the UTP on October 15 to answer charges of disloyalty to the other unions or face losing UTP backing

Henry Chupeya, president of the Com-

mmercial Catering & Allied Workers' Union tells the *FM* the 7 remaining consultative unions believe the dissenters have defied a consultative decision to have nothing to do with the federation among other consultative unions and have been canvassing support

He says the consultative committee remains opposed to joining the federation at this stage because it has not received assurances from the federation's initiators on a number of points — among which is the fear that the federation will duplicate some of the activities of consultative unions

Nevertheless, while the dissenters are apparently willing to attend the meeting with the UTP, they are certain to stick by their support for the federation. They're thus likely to sever all links with UTP

Other consultative unions could follow them into the federation. Two other unions whose secretaries are opposed to the federation move, Commercial & Catering, and Sweet, Food & Allied, are committed to putting the idea to their members at a general meeting

It's not yet clear which way they'll go. What is clear is that both existing registered unions and employers are due to be faced with a new and powerful union voice

TITLE

- Industrial Location : Lansdowne Area
- The National P.D. Plan and the Control of Black Migrant Worker Mobility within the Social and Economic Development of South Africa
- Labour in the Textile Industry : A Study of the Boksburg Area
- Solar Radiation Patterns - Particular Reference to the Namib Desert
- Commuting Patterns from an Economic Point of View
- Nature of the Fishing Industry and its Impact on the Coastal Area
- Residential Location Theory in the Context of the Cape Peninsula
- Plumstead Retail Trade Areas and their Development
- Language Variation in Residential Areas of the Cape Peninsula
- Labour Bureaux - A Study of their Role in the Cape Peninsula
- Residential Patterns of the Coloured Community in the Cape Peninsula
- A Comparison between 2 Coloured Residential Areas in the Cape Peninsula
- A Case Study of Pinelands as a Residential Area in the Cape Peninsula
- Spatial Analysis of Burn Cases in the Cape Peninsula
- Brasilia - Success or Failure of a New Capital City
- Economic Blight in Muizenberg, Cape Peninsula
- A Study of Land Use Change in the Cape Peninsula

Workers face lay off

24/11/78
143

Labour Reporter
Trade unionists were shocked this morning by reports that hundreds of engineering workers in Boksburg are being recruited by a leading metal firm.

A statement from the giant engineering group of Dorbyl, issued today, did not say how many of the 1000 workers of its Wright Anderson works in Boksburg were affected. It spoke of a re-arrangement which "will entail the retrenchment of certain employees. But the retrenchment would be kept to a minimum and efforts would be made to employ the affected workers elsewhere in the group, the statement said.

A part of the structural steel fabrication workshop at the works were to be closed due to a reduction in demand, the statement said.

The closed shop would be converted to accommodate the plant and equipment for the cold rolling of sheeting and sections which Dorbyl recently acquired from Blockhouse.

- The Impact of the Rössing Uranium Mine on Swakopmund.
- An Economic and Social Discussion about the Residential Component in the Mill Street/Orange Street Area of Cape Town.
- An Evaluation of the O'Okiep Copper Company in the Namaqualand Copper District - A consideration of the effect on the area if the copper mines were to close down.
- The Transport System of a Bottling Industry in Lilongwe, Malawi.
- A Study into the Effects of Seasonal Winds and Sea Temperature on the Catching of Yellowtail at Fish Hoek Beach by Seine-Net Fishermen.
- Factors Determining the Ecological Environment of the Cape of Good Hope Nature Reserve, with Regard to the Alien Vegetation.
- A Study in Coloured Shopping in Athlone and Claremont.
- Models of Rural Land Reform - The Tanzanian Case.
- The Way in which Perceived Distances Differ from Actual Distances Within an Urban Area.
- Examination of the Importance of the Variable, "Length of Residence" on Local Imagery.
- Transkei : An Illustration of its Potential.
- Cape Town Electoral Districts.
- Perceptions of the Cape Peninsula Landscape 1900 - 1977.

INDUSTRIAL RELATIONS — Workers' Org. Council
of Union of SA. (CUSA) &
URBAN TRAINING PROJECT.

1982

JAN. — DEC,

murder and robbery... assisting them in connection with similar offences committed in the Transvaal area

Some heat off but S A not out of trouble

Mercury Reporter

THE decision by the Attorney General of Natal, Mr Cecil Rees, to prosecute all the mercenaries allegedly involved in the hijacking has been welcomed by diplomats in Washington but greeted cautiously by the International Civil Aviation Organisation (ICAO)

Diplomats in Washington and the State Department who were watching events in South Africa closely said they regarded the decision as 'positive news'

They said it was important for the international community to see that justice was running its course

Speaking from Montreal yesterday, a spokesman for ICAO said the council had always made it clear that it expected South Africa, as a full participating member, to live up to the obligations it had signed

He said that the decision to prosecute all the mercenaries was a good thing but it was difficult to say what effect it would have on the council

Majority

He anticipated that the matter would still be discussed in full when representatives of the 53 countries which made up ICAO met for the general session beginning in March

He said that while a majority could vote South Africa out of the council, the organisation had no power to impose any form of air sanctions against SAA

'That is a decision which can only be taken by the individual countries themselves,' he said

However, reliable sources indicate that a decision of this sort or even one by ICAO to expel South Africa is highly unlikely because airlines earning high profits from travel to southern Africa would strongly oppose efforts of Third World politicians to use the incident to beat the sanctions drum

But they point out that the incident has already done damage in turning ICAO an

Court, Durban

In papers before Mr Justice Shearer yesterday, Miss Hannan said that for as long as she could remember, her father had had a drinking problem

He was continuously changing his job and in 19 years he had had between 40 and 50 jobs As a result of his pattern of life, she had attended 21 schools and eventually matriculated in 1980

When she was nine, her parents were divorced but they remarried a year later and were still married Her mother had made six attempts to commit suicide and had been treated in a variety of institutions for psychiatric illness, she said

Miss Hannan told the Court that at the beginning of 1981 she came to work in Durban Her father, who had given permission, arranged for her to stay with an elderly couple and she went home at weekends when possible

Her father had resumed drinking to excess and was involved in a religious organisation called the Assembly of God

Locked

During a weekend visit in late November, her father told her he would not allow her to return to work in Durban because 'the Bible said she must stay at home until a man comes to take her away' He also called church ministers and members of the congregation to speak to her

When she informed him she was determined to return to work, he locked her in the house and on the Monday telephoned her employers to cancel her employment She succeeded in leaving the house the next day and telephoned her Durban landlady to send someone to fetch her

Miss Hannan said her father telephoned her on the Thursday to tell her that her mother had attempted suicide once more. He blamed her for what happened and accused her of 'killing one of the family'

Later that day he arrived at her work and asked her to get into his car to speak to her sister about their mother He drove off to Scottburgh where he bundled her into the house and locked all the doors

After drinking liquor he started to assault her with a leather belt, which he afterwards told her to eat, the Court was told He ordered her to take off all her clothes and sit on the floor where he pulled her hair

Thereafter he instructed her to go and telephone the couple, with whom she stayed in Durban, to fetch her. She borrowed clothes from her 16-year-old sister and went to a nearby hotel to do so

When she came out of the telephone booth, her father was waiting He grabbed her by the hair and dragged her out of the hotel

Dragged

Miss Hannan said he then told her the telephone call was a trap to bring the couple to his house so he could kill them He also told her she could choose between

Workers

189 #52 300
peeved

143
about

Mercury
pension

7/1/82
pay-outs

Mercury Reporter

DISSATISFACTION over contributions to a compulsory pension fund led to a work stoppage yesterday involving 400 black employees of McWillaw Iron and Steel Foundry at Isipingo

A strike was averted when the workers agreed to go back to their jobs on condition that the management stops making pension contributions compulsory and approaches the Metal Industries Group Pension Fund to establish when current pension contributions would be refunded

Mr T S Khumalo, secretary of the Steel, Iron and Engineering Workers' Union, said that a joint letter, signed by himself and the manager of the foundry, Mr Bill Evans, would be sent to the fund

He said there would be a meeting of the pension fund on January 19 when it was hoped the issue would be resolved

Delay

Mr Khumalo explained that the management of McWillaw Iron and Steel had a problem in that they had entered into an agreement with the pension fund

He said that his union was not happy with the delay of six months before workers received their pension contributions Pension monies were normally paid out at 65 — the normal retirement age for whites

Mr Khumalo pointed out, however, that most blacks did not live that long Only two out of 10 blacks reached the age of 65

The investment of pension monies was not in the interests of blacks but helped white institutions, he declared

In addition there were of ten problems with the pay-out of pensions Sometimes unnecessary documents such as a medical report were demanded as well as a death certificate

Mr Evans declined to speak to the Press while the stoppage was in progress

Top lawman

PRETORIA—Mr J E Knoll has been elected president of the Association of Law

the system... In July... present... percent... credit... charged... owners... losing... return... The Motor Industries... did not... the fee would absorb nearly a third of profits... sales

Negotiations

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Mr... met with... Durban... yesterday

Mr J R... Tyas... 1982... cards...

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Some... credit card... Mercury... of...

(143) (197) (1974)

Company accused of victimising strikers

By STEVEN FRIEDMAN

January 1982

A JOHANNESBURG company was yesterday accused of firing four workers who allegedly instigated a recent work stoppage — despite an assurance to the Commercial, Catering and Allied Workers Union of SA that no workers would be victimised

But a representative of the company, Contract Packaging, denied the accusation yesterday. The company said only one worker was fired — and for reasons unconnected with the stoppage

The dispute began on Friday, when the company's 25 to 30 workers, mostly women, were not paid. The company says this happened because the managing director was still en route to the factory from Cape Town and that he planned to pay workers on Monday

The company said workers refused to work until they were paid on Monday. They were then fired

A spokesman for CCAWUSA said all those fired were union members and that the union had taken up their case with management. The company had agreed to take all of them back

Assurances

"We asked for assurances against victimisation and they promised us no-one would be victimised," he said

But two of the workers were not taken back when they arrived at work on Tuesday and a further two were fired yesterday, he claimed.

"They were both told, directly that they were being fired for being instigators. The company made no attempt to hide this," he said.

A Contract Packaging representative said yesterday that only one worker had been fired.

"The rest of them are all back in the factory. These claims are not true," she said

"The worker concerned was incompetent and was due to be dismissed before the strike happened," she said.

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Datsun fires 200

UNION officials are involved in intense negotiations with management at the Datsun Motor Corporation following the dismissal of 200 workers there.

The dismissal follows close on the heels of the similar dismissal of 507 workers at the Sigma Motor Corporation.

However, the Datsun workers according to a spokesman for the company, are not to receive the same benefits as did their colleagues at Sigma. This is because Datsun did not possess the same sort of fund out of which

such benefits could be paid he said.

Instead, the dismissed workers are only to receive all those monies due to them.

A spokesman for the National Automobile

and Allied Workers' Union said the treatment the workers had received at Datsun showed what could be expected when employees are not unionized.

30 SACKED IN DISPUTE

By JOSHUA HARBOROK

ABOUT 30 workers, mostly women, employed by the Contract Packaging Company in Johannesburg were yesterday dismissed from their employment when they refused work in protest over a wage dispute.

the workers all members of the Commercial Catering and Allied Workers' Union of SA told The

SOWETAN that their boss, Mr Winter Kampman sacked them after failing to pay their wages last Friday.

When they arrived at work yesterday they demanded their wages and were paid, but were told their services were no longer required.

The manager later told them to vacate the premises and threatened he would call the police if they did not do so. He also told them to reapply if they wished to resume duties.

Workers complained that they did not get fringe benefits, were subjected to insults from white employees, paid poor wages and were always threatened with firing whenever they voiced complaints.

A spokesman for the company said it was regretted that the workers were not paid on Friday. The boss was away on holiday and could not make it to Johannesburg in time.

He said because there were "instigators" among them, they had refused to work yesterday.

Workers

13/11/82
Sacked
1982

TWO-NINE-EIGHT of the 39 Contract Packaging Company employees earlier dismissed after a wage dispute with management have been re-employed.

The regional organiser of the Commercial Catering and Allied Workers Union of SA to whom the workers are affiliated, said two others have been sacked because they were accused of being 'instigators' by management.

WAGES

They were not paid their wages on Friday, and on Monday when they resumed duties they refused to work unless they received their salaries.

Management gave them an option to return to work or go home. Their boss paid them and ordered them to leave the company's premises.

The workers were advised to re-apply and on arrival at the company yesterday 28 were taken on.

The CCAUSA organiser said the union deplored the action taken by the company and said they would fight for the reinstatement of the two.

He added that this type of practice would harm good relations between management and workers, because the sacked workers were dismissed after being accused of being "instigators."

"I needed to save carefully for a house for my wife and children, so I talked to the United Explainers. They were helpful, as always. They helped me in planning the type of house I wanted and they advised me on how to arrange my savings that I would be able to meet my other needs. Then they gave me the money to build the house. I'm grateful. I tell you, the United is helpful in many ways than one. Come to the United. We will help you build your future plan."

E Post 13/1/82

'No ~~123~~ ~~123~~
problem
at PE (143)
firm as
workers
return

Post Reporter

WORKERS at Metalbox, Port Elizabeth, who last month staged a two-day walkout, returned to work today after the Christmas vacation

Management have confirmed that there "are no problems", but a meeting will be held with officials of the Steel, Engineering and Allied Workers Union to discuss the unresolved issue of pay deductions for late-comers

The other issue, the dismissal of a worker, has been resolved

A spokesman, speaking on behalf of the union, said today the workers had been paid for the two days on which they had staged the walkout

"We talked to management and they agreed to pay the workers for the two days," said the spokesman

A meeting to discuss the still unresolved issue would be held next week. The walkout was on December 17 and 18

The managing director of Metalbox, Mr D Jacobs, speaking from Johannesburg, said the issue of the worker's dismissal had been resolved. He confirmed the meeting with union officials on January 18

Contract Packaging: ~~152~~ (143) ~~194~~ SOWETAN

FOUR FIRED

19/1/82

By JOSHUA RABOROKO

FOUR workers at Contract Packaging have been fired for allegedly causing a work stoppage at the Johannesburg firm, the Commercial Catering and Allied Workers Union said yesterday.

The CCAUSA regional organiser told The SOWETAN that the union tried "all it could"

to discuss the issue with the management, but to no avail.

The dismissal of the workers follows a work stoppage at the company when management failed to pay about 30 of its employees

They demanded to be paid on a Friday and were told their boss was not available. On the following Monday they were paid, but later were all sacked

The workers were told they could reapply if they wished to work again. When they reappplied two of the 30 were sacked and later two others were dismissed

The four who were sacked were accused of rushing to the union

and being instigators of the work stoppage

The union spokesman said that after they were dismissed the members complained to the union. Contact was made with the company and the management promised that no one would be victimised

However, he said, a day later two members said they were fired because of being alleged instigators and for rushing to the union and the Press

The spokesman said repeated attempts were made to have the two reinstated when two others were sacked. Since then, the management has "deliberately ignored the union's calls."

A company representative said that no worker was fired "for being an instigator". One worker was dismissed and this had nothing to do with the misunderstanding concerning the workers' wages

The company did all it could to help its employees and some of them have benefited from "the various schemes we have" here

143
E. Post
19/1/47

Union and firm agree on payment

Post Reporter

THE management at Metalbox, where workers staged a two-day walkout last month, and representatives of the Steel, Engineering and Allied Workers' Union yesterday agreed to introduce a system of pay for actual time worked.

The workers downed tools when a colleague was dismissed after "habitual late-coming". Other grievances included a system whereby late-comers were penalised by having pay deducted in 15-minute units.

The company's group personnel manager, Mr J McGahey, said yesterday the issue of deductions for late-comers had been resolved by the introduction of a system of payment for actual time worked.

Aspects of the company's disciplinary procedures would also be renegotiated during the next two weeks.

"We believe problems of this nature can be resolved through discussion with employee representatives, and are encouraged by the progress made at the meetings," Mr McGahey said.

143 ^{Star} Putco to recognise union
 5/2/82

Labour Reporter

The Cusa affiliated Transport and Allied Workers' Union (Tawu) has won recognition rights at the Putco bus company's Soweto depot. Tawu had proved to Putco that it represented more than 50 percent of the workforce at the depot, according to a statement released by the bus company. The union had signed an agreement with Putco in December in which it was agreed that Tawu would receive recognition whenever it attained more than 50 percent membership. An election of shop stewards at the depot would be held on March 4 and 5.

ROM 6/2/80 (143)

Union gains recognition at 2 Putco depots

By STEVEN FRIEDMAN

THE Transport and Allied Workers' Union has won majority support at two Putco bus divisions — including the key Soweto depot — and is to gain official recognition at both, a company statement said yesterday.

TAWU is affiliated to the Council of Unions of South Africa (Cusa).

Recently, Putco signed its first full recognition agreement with TAWU. It has also signed an agreement with Fosatu's Transport and General Workers' Union, but this is not a full agreement.

In terms of the agreement, the union was not automati-

cally entitled to recognition at all of Putco's 12 operating divisions. The two parties agreed that TAWU would be recognised at any division in which it won majority support.

A Putco statement yesterday said that TAWU "now has the support of more than 50% of the workforce at the Soweto division and will hold elections of shop stewards there on March 4 and 5".

The statement also revealed that TAWU has already proved majority support at Putco's Boksburg division and that polling for shop stewards there was under way.

Grievances

Voting will end at lunch-time today, the statement added.

The stewards will be responsible for bargaining with management on worker grievances.

The signing of a full recognition agreement between Putco and TAWU late last year ended protracted negotiations which began shortly after the Putco strike in mid-1980.

'I was stripped naked in toilet'

351

143

Star 9/2/82

The general secretary of the Congress of South African Students (Cosas) claims he was stripped naked by police when he went to the Khotso Seatlholo terror trial in the Vanderbijlpark Regional Court yesterday

Mr Simon Nkodi (23) of Sebokeng township says he was in a group of 10 people who went to attend the trial. They were all searched by police in camouflage uniform as they entered the courtroom.

"I was singled out by one policeman who said I should be stripped naked, because I was a terrorist," said an angry Mr Nkodi.

But the station commander at Vanderbijlpark police station said today he knows nothing about the incident.

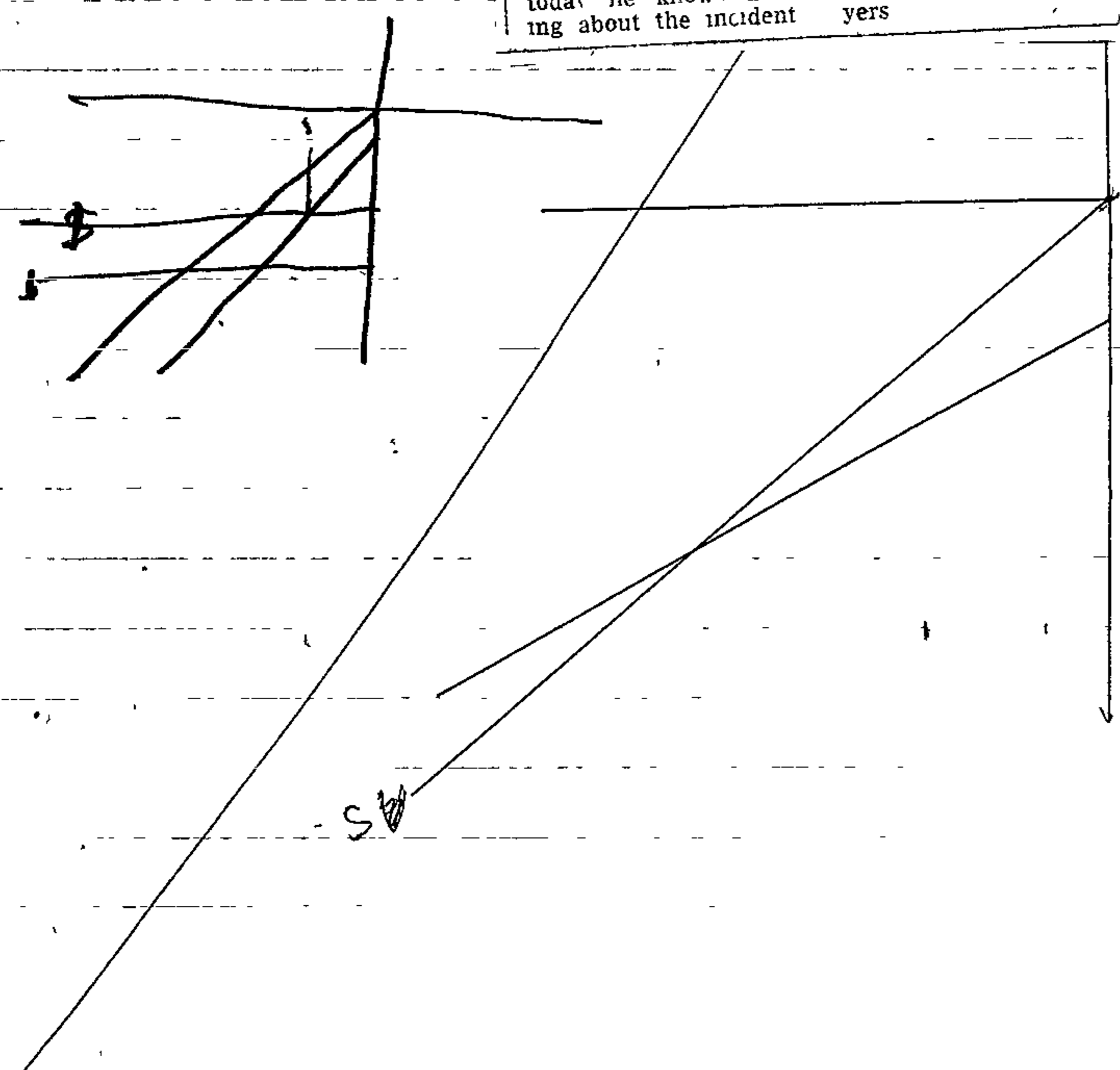
Neither does he know Mr Nkodi.

Mr Nkodi alleges that five policemen manhandled him into a toilet just outside the court and was made to strip naked. "I was left there for 10 minutes and later taken to the Vanderbijlpark police station."

"A Captain Willers told me to stay away from the trial, because I would get into trouble. He did not give reasons. Then I was told to go home," said Mr Nkodi.

He said he was probably singled out because he was detained last year under Section Six of the Terrorism Act. He spent six months in jail.

He says he will take this matter to his lawyers.



Aggett's protest action

calls for 200 000 workers

By STEVEN FRIEDMAN

TWO more major union groupings have backed plans for a national half-hour work stoppage on Thursday to mourn the death of Dr Neil Aggett — which means unions representing up to 200 000 workers have now decided to take part.

Ard yesterday the giant Federated Chamber of Industries recommended a course of action over the proposed stoppage to its member chambers

No details were available, but it is likely employers have been advised to adopt a flexible attitude

It was also learned that unions are planning to hold mass protest meetings in the townships to protest at Dr Aggett's death

And the Transvaal inter-union solidarity committee met last night to plan implementation of the stoppage and other protest measures

The ball started rolling at the weekend, when the Federation of SA Trade Unions announced it was supporting a call by Dr Aggett's union, the Food and Canning Workers' Union, for the half-hour stoppage

Protests

Yesterday, the general secretary of the 45 000-member Council of Unions of SA, Mr Piroshaw Carnay, said Cusa had also agreed to take

Court order on blood transfer

Court Reporter

A TRANSVAAL judge, Mr Justice Marigo, authorised a Johannesburg Hospital doctor to give blood to a seriously injured Jehovah's Witness at the weekend

A transfusion was necessary to save the life of the patient, Mr William Andrew Dyson 55 who was seriously injured in a car accident

Mr Dyson, his wife and two daughters had objected to a blood transfusion on religious grounds the court heard

The application, on behalf of the Administrator of the Transvaal was made by telephone late on Friday night

Dr Mathew Zultzman, in charge of the respiratory intensive care unit of the Johannesburg Hospital told the court Mr Dyson had been admitted with multiple and serious injuries. He was in the intensive care unit after undergoing an operation on Friday morning

It was possible Mr Dyson was bleeding internally into the abdomen, he said

Mr Dyson was unconscious, but his wife and daughters were categorical in their opposition to a transfusion

But a blood transfusion was clearly needed, Dr Zultzman said Mr Dyson did not have a 100 percent chance of survival, but his chance would improve greatly if he was given blood

Dr Hymie Green a

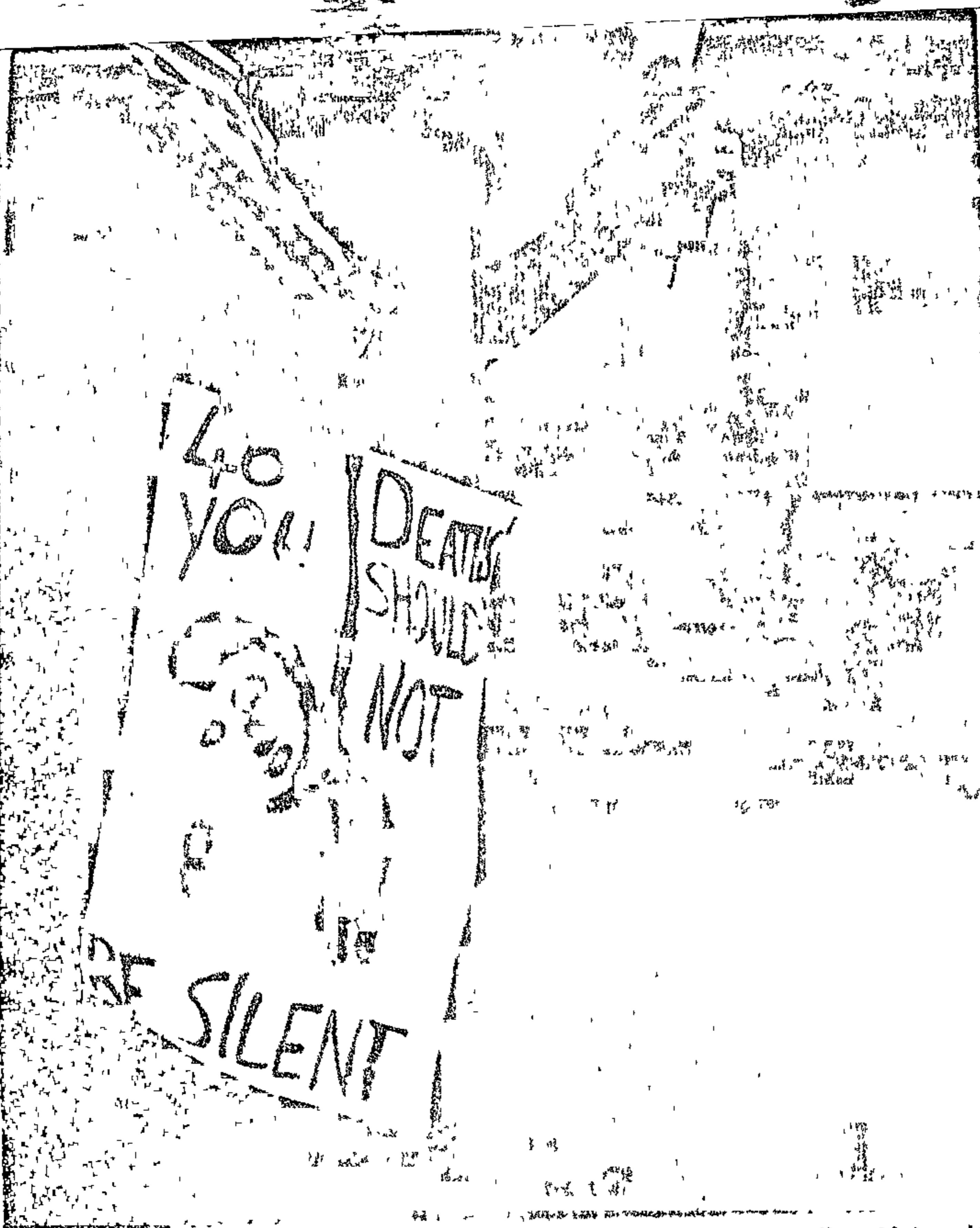
Bank calls for GST increase

INCREASING general sales tax by two or even three percent, to as much as seven percent — but exempting basic foods, transport and fuel from the increase — would give Mr Horwood the extra money he needs this year with the least disturbance to the economy, says Dr Jehan Choete, economic consultant to Barclays Bank

He says in Barclays Business

By HAROLD FRIDJHON

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SPARK OF PROTEST . . . this demonstrator was among the 40 students standing at intervals along Jan Smuts Avenue outside the Wits campus yesterday in memory of Dr Neil Aggett. Picture JUMAN KUUB

The ball started rolling at the weekend, when the Federation of SA Trade Unions announced it was supporting a call by Dr Aggett's union, the Food and Canning Workers Union, for the half hour stoppage

Protests

Yesterday, the general secretary of the 45 000 member Council of Unions of SA Mr Firoshaw Camay, said Cusa had also agreed to take part

A meeting of Cusa's executive at the weekend had also decided to support mass protest meetings

Mr Camay said last night's solidarity meeting was deciding whether these meetings would be jointly organised by the unions

The executive of the Cape-based General Workers' Union was meeting last night to decide whether to join the stoppage action. But it is regarded as certain that the GWU will take part.

Anger

A statement issued by the union yesterday said "The spontaneous reaction of anger and grief from our factory committees to the death of Neil Aggett will unquestionably ensure that the Food and Canning Workers Union's call will receive the full endorsement of our executive"

The unions are hoping employers will react sympathetically to the proposed symbolic stoppage

Yesterday the FCI issued a statement saying it would not comment publicly on the unions call, but that it had advised its members what action to take

Regional chambers of industry have been informed of the FCI's views

Tensions

It is understood the FCI has advised industrialists to adopt a flexible and pragmatic stance and not to react in a way that would allow tensions to escalate

This probably means that although industry is eager to remain neutral on the call, employers have almost certainly been advised not to act against workers who stop work for the designated half-hour

Assocom has declined to speculate on how its members will react, saying it is not up to the association to tell them "how to run their businesses"

The Steel and Engineering Industries Federation could not be reached for comment

● See Page 2

Union holds elections

By SAM MOTHES
 THE Transport and Allied Workers' Union is holding a meeting at DOCC Hall today to elect new office bearers.

Mr Michael Mcethe, a spokesman for the union, said the first elections held in Boksburg last year had been declared null and void because of technicalities. "According to our agreement, only those members who are in good standing may vote". Mr Mcethe appealed to those members who missed some meetings to please attend this one.

The whole package, which will go into a single container, can be set up in only 10 weeks. It can be moved easily into another building, should relocation be required, and in such a case 70 per cent of the material can be re-used. Cost of the whole package complete with ancillary rooms, fittings, air conditioning, mechanical and electrical engineering services is £40 000 which makes the system highly competitive. When indirect costs are also taken into account, it offers considerably higher cost benefits. For instance, overall department costs can be up to 30 per cent lower due to the less complex building enclosure required in terms of total volume and structural engineering.

The Wellcome theatre is a package consisting of the operating theatre itself as well as the essential ancillary rooms from scrub-up to recovery, all designed on a modular basis to metric dimensions. The basic structure, completely self-supporting, is steel with the infilling panels corrosion proofed and covered with seamless welded PVC sheet. The theatre itself is octagonal which provides interesting overall planning possibilities - openings can be arranged in any of its eight sides. A number of sizes of theatre are available and individual projects can be tailored to fit the circumstances. Units, for instance, can be connected to existing services in the hospital such as water, steam, electricity and medical gases or - and this may often be required in developing countries - a special unit can provide independent services.

There is a world market waiting for an inexpensive operating theatre that provides the surgeon with the latest refinements in terms of air conditioning, humidity, sterility and lighting, and is not out of date by the time it has been built. The Wellcome Foundation seems to have realised this when it put £100 000 at the disposal of one of its companies, Calmic Ltd., of Crewe, for the research and development required to evolve such a project. It has apparently been entirely successful: not only is a prototype now available for inspection at Crewe, but the first production model has been installed at London Mile End hospital. Moreover, export orders are already in hand, including theatres for Nigeria and Holland.

(c)

Star 18/2/82. (143)
**Black unions
slate Bifsa
labour guide**

By Drew Forrest

The tough new industrial relations guidelines of a major user of black labour, the Building Industries Federation of South Africa, have drawn sharp criticism from black unions concerned

The guidelines have been circulated to Bifsa's 3 600 affiliates which employ more than 300 000 workers

The recommendations include

- No negotiation outside the industry's 11 industrial councils on matters within the councils' jurisdiction. These include wages and pensions

- No negotiation of management decisions, or with workers on strike

- Only "very informal contact" with unregistered unions. Employers should grant only officials of registered unions access to their workers

Bifsa also opposes recognition of union shop stewards. A spokesman

for the federation commented "We will talk to proven representative of our employees but will not recognise their affiliation to any outside body"

Mr David Lewis, general secretary of a union organising black building workers in the Western Cape the unregistered General Workers' Union, said the guidelines "fell far short" of those issued by other local employer bodies

"The building industrial councils have an incredibly low standing among black workers," he said "They simply would not join a union operating only at council level"

Mr Frank Mohlala, general secretary of South Africa's only industrial union for black building workers, the registered Building, Construction and Allied Workers' Union, said "We would not be interested in joining an industrial council on these terms — the guidelines give all power to management"

UJET

ER firm hit by work stoppage

Labour Reporter

ABOUT 200 workers at Unilever's Boksburg plant — also known as Lever Brothers — staged a brief strike yesterday, apparently in protest at the dismissal of some of their colleagues

The workers returned to work after talks between management and the Food, Beverage and Allied Workers' Union — affiliated to the Council of Unions of SA — which Unilever recognises

The dispute will now be resolved in terms of a dispute procedure agreed between Unilever and the union, a company statement said yesterday

The union's general secretary, Mr Skakes Sikhakhane, could not be contacted for comment yesterday

The statement said the stoppage had occurred in the road delivery department at the plant yesterday morning

"The FBWU has not officially informed management

of the reasons, but we anticipate that it has to do with recent dismissals involving people against whom criminal charges are now pending," Unilever said

The workers had returned to their posts after lunch after talks between site management and the union, it added

"In terms of last year's agreement with the union, the dispute procedure is in progress," the statement added

ROM 26/2/82

143

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GENERAL NEWS

Dismissals cause half-day strike

About 200 workers stopped work at the Lever Brothers plant in Boksburg on Thursday over the dismissal of several colleagues

The stoppage lasted for half the day and workers returned to their jobs in the afternoon

The general secretary of the Food, Beverage Workers Union, Mr Skakes Sikhakhane, said the dismissals would be taken up with management in the near future

A spokesman for the Unilever group said the dispute would be resolved in terms of the procedure agreed by the two parties last November

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Stan
27/12/22

152
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The death of a partner would be ascertained to be drawn up for accounting entries

Note 2:

At the end of year 03, the life policy would be reflected on the partnership balance sheet as a non-current asset at its surrender value of R240.

