

INDUSTRIAL RELATIONS - WORKERS' ORGANISATION
COSATU + NUM, MAWU ETC.

1987

MAY.

Out-of-step Workers' Day

South Africa today joins a long list of countries around the world with a circle ringed around May 1 to proclaim the dignity of labour by the quite contradictory ritual of doing no work at all

But the debut of Workers' Day in the list of national public holidays has come in a swirl of controversy

Trade unions are delighted by what most of them view as capitulation to pressure to recognise worker solidarity — but enraged by the way the State President, Mr P W Botha, has chosen a formula that means celebrations in South Africa will rarely fall with precision on May 1, which many socialists consider almost sacred in their calendar

(South Africa will often not only be falling out of step with most overseas countries by missing May 1, it will also be out of step in using the title Workers' Day when the term Labour Day is in general use elsewhere)

Mr Botha has ruled that Workers' Day will fall on the first Friday of each May, no doubt feeling that is a pragmatic way of causing the least disruption to work schedules — making a long weekend of it instead of allowing the occasional break at mid-week

The problem, as viewed by the unions, is that Mr Botha has skirted around the real issue fixing May 1

Michael Chester examines the controversy surrounding South Africa's new public holiday and goes further afield to discover some surprises.

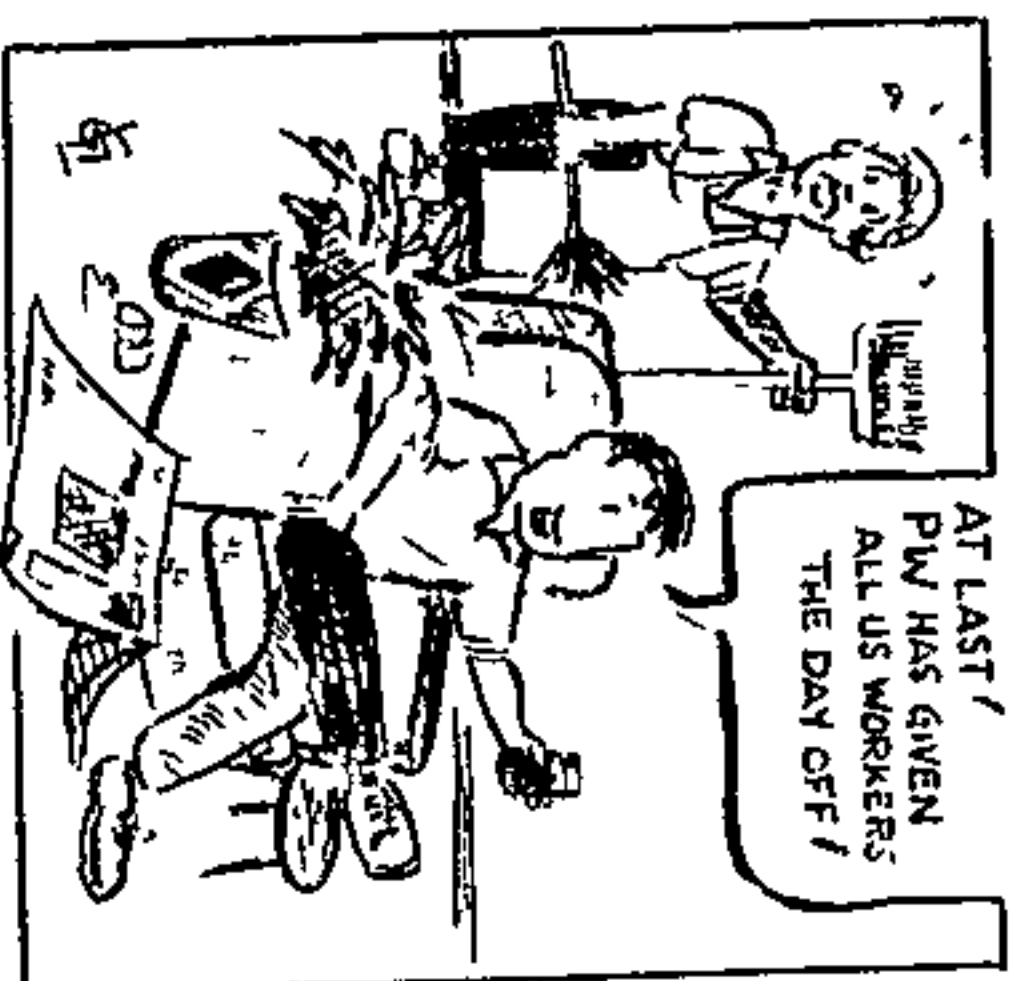
as an invariable date. For instance, setting aside the first Friday in May for celebration would have put Workers' Day on May 2 last year. And next year it will be on May 6

If the State President reckoned his formula would automatically please business too, he misjudged. It has dismayed the bosses as well as the unions

Johannesburg Chamber of Commerce, for instance, welcomes the introduction of Workers' Day "as an important step in the evolutionary process of adapting the range and timing of public holidays to changing circumstances"

But the chamber has reservations of its own. First, it argues that despite all the noises from trade union that May 1 should be sacrosanct, "it is questionable whether this is in fact the view of rank-and-file workers, who are unlikely to find that the benefits of a long weekend outweigh those of symbolism, especially since May 1 falls on a Sunday next year"

The JCC wants a formula that runs counter to the views of both Mr Botha and the unions alike. It suggests that Workers' Day should not



necessary fall either on May 1 or the first Friday in every May. It prefers fixing it on each Monday that falls closest to May 1 — so avoiding headaches of retailers and other businessmen who run operations on Saturdays

This seems to fit the pattern set by Britain, whose Labour Day this year falls on May 4, next Monday. Not that Britain is by any means a singular exception to a locked fixation on May 1

Swissair has produced a booklet that lists all the 1987 public holidays being celebrated in 165 countries, no doubt intended for the guidance of jet-setter business travellers

It finds that 119 have proclaimed May 1 as Labour Day. But it may come as a surprise to discover that 31 of the 165 don't mark Labour Day at all in their holiday calendars — not only remote spots such as Brunel and Fiji in the distant Pacific and far from the industrial hurly-burly, but also such bustling countries as Denmark, Holland and Israel

The rest of them celebrate La-

bour Day — but with little regard for May 1

The United States and Canada have set September 7 as Labour Day. In the Bahamas it is June 3, in Jamaica, May 25, in New Zealand, October 26

But it is in Australia that there is even more indecision than in South Africa on where to fix it. Even its own states can't agree

So Labour Day falls on March 2 in Western Australia, March 9 in Victoria, May 4 in Queensland, October 5 in New South Wales, October 12 in South Australia

It seems the fixation on May 1 diminishes the further the map strays from western Europe. Nor can the reason be found in explanations that Labour Day has historical roots in the old May Day celebrations — maypoles and queen of the May and old fertility rites that began to run so wild they gave headaches to the Puritans of Merry England

Imaginary link?

Even such an authority as the Encyclopaedia Britannica suspects that the connection between Labour Day and the old May Day festivals, long a topic among fervent socialists, may have been imaginary on ultimate examination

It puts the origins down to demands by the International Socialist movement, at a meeting in Paris in 1889, held by coincidence on May 1, that workers of the world should unite and enforce an annual holiday to commemorate the role of the working man in society

The obscurity of origins leaves South Africans to "leap and dance", as it was put by a 16th century writer named John Stubbes, around a May Day pole that only Mr P W Botha reckons he knows best where to plant

Unions angry at May Day rally ban

By Mike Siluma

With widespread anger mounting in black trade union circles over the banning of today's May Day rallies, the Congress of SA Trade Unions (Cosatu) described the bannings as a mockery of the Government's declaration of Workers' Day.

Cosatu said permission to hold rallies had been refused by magistrates throughout the country, except in the Western Cape where it had been granted on condition the meeting did not discuss the federation's "living wage" campaign.

Cosatu general secretary Mr Jay Naidoo, warning of workers' anger at the bannings, yesterday told a Johannesburg Press conference that permission to hold outdoor rallies had been refused in 21 centres in the Transvaal, Free State, Natal and the Cape.

Johannesburg rallies would have been held at Soweto's Jabulani amphitheatre and Ellis Park Rugby stadium.

"The mockery and the meaninglessness of (P W) Botha's Workers' Day announcement is abundantly clear. It is an official rejection of workers' aspirations and a total clampdown on our right to speak as organised workers about the society we are striving for."

Saying Cosatu would continue to demand May 1 as May Day, Mr Naidoo added "The refusal is a clear demonstration of the systematic campaign to harass and suppress our legitimate trade union activity."

Reasons given for the banning included that:

- The living wage campaign was subversive.
- The peace would be disturbed.
- The rallies were intended to be a show of force.
- Youth were likely to attend.

"Workers reject these reasons and see the effective banning as repression of democratic activity," Mr Naidoo said.

Earlier this week a spokesman for the Federated Chamber of Industries, Mrs Freda Dowie, said: "A living wage is a very legitimate thing for trade unions to talk about."

Sarhwu promises not to intimidate or assault anyone

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By Lesley Cowling

The Congress of South African Trade Unions (Cosatu) and the South African Railways and Harbours' Workers Union (Sarhwu) yesterday undertook in the Rand Supreme Court to prevent unlawful acts against railway workers after South African Transport Services (Sats) alleged Sarhwu members had murdered five Sats employees

The bodies of four Sats employees were found near the Kaserne depot on Tuesday night and a fifth in Tembisa yesterday

Yesterday, Sarhwu said — in an undertaking that was made an order of court — that it was not in a position to confirm or deny the allegations

Condemned violence

Nevertheless, it undertook not to intimidate or assault anyone

Cosatu undertook to do all in its power as landlord of premises in Jeppe Street and Germiston to prevent any unlawful acts taking place there

Cosatu and Sarhwu placed on record that they were opposed to violence. They also undertook to provide the newspaper *The Sowetan* with a copy of the undertaking with a request that it be published

In an affidavit, Sats Southern Transvaal re-

gional manager Mr Abraham Spies le Roux said five of his employees had been murdered in the last few days and a ticket-collector abducted on Tuesday was feared dead

Police had told him Sarhwu members had abducted five Sats employees, taken them to Cosatu House, assaulted them then taken them to the Heidelberg off-ramp near Kaserne Four had been murdered but one escaped, he said

He said the man who escaped had been found by a South African Defence Force unit and taken back to the scene. There it was found that the other four were dead

Three had been burnt and the fourth stabbed, he said

He said the escaped man told the police he had been abducted and taken to Cosatu House. There he and the other four were assaulted. Later they were taken in two separate vehicles to the Heidelberg off-ramp where he managed to escape, Mr le Roux said

The police took the man to Cosatu House, where he pointed out 11 people. One, he said, had abducted him, nine were involved in the assaults on him and one was present when he escaped

Mr le Roux believed Sarhwu had engaged in intimidation and this had resulted in the murders

The case was postponed to June 2 to allow Cosatu and Sarhwu to file answering affidavits

Govt exploiting deaths — Cosatu

The Congress of South African Trade Unions (Cosatu) has condemned the violence resulting in the deaths of railway workers and has angrily accused the Government and the SABC for exploiting the killings in a propaganda war against Cosatu

The bodies of four men, said to be Sats workers, were found stabbed and burnt near Kaserne on Tuesday night and a fifth body was discovered in Tembisa on the East Rand

The victims have not yet been identified. Police say they have a witness to the earlier killings, and 11 people were arrested in relation to them during a raid on Cosatu House on Wednesday

"Cosatu makes it clear we have never condoned violence as a means of resolving disputes," the 700 000-member labour federation said yesterday

"We are holding a meeting with the South African Railways and Harbour Workers' Union (Sarhwu) to determine the true facts of what happened. If those workers died at the hands of other railway workers we say it should not have happened

"Sarhwu has emphatically distanced itself from the events of Tuesday and condemned these deaths"

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Cosatu added "The Government is now using the tragic deaths of the Sats workers to intensify the campaign against Cosatu, Sarhwu and all our affiliates. The SABC, which is being used extensively in the campaign, was brought on to the scene of the siege of Cosatu House on Wednesday

A police spokesman said the SABC had been allowed through the barriers because they had asked permission to film and had given an undertaking not to photograph security force actions

Cosatu continues to blame Sats management for the build-up of violence in the seven-week dispute. "We have faced a management who have shunned open and fair negotiations. We believe the spiral of violence is directly linked to their intransigence and their refusal to deal in good faith with the elected representatives of the dismissed workers"

Cosatu says it warned early in the strike that matters could become violent. It held talks with the Federated Chamber of Industries and Associated Chambers of Commerce in an attempt to get them to intervene and break the deadlock at Sats

● See Page 6.

Discussing action

Sats' decision to fire the strikers who declined to return to work on April 22 seems to have ended the six-week-old strike. On the other hand, it may well have set the scene for more comprehensive action by unions.

In a demonstration of firmness, Sats stuck to its guns and duly fired a total of 16 000 striking employees on the Witwatersrand and Bloemfontein last Wednesday. About 2 000 strikers returned to work on deadline.

Sats spokesman Jannie van Zyl says the service is coping with the help of existing personnel, who do the additional work in shifts, and other relief workers. It temporarily employed roughly 800 students and school children over the holidays.

Labour Day

But a shortage of workers will be only one of Sats' problems over the next few weeks. Although Van Zyl says Sats is not *expecting* trouble on May 1 (Labour Day), it is stepping up security as a precaution with the help of the SA Defence Force and police. Sats has already suffered a loss of about R25m in damage to rolling stock.

Congress of SA Trade Unions (Cosatu) general secretary Jay Naidoo says Cosatu is "very upset" about the dismissals and is "discussing action to ensure the reinstatement of workers." He says "solidarity action" from other workers' unions may be expected, but he declines to elaborate.

At least seven strikers have already died in

FIM 11/5/87 49

police shootings — three of them during a march from Cosatu House to the nearby Doornfontein station last Wednesday. According to the Bureau for Information, police fired teargas at them when they failed to disperse peacefully. "It was then that they turned on the police and attacked them with stones and knives," said the bureau. Three policemen were injured. Police later surrounded Cosatu House, entered it and arrested a large number of the occupants.

Interdict

Cosatu has subsequently taken steps to sue the SA Police for damage to its premises totalling more than R53 000. And it is applying for an interdict to restrain the SAP from further damaging Cosatu House and assaulting members. In another Cosatu action, settled out of court last Friday, the police undertook not to act unlawfully against members of the SA Railway and Harbour Workers Union (Sarwhu). The police did not admit to any unlawful acts in the first instance.

Meanwhile, Van Zyl says Sats' offices have been "flooded" with unemployed people looking for jobs. More than 900 were employed last week. He adds Sats will — with discretion — give preference to former Sats employees, who will have to re-apply for their jobs. He claims only some 25% of the workers really had their hearts in the strike, the others were victims of intimidation.

Van Zyl stresses that Sats will "under no circumstances" negotiate with Sarwhu. He says the service does not recognise Sarwhu, adding that it has never formally applied for recognition.

□ See *Leaders*

Putting back the clock



The turbulence in the labour arena could foreshadow an indefinite period of intensified uncertainty vis-à-vis the relationship between employers and the workforce. This situation is inevitable, and businessmen will have to be guided by such attested facts as can be salvaged from the murk created by censorship and the whole apparatus of the State of Emergency.

Part of the problem is that the effective suppression of umbrella bodies such as the United Democratic Front (UDF) has been a factor in the politicisation of the black union movement. Bannings and arrests have fur-

Government's labour reforms have gained it considerable credit abroad — and helped to maintain a degree of stability in the black workforce. Recent actions indicate it could be turning its back on this progress.

ther inflamed perceptions. This is most apparent with the increasingly militant Congress of SA Trade Unions (Cosatu). Political demands which cannot be made through

genuinely representative political avenues re-emerge on the shopfloor.

There is nothing particularly sinister in this — leading businessmen have cogently argued that business must play its role in fostering reform. Labour, obviously in its own terms, is increasingly doing exactly the same, and has been for almost 10 years — which is not to say that radical elements will not seek advantage from turmoil.

Just what can be usefully defined as labour as opposed to political action and statement has become virtually an academic issue. In creating this impasse both "sides" are

at the mercy of events which are moving very swiftly indeed. And government, bracing for the election, is not playing the conciliatory role it should be — through mechanisms which it set up itself in the Seventies when faced with the danger of an undisciplined and growing urbanised black workforce.

It may well be that the 16 000 dismissed Sats strikers can be replaced because of the severe unemployment situation — which Central Statistical Services estimates at 22% of the economically active black population.

But the move leaves out of account such intangibles as the enduring bitterness created by any mass dismissal, the cost of training novices and re-processing those who wish to return to work on almost any terms, the inherent risk of displacing unemployment to the homelands and other rural areas, so in the long term creating a disaffected base for insurgents, and the image foreign traders and investors gain of the vulnerability of our transport systems to strikes and sabotage.

And then hardline police actions spill over into the black union movement and the black community as a whole — witness the effects of the raids on Cosatu House and the Germiston and Doornfontein shootings, as well as last week's confused Soweto stayaway.

Emotions heightened by what is seen as unfair treatment of one group of workers (and the Sats strike had its origins in a petty alleged offence involving R40) are fed back into a community enraged by what it sees as unjustified rent hikes and the like. (The current wave of "unrest" began in September 1984 over rents and related issues in the Vaal Triangle townships.) This too and fro of causes and actions leads to a volatility which is in no employer's interest — private or public sector.

As for replacing black workers with whites — it's a pipedream, like attempting to maintain postal services with white schoolchildren and, very often, white drifters who will not stay in the job in the medium to long term.

Management-union confrontation in these circumstances simply cannot be as easily resolved as some recent mine strikes, where the National Union of Mineworkers is a recognised entity with which deals can be struck — witness the strikes at Randfontein Estates and Western Areas over retrenchments. Here the issue of "sweetheart" unions — compliant in-house employees' associations — did not rise up from the past to complicate matters. A JCI spokesman was reported last week as saying that about 23 000 workers were resuming shifts after productive negotiations. That's more than were involved in the Sats strike.

The ramifications of the transport workers' strike continue, and, of course, have been marked by violence — police action against

unions, sabotage of trains. As Cosatu's Jay Naidoo has pointed out (*Current Affairs* April 24), public sector bodies like Escom and Iscor have come to terms with Cosatu-affiliated unions and negotiate with them. Sats is therefore out of step with its sister public sector corporations — fazed by the unionisation of its workforce by the SA Railway and Harbour Workers Union, affiliated to Cosatu. Its (sometimes confused) attempts to negotiate were focused on Blatu, a management-sponsored grouping with no real authority outside Natal.

Overall, Sats' responses to the strike seem defective. Attempts were made to promote a shadow union as the genuine representative of the workforce. There were unsubstantiated allegations of intimidation by Cosatu, and the whole process of shunting off one body of workers and taking on another was and is messy. What, for example, about service

encounter the nature and aims of democracy itself. It can be argued that far from being at the mercy of "outside" influences (such as the UDF or the external mission of the African National Congress), these unions will in the long run have to themselves confront undemocratic tendencies in, for example, the ANC. The whole issue of nationalisation would fall into the spotlight in any transitional period. It wouldn't all go the ANC's way.

Such intangible "gains" will be lost if the entire process of industrial negotiation becomes an "us vs them" affair. If you cannot negotiate on a pay rise or working conditions, how can the groundwork be laid for negotiation about power-sharing at far higher political levels?

The hard line therefore suits undemocratic forces and tendencies by discrediting negotiating as a procedure for conflict resolution.

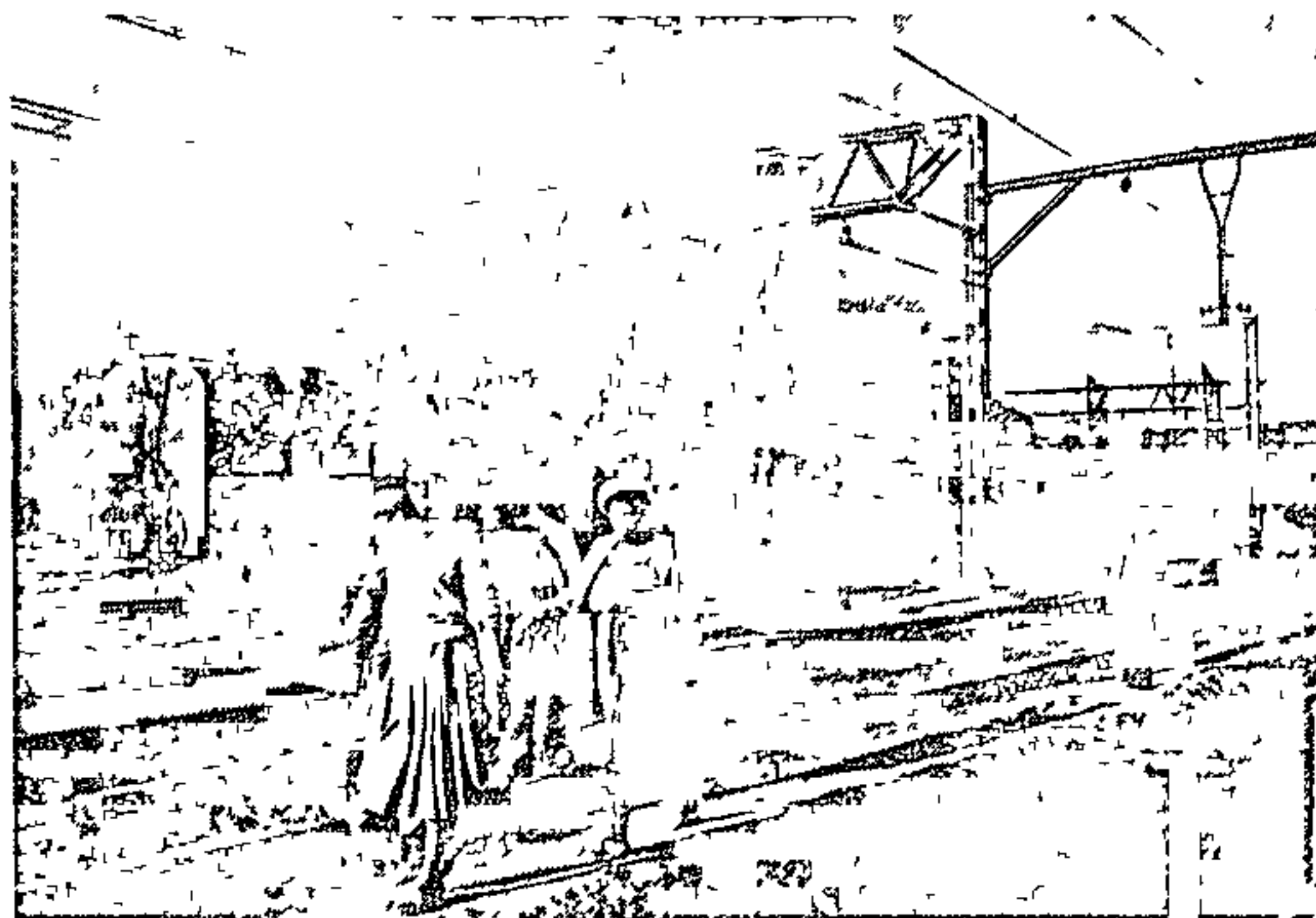
As Sinclair puts it: "Unionisation has provided a platform for democratic organisation and developing political awareness that has an important spillover effect in the organisation of many political community organisations." This view has merit. Revolutionaries do not thrive in an orderly climate — and the labour scene at present is not orderly.