Note 1:

Year 02 - same as year 01	
03, Jan 1: Life Policy	300
Bank	300
Dec 31: Income Statement	60
Life Policy	60
Policy written down to surrender value (See Note 1 below)	
04, Jan 1: Life Policy	300
Bank	300
Jan 2: Debtor (Insurance Company)	24 000
Life Policy	540
Income from Life Policy	23 460
being accrual of proceeds receivable	
Jan 2: Income from Life Policy	23 460
Income Statement	23 460
being closing entry	
Jan 31: Bank	24 000
Debtor	24 000
being receipt of proceeds	

(2) Premiums Treated as an Asset - Cont'd:

Solution to GL5 (Cont'd)

Metalmen on strike as pay talks loom

By STEVEN FRIEDMAN

WORKERS at two Wadeville metal plants have struck, demanding R1-an-hour increases — only a week before the metal industries' annual pay negotiations, in which registered unions are to ask for sharp increases for lower-paid workers.

And, in Krugersdorp yesterday, workers at SA Abattoir Corporation downed tools in protest at the dismissal of union shop stewards, according to the Food, Beverage and Allied Workers' Union.

Mr Shakes Sikhakhane, general secretary of the union — affiliated to the Council of Unions of SA — said the FBWU had approached the corporation for recognition.

"They said we were not registered for their area and that they were therefore not prepared to recognise us. On Friday, they fired a shop steward and today they sacked another one. Workers then took spontaneous action."

Mr Sikhakhane said the union had about 200 members at the plant. Company spokesman were not available for comment.

In Wadeville, workers went on strike yesterday at McKechnie Brothers, and at Hawker Siddeley a strike that began on Friday was settled yesterday.

A spokesman for Fosatu's Metal and Allied Workers Union said the McKechnie workers were demanding an R1-an-hour rise. The company employs about 1,700 black workers.

Present minimum wages in the metal industries are R1,13 an hour. At next week's pay talks at the metal industrial council, registered unions are to ask that they be raised to R2 an hour within a year.

A McKechnie spokesman said yesterday that workers had not yet raised demands.

He said management had asked workers to return today and elect spokesmen to negotiate.

At Hawker Siddeley a strike by about 150 workers was settled after MAWU intervened, a union spokesman said.

He said workers had struck on Friday in protest at the dismissal of a colleague and in support of a demand for an R1-an-hour increase.

After discussions between MAWU and management, the company had agreed to discuss worker grievances with the union and the workers agreed to return pending discussions, the union spokesman said.

A Hawker Siddeley spokesman confirmed the strike had been settled.

Metal Unions, Seifsa to Urge Struggle for Out Wages

143
#3
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#29
Stav 9/3/82

By Drew Forrest

The annual industrial council talks take place against the backdrop of mounting unrest over wages in the East Rand metal industries. They so follow a systematic offensive by some black unions on the industrial council system.

In an unprecedented step — apparently aimed at softening resistance to the council — unregistered unions have been offered "observer status" at the talks.

ACCEPTED

The Black Allied Workers Union and the Engineering and Allied Workers Union are now to have accep-

ted the invitation and will take part in the union caucus meetings. But the offer has been spurned by several key worker bodies.

Although the unions on the council agree that sharp increases are needed for the poorest and workers, they have not been able to agree on a common platform for the first time.

BOTTOM RATE

The established unions are demanding a bottom rate of R175 and hour, rising to R2 during the year — the current minimum is R113 — and 20 percent in the minimum rate for artisans.

But the only independent black union on the council the Steel, Engineering and Allied Workers' Union, has put in a separate demand for a bottom rate of R180 rising to R210, and only 3 percent for artisans.

The division is seen to reflect the different constituencies of the unions — skilled workers on the one hand, and unskilled and semi-skilled black workers on the other.

Long-standing tensions between established and emergent metal unions surfaced during the run-up to the negotiations. Explaining its refusal to attend, the unregistered General Workers'

Clothing workers want rise

Mr F M Galland-Buerki, managing director of

I H Henrichsberg, a Doornfontein Johannesburg, clothing factory, said about 140 workers stopped briefly yesterday over a misunderstanding.

Staff sources said close to 500 struck over pay. Officials of the National Union of Clothing Workers said the root cause was the adherence of many employers to an industrial council agreement expiring in June.

Strikes hit two more metal firms

Labour unrest over wages hit two more East Rand metal factories yesterday, on the eve of annual wage talks in the metal industries.

The unrest appears to be spreading to Germiston from nearby Wadaville, where workers at four metal factories struck over wages last week.

About 300 workers at the Afro gas equipment factory's engineering department

and supplies division in Germiston are still out after striking yesterday for an increase of R2.50 an hour.

A spokesman said the strike followed a verbal demand last week for planned July increases to be put into effect immediately. He added that the management would not grant the increase, as it would make the man-

ufacture of gas welding and cutting equipment at the complex unconomical.

No union is involved and the workers have appointed four negotiators at the request of the management. And at Fensholt, also in Germiston, a management spokesman said about 30 workers were still on strike for an increase of R2 an hour.

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South Africa

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Blood fed Witness is 'fine'

Mail Reporter

MR WILLIAM Dyson, the 59-year-old Jehovah's Witness who received court-enforced blood transfusions after being injured in a car accident, was in a satisfactory condition yesterday

A hospital spokesman said Mr Dyson, a production controller at an Alberton telecommunications company, was "getting better every day".

He was admitted to the Johannesburg Hospital last month as a "dead-on-arrival" patient after a car accident, and was revived by the hospital staff

When told he was a Jehovah's Witness, and religiously opposed to blood transfusions, the hospital administration obtained emergency permission from the Rand Supreme Court in an urgent application to allow the transfusions

Bid for an HNP mayor

Pretoria Bureau

THE Herstigte Nasionale Party made its voice heard in the Pretoria City Council yesterday when four HNP councillors nominated one of the party's newly-elected members as a mayoral candidate

However, their candidate Dr P J Barnard was defeated by 30 votes to five — one of the HNP councillors did not attend yesterday's informal council meeting — by Dr P R Smith, former deputy mayor who is now the mayor-elect.

Dr Smith is a member of the Federation of Ratepayers' Associations (Frats)

He will be sworn in on Thursday with the deputy mayor-elect, Professor F R van Jaarsveld, and the five councillors who were elected as management committee members yesterday

The management committee members are all members of Frats

Unions split as vital pay talks begin

By STEVEN FRIEDMAN
Labour Reporter

NEGOTIATIONS on legally-binding minimum wages and work conditions for more than 400 000 metal workers begin in Johannesburg today with unions divided on their demands for the first time in many years

The division is largely along racial lines, with the all-black Steel, Engineering and Allied Workers' Union making demands which are opposed by predominantly non-black unions in the metal industries' industrial council, the largest in the country

In another development, registered unionists on the council said that three emergent, predominantly black, unions had taken part in a union caucus yesterday to plan demands for the negotiations

A registered union source said the Black Allied Workers' Union, the Engineering and Allied Workers' Union and representatives of the General Workers' Union attended the caucus

The first two unions had already announced they would take part, but a spokesman for the GWU, which is opposed to industrial councils, yesterday denied it had sent representatives to the caucus meeting

"We have already sent a letter to those taking part informing them that we would not be there

"Not only do we have strong reservations about councils, but we refuse to take part with unions affiliated to Tucsa, because of the appalling attitude Tucsa took to the death of Dr Neil Aggett," he said

A registered unionist said he expected negotiations to be "tough", because of the downswing in the economy and the division between the unions

The SEAWU, whose black members are mostly in lower-paid jobs, is asking employers to grant skilled workers only a 3% increase, while pushing up lower-paid workers' pay by around 50%

The other unions, many of whom represent skilled workers, are prepared to support large increases for the lower-paid but have made it clear they will oppose penalising skilled workers to make this possible

Established unions are also worried about a demand by the SEAWU that there be no job preference for workers returning from military service — a measure which was introduced at their request

But a union source said yesterday established unions may be willing to alter their stance because apprentices can now have national service deferred

"We had hoped to discuss these issues with SEAWU at the caucus meeting, but they chose not to attend," he said.

MATTER OF FACT

TO CORRECT specific errors of fact, write to the Editor at P O Box 1138, Johannesburg, or telephone the Editor's secretary at 28-1500 between 9am and 5pm on weekdays

If you have broader complaints about the Rand Daily Mail these can be taken up with the Mail Ombudsman, James McClurg, c/o the Editor's secretary.

Protest over jet break-in

VIENNA — A United States congressional delegation has protested to the Polish Government after unidentified people broke into the group's special Air Force jet at Warsaw's Okęcie Airport, a congressman said here

Delegation sources said the break-in was discovered by pilots of the plane during a routine pre-flight check on Sunday Nothing was taken — Sapa-AP

Two more strikes hit East Rand

152
189
143

TWO MORE strikes yesterday hit the East Rand — an area that is fast becoming the focal point of labour unrest — bringing the total of strikes in the area to nine since the beginning of February.

BY SELLO RABOTHATA

About 300 workers at Afrox Gas Equipment and an undisclosed number at Fensecure, about a kilometre from Afrox, downed tools yesterday in demand for higher wages. Workers at the two companies are demanding increments of R2,50 per hour and R2 respectively.

Worker representatives at the giant-sized Afrox told **THE SOWETAN** that their pleas to management through their works' committee members fell on deaf ears and that they were instead told they would receive their increment in July.

A spokesman for the workers said "The workers are demanding a R2,50 per hour increment over and above what they are presently earning. The company has a very high turnover and most of the money is spent on sending whites overseas and buying new machines and we are, in the meantime, forgotten. The workers are the people who are bringing in the money. They are thus entitled to wages that will keep them happy."

Management has long been notified of the situation in the company but they instead threatened to fire all those who would be involved in any stoppage. On Monday we were told that anybody who was not back at work by 12 noon would forfeit a day's wage. This means nothing to us as long as...

made to sweep the premises although they were originally employed to be trained for other jobs.

Meanwhile the entire workforce at Fensecure, less than a kilometre from Afrox, also downed tools yesterday morning in demand of a R2 per hour increment. The workers also said they were dissatisfied with a number of other issues concerning the company.

Among the issues tabled by the workers were

- They wanted to

know how much they rate per hour — they presently claim none of them knows how much he rates and that their pay slips do not reflect such

- They are not allowed any tea time and they only have 30 minutes for lunch

- Their wages are sometimes R47 and sometimes R60 per week — none of them knows how much he earns

- Some of the workers have not been registered

Management has long been notified of the situation in the company but they instead threatened to fire all those who would be involved in any stoppage. On Monday we were told that anybody who was not back at work by 12 noon would forfeit a day's wage. This means nothing to us as long as our long term demands are met."

The spokesman said most of the workers at Afrox do not belong to any union although others were members of the Steel and Allied Workers' Union. He also said at the company some of the workers with long service were paid much less than new employees. Others said they were

Three times - or was it? - over air politics

TWO Government departments are on a collision course over labour.

The Department of Manpower Utilisation is reportedly concerned that harsh action by the Department of Police is negating their hands off stance on trade unionism.

This week Professor Blackie Swart, chairman of the industrial relations committee of the Government's National Manpower Commission, said the death in detention of Dr Neil Aggett "need never have happened" and had cast a "further shadow over the credibility of Government labour reforms".

Employers and academics have said the department, under Minister Mr Fanie Botha, was slowly gaining international approval for South Africa and a more sympathetic approach from labour organisations, including the International Labour Organisation, for what were seen as genuine efforts on the part of South Africa to reform its labour policy.

A prominent employer said recent action against trade unionists, culminating in the death in detention of Dr Aggett and the admission to hospital of two prominent trade unionists, Mr Thozamile Gqweta and Mr Sam Kikine of Saawu (who had

THE death in detention of Dr Neil Aggett has provoked what promises to be a serious confrontation between the State and independent unions and between two government departments. Employers say they are the main in an ideological sandwich of which black nationalists and the Government are the bread. CHALLENGE RESTRINGS reports and traces the history of independent unions and what they will mean to South African labour and the country's foreign trade.

both been in detention for some months) had brought years of hard work by the department "back to zero".

Prof Swart said that although action by other Government departments, such as police involvement in strikes and the detention without trial of trade unionists, "could be sound in principle", they complicated "the delicate balance that existed between labour and management".

Dr Jan van Zyl, executive director of the Federated Chamber of Industries, in common with a high proportion of the employers interviewed, criticised the "difficulties arising with the Department of Police, which is not concerned with labour, but which interferes in labour by detaining unionists and not bringing them to trial".

"The policy of the Department of Manpower Utilisation is very clearly non-intervention in the labour field, even keeping well clear of labour disputes

"We have called on the Government on a number of occasions to bring labour leaders to trial

"The Government says these people are threatening the security of the state. The only way that can be resolved is in court. If they are not brought to court it creates the impression that they are being harassed for being unionists, while that may not be the case."

Trade unionists of the largely non-racial 'independent' unions are increasingly cynical of State labour reforms and the motives of the Department of Manpower Utilisation.

Mr Jan Theron, general secretary of the African Food and Canning Workers' Union (of which Dr Neil Aggett was Transvaal regional secretary), has accused the department of actively assisting the police in repressive action against independent trade unions and their members.

action of South African Trade Unions (Fosatu) said "While the State has attempted to convince the public and the International Labour Organisation that there are genuine reforms on the labour front, underneath there is a current of repression against trade unions by the State."

Last year the Government barred Fosatu from funding raising after the Natal Supreme Court had overruled an earlier ban. The Fund Raising Act was amended to take away the court's right to intervene and a new ban was then imposed.

One of the most notorious interventions was the distribution among employers, particularly in the eastern Cape, of a document designed to weaken Saawu and the independent unions.

Mr Louis le Grange, the Minister of Police, admitted in Parliament last year that the document had been compiled by a senior Security Police officer based in Port Elizabeth.

the Year Nelson 'Teenage' Diadia receives his trophy for a Datsun Pulsar from Datsun director Brian W...

Management at as the few dozen 'prote businesses which have been recognised... named runner-up to the Footballer of the Year and received his prize from Mr Phil Lovemore, general manager of Capital Radio a return air ticket for the FA Cup final in London in May... along with a cheque for R200 spending money.

Just before Brian Wegner rose to announce the hero of the night, the winner of the readers' competition was announced. He was Mr Rashid Ahmed Asvat, a 27-year-old businessman who helps his father to run a store in Klerksdorp.

Mr Asvat, who had submitted about 100 entries, is a keen football follower, supporting Dynamos in the NPSL.

HOW IN SOUTH AFRICA

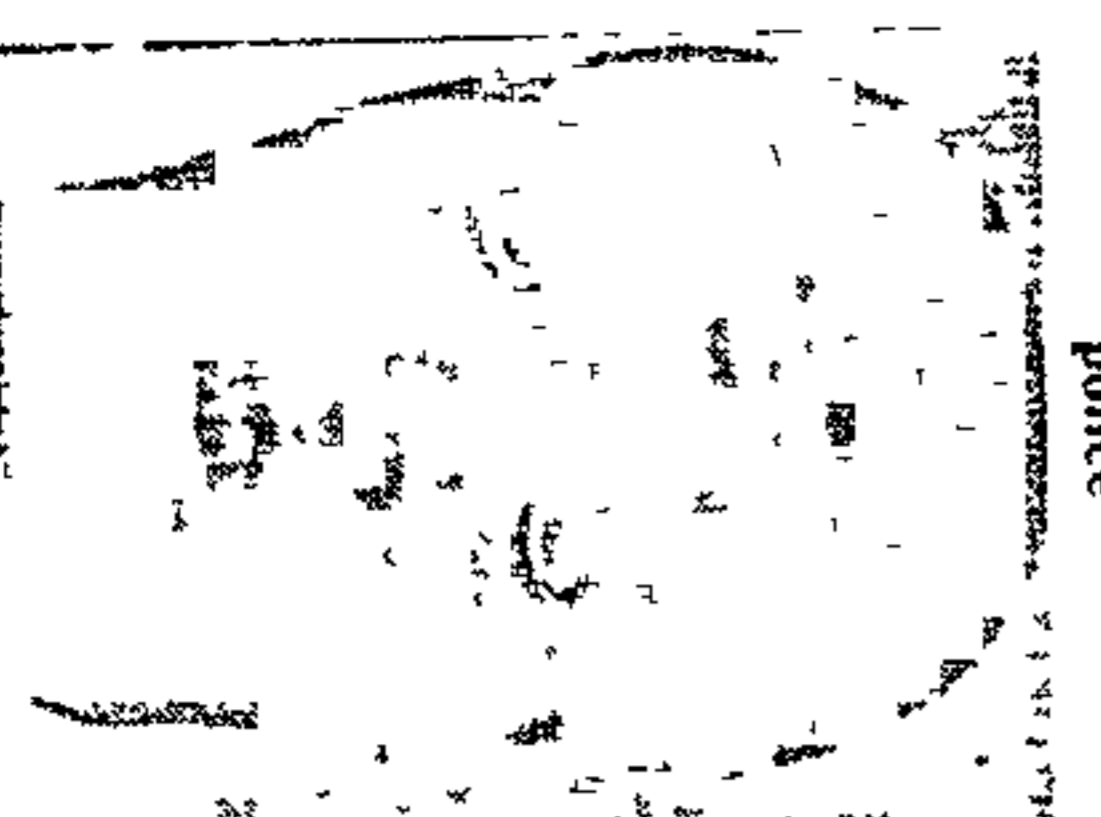
THE UNIQUE NEW CUSTOM MADE VOX 771 IN-THE-EAR HEARING AID

ACQUSTIMED HEARING SERVICES



Dr Eddle Webster of implications of detentions

Mr Jan Theron, department assists police



Mr Thozamile Gqweta released from detention

THIS PAGE

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Alberton Production Stopped

South African Breweries production plant in Alrode, Alberton, was hit by a work stoppage yesterday.

About 450 workers were involved in the dispute—the second to hit the industrial suburb in recent weeks.

An SAB spokesman said they were trying to ascertain the reason for the stoppage and planned to meet the plant's liaison committee.

The Food Beverage and Allied Workers Union has some membership at the plant.

[Faint, illegible text and markings on the right margin of the page.]

the right leg

FBW UNION MEETS SAB

THE 8 000-strong Food and Beverage Workers' Union is to meet with the SAB management to discuss several issues, including recognition agreement, at Chamdor near Krugersdorp today.

The union's spokesman, Mr Paul Ntuli, said the meeting was scheduled for the Sunnyside Hotel in Johannesburg, but union members rejected the venue.

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CAPE TIMES 8/4/82 143

Reef short of beer since strike at SAB

Own Correspondent

JOHANNESBURG — Liquor stores across the Reef are running out of beer on the eve of the Easter weekend because of a five-day strike which hit South African Breweries last week.

The liquor chains yesterday complained that not all of their beer-orders had been delivered.

Soweto shebeens have almost fallen flat in the wake of the massive shortage, and Johannesburg sports clubs were perturbed over the stocks in their bars.

The general-manager of South African Breweries beer division, Mr Peter Lloyd, yesterday expressed concern at the shortage.

Alberton plant

Last month, 450 workers went on a five-day strike at SAB's Alberton plant demanding higher pay. A report at the time stated workers were angered by SAB's sponsorship of the recent English XI cricket tour claiming that the company "has money to spend on cricket, while our wages are low".

But Mr Lloyd denied again yesterday that this had been a factor in the strike.

The plant produces 40 percent of the beer on the Reef.

Last Wednesday, the workers returned, he said, adding that now the

breweries were battling to fight off the backlog in the brewing industry.

"We are working flat out. But it will be difficult to meet the big Easter rush. Beer stocks are very low. We are concerned over catching up with the shortage, and hope to do so soon," he said.

A random survey yesterday showed at least twenty bottle stores were desperate over the shortage.

'Pretty bad'

"It is a critical situation. My beer stocks are looking pretty bad," said the manager of a Johannesburg bottle store who asked not to be named. He said that he had had to turn away many disgruntled consumers who demanded a particular brand.

The owner of a big liquor chain store, who also did not want to be named, said only 70 percent of his normal order had been delivered.

Another liquor chain owner said SAB had run into trouble as it carried the monopoly in the industry. He explained that the breweries' trouble started with the big demand for beer by the public.

● Management at SA Breweries is to meet Cusa's Food and Beverage Workers Union today over a simmering recognition dispute at the company's Chamber beer plant.

2011 8/4/12

SAB to talk to union on dispute (143)

Labour Reporter

MANAGEMENT at SA Breweries is to meet officials from the Council of Union's of South Africa's Food and Beverage Workers Union today over a recognition dispute at the company's Chamdor beer plant.

The union says SAB will not recognise it at the plant, although it represents most workers there. It says SAB has said it will recognise a union only if it has majority support in all six southern Transvaal plants.

It describes this as a "violation of freedom of association" and claims a union should be recognised at any plant where it has a majority.

An SAB representative, Mr Dirk Visser, said yesterday the company would recognise no union until it had substantial representation throughout the southern Transvaal plants.

"They are all interlinked and we believe it is reasonable to demand that a union be representative in all of them," he said.

A union organiser, Mr Paul Ntuli, said the dispute had arisen after Chamdor workers disbanded their liaison committee and elected an action committee of union shop stewards.

Management had given the union access to the plant after some hours but had refused it recognition because it was not representative in other plants.

"This means workers are without the representation of their choice," he said.

Workers had asked for a meeting with SAB, who had replied with an offer to meet union officials at a local hotel. SAB had refused to allow members of the action committee to attend because the union was not recognised.

"But workers demand that the committee be there and that the meeting take place at Chamdor," Mr Ntuli said.

Mr Visser denied SAB had refused to allow committee men to attend. "We have discussed this with the union and will meet a delegation including action committee members," he said.

He also denied the union was unable to take up grievances because of management refusal to recognise it.

He said SAB was always ready to talk to unions — "we simply feel that representativeness is vital before a union is recognised".

'Poisonous' workers

20/4/82 By NKOPANE (143)
MAKOBANE
THE trade union whose
eight members were laid
off with a promise of being
re-employed as soon as
vacancies arose believe
their company is refus-
ing to re-employ them
because they may be
"poisonous" to other
employees.

Mr Frank Mohlala,
general secretary of the
Building Construction
and Allied Workers'
Union, said this
emerged from the talks
held between the union
and personnel manage-
ment last week.

The talks followed the
"dismissal" of the eight
on January 22 when they
were told there was no
longer any job for them
but they would get first
preference when vacan-

cies arose *Sowetan*
In the meantime, the
women, all employed by
Insulation Products in
Vanderbijlpark, have

learnt from their col-
leagues that other peo-
ple were being em-
ployed while they re-
mained jobless

Laid-off workers harassed and intimidated, says union

By STEVEN FRIEDMAN
Labour Reporter

EIGHT workers who were laid off by a firm at Vanderbilpark were told they could not get their jobs back because they had told their union they were retrenched, the union claims

The general secretary of the Building, Construction and Allied Workers' Union, Mr Frank Mohlala, also claims the company, Insulation Products, has been "harassing and intimidating" workers who join the union

He said the union is considering action against a white employee who was "abusive" to a black worker who had been fired

The white employee had "shouted at and been abusive" to a woman worker

Repeated attempts to contact the com-

pany's managing director, Mr Hennie Steyn over the past few days have been unsuccessful

Mr Mohlala, who says his union represents about 100 of the 700 workers at the plant says the workers were fired recently "without being given any reason"

When the union asked management why they had been dismissed it was told they had been retrenched, but they could have their jobs back after a few weeks had elapsed if they contacted the company

"They have now been trying for several weeks, but the company will not give them their jobs back," Mr Mohlala said "They have now been told they cannot have them back because they went to the union when they were fired," he added

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(143) RMH 28/4/82

Cusa set to join new labour unity drive

By STEVEN FRIEDMAN
Labour Correspondent

THE 45 000-strong Council of Unions of SA is still to decide whether to back the major union unity initiative launched at the weekend summit meeting near Johannesburg — but it is likely to agree to join in

This would mean unions representing around 200 000 workers would be backing efforts to seek a more lasting alliance

In another development, the East Cape-based Motor Assembly and Components Workers' Union (Macwusa), which walked out of the summit, issued a statement slamming the unity move. Most major emerging union groups

agreed at the summit to launch a quest for "a more permanent" basis for unity. Unions at the meeting were confident yesterday of the chances of hammering out a formula.

Cusa did not attend the meeting and has not yet reacted to the new move.

Its general secretary, Mr Piroshaw Camay, said Cusa had not yet received copies of the resolutions taken at the meeting. His union would want to study them in detail before making a decision.

Yesterday Mr Government Zini, organising secretary of Macwusa, which quit the meeting largely because of its unwillingness to work with registered unions, issued a statement clarifying its stance.

Mr Zini said members of Macwusa and its sister union, the General Workers Union of SA (Gwusa), had been "op-

timistic" about progress towards unity after last year's first summit near Cape Town, because all unions present had "totally rejected" registration and the industrial council system.

It believed that this rejection was the only basis for "genuine unity".

But Mr Zini claimed all but two of the registered unions at the weekend meeting had "suddenly undermined these two principles".

When it was indicated that unions present were seeking a federation "based on the autonomy of unions", Macwusa had rejected this because it meant unions could stay registered if they wished.

Macwusa believed unions should agree on the principle of rejecting councils and registration as "Government control" before any unity moves.

Membership				Year
	Total	White	Asian and Coloured	African
∅	100			
∅	95			
∅	100			
				1970
				1971
				1972
				1973
				1974
				1975
				1976
				1977
				1978
				1979
				1980

PHOTOGRAPHIC EMPLOYEES ASSOCIATION

143
BY CHAHENE BELTRAND

WORKERS from South Africa's two biggest industries are testing the economic maxim that allows unions to squeeze employers during boom times but expects them to temper their demands during recessions

Mine and metal workers, currently negotiating pay increases, are refusing to moderate wage demands

The Chamber of Mines has offered a maximum 5% increase to mineworkers who are asking for 15% - far lower than garment and certain chemical industry workers, who want a 50% increase, and automobile workers, who are pressing for 75%.

The anger at the Chamber of Mines' "ridiculous offer" could lead to the first national white mineworkers' strike since 1922

Mineworkers quote a recent financial article that revealed South African gold mines were earning as much as an ounce produced as they were at the beginning of February last year, when the gold price was just below \$500

It shows that the 30% devaluation of the rand against the dollar in recent months has proved to be an unexpected boon to the teetering profitability of gold mines

It has also proved to be an unexpected ally of the mine unions

Mr Arrie Paulus, controversial leader of the whites-only Mine Workers' Union said miners wanted a pay increase of 15%. In addition they had asked for an extra seven days' leave on top of the 30 days they already had

Wage war near as workers get tough

S. Express 2/5/82

Mineworkers are also demanding an increase in overtime pay of 1%, to bring the percentage to 6%, and for weekday and overtime pay to go up two notches to 8% when they work a Sunday or statutory public holiday and sundry bonuses to be increased by about 25%

Mr Paulus said the Chamber of Mines, which refused to comment, did not argue that their inability to meet the miners' demands was due to the low gold price but to the general state of the South African economy

"It's not the Chamber's problem to worry about the economy. We have a Government to do that and they set a good example by increasing their own salaries 15% and their allowances 20%"

A prominent economist who specialises in gold analysis said that the moment the gold price drops, a higher grade ore was mined to ensure the survival of the gold mines. This meant less labour was needed and fewer hours worked than during low-ore mining operations

He said five mines applied for R26.9 million in State assistance last year compared to only R1.5 million in 1980. The mines that claimed assistance produced 23 tons of gold worth R362-million

in foreign exchange. He also said that eight mines were under the "red line" - it cost them more to produce gold than they could sell it for

- Examples he gave were
- Wit Nigel's current production cost is \$495.44 an ounce
- At ERPM the cost is \$384.46
- At Western Areas it is R342.66 an ounce

The gold price last week averaged about \$350 an ounce. Employers say the criteria is higher wages or worker security

Mine and metal workers declared disputes last week - the first steps on a road that could end in strikes which would cripple the country

Once white mineworkers' wages are determined, those of black mineworkers, who do not yet have a union, will be fixed in June or July

Between 1970 and 1980 black mineworkers' wages were raised by 87% in an effort to narrow the pay gap between the races and rely less on foreign mine labour. However, according to the Institute of Industrial Relations, the gap remains. Indeed, inflation's healthy appetite has meant the real wages of blacks

mineworkers have risen by only 250% during the past decade - not much when one considers they started at a base of about R22 a week

A leading stockbroker said mines would not be able to maintain their high wage increases this year

International repercussions over the declining gold price and the downswing in the economy could mean that South African gold shares will become unattractive because mine costs are rising

Genrec, a major construction company, has retrenched workers at two of its East Rand plants and is considering doing the same at a third factory

The retrenchments are unlikely to be the last

The next few weeks will see hard-nosed negotiating from employers and workers, not only in the gold and coal mining sectors, but in the metal, garment, laundry, chemical and vehicle manufacturing industries

The general secretary of the Steel, Engineering and Allied Workers' Union, Jane Hlongwane, said there were between 400 000 and 450 000 workers in the steel industry. About 300 000 are black and, according to Ms Hlongwane, work an average 45-hour week in unskilled positions

She claimed that about 75% of those workers earned below the household subsistence level

The HSL is the basic level a family can survive on. It does not take into account anything more than fuel, food, rent and transport

As an example the HSL for the East Rand, an area where worker pressure is building up strongly, has risen by 20% in the past year - an increase in living costs well above the inflation rate

The HSL for Johannesburg black families is R256.53 while on the East Rand it varies from R222 to R242.57

The metal workers declared a dispute with the Steel and Engineering Industries Federation of South Africa last week. They will meet again on May 11 around a conciliation board, which workers and employers have planned is essentially a forum for both to refresh old complaints in the hope that a settlement can be reached on the brink of a legal strike

The workers are asking for a minimum increase of 50c an hour. The present minimum rate is R1.13 an hour, which they want to be R2 or R2.10 within the year

An industry spokesman said "It can be paid in one of three ways, either by reducing employment numbers, increasing prices or going into deficit

"No one wants to retrench and that is why we are trying to hold costs. Employers are walking a tightrope - we want to increase wages but remain competitive"

The other aspect of the tightrope is the increasing strength of unions. It is worsening economic climate. It is going to be an interesting year

What other works of defence (undefined) are to be included other than arsenals, military establishments, factories dockyards, camps,

The Bill provides no an answer to these questions. The Bill provides no an answer to these questions.

Investigative reporting will be curtailed any report-approaches, inspectors, country

THE Protection of Information Bill, according to its long title, is meant to protect certain information from disclosure.

Such is the extent of South Africa's military commitment, is an entirely different matter

ALTHOUGH the historic bush summit between Mr P W Botha and his Zambian counterpart Dr Kenneth Kaunda cannot be hailed as a significant diplomatic breakthrough in international terms, its relevance to the complex issues in Southern Africa, and not least the awesome prospect of intensified military commitment, is an entirely different matter

BOITLOOTSE? moutam

Edgars' workers down tools

Sowetan 5/5/87 143

ABOUT eight clothing stores, all of them subsidiaries of the giant Edgars chainstore, were operating on skeleton staff yesterday when black workers joined their 600 colleagues who went on strike on Monday.

This brought the total number of Edgars' workers on strike to about 1 000. The workers, who are members of the Commercial Catering and Allied Workers'

Union (Ccawusa), are demanding the recognition of their union and a 50 percent pay rise.

Mr Gavin Barnett, Edgars' public affairs director, yesterday denied that any of their stores were closed. He said all of them were still operating, although some of them on a skeleton staff.

Yesterday, the workers had convened at Ccawusa's offices in Khotso House where

they chanted revolutionary songs while shop stewards addressed them on numerous grievances they said should be settled with management.

A spokesman for Ccawusa said workers at Edgars' administration centre in Edgardale and from various Sales House and Jet Stores branches downed tools after learning of "an intimidating" pamphlet issued to striking work-

ers on Monday.

He said as a result of the pamphlet, the workers had decided to call off a meeting which management had asked to be held yesterday.

The spokesman said Ccawusa had been trying to win recognition from Edgars for the last five years and that, on March 23 this year, a letter was written to management requesting a meeting to be held before April 30.

WHOLESALE & RETAIL TRADE AND CATERING AND ACCOMMODATION

- S.A. Electrical Workers Association
- Steel, Engineering and Allied Workers Union
- S.A. Woodworkers
- S.A. Operative Masons' Society
- Port Elizabeth Operative, Plumbers Employees Association
- National Union of Engineering, Industrial and Allied Workers
- Metal and Allied Workers Union
- General Workers Union
- Engineering Industrial Workers Union of South Africa
- Engineering and Allied Workers Union
- Electrical and Allied Workers Union of South Africa
- Electrical and Allied Trades Union of South Africa
- Building Workers Union
- Building, Construction and Allied Workers Union
- Blankenbouverkervakbond
- Black Allied Workers Union
- Amalgamated Union of Building Trade Workers
- Amalgamated Engineering Union of South Africa
- Amalgamated Society of Woodworkers

CONSTRUCTION

- Johannesburg Municipal Water Mechanics Union
- General Workers Union
- Escom Workers Association
- Escom Salaried Staff Association
- Escom (Cape Western Undertaking) Salaried Staff Association
- Cape Town Gas Workers Union

ELECTRICITY, GAS AND WATER

- Diamond Cutters Union of South Africa
- Jewellers and Goldsmiths Union
- Optical Workers Union
- S.A. Association of Dental Mechanicians
- S.A. Diamond Workers Union

Other

No talks until strike ends — Edgars

By Drew Forrest

The strike by between 600 and 700 workers at Edgars Stores in Johannesburg went into its second day yesterday — and the management of the retail giant said it would not negotiate until work resumed

The strikers at the Edgars warehouse and retail outlets are demanding recognition of the Commercial, Catering and Allied Workers Union and a 50 percent pay rise

The public affairs director of Edgars Stores, Mr G G Barnett, has rejected claims by a workers' committee that management had intimidated workers in a circular

In the strife-torn Reef metal industries, one strike ended yesterday when close to 600 workers at Genrec's Power Steel Construction went back to work

At the firm's other Wadeville plant, Genpipe, more than 100 workers fired after striking over retrenchments are still rejecting a management offer of selective re-employment

At Anglo-Vaal's National Bolts plant in Boksburg, 800 workers who struck on Monday over pay, were still out yesterday. Management said negotiations with the Metal and Allied Workers' Union were continuing

The slow trickle to work of strikers at Scaw Metals in Germiston is continuing

as an accountant and auditor... appropriate committee... large of improper conduct to one or... registered accountant and auditor... satisfaction of the Board... in respect of disbursements actually... shall not be deemed a breach of his... or has been serving under articles of... or any restraint whatever on the... or enforces, or threatens or at... Professional Conduct... offer either personally or through... for whom he performs work of a... can offer. Provided further that a... registered accountant and... and auditor who is engaged in... shall prevent a registered accoun-... in such manner as such society... distributing, publishing or... may approve, nor shall this rule... by-laws, articles of association... member of any document, adver-... to the preparation, issue, circula-... in this rule contained shall prohi-... of a type commonly performed by... by offering or paying a re-... the accuracy of the estimate... ngs contingent upon future trans-... rendered by him to such client... the Republic) and reward for any-... for or receives from any third... n respect of the raising of loans... in respect of the sale of movable... ch is based on a percentage of the... ased on the dividends declared or... on, the amount of which is based on... basis of the fees which would have... registered accountant and auditor... estate of a deceased or insolvent... compulsory liquidation of the judi-

- (j) multiplied, temporary or permanent
- (e) removal of his name from the regis-
- (d) suspension from practice for a per-
- (c) a fine not exceeding R1 000
- (b) a reprimand
- (a) A caution.

(2) An accountant and auditor shall more of the following punishments

- (o) conducts himself in a manner which tends to bring the profes-
- (n) directly or indirectly stipulates for clerkship or from any other perso-
- (m) seeks either before or during the clerk concerned applying after the attempts to enforce, any such res-

- (i) solicits by personal canvass, by advertisement or by any other means, professional services, advertisement, making such document, advertisement or approved. Provided further that and auditor from sending a let-

- (k) permits his name to be used in connection with any advertisement, publication or oral statement (which includes a registered accountant and auditor but a registered accountant and auditor ward or by any other means, professional services, advertisement, making such document, advertisement or approved. Provided further that and auditor from sending a let-

- (v) commission paid in respect of earnings or profits of such business remuneration paid to a manager the profits earned by such company fees paid to a director of a company the income collected by him,
- (ii) commission paid to an executor been recoverable had the liquidator in respect of the voluntary liquidator person or person under other special management of any company

- (i) Fees fixed or taxed by the following

is in any way contingent upon the receipt of such earnings. Provided that this rule shall not apply to the accountant and auditor which have been or are to be rendered by him, which, whether wholly or in part, consideration for professional services or services of a type commonly performed by a registered accountant or other person for the purpose of making, fixing or recovering any fee, charge or other makes or fixes, or attempts to make, fix or recover, or enters into an agreement or associates himself in these rules.

(h) divulges to any third party, whether orally, in writing or otherwise, any confidential information which he may have obtained in the course of his professional relations with any client or employer including any information obtained by him as to the business affairs, the trade secrets or the technical methods or processes of such client or employer, unless such client or employer (or, in the case where such client or employer is deceased the executor of his estate) has expressly consented to such information being so divulged, or unless the accountant and auditor is obliged by law so to divulge it, or unless the accountant and auditor in good faith divulges it to the Board in order that the Board may consider whether it should exercise any of the powers, duties or functions vested in it by the Act or unless the accountant and auditor has been or are to be rendered by him, which, whether wholly or in part, is in any way contingent upon the receipt of such earnings. Provided that this rule shall not apply to the

143 RDM
6/5/82

Edgars strike is still spreading

Labour Correspondent

THE strike at Edgars' stores continued yesterday and spread to more Sales House and Jet Stores, a spokesman for the Commercial, Catering and Allied Workers Union said yesterday — but Edgars denied that the strike had spread.

Sales House and Jet are clothing stores catering for black custom.

The union spokesman said yesterday that more workers had joined the stoppage and that more stores had been affected. Workers are demanding the recognition of the union, and a 50% wage increase.

But Edgars' chief executive, Mr Adrian Bellamy, said that there had been little change in the situation.

"A few more workers may have joined the stoppage, but a few have also returned to

work," he said.

The union estimates that about 800 workers are on strike, but Edgars put the figure at around 650.

Mr Bellamy said last night the company had talked to worker representatives yesterday to try to resolve the issue and would continue its efforts. But it would not negotiate on the recognition and wage issues until work was resumed.

The company said that it had been willing before the strike to discuss union recognition and that it had arranged a meeting on this issue with worker representatives several weeks before the stoppage.

The union spokesman confirmed that worker representatives had held discussions with management yesterday.

But he said that these had been "simply to clarify some points, not to negotiate."



Mashinini released

143 Sowetan 7/5/82

A LEADING Johannesburg trade unionist, Emma Mashinini, general-secretary of the Commercial, Catering and Allied Workers' Union of SA (Ccawusa), was this week released after spending about six months in detention without trial.

By SAM MABE

Also released on Wednesday was Mrs Rita Ndzanga, secretary of the General and Allied Workers' Union (Gawu), who was detained with Mrs Mashinini on November 27 last year.

demands and not leaders of their union. For the moment, I am going to rest and the union will operate with the same efficiency displayed throughout my stay in detention.

Mrs Mashinini yesterday said it was no coincidence that she was released at a time when members of her union were on strike.

Ccawusa members went on strike in protest against management's refusal to recognise their union and to give them a 50 percent wage increase.

The strike involving over 600 workers from the giant chainstore, Edgars, started with 50 workers last Friday and on Monday and Tuesday this week several other workers joined in.

Asked how she felt to be free after more than five months in detention, Mrs Mashinini said 'I won't say I am excited about it. I definitely cannot be because inasmuch as I do not know why I was detained I still do not know why I was released.'

"If it is a coincidence, it is an ugly coincidence. I am glad that this strike took place in my absence and that my leadership of the union had nothing whatsoever to do with it.

Mrs Ndzanga's husband Lawrence, died in detention on January 8, 1977 at the age of 52.

This is what will prove that workers are the people who make

MRS EMMA MASHININI: Free after nearly six months.

(721) (143) 2011. 8/5/82

Strike at Edgars is over

Labour Correspondent

THE strike by between 600 and 800 black workers at Edgars Stores, which has hit Jet, Sales House and Edgars stores for most of this week, has ended

Negotiations between management and the Commercial, Catering and Allied Workers' Union on union recognition and workers' wage demands will begin early next week

Edgars said in a statement yesterday "An agreement has been signed between the parties to the effect that the

strike by Edgars' employees has been called off following agreement between the Edgars' shop stewards committee and management

"Detailed negotiations on various matters will commence early next week"

Edgars's public affairs director, Mr Gavin Barnett, would not elaborate and it is understood the company and the union have agreed to add nothing to the formal statement

It appears, however, that there is some form of in-principle agreement between the

two parties

Workers downed tools in support of demands for the recognition of the union and a 50% wage rise

During the strike, Edgars said it would not negotiate on these demands until workers returned to work. It said it had already agreed to discuss recognition before the strike

Ccawusa, however, had insisted that workers would not return until management met their demands and that talks on them would have to take place before a return to work

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Wood & Wood Products, including Furniture

African Garment Workers Union (Natal)
African Leather Workers Union (Transvaal)
African Trunk & Box Workers Union
Black Allied Workers Union
Garment Workers Industrial Union (Natal)
Garment Workers Union of South Africa
Garment Workers Union (Western Province)
General Workers Union
General Workers Union of South Africa
National Union of Clothing Workers
National Union of Leather Workers
National Union of Textile Workers
South African Allied Workers Union (SAAWU)
S.A. Canvas & Ropeworkers Union
S.A. Canvas & Ropeworkers Union (Cape)
Tailoring Workers, Dressmaking & Furriers Industrial Union
Tanning, Footwear and Allied Workers Union
Textile Workers Industrial Union
Textile Workers Union (Transvaal)
Transvaal Leather and Allied Trades Industrial Union
Trunk & Box Workers Industrial Union

Textiles, Clothing, Leather and Footwear

African Tobacco Workers Union
National Union of Cigarette & Tobacco Workers
Rustenburg Tabakwerkersvereniging

Tobacco

Sweet Workers Industrial Union (Natal)
Sweet Workers Union
Sugar Industry Employees Union
South African Allied Workers Union (SAAWU)
S.A. Boilermakers, Iron & Steelworkers, Shipbuilders and Welders
S.A. Electrical Workers Association
Western Province Sweet Workers Union
Witwatersrand Baking & Confectionery Industrial Union
Witwatersrand Brewing Employees Union

Pay query led to sackings — union

Labour Correspondent

MOST of the 20 workers at a Vrededorp depot run by Perskor's Republican News Agency (RNA) were fired last week — because, their union claims, they asked why money was repeatedly deducted from their pay packets.

But a spokesman for the company said yesterday the workers had been sacked because they refused to work after complaining about their pay.

A spokesman for the Commercial, Catering and Allied Workers Union (Ccawusa), said yesterday 14 of the depot's workers had visited the union office to complain that they had been fired. Two other workers were also sacked and the other four were on leave, he said.

"The workers say they were sacked after questioning the fact that money had been deducted from their pay packets.

"Recently, when workers

11/5/82
143
were late because of the train accident in Soweto, money was deducted — this also happened when they went to see Perskor management to complain about their pay," the spokesman said.

On Friday, the workers had gone to see the manager, a Mr Meyer, to ask why a new deduction had been made. "They were all fired as a result," he said.

"Some time ago, the depot manager discovered that six workers were union members and fired them all," the spokesman claimed.

An RNA spokesman described the union's allegations as rubbish.

He confirmed that the workers had been fired on Friday, but said this was because they "were unhappy about their pay and therefore refused to work".

Some had also been late for work, he said.

He denied that all the workers present on the day of the incident had been fired.

Metal pay deal averts strike crisis

19 MAY 1982

RDM

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By STEVEN FRIEDMAN
Labour Correspondent

ABOUT 500 000 metalworkers of all races will receive pay increases of at least 30c an hour from July, in terms of an agreement reached yesterday that has averted the threat of a legal strike in the industry.

Under the industrial council agreement reached between employers and unions, skilled workers will receive at least 40c an hour more

But the only emerging black union on the council, the Steel, Engineering and Allied Workers' Union, refused to accept the agreement and will now ask members whether they want the union to quit the council

Established unions with black members accepted the agreement.

In April, unions on the council declared a dispute, which meant they could hold a legal strike ballot if talks were still deadlocked on June 30

The delay in an accord also led to strikes by black workers on the East Rand

Yesterday's agreement came after employers, represented by the Steel and Engineering Industries Federation (Seifsa), increased their offer to the unions

Seifsa originally offered a 25c guaranteed minimum rise for all workers and increases in minimum pay of

In a statement yesterday, the industrial council said the agreement, effective from July 1, contained guaranteed increases of between 30c an hour (for the lowest pay categories) and 40c (for skilled workers)

Minimum pay rates have been raised by between 16% for the top category of skilled workers and by 26,5% for the lowest-paid unskilled workers

The minimum rate in the industry will become R1,43 an hour

Holiday and living-out allowances would be increased by similar percentages, the statement said

The new agreement does not apply to East London. The East London Engineers and Foundry Employers Association did not accept it, arguing there were special economic conditions in the area that made it difficult for employers to pay these rates

The unions will now hold talks with employers in the area in an attempt to reach agreement on pay rates

The industrial council statement said the agreement meant the dispute "has been resolved using the council's machinery"

Mrs Jane Hlongwane, general secretary of SEAWU, said her union found the agreed increases "unacceptable" and had said it could not be a party to them

"We will now consult our members and ask them whether they want us to stay on the council or not," she said

It is understood that SEAWU, which made separate demands calling for artisan increases to be held to 3% with large rises for the lowest-paid, argued that the agreement did not close the wage gap

But an employer source said the gap between the percentage granted to lower-paid workers and that for the highest-paid was "the biggest for some time"

This, he said, was a "tribute" to established unions and employers in the industry, and evidence of its willingness to close the wage gap

He said this increase, taken together with last year's, was "massive"

Mr Ben Nicholson of the Confederation of Metal and Building Unions said the agreement was "the best we could have got in the present economic circumstances"

The unions would now explain to members that "if we had held out for any more, we would have been inviting closures of some plants and a loss of jobs for many workers"

Some worker leaders, he said, were upset that metalworkers had not won the minimum of R2 an hour the motor industry paid

"But this is simply not possible yet and, if housing, food and other subsidies paid by employers are taken into account, pay is already in the region of R2 an hour.

Without freedoms, SA will move to destruction

143 Sowetan 21/5/82

THE future of South Africa depends on developments in industrial relations over the next few years

It is unfortunate that since the process of industrialisation and urbanisation began here, the issue has been paramount in industrial relations

Throughout this period, attempts at unionisation of black workers have been resisted not insignificantly through State interference and harassment

Since 1973, however, a process has been set in motion which will bring dramatic and irreversible changes in the social and political spheres

The Wiehahn Commission was appointed because the committee system established in terms of the black labour Relations Regulations Act was a dismal failure

During this Act's existence, the attraction and loyalty to trade unions amongst black workers did not diminish, but in fact, increased

The contribution of the black worker to the economy has been significantly altered. More and more black workers are now being employed in the secondary and tertiary sectors, resulting in the necessity for "advancement" programmes for black workers

The expansion of industry and increased overseas investments brought about greater international attention, which has led to more international pressure against the apartheid regime

Through the institution of the various codes of conduct, much more attention has been focused on labour and social practices in the work place

These factors allowed the black, Indian and 'coloured' trade union movements to grow and assist in bringing about fundamental changes without having to be co-opted into the apartheid system

Some examples of these changes are

- Trade union rights. Changes in legislation in 1979, which removed the race barrier in the definition of employment, represented a major victory for the labour movement

- Discriminatory practices on the basis of race or sex that have been removed mainly due to tremendous resistance to job reservations and the increasing number of black females who have entered the labour market



PHIROSHAW CAMAY, general secretary of the Council of Unions of South Africa, discussed the changes that have taken place on the labour scene in the last decade. This article is reproduced with acknowledgements from the first edition of a new magazine, Leadership SA.

- Despite the programme to "liberalise" industrial legislation, there is still considerable unrest, which is, in fact, on the increase. Strike statistics for 1981 are higher than ever, and various causes have been listed. These include: Alleged unfair worker dismissals, union recognition, pension legislation, wages and working conditions

- Since the beginning of 1980 various trade union leaders and members have been detained. There is a naive belief in some quarters that if "agitators" and "militants" are locked up they will 'cool off'. This attitude ignores the fact that trade union leaders act as a barrier between union members and management

The bannings and detentions of unionists, whether by the South African authorities or by the so-called "leaders of homelands", only serve to strengthen the resolve of workers

It is worthwhile noting that in a number of recent cases, managements have been left in the peculiar situation of not being able to negotiate with anybody as the leaders of the unions concerned were all detained

- The black trade union movement does not have power, in the majority of cases, at industrial council level. It is evident therefore, that it will continue to bargain at plant level. Regional or national bargaining will occur only when black unions are able to negotiate effectively at those levels. It is doubtful whether management or state coercion to bargain at industrial council level is going to succeed

- Increasing awareness exists amongst workers to protect their jobs and to improve their conditions of employment. As a result, major groupings have experienced a phenomenal growth in membership

It is important to note that the black trade union movement has been able to fight for change without compromising itself with the apartheid ideology. It has stood firmly on sound industrial relation principles and practices, and has been able to influence events without prejudicing its credibility

I feel it is evident that fundamental changes to the rules of apartheid will come through the changes and development in industrial relations

The process of registration of trade unions will change

The attitude of plant and industry level bargaining will have to change amongst employers

The legislation programmes in industrial relations will need to be stepped up

The increasing need to train workers will be the death knell of separate training institutions in this country

The influx control system will also come under the scrutiny of black unions and demands for its eradication will mount

The continued use of security legislation against unionists will strengthen the resolve of the rank and file membership to fight this inhuman and unjust legislation

Significant economic growth and development will occur only when social and political freedom exists for all people in South Africa. Without these freedoms, this country will continue to move headlong along a path of destruction

When passed through the... which they come together into one stream to be granted

1980/81

Putco, unions sign wage agreement

4/16/82
Star

Labour Reporter

The first wage agreement reached by the Putco bus company and two trade unions was signed in Johannesburg this week

The agreement, which provides for increases in July and in January next year, was the first in a new system of annual agreements between the company and recognised unions

Represented in the agreement were the Cusa-affiliated Transport and Allied Workers' Union and the Fosatu-affiliated Transport and General Workers' Union

A workers' liaison committee was also involved in the wage talks. A Putco spokesman said it was not policy for the company to disclose the amount of wage increases

In Durban about 800 workers at the Van Dyck carpet factory went on strike on Wednesday after demanding that management pay them out their pension contributions on demand

There was similar unrest last year in the area over the pension issue

Officials of the South African Allied Workers Union (Saawu) were at the factory yesterday to discuss the issue with management. A company spokesman confirmed the dispute was pension-related, but would not comment further

And at the strike-hit Success Pack vegetable packaging firm in Krugersdorp, the union has demanded the reinstatement of 38 workers who were recently dismissed

Barlows
Stone Street & Hansen
Selcham
Craft Engineering
Vosa
Alusaf
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(031) 69215

Membership:

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Address: 1

Fosatu Annual Report Nov. 1980/81

Year	Membership		
	African	Asian and Coloured	White
1980			8 400
1979			..
1978			..
1977	7 000		7 000
1976	6 700		6 700
1975	3 900		3 900
1974	3 900		3 900
1973			
1972			
1971			
1970			
			Total

METAL AND ALLIED WORKERS UNION

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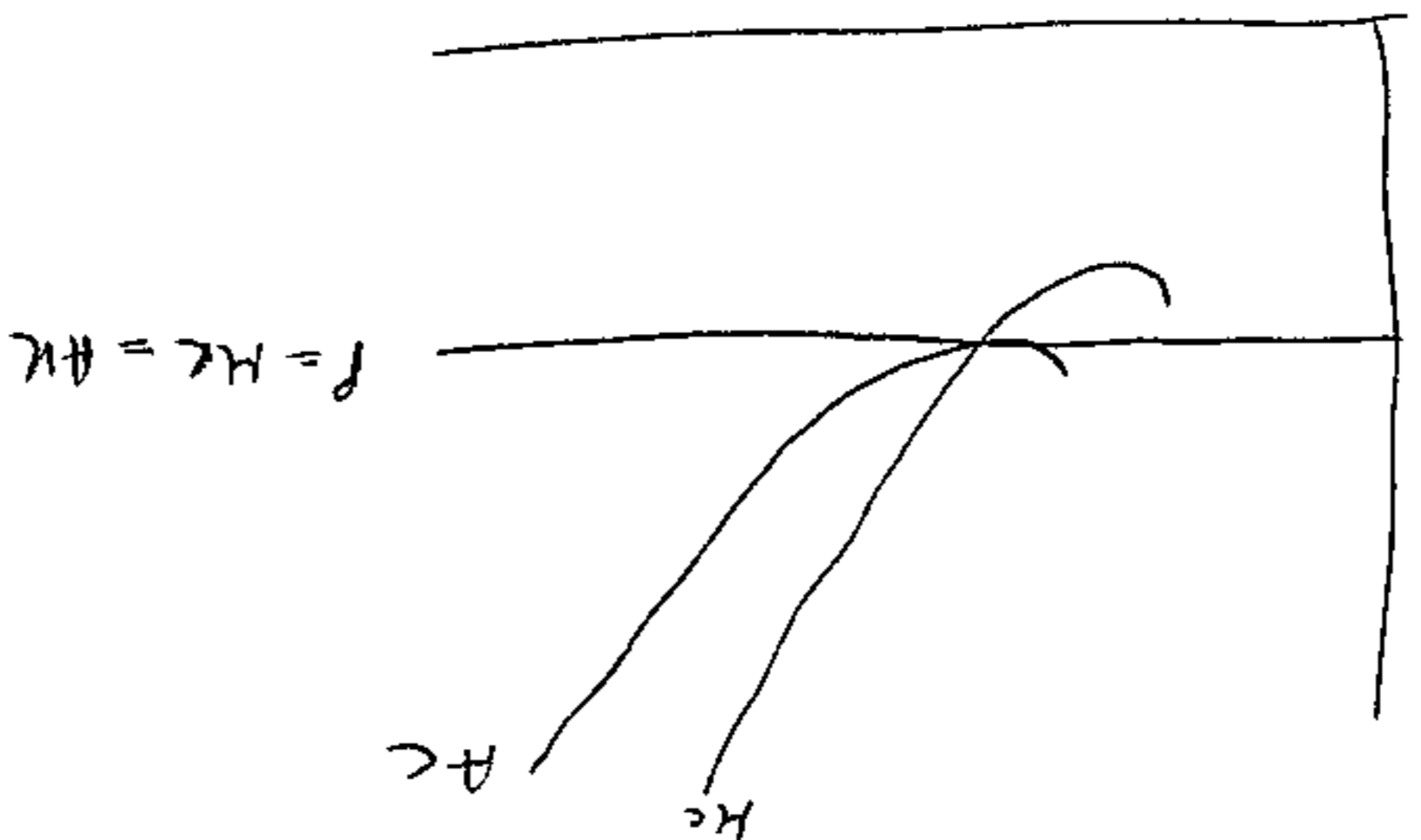
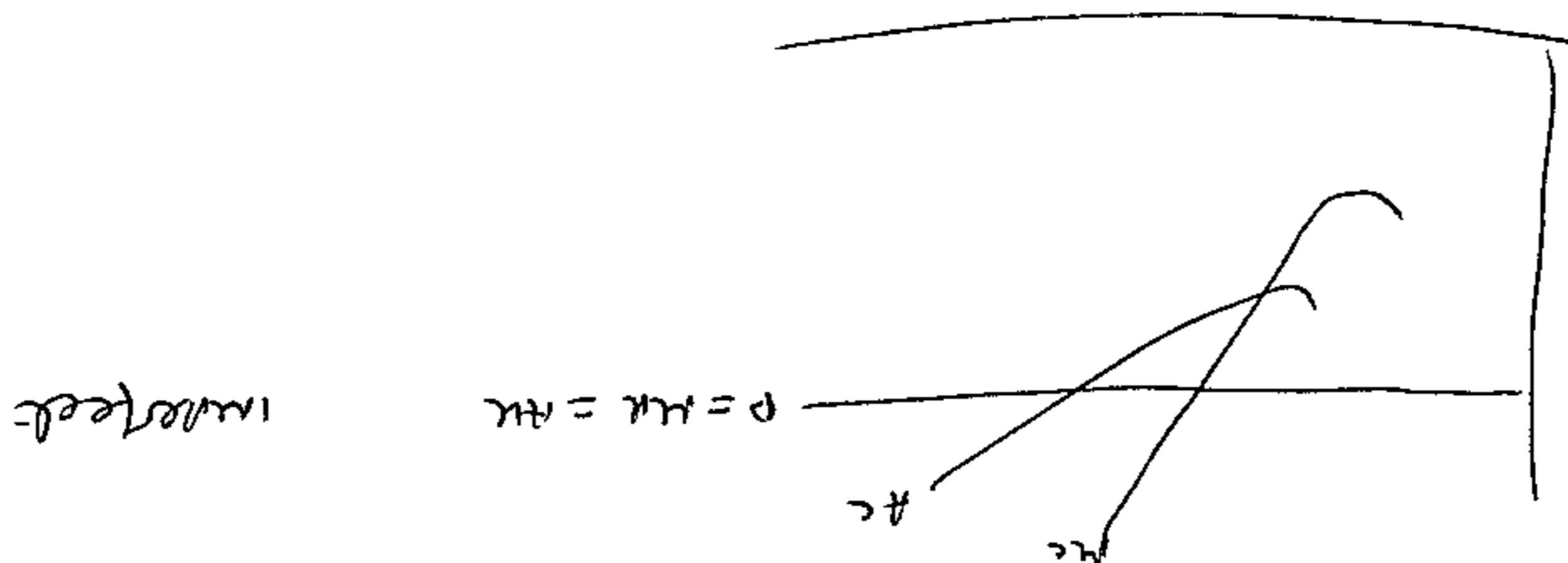
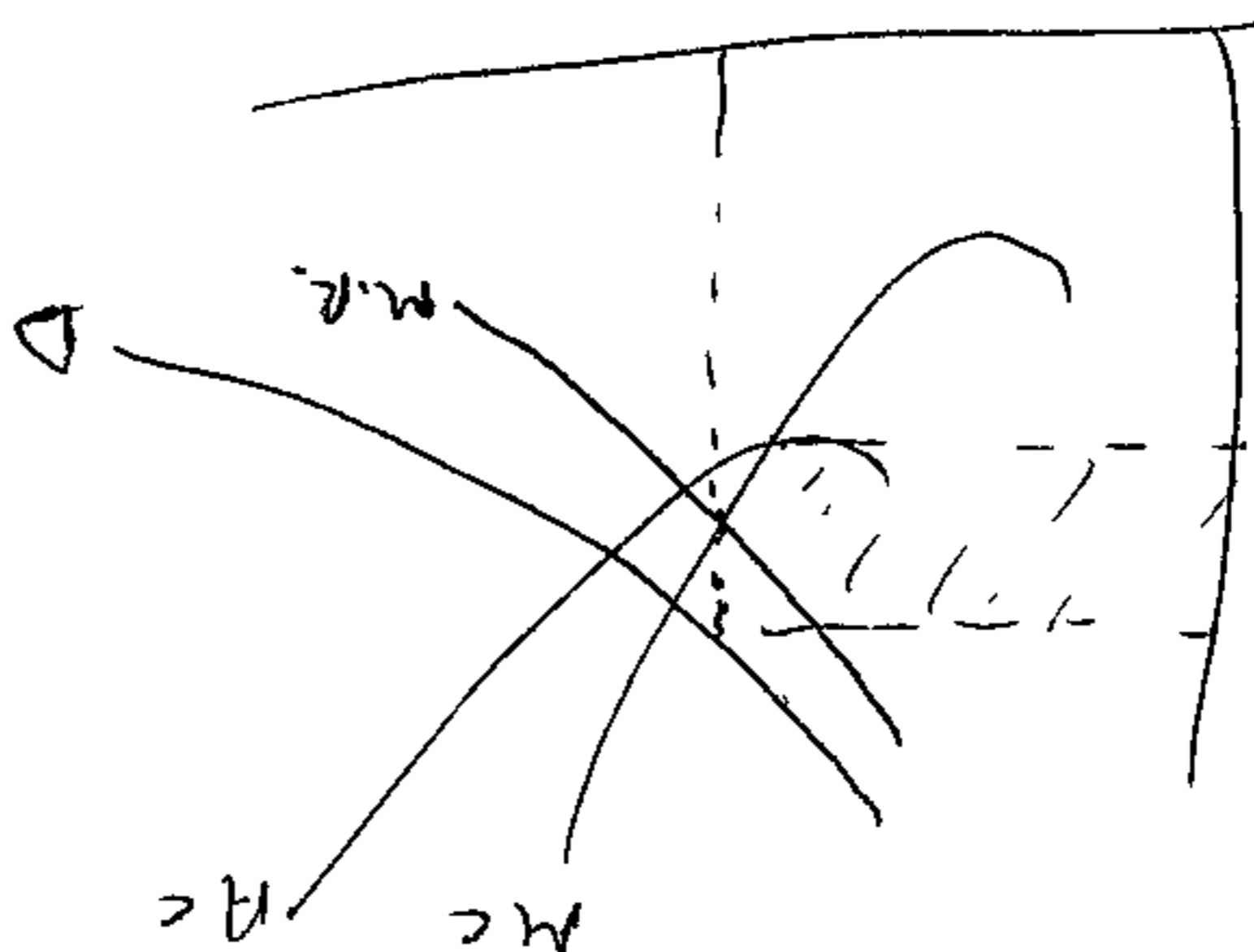
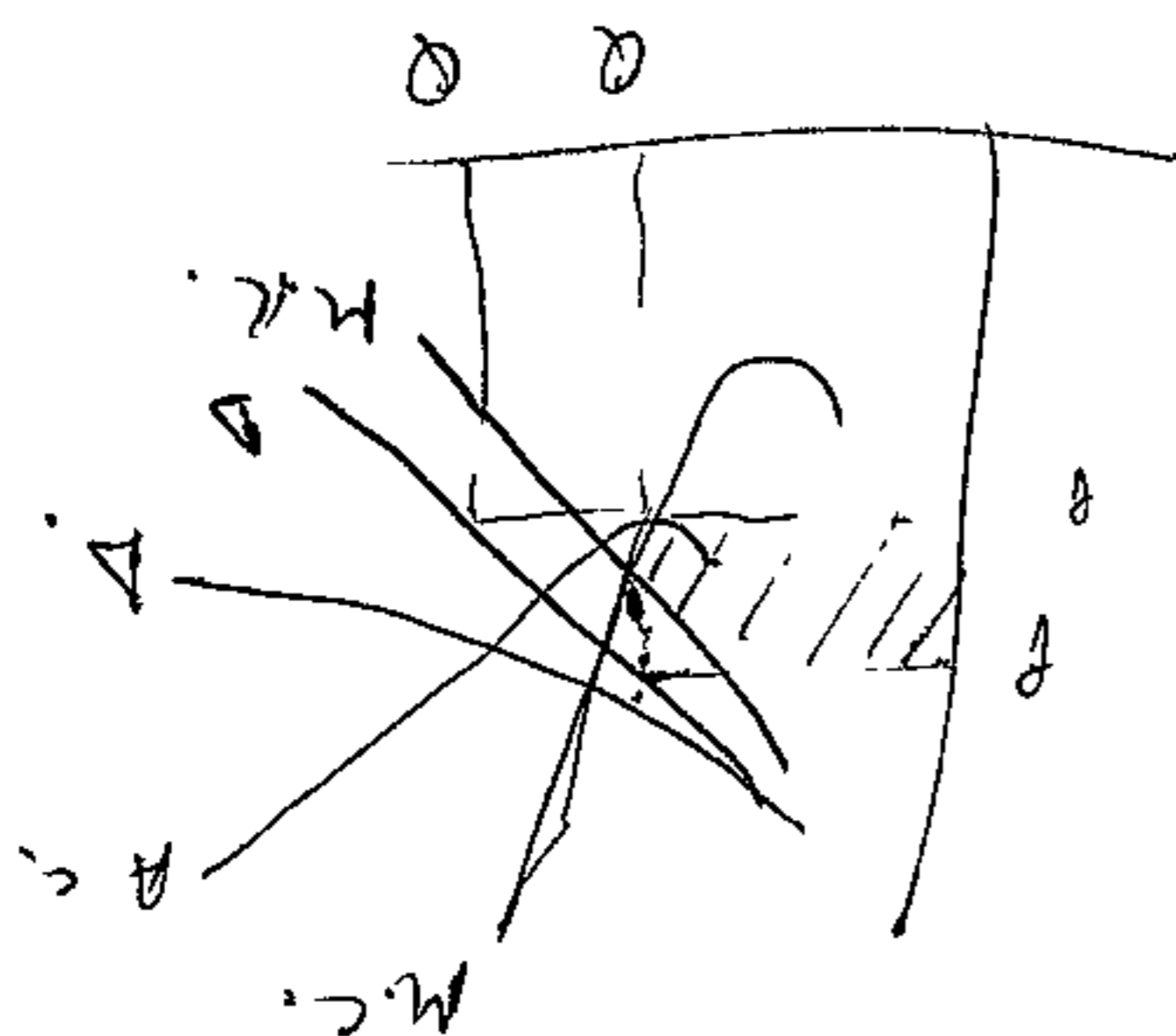
Food workers strike

More than 600 workers at the Irvin and Johnson food processing plant in Springs went on strike this morning over wage demands.