Government will make matters worse if, having accepted the Wiehahn reforms, it now turns its back on them — for example through legislation which would have the effect of turning labour issues into political ones *in all circumstances*. Minister in the State President's Office, Alwyn Schlabusch, gave notice last week

that a crackdown could be in the offing as soon as the next session of Parliament. If true, and not simply an election ploy, this would do considerable damage to the one area in which the Nationalists have carried through reform with a fair measure of sincerity and success.

It would also suggest that one "solution" to black aspirations remains the old "insider-outsider" strategy implicit in the Riekert Report. In essence, this would be to say that if you have a job and "approved" accommodation, you can stay on as an urbanised black. If not, it's out — back to the homelands and poverty. An entrenchment of privileges then occurs as well as political docility. People with a stake in the First World sector will perceive their best interests as lying with the status quo — or so the theory goes.

In fact, since life is uncertain, that won't happen. Hardline employer attitudes — sanctioned by government — will instead increase black-white polarisation. Again, a situation which suits revolutionaries. Such larger issues should not be forgotten in the hope that black unions, and blacks, will somehow go away. ■



Fire in the yard ... will reform be the casualty?

benefits and the like?

Such *kragdadigheid*, in current circumstances, has a further consequence. Michael Sinclair of the Washington-based Investor Responsibility Research Centre — which monitors SA events for corporate America — writes in a new publication "An important factor in the new era of black political mobilisation was the legal recognition of black trade unions in 1979. The emergent black union movement is a democratic anomaly in a society that denies blacks any other representation. Although only about 12% of the African workforce (fewer than 1m workers) is unionised, the union movement has a political influence far beyond its formal membership. As one union leader put it, 'We are blacks before we are workers,' and in the absence of other channels workers expect the unions to take up community issues and grievances."

There is also the possibility of the Sats dismissals leading to sympathy strikes, despite their illegality, as Cosatu has threatened. Since the "emergent" unions are democratically structured, they represent one way in which black workers as a whole

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CMT-11/15/81 KDA
Cosatu
'condemns
violence'

JOHANNESBURG. — A Congress of South African Trade Unions statement issued here yesterday said Cosatu had long come out strongly against the use of violence in labour relations.

"Cosatu condemns violence that has resulted in the deaths of four SATS workers and makes it clear that we have never condoned violence as means of resolving disputes," the statement said.

"If those workers died at the hands of other railway workers we say that that should not have happened.

"Sarhwu has emphatically distanced itself from the events of Tuesday."

□ The Minister of Transport Affairs, Mr Eli Louw, expressed his and the government's abhorrence at the violent death of the SATS workers.

11/14/81

ly walked in behind the vehicle as it was reversing
in Rooiplaat Street soon after 10am

Call Times 1/5/87 1400
NUM meeting prohibited

WELKOM — The chief magistrate of Welkom, Mr J P Seeman, has prohibited a meeting of the National Union of Mineworkers which was due to be held at Tladi stadium here today, SABC radio news reports. The prohibition order is effective from 6am today till 6am on Sunday.

Sats
 140A
 DD 1/5/87
 PFA

ts man claims he was tortured

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 candidate in the EL City
 Pontes, from distributing
 a pamphlet implying that
 Party favoured an all-
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brought by the PFP can-
 fluency, Mr Gwyn Bas-
 of a pamphlet distributed
 yesterday afternoon
 attributed to the
 Ken Andrew, to this ef-

ously been used in a full
 in newspapers on April 24
 my dead body will I vote
 subsequently excluded
 of the advertisement.

in evidence before Mr
 he considered that the
 prejudice to his cam-

by G M. Nettleton, represented

Bizarre suicide

PAARL — Police are in-
 vestigating a bizarre tra-
 gedy in which a
 Franschhoek family of
 three committed suicide
 by walking in front of
 two vehicles last Satur-
 day afternoon

Mr Herman Esau, 55,
 of the farm Dagbreek,
 and his wife, Mrs Jo-
 hanna Esau, 24, clutch-
 ing her baby, Petrus,
 died on the road two
 hours apart — DDC

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There's still a long way to go to Cape Town — a member of the Cowies Hill Lions club, Mr John Lister, pulls the club's ricksha riding president, Mr Sean Martin, down Oxford Street in East London yesterday. The men, along with some of their club mates, are pulling the ricksha to the Lions' national congress in the Cape. Report page 3

Exercise rumpus

DURBAN — Naval Com-
 mand East has warned
 that further firing exer-
 cises are to take place in
 the next few days and
 denied allegations that
 Wednesday night's exer-

cise which alarmed hun-
 dreds of people was an
 election tactic. Alarmed residents
 who heard the loud ex-
 plosions and gun fire
 telephoned the police,

who were not notified.
 The public relations
 officer for Naval Com-
 mand East, Sub Lieuten-
 ant Brian Stockton, said
 it was unfortunate that
 the wind conditions had
 carried the sound
 inshore — DDC
 (Report by T van der Walt 12
 Devonshire Place Durban)

JOHANNESBURG — An account of how a South African Transport Services (Sats) worker found the burnt bodies of three men who had been allegedly assaulted with him at Cosatu House earlier that day was given in papers before the Rand Supreme Court yesterday

The worker's evidence was recounted in an affidavit by the Sats regional manager for the Southern Transvaal, Mr Abraham Spies. Le Roux, in support of an urgent application brought yesterday evening by Sats against the Congress of South African Trade Unions (Cosatu) and the South African Railways and Harbours Union (Sarhwu)

Mr Le Roux said the worker had been taken from his work place to Cosatu House where he was assaulted. From there he and another man were taken by station wagon to the Heidelberg off ramp where he managed to escape

He later found the three burnt bodies and that of the man in the car with him when he returned to the spot with a SA Defence Force patrol

Sats intended asking the court to order Cosatu to see that its premises in particular those at World Centre in Germiston and Cosatu House in Johannesburg were not misused for the intimidation, assault and murder of Sats workers and ex workers

They also wanted an order interdicting Sarhwu intimidating employees into not working and empowering the police to enter Cosatu premises to enforce the order

The application was postponed until June 2 after Cosatu undertook to do all in its power to see that unlawful acts did not take place on its premises

Sarhwu said it was not in a position to admit or deny the allegations against its members in the court papers but nevertheless undertook not to intimidate or assault anyone at Cosatu House or anywhere else

In the undertaking both organisations said they placed on record that they were opposed to violence and wished to confirm a statement published already saying that they did not condone violence or recognise it as a way of resolving disputes

In his affidavit Mr Le

Roux said Sats had been aware of intimidation of workers during the strike by its employees

Mr Le Roux said much of this intimidation had occurred at Cosatu House and the union's premises at World Centre in Germiston

He also drew the court's attention to the statement of the Sats worker who had seen the three burnt bodies

Mr Le Roux said the worker had been tied to a water pipe at Cosatu House and assaulted, hit and kicked by about 30-40 people

Three other men were also brought into the hall where he was

Mr Le Roux said according to the witness they were told to clean the floor after they had had water thrown over them to get the blood off them

Later he and another man were taken through the eastern exit of Cosatu House and put into a station wagon and taken to the Heidelberg off ramp where he managed to escape and run away

Further investigation revealed the burnt bodies of the three men who had been at Cosatu House plus the corpse of the man who had been in the station wagon with him

Mr Le Roux said the witness was later taken to Cosatu House where he identified 11 people — nine who had assaulted him or been present one who abducted him from his work place and another who was present when he escaped from the station wagon

The affidavit was filed only a few hours before the burnt body of a fifth worker — this time at Tembisa on the East Rand — was found by police

● An urgent application by Cosatu to hold a May Day rally today was refused by Mr Justice B Galgut in the Durban Supreme Court yesterday on the grounds the government notice prohibiting certain gatherings was not invalid —

DDC-Sapa

Police break up rallies as May Day brings protest to world capitals

Govt ban hampers's Cosatu

17/04/82

SATURDAY STAR FOREIGN NEWS SERVICE AND CORRESPONDENTS

LONDON — Police fired on demonstrators at a Buddhist temple in Sri Lanka and Solidarity activists were beaten up in Poland during May Day rallies that brought anti-government dissent to several world capitals yesterday.

Many other May Day demonstrations focused on crucial national issues.

● In South Africa black unions held two restricted rallies after the Government banned 21 planned nationwide. South Africa was celebrating its first official May Day, called Workers' Day, in the midst of strikes by 25 000 black transport and post office workers, the nation's longest and most widespread public-sector strike.

President Botha declared a Workers' Day for the first time on the first Friday each May — which happened to fall on May 1 this year.

Mr Jay Naidoo, secretary-general of the 600 000-member Congress of South African Trade Unions, said indoor rallies were scheduled after local magistrates and town councils refused permission for 20 outdoor rallies.

OVERCROWDING

But he said some unions were concerned that overcrowding at the indoor sites could yield incidents that police would use as an excuse to attack the workers.

● In Windhoek, Namibia's left-wing, black trade unions showed some of their growing political muscle by attracting one of the largest crowds yet seen to their Workers' Day rally.

Various estimates put the size of the crowd at between 6 000 and 8 000 — only slightly less than Swapo itself drew last year when it held its first "legal" meeting in five years in the city.

The unions represented at the gathering were the recently revived umbrella organisation, the National Union of Namibian Workers, the recently-formed Namibia Food and Allied Workers' Union and the Mineworkers' Union of Namibia.

All three organisations became

active late last year after a major drive by Swapo to resuscitate the labour movement in Namibia, dormant since the 1970s, when crackdowns by the authorities forced prominent unionists into exile.

● The Soviet Union set its theme for the international labour festival with a Pravda editorial urging every effort to ensure Kremlin leader Mikhail Gorbachev's reform policies would bring about a "revolutionary renewal" of society.

● But in neighbouring Poland, eyewitnesses said baton-wielding police smashed into a Solidarity demonstration in the city of Wroclaw and detained 150 people, including local leaders of the banned trade union.

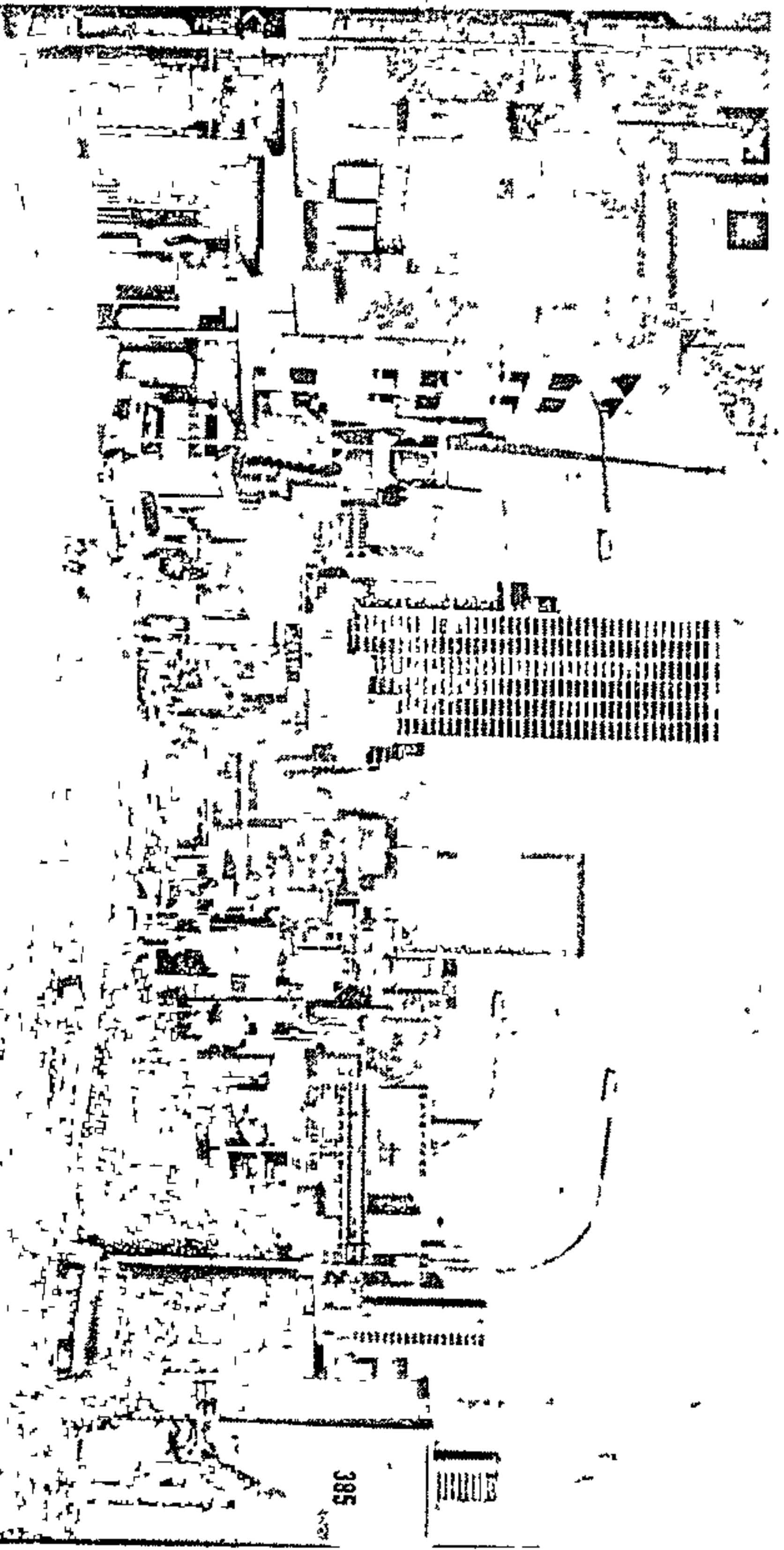
● The worst May Day trouble flared in Colombo, Sri Lanka's capital, where witnesses said police fired sub-machine-guns outside a Buddhist temple to break up protesters defying a government ban on rallies. Hospital sources said one man was killed.

Nearly 2 000 demonstrators including Buddhist monks threw stones at security forces ringing a temple, where an anti-government rally was held.

● In Manila, troops were on full alert as workers marched across the capital to protest the government's failure to raise their wages. Left-wing union leaders snubbed a reception given by President Corason Aquino.

● In Lusaka, President Kenneth Kaunda, grappling with economic crises, told Zambians yesterday to stand by for "momentous decisions". Labour leaders, whose relations with Kaunda's government are getting tense, boycotted the May Day rally addressed by the president after being told they would not be allowed to speak.

● About 20 000 Greek workers marched through the centre of Athens chanting *slo ar' i simi*



SLEEPING CITY A quiet, peaceful and deserted scene in central Johannesburg yesterday greeted the dawn of South Africa's first official Workers' Day.

an austerity programme imposed by the socialist government.

● Trade unionists in Madrid attacked the Spanish socialist government's austerity policies, with one labour leader calling them "the worst attack against the working class under our democracy".

● In Paris, up to 10 000 people marched behind banners of the communist-led CGT trade union calling for more jobs. But political sources said the turnout was relatively small, a reflection of dwindling union support.

● Chinese officials used the occasion to continue a campaign

against "bourgeois liberalisation".

● Zimbabweans marked May Day with street parades, political rallies, football games and a call by the national trade unions' leader for the socialist government to impose controls on multinational companies.

"The government should come up with a code of conduct for all multinationals operating in Zimbabwe," Zimbabwe Congress of Trade Unions president Mr Jeffrey Mutandare told a rally.

He blamed multinational companies for mounting shortages of essential commodities and ac-

cused them of holding a disproportionately high amount of wealth. He also urged the government to introduce reforms to curb capitalism.

The unfavourable economic climate in Zimbabwe was aggravated by that country's proximity to the "South African apartheid regime which is bent on a course of naked destabilisation of all its black-ruled neighbours," Zimbabwe's Prime Minister, Mr Robert Mugabe, said.

● In Nigeria, President Major-General Ibrahim Babangida lifted a ban on 11 labour leaders saying they were

tive labour organisation. An earlier military government barred the men from union activities in 1977.

● In Nairobi, President Daniel arap Moi used a Labour Day rally to repeat denials that his government was abusing human rights of jailed dissidents and to introduce higher minimum wages and a fund for workers in South Africa and Namibia.

● In Luanda, Angolan President Jose Eduardo dos Santos, and leaders of the ruling marxist party led hundreds of thousands of workers in May Day celebra-

140A

Cosatu affidavits tell a story of security force brutality

TEN days ago the Johannesburg public was rudely reminded of the extent to which truth has become the first casualty of conflict when armoured vehicles blocked Cosatu House and prevented people from witnessing a tense six-hour encounter between hundreds of members of the security forces and trade union members and officials

Denied independent testimony as to what happened in and around the building, which houses the regional offices of 11 trade unions, the public has to judge the facts from widely diverging accounts of this operation — the first of two huge security force actions at Cosatu House.

The most detailed account to date consists of affidavits placed before the Rand Supreme Court this week when the Congress of South African Trade Unions (Cosatu) instituted action for an order restraining the police

The response of the Minister of Law and Order and the Witwatersrand Divisional Commissioner of Police will be placed before the court on May 19, when the application resumes. They have already denied Cosatu's allegations and have said that police acted lawfully. These are some of the

On the assault of striking railway workers gathered in the building:

Mr Digge Kock, an accountant for Cosatu, said he watched workers leave the hall in the late afternoon. "Police and soldiers had surrounded the entrance of the hall, leaving a small space for workers to emerge. Each worker walking out of the hall was slapped, punched, thrown against the wall and searched

"They then walked out of the building with their hands above their heads. Workers were roughly searched once again and thrown into the back of the truck (parked outside the entrance)

"I noticed one of the workers who emerged from the building was bleeding from the head (Another affidavit suggests that workers injured earlier outside the building might have sought shelter there)

"He was not thrown into the truck but was taken across the road to a group of policemen who then interrogated him. One of the policemen tripped him and while he was lying on his back, kicked him all over his body. The police then continued interrogating the bleeding worker. He was then put into a truck."

Two police operations at Cosatu headquarters have drawn comment that a head-on conflict between the State and the trade union movement is building.

Some of the factors which give rise to this view were detailed in court papers this week. JO-ANNE COLLINGE reports.



On the assault on trade unionist:

Mr Desmond Matome Mahasha, general secretary of the Construction and Allied Workers' Union, submitted that police took him to the offices of the National Union of Mineworkers and told him to sign a receipt for the documents they had confiscated there.

"I objected to doing this and another plainclothes policeman started twisting my wrist so that it became extremely painful. After repeated twists of the arm, Mr Mahasha eventually signed a receipt, he said. Later, a policeman asked him his name. Mr Mahasha said "I told him it was Desmond. He then said Oh, Desmond Tutu"

and punched me with his fist on my left cheek bone. Immediately afterwards (another) policeman called me. As I got up to go to him a third policeman kicked me just below my right ribcage."

On the destruction and seizure of union property:

Mr Jeremy Daphne, negotiator for the Commercial, Catering and Allied Workers Union, stated "During the period that police were on the fourth floor they damaged extensive property, particularly doors and cupboards, and destroyed extensive union documentation, as well as personal items belonging to union officials and members

"I did not observe the police effecting this damage but could hear the noise of objects being damaged while we were in the room"

Mr Daphne and most others who submitted evidence said armed police had made them stand facing the wall with their hands above their heads for the duration of the search of their premises

Mr Daphne listed the damage on the fourth floor as "Five (locked) doors smashed in and totally damaged. Four (locked) cupboards smashed open. Ribbons used on electric typewriters pulled out of their cassettes. The union's most

expensive electronic typewriter was damaged by policemen who cut out pieces of metal and cord from inside it. Virtually all posters were ripped off the wall and notice boards were ripped down. A table, a desk chair and a bookshelf were deliberately smashed. The table was broken into two pieces which were lying on the floor"

He added "All files were emptied and the documents in them (dealing with negotiations with employers for the last six years) were either removed by the police, torn up or thrown out of the window

"The contents of about 20 files were removed and thrown out of the office window. These documents landed in a large pool of water in the yard. Some were so saturated that when I (later) tried to remove them from the pool, they disintegrated"

Two affidavits refer to the sound of gunshot in the building or reports of shooting inside

Cosatu general secretary Mr Jay Naidoo stated in his affidavit that the actions of the police had led him to believe that they were out of control, that those in command were unwilling or unable to exercise the necessary control over their men

Cap. Times 2/18/77

SATS re-employs 1 000 workers

140A

JOHANNESBURG. — About 1 000 SATS workers dismissed ten days ago during their six-week strike had been re-employed, while more than 1 000 more had indicated they wanted their jobs back, a SATS spokesman said yesterday.

SATS previously announced that all dismissed workers may reapply for their jobs. All will be granted interviews but "intimidators" will not be re-employed.

The spokesman said he was unable to say how many applications had been rejected for this reason.

"By intimidators is meant those who physically prevented others from going back to work or from reapplying for their jobs," said the spokesman.