The company had been involved in wage negotiations with the Cusa-affiliated Food and Beverage Workers' Union, which has a recognition agreement with the firm.

Union officials were at the plant discussing the company's wage offers with striking workers today.

A company spokesman said because of economic problems Irvin and Johnson could not meet worker wage demands but had offered an 18 percent increase which workers had rejected.



the area

made by Bishop Tutu

600 workers down tools

By MZIKAYISE (143) EDOM
MORE than 600 workers at Irvin and Johnson in Springs yesterday morning downed tools in demand for higher wages.

Since the beginning of the week representatives of the Food and Beverage Workers Union of South Africa which is affiliated to the Council of Unions of South Africa (Cusa), has been negotiating with the company's management on this issue. So far there has been a deadlock.

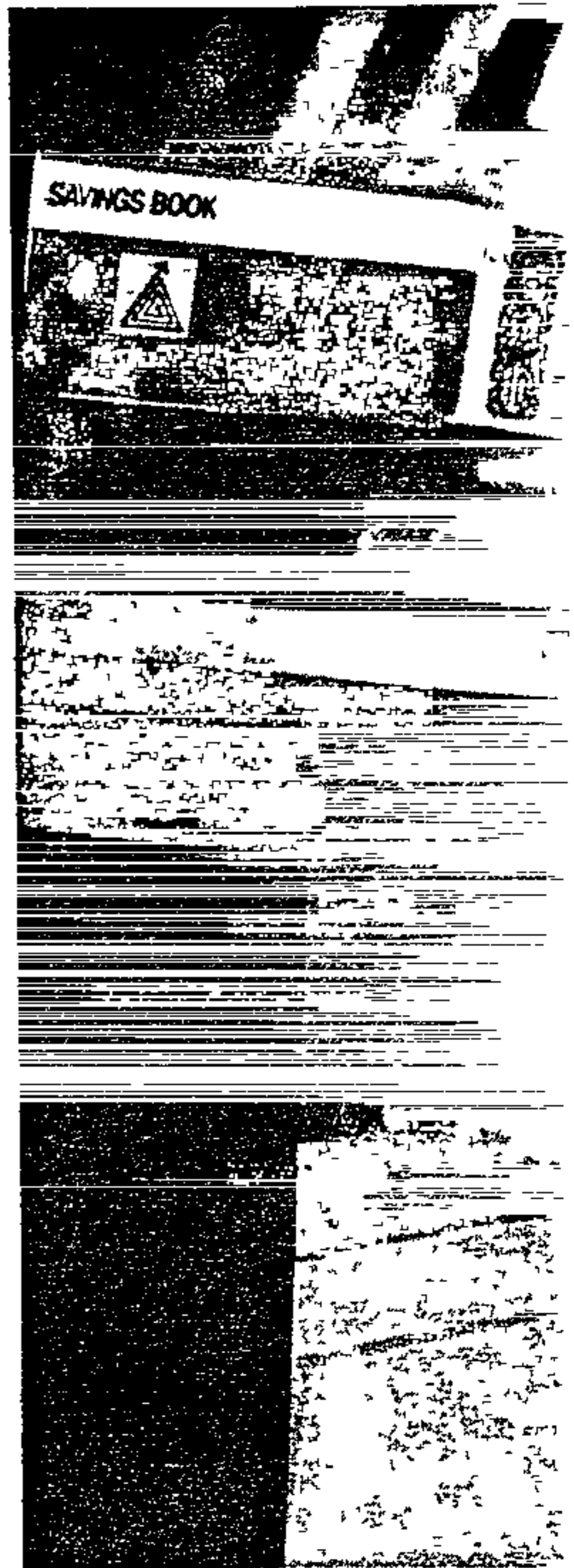
Workers and the union are demanding an immediate wage increase of 79 percent for the workers on the lower grade and 58 percent for workers on the higher grade. Meanwhile, the company is offering an average 18 percent wage increase

for every worker. This offer the workers have rejected.

Yesterday things came to a standstill at the factory when 625 workers refused to start work until their demands were met. It was only after management had promised to review their offer of an 18 percent wage increase that the workers agreed to go back to work later in the day.

50 we fan 11/6/82

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THE THEMBISA
 EDOM
 By MZIKAYISE

THE THEMBISA branch of the Inkatha Movement hopes to meet the Minister of Co-operation and Development, Dr Piet Koornhof, next month in a bid to have the R1 rent increase, which was introduced in April, scrapped. Rent in the area was increased by R1 on April 1 by the Thembisa Community Council. Announcing the increase, Mr L E Nhlapo, the deputy chairman of the Thembisa Council

Bid to scrap rent hike
 to So we fan
 11/6/82

... would be a "repeated scenario" of the early Gandhian defiance campaign and every member of the then Indian Congress should adopt the simplest of lifestyles. Not only am I doing that by putting my beautiful house up for sale, but I'm also becoming wary of being infatuated by the western lifestyle and technology."

Mr Daya pointed out that the Ahimsa Movement believed in "the democratic one-man-one-vote" The march in December

He shrugged off a question as to how he would overcome the Riotous Assemblies Act and a recent "one-man" bill with regard to solitary demonstrators with a simple comment "I did say initially that the march was going to be a defiance campaign."

"However, it's certainly going to be an ab-solutely peaceful one", Mr Daya added

... would be a "repeated scenario" of the early Gandhian defiance cam-
 ... and every member of
 ... the then Indian Con-
 ... gress should adopt the
 ... simplest of lifestyles.
 ... Not only am I doing that
 ... by putting my beauti-
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 ... of being infatuated by
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 ... of being infatuated by
 ... the western lifestyle and
 ... technology."

For sale Best march

300 rail workers fired over stoppages

Labour Reporter

About 300 railway workers at Johannesburg's Kazerne yards lost their jobs on Wednesday after being involved in several work stoppages

And at the Irvin & Johnson food processing plant in Springs yesterday more than 600 striking workers agreed to return to work when the company agreed to mediate the dispute with the union

A South African Transport Services spokesman confirmed that 300 workers at the Kazerne sheds lost their jobs as the result of a dispute over working hours

The workers involved had conducted a number of stoppages and their employment was terminated in terms of their contract, he said

But the men were eligible to reapply for work on Monday and their applications would be considered, the spokesman said

There are about 1800 shed workers at the yards

The I & J strike saw more than 600 workers stop work yesterday morning over wage demands

Talks were held with the Cusa-affiliated Food and Beverage Workers' Union, which has a recognition agreement at the plant, and workers returned to their jobs in the afternoon

Under the dispute procedure between I & J and the union, a mediator will be appointed soon to examine worker demands

The Reckitt and Colman group, a British-owned company, has announced it will retrench about 200 workers in South Africa because of a "redirection in business"

The Car Distributors Plant in East London has also announced its intention to retrench 28 workers. The decision was reached in conjunction with the National Automobile and Allied Workers' Union

**Workers
get 40%
pay rise**

KAM. 24/6/82

Labour Correspondent

A FOOD manufacturer has signed a wage agreement with the Food and Beverage Workers Union which will raise black wages 40% at its Rosslyn plant, near Pretoria

According to a spokesman for the union, which is affiliated to the Council of Unions of SA, the increase will raise minimum pay at the Willard Foods plant to R64,40 a week, compared to the previous rate of R46

Willard recognised the union at the Rosslyn plant late last year and the agreement is the first formal wage agreement About 500 workers are affected by the agreement, the spokesman said

A statement released by the company on behalf of the union yesterday said the new increases had come into effect from Tuesday

The union's spokesman said the increases had "fallen short of what workers wanted" but added "It's our first wage agreement with the company and we believe we have made a start"

D. - K. - W. -

Jo'burg cleaners get a dirty deal

MOST black women who clean Johannesburg's big offices at night earn R100 per month and do not receive any fringe benefits nor are they allowed to belong to trade unions

This revelation was made to The SOWETAN by Mr Sello Mthembu, organiser of the 10 000-strong Commercial Catering and Allied Workers' Union of South Africa, who said several complaints had reached his office concerning this malpractice

Eight women employed by the Phillip Malan Company have been sacked because they claimed management accused them of trying to introduce trade unionism among other cleaners

The women claimed

By JOSHUA RABOROKO

they worked from 6pm until 4am daily and earned between R100 and R137 per month. They were not supplied with transport home nor given allowances for transport

"If we go off work early we have to wait for trains in the early hours of the morning and it is not safe to roam the city streets at that time," they said

They tried to explain their plight to their employers but on Friday eight of them were told "You are sacked be-

cause you tried to organise a strike through your black trade union

They denied having organised other workers to join any trade union because "we do not belong to any union nor have we been approached to join any union"

Mr Mthembu said he took the matter up with the company but was told the company did

not have any dealings with unions

The manager of the company, Mr Phillip Malan, said the workers had been sacked because their services were no longer needed. They had all been served with notices and paid money due to them

He described as "absolute nonsense" claims that they had been sacked because they had organised a strike

"If I want to fire anybody — be he white or black — I will do so. I owe the workers nothing," he said

11/11/82

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Sowetan

2/7/82

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Cusa decides

on 3 unions

Labour Reporter

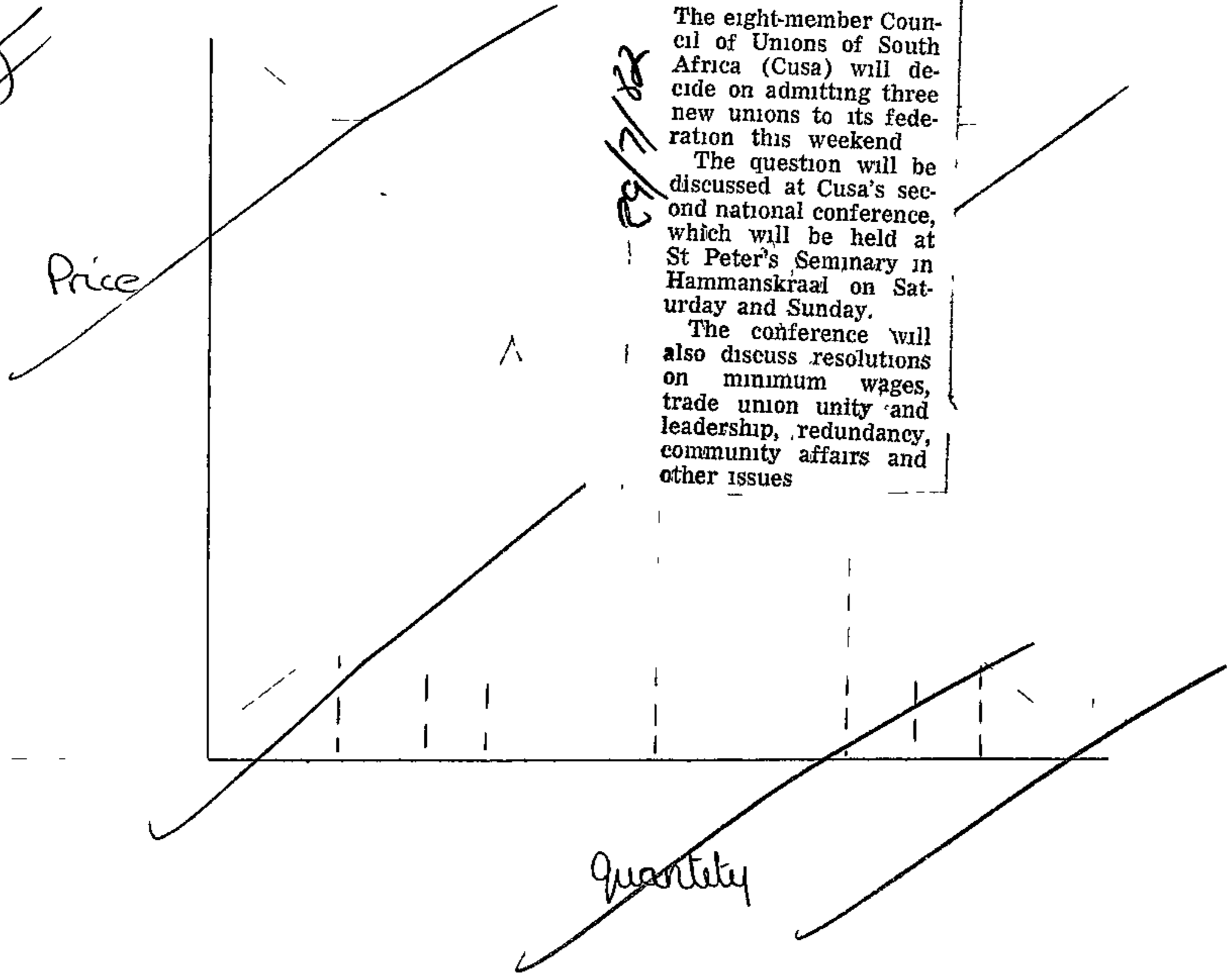
The eight-member Council of Unions of South Africa (Cusa) will decide on admitting three new unions to its federation this weekend

The question will be discussed at Cusa's second national conference, which will be held at St Peter's Seminary in Hammanskraal on Saturday and Sunday.

The conference will also discuss resolutions on minimum wages, trade union unity and leadership, redundancy, community affairs and other issues

29/7/82

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P.T.O.

Talks will focus on union unity

By STEVEN FRIEDMAN
Labour Correspondent

TRADE union unity and union involvement in community "political" issues will be among the topics for debate when the second-largest emerging union group in South Africa, the Council of Unions of SA, holds its national conference at the weekend

Cusa, which is committed to black leadership in the union movement, claims a membership of 60 000. The country's biggest emerging union group, the Federation of SA Trade Unions, claims a 95 000 membership

A statement released by Cusa this week reveals that three unions have applied to join it. Their applications will be

considered at the conference

Cusa general secretary Mr Phiroshaw Camay yesterday declined to reveal their names but informed sources said they included the SA Black Municipal Workers Union and the Transvaal-based Textile Workers Union

The SABMWU was formed when a faction led by Mr Philip Dlamini broke away from the Black Municipality Workers Union, whose members took part in the 1980 Johannesburg municipal strike. Mr Dlamini is in detention under security laws

The Textile Workers Union left the Trade Union Council of SA last year after a dispute with a rival Tucsa union

Cusa's statement says the conference

will conduct normal business but is also expected to discuss resolutions on "a range of subjects such as minimum wages, trade union leadership, union unity, community affairs, redundancy and overtime"

Cusa's discussion on the unity issue comes in the wake of a breakdown of union unity negotiations at a recent meeting in Port Elizabeth

At the conference Cusa is expected to reiterate its willingness to explore unity moves with other emerging unions

However its insistence on black leadership is likely to rule out an alliance with groups like Fosatu, which have white senior officials

The conference will be held at the St Peter's Seminary in Hammanskraal

Killer is the loose

A KILLER escaped Johannesburg Court yesterday, to a spokesman for

Solomon Ngobeni, Charles Tshabalala, 1,4m tall, scar under his right

The spokesman = benji escaped from where he was facing a of theft

Ngobeni was sentenced to an eight-year sentence with extenuating stances and being in possession of a firearm, ammunition - Sapa

Israel sacks rebel

For the past two years Miss Mpele has worked as a Sotho announcer-translator on the daily UN radio programme directed at South Africa

UN Radio workers held in Lesotho

By RICHARD WALKER
NEW YORK - A United Nations representative in Lesotho has been ordered to look into the arrest of a member of the UN's anti-apartheid radio programme while on home leave

The Lesotho Government had said it knew nothing about the plight of Miss Mpele, but was investigating the matter, a UN official said

turned home on leave last A Lesotho national, she returned home on leave last

Mr Motung's condition was normal according to the judge, Mr Motung looked uncomfortable in the witness box when asked certain questions. His "de-meanour was thoroughly unsatisfactory". He also fabricated his evidence. On the other hand, the judge found that Major Nel was an honest and credible witness

In the statement, Mr Motung said he joined the ANC in Swaziland in 1977. He took part in the attacks on Moroka and Orlando police stations

The judge said the bullet wounds Mr Motung sustained were not that serious. This was confirmed by the District Surgeon, Dr M Snyman, and the investigating officer in the case, Major F J Nel

The judge rejected the evidence that the Security Police had deliberately kept Mr Motung from seeing a doctor or sending him to hospital for treatment

as evidence the statement Mr Motung made to a magistrate on May 12

Mr Motung said he made the statement after he had been shot twice, that he was a liar by Mr Curlew in the Pretoria court yesterday

Thabo Motung, 27, is one of the banned members of the banned National Congress charged with and 20 alternative counts

other accused, Mr Jerry Curlew, 25, and Mr Thelie St-ane, 23, closed their case without giving evidence in

testified against the admissions they had made

prosecutor, Mr P B Jacobs, State case, Mr Justice

ing with assessors accepted

John Mwapelo

alleged that Security

used him medical treat-

he had been shot twice,

Letters to the Editor

SACWU is toothless union

143 Sowetan 2/8/82

SIR — I would like to complain about the work of one of our largest trade unions in South Africa

I am a member of the South African Chemical Workers' Union, but I can't just tell you what they are doing

I know that there is no trade union without workers and as a worker I want to know that I do have somebody to represent me. But the SACWU is very weak as far as I'm concerned.

The shop-stewards have the powers of only representing a worker when he has made a mistake in his work or with helping in a query. But when it comes to talk about what we workers want them to do for us, I can bet you it will be a fruitless talk

I would like to refer to the company I'm working for AECI Paints Ltd in Alrode. We are being harassed by our new manager and our new director in one department. We have been complaining since this harassment started, but our shop-stewards are always beaten by these two men

So, why do I blame our SACWU? Because the shop-stewards are not well trained and the president himself, who works there has no feeling about what is happening

I want to ask these shop-stewards not just to be in office for nothing. Lately we were given a small increment and we complained to our shopstewards about this and asked them to get a good explanation from the management

In turn, they were convinced that the

economy had fallen, so Tell your people that we have no money. Anyone who is not satisfied, come and see the manager."

How can we see the manager as individuals when our problem is one and the same — especially when we have people who represent us, and who should talk to the management on our behalf?

This shows that there are those who just like to be on top without capabilities. They must not forget that Mr J Mavi was the white man's enemy on such things. So please, SACWU, do something. Stand up, we are paying you from our salaries and wages. Remember, nobody works for nothing. Everybody wants to work to achieve his or her goal. Stand up and do something

WAKE UP

Katlehong

(143) (2/16) 2004
Council
system
slammed 4/6/82

Labour Correspondent

THE Council of Unions of SA, the country's second biggest emerging union group, has launched a sharp attack on official industrial councils and demanded "immediate, dramatic and drastic reforms" to existing councils agreements.

Cusa has also urged its unions not to negotiate agreements which curtail workers' rights to strike and to set up strike funds, backed its unions that refuse to accept government registration and urged its unions to step up help to sympathetic community organisations.

And it has called on members of affiliated unions not to work overtime during the economic downturn.

These decisions are among a wide-ranging series of resolutions adopted at Cusa's national conference at the weekend. They are seen as a sign that Cusa plans to take a more militant stance.

Most Cusa unions have registered and some sit on industrial councils. Cusa has not been seen as a sharp critic of the council system.

But, in a resolution, Cusa said it was "convinced" that existing councils were "authoritarian, bureaucratic and unrepresentative".

The resolution leaves it to affiliated unions to determine through worker participation the best bargaining structures and says they should negotiate at plant, regional and industry level.

On registration, Cusa says the present procedure is "an attempt to control" black unions.

POLITICAL comment in this issue by R. A. Gibson, Lip Menge, Peter Bunkell, news-bills by Mike Stant, headlines and sub-editing by Chris Smith, cartoons by David Anderson, Dave Gaskill all of 171 Main Street, Johannesburg

(143) Stan 4/8/82

New members add muscle to Cusa

By Tony Davis,
Labour Reporter

The Council of Unions of South Africa emerged from its second national conference at the weekend a stronger federation with three new affiliates

One of the new Cusa members is a Tucsa break-away, Mrs Evelyn Seloro's Textile Workers Union The SA Black Municipal Workers Union under Philip Dlamini, which split from the late Mr Joe Mavi because of leadership differences, also joined Cusa

The third new affiliate is the unregistered Hotel, Liquor and Allied Workers' Union

The two-day conference also resolved to establish two new unions for miners and security staff

The head of Cusa's chemical affiliate, Mr A Mosenthal, was elected president and at the conference he announced Cusa was admitted to the International Confederation of Free Trade Unions

The conference passed one resolution which called for "worker control" with the ability to influence their own destinies and employment

Other resolutions passed

- Supported collective bargaining at levels best suited to worker interests

- Condemned plans to incorporate Ingwavuma and kaNgwane into Swaziland

- Defended workers right to strike

- Called for union involvement in the community

- Urged worker unity in co-operating with "like-minded" unions

Delegates stressed the need for guarantees by employers on retrenchments and lay-offs

The conference also considered detentions of trade unionists and wage issues

Cusa was critical of the current system of union registration and called for the right of collective bargaining with employers

Sowetan 143
1974 4/8/82

Bosses under fire

UNFAIR labour practices and detentions came under heavy fire at the second national conference of the Council of Unions of South Africa held at the St Peter's Seminary in Hammanskraal at the weekend.

A Press statement released yesterday read that the national conference noted with dismay that bosses continuously and deliberately committed unfair labour practices against Cusa members and other unorganised workers. The unfair labour practices as perpetrated by the bosses were designed to prejudice the workers economic, social, moral, physical and political rights.

The conference resolved that

- Cusa will seek to have all practices that prejudice the interests of the workers declared unfair by courts —SANS

Cusa to get miners' union for blacks going

By STEVEN FRIEDMAN
Labour Correspondent

THE Council of Unions of SA is to launch a union for black mineworkers — the first attempt by a major emerging union group to organise black miners.

Cusa, which claims a membership of 60 000, is the second largest emerging union group. The decision to launch the mine union was taken at its second national conference at the weekend.

The Black Mineworkers' Union, which is assisted by Tucsas SA Boiler-makers' Society, has already been granted organising facilities by the Chamber of Mines and a coloured union

organised by the Boilermakers is considering opening its doors to blacks.

But the Cusa initiative is the first to be launched on the mines for decades without the assistance of an established union. Cusa is committed to organising black-led unions and the mine union will follow this pattern.

At the conference, Cusa also resolved to organise a Security Workers' Union and accepted membership applications from three new unions. The three are the SA Black Municipal Workers' Union, the Textile Workers' Union (Transvaal) and the Hotel Liquor and Allied Workers' Union.

Two of the three were previously unaffiliated and the third, the Textile

Workers' Union, recently left Tucsas. This means that ten unions now belong to Cusa, excluding the two planned. In a resolution at the conference, Cusa resolved to establish a mine union to be known as the National Union of Mineworkers (NUM).

Cusa said it had decided to organise the union after "persistent requests" from mineworkers.

In a reference to recent unrest on the mines, it said it was "appalled at the harsh and inhuman treatment in recent weeks to thousands of workers in this industry by unscrupulous companies".

Unions affiliated to the council resolved to give the NUM "every organisational assistance possible".

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

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

	Internal	External
(1)	(2)	(3)
L(4)	7	
Examiners' Initials		

NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

WARNING

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

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

The three whose applications to join Cusa were approved at its national conference at the weekend are The Hotel, Liquor and Allied Workers' Union, the SA Black Municipal Workers' Union, and the Textile Workers' Union (a former affiliate of the Trade Union Council of SA)

The decision to establish the National Union of Mineworkers (NUM) is the first attempt by a major emerging union group to represent blacks in the mining industry. Previous efforts have been assisted by established unions

Community involvement

The Security Workers' Union will be created to aid unorganised workers who face claimed "inhuman working conditions" in the security industry

The conference reaffirmed Cusa's policy of seeking out like-minded unions to promote worker unity and called on union members and officials to "increase their commitment to their communities"

The conference emphasised its belief that existing industrial councils are authoritarian, bureaucratic and unrepresentative structures which have to be drastically reformed. However, it did not rule out the possibility of industry-level bargaining. It said affiliates should continue to determine through worker participation the best negotiating structures within their particular plant and industry

Cusa will also investigate the possibility of increased union and worker participation in the management of pension funds and will strive to have these funds invested to benefit the black community

UNION MATTERS 143

Cusa and the mines

FM 6/8/82

The Council of Unions of SA (Cusa) has approved the membership of three new affiliates and announced plans to establish trade unions for black mineworkers and security guards

Cusa is the second largest emerging union group in SA. Excluding the two unions which still have to be created, it now has 10 unions affiliated to it, boasting a total membership of about 67 000

143

Sowetan 9/9/82

Union council homes in on domestic matters

THE RESOLUTIONS adopted and passed at the Council of Unions of South Africa's (Cusa) second national conference show a marked involvement, not only in labour affairs but also in the well-being of the community

The conference was held at the St Peters Seminary in Hammanskraal and a summary of the resolutions reveals that a broad field was covered. Issues covered included black leadership, Ingwavuma, KwaNdebele and the homelands, realistic wages, the right to strike, detentions and unfair labour practices.

A statement released by Cusa states that worker interests are best advanced through collective agreements, be-

By SELLO RABOTHATA

cause the existing Industrial Councils are authoritarian, bureaucratic and unrepresentative structures. Affiliates are encouraged to continue to determine through worker participation the best negotiating structures within their particular plant or industry. This they are told to do at plant, regional and industry level through mandates from workers to derive the maximum

advantages for their members.

When it comes to the issue of overtime, the council is aware of the problem caused by minimal payment of wages. The dramatic increase in retrenchments in recent months is also noted. The statement argues that the two could be overcome by affiliated unions negotiating realistic wages while keeping the rampant infla-

tion rate in mind. Workers should be encouraged not to work overtime.

Like most black organisations, the council pledges its support to KwaZulu and KaNgwane on the land issue.

We pledge our support for the struggle and reject to the bitter end the fragmentation of our land and any similar plans by the minority government. We pledge to work for a common citizenship in an undivided South Africa.

The council claims it will seek to ensure the protection of the workers' right to withhold la-

bour as is the case throughout the world. Affiliated unions are advised not to negotiate agreements curtailing this right, through the various peace obligations sought as guaranteed by the bosses. Members are advised to build strong unemployment and strike funds to ensure the full protection of worker interests.

The statement states further that artificial and intellectual barriers have been created to separate workers from the communities as separate entities. The council hopes to stop this.

subject

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

Paper No

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

Examiners' Initials		
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NOTE CAREFULLY

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Cusa decides to establish two more trade unions

The Council of Unions of South Africa (Cusa) is to establish two new unions for mine and security workers and has accepted the affiliation of three others, the council's second national conference held at St Peters Seminary in Hammanskraal resolved at the weekend.

The new affiliates are the Hotel liquor and Allied Workers Union, Textile Workers Union (Transvaal) and the South African Black Municipal Workers Union. The acceptance of the three brings the number of Cusa's affiliates to ten.

The council is establishing the union of mine-workers because, 'It is acknowledging its obligation to persistent workers requests in this industry, it is appalled at the harsh and inhuman treatment in recent weeks meted out to thousands of workers in this industry by unscrupulous companies and it is strengthening its resolve to effectively organise the unorganised worker.

The conference is also appalled at the inhuman working conditions within the security workers' industry, it once again commits itself to organising the unorganised workers to eliminate worker exploitation. Cusa unions should commit themselves to give every organisational assistance to the speedy and effective development of these unions.

Mr A Mosenthal, president of the SA Chemical Workers Union, was elected Cusa's president and Mr L Kwelemthini, president of the Food Beverage Workers Union, was elected vice president. The position of general secretary held by Mr Piroshaw Camay was reconfirmed.

Cape Times 18/8/82

Union rejects SA Bottling's offer

PORT ELIZABETH — The General Workers' Union of SA yesterday rejected an offer by SA Bottling to re-employ 30 of 250 workers dismissed last year

The workers were sacked after a strike in October for higher salaries and better working conditions

When SA Bottling refused to re-employ them, GWUSA organized a boycott of the company's products in the Eastern Cape

GWUSA's organizing secretary, Mr Government Zini, said a union delegation had met management representatives on Thursday

They had been told that the Food and Beverage Workers' Union, an affiliate of the Council of Unions of SA, also claimed to represent the dismissed workers

The meeting was adjourned and resumed yesterday with the FBWU present. The union had made it clear that it was not involved in negotiations on the re-employ-

ment of those dismissed and left the meeting, Mr Zini said

The company then offered to re-employ 15 of the workers immediately and another 15 in September

"On the question of the remaining workers, the company refused to commit itself and until they present us with a re-employment schedule of the outstanding workers we cannot accept their offer," Mr Zini said

SA Bottling's managing director, Mr P H Gutsche, said the company wanted to employ additional people and was prepared to give preference to former employees

"We cannot simply employ all those dismissed last year and get rid of a whole lot of our present workers," he said

"We have made a sincere offer and still hope the union will come back to us on it"

While the boycott of SA Bottling products was having no visible effect the negative publicity was bad, he said — Sapa

Boycott called off after union talks

Labour Reporter
The consumer boycott in the Eastern Cape against a bottling company was called off this week after the firm agreed to re-engage workers dismissed during a strike last year.

The agreement between the SA Bottling Company in Port Elizabeth and the General Workers Union of SA was reached on Wednesday, partly as the result of mediation by local community leaders.

The company dis-

missed about 250 workers last year after they had gone on strike. They demanded recognition of the union and higher wages.

Gwusa organised a consumer boycott in the Eastern Cape.

The agreement provides for the immediate rehiring of 30 former workers and another 20 over the next few months.

Negotiations to rehire the remaining workers would be held next January, a Gwusa spokesman said.

Star
27/8/82
143

Increase for food workers

Labour Reporter

A wage award was handed down this week to members of the Food, Beverage Workers Union who are employed at the Irvin and Johnson plant in Springs.

The Cusa affiliate which has a recognition agreement with I and J instituted the grievance procedure in a bid to win higher wage increases. The new minimum weekly salary is R49.44.

Star 27/8/82
152

The Music for Pleasure — MFP — company in Steeledale was hit by a work stoppage this week by several hundred workers over wage demands.

Workers claimed the firm was not paying half-yearly increases. However, an MFP spokesman denied there had been a dispute and declined to comment on worker claims.

Own Correspondent
CAPE TOWN — The staff association of the University of the Western Cape has called for the unconditional reinstatement of 1500 University of Fort Hare students and a lecturer dismissed after a recent classes boycott.

It is believed that power failures in hostels which disrupted studies for tests caused the two-day boycott.

A lecturer in land

Cape protest student dis

surveying, Mr Jonathan Jackson was suspended after he criticised the university action.

The association said yesterday it 'seriously questioned the university authorities' handling of the student crisis.

the C'ske internal ters, and sion of a expressing over stu- "Further suspension

Picture led to surrender

Crime Staff

A 52-year-old Hillbrow woman gave herself up to the police this week after her picture appeared in The Star last week with a request by detectives for information as to her whereabouts.

The woman was wanted by Bramley detectives for questioning in connection with charges of fraud.

Bramley detectives said the woman gave herself up after one of her relatives saw her picture in The Star.

Muslim shops w Jewish customer

Jewish and Muslim leaders in Johannesburg resolved a rumour said to have surfaced last week calling for Jews not to be served at Indian shops in the Oriental Plaza.

Indian firms said they were telephoned by long-standing Jewish customers wanting to know if they would be welcome.

"Some of our Jewish customers said they had heard that they would not be served at Muslim shops," said one leading outfitter.

"We told them they

would be welcome."

A memoza trader said they approached wish body if there w to the assured t dissociated from a mours."

A spokesman said Jewish leaders of community discussion were satisfied was resolved.


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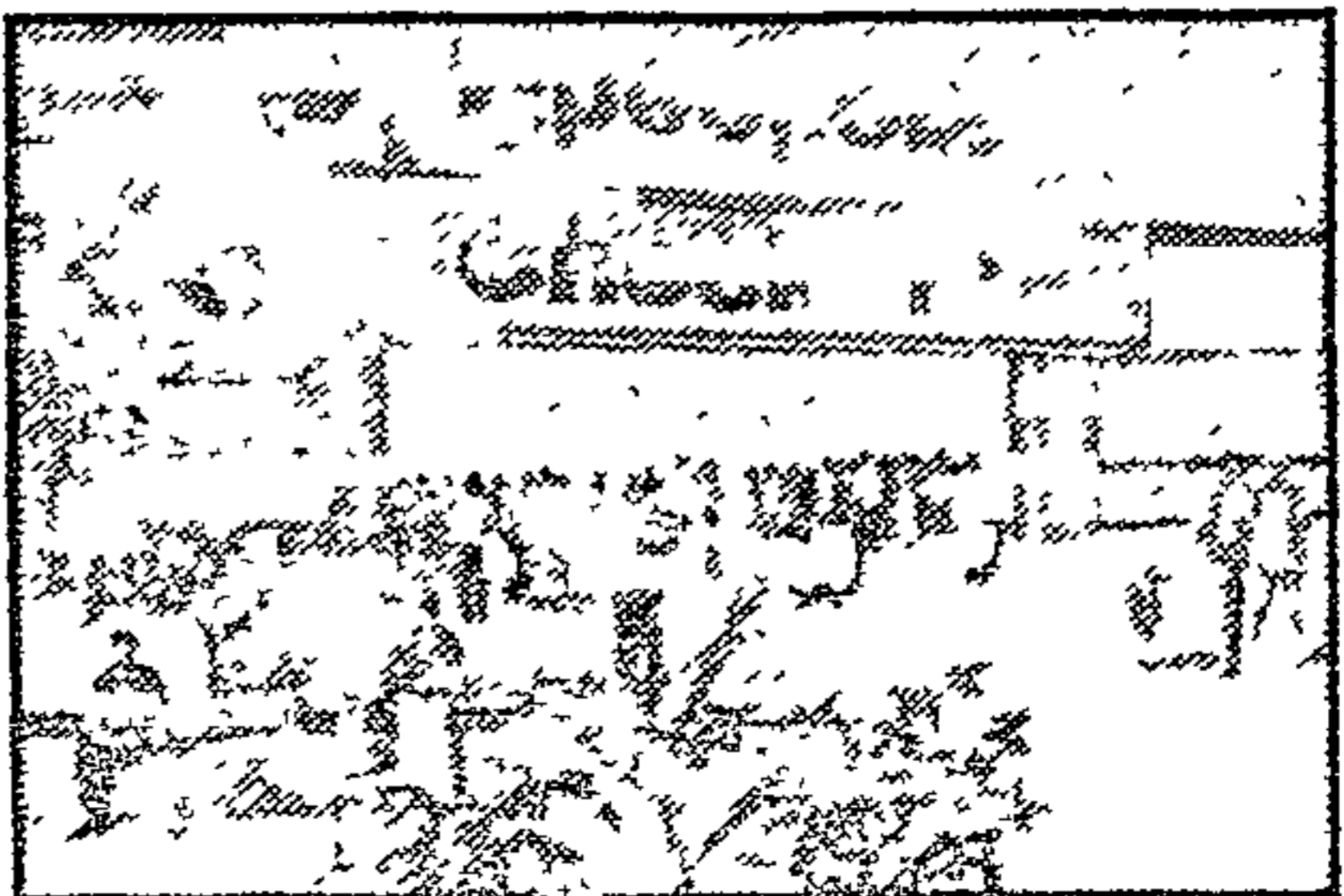


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IT

BLACK MINEWORKERS

'Exciting phase'

143
Fm 27/8/82
Efforts to unionise black mineworkers are gathering momentum. The process will profoundly change the way in which labour relations have traditionally been conducted in the mining industry.

Although mining officials' associations are opening their ranks to admit black, Asian and coloured workers, they do not reflect the main thrust for the unionisation of black mineworkers. At this stage this is coming from three unions whose activities are being observed with great interest by mining employers.

Earlier this year, the Black Mineworkers' Union (BMWU) became the first black union to be granted access to mines affiliated to the Chamber of Mines. BMWU general secretary Chilian Motha is making ambitious predictions about the union's growth. However, few observers be-

lieve the union has the resources or the expertise to become an effective force in the short term. They are taking two other unions which are emerging in the industry much more seriously.

These are the National Union of Mineworkers (NUM), an affiliate of the Council of Unions of SA (Cusa), and the Federated Mining, Explosives and Chemical Workers' Union (FMECWU).

The NUM, according to Cusa general secretary Phiroshaw Carnay, already has a draft constitution and discussions have been held with the chamber and some employers. It is expected to be formally established by the end of next month. The significance of the NUM lies in the fact that it is the first mining union to be established by a major emerging union grouping.

The FMECWU represents coloured workers and has already been recognised in the diamond industry. A recognition agreement which will allow it to officially represent coloured workers on mines affiliated to the chamber is expected by some chamber sources to be signed within the next week.

With a minimum of fanfare, the FMECWU this month applied for extension of scope to represent black workers in the mining industry as well. One of the reasons why some employers are taking this union very seriously is because its general secretary is veteran unionist Ike van der Watt,

general secretary of the SA Boilermakers' Society. He has a reputation as an experienced and effective organiser. Barring any objections to its application, the union will be granted extension of scope within the next few months.

Employers are also fascinated by the fact that the union has given notice of its intention to become a member of the all-white Council of Mining Unions (CMU). Van der Watt (who represents the Boilermakers' Society on the CMU) believes the time has come for the CMU to explore the possibility of admitting the FMECWU, or to consider forming a new body to represent all unions within the

industry.

He raised this issue at a recent CMU meeting. There had been predictions that certain CMU members would angrily oppose admitting the union. But some sources say that even the most conservative members of the council indicated a willingness to at least discuss the matter once the union has been formally recognised by the chamber.

The admission of the union to the CMU and the growth of other black unions will affect the way in which white unions have traditionally allied themselves for collective bargaining. A few unions are displaying increasing interest in the possibil-

ity of creating an industrial council for the industry.

It is still too soon to predict what will happen. However, it seems that a great deal of hard bargaining will be needed to accommodate the sharply differing needs and interests of some established white unions and the emerging black unions.

All the parties in the industry, which for so long has lagged behind others in implementing labour reforms, realise that they are heading into a period of change. Says Johan Liebenberg, the chamber's industrial relations adviser: "We are entering a very exciting phase and we no longer have the static industrial relations we once had."

The Cusa stand

143



The FM spoke to Phiroshaw Camay, general secretary of the Council of Unions of SA (Cusa), an emerging trade union grouping which has 10 affiliates with a

combined membership of about 60 000 workers. He will speak at the FM's annual investment conference in November.

FM: What is your attitude towards government's proposed amendments to the Labour Relations Act, aimed at opening up official dispute-settling procedures to unregistered unions?

Camay: We have always believed that unions, whether registered or unregistered, have *locus standi* as public institutions to represent workers in all forums. We therefore have some grave doubts about the purpose of these recent proposed amendments to the Act, and are worried that this is another attempt to co-opt those unions which have chosen not to register.

Are you satisfied with the role the Industrial Court is playing in labour relations?

No. In fact, there are some matters which we have decided not to take to the court because of its past operations. There have been various criticisms levelled against the court, and we believe that until it becomes an open court and its judgments are publicly available, there will always be some reservations and doubts about using it.

What is Cusa's attitude towards current efforts to forge unity between emerging trade unions?

At our last conference the 10 affiliated unions pledged that they would

work towards greater unity through whatever ways and means are available to them. We stated that in the preamble of our constitution. We believe we have to develop a strong worker movement in SA.

Does this imply that Cusa might be willing to merge with other union groupings?

Yes.

Are you concerned about inter-union rivalry?

Yes, very much so. We are very disturbed by the fact that some union federations and some individual unions are actually attempting to organise the organised, instead of going out and helping workers who are not yet members of unions. There appears to be an increasing trend in this direction.

Could this be a barrier to unity efforts?

In some instances, very definitely. Cusa recently announced it would form a union for black mineworkers. What has been done so far?

We have a draft constitution for that union. We have had talks with the employer body involved and discussions with some mining houses and mine managements as well.

What sort of reception have you had?

Fairly cautious at this stage.

What is Cusa's attitude towards industrial councils and industry-level collective bargaining?

Our attitude has developed over a period of time. We have begun to understand the needs of the various industrial sectors in our country where some industrial councils already exist which are fairly powerful and sometimes useful. Then there are industries which are so sparsely represented on councils that we have great reservations about entering the councils in those industries.

Cusa does not dictate an attitude to its

affiliates. We believe in worker control, and that implies that workers in a particular sector or industry must decide for themselves whether they should join a council or not.

There is agreement among most participants in the labour arena that industrial councils will have to be reformed to make them more responsive to the needs and demands of emerging unions. Are you finding it possible to bring about reforms?

Yes. If a union is powerful enough, we believe it is in a position to advocate changes which will be acceptable to the employer organisation involved — and sometimes also to a council's secretariat.

We have found in some instances that the secretariat is a stumbling block. There is room for reform and it is possible to achieve that reform.

Can you explain Cusa's strong stand against overtime work?

We have found that many industries and companies which are retrenching workers are also working excessive overtime. This is an unacceptable practice.

Cusa recently spoke in favour of its affiliates establishing strike funds. Do any affiliates have such funds?

Yes. One union has a strike fund and another is planning one.

What kind of issue is Cusa addressing itself to as the economy continues to slow down?

At our recent conference we adopted a resolution dealing with retrenchments. We believe we now have a framework to alleviate some of its distressing results. We also believe that now is the ideal time for our members to be trained, by the bosses, to gain better skills which will make them more effective once the upturn starts.

Workers resign en bloc from Sacu

2/9/82
Sowetan

ABOUT 117 workers at Propan Litwort, in Wadeville near Germiston, have resigned from the South African Chemical Union (Sacu), "because the union is doing nothing for us".

A spokesman for the workers yesterday told The SOWETAN that the workers intended to join the Chemical Workers' Industrial Union, an affiliate of the Federation of South African Trade Unions (Fosatu).

He said the reasons for their resignations were that the union had done nothing for its members concerning wage increases or the unfair dismissal of colleagues.

Another company, Super Rose, in Isando, which the workers say is a sister company to Propan, is also involved in the same issue. Workers from this plant have also handed in their resignations to Sacu and have approached the Cwiu.

The workers have also signed a petition informing management of their decision. They also asked for the cancellation of the union's stop order. This was done because "we do not see what the money is doing for us because we are not represented in any way."

Mr Johannes Dladla, national organiser of Sacu, sounded surprised when asked for a comment: "No one has come up to say he is resigning. We have also not received any petition from the workers. We would also expect them to resign individually because they joined as individuals not as a group."

Unions open ranks to black mineworkers

143 Sweetan 9/9/82

ATTEMPTS TO unionise thousands of black miners in the country seem to be gaining momentum with mining officials opening their ranks to admit blacks.

Three unions, the Black Mineworkers' Union (BMWU) the National Union of Mineworkers (NUM), and the Federated Mining, Explosives and Chemical Workers' Union (FMECWU), are making moves in this regard

Although this move by the unions is likely to change the way labour relations have been conducted in the mining industry, thousands of black miners are still dissatisfied with their earnings

This they showed recently when they went on strike, burning buildings in protest over pay demands. Some of them were repatriated while 60 are to face charges of public violence in the Westonia Magistrate's Court today

The BMWU, under the chairmanship of Mr

By **JOSHUA RABOROKO**

Chilian Motha, was the first union to be granted access to mines affiliated to the Chamber of Mines

Mr Motha said that he was expecting that, with the progress of time, the union would make "wonderful strides" in unionising black mine workers in the country

The union had moved a long way since been given this access in fighting for the rights of miners, and was also negotiating with mining industrialists to recognise "our rights," Mr Motha said recently

Although the BMWU is making strides towards unionising black miners, few observers contend that the union has the necessary re-

sources or the expertise to become an effective force in the short term

Observers see two other unions which are emerging in the mining industry as a much more significant development. These are the NUM, an affiliate of Council of SA (Cusa) and the FMECWU

At its recent congress Cusa said the formation of NUM came about as the result of persistent requests by workers in this industry

According to reliable services the FMECWU, representing coloured workers, is to be granted a recognition agreement by the Chamber of Mines in the near future

One way or another the admission of the unions and the growth of other emerging unions in the mining industry will affect the way in which white unions have "monopolised the show" in the past

SACWU CWU agree to wage hike

By SELLO
RABOTHATA

THE TRANSVAAL Chemical Manufacturers Association and various workers' unions recently came to an agreement on a number of issues in a bid to improve working conditions in the chemical industry.

The association, together with the South African Chemical Workers' Union (Sacwu) and the Chemical Workers' Union, issued a joint press statement which, among other things, reflected a wage agreement of an increase of 50 percent for weekly paid workers.

They agreed to

- increase minimum wages in the industry for the period ending June 30, 1983 to R65 per week from the present R43 per week,
- reduce the existing differential of one to 10 to one of one to eight between the lowest and the highest paid categories of workers,
- further increase minimum wages by 10 percent as from July 1, next year which means the minimum wage will then be increased to R71.50 per week,
- negotiate a new agreement which will be effective from February 1 1984,
- ensure that employers give reasonable written notice to workers before working short time,
- bring public holidays granted into line with the provisions of the Public Holidays Act,

- increase sick leave provisions by allowing up to 30 days accumulation of sick leave over a three year period,
- accept that, providing a union has a minimum of four paid-up members in an establishment, it may appoint one shop steward to represent the workers. For every 50 workers or part thereof additional shop stewards may be appointed. Such accredited shop stewards will be granted three days paid leave for the purpose of attending trade union courses or seminars,
- allow council agents to interview alone workers who wish to make representations to them, and,
- appoint a Disputes Committee comprising one representative from each party to resolve disputes.

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Putco makes way for union bargaining says report

PuTco, the largest bus industry in the country, views trade unionism as a suitable vehicle for the collective expression of employee concerns and ideas.

In its latest publicity brochure, the company says once majority support for a particular union is proved at any depot, negotiations are conducted for the recognition of the union and the election of shop stewards takes place.

In this way an agreement has been signed with the Transport Allied Workers Union, an I shop stewards have been elected at Boksburg, Putleton and Wynberg.

A preliminary agreement has also been signed with Transport and General Workers Union which has majority representation at the Springs depot.

The company also recognised liaison committees representing Putco employees as

these continue to provide effective communication channels between workers and management.

Recent negotiations on wages, and conditions of service, reached an historic milestone by including for the first time representatives of both unions as well as the Central Liaison Committee.

As a member of the South African Bus Employers Association, Putco has made a contribution to the drafting of a model "trade union" recognition as a guide for bus operators in the country.

The company provided an essential transport service to half-a-million black commuters on the Reef, in Pretoria and in the Durban areas.

"The Government controls its fares and administers a subsidy which makes up the difference between the economic fare level and that paid by the

passenger," says the brochure. Part of this subsidy is contributed by commercial and industrial employers, many of whom depend on Putco to provide transport for their workforce.

Putco recognises the passenger as 'number one', caters to the needs of the workforce, rather than an elite Ninety-four percent of Putco's drivers are black.

In addition to normal bus company operations, a professional management team copes with procedural complexities in fare increases in an inflationary and politically sensitive climate.

Referring to Putco's future plans, the brochure says that while the workforce in South Africa grows by 18 percent annually, about 50 new buses a month are added to the Putco fleet at a current cost of R70 000 each.

Concerning fare increase,

PuTco says it must first apply to the local Road Transportation Board, and then allows 21 days for any objection to be lodged.

The application must be heard by either local board, or the National Transport Commission, together with any objections. This establishes what the tariff — without subsidy — should be.

However, the many procedures which the company has to undergo before the fares are actually implemented often cause delays. Putco's last application was delayed for nearly two years.

The most significant contribution the company makes to the black community is the un-economic service it operates for school children at a cost of R2.9 million per year.

The other side of the coin is free transport for old age pensioners after they receive their pensions every second month.

Other speakers told about 200 people that time was past when all the problems of the black people should be blamed on whites.

"We know who our enemy is and that we are fighting for the liberation of our country. But at the same time a start should be made to educate people working with the public that they should have respect

It is heart-breaking to see the way our elderly people are ill-treated by clerks in township manager's offices and other places. These people should know better because if they do not respect the elderly, how will other races respect us," Mr Mthembu said.

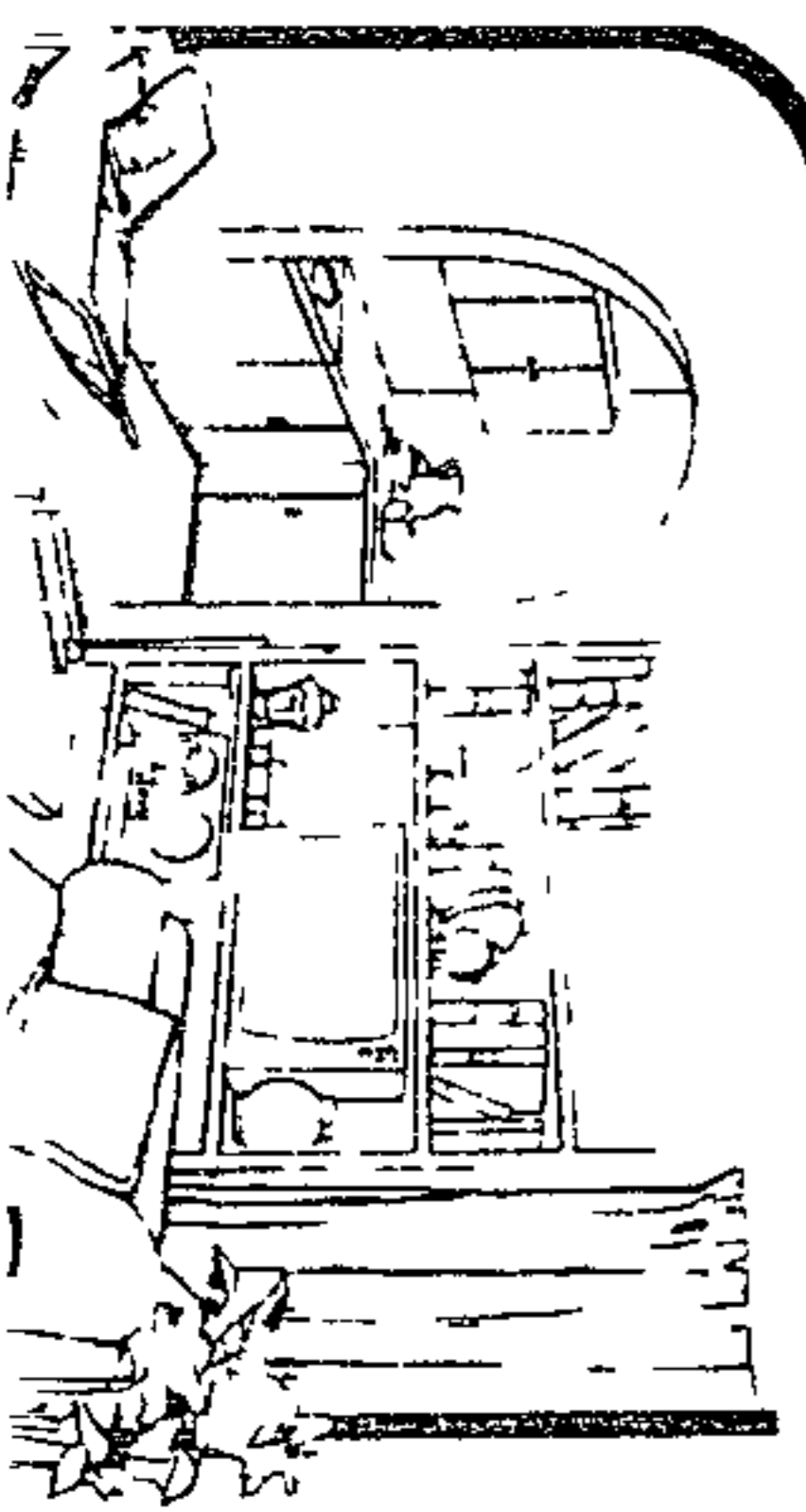
Turning to problems of the aged, he said it was high time that the community become actively involved in programmes and projects that would be of benefit to them.

He said there was no point in moaning that "the white man is oppressing us."

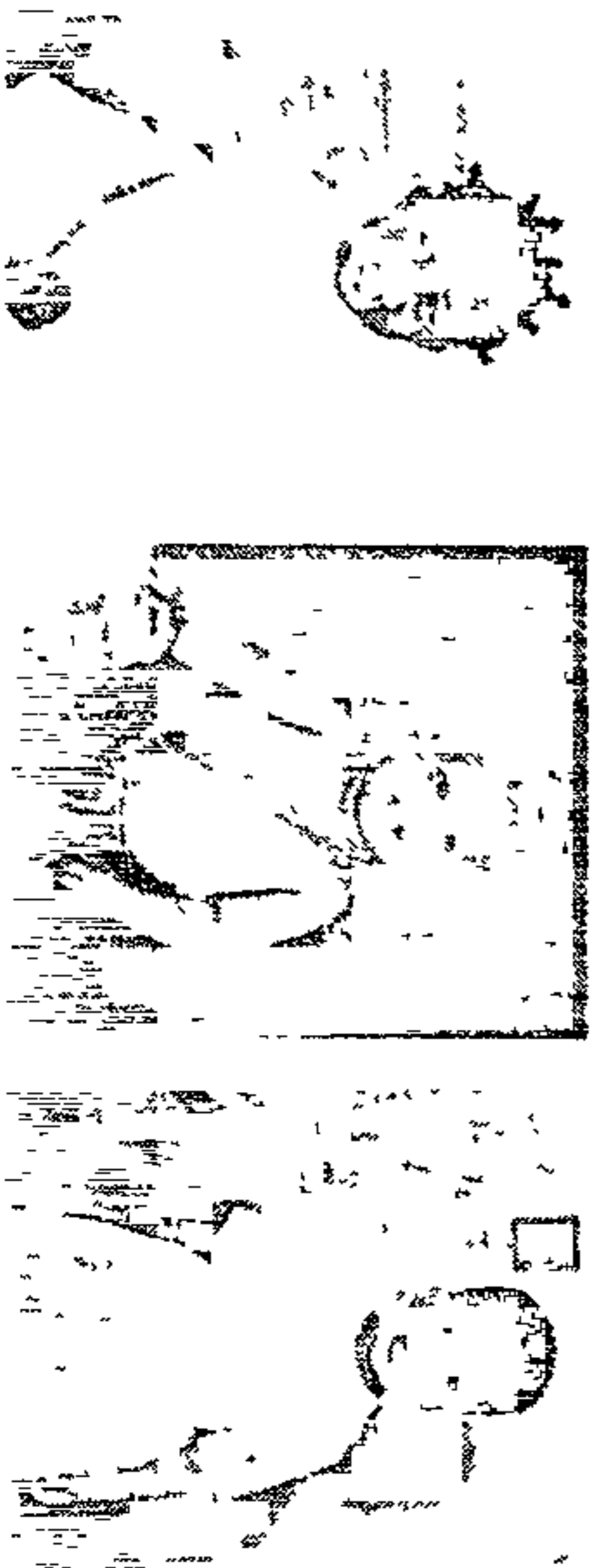
"I challenged the community to seriously partake in anything that will help us to uplift and liberate ourselves. The youth in particular should play a major role because no-one is going to fight our struggle," he said.

Another Azapo speaker said it was a pity that blacks were not looked after, in their retirement years, as well as other races. He said

Everything at your home!



September babes keep rolling in — try your luck



No chance for GWU — Schoeman

Labour Correspondent

THE Minister of Transport Affairs, Mr Hendrik Schoeman, yesterday issued a tough statement which appeared to shatter all hopes of a successful settlement of the simmering dispute in Port Elizabeth harbour.

His statement came as private stevedoring employers continued efforts to avoid a strike by stevedores in sympathy with their fellow-members of the General Workers' Union. GWU men employed by SA Transport Services were fired last week.

Yesterday the stevedores agreed to postpone planned sympathy action, due to begin today, while talks continued.

But Mr Schoeman's statement, in which he said SATS would never recognise an "outside union", appeared to have torpedoed settlement hopes. The statement criticised employers who had commented on the dispute and implied SATS might intervene in a stevedores' strike, even though the stevedores are not employed by it.

Mr Schoeman said that in Port Elizabeth some SATS workers had joined "an outside trade union" even though "there is a registered trade union recognised by SATS which can represent them".

He said it was "undesirable" for a union to have members both within and outside the public service — as the GWU does — and SATS had therefore recognised only unions "within its sphere of influence".

New chemical union wins rights for shop stewards

Labour Correspondent

EMPLOYERS and an emerging trade union in the Transvaal chemical industry have negotiated an official industrial council agreement which grants rights to union shop stewards for the first time.

The agreement brings to an end the first negotiations in which the SA Chemical Workers' Union (SACWU) has been involved and also raises minimum pay by 50%, the highest rise in many years.

It was negotiated between the Transvaal Chemical Manufacturers' Association, the SACWU, and the (white and coloured) Chemical Workers' Union.

SACWU general secretary Mr Dan Tau yesterday hailed the agreement as "proof of our view that if a union is strong enough it can win gains for its members on an industrial council".

In a joint statement yesterday the unions

and the employers' association said the agreement, which will come into effect when it is gazetted, provides for among other things:

- Raising minimum pay from R43 to R65 a week, an effective increase of 50%. The minimum will be raised by 10% on July 1 next year.

- Reducing the wage difference between the highest and lowest paid workers from 10 to 1 to 8 to 1 by granting lower paid workers higher percentage increases.

- Allowing any union on the council with at least four members in a plant to appoint one shop steward to represent them.

- Compelling employers to give written notice to workers before working short time.

A spokesman for the employers' association Mr Alan Cohen said employers believed the increase was "not unrealistic bearing in mind increases negotiated in other industrial council agreements this year".

226 229 143
14/9/87
ADH

Move against migrants 'has no city support'

By STEVEN FRIEDMAN
Labour Correspondent

TRADE unionists representing black workers yesterday rejected out of hand official claims that action to deprive contract workers of the right to work in the cities was supported by workers with city residence rights.

And Mr Phiroshaw Camay, general secretary of the Council of Unions of SA yesterday slammed action to prevent contract workers taking up jobs in the cities as "a blatant political move to keep blacks out of the cities".

The unionists were commenting on the Government's order to the West Rand Administrator Board that contract workers should not be allowed to change jobs.

This means that if these workers many of whom have worked in the cities for years are retrenched and find new employment they will not be allowed to take it up.

Officials have justified action against contract workers on the grounds that it is unfair to penalise black people with city residence rights by granting jobs to outsiders.

But spokesmen for Cusa, the General Workers Union and a leading Fosatu union, the Metal and Allied Workers Union said yesterday that their members with city

residence rights had never expressed any desire to be protected in this way.

In some cases workers with city rights had volunteered to be retrenched in order to save migrants' jobs, they said.

Mr David Lewis, general secretary of the GWU said that in two factories organised by the union workers with city rights had been prepared to lose their jobs to save those of contract workers.

Mawu's general secretary, Mr David Sibabe said his union had been engaged in a number of retrenchment negotiations with employers and demands from workers with city rights for protection had never been voiced.

"The workers have demanded that those who have worked longest for the company be the last to be retrenched — but very often the contract workers are those with the longest service," he said.

Mr Camay said that members of Cusa unions with city rights had also indicated a willingness to be retrenched to save contract workers' jobs.

"This move doesn't protect anybody — it is designed to keep the number of city black workers down to a minimum for political reasons."

14/9/87

GWU still has hopes for PE harbour settlement

Labour Correspondent
DESPITE a statement by the Minister of Transport Affairs, Mr Hendrik Schoeman ruling out recognition of the General Workers Union at Port Elizabeth harbour, the union still believes a settlement of the labour dispute in the port could be worked out — if SA Transport Services agreed to talk to it.

The union and stevedoring employers are trying to avert a strike by stevedores in the harbour in support of dockers employed by SATS

who were fired and bussed out of the harbour after launching a go-slow.

However, SATS has refused to talk to the union and Mr Schoeman's statement last week appeared to rule out any hope of a settlement.

But yesterday the union's general secretary, Mr David Lewis, said that stevedores and fired dockers had decided at a meeting at the weekend that "the statement has still left open options for negotiation".

Weather Mail

THE Weather Bureau's forecast for today —

TRANSVAAL — Fine and warm to hot but partly cloudy over the south-west with a possibility of isolated thundershowers.

FREE STATE and CAPE north of the Orange — Partly cloudy and warm with scattered thundershowers but only isolated over the north-east Free State and the Kuruman Mafikeng area.

CAPE south of the Orange — Cloudy and cold over the

Sowetan 17/9/82

Unilever union demands more

ABOUT 1 000 workers at Unilever Brothers in Boksburg yesterday downed tools in demand of higher wages

The workers are demanding a wage increase of 38 percent but the company says it is prepared to give them only an increase of 15.7 percent. The company is supposed to implement the new increase from October 1.

Unilever is a British company that manufactures mainly soap and

By MZIKAYISE EDOM

fat products. A spokesman for the workers' committee said they had started negotiating with management in July but since then there had been a stalemate.

Most of the workers are members of the Food Beverage Workers' Union, which is affiliated to the Council of Unions of South Africa (Cusa). The workers first demanded an increase of 73 percent before settling for the 38 percent they are now demanding.

both management and union agreed to hold further talks on this subject.

A spokesman for Unilever in Durban confirmed that most of the 1 100 workers at the company's Boksburg branch held a pre-strike yesterday morning. The spokesman said the company was already paying the workers at least 25 percent more than the market rate.

AGREED

He said general increases in the pay were normally granted at the end of the year. He said Unilever had however agreed with the union to bring the increases forward to October 1, providing the company and the union reached an agreement on a 'reasonable' increment.

CONTINUE

Representatives of the Food Beverage Workers' Union yesterday met with management to continue talks on the proposed wage increase. The meeting ended in a deadlock and

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

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Date
Degree/Diploma/Certificate you are registered (e.g. B.A.)
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(to be copied from the headline)
Paper No
(to be copied from the headline)

NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

WARNING

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

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

Wage dispute gets mediator

By MZIKAYISE EDOM

A MEDIATOR is to be appointed to try and settle a dispute between Unilever Brothers and its employees over the proposed wage increase due to be implemented early next month. About 100 workers at the company's Boksburg branch downed tools last Thursday in demand of higher wages.

The workers are demanding a 38 percent wage increase, but the company said it was only prepared to give them a 15.7 percent increase.

The increase is supposed to be implemented on October 1 provided the company reaches an agreement on a "reasonable increment" with the workers union before the end of the month.

Unilever is a British company which manufactures mainly soap and fat products. Most of the workers at the Boksburg branch are members of the Food and Beverage Workers Union, which is affiliated to the Council of Unions of South Africa (Cusa).

Talks between the union and management over the proposed wage increment started in July this year, but since then there has been a stalemate. The workers initially demanded a 73 percent increase before settling for the 38 percent they are now demanding.

Last Thursday management and union representatives met again but no agreement was reached.

Mr Piroshaw Camay, general secretary of Cusa, said that the union and management decided to appoint a mediator to try and settle the dispute.

Talks have been dragging on for months without reaching any agreement. We hope that with a mediator an agreement will be reached before the end of the month," Mr Camay said.



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Activist comment on unions draws

123 ~~123~~ ~~123~~
Mercury 24/9/82
hard-hitting reply

Labour Reporter
 MRS Helen Suzman, PFP Opposition spokesman on Community Development said the Deputy Minister of Information Mr Barend du Plessis must be living in a 'dream world' if he thought it was possible to single out workers that were political activists

'They are all political activists' she said

Mrs Suzman was responding to reports that at a conference at Yale University in the United States, Mr du Plessis urged American companies operating in South Africa to get rid of political activists in black unions

She said 'His speech made nonsense of the so-called concessions wrung out of the Government as a result of the Wiehahn Commission'

By removing so-called political activists, American companies would become collaborators with the Security Branch, Mrs Suzman said

The general secretary of the Fosatu, Mr Joe Foster

said 'How can you separate political issues from other trade union issues?'

'The workers all lived in locations suffered under the pass laws and people were daily uprooted. The unions cannot ignore these issues because they are political,' he said

The general secretary of the Council of Unions of South Africa, Mr Phiroshaw Camay, said Mr du Plessis had 'just made a fool of himself'

'The Government had opened up industrial rights for black people but it had not opened up economic and social rights and obviously trade unions are the only channels through which the black people can argue for change,' he said

The S A Allied Workers' Union's general secretary, Mr Sam Kikine, and the national organiser for the National Federation of Workers, Mr Magwaza Maphalala, said there was no such thing as 'political agitators' manipulating unions. Unionists were instructed by their members, they said

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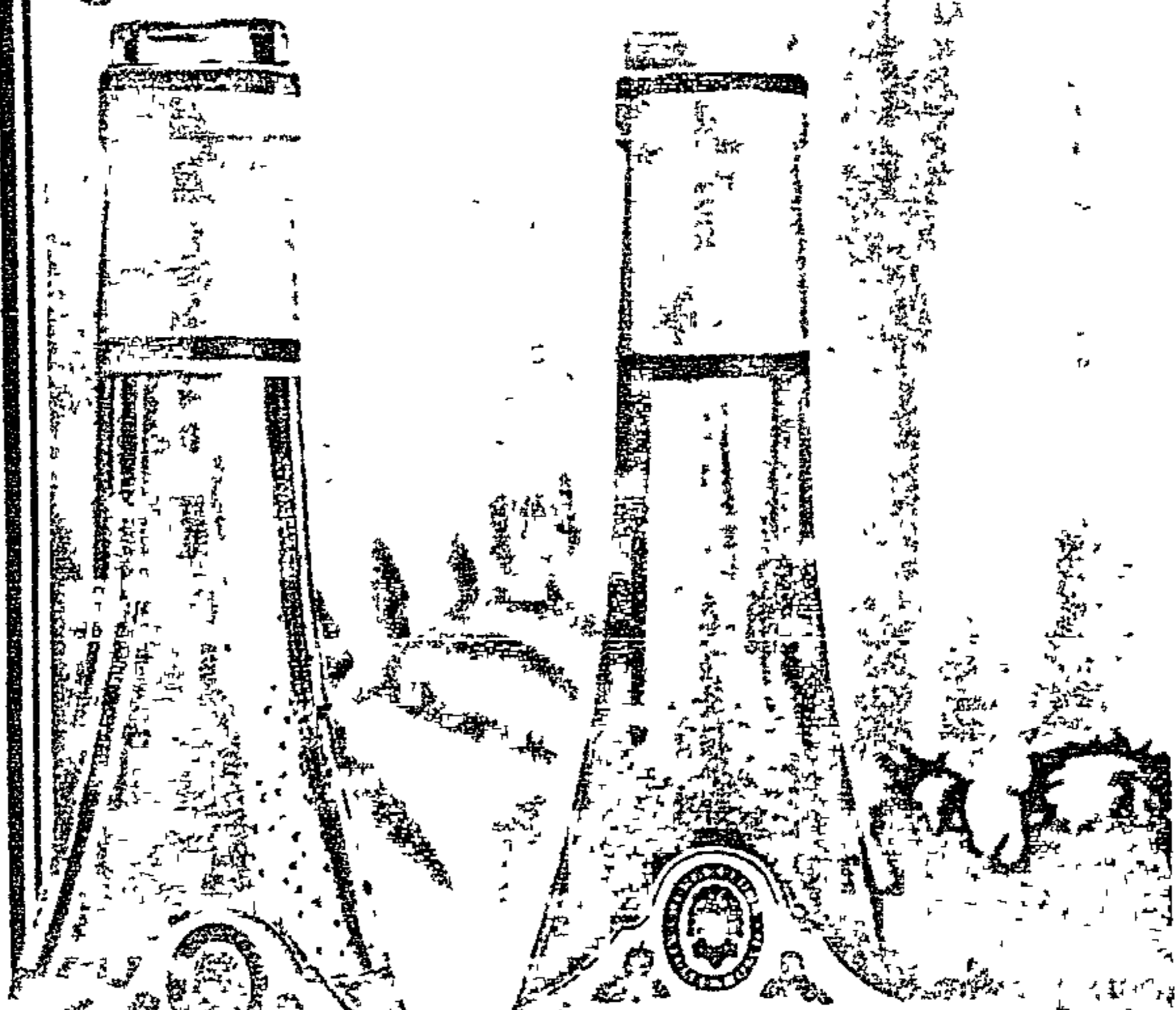
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No case after 2 months in jail

By STEVEN FRIEDMAN
Labour Correspondent

SIXTY migrant mine workers arrested during unrest at Kloof Mine in July had charges of public violence against them withdrawn in the Westonaria Magistrate's Court this week.