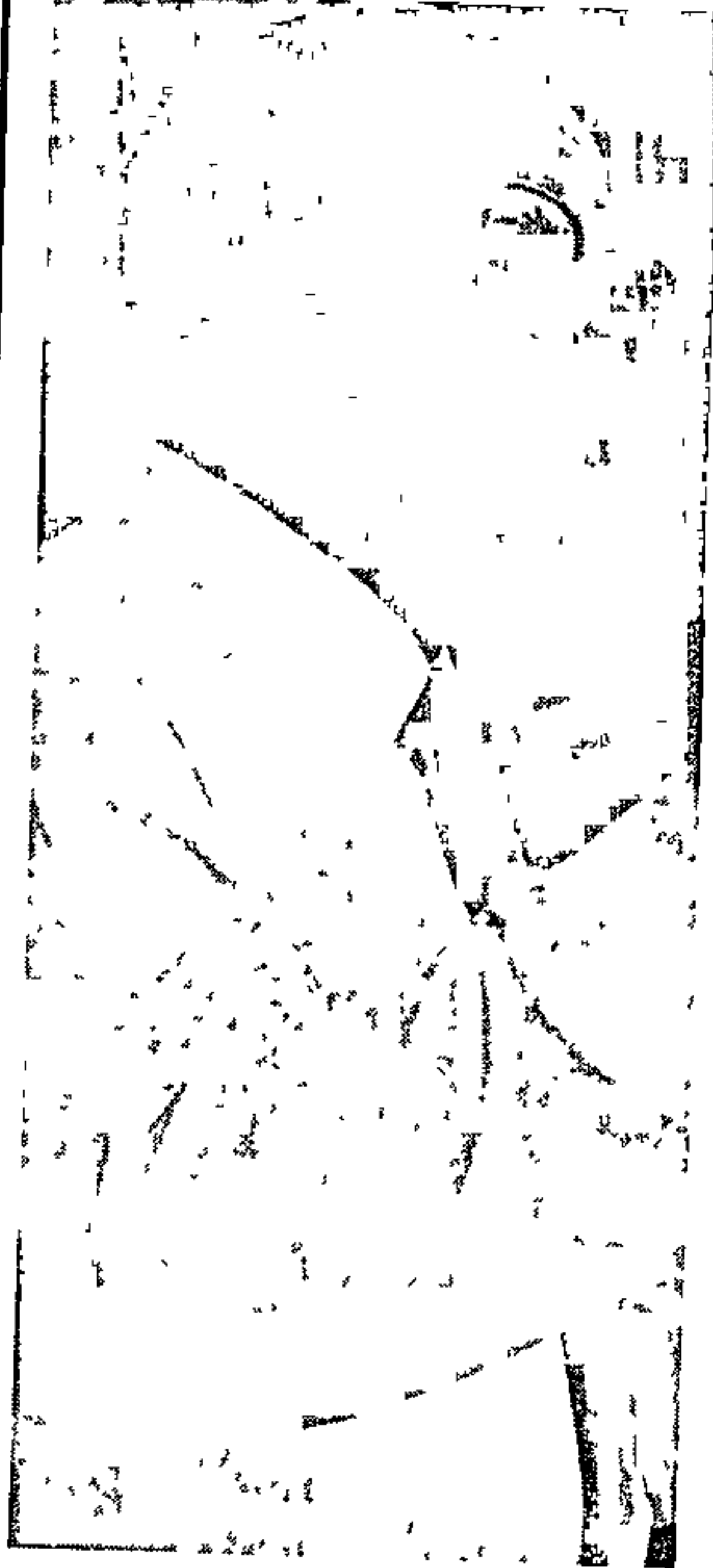
SATS yesterday sponsored a newspaper advertisement presenting its views on the strike.

The advertisement, which appeared in the Star newspaper, was headed: "Judge for Yourself".

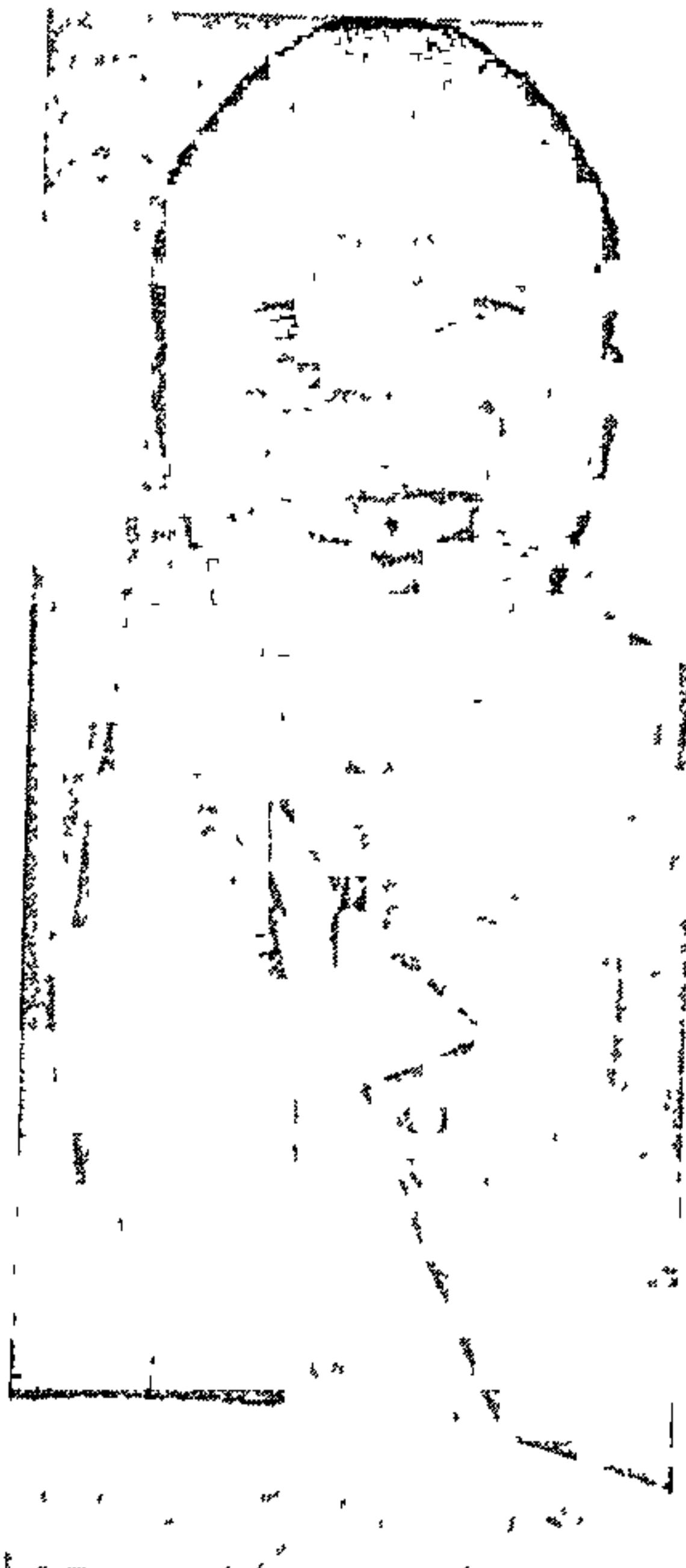
Among other assertions, it alleged instigators:

- Caused violence to spread to civil unrest.
- Threatened the lives of thousands of innocent people.
- Caused damage running into millions of rands to SATS property and equipment. — Sapa

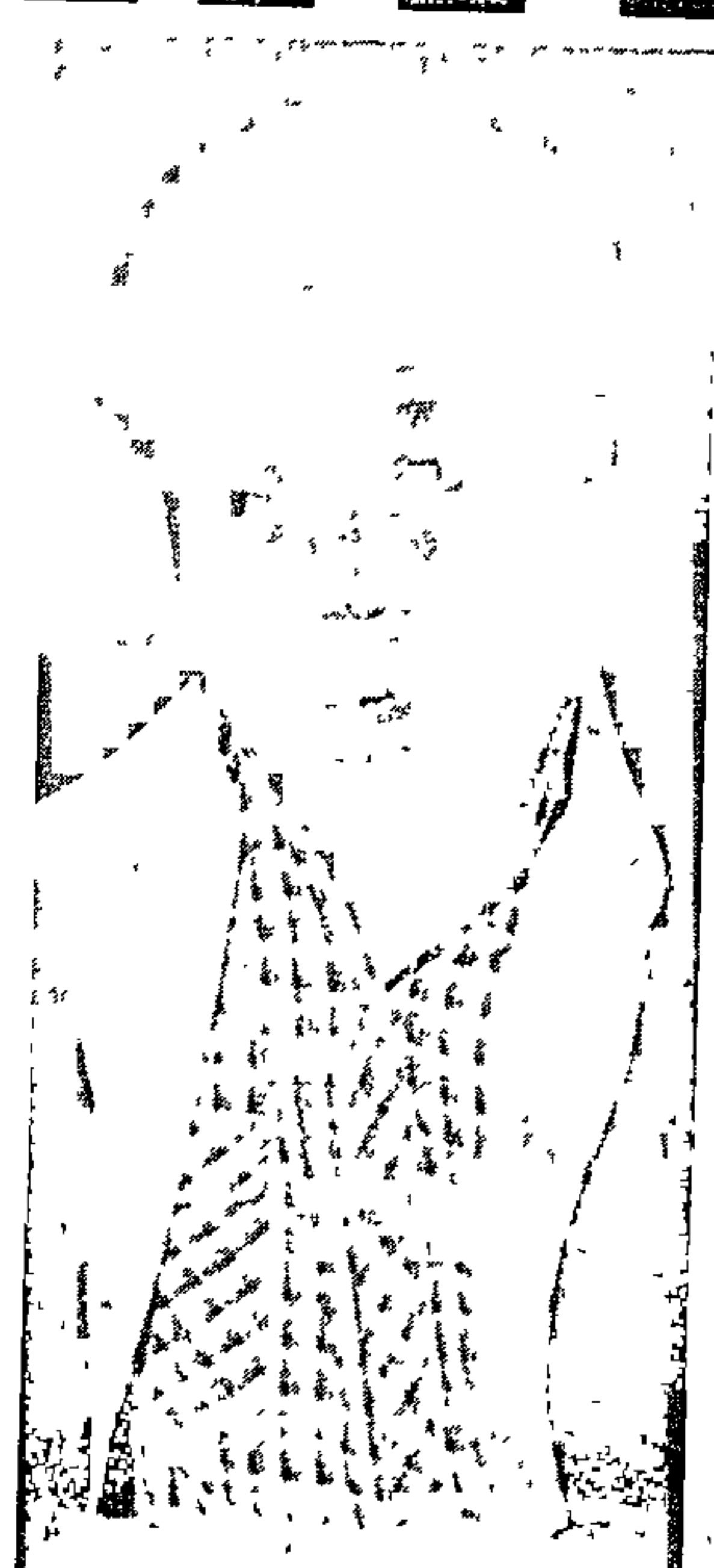
MAY DAY!



Uwusa's Simon Conco



Sydney Mafumadi will be addressing Natal Cosatu supporters.



NUM's Cyril Ramaphosa will be in Natal for Cosatu's celebrations.

Natal unions plan meetings

By S'BU MNGADI

UNIONS in Natal - like those throughout the country - are gearing up to celebrate May Day

Cosatu has arranged to hold seven-hour rallies at Durban's Curries Fountain stadium and at the Esikhaweni stadium near Empangeni tomorrow. Both meetings start at 9 am.

At the time of going to Press, Cosatu had made applications to both the Durban and Umthunzi Chief Magistrates for permission to hold open air meetings.

National Union of Mine Workers general-secretary Cyril Ramaphosa and Cosatu's assistant general-secretary, Sydney Mafumadi, will address the Durban rally.

Southern Natal Cosatu general-secretary Thami Mohlomi said because of

the emergency ban on Cosatu activities in Northern Natal the Durban meeting would constitute the entire province's meeting - except for Zululand, Harrismith and Qwa-Qwa.

He said even though President PW Botha "misunderstood our demands" by declaring the first Friday in May a public holiday, Cosatu would continue to fight for May 1 to be declared Labour Day.

Already major Natal factories have accepted May 1 and June 16 as paid public holidays.

And in sharp contrast to the drama and publicity that marked the birth of the Inkatha-backed United Workers' Union of South Africa (Uwusa) on May Day last year, the fledgling union will be having a quiet birthday tomorrow.

It has advised its membership and supporters to stay at home and await constructive messages to be disseminated by its leadership.

According to Uwusa general-secretary Simon Conco this year's celebration would not be the same as last year's when more than 80 000 people converged on Durban's King's Park stadium to launch Uwusa.

Conco warned, however, that the variation should not be interpreted as a scaling down of the union's dedication to the significance of the day.

The main reason for Uwusa's toning down seems to be financial as, at this point in its development, Uwusa's financial resources could not meet the expenses required to achieve results as dramatic as last

year's.

"We decided that Uwusa members and supporters should observe the day by staying at home and reinforcing their commitment to the struggle by meditating on the constructive messages that would be disseminated through the various media," he said.

But Conco promised that next year's celebrations would be on a scale that would make up for this year.

The Cuša-Azactu Trade Union Federation is also planning to hold a May Day meeting at the Beatrice Street YMCA tomorrow, according to co-ordinator Kessie Moody.

However, despite all the celebrations that go with May Day internationally, celebrations in Natal have been marred by bloody union rivalry which has

claimed the lives of many people and destroyed much property.

Incidents such as vigilante attacks on Hlobane Colliery miners - which left 12 NUM members dead - and on the striking Sarmcol workers at Mpophomeni township near Howick - which left four Mawu dead - bear testimony to this rivalry.

One of the first outbreaks of violence in the rivalry between trade unions in Natal was when Cosatu supporter James Ntuli was fatally shot at Durban's Berea Station by Umlazi councillor and Inkatha member Zithulele Ngcobo, who was returning from the Uwusa launch.

Ngcobo was convicted of homicide and since then bloody battles between Cosatu and Uwusa have continued unabated.

Who owns the company?

AR645 13/5/87
By DICK USHER,
Labour Reporter

TRADE unions are concerned about the lengthy delay in announcing the new owners of Robertsons

The sale, which was "quite precipitate" according to a management spokesman, has also left the company in a difficult position because it is under pressure from two unions for information it either does not have or cannot divulge until the new owners are disclosed

The company was South African-owned until bought by the US multinational Corn Products Corporation (CPC) in 1964

Its sale to unnamed South African buyers, acting through Rand Merchant Bank, was announced from the US on April 1.

Robertsons has two plants, one in Alrode, Transvaal, organised by the Chemical Workers' Industrial Union (CWIU) and the other in Durban is organised by the Food and Allied Workers' Union (Fawu)

Workers at Alrode stopped work the day after the announcement

They went back the following day when management agreed to a joint meeting with the unions, to give a written undertaking that pension monies were safe, to give each worker a statement of monies being held on their behalf plus interest, and to report back as soon as possible on if and how pension monies could be withdrawn

These were followed by a further list of demands relating to the sale, including one that CPC pay all workers a bonus of one month's pay for every completed year of service

At a joint meeting company responses to the demands were tabled. The unions found these unacceptable

A press release from the Congress of South African Trade Unions, to which CWIU and Fawu are affiliated, said "From the meeting it was clear that company representatives either did not know who the new owners are or were for some reason refusing to divulge this information

"We can only speculate that there is a conspiracy involved

"We get the impression the sell out was a case of 'take the money and run'"

Mr Charles Henzi, human resources manager for Robertsons, said they were not able to divulge most of the information requested by the unions because this was the prerogative of the buyers

"All we know is that a group of buyers acting through Rand Merchant Bank has bought 100 percent of CPC's South African holdings," he said

"But the basic position is that the legal persona of Robertsons has not been changed by the sale, therefore nothing else has changed and all agreements and contracts entered into by Robertsons are still valid and binding

"This covers all aspects of our operation from pensions to union recognition

"Nothing will be changed without negotiation with the unions"

3/5/87

MAY DAY

Cosatu lodge protest

By S'BU MNGADI

THE Natal branch of Cosatu have lodged an urgent Supreme Court action against the refusal by Chief Magistrate JJ Pienaar for permission to hold a May Day rally at Durban's Curries Fountain, Cosatu secretary Thami Mohlomi said yesterday.

Before going into consultation, Mohlomi told *City Press* that his federation believed there were no reasonable grounds for rejecting the application on the grounds of what the police had to say.

Earlier this week, Pienaar sent a letter to Cosatu requesting the union's response to allegations by the police who are opposing the union's application for a permit to hold the rally.

According to the letter, the police were of the opinion that Cosatu's "Living Wage" campaign might be discussed or advertised at the rally and it would not be in the interests of public safety.

• See Page 10

Refs in uproar — Page 16

WI⁷

Firms wait for reaction

Employers across South Africa are waiting anxiously to see if calls for concerted black action lead to work stayaways tomorrow and on Wednesday, election day for whites.

Black protest against South Africa's white election on Wednesday is expected to produce an unprecedented display of non-party political interest in the whites-only election

Calls by Cosatu and the United Democratic Front for concerted action are aimed at demonstrating rejection of continued concentration of central political might in the hands of a minority.

● See Page 13.

Sats takes on 1 000 sacked strikers

b/day

Business Day Reporters

ABOUT 1 000 Sats workers dismissed two weeks ago after their six-week strike have been re-employed, while others have indicated they want their jobs back, a Sats spokesman said at the weekend

SA Railways and Harbours Workers' Union (Sarhwu) acting secretary Themba Khuzwayo was unable to confirm these figures yesterday

Sats announced last week that all dismissed workers could re-apply for their jobs. The spokesman said all applicants would be interviewed, and questions regarding union membership would not be asked

"Intimidators" would not be re-employed, he added. The identity of "intimidators" and reasons for believing them to be so were at present being furnished to the employment officer by depot managers

"By intimidators we mean those who physically prevented others from going back to work or from re-applying for their jobs," the spokesman said

Meanwhile, Sarhwu attorneys have filed papers in the Rand Supreme Court asking that the dismissal of three Sarhwu members be declared unlawful

It is believed the case will be heard on Wednesday

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Postal strikers due back at work today

b/day

Business Day Reporter

THE month-long strike by about 4 800 postal workers on the Witwatersrand has ended, the Post Office and the Post and Telecommunications Workers' Association (Potwa) said in a joint statement released at the weekend

Details of the negotiated settlement would be released today, a Post Office spokesman said yesterday

The statement said all grievances had been solved successfully to Potwa's satisfaction

The workers went on strike on April 2 to demand higher wages, protest at the detention of two colleagues and express sympathy with the Sats dispute. Post Office workers are expected to return to work today, and it is hoped that disrupted services will be back to normal soon

442
as

CALL FOR RESPECT

140A
 4/17/87



Blackpool hold Bucs

MANDLA "Metroblitz" Sithole, Orlando Pirates' forward and Isiah Peete, Giant Blackpool's right-back in a tussle for a high ball. This was in their exciting Castle League match which ended in a 1-all draw at the Dobsonville Stadium yesterday

PIC JOE MOLEFE

ON the eve of the planned two days of national protest, organisations have called upon the black community to show restraint and dignity.

Tomorrow and Wednesday are days set out by the United Democratic Front (UDF) and its allies as two days of action against the whites-only elections. The whites will be going to the polls on May 6.

The UDF said workers, youth, students, women, churches, traders and shopkeepers will join in united action to show their "abhorrence for a system that gives a minority group the right to have a vote while depriving the majority of the same right. Nothing could be more objectionable."

"It is within our rights as a people to protest against any form of injustice, especially when the regime in question consistently erodes whatever rights we may have," the acting publicity secretary of the UDF, Mr Murphy Morobe said.

He said the continued insensitive killings of black persons "have left us no option but to call for protest action."

Although the form of protest is not specified, the National Education Crisis Committee (Nec) has appealed that these two days be observed with respect and introspection.

Black dignity

The Azanian Peoples' Organisation (Azapo) publicity secretary, Mr Muntu Myeza, said black people must mark May 6 as the day when white people of different political shades united in their elections to re-educate us on the absolute necessity of black solidarity and black dignity.

He said black people must conduct themselves with respect, quietude and refrain from wanton revelry and drunkenness.

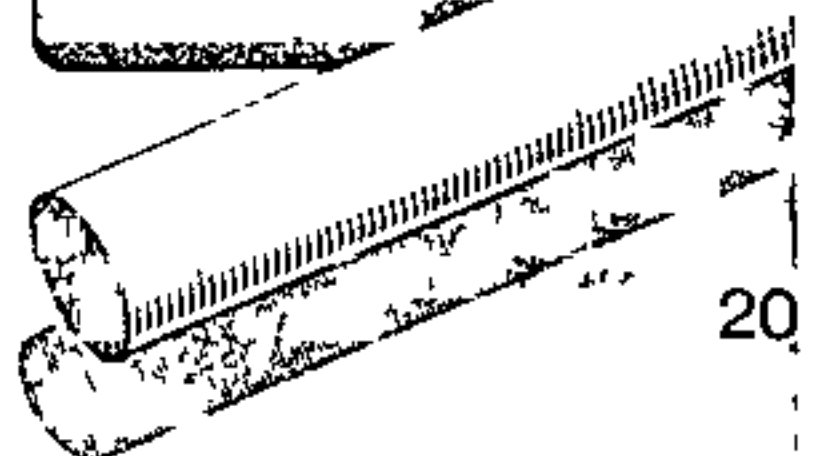
He said although protest action against the white elections would not in itself cause the voters to change their votes or to alter the results of the elections, "the contemplated action must be viewed as an introspection, an assessment and a re-dedication."

To Page 4

"I can never recall whether the point upwards or downwards was the course. But I know which cigarette meal."



* According to a well-known socialite, considered good form to leave the tip. Etiquette also dictates that one should one's guests with Mills Special cigars by their fine, expensive tobaccos is what one has to lay out.



England's Luxur

Manufactured in the U.K.

P.T.O. A

Call for respect

by black people to continue the quest for a true humanity in our beloved land"

Mr Myeza said employers must view absenteeism on the two days as the best way in which black people in their employ can hold communion with themselves under the circumstances

"Where people feel compelled to go to work, they should not be stopped. Security forces must conduct themselves with restraint and show that the security and interest of the black people are not different from those of the white people," Mr Myeza said

Meanwhile, police headquarters in Pretoria

From Page 1
said it was aware of worker stayaway plans being organised for this week. A spokesman said, "Contingency preparations had been made"

He said police preparations were aimed at protecting people who wanted to go to work. He pointed out that police could not take action to force people to go to work, "if a man does not go to work that's his prerogative"

If however, workers were being intimidated and prevented from going to work, police would take action against those responsible

140A
4/5/87
Meanwhile, the one-month old strike by the 5000 black post office staff members on the Witwatersrand has ended

Post Office management and Post and Telecommunications Workers Association (Potwa), said in a joint-statement that after negotiations in the past week, they have agreed that workers will return to work today

All the grievances have been successfully solved to the satisfaction of Potwa. The Post Office expressed its appreciation for the public's understanding during the strike and gave an assurance that all services will be back to normal as soon as possible

Fate of Cosatu 11 undecided

PRETORIA — The fate of 11 men arrested at Cosatu House last Wednesday in connection with the abduction and subsequent death of four South African Transport Services' workers is still in the balance.