Fifty-five had been in prison since July because they could not afford bail.

The National Union of Mineworkers — affiliated to the Council of Unions of South Africa (Cusa) — is considering legal action against the police for alleged wrongful arrest.

In another development, Mr Cyril Ramaphosa, co-ordinator of the NUM, confirmed that Kloof had agreed to take the men back after representations from the union.

The 60 men were arrested during the unrest which flared on West Rand mines owned by the Gold Fields and Gencor mining houses after the annual wage increases to black miners by the Chamber of Mines was the lowest in several years.

They have appeared in court four times since their arrest.

Mr Ramaphosa said the NUM would now consult its legal advisers on whether there were grounds for bringing a wrongful arrest action on behalf of the men.

"All but five of them have been in prison for over two months. They have suffered considerable hardship and the State has now found it has no evidence against them. We will certainly seek to take action to protect their interests," Mr Ramaphosa said.

He said the mine had told the union this week it had agreed to take the men back.

GWU slams detention vote

By JOSHUA RABOROKO

THE Trade Union Council of SA's affiliates that opposed a controversial resolution at the Federation's annual conference dealing with detentions without trial have come under strong criticism and blamed for damaging the image of the federation.

An editorial of the Garment Worker, the official Transvaal mouthpiece of the union, says the resolution was not a new issue and has been a subject previously supported by

Tucsa. The criticism comes after a resolution that called for detainees to

be charged or released. Opposition from largely white-member unions resulted in the

motion being narrowly defeated after a ballot had been held at the conference.

Union rejects Movement Bill

THE Council of Unions of SA (Cusa) has added its voice to the outcry against the Orderly Movement and Settlement of Black Persons Bill, which it describes as an inhuman method of restricting the movement of blacks in South Africa.

The Bill, one of two that were retracted after the controversy they sparked off because of their harshness, has already been con-

demned by several black leaders and churches in South Africa.

Cusa describes the powers granted to the Minister of Co-operation and Development by the Bill as amounting to allowing rule by edict which is becoming a common feature of the problem-ridden society the apartheid regime is committed to perpetuating.

The Bill grants the Minister among others

the powers to enforce a curfew in any group area where he deems it necessary and also discretionary powers of applying, altering, amending or removing in any way he sees fit any or all of the provisions of the Bill.

In a statement released recently Cusa says unions affiliated to it have pledged to make every endeavour to eradicate inhuman influx-control legislation which seeks to control the black worker.

The editorial says that unless some of the delegates paid lip service to an ideal they do not support there is no division on this principle.

The difficulty over the issue of the detention of trade unionists was on how to solve the problem. Tucsa stood firm on the moral and civil rights aspects of the subject.

A resolution passed at the conference called for a code of detainee treatment.

The Garment Workers' Union of SA resolution which called for the 'normal processes of law' to be observed was defeated.

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Union ⁽¹⁴³⁾
~~251~~ ~~213~~ ~~211~~
may sue
Secretary
Minister
^{6/10/82}
of Police

THE National Union of Mineworkers, an affiliate of the Council of Unions of SA, is considering taking legal action against the Minister of Police for the alleged wrongful arrest of 60 miners.

The 60 miners who were arrested during rioting which broke out at the Kloof gold mine last July, had charges of public-violence withdrawn when they appeared in the Westonia Magistrate's Court last week.

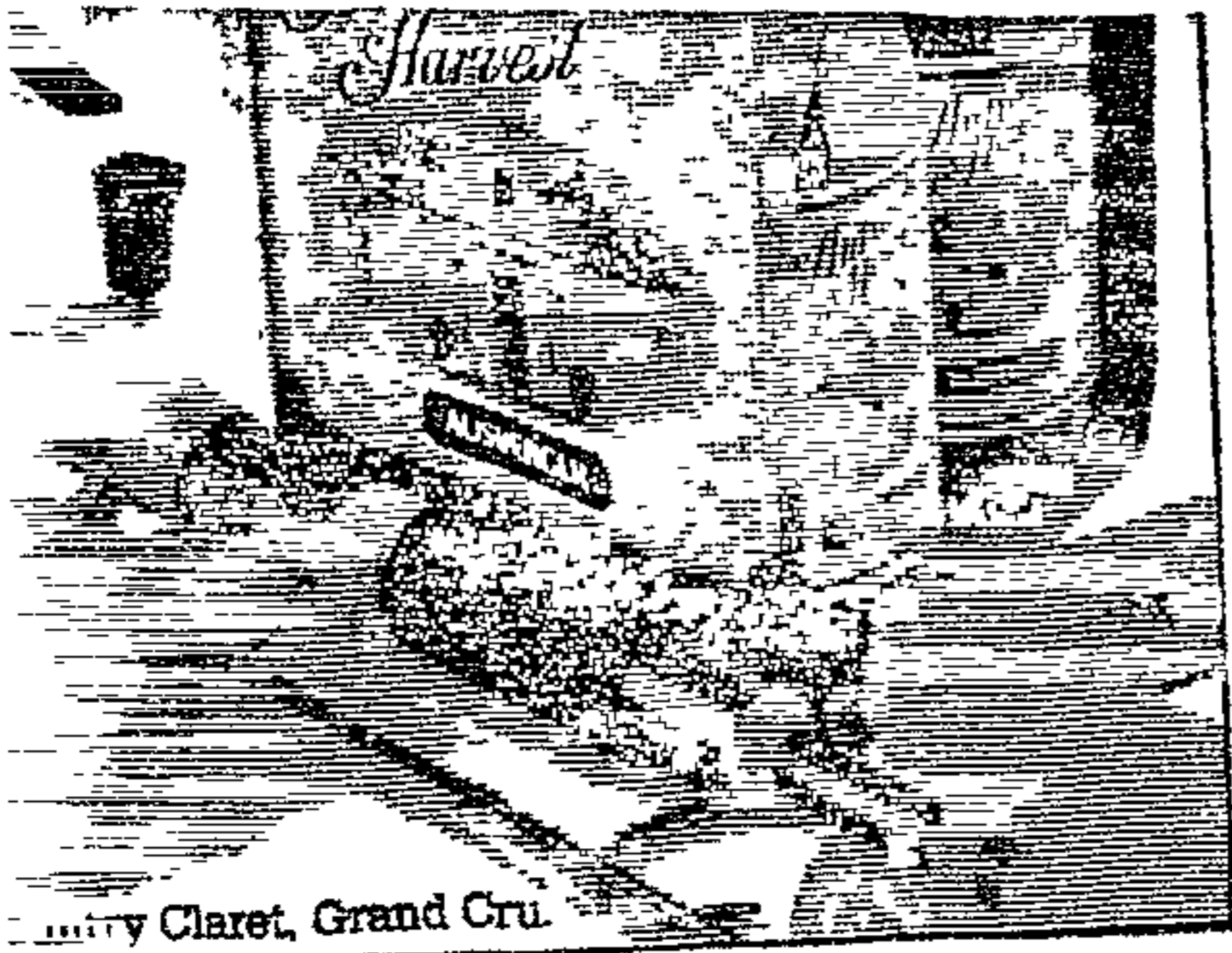
ARREST.

The acting secretary of the union Mr Cyril Ramaphosa said that the union was considering suing the minister for wrongful arrest

He did not know exactly when the union intended taking the matter to court, but "we are dealing with our lawyers at the moment "

Most of the miners were migrant workers from Lesotho. They have all been given back their jobs after discussions with management

1/30/82



NDOWN.



LS TIME.

Unions cleared to recruit on mines

By Tony Davis
Labour Reporter

The Chamber of Mines has granted access to the new established National Union of Mineworkers to recruit workers on mines in the chamber's group.

A chamber spokesman said access would be determined by individual mine management.

The union affiliated to the Council of Unions of South Africa was established early in August this year. It was created to help the large number of unorganised black miners, said its secretary, Mr Cyril Ramaphosa.

The chamber also granted access to the Federated Mining Explosives and Chemical Workers Union.

The union, which has close links with the SA Boilermakers' Society, recently amended its constitution to include black mineworkers.

Its membership was for coloureds.

The two unions now join the Black Mine Workers' Union which is also recruiting black members on the chamber's mines.

New envoy

PRETORIA—Mr David de Villiers du Buisson has been appointed South Africa's ambassador to Israel.

He succeeds Mr Derek Stuart Franklin.—Sapa

Fosatu meets to discuss retrenchment

Labour Reporter

The central committee of the Federation of South African Trade Unions (Fosatu) meets at Wilgespruit near Roodepoort, this weekend.

Major topics for discussion will be the continuing dispute between the National Union of Textile Workers and the management of Veldspan in Uitenhage, and the retrenchment issue which greatly concerns the Metal and Allied Workers' Union.

The recent visit of an American AFL-CIO labour delegation to South Africa and the Government's Orderly Movement and Settlement of Black Persons Bill are also likely to be reviewed.

KEEPING THE RECORD STRAIGHT

The Star reported on October 13 that Dagbreek was the first Afrikaans Sunday paper. Mr Victor D. Michelson says he and former MP Mr M. J. van den Berg and Mr N. W. Ramus founded the first Sunday paper, Weekblad, in mid-1945. It was later sold to interests which included the late Mr Marius Jooste.

* * *

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143 138 2-14
More join
bread
120m 19/10/82
boycott call

By CHRIS FREIMOND
Political Reporter

THE 60 000-member Council of Unions of South Africa (Cusa) and the 20 000 strong Commercial Catering and Allied Workers' Union (CCAWU) came out yesterday in support of the white bread boycott

But a number of other unions said the issue had not yet been discussed

The boycott call in protest against the latest price increase came last week from the 360 000-member Inkatha movement

The call was endorsed at the weekend by the South African Black Alliance (SABA) which comprises Inkatha, the Inyandza national movement of KaNgwane, the coloured Labour Party, and the Indian Reform Party

In a statement yesterday Cusa asked "like-minded trade unions and community organisations to support the call"

The president of CCAWU, Mr Isaac Padi, said yesterday that while the matter had not yet been discussed by the union, CCAWU would fully support the boycott call

GENERAL NEWS

A guide to South African Trade Union federations

4 Do not write in the left hand margin

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

By Tony Davis, Labour Reporter. More than one million workers in South Africa are members of trade unions.

This figure is constantly on the increase as there are still many, unorganised workers throughout the country.

The trade union movement is an old institution in South Africa but it was only after trade union rights were opened to black workers in 1979 that membership bloomed.

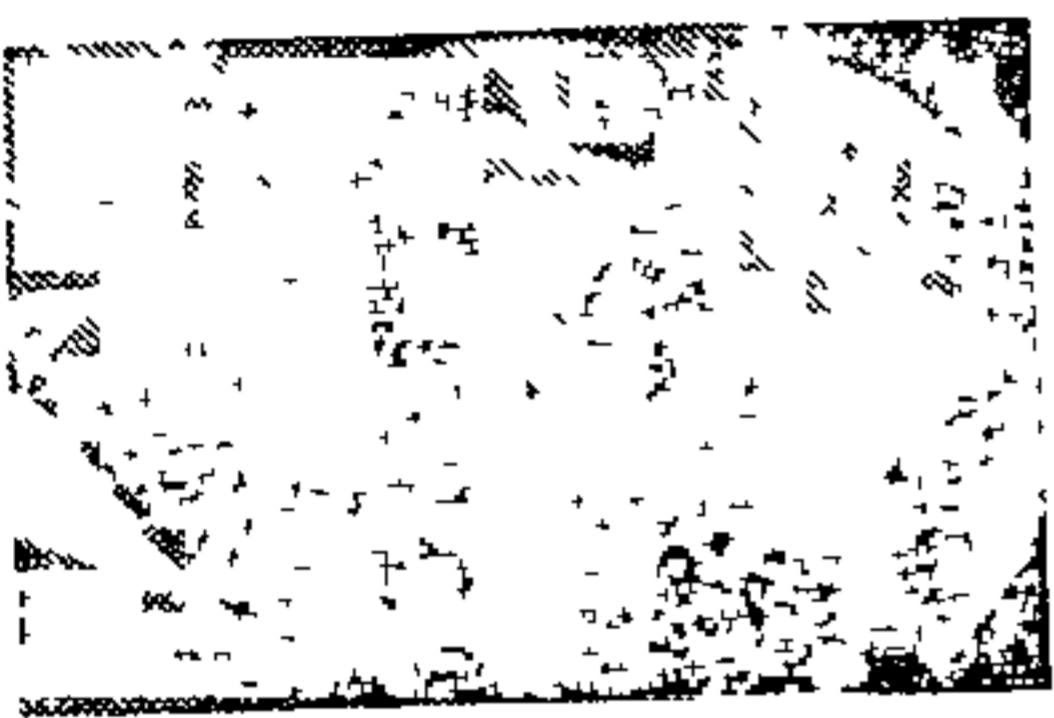
There are four major trade union federations. These are:

- The Trade Union Council of South Africa (Tucsa).
- The South African Confederation of Labour (SACL).
- The Federation of South African Trade Unions (Fosatu).
- The Council of Unions of South Africa (Cuse).

Tucsa has the largest membership of the trade union federations with about 432 000 members in 57 affiliates. Tucsa is a co-ordinat-



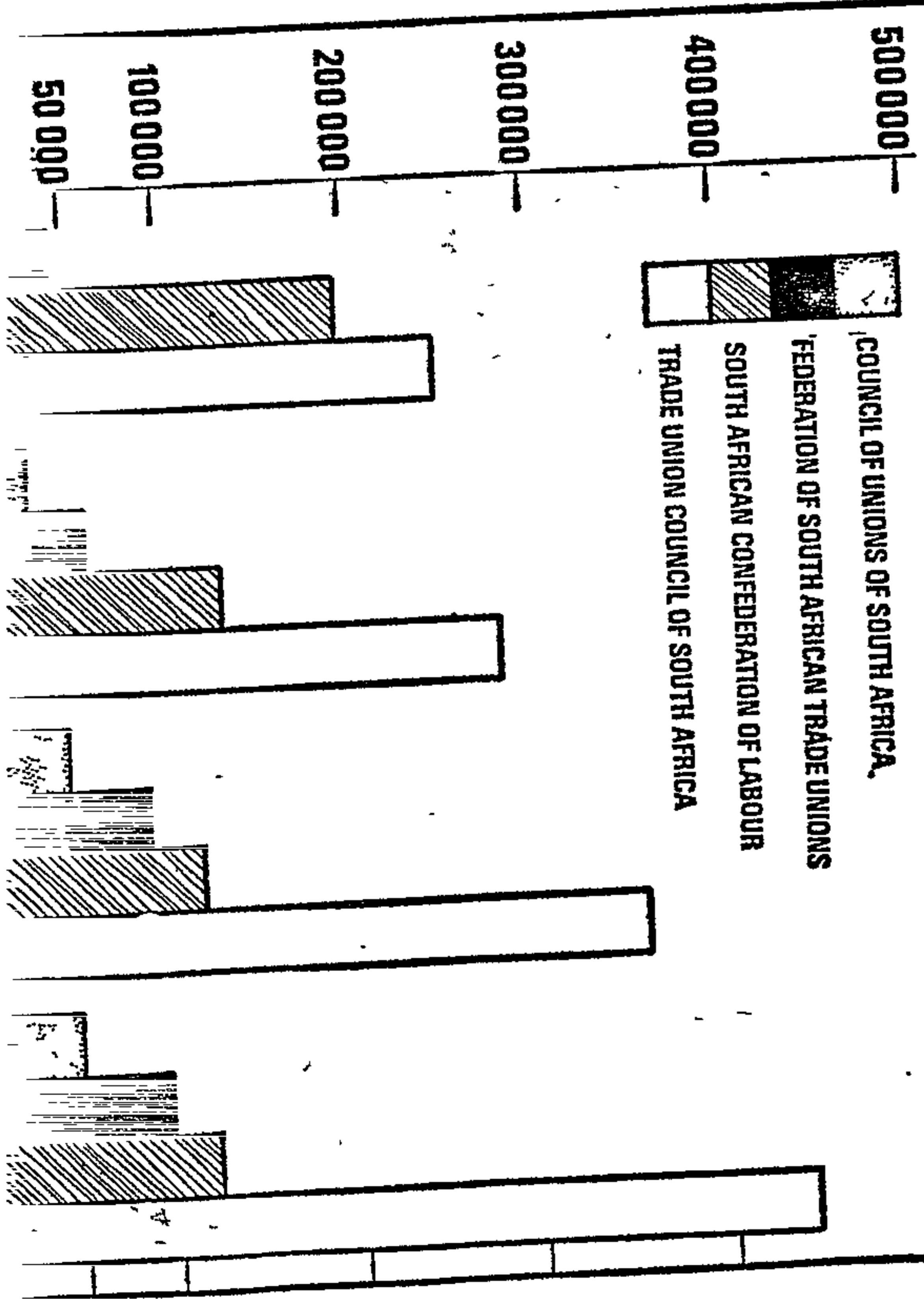
Mr Arrie Paulus, general secretary of the SACL's Mineworkers Union.



Tucsa's general secretary, Mr Arthur Grobelaar.

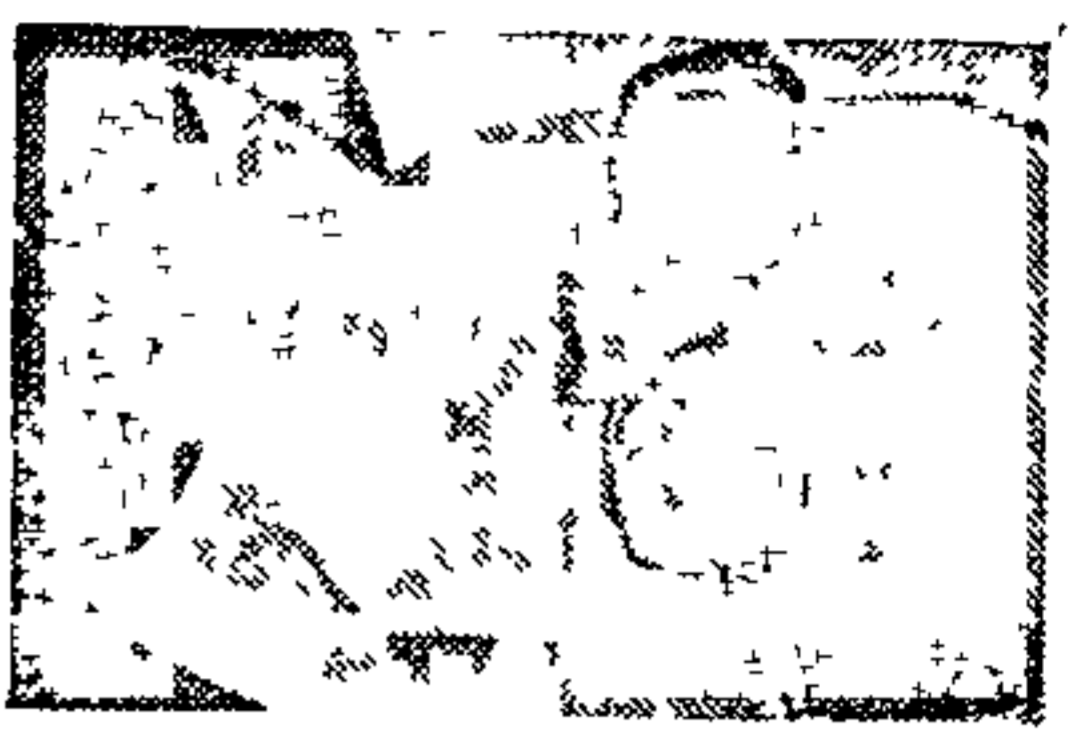
This study of trade unions in South Africa is meant to be a general guide for the man-in-the-street. Some of the figures may be open to question, but are the best available. Not all aspects of the current trade union scene could be covered in this study.

HOW THEY'VE GONE UP... AND DOWN



Handwritten notes and signatures, including circled numbers 143 and 138.

Tucsa's general secretary, Mr Arthur Grobelaar.



Tucsa has the largest membership of the trade union federations with about 482 000 members in 57 affiliates.

Tucsa is a co-ordinating body for its affiliates and is managed by a national executive committee and appointed sub-committees.

The federation was formed in 1954 and has a history of vacillation over membership for black unions and registered or unregistered unions.

Tucsa's growth has been rapid over recent years — from 283 000 in 1980 to 361 000 in 1981 and 432 000 in 1982.

Critics have said that the large membership is in part due to the fact that Tucsa affiliates can be found in industries where there are closed shop agreements and workers have no choice other than to belong to the Tucsa union.

Tucsa has lost some of its more black member unions in recent years and its membership has been boosted by largely white-member unions.

SACL
The federation's major affiliates are the SA Boiler Makers Society, the SA Typographical Union, the Garment Workers' Union, the Artists Staff Association and the SA Society of Bank Officials.

The SACL's membership has been steadily dwindling over the last few years. During the last 10 years, its membership has shrunk from close to 200 000 to 118 000 this year.

FOSATU
A major reason for

Fosatu's general secretary, Mr Joe Foster.

decision to open its ranks to coloured workers.

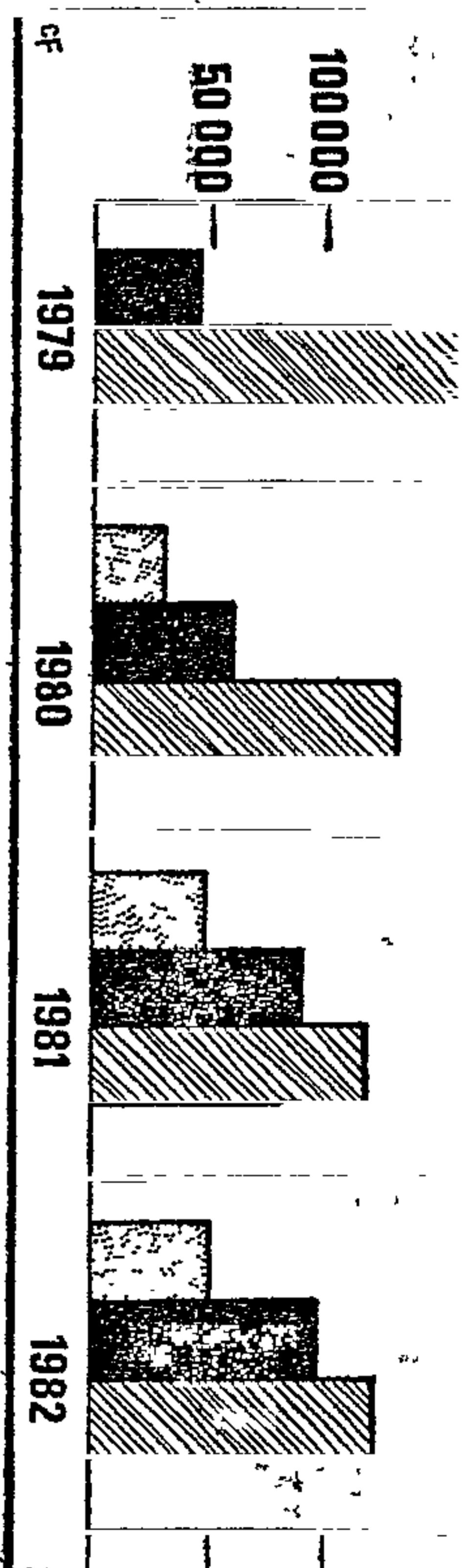
The SACL's strength lies largely in several affiliates, the Mine Workers Union, the SAR & H Salaried Staff Association and the SA Iron, Steel and Allied Industries Union.

Fosatu was founded in early 1979, a product of several worker advisory bodies that had been in existence throughout the 1970s. The federation has about 100 000 members.

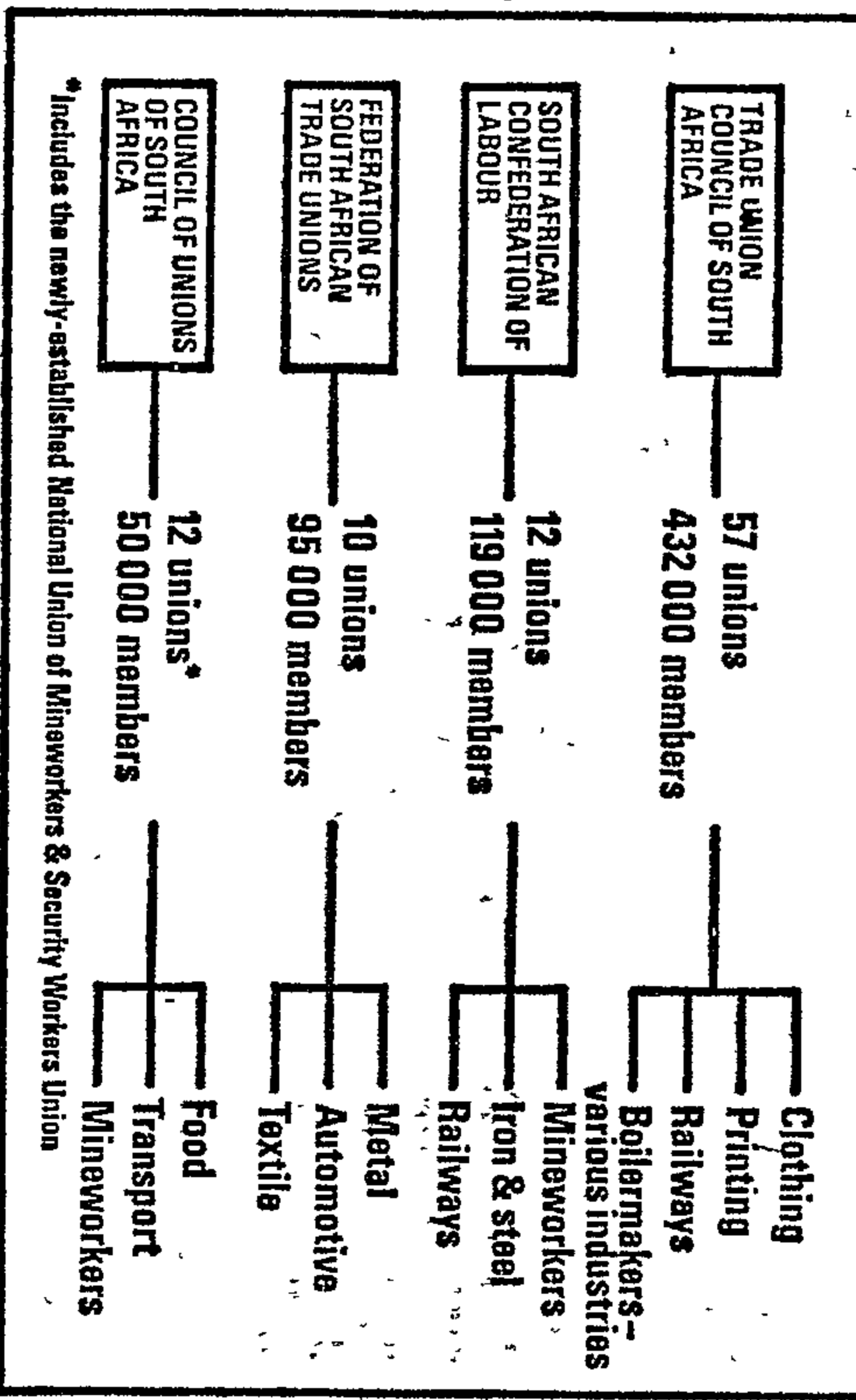
AFILIATES
Fosatu has been at odds with the Department of Manpower and recently resolved to take interest in community issues which affect workers.

Fosatu affiliates are largely concerned with organising and negotiating at the factory-floor level as opposed, for example, to the Tucsa view of industrial council bargaining.

The federation's fastest growing affiliate is the Metal and Allied Workers Union. Other large Fosatu affiliates include the



HOW MANY... AND WHERE THEY ARE



Cusa is concerned with labour and community issues and is active in the transport, food and beverage and mining industries.

Two new affiliates were established at the end of Cusa's annual conference in August this year — a mineworkers and a security workers union. The federation has strong links with over-

can Allied Workers Union (Saawu), the General and Allied Workers Union and the National Federation of Workers.

SAAWU
Saawu has 26 affiliates and claims a membership of 94 000. The Federation has adopted a non-racial stance and has a strong base in East London, with Johannesburg and Durban.

ship of about 300 000. There are more than a dozen unaffiliated and unregistered trade unions which are involved in organising workers.

Among the largest of these unions are:
● The General Workers Union.
● The African Food and Canning Workers Union.
● The Media Workers

collective bargaining at the factory floor level. The proliferation in recent years of "general" unions is seen as a means of organising the unorganised.

The National Manpower Commission is investigating the possibility of trade union rights for farm and domestic workers. Organising black mineworkers has recently

Mineworkers

*Includes the newly-established National Union of Mineworkers & Security Workers Union

or affiliates are: the SA Boiler Makers Society, the SA Typographical Union, the Garment Workers' Union, the Artists' Staff Association and the SA Society of Bank Officials.

The SACL's membership has been steadily dwindling over the last few years. During the last 10 years, its membership has shrunk from close to 200 000 to 119 000 this year.

FOSATU

A major reason for the loss of about 60 000 members was the SACL's opposition to the recent Witehahn labour reforms and the opening of union membership to black workers.

The Cusa federation was established at the end of 1980 and has more than 50 000 members.

CUSA

Other large Fosatu affiliates include the National Union of Textile Workers and the Chemical Workers Industrial Union.

over racial registration and recently resolved to take interest in community issues which affect workers.

Fosatu affiliates are largely concerned with organising and negotiating at the factory-floor level as opposed, for example, to the Tuasa view of industrial council bargaining.

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Cusa is concerned with labour and community issues and is active in the transport, food and beverage and mining industries.

Two new affiliates were established at the end of Cusa's annual conference in August this year — a mineworkers and a security workers union.

The federation has strong links with overseas union federations.

The Black Allied Workers Union was formed in 1972 and adopted a black consciousness platform.

Bawu claims 51 000 members in 15 affiliated unions. Its strength lies in Natal where it is active in the collieries, but Bawu also has a Johannesburg branch.

can Allied Workers Union (Sawu), the General and Allied Workers Union and the National Federation of Workers.

SAAWU

Sawu has 26 affiliates and claims a membership of 94 000.

The Federation has adopted a non-racial stance and has a strong base in East London, Durban its other major centres.

Sawu's leadership has come under close security police scrutiny and most of its officials have been detained, though usually released without being charged.

Sawu organises unemployed workers with the aim of strengthening its ranks when such people are employed.

ship of about 300 000. There are more than a dozen unaffiliated and unregistered trade unions which are involved in organising workers.

Among the largest of these unions are

- The General Workers Union.
- The African Food and Canning Workers Union.
- The Media Workers Association of SA.
- The Motor Assemblers and Component Workers Union of SA and its sister union, the General Workers Union of SA.
- The Commercial, Catering and Allied Workers Union of SA.
- The Municipal and General Workers Union (formerly the Black Municipal Workers Union).

These unaffiliated unions are, with few exceptions, opposed to registration and prefer

collective bargaining at the factory floor level.

The proliferation in recent years of "general" unions is seen as a means of organising the unorganised.

The National Manpower Commission is investigating the possibility of trade union rights for farm and domestic workers.

Organising black mineworkers has recently become a reality and several unions have been granted access by the Chamber of Mines to recruit members.

These are: Cusa's National Union of Mineworkers, the Black Mine Workers Union and the Federated Mining, Explosives and Chemical Workers Union.

Trade unions have encountered difficulties in trying to organise workers in Transkei and Ciskei.