SAP public relations directorate in Pretoria said investigations were continuing.

The spokesman would not comment on when they would appear in court or what charges would be laid against them. — DDC

A spokesman for the

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5/5/87

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EL stayaway as prelude to election

Dispatch Reporter

EAST LONDON —There was a partial stayaway here yesterday as a prelude to the Congress of South African Trade Union (Cosatu) call for a two-day stay away from work today to protest against the whites-only House of Assembly election here tomorrow

According to the president of the Border Chamber of Industries, Mr John Rich, 15 firms were surveyed and partial stayaways were revealed

Three firms suffered a 100 per cent stayaway, there was between 50 to 70 per cent non-attendance at five other firms and the rest had 100 per cent attendance

The overall stayaway is estimated at 20 per cent.

The director of personnel and management at the municipality, Mr Leon Deetlefs, confirmed that they had a five per cent stayaway which was slightly higher than normal for a Monday

A spokesman for the Ciskei Transport Corporation (CTC) said there was a 10 per cent drop in passenger numbers and that there were three minor stone-throwing incidents in Mdantsane involving buses

Meanwhile, in Johannesburg, the Soweto

Chamber of Commerce and Industry decided at its executive meeting last week that Soweto shops would remain open during this week's planned stayaway.

"Although people will stay away from their workplaces, it is essential they are able to buy food," the executive director Mr David Mailoane, said yesterday

"The other problem we have had during these stayaways is that people have been buying food outside Soweto and our local businesses have suffered a loss of profit

"We have spoken to some of the organisers involved in the stayaway and they appreciate the need for black business to stay open," Mr Mailoane added.

Mr Mailoane said he urged Soweto residents to remain calm during the stayaway and "give it the dignity it deserves."

The Commissioner of Police, General Johann Coetzee, said police were fully aware of planned action by "certain radical organisations and individuals" to disrupt and discredit the election and that steps had been taken to foil them. — Sapa-DDR

(Report by M Moonieya, 33 Caxton Street, East London)

'BLOODY WEDNESDAY' FOR COSATU

By SAHM VENTER

WEDNESDAY April 22 will be written into South African history as "Bloody Wednesday", Cosatu general secretary Mr Jay Naidoo says. Addressing the annual conference of the Western Cape Teachers' Union (Wecu) at the University of the Western Cape (UWC) at the weekend, Naidoo told of the police killing of eight striking railway workers and the injuring of countless others.

Action plan

"Workers are very angry, he said. "What lies ahead is a big battle that will involve the rest of Cosatu and the democratic movement." As might fall on the Cosatu building in Johannesburg last Wednesday, police moved systematically through each floor assaulting people indiscriminately. Naidoo told hundreds of Wecu members the death and destruction on that day begged the question "Why?" The state, he said, wanted to smash the strike and the power of the workers.

Attacked workerists

"We recognised that we had to achieve some settlement." But the Emergency being declared in July South African and Railways and Harbours Workers Union (Sathwu) was faced with an "intransigent, unmovable and increasingly threatening state".

'Slave treatment' at Sats

"Workers are very angry, he said. "What lies ahead is a big battle that will involve the rest of Cosatu and the democratic movement." As might fall on the Cosatu building in Johannesburg last Wednesday, police moved systematically through each floor assaulting people indiscriminately. Naidoo told hundreds of Wecu members the death and destruction on that day begged the question "Why?" The state, he said, wanted to smash the strike and the power of the workers.

'Union rights not extended to State bodies'

"The debate of socialism lies in the hands of the participants, and not with the coere of intellectuals who have leached onto the working class," he said. The National Union of Mineworkers (NUM) and the Metal and Allied Workers Union (MAWU), as representatives of strategic sectors of South Africa's economy, would be critical in deciding Cosatu's path, he said.

'Slave treatment' at Sats

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South

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29/4 - 5/5/87

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Wectu wants national union

THE WESTERN Cape Teachers Union (Wectu) is to work for a national teachers union this year

The union decided at its annual general meeting at the University of Western Cape at the weekend to discuss the issue with other teachers organisations, the Congress of South African Trade Unions (Cosatu), the United Womens Congress (Uwco) and other national organisations

Earlier the Cosatu general secretary, Mr Jay Naidoo, said teachers' organisations were paralysed by a lack of national co-ordination

Progressive teachers committed to the struggle for a non-racial and

democratic South Africa should "stop sloganeering" and "get down to building education" relevant to the working class, he said

Wectu also resolved to support the call for May 1 - not the first Friday in May - as a workers holiday, and condemned police action against striking railway workers in the Transvaal last week

Wectu executive member Mrs Pat van Voore said teachers could no longer be neutral. They had to decide whether to work with the oppressed or with the State, she said

She appealed to teachers at schools with no Students Representative

Councils (SRC) to "make it their duty to see that SRCs come into being"

Wectu's second AGM came at a time when some of their members were in detention or on trial

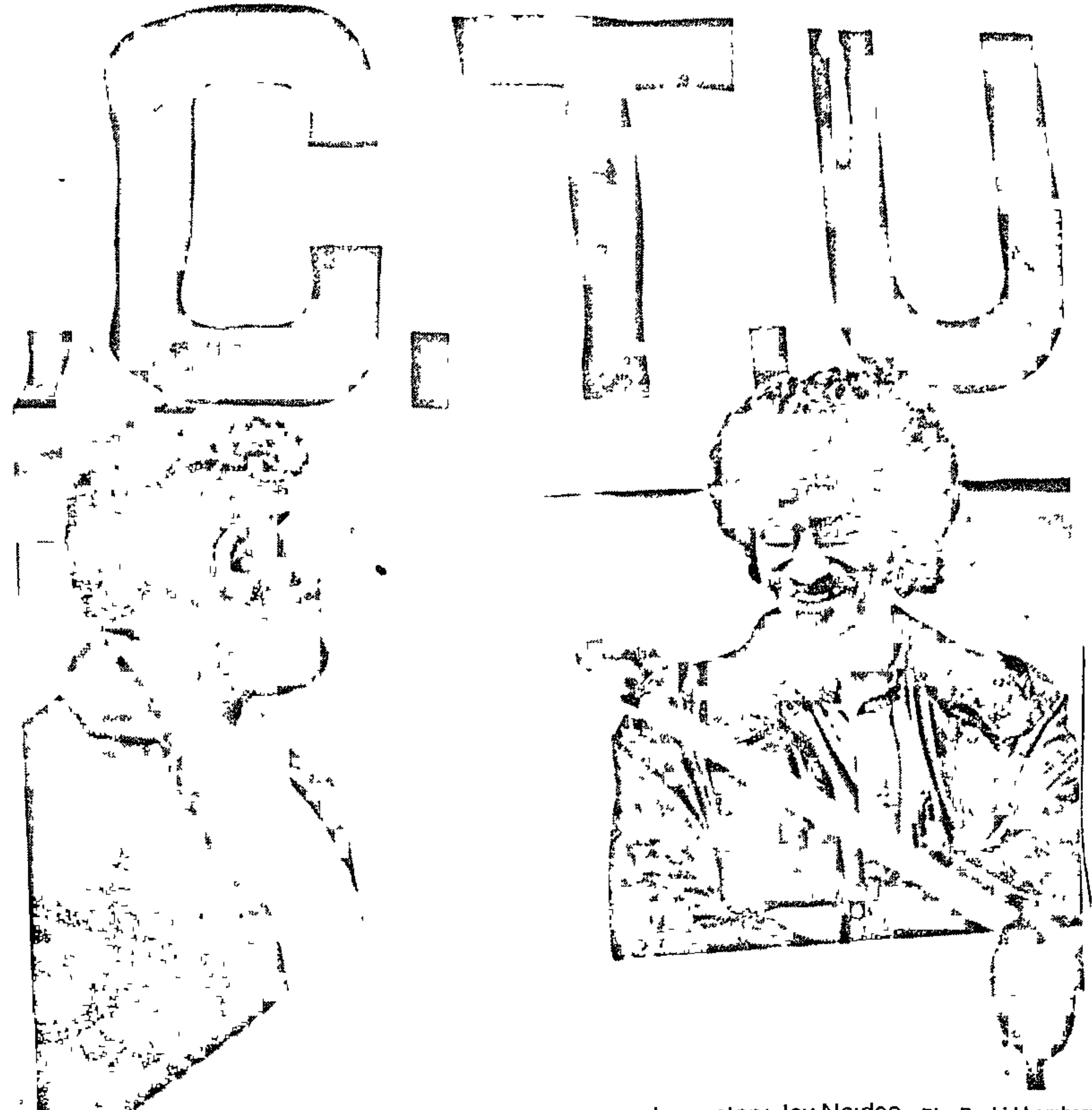
Dehran Swart was in detention, and Neville van der Rheede and Quentin Michels on trial for treason, Wectu president Mr Yusuf Gabru said, demanding the release of all those in detention

Seventy-two high school teachers from 12 schools are still facing charges of misconduct for refusing to administer internal examinations in 1985

(B230)

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South 29/4-5/5/87



Wectu president Yusuf Gabru, left, with Cosatu general secretary Jay Naidoo Pic Rashid Lombard

The first day . . .

TODAY is the first day of a two-day national protest called by the United Democratic Front and the Congress of South African Trade Unions against tomorrow's white elections.

Yesterday, a low-flying helicopter bearing no markings was seen over Soweto. A loudhailer was employed to assure residents wanting to go to work that the army would protect them.

"The soldiers are your friends," a booming voice said.

Pamphlet

In another development, a pamphlet in support of the protest was distributed in the townships.

The pamphlet called for certain actions which may not be reported in terms of the media regulations.

The pamphlet went on to state that the people should exercise restraint and that the protest be carried out in a disciplined manner.

The pamphlet also stated that health workers and journalists may go to work

but must wear their uniforms or show their Press cards.

The Greater Soweto Chamber of Commerce and Industries yesterday resolved that shops and other businesses in Soweto be open today and tomorrow.

The chamber said the opening of shops would depend on the conditions and procedures laid down by the organisers of the protest action.

Yesterday, General Johan Coetzee, the Commissioner of Police, said the police were fully aware of the planned action by certain radical organisations and individuals to disrupt and to discredit tomorrow's elections for whites.

He said security forces would be out in full strength and well-prepared to handle any attempt to disrupt or discredit the elections.

"We are aware of other specific actions which I would not like to mention for obvious reasons," General Coetzee said.



Sowetan 5/5/87

Union tells of raid

1/10/87
Sowetan
5/5/87

THE Hotel and Restaurant Workers' Union (HRWU) offices were partly damaged during a confrontation between the police and the workers in Pretoria at the weekend, it is claimed

A spokesman for the organisation told the *Sowetan* yesterday that the incident took place on Saturday afternoon. This was at a meeting to discuss the dismissal of more than 70 New Union Hotel employees who allegedly observed May Day.

A number of policemen arrived about 2pm when people who were fired from work for failing to report on duty on Friday were presenting their case to trade union officials, the spokesman said.

The spokesman said the trade union's organiser, Ms Penny Modiegi and an executive member, Mr Robert Shakung, were arrested but released later that day.

A spokesman for the S.A. Police Public Relations' Division refuted the allegations levelled against the police by HRWU. He however, confirmed that three people were arrested and later released.

Mixed response to Cosatu call

Dispatch Reporter

EAST LONDON — A call by the Congress of South African Trade Unions (Cosatu) for a two day stayaway received a luke-warm reception in some sectors while in others there were reports of 100 per cent stayaways

Cosatu had called for a two day stayaway from work to protest against the House of Assembly elections today

The operations director for a large company here, Mr Mike Harvey, said they had experienced a 100 per cent stayaway for the second day yesterday and he was expecting a total stayaway again today

He said the company hoped to return to normal working capacity tomorrow

The chairman of the Border Chamber of Industries (BCI), Mr John Rich, said the estimated number of people not at work in East London had increased from about 20 per cent on Monday to between 40

and 50 per cent yesterday

However, he said some of the larger companies had 100 per cent attendance although there were also a number of companies that had a 100 per cent stayaway.

"At the moment it would appear that we are certainly better off than certain areas in South Africa, such as Johannesburg and the Reef where the East Rand is completely cut off," he said

The regional manager of the South African Transport Services (Sats) in East London said he could not comment on the local situation as all inquiries regarding the stayaway had to go through the Sats head office in Johannesburg

Meanwhile, Sapa reported from Johannesburg that more than half a million workers, scholars and students nationwide stayed at home yesterday

Divergent outcomes of public service strikes

From ALAN FINE

CML-Teils

6/5/87

1404

JOHANNESBURG — The two public service strikes — at SATS and the Post Office — both of unprecedented size and duration, have had widely divergent outcomes.

The SA Railways and Harbours Workers' Union (Sarhwi) spent six weeks pleading for an opportunity to negotiate on a minor disciplinary case.

Management refused all along the line to deal with anyone other than the unrepresentative in-house union.

And now 11 people are dead and 16 000 dismissed — although some have since been re-employed.

The Post Office and Telecommunications Workers' Association (Potwa), on the other hand, spent much of the month-long strike

refusing to accept the pleadings of Post Office management to come to the negotiating table. Instead, it set a number of difficult preconditions, including the release of two detained members.

Unlike the SATS strike, there were no management demands that workers return to work before the possibility of negotiations could even be considered.

And Potwa has now, reportedly, achieved an astonishingly favourable settlement. Unions dealing with private sector companies would not even dream of winning some aspects of it.

For example, one worker dismissed three years ago is to be reinstated. Another, who received a two-year sentence for intimidat-

ion during the strike — he is now out on bail pending an appeal, will receive full pay for his time in prison, if any, and has been guaranteed his job back thereafter if he wants it.

Another breathtaking aspect of the settlement is that the strikers are to be paid for two-thirds of the period spent on strike.

One can only muse over the reasons for this astonishing turn of events, and ask why be that while Sarhwi is an uncomfortably militant "outsider" and affiliate of Cosatu, Potwa operates in terms of the structures laid down by Post Office management.

It is even possible that Potwa members were beneficiaries of a government desire, in the light of the SATS strike, to show that it

pays to use the internal dispute-resolving structures.

But there is further irony even in this. There is no doubt that the postal strike has politicized Potwa, which was previously a little-noticed organization dismissed as toothless and management-controlled.

The rhetoric at its mass meetings during the strike was as militant as at Sarhwi's. And most importantly it developed close links with Cosatu, having regular meetings at Cosatu House.

Sarhwi will take a long time to recover from the SATS strike. But Potwa can expect to gain stature from its efforts, and the Post Office could well end up with the same kind of black unionism that SATS has gone to such lengths to destroy.

Work 140A Eve Post 6/8/87

message from the sky!

Post Reporter

AN unidentified light aircraft circled New Brighton early today urging residents to go to work and to ignore radicals

The announcer spoke in English and in poor Xhosa

Residents also claimed in some parts of the townships that the aircraft dropped some pamphlets stating that the two-day stayaway which began yesterday had been called off

They purported to be from the Congress of South African Trade Unions (Cosatu) and the United Democratic Front (UDF)

The pamphlets which claimed the stayaway would cause hardships, dismissals and more detentions, first appeared in the townships yesterday. The two organisations deny distributing them.

Children also stayed away from school

Mr Stan van der Merwe, general manager for PE Tramways, said from his own impression today there was a lesser demand for buses than

yesterday

Few people were observed making their way to points where buses operated at the perimeters of the townships or walking to factories on the borders of the townships today.

Last night in its TV2 news bulletin, SABC announced that yesterday between 80% to 100 of workers did not go to work in Port Elizabeth and East London

● Sapa reports that indications from passenger statistics were that in the Reef area support for the stayaway was at least as strong — if not stronger — than yesterday.

In the Pretoria-Witwatersrand-Vaal complex bus and tram operators noted a dramatic drop in their passenger volume for the second consecutive day

However, in the Western Cape the stayaway call failed for the second day in a row. The Cape Chamber of Commerce estimates that only about 5% to 8% of workers did not arrive today

Double blast rocks Cosatu House: two hurt

1409
S.M.C.
21/5/87

Grim-faced officials of the Congress of South African Trade Unions surveyed the destruction outside Cosatu House in Johannesburg early this morning after the building was rocked by two explosions

There were about 20 people in the building at the time. Two of them, Mrs Lydia Ndlovu and Ms Ivy Nyanga (24), were slightly injured. Ms Nyanga suffered minor shrapnel cuts to her head and Mrs Ndlovu suffered lacerations to her chest and thighs.

Four other people in the immediate area of the blasts narrowly escaped serious injury.

Windows up to the 10th floor of the 11-storey building were shattered by the blasts and Kerk Street, to the rear of Cosatu House, was strewn with glass blown from windows a block from the explosions.

Traffic officers and police had cordoned off the area surrounding the building and workers in adjoining buildings were forbidden entry this morning.

Cosatu general secretary Mr Jay Naidoo declined to comment on the blasts as he and the organisation's attorney waited on the glass-strewn pavement to consult police officials. A police spokesman said it was not yet known what type of explosives were used or who planted them.

With Cosatu House plunged into darkness after the blasts and the possibility of more explosions, police could not take the risk of entering before they could see what they were doing. Brigadier Gerrit Erasmus, head of Johannesburg's security police, said at the scene early today.

A security guard at the building, Mr Stanley Khumalo (27), said he heard a loud bang at about 1.45 am before the building was filled with smoke.

"I ran towards the main door and realised it was blown up," he said. The second blast shook the building while he was running for the security control room.

"I fell, struggling for breath. I crawled back to check on the two women who were with me," Mr Khumalo said.

Another security guard, Mr Monde Dyan-tyi, was on the 10th floor when he heard footsteps.

He fetched a colleague and they saw a torchlight on the fifth floor.

"From a window I also saw a beige kombi parked against the wall of the building," he said.

(1404) DP 9/5/87

40pc of workers heed Cosatu stayaway call

Dispatch Reporter

EAST LONDON — The percentage of workers who stayed away from work yesterday, the second day of the Congress of South African Trade Unions (Cosatu) call for a two-day stayaway, remained at about an average of 40 per cent

The chairman of the Border Chamber of Industries (BCI), Mr John Rich, confirmed yesterday that "there was hardly any change from the previous day"

"On average there is about a 40 per cent stayaway. Most companies are experiencing either a full or nothing stayaway," Mr Rich said

"A couple of companies have experienced a 50 or 60 per cent stayaway, but on average, it is either a full stayaway or nothing at all"

The managing director of CTC Bus Company Limited, Mr John Armstrong, said yesterday that the company had experienced a drop of about 40 per cent in passenger numbers on both days of the stayaway

"We have established that between the start of service and 8 am, service overall on average was standing at 60 per cent of normal passenger figures," Mr Armstrong said

"It is very similar to the first day"

Mr Armstrong said that the only evidence of unrest had resulted in one of the windows of bus being smashed by a stone

"One window was reported broken on a bus en route in Mdantsane," Mr Armstrong said

Meanwhile, Sapa reports that two-day nationwide mass stayaway of about one million workers, students and scholars, drew to a close yesterday with "substantially" more people heeding the call to protest against the elections

According to a Labour Monitoring Group spokesman, the stayaway of workers on Tuesday totalled 500 000 and yesterday's figure was "substantially larger."

He could not give a definite figure yet

Sapa's correspondent in Soweto reports the situation in the township yesterday was "very calm" Residents relaxed in their yards while a heavy security presence patrolled the streets, he said

Cosatu-organised factories in Port Elizabeth were in the forefront of the stayaway there, but primary issues were the attack on Cosatu House two weeks ago and the dismissal of Sats workers.

Cape Town had doubled support to 11 per cent while Durban estimates were put at 30 per cent.

The Chamber of Mines said about five per cent of their member's black labour force on gold mines and about 21 per cent on coal mines were absent.

"The election day stayaway had a minimal effect on the mining industry," a chamber spokesman said in a statement released yesterday afternoon

The National Union of Mineworkers estimated the stayaway in the mines at about 25 000

More than 1m workers stayed away from work

UDF
COSATU
7/5/87

JOHANNESBURG — More than a million workers across the country stayed away from work over the past two days in the biggest mass protest of its kind in South African history, the academic Labour Monitoring Group (LMG) said last night.

The LMG estimated that a total of 1,05 million workers stayed at home in protest against the whites-only elections and rent evictions.

It was also the first time workers had undertaken such action since the ANC led a stayaway in opposition to elections of 1958.

In Port Elizabeth's black townships it was back to normal today.

The stayaway had been called for by the Congress of South African Trade Unions, supported by the United Democratic Front and student organisations.

Early today, long queues of workers were back at bus stops.

Pupils who had also joined the stayaway returned to classes today.

During the past two days people had ignored pamphlets and attempts by an unmarked low flying light aircraft urging them to go to work.

Both the UDF and Cosatu denied knowledge of the pamphlets, describing them as "bogus".

The Labour Monitoring Group said the stayaway was most extensive in the Eastern Cape where 96% to 99% of black workers stayed away.

About 12% of coloured workers stayed away in PE and 70% in Uitenhage.

The LMG said Cosatu was instrumental in ensuring that large numbers of coloured workers participated in the Eastern Cape stayaway and Africans in the Western Cape protest. These groups had not been active in previous stayaways, it said.

Large numbers of pupils did not go to school.

The Department of Education of Training reported that no pupils attended Rand schools, and four universities closed yesterday.

UDR


STAYAWAY WINDFALL

WHILE most businesses in Johannesburg will be counting losses of the two-day stayaway, most cheap hotel owners will be laughing all the way to the banks.

The two-day stayaway brought hoteliers an unexpected flood of black customers who were booked in by desperate employers who were trying to ensure a skeleton staff.

Most Hilbrow hotels were fully booked from Monday night with workers from concerns such as the South African Broadcasting Corporation (SABC) and the Johannesburg Stock Exchange (JSE).

With the number of blacks living in the high-rise metropolises, including daily, some workers stayed with friends and relatives in town.

The trend of booking workers into hotels during stayaways comes in the wake of grumblings by major business associations about the detrimental effect stayaways have on the economy.

The Labour Monitor-

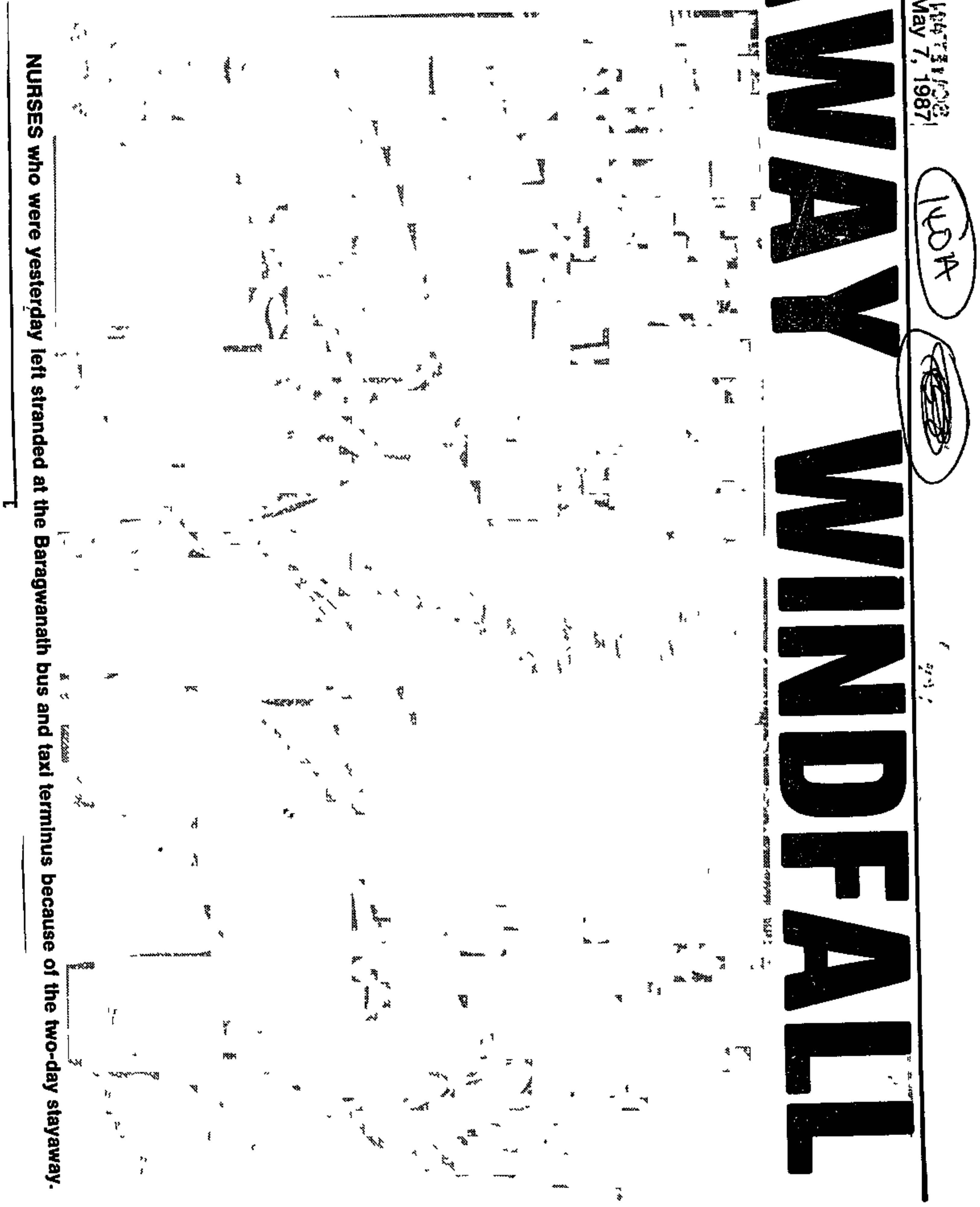
**BY MATHATA
TSEDU**

ing Group (LMG), which monitored the stayaway, said a "conservative" estimate of 500 000 workers stayed at home on the first day of the protest action.

This means at least eight million working hours were lost in the commercial and industrial sectors in the past two days alone.

The mining and public sectors and the whole of the Free State, are not included in the estimates.

The total effect of the stayaway on the economy and on individual businesses is believed to be enormous.



NURSES who were yesterday left stranded at the Baragwanath bus and taxi terminus because of the two-day stayaway.

Pay talks may be hit by Cosatu HQ blast

By Mike Siluma

Negotiations affecting thousands of workers could be hit by the closure of the headquarters of the Congress of South African Trade Unions (Cosatu)

Multi-storey Cosatu House in Johannesburg was closed after being rocked by two bomb blasts early yesterday

Johannesburg's chief fire officer, Mr Frikkie Kotze, said today the explosions were on the lower level. Serious structural damage had been caused.

He added "It is unsafe for people to go into the building

"We cannot open it until we have called in engineers to investigate the extent of the damage"

In addition to the Cosatu national head office, the offices of eight industrial unions are housed in the building

One union, the 44 000-member Metal and Allied Workers' Union, is in the middle of annual wage talks.

Another, the National Union of Mineworkers, is due to begin wage talks with the mining houses, involving more than 250 000 mineworkers

CHALLENGING

Headquarters of the South African Railway and Harbour Workers Union, which is challenging the dismissal of 16 000 members during the recent rail strike, is also in Cosatu House.

Reacting to the blasts, Cosatu Press officer, Mr Frank Meintjes, said the bombing was part of "a no-holds-barred attack which was recently launched against the federation"

He added "We are not intimidated. Cosatu's strength does not lie in offices and resources, but in our democratically elected shopstewards and thousands of rank and file members"

Both the National Education Crisis Committee and the United Democratic Front have condemned the bomb attack, describing it as "cowardly" and "terroristic"

Police said today they were still investigating the type of explosive used

NUM man murdered

An organiser for the National Union of Miners workers was murdered in the union's office at Vryheid Coronation Colliery this week

Union sources said Mr Bhekuyise John Ntshangase was attacked by more than six men armed with clubs, assegais and knives.

Fellow organiser Mr Phumlani Mdletshe cheated death twice this week. He was out of the office briefly when the gang attacked and he was sleeping on the 10th floor of Cosatu House in Johannesburg when two bombs exploded on lower levels of the building early yesterday.

He and other workers from Vryheid had come to Johannesburg to report the killing.

140A
SAC
8/1/87

Cosatu office hit by blaze

Dispatch Reporter

EAST LONDON — Police are investigating a case of arson in the wake of a fire which swept through the offices of the Congress of South African Trade Unions (Cosatu) here on Wednesday.

The Border police liaison officer, Lieutenant Dot van der Vyver, said yesterday that one office in the building in Fleet Street had been completely burnt out in the fire which started at approximately 4 am.

"Damage amounting to about R30 000 was caused by the fire," Lieut Van der Vyver said.

She said that so far no arrests had been made in connection with the fire, and investigations into the blaze were continuing.

Meanwhile, no arrests had been reported yet following two blasts at Cosatu House at 2.02 am yesterday. A Bureau for Information spokesman said in Pretoria.

No new information had come to light, and no injuries were reported.

Cosatu has condemned the blasts as the "most cowardly attack on Cosatu and the progressive labour movement."

Picture page 2

ARGUS 8/5/77 1401A

Cosatu House closure affects union pay talks

The Argus Correspondent

JOHANNESBURG — Negotiations affecting thousands of workers could be severely affected by the closure of the headquarters of the Congress of South African Trade Unions following a bomb attack on its offices here.

The multi-storey Cosatu House was rocked by two blasts early yesterday

Johannesburg's chief fire officer, Mr Frikkie Kotze, said today the explosions on the lower level of the building caused serious structural damage

"It is unsafe for people to go into the building and we cannot open it to the public until we have called in engineers to investigate the extent of the damage. We have spoken to Cosatu's lawyers about this," Mr Kotze said

The head offices of eight other industrial unions are in the building.

The 44 000-member Metal and Allied Workers' Union is involved in annual wage talks with metal employers

The National Union of Mineworkers is due to start wage talks with the mining houses, involving more than 250 000 mineworkers

The SA Railway and Harbour Workers' Union is challenging the dismissal of 16 000 members during the recent rail strike

AW
1210
102

Hotel workers are

THE 70 Hotel and Workers Residents Union (HRWU) members who were dismissed from a Pretoria Hotel for observing May Day were yesterday unconditionally reinstated.

This was announced at a Press briefing shortly after a meeting with the workers by managing director of the New Union Hotel, Mr Don Hamilton

The briefing was also attended by HRWU branch secretary, Mr

reinstated

Jacob Mpete, organiser, Mr Samuel Moswane and shopstewards.

Mr Hamilton told reporters that after negotiations with the worker representative body, management realised that the amount of trouble which their staff would have to face if they came to work on May 1

had been "underestimated" Management, he said, has therefore agreed to reinstate the entire workforce

Full pay

"There will be no deductions made on the workers' pay for the time they have been away from work We have agreed

with the trade union to work closely to ensure that incidents such as this one do not occur As from today, fresh spirit exists among us, said Mr Hamilton.

The conference was also told that although negotiations to declare June 16 as a holiday were continuing, the May Day dispute has been resolved Workers will in future be paid for that day and all religious holidays

Cosatu calls experts

TOP officials of the Congress of South African Trade Unions will today enter their Johannesburg headquarters with independent bomb experts to assess the damage caused to the building early yesterday morning.

Cosatu spokesman Mr Frank Meintjies said yesterday that the organisation was expect-

By THEMBA MOLEFE

ing the go-ahead to enter Cosatu house early today from the Johannesburg city engineer and health departments

He said damage, estimated at several thousands of rands, would only be properly determined after the inspection by the experts

Cosatu consulted

Mr Meintjies said Cosatu's security officers narrowly escaped injury when the bombs went off, causing damage to the basement, the ground floor and destroying the elevator shaft of the 11-storey building

Four cars parked in

the basement were blown apart and the printing equipment in that area was destroyed

Windows and glass doors of an adjacent building were shattered

The police sealed off the area surrounding Cosatu House the whole day yesterday forbidding entry into the building

Condemning the attack on Cosatu House, Mr Meintjies said "We believe that this was an all-round attack on

To Page 8

Cosatu blast

From Page 1

Cosatu and the labour movement together with the increased raids and killings, bannings of our meetings and the arrests of thousands of workers".

Acting publicity secretary of the United Democratic Front (UDF), Mr Murphy Morobe, said in a statement: "This attack underlines the fact that the fight against the progressive trade union movement is becoming even more violent".

140A
Sanctum
8/5/87

CRAIG KOTZE
Crime Reporter

South African Transport Services workers may have been murdered inside Cosatu House in Johannesburg and their bodies disposed of, police believe.

Police spokesman Lieutenant Pierre Louw, the police media liaison officer for the Witwatersrand, said the police possessed sworn affidavits from witnesses to this effect.

This follows the recent murder of four Sats workers who are thought to have been tortured on the union's premises before they were killed.

Lieutenant Louw told The Saturday Star "We are investigating the possibility that other missing Sats workers were allegedly murdered in Cosatu House and their bodies disposed of."

He appealed to relatives of missing Sats workers to contact the police as soon as possible. He gave no further information and would not identify the source of police evidence.

Lieutenant Louw said that "for obvious reasons" police could not identify their sources as an "extremely sensitive" investigation was being conducted.

He could not say when or how many other workers were said to have been killed, but he did say no bodies had yet been found.

Development

And in another development concerning Cosatu House, Lieutenant Louw said police were also investigating whether the devices exploded at the building at 2 am on the night of the election were of Soviet origin. He said the blasts, which caused extensive damage, had been caused by the biggest explosive devices yet used on the Witwatersrand.

Detectives are also looking for a beige Mitsubishi or Toyota microbus seen parked outside the Jeppe Street premises after the twin blasts which slightly injured two women.

In a further twist to the blast investigation, police have rebutted "indirect innuendos in several morning papers yesterday" that the police might have been involved in some way in the blasts.

Nevertheless, Lieutenant Louw said, the matter was being investigated. No arrests have yet been made in connection with the explosions.

A Cosatu security guard on duty at the time, Mr Mondl Dyanty, told The Saturday Star that at the time of the blasts he saw a beige "kombi" parked against the

● To Page 2

P.T.O.



Police say they suspect murders at Cosatu House

1404 SMC
9/5/87

Appeal to relatives of missing Sats workers to come forward

FLASHBACK: A dar shop after the Cos explosion this week



Murders

● From Page 1

wall of the building

The building has since been declared unsafe by the Johannesburg Fire Department and has been vacated by union workers

Cosatu has condemned the violence which led to the deaths of the four workers but accused the Government and the SABC of exploiting the murders in a propaganda war against the union

"The Government is now using the tragic deaths of the Sats workers to intensify the campaign against Cosatu, Sarhwu and our affiliates," Cosatu said

The South African Railway and Harbour Workers Union (Sarhwu) has also condemned the deaths and "emphatically distanced" itself from the killings

Lieutenant Louw strongly denied police were involved in any form of anti-Cosatu vendetta, saying they were obliged to follow up all information concerning their investigations

"All evidence collected by police in regard to the killing of the Sats workers will be tested in court," said Lieutenant Louw, "and then people will see whether it is propaganda or whether it is fact"

Cosatu House was first drawn into the police murder investigation after the charred bodies of four Sats workers were found in Kazerne near Heidelberg Road two weeks ago

They had been hacked and stabbed and were found with smouldering tyres piled on their bodies

On the night their bodies were found, a fifth Sats worker, Mr Justus Swapo, was murdered and set alight by a mob in Tembisa township on the East Rand

~~140A~~

140A

9/5/82

Blasts place wage talks in jeopardy

JOHANNESBURG — Negotiations affecting thousands of workers could be affected by the closure of the headquarters of the Congress of South African Trade Unions (Cosatu)

Cosatu House was closed after two bomb blasts in the building on Thursday

"It is unsafe for people to go into the building," Johannesburg's chief fire officer, Mr Frikkie Kotze, said "We cannot open it until we have called in engineers to investigate".

The Cosatu head office and eight industrial unions are housed in the building

The 44 000-member Metal and Allied Workers' Union is in the middle of annual wage talks, while the National Union of Mineworkers is due to begin wage talks with the mining houses involving more than 250 000 workers

The South African Railway and Harbour Workers Union, which is challenging the dismissal of 16 000 members, is also there

The Cosatu press officer, Mr Frank Meintjies, said the bombing was part of "a no-holds-barred attack which was recently launched against the federation"

Police are investigating — Sapa

Rail strikers challenge Sats sacking

60/6 ARGUS
9/5/87
140A

JOHANNESBURG. — An urgent application challenging the dismissal of workers involved in last month's rail strike on the Witwatersrand has been postponed in the Rand Supreme Court

Three of the 1 600 workers dismissed after the strike filed papers in the court yesterday challenging the validity of their dismissal in a test case which will determine the fate of their colleagues.

The Minister of Transport Affairs, the general manager of SA Transport Services and the Southern Transvaal regional manager, as well as Sats itself, have been given until May 25 to file answering papers

The applicants, Mr T Mbangxi, Mr R Z Buthi and Mr S M Nyatungu, have until May 29 to file replying affidavits.

Mr Mbangxi, 40, a migrant labourer from Transkei, had 14 years' service with Sats and was a driver at the Kaserne depot. He earned R575 a month and lived in the hostel at Kaserne.

Mr Buthi, 55, had a railway house at Orlando in Soweto. He worked at the goods-receiving department at Johannesburg station. He had 31 years' service and earned R380 a month.

Mr Nyatungu, 46, a migrant labourer from Gazankulu, worked as a clerical assistant at Delmore near Germiston and earned R477 a month.

All three men said that they would not be able to get other jobs and that they and their dependants faced starvation.

The application was heard by Mr Justice M J Strydom and costs were reserved. — Sapa.

Cosatu House declared unsafe

JOHANNESBURG — The headquarters of the Congress of South African Trade Unions (Cosatu), which was wrecked on Thursday morning by the largest blast on the Witwatersrand to date, has been declared unsafe

The Johannesburg Fire Department declared the building unsafe yesterday and union officials were allowed to enter the building only one at a time and at their own risk. This could hit negotiations affecting thousands of workers

The multi-storey Cosatu House was rocked by two bomb blasts early on Thursday

Johannesburg's chief fire officer, Mr Frikkie Kotze, said yesterday that the explosions were on the lower level. Serious structural damage had been caused

Reacting to the blasts, Cosatu press officer Mr Frank Meintjies said the bombing was part of "a no-holds-barred attack which was recently launched against the federation"

He added "We are not intimidated, Cosatu's strength does not lie in offices and resources, but in our democratically elected shopstewards and thousands of rank-and-file members"

Both the National Education

Crisis Committee and the United Democratic Front have condemned the bomb attack, describing it as "cowardly" and "terroristic"

Police said yesterday that they were still investigating the type of explosive used, but told the SABC that it was biggest ever on the Witwatersrand

They are also trying to trace a beige Mitsubishi or Toyota minibus that was seen outside the building minutes before the bomb went off

The Divisional Commissioner of Police for the Witwatersrand, Gen Mulder van Eck, was quoted as saying investigations were under way into media reports linking the explosion to police activities at Cosatu House

One newspaper questioned the presence of the police at the scene so soon after the explosion. Gen Van Eck rejected the reports and said police were on patrol nearby at the time and the Jeppe police station had received reports soon after the blasts

Two weeks ago the Cosatu building was sealed off and raided by police. In the wake of the raid, the SAP gave an undertaking not to involve itself in illegal action against Cosatu members after the union sought a Supreme Court restraining order

The union claimed that scores

of workers and officials were assaulted and more than R50 000 worth of damage caused in the police siege

Eleven men and a 12-year-old youth were detained at Cosatu House last week in connection with the killings

About 20 people were in the building at the time of the blasts. Two of them, Mrs Lydia Ndlovu and Ms Ivy Nyanga, were slightly injured. Ms Nyanga received minor shrapnel cuts to her head and Mrs Ndlovu had lacerations to her chest and thighs

Four other people in the immediate area of the blasts narrowly escaped serious injury

Cosatu came under fire from a top official of the Afrikaner Handelsinstituut in Pretoria yesterday

Mr Hein van der Walt said the Minister of Law and Order had already pointed out that the leaders of Cosatu, the biggest labour federation in the country, had called for mass united action under the leadership of the working class

He warned that the ANC's onslaught on South Africa had shifted from the townships to the factory floor. He said his organization would hold a seminar this month on the issue to inform members — Sapa

Murder probe centres on Cosatu HQ

14004
6/10/87

Weekend Post Correspondent

JOHANNESBURG — South African Transport Services workers missing since the beginning of the recent strike may have been murdered inside Cosatu House in Johannesburg and their bodies disposed of, according to the police.

Reports here today quoted a police spokesman as saying the SAP had sworn affidavits from witnesses to this effect.

The investigation follows the recent murder of four Sats workers who are thought to have been tortured on the union's premises before they were killed.

A police spokesman said "We are investigating the possibility that other missing Sats workers were murdered in Cosatu House and their bodies disposed of."

He appealed to relatives of missing Sats workers to contact the police as soon as possible.

He added that "for obvious reasons" police could not identify their sources as an "extremely sensitive" investigation was being conducted.

He could not say when or how many other workers were said to have been killed. No bodies had yet been found.

The spokesman said police were also probing whether the devices exploded at the building on the night of the election were of Soviet origin.

He said the blasts, resulting in extensive damage, had been caused by the

biggest explosive devices yet used on the Witwatersrand.

Detectives are also looking for a beige Mitsubishi or Toyota minibus seen parked outside the Jeppe Street premises after the two blasts which rocked the building and slightly injured two women.

Police have rejected "indirect innuendos in several morning papers yesterday" that the police might have been involved in some way in the blasts.

The spokesman denied police were involved in any form of anti-Cosatu vendetta, saying they were obliged to follow up all information concerning their investigation.

The building has been declared unsafe by the Johannesburg Fire Department and has been vacated by union workers.

Cosatu has condemned the violence which led to the deaths of four workers but accused the Government and the SABC of exploiting the murders in a propaganda war against the union.

Cosatu House was first drawn into the police murder investigation after the charred bodies of four Sats workers were found in Kazerne, near Heidelberg Road, two weeks ago.

They had been hacked and stabbed and were found with smouldering tyres piled on their bodies.

On the night their bodies were found, a fifth Sats worker was murdered and set alight by a mob in Tembisa township on the East Rand.

Cosatu House Bombed

TWO blasts ripped through Cosatu House in central Johannesburg early Wednesday morning, cutting power to the building and flooding the basement.

Some twenty people inside Cosatu House, headquarters of South Africa's biggest trade movement, at the time of the blasts had a lucky escape from death.

Two of the people, Lydia Ndlovu and Ivy Nyanga suffered minor shrapnel cuts.

Cosatu condemned the two blasts as the "most cowardly attack on Cosatu and the progressive labour movement."

Cosatu information officer, Frank Memyjes said in a statement.

"We believe the bomb blast cannot be divorced from the orchestrated propaganda campaign against Cosatu.

"(The campaign) alleges

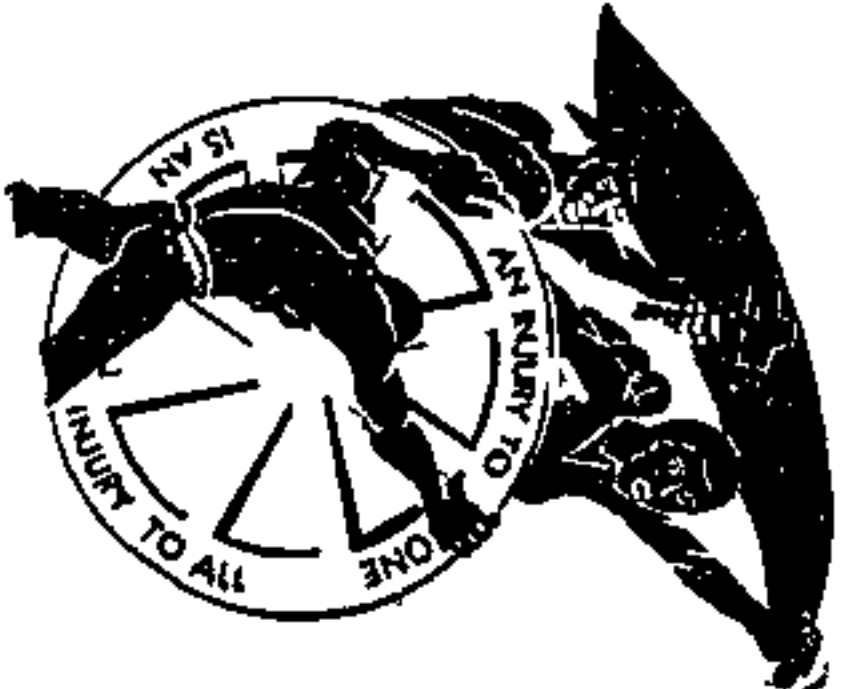
that Cosatu was part of a communist conspiracy, that our living wage campaign was 'Moscow-inspired' and that Cosatu House was a centre of intimidation.