Labour Week By STEVE FRIEDMAN

RDN 25/10/82
143

Black unions flex their muscle

THIS week should see another key step towards black unionism in the economy's engine room — the mines

The National Union of Mineworkers, which belongs to the Council of Unions of SA, plans its first intensive recruiting drive this week — only days after the Chamber of Mines granted it access to mine property

Attempts to organise black miners have been stymied in the past because they live in compounds on mine property. Employers can bar unionists from hostels — which they did

Black miner membership, the first prize for the growing union movement, seemed a long way away

First evidence of a change came when the Black Mineworkers Union was granted access to mine property to recruit members earlier this year

Then the Federated Mining, Explosives and Chemical Workers Union, a coloured and black union won the first recognition agreement from the chamber for workers who are not white

And now the NUM, formed only months ago in reaction to recent mine unrest, has become the first member of a major emerging union group to win access

Perhaps another sign of the times is that the NUM recently won reinstatement for some miners fired after unrest — which has been unheard of up to now

The industrial council wants them fired and the company wants the court to rule this "unfair". If it does, it will deal a blow to Government policy, which is to allow the closed shop, but to build some safeguards into labour law against its abuse

The case comes at a time when a fight in a Tucsua union is highlighting another aspect of the closed shop — its role in enforcing union "discipline"

Leaders of the Johannesburg Combined Municipal Employees Union have expelled an executive member for criticising them

The issue will be decided at a members' meeting early next month

But if the expulsion stands, the critic will lose his job — because of a closed shop

Union won't join industrial council

Labour Correspondent

A MOTOR workers' trade union affiliated to the Council of Unions of SA (Cusa) has decided against joining an official industrial council "at this stage"

This decision was taken at the first annual conference of the United African Motor and Allied Workers Union (UAMAWU) in Pretoria at the weekend

While Cusa's official policy is highly critical of industrial councils — which are cornerstones of the country's official bargaining system — several of its unions have joined them

UAMAWU's general secre-

tary, Mrs Dora Nowatha, said the union had not decided against joining a council on principle but because "we feel we are not yet strong enough to do so"

The union, which was formed in 1980, has about 5 000 members spread through the motor assembly components and repairs industries. It is based in Pretoria and does not have membership among East Cape motor assembly workers

The union had decided that its present membership did not give it enough industry-wide bargaining muscle to join the council, Mrs Nowatha said

26/10/82
**Car union
elects
president**

Labour Reporter

A Pretoria Datsun worker, Mr Phineas Ktwati, was elected president of the Cusa-affiliated United African Motor Workers' Union at its conference in Pretoria at the weekend.

Another Datsun worker, Mr Kenneth Mokwena, was elected vice-president.

The UAMWU obtained its registration last month, but still has to decide on industrial council membership, according to the union's general secretary, Mrs N Nowatha.

Cusa's general secretary, Mr Phiroshaw Camay, addressed the one-day conference.

Being

Lower 27/10/82

Cusa men labelled 143 'toothless'

THE South African Chemical Workers Union, an affiliate of the Council of Unions of SA (Cusa) has called on two executive members to resign because they are "toothless" and for strongly believing in the industrial council system.

At the union's general meeting at the weekend, speaker after speaker said the executive had not done anything for the workers, and in fact worked "hand in hand" with management.

The union's executive member, Mr David Nkoana, accused the president, Mr Albert Monsenthal and secretary Mr Dan Tau, of not taking the interests of the workers at heart.



COUNCIL SYSTEM

He claimed that the two often talked to management without getting a mandate from the workers. During a recent strike over an "unfair dismissal" in Modderfontein, the officials treated the matter "shabbily," Mr Nkoana claimed.

"We have written several letters informing them about the plight of workers at several of the plants in the country, but they have not listened nor replied."

The officials stand accused of favouring the industrial council system for discussing wages and working conditions, while the union's stance was "total rejection of the system," he said.

"Under these and other circumstances the meeting felt that elections should be held soon to elect new office bearers. We do not intend bringing a split in the union, but unifying the workers," Mr Nkoana said.

FM 29/10/82
LABOUR MATTERS 
Ccawusa strikes  143

The Commercial, Catering and Allied Workers' Union (Ccawusa) appears to be one of the few unions to be growing strongly at a time when SA's economy continues to slow down

Ccawusa, an affiliate of the Council of Unions of SA (Cusa), has been involved in disputes with four major department stores this year. Edgars, OK Bazaars, Woolworths and Pick 'n Pay. It has achieved a recogni-

tion agreement with Edgars and appears to be heading for similar agreements with some other retailers

The union became involved in a dispute with the Central News Agency during the past week, following a strike by hundreds of CNA employees over demands for pay increases and union recognition. The strike came in the wake of management's refusal to allow three CNA workers to accompany Ccawusa officials to a meeting at which recognition was to be discussed. Management's view is that the purpose of the meeting was to gain information about the union, and that it therefore wanted to meet the officials only. Union sources say CNA employees rejected this attitude.

A CNA spokesman insists that the company is still willing to meet union officials.

This dispute has again demonstrated Ccawusa's extraordinary success in penetrating the retail trade, which has traditionally been a difficult area for unions to recruit in.

The strikes certainly reveal a growing militancy among black workers in the retail trade. Some managements have moved quickly to defuse strikes promptly because they fear consumer boycotts which can result from a protracted dispute. Union officials claim a total membership of about 20 000 — up from about 15 000 a year ago.

[Faint, illegible text and markings on the right margin of the page.]

CISKEIANS GIVEN JOBS AT LOWER SALARY

TWENTY workers were this week retrenched from a leading fertiliser company in Potchefstroom and their jobs were immediately given to workers recruited from Ciskei at lower salaries.

The company, Triomf, owned by well-known millionaire, Mr Louis Luyt, is alleged to have taken on the new recruits on condition that they do not belong to any trade union, particularly the South African Chemical Workers Union (Sactu) to which the retrenched workers belonged.

A spokesman for the retrenched workers also alleged that the management at Triomf had entered into a deal with the Ciskei Government, by which the recruited workers would be warned not to have any-

Twenty workers fired from plant

thing to do with trade unions after their employment

Those who defied the "no union membership" order, would be sent back to Ciskei and be "sorted" out by the authorities there.

The general-manager of Triomf, Mr J J Gerber, denied that any deal had been entered into between his company and the Ciskei Government.

He also denied that Ciskeian recruits were employed at lower wages.

"We have in the past employed workers from Ciskei and we did that just for the sake of it with no sinister motives

behind it." "What we had now were retrenchments and there are still more to come. And this we did solely for purposes of maintaining a balance of staff proportionate to our production," he said.

He added that as the production rate fluctuated, more retrenchments and intake of new staff could be expected.

BUY A BOTTLE OF
KAMA
THE GREAT
BLOOD MEDICINE
KEM/934

CAPL TIMES 4/11/87

Mine workers held 6 months awaiting trial

Own Correspondent

JOHANNESBURG — Black mine workers arrested during a strike at an Eastern Transvaal mine have spent more than six months in jail — although they have not yet been tried in court.

One of the reasons they have never been released is that they cannot afford the bail of R1 000 each.

The 29 men were arrested in April on public violence charges during a strike at the Winklesbaak gold mine near Evander which is owned by the Gencor group.

According to Mr Cyril Ramaphosa of the Cusa-affiliated National Union of Mineworkers (Num) which has taken up their case, the strike resulted from a dispute over working hours.

He said they were being held in Betha, but their case was in the Evander magistrates court. Since their arrest, they had appeared in court several times for remand but the trial had not yet been held.

The trial has apparently been delayed because of attempts to trace a mine official who is needed to give evidence. The case against the 29 will now be heard in Evander on November 22.

Mr Ramaphosa said the Num had only recently intervened in the case, but it was now arranging legal representation for the men.

143
 4/11/82

Strikers await trial after months in jail

By STEVEN FRIEDMAN
 Labour Correspondent

BLACK mine workers arrested during a strike at an Eastern Transvaal mine have spent more than six months in jail — despite the fact that they have not yet been tried in court.

One of the reasons they have never been released is that they cannot afford bail of R1 000 each.

The 29 men were arrested in April on public violence charges during a strike at the Winkelhaak gold mine near Evander, which is owned by the Gencor group.

According to Mr Cyril Ramaphosa of the National Union of Mineworkers (NUM), which has taken up their case, the strike stemmed from a dispute over working hours.

He said they were being held in Bethal but their case was being heard in the Evander Magistrate's Court.

Since their arrest they have appeared in court several times for remand but the trial has not yet been held.

The trial has apparently been delayed because of attempts to trace a former official of the mine who is required to give evidence.

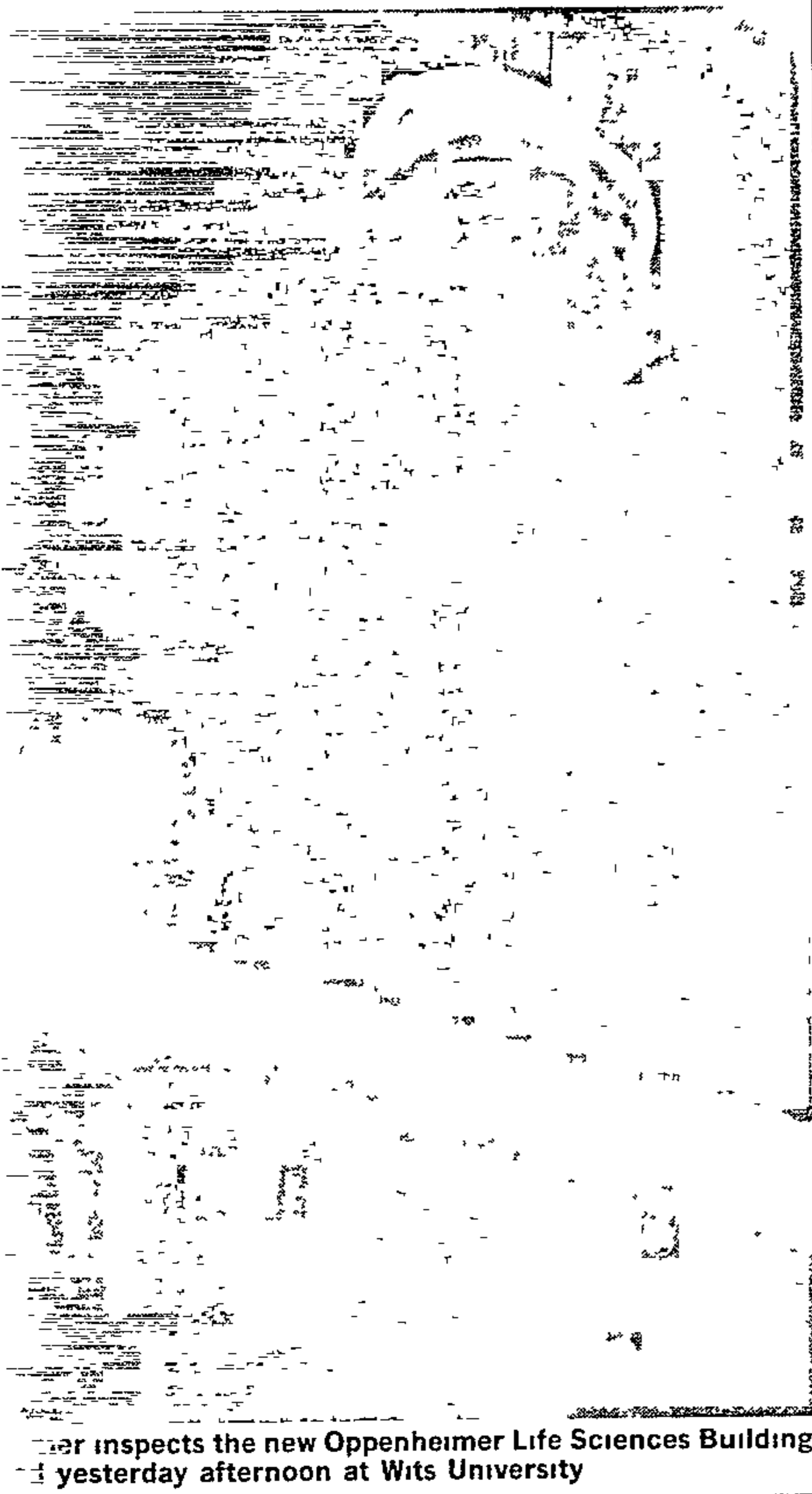
When the men appeared in court bail was set at R1 000 each, which none of the men could afford.

A trial date has now been set and the case against the 29 will be heard in Evander on November 22.

Mr Ramaphosa said the NUM had only recently intervened in the case but it was now arranging legal representation for the men.

A spokesman for the Evander magistrate's office confirmed that bail had been set at R1 000.

According to the spokesman three days have been set aside for the trial beginning on November 22.



Inspector inspects the new Oppenheimer Life Sciences Building yesterday afternoon at Wits University

Border escape to the West

MUNICH — A 38-year-old East German crossed a minefield and scaled border fences to flee to West Germany, border police said yesterday.

They said the man, a civilian, managed to cross the East German border with West Germany unhurt on Sunday evening at a point fortified with a minefield and fences — UPI

Big Nigerian project delay

LONDON — The Nigerian government has postponed a R2 900 000 million railway project because of cash problems, say bankers quoting a special economic adviser to President Shehu Shagari.

The 400km spur was to have run north from Port Harcourt to Ajaloita on the Niger River where a large steel plant is under construction — Sapa-Reuter

blackmail

Bail reduction plea yesterday — the Brixton Murder and Robbery Squad had told her that Mr Mylchreest and Mr Westgate wanted to flee the country. The two men's defence counsel, Mr P Shapiro, accused the State of showing no logic in its refusal to lower the bail, and criticised Mrs Rath for not having the police officer ready to testify.

He also accused the State of showing no regard for and acting discourteously towards the rights of his clients. The case had started late for the second time and no apology had been received.

Argument on the bail question continues today.

'Basic housing needed'

Mail Reporter

THE director of the Urban Foundation Mr Jan Steyn sharply criticised forced resettlement yesterday and called for the provision of basic housing in squatter areas to help overcome the black urban housing shortage.

But he refused to comment on last week's refusal by the Soweto council of a R77-million housing plan proposed by the Urban Foundation.

Speaking at the Pretoria Press Club Mr Steyn said he was hopeful that the combined efforts of concerned South Africans would prevail in securing the future of people living in settlements.

He also criticised the proposed Orderly Movement and Settlement Black Front Bill and said he hoped it

80 tons of diesel oil threaten SA coast

PORT ELIZABETH — Department of Transport officials arrived in Port Elizabeth yesterday and immediately left for Oys-

Weather Mail

THE Weather Bureau's forecast for today —

TRANSVAAL — Cloudy and cold with fog or drizzle patches over the highveld and along the escarpment in the morning. It will clear partly and become warmer. Isolated showers may occur.

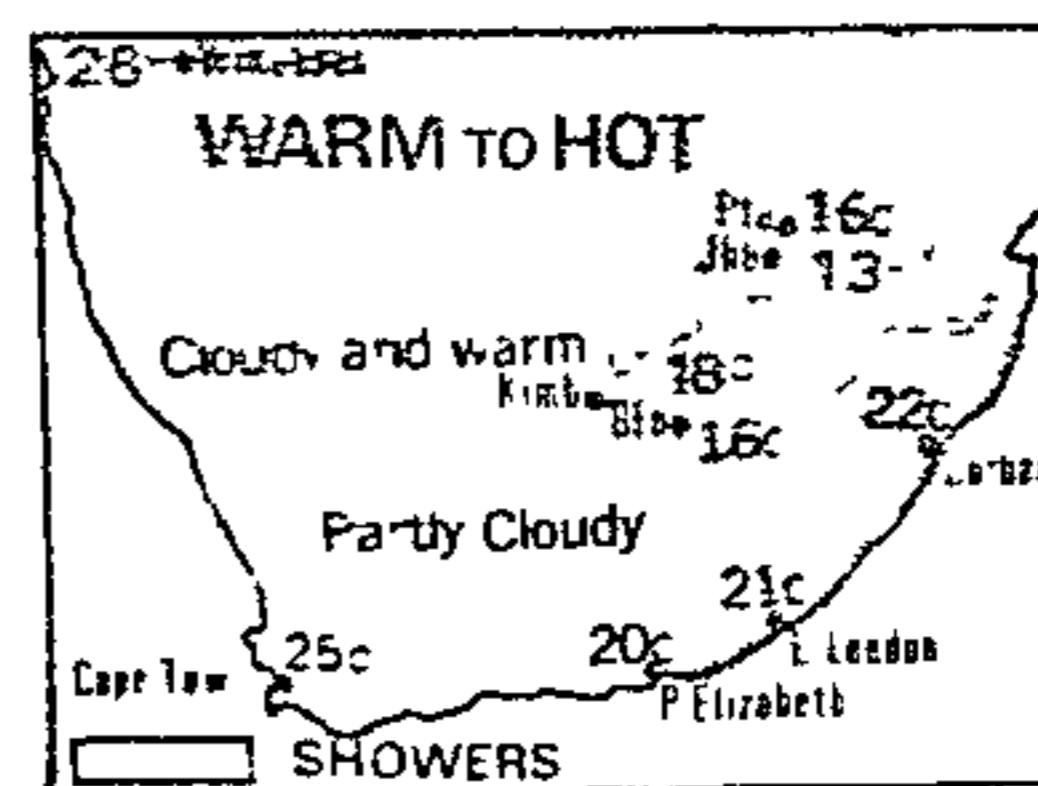
FREE STATE and CAPE north of the Orange — Fine and warm, but cloudy and cool over the north-east Free State with fog patches in the morning.

CAPE south of the Orange — Mainly fine and warm, but mild along the coastal regions with fog patches.

NATAL — Partly cloudy and warm with isolated showers over the north.

Temperatures are Celsius maximums expected for each city.

Rand Daily Mail Weather Station
 YESTERDAY
 Tuesday
 November 2 1982
 Temperatures
 09h00 14h00 21h00
 11°C 13°C 10°C
 Humidity
 93% 85% 95%
 Max temp 14°C
 Min temp 9°C
 Rain: 24 hours to 20h00
 23mm
 Sunset today 18h07
 Sunrise tomorrow 05h46



SOUTH AFRICA YESTERDAY

Temperatures at 14h00

°C



The door opens to black

The establishment of the Confederation of Associations and Mining Unions this week paves the way for fundamental changes to the way in which collective bargaining has traditionally been conducted in SA's mining industry

Membership of the confederation which so far consists of all eight unions affiliated to the Council of Mining Unions (CMU) and two of the three mining officials associations, is open to all registered unions in the industry. Emerging black, coloured and Asian mining unions can, therefore, apply to join.

The establishment of the confederation marks a historic turning point in the mining industry's stormy labour history, and is described by Manpower-Director General Dr Piet van der Merwe as "a positive development". In the past, the CMU, which represented the interests of white workers, and the officials' associations, which had begun to admit black members have conducted separate wage negotiations with employers. Because there have been no black unions in the industry black mineworkers' pay has been set by employers.

However, in recent months two potentially powerful unions seeking to recruit black, coloured and Asian mineworkers have begun to penetrate the industry. They are the National Union of Mineworkers (NUM), an affiliate of the Council of Unions of SA (Cusa), and the the Federated Mining, Explosives and Chemical Employees' Union (FMECEU).

They have made an appearance at a time when employers and established unions have been ordered by government to reach agreement on the phasing out of statutory and non-statutory job reservation in the industry. Very slow progress has been made so far in talks held between the unions and the Chamber of Mines.

The general secretary of the FMECEU is Ike van der Watt, who is also general secretary of the SA Boilermakers' Society, which was a member of the CMU. It appears that the decision to form the confederation was accelerated by Van der Watt's recent application for the FMECEU to join the CMU.

There had been predictions that the ultra-conservative Mineworkers' Union (MWU) might strongly resist the formation of a multiracial co-ordinating body for unions in the mining industry. However, MWU general secretary Arrie Paulus has been elected the confederation's chairman.

He told the *FM* he was pleased with its formation. "It is the first time in the mining industry that all unions, except one, have joined forces to look after the interests of



MWU's Paulus . now heading a multiracial body

employees in the industry," he said.

"Doc" Coertse, general secretary of the Underground Officials' Association, says he has reservations about joining because "although my association is colour-blind at the workplace, some of the members of the confederation are not". He expresses the fear that his association might find itself being unwillingly bound by some decisions taken by the confederation. He says his association has also not had enough time to reach a decision about joining.

The *FM* understands from reliable sources in the confederation that a two-thirds majority is needed for decisions made by the new body, including ones on the admittance of new members. These sources predict, however, that this will probably not be a significant barrier in the way of the NUM or the FMECEU joining the new body.

The creation of the confederation will now add impetus to efforts to establish an industrial council for the mining industry — something recommended by the Wiehahn Commission. Such a council would provide for the effective monitoring and

enforcing of agreements, and could go a long way towards convincing white workers that their jobs will be safeguarded.

Unions accept changes

Labour Correspondent

EMPLOYERS and most unions on the country's biggest industrial council — for the metal industries — have accepted in principle proposed changes to the way in which the council operates

But a final decision to ratify the changes will only be taken at a meeting of the council on December 4, metal unionist Mr Ben Nicholson said yesterday

Final approval of the document was expected at a meeting on Thursday

But Mr Nicholson said the council had decided to delay it because one of the unions on the council, the Cusa-affiliated Steel, Engineering and Allied Workers Union, has not been able to sound out its executive's views on the document yet

He said employers had also submitted a proposed amendment to the new procedure which unions wanted to consider

But Mr Nicholson stressed that "the document has been accepted"

Even if SEAWU decided it could not identify itself with the changes, they would be implemented, he added

The changes aim at speeding up the council's disputes procedures and making it easier for the council to intervene quickly in factory-floor disputes

POLITICAL comment in this issue by R A Gibson newsbills by Mike Stent headlines and sub-editing by Paul Holroyd cartoons by Dave Gaskill all of 171 Main Street Johannesburg

~~142~~ (142) 29/11/82
RDW

29/11/82

WHAT happens to mine labour relations now the new Confederation of Mine Associations and Unions has refused to admit the (black and coloured) Federated Mining, Explosives and Chemical Workers Union?

The move is certain to create problems. But it came as no surprise to learn that Cusa's National Union of Mineworkers, a newly formed black union with no links to the established mine unions, was hardly grief-stricken by the move.

NUM was worried that the confederation, if it admitted a black union, would demand the sole right to bargain for all mine workers.

This would have left NUM out in the cold unless it joined the new body and it is likely to reject joining at its first conference this coming weekend.

The decision to veto FMECWU, sources in the union argue, now leaves it free to work out a deal with the mines independently of the white-led unions.

Meanwhile, NUM is reported to be making steady progress in its recruitment drive and will begin seeking recognition at some mines fairly early in the New Year.

Key black mine union conference at weekend

Labour Correspondent

DECISIONS which are expected to have a vital bearing on labour relations on the mines will be taken at the first conference of the National Union of Mineworkers in Klerksdorp at the weekend.

And, in a statement announcing the meeting yesterday, the NUM, a recently-formed union for black miners, said it had already recruited 14 000 workers on the mines since it began seeking members only four months ago.

The NUM is affiliated to the Council of Unions of SA.

The conference is expected to provide a vital early indication of the attitude of unorganised black miners to key labour issues in the industry.

At the conference the NUM is to take decisions on

whether it will register with the Government and on whether it will attempt to join the newly-formed Confederation of Associations and Mining Unions.

It will also decide on its relations with other mine unions, its attitude to job reservation and the Chamber of Mines's criteria for union recognition and its views on a future bargaining system for the mines, including moves to form an industrial council in the industry.

The Chamber of Mines granted the NUM access to mine property to recruit workers two months ago. Two other unions with black members have also been granted access and one has been recognised by the chamber.

In its statement, the union says it has embarked on an

"intensive recruiting campaign" and had already established contact with black mine workers before being granted access by the chamber.

The NUM says it has begun "consolidating membership" on each of the mines on which it is recruiting. Union members had begun electing shaft and branch committees and delegates from four regions would be attending the conference.

The meeting is likely to be closely watched as the union's decisions will have a vital bearing on attempts to hammer out a new bargaining structure on the mines for all races.

It is expected to reject moves to form an industrial council at this stage and to decide not to attempt to join the new confederation.

RAM
Dec 1982

115 114 143 146
143 138 135
A court dispute that is hot news

GOINGS-ON in the Press rarely make hot news — the public is far less fascinated by them than the Press itself

But the industrial court action by the SA Society of Journalists against SA Associated Newspapers, Sapa and the Argus Company is one Press dispute with major implications

The SASJ wants the court to use its new powers to grant temporary "status quo" orders — referred to previously in this column — to order the companies to resume bargaining with it

And it wants the court to rule that it is an "unfair labour practice" for an employer to refuse to bargain with a majority union

In the United States and other countries, the law compels employers to bargain. SA law spells out no such duty and disputes in which employers refuse to deal with unions who claim majority support are common

Even registered unions don't have an automatic right to bargain

But SA law does now allow the court to act against "unfair labour practices" and the SASJ argues that refusal to bargain is such a practice

If the court agrees, many unions which have been refused recognition may ask for orders compelling an employer to bargain — including those whom employers refuse to deal with outside an industrial council

In any event, the judgment may well spell out the rights both sides have in a dispute over bargaining

This goes to the heart of present-day South African labour relations

As in several other cases, the court has also been asked to spell out the conditions under which it will grant "status quo" orders — which has a vital bearing on the rights of fired workers

□□□

THE new Intimidation Act is again under fire from unionists

Since it was introduced following the Rabie Commission report, several workers have been arrested — fulfilling predictions that it would be used against unionists — but only one convicted

Last week, charges under the Act against two Brits members of the Metal and Allied Workers' Union were dropped after they had been arrested during a strike and MAWU called for the Act's scrapping, charging it was damaging labour relations

The Act sets heavy penalties for "intimidation", which is defined very widely

Lawyers say labour laws barring strikes are hard to enforce in the courts and that the Act enables police to prosecute strikers without having to prove an illegal

And MAWU claims that, because police have such wide powers under the Act, they use it against strikers more freely than the labour law provisions

All this comes amidst talk

that labour laws making it a crime to strike may be scrapped. Unionists say there will be little point in taking this step amidst much fanfare when there is a security law giving the police power to intervene in strikes at will

Nor, they add, is labour reform helped by a 1962 decree giving Department of Co-Operation and Development Commissioners arbitrary powers to ban union meetings in black townships

The Lydenburg Commissioner has used these powers to ban meetings of MAWU members at Tubatse Ferrochrome, which recognises it

Appeals to him by the company to drop the ban were apparently rebuffed

□□□

EMERGING union attacks on industrial council agreements are common — but it is unusual to see employers joining the fray

It seems some chemical firms are up in arms about their new agreement, which follows the decision by the Council of Unions of SA-affiliated SA Chemical Workers' Union to join the council

SACWU demanded to renegotiate pay and won large increases

The employers claim these are too high and much of their ire is directed at the employer body, the Transvaal Chemical Manufacturers' Association

This comes as the TCMA is trying to extend its scope throughout the Transvaal as a prelude to enlarging the council, which now only covers a section of the industry

Both it and SACWU say their dealings show employers and black unions can bargain effectively on councils and that the industry would benefit if the council covers all Transvaal plants

But the resistance to the increase could be a blow to their plans

□□□

MANY employers are irritated by emerging unions who insist union leaders are "servants of the members" who can take no decision without their consent

They will be cheered by the views of leaders of a large Tucsa union, the Garment Workers' Union of the Western Province

Its paper "Clothesline" recently broke its traditional silence on labour issues to attack a member who charged she couldn't live on the wage the union negotiated, had backache because it did nothing about safety and that "going to the union is just like going to the boss"

The union urges her to cease "grousing" and says that, if she doesn't like her factory, she can always move to another

It also suggests she visit the union office where the leaders will try to "put a bit of backbone into her in place of that backache"

If she really wants a better deal, she can always join the employer association

NUM 3/12/52 (143)
meeting set
for tomorrow

Labour Reporter

Cusa's National Union of Mineworkers holds its inaugural meeting tomorrow in Kleinkopje dorp

The union was founded earlier this year at Cusa's annual meeting because of the large numbers of unorganised black miners

The NUM already claims a membership of 14 000 black miners

Issues to be discussed at the meeting will include the registration of the union and the recognition criteria of the Chamber of Mines

A statement from the NUM said membership at various mines had started with the election by mineworkers of shaft and branch committees

MINING UNIONS

~~ZA~~

143

FM 3/12/82

A new force emerges

ny doubts about the ability of black unions to soon become a force in the mining industry must be shaken by membership figures released by the National Union of Mineworkers (NUM)

The union claims it has signed up more than 10 000 members since it began recruiting black miners four months ago. Significantly, some well-placed employer sources in the industry are not disputing this claim. They are expecting an approach from the NUM within the next few months for recognition to negotiate on behalf of specific categories of black workers on certain mines.

Most mineworkers signed up by the NUM work in gold mines and it is, therefore, not surprising that an inaugural meeting of the union, scheduled for Saturday December 4, being held at a township in the Klerksdorp area.

The NUM is an affiliate of the Council of Unions of SA (Cusa) and is the first union in the mining industry to have come from the ranks of an emergent union grouping. Cusa's general secretary Phiroshaw Camay appears fairly satisfied with the growth achieved so far, but is critical of the atti-

tude of some mine managements towards the union.

It has certainly not been easy for the NUM to make headway on some mines where, according to some sources, managements have been suspicious of the union and black workers have been very wary of joining it. On one mine, for example, where thousands of black workers are employed, sources say only a few dozen arrived at a public meeting organised by the union.

The NUM's gains, so far, are modest when compared with the total workforce of more than 450 000 blacks in the mining industry. But, given the fact that the union only began recruiting about four months ago, it has made substantial progress. Certainly, it has grown faster than some employers expected it would.

The union is busy formulating its collective bargaining strategies and is keeping a close watch on developments in the newly-formed Confederation of Associations and Mining Unions (Camu). Camu was established to create an alliance of all unions (including those representing blacks, coloureds and Asians) in the industry. However, last week, an application by the Fed-



NUM's Camay (left) ... rapid union growth

erated Mining, Explosives and Chemical Employees Union, which represents black and coloured workers, to join it was turned down.

Mine union charts course

Six 7/2/82

(143)

By Tony Davis,
Labour Reporter

At its inaugural conference in Klerksdorp at the weekend the 14,000-member National Union of Mineworkers rejected an industrial council for the mining industry as well as union registration.

About 1,500 workers attended an emotionally charged meeting on Saturday and elected an executive committee for the Council of Unions of South Africa affiliate NUM members from 13 mines in the Free State, Oiknev, Carletonville and Westonia.

Regions passed a number of resolutions, indicating the course the new union is planning to follow.

Delegates rejected registration as long as the Government had a hand in its administration.

The NUM also decided not to seek membership of the newly established Confederation of Associations and Mining Unions, accusing the body of being an alignment of "white, racist mining unions."

Delegates also called on confederation affiliates, holding a belief

in non-racial collective bargaining, to resign from the umbrella body.

The NUM cited the confederation's rejection of membership of the coloured Federated Mining Explosives and Chemical Workers Union as a sign of its racist orientation.

Other resolutions

- Opposed job reservation on the mines and white mining unions which support such reservation.

- Rejected the Chamber of Mines' criteria for recognition and called for open

talks, without the chamber "dictating" terms to the NUM.

- Opposed unfair labour practices exercised by mine managements against mineworkers.

The NUM has requested a meeting with the Chamber of Mines to discuss recognition and access to mines within the group to recruit members.

Mr James Motlatsi was elected president of the NUM, Mr Elijah Barayi, vice-president, and Mr Cyril Ramaphosa, general secretary.

Mr Cyril Ramaphosa, elected general secretary of the new National Union of Mineworkers



Don't dictate terms to us mineworkers

L43
72/1/82

By STEVEN FRIEDMAN
Labour Correspondent

THE Chamber of Mines' criteria for recognising unions has been rejected by the recently formed National Union of Mineworkers (NUM)

The decision could herald conflict between the union and the chamber

The union has called on the chamber to re-negotiate these criteria with it "and not to dictate its terms to the union"

And it implies it will begin asking the chamber for recognition on some mines soon

This is one of several key resolutions adopted by NUM at its inaugural conference in Klerksdorp at the weekend, which was attended by well over 1 500 workers. The 14 000-member union, which belongs to the Council of Unions of SA, yesterday released full details of decisions taken at the meeting.

In a statement it reveals that miners from four Free State mines, and three miners each from the Westonia, Orkney, and Carletonville areas, attended the meeting.

Yesterday the Rand Daily Mail reported that the meeting had rejected Government registration and refused to join an industrial council, had refused to join a new group of mine unions, and had called for the scrapping of job reservation on the mines.

NUM has also decided not to establish links

with other mine unions until it has established itself

The chamber is expected to meet within the next few days to formulate its view on this and other key labour relations issues facing the mines.

According to NUM the chamber has decided unions will gain recognition based on the number of members they have in a particular job category and will be recognised for categories where they have a large membership only.

The union says conflict could arise if it is able to bargain for one section of the workforce on a particular mine but not for other union members.

In its resolution it says the "mining bosses" should recognise representative unions in order to "maintain industrial peace".

It says it is "convinced that it is representative on a number of mines and therefore has a right to represent its members".

NUM says it believes recognition criteria "set by the chamber along job categories is designed to divide the workers and weaken the representativeness of the union" and that the criteria are "a recipe for industrial conflict".

It calls on the chamber to re-negotiate the guidelines and instructs its national executive committee to begin these negotiations with the chamber.

Mine managements warned

Labour Correspondent

THE National Union of Mineworkers (NUM) has accused mine managements of "victimising and intimidating workers who are joining our union" and warned it will take action against them.

It also accused some mine employers of "blatantly unfair labour practices".

These charges are contained in resolutions adopted by the NUM at its inaugural conference at the weekend.

About two months ago the Chamber of Mines granted

the NUM access to mine property to recruit workers. But it was left to individual concerns to decide what facilities they would grant.