"Cosatu's security officers narrowly escaped injury as the bombs went off, causing serious damage to Cosatu House's basement, the ground floor and shattering windows throughout the building," he said.

"We have said before that the strength of Cosatu was not in buildings and resources, but in the strong grassroots support in workplaces across the country.

"Cosatu will continue to be the voice of the voiceless majority who daily face poverty, hardship and exploitation," he said.

Brigadier Gerrie Erasmus, head of the Witwatersrand security police, said police had made in-



tial investigations

Erasmus said police would only re-enter the building later today as more explosions were feared, and broken electricity cables in the basement could be dangerous.

Erasmus said the explosions "seemed to have come from the basement" of the building.

Jeppie Stree around Cosatu House was cordoned off.

A block away from the building in Kerk Street,

glass from a carpet company and a photographic store littered the street.

Corrugated iron from the basement parking area of Cosatu House was lying in End Street, around the corner from the entrance to the building.

Last Wednesday police cordoned off the area around the building and arrested 11 people in connection with the discovery of four bodies of South African Transport Services staff that had been "necklaced" and found near Kaserne on the outskirts of Johannesburg.

It was alleged the four had been tortured in Cosatu House then taken to Kaserne and killed.

The previous Wednesday Cosatu House had been surrounded following

an incident at nearby Doornfontein Station when police opened fire on a group of striking railway workers, killing two of them.

A Cosatu spokesman said that Cosatu had been, and still was, the target of a systematic campaign of harassment, intimidation and repression.

He said the campaign included

- The mass dismissal of 16 000 Sats workers,
- The on-going harassment and intimidation of striking Sats workers, during which six Sats workers had died

- the regular raids and sieges of Cosatu House and the vandalism of the building;
- the continued detention of many Cosatu workers and officials, and
- The huge propaganda

The previous Wednesday Cosatu House had been surrounded following

smear campaign against Cosatu

"We believe there are strong indications that the Government is creating a climate in which it will justify even more brutal repression of the labour movement," the spokesman said.

"We warn, however, that any further attempt to undermine and attack Cosatu or its leadership will inevitably lead to renewed resistance and the rapid destruction of the labour relations machinery.

"This is a sure recipe for industrial chaos.

"We urge this Government to reverse the trend towards greater repression against the democratic movement and to meet the democratic demands being made by millions of workers, youth, students and unemployed in the country," he said - Sapa

19587 140A CP Press

NUM plans legal move against rival

The National Union of Mineworkers (NUM) plans to launch Supreme Court proceedings against the rival United Workers Union of South Africa (Uwusa) in the Natal Supreme Court today unless Uwusa gives an undertaking not to assault NUM members at the Coronation Colliery near Vryheid

The move follows the killing of NUM organiser Mr Bhekuyise Ntshangase in the union offices at the colliery last Tuesday. According to affidavits collected by NUM's attorneys, witnesses claim the attack was led by a well-known official of Uwusa

"We have written to Uwusa asking for an undertaking that our members will not be assaulted," NUM's press officer Mr Marcel Golding said

If this was not received by 10 am this morning the NUM would lodge an urgent application for a restraining order in the Maritzburg Supreme Court, he said

INTIMIDATION

Uwusa's general secretary, Mr Simon Conco, said last night from Ulundi his union had not yet received any communication from the NUM

"If we did receive any such request our response would be that Uwusa is not involved in any way in acts of violence. If NUM is aware of any member of Uwusa involved in intimidation, they should take the matter straight to the police. On those grounds we are not prepared to make any such undertaking," he said

According to the affidavits collected by NUM's attorneys, Mr Ntshangase was sitting in the union offices at the Coronation mine when he was attacked

A spokesman for Anglo American, owners of the mine, said an inquiry was taking place — Sapa

SAC

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11/5/87

**Textile union
wins seat on
cotton council**

Labour Reporter

A LENGTHY court battle has ended with the National Union of Textile Workers (NUTW) being awarded one seat on the industrial council for the cotton textile industry.

A union spokesman said today this was an important breakthrough for the NUTW.

"Until the Industrial Court made this ruling we were excluded from the industrial council through the veto of the sitting union," he said.

NUTW first applied to the court more than a year ago to challenge the veto on its application for council membership.

In August last year the court ruled that NUTW should be admitted.

"But then the council changed the criteria for representation, which we felt was done specifically to keep NUTW out, so we appealed to the court again," the spokesman said.

Police allegations are 'absurd', says Cosatu

Sometun
11/5/07



THE Congress of South African Trade Unions has rejected as "absurd and nonsense" claims made by police that railway workers may have been murdered inside Cosatu's Johannesburg headquarters.

Cosatu said the bombing of its headquarters last Wednesday night "shows that those who are eager to accuse us — wrongly so — of using violence, in reality condemn violence only selectively."

The organisation added that the allegations were made to discredit it and portraying it as a bent on violence and intimidation, thereby clearing "the air for State action against the body."

Utter nonsense

"To suggest that killings or even torture had taken place in the building without the knowledge of the officials is without doubt utter nonsense. If they are suggesting that

our leadership was aware of the alleged incidents, then we challenge them to prove this in court

"It is clear that whoever planted last week's bomb intended to destroy the building completely," Cosatu said in a statement.

The organisation added that Cosatu House (their headquarters), has never been a closed and secretive building "unlike John Vorster Square"

Sactu man's home bombed

AN OFFICIAL of the South African Congress of Trade Unions narrowly escaped death when his house was petrol-bombed on Thursday about 2 am.

The incident occurred at almost the same time as the bombing of Cosatu House in Johannesburg

The official is Mr Jabu Matiko (25), an active member of Cosatu.

Mr Matiko lost all his property in the fire. The two-bedroomed house was burnt down. Damage was estimated at R25 000.

(HDA) Sactu 11/5/87

14017 500 12/19/47

MARITZBURG— An employee of the National Union of Mineworkers (NUM), bleeding from head wounds, was beaten by a member of a rival union at Coronation Mine, Vryheid.

This was stated in papers before the Supreme Court here yesterday. The court granted an interim interdict ordering members of the United Workers Union of South Africa (Uwusa) not to assault, threaten or intimidate members of NUM at the mine.

The interdict was granted after an urgent NUM application.

Uwusa intends to contest the application and denies NUM allegations.

The court heard that on May 5, Mr. John Ntshangasa, a Natal regional organiser of NUM, was beaten with a kerrie by a man alleged to be a member of Uwusa. He died later. — Sapa

Stayaways leave Reef short of petrol, beer

Food, petrol and beer shortages have hit the Reef as a result of delivery holdups caused by stayaways of black workers

At least 15 service stations in central Johannesburg and the Witwatersrand ran dry this week. A major food supplier has been affected and a shortage of beer has developed.

Union workers stayed away last Tuesday and Wednesday to protest against the House of Assembly elections.

White employees were called in to drive tankers but could not make all the deliveries. Petrol companies tried to ensure that at least one garage in each area was supplied.

The continuing conflict between the Government and black trade unions has prevented the country's major supplier of beer, South African Breweries, and a major food group from maintaining supplies during the stayaways.

SAB reported a serious shortage of beer, particularly quart bottles, due to delivery backlogs in the Transvaal, Free State and Northern Cape.

Cosatu official's bail of R800 is extended

Bail of R800, paid earlier by a Congress of South African Trade Unions official, was yesterday extended for Mr Patrick Molefe (26) of Mavimbela Section, Natalspruit, whose hearing in connection with intimidation was postponed for the fourth time in the Johannesburg Magistrate's Court, for further investigation.

No charge sheet has been presented Mr Molefe, arrested on March 24, has not been asked to plead. He was warned to appear again on May 27.

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S.M. DISB

NUM obtain interdict against fellow union

12/5/87

140A
DD

Dispatch Correspondent
PIETERMARITZBURG

The National Union of Mineworkers (NUM) obtained an urgent interim interdict in the Supreme Court here yesterday restraining the United Workers Union of South Africa (Uwusa) and its members, from assaulting, intimidating, threatening and interfering with NUM members and officials and the union's legitimate trade union activities.

Uwusa is opposing the application and has denied all the allegations of unlawful conduct made in affidavits before the court.

The application has been brought following the killing of a NUM official, Mr John Ntshangase, allegedly by members of Uwusa at the Vryheid Colliery on May 5 this year.

Mr Phumlani Mdletshe, an NUM official, said he was authorised to bring the application against Uwusa. Mr James Ntombela, Mr Victor Zulu, and Mr P. Mhlungu, in terms of a resolution taken by NUM's national executive committee. Mr Mdletshe alleges

the respondents repeatedly threatened NUM members and officials with violence.

He said this "campaign of threats and intimidation" had culminated in the "brutal killing" of Mr Ntshangase, in an office at the colliery and injuring of several other NUM members.

The Chairman of the NUM Coronation Mine branch, Mr Harrison

Nxitywa, described how, following a dispute over the use of an office at the Colliery, he saw Mr Ntombela, Mr Mhlungu and Mr Zulu enter the office where Mr Ntshangase was typing, and brutally assault him. He died in hospital.

There were eight other people in the office, who were assaulted as they tried to flee from the assault.

HELENA PATTEN

THE Frame Textile Group is one of the first employers to accept the National Union of Trade Workers (NUTW) proposals regarding pension funds

Frame said in a Press release yesterday its industrial pension fund was being converted into a provident fund. This meant employees would be entitled to a lump sum payout on leaving the company, rather than to a pension on reaching retirement age.

Group human resources director Peter Richardson said the company had been criticised before for its pension policies and that the latest improvements were in line with a commitment to more enlightened employment practices.

Under the new scheme, employees pay 5%

~~12/5/87~~ B/Day 12/5/87

Better Frame benefits

140A

of their salary into the new fund. The company will match this amount to cover life, disability and funeral insurances, both for the employee and his immediate family.

After one year of service, employees are entitled to their own fund contributions plus 10% of their share of the fund, with interest. This rises to 100% after 10 years service.

About 15 000 weekly-paid employees will be affected by the new arrangement. The fund is being revalued and is estimated to be worth between R20m and R30m.

Frame has also concluded negotiations with the unions party to the National Industrial Council for the Textile Industry to con-

vert that council's pension fund to a provident fund. The fund will be identical in all major respects to the Frame provident fund.

NUTW national organiser Johnny Copeland said yesterday the conversion had been initiated by the NUTW, and the union was pleased with the outcome.

He said Frame's treatment of pensioners had been less than adequate in the past, and the NUTW had campaigned vigorously for the provident fund. He said Frame had been very accommodating to the union's proposals and had moved quickly, which was to their credit.

THE Congress of SA Trade Unions' (Cosatu) bombed headquarters could be condemned and key industrial talks grounded because union officials were not allowed in the building, Cosatu's attorney Peter Harris said

Cosatu House 'destroyed'

12/5/87
B Day
140A

HAMISH McINDOE

He said no decision would be taken on where Cosatu and its affiliates would be housed until the city engineer's report had been completed

Authorities have already declared the building unsafe and Harris said it would take at least two months to repair the damage

Cosatu has commissioned an explosives expert to investigate the blast and his report is expected to be handed to the union today

Two bombs exploded in the basement of Cosatu House four hours after polling closed during last week's election

Details of a Cosatu-commissioned engineer's report on the damage were given yesterday. It found two load-bearing columns were severely damaged and both columns needed replacing. A ground floor conference room had caved into the basement and a lift-column, where one bomb detonated, was buckled

City engineers inspected the base-

ment at the End Street entrance of the building yesterday

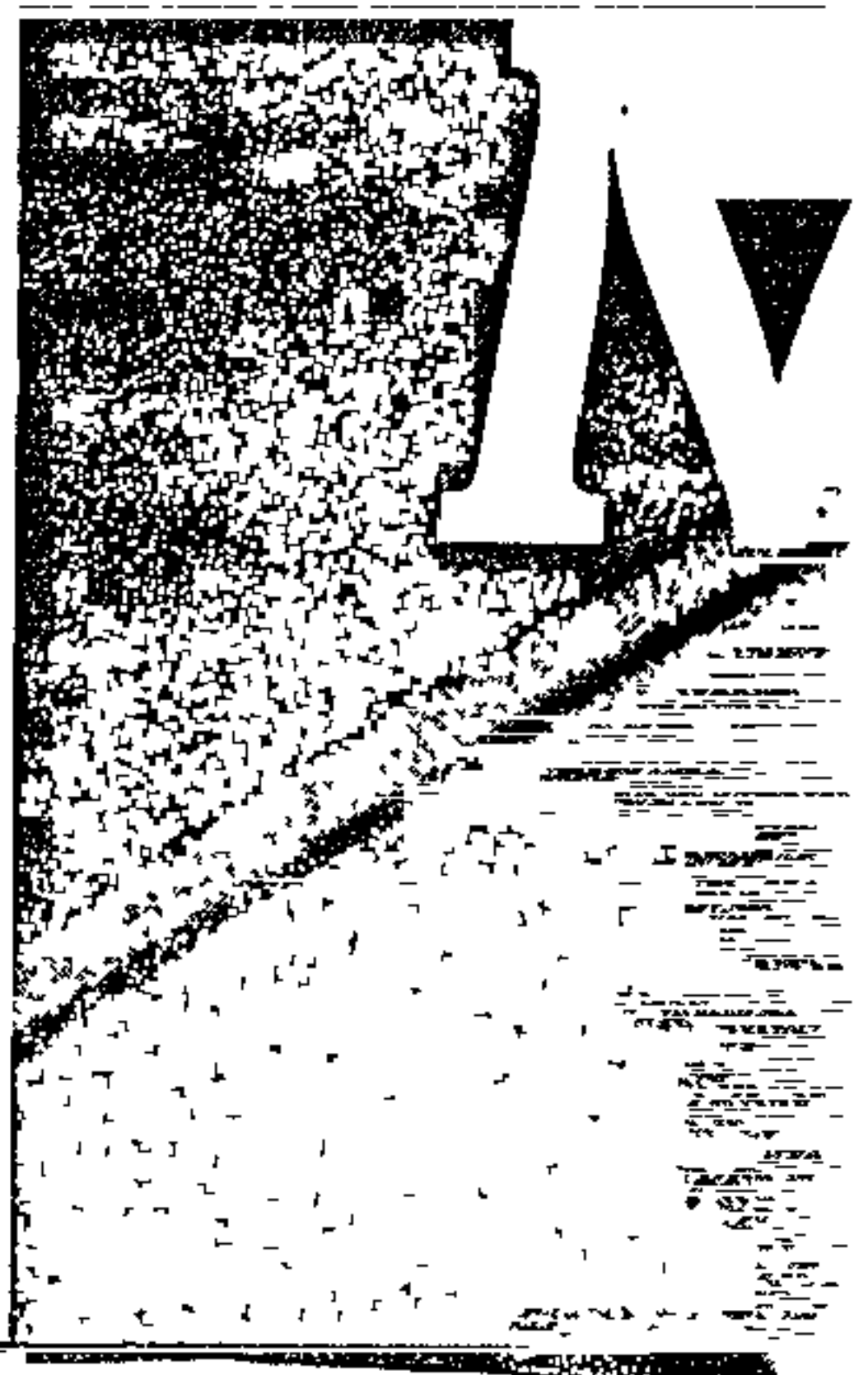
Harris said "I find it strange that police described the damage caused by the explosions as slight. The building was nearly destroyed"

He said several organisations had offered to assist Cosatu

The Chamber of Mines insisted that "communications" with the National Union of Mineworkers for next month's key pay talks had not been affected by the blast

But, Shell chairman John Wilson, condemning the "wanton destruction of Cosatu's property and possessions", made clear that the loss of files and documents would affect annual wage negotiations

SAPA reports that vandals struck at three offices of trade union-related organisations in East London last week, while officials were observing the Cosatu-called protest against the elections



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Police action a 'tragedy'

By DICK USHER
Labour Reporter

THE chief South African executive of Shell oil company has condemned State action against the Congress of South African Trade Unions as a "transparent attempt to crush an increasingly powerful Government opponent".

Mr John Wilson said recent events involving police action against the congress were a "tragedy and bode ill" for the future.

Cosat has about 750 000 members, making it the largest trade union federation in the country.

"We must come to our senses before it is too late," Mr Wilson said.

"The raiding of offices, killing, the banning of meetings and arrest of hundreds of workers is not likely to crush the union.

Mr John Wilson

"Rather, it will strengthen the resistance and support, will have adverse ramifications for stable industrial relations, the effects of which will be felt throughout industry.

"It is likely, too, to fuel the bitterness and growing polarisation between capital and labour."

Expressing his concern at what were apparently State-invoked attacks on Cosatu, Mr Wilson said that those who cling to the belief that a negotiated solution to the country's problems was possible recognised the vital role the labour unions would play.

"Sadly, though, as violence, high-handed and strong-arm tactics are employed in what is transparently an attempt to crush an increasingly powerful Government opponent, one's belief in that negotiated future becomes even more fragile."



Records seized

Mr Wilson condemned the apparent wanton destruction of Cosatu's property and possessions, and the seizure of affiliates' books and records when many were in the crucial stages of preparing for annual wage negotiations.

"Businessmen are realising more and more that labour and capital should be seeking closer collaboration in attempts to boost the country's shaky economy and relieving the high unemployment factor, just as they are learning the advantages of working together on matters of common concern," he said.

"When leaders of industry are calling for frank discussions with union leaders, the events of the past week are a tragedy and bode ill for the future," he said.

trophy CAPL Mats 12/15/77

Interdict for NUM

MARITZBURG — The National Union of Mineworkers (NUM) obtained an urgent interim interdict in the Supreme Court here yesterday restraining the United Workers' Union of South Africa (UWUSA) and certain of its members from assaulting, intimidating, threatening and interfering with NUM members and officials and the union's legitimate trade union activities. UWUSA opposed the application and has denied all the allegations of unlawful conduct made in affidavits before the court.

Cosatu attacks SABC

The Congress of South African Trade Unions (Cosatu) has sharply criticised the SABC for fanning hostility against the federation and discouraging management negotiations with the labour movement

Reacting to allegations made by the SABC in its editorial comment yesterday, Cosatu said the corporation had followed the National Party's lead in "exacerbating ignorance and hatred which are stumbling blocks to a peaceful resolution of South Africa"

Commenting on weekend police claims that more SA Transport Services (Sats) workers may have been killed in Cosatu House after returning to work following the transport strike, the SABC alleged there was "incontrovertible" evidence that "the intimidation of workers who will not accept the dictates of a faceless militant element in a part of a trade union movement is now openly murderous".

Such a situation made a mockery of any talk of negotiation between management and unions as normal industrial relations, said the SABC

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Action against Cosatu slammed

CAPE TOWN — The chief South African executive of Shell Oil Company has condemned state action against the Congress of South African Trade Unions (Cosatu) as a "transparent attempt to crush an increasingly powerful government opponent"

Mr John Wilson said recent events involving police action against the congress was a tragedy and "bode ill" for the future

The state's action was not likely to crush the union, he said

"Rather, it will strengthen the resistance and support, will have adverse ramifications for stable industrial relations, the effects of which will be felt throughout industry

Expressing his concern at what were apparently state-invoked attacks on Cosatu, Mr Wilson said that those who clung to the belief that a negotiated solution to the country's problems was possible, recognised the vital role the labour unions would play — Sapa

Fawu denies scab allegations

THE Food and Allied Workers' Union has dismissed allegations that it sent its members to a fruit canning factory in East London to replace dismissed workers as "utterly false"

Fawu was reacting to National Union of Food Workers' allegations that Fawu sent members to work at Langeberg in East London while workers were locked out

Workers at Langeberg were locked out and dismissed on April 7 following a wage dispute and the company was accused of using coloureds as scab workers

NUFW general-secretary Lulamile Mati said that the coloured operators were members of Fawu who were brought in from Mossel Bay

"As a trade union, Fawu has no right to send workers to Langeberg," Mati said

Fawu general-secretary in Cape Town, Jan Theron, said in a statement this week "Fawu deplores scabbing and will not allow its members to be used to train scabs, whatever union was involved"

Theron said the NUFW alleged that 700 scab workers had been hired and that operators were brought in from Mossel Bay

He said he immediately undertook an investigation into the matter and it was established that no Fawu members had left Mossel Bay for East London

"I was then informed that the operators concerned were from Langeberg's parent factory, which turned out not to be the case," he said

Shell boss hits at govt actions

Business Day Reporter
and Sapa

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THE chief South African executive of Shell Oil Company has condemned State action against the Congress of South African Trade Unions (Cosatu) as a "transparent attempt to crush an increasingly powerful government opponent".

John Wilson said recent events involving police action against Cosatu were a tragedy which boded ill for the future "We must come to our senses before it is too late"

State action was not likely to crush the union, but would strengthen resistance and support and have adverse ramifications for stable industrial relations

"It is likely, too, to fuel the bitterness and growing polarisation between capital and labour," he said

Expressing concern at what were apparently State-invoked attacks on Cosatu, Wilson said those who clung to the belief that a negotiated solution to the country's problems was possible recognised the vital role of labour unions

Meanwhile, Cosatu spokesman Frank Meintjies attacked the SABC's "comment" yesterday as being its most direct assault on the integrity of unions

He said it had analysed the labour movement "on the basis of its own biased coverage of the Sats strike. This coverage included allegations, half truths and assumptions, all of which still have to be tested in court".

The editorial referred to "murderous intimidation" by what it called a faceless militant element in the trade union movement

"In our view, the SABC is again demonstrating that it cannot be trusted to provide truthful information, which is so sorely needed in the present crisis," he said

"Cosatu is warning the SABC that we and our lawyers are studying news and other reports very closely to see if coverage of Cosatu constitutes legal infringement of our legal rights"

The

COPY TO TIA 15/5/87
GWU case postponed

1409
137

THE case in which the Garment Workers' Union of the Western Province and its secretary are claiming R100 000 damages from the Clothing Workers' Union was postponed indefinitely in the Supreme Court yesterday. The 52 000-strong Garment Workers' Union and Mr Cedric Petersen alleged Clowu defamed them in their newsletter, Unity, in 1985.