NUM leaders claim that, in some groups which have given it the go-ahead to recruit freely, various hostel managers are nevertheless taking a tough line with the union.

The union "notes with concern" that "mine managements are interfering in the organising of our union" and are "victimising" members.

It condemns those managements and vows it will

"institute action" against them.

NUM says in another resolution that "unfair labour practices" on the mines are "a serious threat to industrial peace" and vows to "relentlessly fight those bosses who commit (them) until workers are treated with respect".

In a resolution on the new confederation of mine unions and associations, which it has decided against joining, NUM calls on all those mine unions "who believe in non-racial collective bargaining to resign" from it.

MINE UNION VOWS 'TO FIGHT'

THE over 10 000 strong Cusa-affiliate, National Union of Mineworkers (Num), has made several far-reaching resolutions, including one to fight "harassment and exploitation" of black miners by "mining bosses", until workers are treated with respect.

By JOSHUA RABOROKO

At its inaugural congress held in Klerksdorp at the weekend, Num condemned white unions opposed to the

scrapping of job reservation in the mining industry and called for the Government to commit itself to change

The union, the first in the mining industry from the ranks of Cusa, claims to have signed up more than 10 000 members since it began recruiting black miners four months ago

Union sources regard Num's gains as "modest" as compared with the total workforce of more than 450 000 blacks in the mining industry. However, the union is

busy formulating its collective bargaining strategies and is keeping a close watch on developments with other mine unions, sources say

The congress, attended by over 1 500 black mine workers from 13 regions, noted that the Chamber of

Mines and the Confederation of Associations and Mining Unions were discussing the formation of an industrial council, and resolved that it would strongly oppose the formation of such a council

It called upon the "mining bosses" to desist from forming an industrial council because the union would not participate in such a council

It also noted with "alarming concern" that mine managements were interfering in the

organising of the union, which was aware that workers were being victimised and intimidated

The congress noted that certain mining unions had forced the Confederation of Associations and Mining Unions to form white

racist mining unions into a collective bargaining front to oppose and frustrate the black miners' interests

"We resolve not to apply to join the confederation, that we will strongly oppose the confederation if it seeks to

frustrate the black miners' interests and call upon all those who believe in non-racial collective bargaining to resign from the confederation

"The congress believes that in order to maintain industrial peace in the mines the bosses should recognise representative unions for collective bargaining purposes, and not to dictate terms to the union"

Regarding the registration of unions, the congress said that it was concerned that the pre-

sent process with the Department of Manpower was "a clear indication" that the Government wanted to control and suffocate the development of unions

It was also convinced that it was fully capable of developing as a union without the unnecessary interference of the Government in its internal affairs

It therefore resolved not to register with the Department as long as the registration procedure remained unchanged

Black unions on the march in the mines

By Tony Davis,
Labour Reporter

Blacks in the mining industry are rapidly being organised by trade unions

Until recently, black mineworkers as well as farm labourers and domestic workers were largely unorganised and unrepresented. But while trade union rights for the latter groups are still non-existent, black-member trade unions are now filling the gap in the mining industry.

● This year the Chamber of Mines granted access to three new unions to recruit members at the group's mines

● The National Union of Mineworkers, at its inaugural conference in Klerksdorp last weekend, claimed a 14 000 membership and growing ranks in Free State and Transvaal mines

● The coloured-member Federated Mining, Explosives and Chemical Workers Union opened its ranks to black mineworkers recently

The organising of black mineworkers has been sought for many years but became possible only in 1979 with new labour legislation allowing for legal black trade unionism.

HOSTELS

In the mining industry, the rightwing, white-member Mine Workers Union which represents all but artisans and officials in the mines, totally rejects black membership

The task ahead for the black-member trade unions in organising black mineworkers is lengthy, as there are about 450 000 men working in mines across the country

These unions face additional problems in organising black mineworkers. Many workers are semi-literate or illiterate and have to be taught the basics of trade unionism from scratch

Organising members hinges on gaining access to the mine hostels. The Chamber of

Mines has granted access to three new unions to date, and has shown no unwillingness in granting it to more

Recognition for the unions is another problem as it usually entails registration by the union — which several of them reject

The Cusa-affiliated National Union of Mineworkers announced at its weekend conference that as long as the Government had a hand in the administration of registration, it would not apply

It is still unclear at what level the black trade unions could represent their membership

"RACIST"

The newly formed Confederation of Associations and Mining Unions (replacing the Council of Mining Unions) last month rejected the membership of the FMECU, in what the NUM described as a "racist" action

Whether or not the black mine unions would form their own alignment for negotiations with the Chamber of Mines is still to be seen, but at this stage is unlikely

The need for organised black mineworkers was evident when wage unrest hit some mines in the Gencor and Gold Fields mining houses earlier this year

ARRESTS

More than 1 000 miners were dismissed and hundreds arrested, and several died during the unrest. Mine managements and the police spoke of the difficulty of trying to hold talks with hundreds of miners at once

The Chamber of Mines had in the past looked at establishing a representative framework for the black miners but eventually left it up to trade unions to take up the task

The chamber's industrial relations adviser, Mr Johan Liebenberg, said it had no objection to black miners being recruited by unions

Union charges Triomf with victimisation

Labour Correspondent

A BLACK trade union, the SA Chemical Workers' Union (SACWU), has applied to the industrial court for an order against Triomf Fertiliser company for allegedly "unlawfully victimising workers"

The union also alleges Triomf committed an "unfair labour practice" at its Potchefstroom plant by laying off about 60 of its 800 workers in November including, it claims, the union's entire branch executive committee

It also charges that the company has attempted to have the workers removed from the area in terms of influx control laws and that company security guards assaulted workers

The case is one of a crop brought to the court in which unions are testing a recent change to the law allowing the court to temporarily reinstate workers while a dispute over an alleged "unfair labour practice" is being resolved

In a statement released yesterday, SACWU says that, if it is successful, it may be

the first union to win mass reinstatement from the court — the reinstatement of 60 workers pending the outcome of an official conciliation board hearing

A Triomf spokesman said yesterday the company's chairman Dr Louis Luyt was aware of the dispute and had asked for full particulars

"He is waiting for a report on the union's allegations and obviously can't comment until he receives it", he said

SACWU claims the "vast majority" of those laid off were union members

The union also says the company has not granted it any form of recognition despite its "strong representations" at the company and a recommendation to Triomf from the Institute for Industrial Relations, a joint management-labour organisation

The union also claims Triomf forwarded the names of the fired workers to the Western Transvaal Administration Board, and the workers will be "endorsed out" before the legal machinery can be put into action

SKW 9/12/82

Mine unions breakthrough

Labour Reporter
In a far-reaching move, the Chamber of Mines announced today that registration was no longer a requirement for a trade union in gaining recognition. The chamber's industrial relations adviser, Mr Johan Liebenberg, said recent proposed amendments to the Labour Relations Act

gave unregistered unions access to dispute resolution legislation. "We recommended to the chamber's executive that registration as a cornerstone of our recognition policies be dropped and this was approved yesterday," Mr Liebenberg said. The policy change comes in the wake of the black-member

National Union of Mine-workers rejecting registration at its conference in Klerksdorp last weekend.

It opens the way for unions such as the NUM to seek recognition agreements with the Chamber. Other unions, including the Black Allied Workers' Union, the Black Mine Workers' Union and the Black

Allied Mining and Construction Workers' Union are unregistered.

In the place of registration the chamber demands that unions present proof of "sufficient representation" in seeking recognition. This could vary from 30 percent up.

● See Page 31.

Miners hail move on unions

10/12/82
Labour Reporter

The decision by the Chamber of Mines this week to scrap registration as a criterion for union recognition has been welcomed by trade unions in the mining industry.

Mr Cyril Ramaphosa, general secretary of the largest black union organising on the mines, the National Union of Mineworkers, today welcomed the decision.

"As our members have rejected registration this area could have led to difficulties in any talks with the chamber," Mr Ramaphosa said.

The NUM meets the chamber next week to discuss recognition.

The general secretary of the SA Boilermakers Society, Mr Ike van der Watt, said abandoning the registration proviso was consistent with the concept of freedom of association.

"It will no doubt smooth the way for new trade unions, including the NUM, into the collective bargaining machinery being created in the mining industry," Mr van der Watt said.

Boilermakers are also investigating the possibility of further talks with other unions in the industry to create an effective caucus.

● See Page 27.

Star (143)
Triomf in
dispute

Labour Reporter

Cusa's SA Chemical Workers Union has accused the management of Triomf Fertilizer in Potchefstroom of unlawfully victimising workers last month.

A statement issued by the union says it has applied to the Industrial Court for an order against Triomf over the alleged victimisation.

Triomf had also dismissed about 60 of the plant's 800 workers of whom the majority were union members. Included were their entire branch executive committee the statement says. The action amounted to unfair labour practice.

A Triomf spokesman said particulars of the claims had been forwarded to the chairman, Mr Louis Luyt, for possible comment.

Quiet ~~143~~
returns ~~192~~
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to motor
10/12/82
plant 143

By STEVEN FRIEDMAN
Labour Correspondent

QUIET returned to Datsun-Nissan's Rosslyn plant near Pretoria yesterday after the violence which accompanied the strike at the plant on Wednesday, company sources said.

The company decided to close for the year after its 4 500-strong labour force downed tools on Wednesday over bonuses and the year-end pay increase, but workers gathered at the plant yesterday to collect their pay.

Official comment could not be obtained.

Police intervened in Wednesday's strike at Datsun's request after workers had allegedly damaged cars and threatened to set them on fire.

They used teargas, sjamboks and rubber bullets to disperse the crowd.

Meanwhile, the National Union of Mineworkers yesterday secured the release on bail of 21 miners who were allegedly involved in a strike at the Winkelhaak mine, near Evander, in May this year.

The workers are part of a group of 29 miners who have been in prison since the strike because they could not afford bail of R1 000 each. Their case, in which they are accused of striking illegally, has been repeatedly postponed.

At a recent hearing, however, their bail was reduced to R500 each after representations by a lawyer briefed by the NUM.

Yesterday, union general secretary Mr Cyril Ramaphosa travelled to Bethal, where the men have been held, and paid the bail money.

He said police had dropped a bail condition that the men had to surrender their passports. They would now return to their homes until the trial began on January 3.

Cape Times 10/12/82

New union deal on mines

143

Own Correspondent

DURBAN — The Chamber of Mines announced yesterday that it was prepared to recognize unregistered black trade unions

The announcement opens the way for unregistered black unions to represent the 480 000 black mineworkers

It follows a decision not to register by the National Union of Mineworkers, the only black union which has been granted access to the mines

A statement released yesterday said the chamber's executive committee had agreed that registration should no longer be a criterion for the formal recognition of the union as a "partner" in the collective bargaining process

However, the unregistered union will be required to submit an "acceptable" constitution and must prove it has recruited a "significant" proportion of employees

in the occupations it seeks to represent.

It will also be required to enter into a "formal recognition agreement" which will define the categories of employees to be represented and lay down procedural rules for the "regulation" of the relationship between the union and the chamber

The chamber said the decision would considerably "simplify" procedures leading to full recognition of unions

Mr Phiroshaw Camay, general secretary of the Council of Unions of SA, to which the National Union of Mineworkers is affiliated, said "We are very glad that the chamber has revised its guidelines and become more pragmatic"

He said the union remained opposed to the chamber's insistence on the number of union members in a particular job category as a basis for recognition, but he was sure the chamber would attend to this

By Tonis Davis,
Labour Reporter

The Chamber of Mines announcement yesterday that registration is no longer required for union recognition is an about-face for the organisation in its relations with trade unions

The retraction on the recognition criteria is viewed at two levels

The chamber's view is that recent proposed amendments to the Labour Relations Act which provide unregistered trade unions with direct access to official dispute machinery have made the registration stipulation redundant

On the other hand, industry sources see the move as a sop to emergent black-member unregistered unions which show every indication of sooner or later gaining large followings, but refuse to register

RECOGNITION

The Chamber of Mines has laid emphasis on "significant representation" as the major factor in future recognition agreements in place of registration

The criteria for recognition of unions are

- The chamber's acceptance of a union's constitution
- Proof of a union's representivity
- The union must sign an agreement with the chamber detailing which job categories at which mines the union

Mines let up on talks with unions

will represent

● There will be joint negotiation by unions with the chamber in the event that more than one union comes to represent the same job category of workers

● A union will lose its recognition if it is no longer sufficiently representative

The chamber views the new criteria as a simplification. There are only two types of union — representative and unrepresentative

Representivity is pegged on a floating scale which could be as low as 30 percent of workers in a certain job category at a certain mine

The chamber sees future negotiations in terms of the new criteria as both centralised and decentralised

Decentralised to the extent that negotiations will take place at an individual mine and centralised in that both mining houses and chamber will manage any negotiations

REJECTED

Mr Johan Liebenberg the chamber's industrial relations adviser, however, foresees some difficulties in adjusting the traditional negotiating structure with white-member and multiracial unions

Of the five black-member unions involved in organising black mineworkers, only one is registered

Cusa's National Union of Mineworkers at its conference in Klerksdorp last weekend rejected registration

The Black Mine Workers' Union, Black Allied Workers' Union and the Black Allied Mining and Construction Workers' Union are also not registered

Although these unions represent among them fewer

than 20 000 miners out of a possible 480 000 blacks, they have been in the field for only a few months

Three of the unions, the NUM, Federated Mining, Explosives and Chemical Workers' Union and the BMWU have been granted access by the chamber to recruit mineworkers in the various mines

Another criterion scrapped in the chamber's new recognition guidelines is check-off facilities

The union dues were a benefit of registered trade unions but now can be obtained by an unregistered union which gains recognition from the chamber

VARIANCE

Final approval would still have to come from the Minister, although no problem is expected in this regard, according to the chamber

The individual mine level bargaining could lead to differences in salaries and working conditions for workers in the same job categories but represented by different unions

This week's announcement of the criteria represents the fourth series of recognition criteria brought out by the chamber since 1980 — a follow-up to the Wiehahn labour reforms

Earlier criteria included registration applications for extending scope of registration and other principles which all directly involved the Industrial Registrar

At a Press conference yesterday Mr Liebenberg described the earlier criteria as being a conservative approach which adopted rather stringent guidelines

Mines open doors to unregistered black trade unions

AM 143

Mercury 10/12/88

THE Chamber of Mines yesterday announced that it was prepared to recognise unregistered black trade unions — a move which is likely to lead to a radical transformation of the mines' collective bargaining machinery

Since the chamber agreed recently to recognise a union representing coloured and Indian workers, it has been moving further away from its policy adopted for nearly a century of negotiating only with all-white trade unions

The announcement opens the way for unregistered black unions to represent the 480 000 black workers employed on the mines and to enter into a bargaining forum together with the Right-wing mining unions

It follows hot on the heels of a decision by the National Union of Mineworkers, the only black union which at this stage has been granted access to the mines, not to register

A statement released yesterday said the chamber's executive committee had agreed that registration need no longer be a criterion for the chamber

Labour Reporter

to formally recognise the union as a 'partner' in the collective bargaining process

However, the unregistered union would be required to submit an 'acceptable' constitution and had to prove it had recruited a 'significant' proportion of employees in the occupations which it sought to represent.

Pragmatic

It also had to enter into a 'formal recognition agreement' which would define the categories of employees to be represented and lay down procedural rules for the 'regulation' of the relationship between the union and the chamber

The chamber said yesterday that the decision would considerably 'simplify' the procedures

leading to the full recognition of unions

Mr Phiroshaw Camay, the general secretary of the Council of Unions of South Africa, to which the National Union of Mineworkers is affiliated, said 'We are very glad that the chamber has revised its guidelines and become more pragmatic'

He said the union remained opposed to the chamber's insistence on recognition on the basis of the number of members they had in a particular job category, but he was sure that the chamber 'out of necessity' would attend to this

The Mineworkers' Union general secretary, Mr Arrie Paulus, said he would first like to examine the chamber's new guidelines before he commented

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New era as mines face black unions

By PHILLIP
VAN NIEKERK
Labour Reporter

AFTER 1982 labour relations on the mines — South Africa's key industry — will never be the same again

In July an estimated 70 000 black mineworkers went on strike against low wage increases. A week of unrest and violence, the most widespread since 1946, led to thousands of dismissals, hundreds of arrests and at least 10 deaths

Many saw the unrest as a result of the absence of trade unions among black mineworkers and the lack of genuine bargaining channels with management.

In contrast to the sophisticated negotiating machinery for white mineworkers (and there was nearly a legal strike by white workers about wages this year), black mineworkers have never had a say in their wages or conditions of work.

But since July, the face of organized labour on the mines, which has lagged behind the manufacturing sector in the post-Wiehahn era, has rapidly changed

Last week, the first emerging black union to organize on the mines, the National Union of Mineworkers (NUM), an affiliate of the Council of Unions of SA (Cusa), claimed it already had 14 000 members after only four months

Criteria rejected

In a hard-hitting statement at its inaugural conference in Klerksdorp, the NUM said it would not register and rejected the Chamber of Mines' criteria for union recognition

In a major policy change a few days later, the chamber announced that representative unions which refused to register could still win recognition on the mines, a distinct possibility in the next few months

In another sign of change, the all-white union negotiating body, the Council of Mining Unions (CMU), has been disbanded and replaced by a new Confederation of Mine Associations and Unions (CMAU)

However, the CMAU — which includes Mr Arrie Paulus's right-wing Mine Workers' Union (MWU) — has refused to admit a multiracial union, the Federated Mining, Chemical and Explosives Workers' Union, and its future as a body representing all mineworkers is seriously in doubt.

Mr Paulus says his union exists to protect the white worker

"Only a blind man cannot see that by accepting the Wiehahn Commission report and scrapping job reservation the government has sold the white worker down the drain," Mr Paulus said on Friday

The MWU is now organizing white metal workers as well, with the aim of forming one big union for white workers

Polarizing

Labour on the mines seems set to become polarized

On the one hand, the black NUM is against joining the new confederation — which it sees as a "collective bargaining front for white racist unions" — and, on the other hand, the white unions have prevented a mixed union from becoming a member of the CMAU

In the middle is Mr Ike van der Watt, general secretary of the 56 000 strong SA Boilermakers' Society, the biggest union in the country

While some would argue that getting the white MWU and the black NUM into the same caucus is far-fetched, Mr Van der Watt, who is determined to bring all mine unions together into a single bargaining group, believes it will be "possible, though admittedly difficult"

He believes that if the black unions are not party to the creation of a new bargaining structure on the mines from the beginning, then that structure will never be acceptable to them

Mr Van der Watt foresees the eventual emergence of a number of black unions on the mines, all jockeying for the support of the 480 000-odd workers who have never before been unionized

Judging by the NUM's rapid recruitment of workers, the main problem of the new unions will not be getting members, but winning concrete victories such as improving the pay and conditions of black mineworkers

Mining bosses

Meanwhile, the mining bosses are watching developments with interest as well as trepidation. Several, such as Anglo American's Mr Bobby Godsell, have adopted an enlightened attitude and welcomed the emergence of black unions

But it is no secret that everyone concerned may be in for a harrowing time as the mining industry, which has a volatile history, faces far-reaching, and possibly tumultuous change

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MINEWORKERS

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The NUM talks tough

Resolutions adopted by the National Union of Mineworkers (NUM) at its inaugural congress last weekend may have an important impact on the future of industrial relations in the mining industry

The NUM is an affiliate of the Council of Unions of SA (Cusa) and is the first mining union from the ranks of an emergent union grouping. A marked feature of the congress was the strong sense of enthusiasm shown for the union by the more than 1 500 black mineworkers present.

The union began recruiting about four

months ago and is now claiming a total membership of about 14 000. Delegates to the congress included mineworkers from 13 mines in the Free State and the Orkney, Carletonville and Westonaria regions.

Among the resolutions they adopted were

A decision not to join the newly-formed Confederation of Associations and Mining Unions (Camu). The NUM believes the confederation was formed to align "white racist" mining unions into a front that will try to oppose and frustrate the black miners' interests. The congress noted Camu's recent rejection of an application for membership by the coloured and black Federated Mining, Explosives and Chemical Employees union,

Not to participate in an industrial council if one were created for the industry. The union believes that such a council would not be representative of the interests of black workers and that the present industrial council system is "bureaucratic and out of touch with workers at shaft level",

A refusal to register with the Department of Manpower as long as the present registration procedure remains in force. The union rejects "unnecessary interference" from government in its internal affairs,

Rejection of recognition criteria for trade unions set by the Chamber of Mines. The congress called on the chamber to negotiate recognition guidelines with the union,

A call on government to scrap job reservation and a warning that job barriers are a serious threat to industrial peace, and

A warning that the NUM will take action against employers who commit unfair labour practices.

Tough style

The union's tough style has not dismayed some employers. "One can expect a new union which is trying to get members to make such noises," says one. Neither are some pessimistic about the possibility of reaching agreement with the NUM on some of the issues it has raised. Unprompted by the union, the chamber has, for example, been quietly reviewing its attitude towards registration.

The whole question of the chamber's recognition criteria could raise an interesting debate. The NUM believes that the criteria, which provide for recognition of a union which represents a significant number of workers in a particular job category on a mine, are designed to divide workers. However, employers insist that these criteria were introduced to allow new unions to gain recognition as quickly as possible. They say it could take a new union far longer to achieve recognition if it has to obtain a significant number of members on a whole mine.

Cyril Ramaphosa, who has been elected general secretary of the NUM, is confident that the union will be able to maintain its

impressive growth rate. He says it is possible that the NUM may hold talks with other emerging unions in the industry to prevent clashes between them in the future.

UNION TAKES ACTION AGAINST POTCH FACTORY

Legal battle for 60 workers

THE South African Chemical Workers' Union says it has taken legal action against Triomf Fertilizer (Pty) Limited for the dismissal of about 60 of its 800 workers from its Potchefstroom factory.

The union said the vast majority of those dismissed were union members and included the entire branch executive committee of the union. The ostensible reason for the dismissal was retrenchment. The union members consider

that the dismissals constitute unlawful victimisation of union members, or, in any event, amount to unfair labour practices and has accordingly taken legal action in this regard.

A statement released by the union read that this action by Triomf had brought to a head a year long recognition dispute between the company and the union. Despite the union's strong representation at the company, and despite the recommendation of the Institute of Industrial Relations, the company has not accorded the union any form of recognition.

The union has applied to the Industrial Court for a "status quo" order which, if successful, will force the company to reinstate those dismissed pending the outcome of Conciliation Board proceedings. Should the union be successful it will be the first time in South African legal history that there has been mass re-instatement under court order.

"Triomf in the interim has decided not to let the matter stand pending the Industrial Court decision. It has forwarded the names of those purportedly dismissed to the Western Transvaal Administration Board. The effect of this is that those who are migrant workers will be endorsed out of the area before the legal

The union is also through its lawyers protesting to the Minister of Manpower against certain acts of harassment carried out by the Security Police at Potchefstroom against members of the branch executive committee

machinery can be put into motion

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203M 16/12/82
Chemical council in key move

Labour Correspondent

THE chemical industry's Transvaal industrial council — one of only a few councils to which an emerging black union belongs — plans to expand its scope throughout the province.

If it succeeds, agreements between employers and Cusa's SA Chemical Workers' Union will cover every Transvaal chemical plant, and firms in many areas will be covered by a negotiated minimum wage for the first time.

Details of the council's plans were released to the Rand Daily Mail by its chairman, Mr Alan Cohen, who is also vice-chairman of the Transvaal Chemical Manufacturers Association, and Mr Dan Tau, general-secretary of Sacwu.

They said they believed the way the council had operated since Sacwu joined it "proves there are benefits for black unions who join councils".

At present, however, the council only covers about 12 000 workers.

It is considering applying to extend its scope depending on the outcome of an application by the TCMA, which is seeking to be more representative of employers in the Transvaal.

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Stav 17/12/82 (143)

Employers irate over pay

A row has broken out in the Transvaal chemical industry with some employers up in arms over recently gazetted minimum wage increases for workers

The "rebel" employers have condemned the industry's employer body, the Transvaal Chemical Manufacturers Association, for the increases

A group of these employers met in Johannesburg this week to co-ordinate their opposition to the TCMA

Employers at the meeting said they disapproved of the way the TCMA had handled the increases and said that some firms had had to dismiss workers and replace them with machinery because they could not afford the increases

The increases come into effect next year and largely bring unskilled weekly-paid workers in the industry into line with similar workers in other industries

The increases had also resulted in some dissatisfaction in the workplace with semi-skilled workers objecting that their unskilled colleagues would be earning almost the same weekly wages,

some employers claimed.

The meeting resolved to put pressure on the TCMA in future to ensure that similar decisions were not taken again

There are about 200 employers in the Transvaal chemical industry and about 85 belong to the TCMA

Mr Mike Klein, chairman of the TCMA, said there was always likely to be some dissatisfaction with any industrial council wage determinations

He said membership of the association was voluntary and not expensive

Some TCMA members criticised the "rebel" employers, saying that the association had notified all its members in advance of negotiations for the increases but only a few firms had turned up for the talks

Critics of the employers' association had gone so far as to suggest an alternative employer body be formed in the chemical industry.

● The SA Chemical Workers Union and the Chemical Workers Union were involved in the council determinations.

FM
UNION RECOGNITION~~143~~ 143

17/12/82

A lead from the Chamber

No-one with any knowledge of industrial relations in SA will question the significance of the new guidelines for union recognition adopted by the Chamber of Mines

A key element in the guidelines is the decision to allow representative unions, which have not registered with the Department of Manpower, to obtain recognition from mining employers. This decision is remarkable because it comes from a body which, until fairly recently, was widely regarded as one of the most conservative employer organisations in SA.

It does make sense, however, in an industry which is beginning to deal with black unions which refuse to register. The whole status of registration is being downgraded by proposed amendments to the Labour Relations Act (LRA) which are aimed at allowing unregistered unions to negotiate at official conciliation boards. The chamber's view is that if unregistered unions are given the legal right to negotiate binding agreements, then it simply does not make sense for employers to refuse to recognise them if they are representative.

The whole question of what makes a union representative in the mining industry has also undergone fundamental changes. Previous guidelines on this issue were extremely tough, but now a union can bargain on behalf of its members on any mine affiliated to the chamber where it represents a

significant number of workers in any job category.

This provision is questioned by the newly-formed National Union of Mineworkers (NUM) which fears it may create divisions among black workers. But it does hold out, at least on paper, the possibility of early recognition for emerging unions. Chamber sources are also quietly emphasising that they will oppose any bargaining forum in the industry which excludes representative black unions.

In a broader sense, the chamber's guidelines reflect important developments in industrial relations in SA. Firstly, they reveal a more conciliatory attitude towards unregistered black unions. Secondly, representativeness, not registration (still regarded by many employers as a kind of "holy cow") is seen as the crucial issue in dealing with unions. And, thirdly, the chamber has adopted an interesting approach towards creating an acceptable balance between centralised and decentralised collective bargaining.

THE FAR RIGHT

The police act

The recent detention of Eugene Terre'Blanche, leader of the Afrikaner-Weerstandsbeweging (AWB), and eight oth-

er AWB members raises a number of questions. The first is the provenance and source of the explosives, ammunition and arms — including automatic weapons — which were unearthed (in some cases literally) by police searches.

A spokesman for the security police refused to provide information about the arms or to amplify the line of inquiry of the "further investigations" underway, or even to confirm or deny Afrikaans press reports that the AWB nine would be charged within a week.

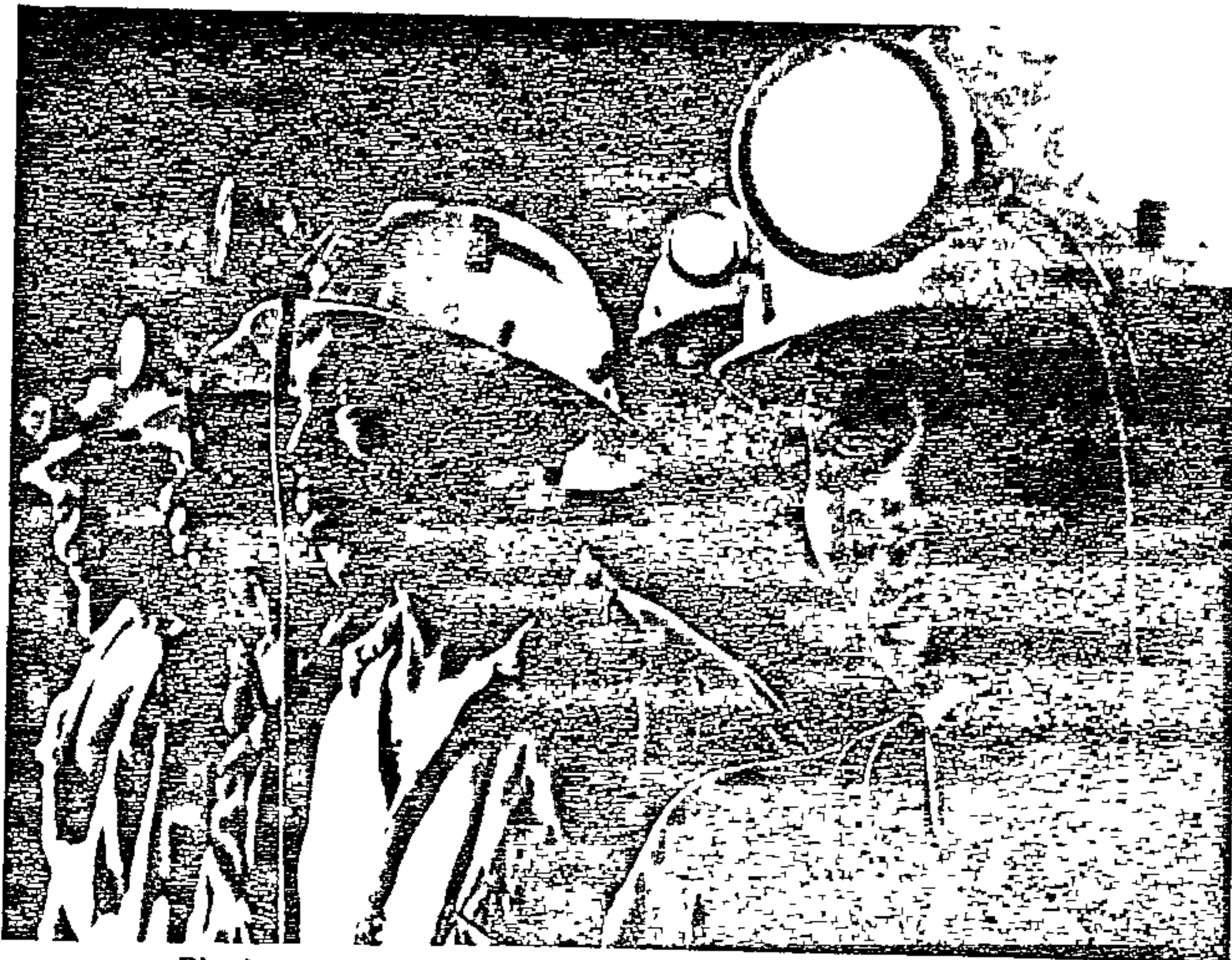
The only amplification of the original bald statement was an official denial that Terre'Blanche had ever been a bodyguard to ex-Prime Minister John Vorster. The AWB hastily issued a statement saying that it could not accept responsibility if any of the nine detainees are found to have broken the law. It also rejected Terre'Blanche's public position on violent action as "unjustified".

The statement added that no discussion was held or instructions given for the alleged offences for which the nine are being held, and if the allegations turn out to be true the organisation distances itself from the offenders. The statement said that the AWB wishes to further its objectives constitutionally within the current system.

The AWB was a target for PM P W Botha's warning earlier this year that there is no place in SA for neo-Nazis. Police members were forbidden to join the organisation.

Terre'Blanche's organisation, with its spidery three-legged swastika emblem, its anti-semitism and obsession with Afrikaner race domination, is a radical-Right splinter group using a number of familiar trappings. It rallied to the support of Andries Treurnicht's Conservative Party — a support that Treurnicht may not welcome.

The AWB seems to have concentrated most of its anger on putative *volksverraaiers* — people seen as betrayers of Afrikaner traditions and principles. One of the most publicised of its antics was the tarring and feathering of Pretoria University professor Floors van Jaarsveld three years ago, when he queried the sanctity of the Day of the Vow.



Black miners ... easing union recognition conditions

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Triomf

**admits to
errors in
143 Staw
sackings**

22/12/82
Labour Reporter

The giant Triomf Fertiliser Company has admitted to administrative errors in the retrenchment of workers at its Potchefstroom plant in November — described by a trade union as an unfair labour practice

Earlier this month Cusa's SA Chemical Workers Union applied to the industrial court for an order against Triomf for unfair labour practice and unlawfully victimising workers

SACWU said Triomf had retrenched about 60 workers at the Potchefstroom fertiliser plant including senior union members

Triomf had also refused to look at union recognition although SACWU was representative at the plant, the union claimed

In a statement released from Dr Louis Luyt's office yesterday, the chairman of Triomf said a full investigation was ordered into the retrenchments to determine if there had been any administrative errors

The retrenchments had been necessary because of the current economic troubles, the statement said

It was found in the investigation that administrative errors had occurred in the retrenchments and these were corrected by management

A Triomf spokesman was unable to comment on the nature of these errors

**Police plea
for help in
rape case**

Crime Staff

Hillbrow police investigating the rape of two 17-year-old girls at the Wilds three weeks ago have appealed for help in tracing a man believed to have been a witness to the attack

On Thursday December 2 at about 5 pm the girls were strolling