3 bombs
at Cosatu?

expert
OWN Correspondent

JOHANNESBURG —
Three bombs may have exploded in the basement of the headquarters of the Congress of SA Trade Unions (Cosatu), according to an explosives expert

It was originally thought two explosions rocked the building in possibly the biggest bomb blast ever on the Witwatersrand

An interim report on the damage by explosives expert Mr P O Malpage was handed to Cosatu yesterday

The union's attorney, Mr Peter Harris, said it would be impossible to determine the size and type of bombs used till rubble in the basement had been cleared

The bombs detonated four hours after polling closed on election day

Cosatu officials would not comment yesterday on the bombing, but the union is expected to call a press conference today

Union told to quit

THE Orange-Vaal General Workers' Union was this week served with an eviction notice following the Government's renewed implementation of the Group Areas Act.

The union, according to a notice signed by the director-general of Development and Planning, has to vacate its offices at 26 Leslie Street, Vereeniging, by August

By **THEMBA MOLEFE**

10

The union has been occupying the offices since January.

The 7000-member OVGWU which organises municipal and State workers in the Vaal, received the notice on Monday

A spokesman said yesterday that the union intends taking legal action against the Department of Constitutional Development and Planning and would "fight to the end"

The notice, coming in the wake of an onslaught by the Government on white property owners, threatens to force them to evict black tenants

According to news-

paper reports, the deputy director-general of the Department of Constitutional Development and Planning, Mr J Fourie, said this week that a number of companies had been warned to evict black tenants

The OGVWU regards the eviction as "the cancellation of the Labour Relations Act of 1956 which fostered sound labour relations"



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13/5/87

8 UNIONISTS FREED

AT LEAST eight trade unionists detained in Pietersburg in the past two weeks were released yesterday.

The eight are from the Commercial Catering Allied Workers' Union of South Africa (CCA-WUSA), the South African Allied Workers' Union (SAWU) and the Detainees Supporters' Committee (DESCOM). It could not be established yesterday whether the seven women who were detained with them were also released.

Those released are Vincent Mojapelo, Jack Mojapelo, Michael Kadiaka, Elias Nong, Peter Mohlaka, Abel Kubayi, Johannes Block and Silas Lemao.

At least 12 other people, most of whom are members of the Azanian People's Organisation from Mahwele-reng township, who were detained during the same period are still in detention.

Meanwhile, the Northern Transvaal chairman of Azapo, Mr Molebatsi Lesedi, yesterday condemned the detentions and said it was not a

coincidence that the security police swoop had come at the time of the launch of the Thari Ya Setshaba Cultural and Liberation Movement.

He warned that the "harassment of Black Consciousness cadres to try and swell the ranks of the counter revolutionary Thari Ya Setshaba" would fail.

The detentions came only two days before the launch of Thari Ya Setshaba, whose president is the Chief Minister of Lebowa, Dr C N Phatudi

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& 2 ROOMS

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Cosatu condemns violence

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13/5/87
Sowetan

THE Congress of South African Trade Unions and one of its affiliates have condemned allegations linking them to the violence which followed the strike by 16 000 railway workers.

Cosatu said it undertook to prevent any unlawful acts from taking place at their premises, which include Cosatu House in Johannesburg and World Centre in Germiston

The undertaking was handed to the Rand Supreme Court on April 30 when the South African Transport Services (Sats) made an urgent application to stop alleged assaults on Sats workers at Cosatu House

Assaulted

Sats had claimed that its employees were assaulted inside the building during the strike by members of the South African - Railway and Harbour Workers Union (Sarhwu), a Cosatu affiliate

The federation said that the undertaking was made "in view of the alleged urgency of the matter and without having completed the investigations into the truth or otherwise of such allegations made in the applicants (Sats) papers brought to Cosatu's attention"

Statement

"Sarhwu is not in a position to deny or admit the statement made against its members in Sats papers, but undertakes nevertheless, not to intimidate or assault anyone at Cosatu House and/or World Centre and/or anywhere else"

Both Cosatu and Sarhwu "place on record that they are opposed to violence and wish to confirm a statement already published that they do not condone violence or recognise it as a means of resolving disputes"

Cosatu's undertaking, which was published in the *Sowetan*, was made an order of the court

... ..

Police, Sats deny 'smear campaign'

By Mike Siluma

The police and the South African Transport Services (Sats) have denied "colluding" with the SABC in a smear campaign to pave the way for State action against the Congress of SA Trade Unions (Cosatu).

Reacting to Cosatu allegations that the three agencies were involved in a campaign to discredit the federation, the Commissioner of Police, General Johan Coetzee, said "The SAP acts strictly within the framework of the law, does not wage campaigns of any nature against anyone and operates on available evidence."

Cosatu had also claimed that three people alleged by police to be suspected "trained terrorists" and arrested during the first Cosatu House police seige had subsequently been released without being charged.

A spokesman at police headquarters said today that police do not confirm the release of people. The Star was welcome to trace the three people and speak to them if it wished, he added.

The SABC's senior director, news, Mr Sakkie Burger, said today the corporation would only comment fully after studying the contents of a telex it received from Cosatu's lawyers.

Earlier Mr Burger said he would not say why SABC camera crews frequently focused on the graffiti outside Cosatu House.

"The logical thing is it's right at the entrance of the building and when you film the entrance of the building you get that shot." The graffiti, reading in part, "Enter for Torture", is painted next to the front door and on a side wall of the building.

A Sats spokesman denied there was a campaign against Cosatu from the Government's side.

"There are facts being investigated by the SAP that Cosatu has been involved in the intimidation and murder of our workers. We have witnesses who have been assaulted inside Cosatu House," the spokesman said.

The spokesman said Sats would never attempt to smash the labour movement as it had 10 "independent" unions within Sats. "We would be the last to smash any labour movement."

Replying to its alleged attempts at discrediting Cosatu by linking it to the ANC and SACP, the spokesman said there was evidence of Cosatu's support for the ANC "through their own pamphlets".

Unions, universities, media are likely clampdown targets

Security crackdown looms

By David Braun,
Political Correspondent

Cape Town

A sweeping security clampdown on trade unions, universities, organisations using foreign funds for domestic political purposes and "alternative media" publications is expected after the National Party's overwhelming victory in last week's election.

Government sources have confirmed that a decision has already been taken to reformulate the emergency regulations recently overturned by the courts "with the loopholes plugged" even before appeals against these rulings have been heard.

According to the sources, the Government is determined to implement its mandate for strict security measures as strongly as possible.

Almost the first announcement President P W Botha made on accepting the National Party's mandate after the election was that action would be taken to stop extra-parliamentary organisations using foreign funds for political purposes.

It is possible that, among the organisations which will be affected by this, will be Dr Van Zyl Slabbert's Institute for Democratic Alternatives for South Africa (Idasa) which receives substantial foreign funding.

The Minister in the State President's Office entrusted with administration, Mr Alwyn Schabus, announced during the election campaign that legislation to deal with trade union strikes was pending.

It has not clear whether this legislation will envisage tougher action against union-

Government sources this week said there was great concern about the "politicisation" of trade unions and the use of labour organisations for political purposes.

In this regard there is much speculation in Cape Town, particularly about the future of Cosatu.

Universities

Sources have also indicated that the Government has been calling in university principals to tell them to restore discipline on their campuses or be faced with financial penalties. This could entail a reduction in State subsidies which finance up to 70 percent of the costs of student tuition.

There is anger across parliamentary lines at what is perceived to be a selective application of freedom of speech on certain campuses and the Government is expected to capitalise on this.

"Alternative media" publications, the sources say, are to be more strictly controlled while emergency regulations relating to the media will be tightened generally.

There have been hints of tougher action against foreign media representatives, most likely in the form of not renewing work permits when they expire.

President Botha may give broad details of the Government's intentions when he opens Parliament next Tuesday.

Treason trial: 'Cosatu, UDF are conspirators'

By Jo-Anne Collinge

The Congress of South African Trade Unions (Cosatu) and the United Democratic Front (UDF) are named as conspirators in a bulky treason trial indictment served this week on lawyers representing eight young residents of Alexandra township

The trialists, detained in the middle of last year, were originally accused of sedition and have been refused bail. One of the group is a 17-year-old youth, while the oldest accused is 28.

Lawyers say that when their clients appear in the Rand Supreme Court on Monday they will now face a main charge of high treason and alternative charges of sedition and subversion.

UNGOVERNABLE

The indictment states that the accused conspired

- To render Alexandra ungovernable and to govern the area themselves or in association with others
- To establish "organs of people's power" and to exercise control over the structures of authority — on a national or local basis — as well as over the army, the police, the courts, the media, the economy and educational institutions.
- To mobilise Alexandra residents

to achieve the above and to group residents into street and block committees

● To cause the "organ's of people's power" to conduct the business of official structures "as in communist Cuba"

The trialists conspired that these "organs" would provide basic food-stuffs and medicines in times of "heightened confrontation" as well as first aid and similar services, the charge sheet said.

NO-GO AREAS

They would also undertake the "so-called defence of communities against the forces of the Republic of South Africa and create no-go areas for such forces"

The accused conspired to set up people's courts and to expand trade unions and youth groups to achieve the above aims, the document adds.

Between January and July last year the accused conspired with the African National Congress and/or Cosatu and/or the UDF and/or the Alexandra Youth Congress to conspire various acts which constituted high treason, the indictment says.

The accused are Ashwell Mxolise Zwane (20), Vusi Andries Ngwenya (20), Andrew Mafutha (22), David Mafutha (19), Arthur Selby Vilakazi (24), Albert Ali Sebola (21), Piet Moganano (28) and a 17-year-old youth, who may not be named.

(140A) 5/11/87 14/5/87

Cosatu warns Government against action

By Mike Siluma

The Congress of South African Trade Unions (Cosatu), expressing fears of impending State action against it, last night warned the Government that the suppression of the federation would end "the new era of industrial relations"

Cosatu also threatened Supreme Court action against the South African Broadcasting Corporation if it persisted with a "malicious propaganda campaign" against the organisation.

At a press conference attended by both local and international media in Johannesburg yesterday, Cosatu general secretary Mr Jay Naidoo pointed to recent incidents affecting the organisation, suggesting that "more direct State action against Cosatu" might be imminent.

He said attacks on Cosatu had included

- The "siege" of Cosatu House and the later bombing of the building.
- The breaking up of South African Railway and Harbour Workers' Union (Sarh-wu) meetings and the teargassing of meetings on Cosatu premises.
- The killing of seven Sarh-wu workers and an organiser of the Cosatu affiliated National Union of Mineworkers

Describing the bombing of Cosatu House as "a professional job", Mr Naidoo rejected suggestions that Cosatu members had bombed the building.

There had been no mention in the media that "the saboteurs had apparently cut their way into the building by scaling a 5 m wall and cutting through iron bars to gain access to the building".

Damage to Cosatu House during police action amounted to R80 000. In addition, about R2 million in structural damage had been done during "the clandestine bomb blast of May 7"

Assaults on Cosatu members had taken place in various parts of the country, with scores being detained, he alleged

"If Cosatu is prevented from functioning fully and openly, the new era of labour relations is doomed. We warn the Government that should they persist in their current approach to Cosatu, they may well promote a massive collapse of the labour relations system. The public, in general, and industry in particular, must know of these campaigns and their sinister implications," said Mr Naidoo.

Referring to often-repeated Government charges that the rail strike by members of the Cosatu-affiliated Sarh-wu were inspired from outside the country's borders, Mr Naidoo said the strike was "a spontaneous response of workers initiated by management's unjust dismissal of one of its workers"

Cosatu had offered to negotiate and had suggested employer intervention to resolve the rail dispute.

Govt aims to smash unions Cosatu

Cape Times 14/5/77
1401

JOHANNESBURG — Cosatu has accused the government "and its agencies" of conducting a propaganda campaign aimed at smashing the labour movement and has warned that it could lead to a "massive collapse in labour relations"

In a statement released yesterday, Cosatu said the campaign was being co-ordinated by the SABC, SATS and the SA Police and was serving to obscure and "even to justify" physical attacks on its offices and its members

The union believed that the campaign was a precursor to more direct action. It warned that an ongoing campaign would be "misguided and dangerous"

At the time of going to press, police were preparing a response to the allegations

"If Cosatu is prevented from functioning fully and openly the new era of labour relations is doomed. We warned the government that should it persist in its current approach it may well promote a massive collapse of the labour relations system"

The statement by Cosatu officials, released at a press conference, states that the campaign

was attempting to identify Cosatu with violence and the ANC

The union threatened to apply to the Supreme Court for relief if the SABC continued in its campaign to "discredit Cosatu"

Cosatu said SATS had also, by way of its statements on the SA Railways and Harbours Workers' Union strike, attempted to discredit Cosatu by making allegations that Cosatu was acting as "a surrogate of the ANC and the SA Communist Party"

"We reject this allegation and our lawyers have been instructed to take action"

The statement said much had been made of reports that the SAP had arrested three suspected terrorists in Cosatu House but it was never announced that the three people arrested were released soon afterwards without being charged

Cosatu's general secretary, Mr Jay Naidoo, said at the press conference that it was necessary to place in perspective Cosatu's attitude and conduct in recent events

Referring to the strike by SATS workers, he said Cosatu's support for its affiliate, SARHWU, was based on the belief that the approach to the strike by SATS had

been "intransigent, short-sighted and based on extraneous and secret considerations"

Cosatu had offered to negotiate and suggested independent mediation to resolve the dispute but attempts were rejected by SATS

The union had dissociated itself from any alleged assaults or violence on SATS workers. Cosatu had repeatedly stressed its opposition to violence as a means of resolving industrial disputes

Referring to the recent bomb blast which had rendered Cosatu House unsafe, Mr Naidoo said R2 million damage had been caused to the building. The building had been insured, but a printing press, valued at R100 000 and destroyed in the blast, was not

Senior director of news for SABC-TV Mr Sakkie Burger last night said that a general response to the allegations was still being reviewed

Mr Burger said he did not know whether any on-the-air rebuttal was sought to the statements from Transport Minister Mr Eli Louw about the union federation being linked to the ANC. "That is part of the whole issue being investigated," Mr Burger said — Sapa-AP

one hour 12/18/7

Strike ends

1401

STRIKING workers at the Republican News Agency in Parow have agreed to return to work today, while negotiations with worker representatives over wages are continuing.

A spokesman for the Paper, Wood and Allied Workers' Union said management had agreed to continue negotiating with the union, which most of the workers had joined since Monday.

The workers, who struck on Monday, initially said they would not go back to work till management addressed their demands, which included a 65% increase in wages and a 40-hour working week, but a compromise was reached yesterday.

portion of profits.
CANC - TOURS 15/5/87
Shell rejects SA repression

From MIKE ROBERTSON

LONDON. — Shell totally rejected the SA government's strategy of using repression to maintain order without dealing with the root causes of the conflict, Chairman Peter Holmes said here yesterday at the Shell Transport AGM.

A press release of a statement by Shell SA chairman John Wilson on the recent attack on Cosatu, was handed out to shareholders.

The document contained a circular sent by Wilson to all Shell employees in SA expressing his horror at "the harassment and intimidation of Cosatu".

"We are aware that many of our employees are members of Cosatu affiliates such as CWIU, MAWU and NUM. We express our solidarity and sympathy with these and other unions who have been subjected to such harsh, repressive action."

Bargain prices

He said supporters of apartheid in SA were beginning to welcome withdrawal.

"It expands local white ownership of attractive businesses at bargain prices and silences local critics of apartheid."

Holmes said the number of strong opponents of apartheid opposing disinvestment was growing.

Activists within SA had changed their minds about disinvestment and this message would begin to get out of the country within the next six to nine months, he predicted.

'Police bid' to crush Cosatu

Cape Times
15/5/87

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THE biggest labour federation in South Africa, the Congress of South African Trade Unions (Cosatu), has accused the police of mounting a nationwide campaign against union activists.

A Cosatu spokesman, Mr Frank Meintjies, said police this week detained 40 union officials without charge, ran six shop stewards out of a rural town and burned union publications.

He said unidentified attackers vandalized equipment in a South Coast union office and torched another nearby.

This follows a statement by the chief executive of the Shell oil company, Mr John Wilson, who said "There is a transparent attempt to crush an increasingly powerful government opponent. We must come to our senses before it is too late."

Six shot dead

In the past month, police have shot and killed six Cosatu members on strike and repeatedly searched the federation's headquarters in Johannesburg, seizing documents and publications.

The building was hit by two bombs on May 7 in an attack that shattered foundations and an elevator shaft.

Cosatu lawyer Mr Peter Harris charged earlier this week that a union organizer was taken into the bombed-out basement of the building by police who chained him to a metal railing and assaulted him.

"We are still gathering news of arrests and attacks on our members and their offices around the country," Mr Meintjies said.

"There is a clear pattern of action across the country that indicates the powerful forces rallied against us."

Mr Meintjies said Cosatu, which represents about 600 000 workers in mining, industry, commerce and agriculture, was being targeted in a right-wing government crackdown.

"It is all part of the repression surrounding last week's white election. President P W Botha said he got a mandate to crush the democratic movements, but we reject that white vote."

"We say we have a mandate from our members to fight for a living wage and

for recognition of our union rights," he said.

Mr Meintjies said police detained more than 40 members of Cosatu's South African Railways and Harbours Workers' Union (SARHWU) in Bloemfontein on Monday and were still holding them without charge.

In Kroonstad, near Johannesburg, police held six shop stewards for questioning, forced them to burn union publications and then transported them to an out-of-town highway and told them not to return.

Offices vandalized

He said offices in East London were vandalized by unidentified attackers who smashed a word-processor, torched an office and destroyed publications.

He said there had been similar police and independent action against Cosatu in Welkom, Kimberley and other smaller towns.

"Some of the measures against us are lawful in terms of last year's state of emergency, others are totally outside the law. We are in touch with our lawyers to fight wherever we can," he said.

'Don't harass people'

The South African Police public relations division replied yesterday "The police deny that they act against people simply because of their affiliation to a specific body or organization, but because there is good reason to suspect that a crime has or is about to be committed."

"We deny that we harass people. When the SAP do take action, we are quite prepared to account for our deeds. When, for example, the six Cosatu members were killed, this office confirmed the incident and explained the circumstances which had given rise to the shootings."

"As regards the other allegations, we again repeat what we have stated many times in the past that any person who is of the opinion that he has a legitimate complaint against the SAP is welcome to lodge his/her complaint (in the form of a written affidavit) with the SAP through any one of the existing recognized channels and the complaint will be thoroughly investigated." — Staff Reporter and UPI

Two sieges, a bomb blast and several deaths, but Cosatu keeps on talking

By SEFAKO NYAKA

THE Congress of South African Trade Unions has survived two sieges in a week, a bomb blast that wrecked its headquarters and several incidents of death, violence and arson

But if this week's well-organised press conference is anything to go by it will take more than death and destruction to silence the voice of the largest worker organisation in the country

At the conference, held in a somewhat rundown hotel in Johannesburg on Wednesday, Cosatu screened a film of what the federation termed a malicious, but well co-ordinated and orchestrated media propaganda campaign against it.

The film also included clippings of the damage caused by the police during the first two sieges of Cosatu House last month and the devastation of the bomb blast on May 7

That Cosatu could organise such material only a week after their offices were wrecked by what is believed



The aftermath of the largest bomb ever to have been detonated on the Witwatersrand. An architect's photograph captures the chaos in a Cosatu House office

to be an expert bombing job, is an enduring feat

Hours after learning that Cosatu House was unsafe, Cosatu-affiliated unions were temporarily housed in several offices in the city

Attempts to get alternative accommodation have been thwarted by reluctant landlords who "refused to give us premises as soon as they learnt that we are from Cosatu House," according to secretary general Jay Naidoo

Naidoo acknowledges that the attacks on Cosatu have had an effect on union activity

"To a large extent it has disrupted the daily activities of trade unions

"The fact that we are not allowed into our building at present even to have access to the material that is crucial to any negotiations is a great

problem.

"The organisation however has not been stopped by the attack on our house and the events of the last few weeks," he said

Naidoo said the attack on the integrity of Cosatu and the labour movement in general serves to obscure and attempts to justify the physical attacks on its members and its offices.

Allegations linking Cosatu to the ANC and the SACP were rejected by Naidoo

"We reject this allegation and our lawyers have been instructed to take legal action"

The propaganda campaign started in earnest during the South African Transport Service strike

At the beginning of April, Sats management attempted to shift the blame for the dispute, focusing not

on the dispute or the parties involved but attempting to cast doubt on the origins and intentions of Cosatu.

Several allegations attempted to link the SA Railway and Harbour Workers' Union and Cosatu to the ANC

A few days later police launched a massive raid on Cosatu House. The raid resulted in extensive damage to Cosatu property.

Then came the bomb that was described as the largest ever to have been detonated on the Witwatersrand

"The building was insured but the R100 000 printing unit had just been installed and was in the process of being insured," Naidoo said

He warned the government that should they persist in their current approach to Cosatu they may well promote a massive collapse of the labour relations system

The campaign of violence and intimidation against the student movement and the largest trade union federation in the country continues.

●On Wednesday morning extensive damage was caused to the offices of the Transvaal Student Congress (Trasco) and the National Student Co-ordinating Committee (Nascoc) after they were firebombed.

●The Germiston offices of the Metal and Allied Workers Union and the Commercial Catering and Allied Workers Union were vandalised last week

●The East London offices of the South African Allied Workers Union and Sached were smashed up last Wednesday

●The Witbank offices of the National Union of Mineworkers, Mawu and Cawusa were raided last Friday.

●Sarhwu offices in Kroonstad were smashed up and closed down on Monday after office worker were escorted out of town

●A badly beaten up Transport and General Workers organiser Josiah Tire was found manacled to the security gate and lying in broken glass at Cosatu House after being assaulted by police during an argument on Monday

Still no SATS response to union

By SEFAKO NYAKA

THE South African Transport Services has not yet responded to a wide range of re-employment proposals from the union representing 16 000 dismissed workers.

The workers are demanding the re-engagement of the entire workforce in the same capacities and on the same conditions and rates as applied to them before the strike.

They are also demanding that evicted workers who have been repatriated to the "homelands" be returned at Sats' expense.

The workers have rejected Sats' offer of selective re-employment, but there are possibilities of settlement of the dispute that has caused the transport service sector millions of rands.

Although talks between the lawyers of the dismissed workers and Sats' legal advisers have been going on on a positive tone, there are fears that the talks may be ruined by the

government's hardline attitude.

Opening the 50th annual congress of Sats' Salaried Staff Association, Transport Minister Eli Louw said the parastatal was aiming at a smaller and better paid staff.

"Before large-scale employment and re-employment is effected, an assesment of labour needs will be made."

This prompted Cosatu's Jay Naidoo to remark that "the attitude of Sats and the government has always been confused and chaotic.

"An indication will come that it is positive and be reversed a few hours later by negative indications"

There are, however, strong indications that Sats might opt for a settlement that will include the reinstatement of the entire workforce because in dismissing the workers it didn't follow its own in-house disciplinary procedure.

The delay in Sats' response to the dismissed workers' proposals is believed to result from the demand that all detained workers be released and trespass charges and strike offences be dropped.

Over 400 South African Railways and Harbours Union members and officials are being held.

The union's education secretary, Mike Roussos, and five negotiators were detained soon after the May 7 blast at Cosatu House.

Their detention and that of general secretary Sello Ntai has not hardened the stance of the negotiators, but it is believed a delay and an unsatisfactory proposal from Sats might have that result.

The majority of the members who went on strike are Sarhwu members and the detentions are seen as an attempt to sidestep the issue of conducting a ballot to determine which union is representative in Sats

W/Mail 15-21/5/87 (140A) (S) (S)

Prince linked in court to slaying of mine unionist

By SEFAKO NYAKA

A KWAZULU prince and two other officials of the United Workers Union of South Africa (Uwusa) have been linked to the brutal killing of a National Union of Mineworkers (NUM) organiser in Vryheid last week.

According to affidavits in the Natal Supreme Court, Victom Zulu, Zephania Ntombela and P Mhlungu assaulted Bhekuyise Nishangase with a variety of weapons last Tuesday at the Vryheid Coronation Colliery.

Nishangase later died from injuries. In a separate interview Uwusa legal advisor Gordon Radebe said the killing possibly resulted from the NUM refusal to vacate an office which they had to share with Uwusa on an alternate basis.

On Monday the court granted an interim order restraining Uwusa, its officials and members from unlawfully assaulting, threatening violence, intimidating or interfering with members of the NUM as well as unlawfully interfering with NUM's trade union activities.

Uwusa was also ordered to read out the court order to its officials and members at the colliery.

Uwusa has denied all allegations of unlawful conduct and has indicated that it would be opposing the interim order on July 3 when argument will be heard on whether the order should be finalised.

The NUM submitted that there was an arrangement whereby the three unions operating at the mines (NUM, Uwusa and the Black Allied Mining and Tunnels Union) used the offices on different days of the week.

As Uwusa had used the office only twice in six months, a new arrangement was entered into with management in March.

The agreement was the NUM could use the office on days the other unions did not, provided the office was booked in advance. This, the NUM claims, was done.

However, on the morning of May 5 Uwusa demanded the use of the offices.

The Uwusa men were offered an alternative office but they turned it down.

Ntombela, accompanied by Zulu and Mhlungu entered the room and ordered the NUM members to leave the office.

After Ntombela struck Nishangase on the head Zulu and Mhlungu joined

in the assault.

Some people in the room escaped through the door and window.

NUM member Xola Myoli said he attempted to climb through the window but was unable to.

Myoli watched as the three men assaulted Nishangase as he staggered towards the door.

Nishangase managed to move into the passage while blows were rained on him.

Another NUM member, Clifford Ramatole, said he fled when the three men came into the room.

"As I entered the passage leading out of the office, I noticed there where a number of people blocking the way

"I managed to push my way through and, while doing so, was struck twice on the head by a hard object. I then ran to the No1 hostel." Harrison Nxiyiwa head clerk and NUM Coronation branch chairman described how the three men struck Nishangase as he emerged from the doorway at the end of the passage. Nishangase was bleeding and staggered to the hostel manager's office from where he was taken to the Industrial Relations Office.

The group of about 10 men then chanted Uwusa slogans.

Personnel manager Mr P Adlam joined the group and appeared to talk to them. At the same time another NUM organiser, Phumlani Mdlishe, arrived and Ntombela urged the men to kill him. Nobody responded.

Last Friday a disciplinary inquiry found that Mhlungu and Zulu had been positively identified as having participated in the assault.

They were dismissed whereupon Zulu said his dismissal would lead to a war situation.

By late Wednesday afternoon mine management and Kwazulu Legislative members were locked in discussion over the dismissal of the Uwusa members.

Severe pressure had been exerted on Zulu-speaking employees at Hlobane Colliery to persuade striking workers to return to work.

During the day busloads of Zulu-speaking men from Kwazulu were bused to the mine.

Eleven NUM members were killed that day. Some of the attackers were identified as Uwusa members.

In March Andries Mbata, an acting section hostel manager and active Uwusa member, went to Abion Mavuso's home and threatened to kill him.

On April 9, after an Uwusa meeting at the mine, a group of men marched to the married quarters chanting anti-NUM slogans.

A week later NUM member Alfred Mithethwa was threatened by an Uwusa follower.

In July last year the Legal Resources Centre in Durban sent a letter to Uwusa asking them to restrain their members from issuing death threats to NUM shaft steward Dolly Myeni.

Radebe claimed he had never heard of allegations of assaults by Uwusa members on Cosatu affiliates.

1404

SAP denies anti-Cosatu campaign

DD 15/5/87
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JOHANNESBURG — The South African Police (SAP) have denied allegations by Cosatu that the police have been involved in a campaign to discredit the labour federation

The Commissioner of the SAP, General Johann Coetzee, said "The SAP acts strictly within the framework of the law, does not wage campaigns of any nature against anyone and operates on available evidence"

South African Transport Services (Sats) also denied allegations made by Cosatu that Sats was involved in the campaign

Cosatu had said in a statement that a campaign aimed at smashing the labour movement was being conducted by the government and co-ordinated by the SABC, Sats and the SAP

A spokesman for the labour federation charged "There is a concerted propaganda smear campaign against Cosatu which the government wishes to use to smash the democratic trade union movement"

"There is no campaign against Cosatu from the government side," a Sats spokesman said

"There are allegations being investigated by the SAP that Cosatu has been involved in the intimidation and murder of our workers. We have witnesses who have allegedly been assaulted inside Cosatu House," the spokesman said

The spokesman said Sats would never attempt to smash the labour movement as it had 10 "independent" trade unions within Sats

"We would be the last to smash any labour movement"

The senior director of news for SABC-TV, Mr Sakkie Burger, said a general response to allegations by Cosatu against the SABC was still being reviewed

Asked why SABC camera crews frequently focused on the graffiti outside Cosatu House, Mr Burger said "I can't tell why but the logical thing is it's right at the entrance of the building and when you film the entrance of the building you get that shot"

The graffiti is painted next to the front door and on a side wall of the building

Mr Burger said he did not know whether any on-the-air rebuttal was being sought by Cosatu to statements made by the Minister of Transport, Mr Eli Louw, about the union federation being linked to the ANC

"That is part of the whole issue being investigated," he said — Sapa-AP

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Death sentences for 3 NUM stewards

KLERKSDORP — Three of the seven National Union of Mineworkers (NUM) shaft stewards on trial here this week have each been sentenced to death four times over

Mr Justice Strydom, sitting with two assessors, sentenced to death Tjeluvuyo Mgedezi, 28, Solomon Mangaliso Nongwati, 38, and Paulos Tsietisi Tsehlana 38, on four charges, of murder. He also sentenced them to an effective 15 years' imprisonment each for attempted murder.

Of their co-accused, Siphwe Mngondo Mbalumdaka, 28, was sentenced to 50 years on four charges of murder and one of attempted murder. The sentences will run concurrently, meaning he will serve an effective 10-year jail term.

Sentenced

Frans Stone Makhanya, 36, and Edwin Nkatutu Masike, 39, were each sentenced to seven years' imprisonment on each of the five charges. The sentences will run concurrently and they will each serve an effective seven years' imprisonment.

Mr Monwabisi Sketi, 27, was acquitted on all charges. The State earlier withdrew charges against Mr Joseph Thoo, who died of natural causes a day before the trial.

The judge found that the accused murdered team leaders Mr Edward Masiane, Mr Philemon Mota, Mr Daniel Sekwati and Mr Joseph Rantlhatso on February 18 last year at the Vaal Reefs mine near Orkney.

He also found that they had attempted to murder Mr Fernando Nyoni the same night.

No NUM officials attended. The accused's wives and relatives were also not in court — Sapa

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Cape Times 12/5/87
**Strike off after
unionist freed**

JOHANNESBURG. — A work stoppage by 900 workers protesting at four De Beers mines in Kimberley against the detention of a union shop steward ended on Thursday.

According to a De Beers spokesman, the National Union of Mineworkers said the strike was for the release of shop steward Mr Phillip Batushe.

By Thursday night the strike had ended and the night shift resumed work. According to reports from Kimberley, this was because Mr Batushe had been released. — Sapa

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Bomb threat received by NUM offices

JOHANNESBURG. — Cosatu's biggest affiliate, the National Union of Mineworkers (NUM), received a bomb threat on Thursday in the offices it is using temporarily after the explosion which devastated Cosatu House last week.

The general secretary of the Congress of SA Trade Unions, Mr Jay Naidoo, yesterday said NUM was told the offices would be "bombed down" unless the union moved out. The union began its annual wage talks with the Chamber of Mines yesterday.

Mr Naidoo said union offices around the country had also been subjected to a series of raids by "security enforcement officers". Offices had been searched and pamphlets confiscated, he said. — Sapa

Uwusa accused of 'campaign of intimidation' against NUM

By S'BU MNGADI

THE United Workers' Union of South Africa was accused in the Maritzburg Supreme Court this week of conducting a year-long "campaign of threats and intimidation" at the Vryheid Colliery, culminating in the slaying of NUM official John Ntshangase last week.

This surfaced when NUM was granted an urgent interim interdict restraining Uwusa, and certain of its members, from assaulting, intimidating or interfering with NUM members and officials in their legitimate trade union activities.

The interdict is effective immediately, pending the final outcome of the application.

Uwusa is opposing the application and has denied all the allegations of unlawful

conduct made in affidavits before the court.

The application comes in the wake of the killing of Ntshangase, allegedly by Uwusa members led by an Uwusa official, at the Vryheid Colliery on May 5.

NUM official Phumlani Mdletshe alleged that, between April and June last year, and from February this year up to the present, the respondents had repeatedly threatened NUM members and officials with violence, particularly at the Vryheid Colliery.

NUM Coronation Mine branch chairman Harrison Nxitywa said in June last year a branch of Uwusa was formed at the mine and Uwusa officials and members at the mine began to direct threats of violence and intimidation at NUM.

This month 12 NUM members were killed at the Vryheid Colliery when they clashed with Uwusa members who were allegedly backed by two bus loads of "outside impis".

On May 5, Nxitywa described how, following a dispute over the use of an office at the colliery, he saw Ntombela, Mhlungu and Zulu enter the office where Ntshangase was typing. There were eight other people in the office.

He said he saw Ntombela pull out a weapon from inside his jacket.

"Ntombela then struck at Ntshangase's head with the weapon. He continued to do so and Ntshangase attempted to dodge the blows. I saw several of these blows land on Ntshangase's head and upper body," he said.

Nxitywa said at a later stage he saw another employee named Magedasi strike Ntshangase on the head with a stick.

After the incident Ntshangase was taken to the hospital where he died.

Nxitywa said Mhlungu and Zulu were positively identified as having participated in the assault at a disciplinary hearing and were dismissed.

"Zulu reacted by saying his discharge would not bring peace to the mine, and the management would now see a war on the mine that would be worse than anything they had

seen before. He said Uwusa members would be very unhappy about the dismissal of their leaders," said Nxitywa.

Nxitywa said he and others understood this and other remarks to be a threat of further violent attacks on NUM members and officials.

The return date for the hearing is July 3.

Giant union is born

THE largest union in the metal industry, and the second largest union in South Africa, will be launched in Johannesburg on May 22.

The union's formation is in keeping with Cosatu's declared objective of forming industrial unions. The new union is a result of a merger between Naawu, Micu, Ummawosa, Saawu,

Gawu, TGWU and Mawu.

At its inception, the union will have a membership of about 130 000, second only to the NUM.

All the unions in Cosatu and the International Metalworkers' Federation (South Africa) have been invited to participate in the inaugural congress, which

will be held in Johannesburg from May 22-24. The unions invited have to agree with the following:

- Non-racialism.
- Internal democracy.
- Worker control.

Unions have also been required to undertake that they will dissolve immediately the new union is launched.

Naidoo 'under fire'

WOL
New 15/87

THE mysterious bombing of Cosatu House, insinuations that the bombing was the work of the African National Congress and concerted efforts to link Cosatu with the ANC, violence and the Communist Party marked the beginning of massive action against the labour movement in South Africa, which could result in a show trial of leaders of black trade unions affiliated to Cosatu

This was said by Cosatu general-secretary, Jay Naidoo, at a Press conference held in Johannesburg this week

But a police spokesman in Pretoria and the SA Transport Services have denied that there was a concerted effort by the police to discredit unions

However, Naidoo said the movement was convinced that

BY REVELATION NTOLUJA

there was a concerted effort on the part of Sats, the police and the SABC to discredit the movement. The ultimate objective was to crush it completely

"The evidence of the orchestrated propaganda campaign based on innuendos, untruths and half-truths which seek, among other things, to identify Cosatu with violence and the ANC, are apparently a prelude to further attacks on our organisation," said Naidoo

"The clandestine acts of violence recently perpetrated against our members and our affiliates' members are disturbing vendettas against the labour movement," he said

Naidoo said that a member of the National Union of Mineworkers had recently been killed in Vryheid, and that numerous incidents of intimidation and assault had taken place in East London, Kroonstad, Maritzburg, Kimberly, Germiston and Johannesburg this week

Turning to the SABC, Naidoo said it was clear that the organisation was working in cahoots with "undemocratic forces" bent on discrediting and destroying Cosatu and the whole labour movement

He said that the SABC had earlier reported that police had arrested three suspected "terrorists", but never cared to report that the alleged terrorists had recently been released without being charged

He said the SABC had first reported that the Cosatu House bombing was minimal, but had later turned around to say that it was the first major explosion of its kind on the Witwatersrand

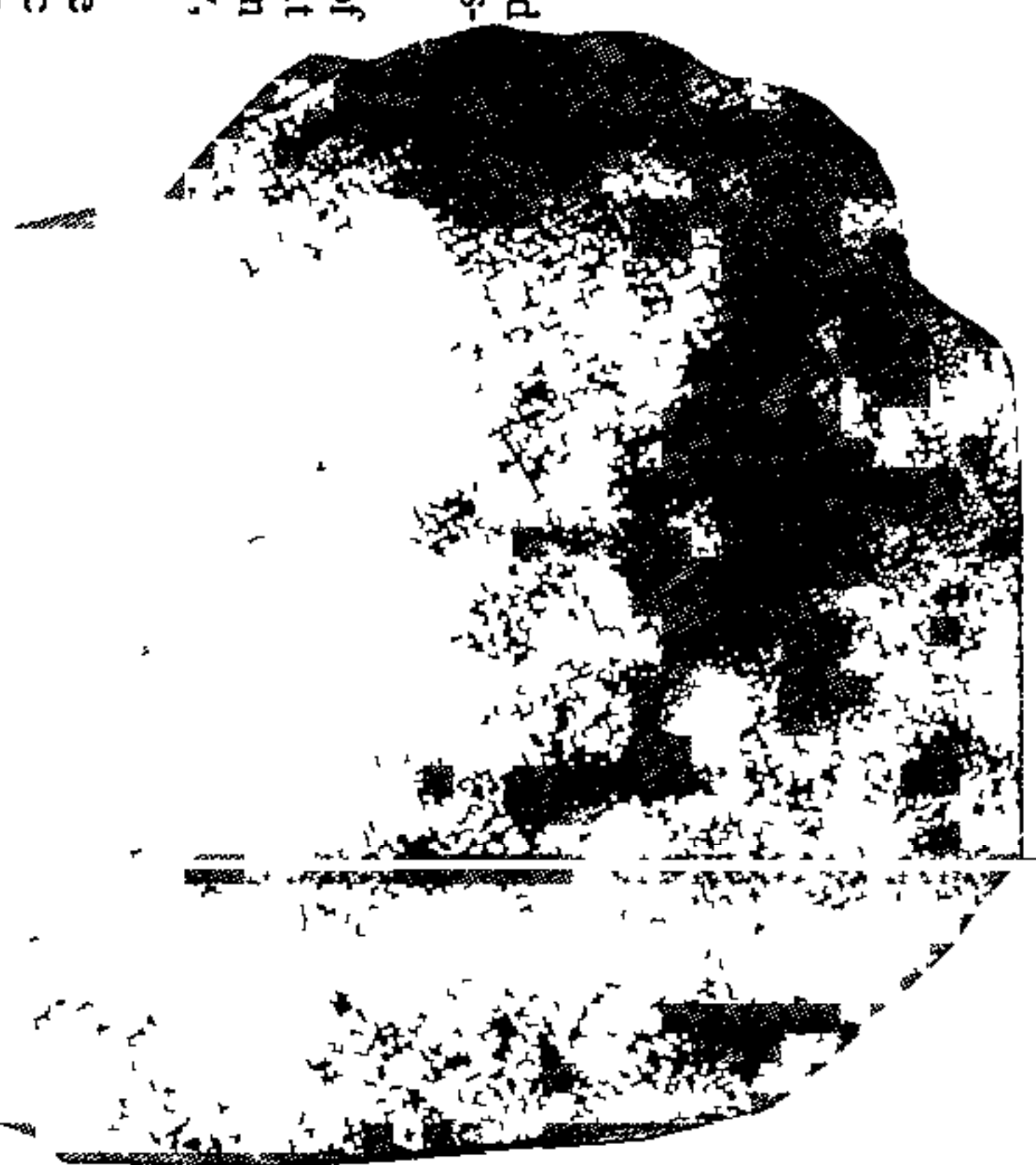
"They also reported that the police were investigating the possibility that the explosives were of Russian origin, hastily adding that three ANC suspects had been arrested hiding in Cosatu House some weeks before. The implication was that Cosatu had allowed its members to bomb their own building," said Naidoo

Naidoo said that Cosatu's operations had been seriously impaired because police were still sealing off the building. He said the organisation and its affiliates were experiencing difficulty finding accommodation in the city, because landlords turned them down as soon as they discovered their identity

The organisation, however, had been able to find accommodation from sympathisers, he said

Naidoo said that an initial estimate of the damage done to Cosatu House was R1-million, but added that engineers were still investigating. It was possible that the building would be declared inhabitable, he said

Jay Naidoo ... campaign to destroy unions.



NUM men get death sentence four times over

CP Press 17/5/87

140A

THERE was silence in the packed Klerksdorp Circuit Court this week when three of the seven National Union of Mineworkers shaft stewards were each sentenced to death four times over

Judge JJ Strydom, sitting with two assessors, found no extenuating circumstances after convicting Tjeluvuyo Mgedezi, 28, Solomon Mangaliso Nongwati, 38, and Paulos Tsietsi Tshlana 38, on four charges of murder

He sentenced them to death, as well as an effective 15 years' imprisonment each for attempted murder

Their co-accused, Siphwe Mqondo Mbalumdaka, 28, Frans Stone Makhanya, 36, and Edwin Nkatutu Masike, 39, were also found guilty on four murder charges and an attempted murder charge

However, the judge found that, in their cases, there were extenuating circumstances

Mbalumdaka, Makhanya and Masike were sentenced to a total of 120 years' imprisonment, but the sentences were to run concurrently

Mbalumdaka was sentenced to 50 years on four charges of murder and one attempted murder

The sentences will run concurrently, meaning that he will serve an effective



DAN DHLAMINI

tive 10-year jail term

Makhanya and Masike were each sentenced to seven years' imprisonment on each of the five charges

The sentences will also run concurrently and they will serve an effective seven years' imprisonment each

Monwabisi Sketi, 27, was acquitted on all charges and the State earlier withdrew charges against Joseph Thoo, who died of natural causes a day before the trial

Judge Strydom found that the accused - mostly shop stewards of NUM - murdered team leaders Edward Masiane, Philemon Mota, Daniel Sekwati and Joseph Rantlhatsi on February 18 last year at the Vaal Reefs mine near Orkney in the Western Transvaal

The court also found that they had attempted to murder Fernando Nyoni on the same night

The judge said Mgedezi was the instigator of the mob and had intended that the team leaders, who had personal vendettas against him, should be murdered

Earlier in the trial State witnesses said Mgedezi threatened the lives of

team leaders whom he called "impimpis" or sell-outs

The judge said there was evidence that Mgedezi was brought before a disciplinary committee in 1985 which found him guilty of threatening the lives of team leaders

He said that Mgedezi had appealed against the disciplinary committee's findings and was discharged

The judge found that Mgedezi led the group of about 200 to 300 men who attacked Room 12 in which the four team leaders were murdered

Strydom said Mgedezi had been seen opening the window of Room 12 and hurling a burning chair inside

He said Nongwati was seen chasing and hacking Edward Masiane, who had escaped from the burning room

Paulos Tshlana ordered the group to stop hurling stones at Room 12 so that he could smear the door of the room with an inflammable glue before setting it alight

Tshlana also hurled a burning tyre into the room

Strydom also found that Mbalumdaka was armed with a spear and stick while stoning Room 12 in February last year

However, he said his part in the killings was minimal as he had only sang and danced while the others attacked the inmates of the room

Masike had only broken tree branches and given them to the members of the group to use as kieres to assault the inmates of the room

The court was packed with team leaders, mine officials and onlookers

No NUM officials attended and the accused wives and relatives were also not at the court

When the judge pronounced the death sentences, the condemned men just stared at him

After the interpreter told them that they were to hang, they looked at each other in disbelief.

Earlier in the trial, Advocate D Smith for the accused argued that the Vaal Reefs mine management's refusal to search team leaders for weapons - as requested by Mgedezi a day before the murders - frustrated him and led him to take the law into his own hands

When asked if he wanted to appeal, Smith said he would get instructions from NUM first

acked and
policeman of his firearm
on Saturday night.

A police spokesman
yesterday said the

turned the fire, which
resulted in the suspect's
death, the spokesman
said.

AM Times 10/3/87
NUM rejects pay offer

ILOR
JOHANNESBURG. — The National Union of Mineworkers (NUM) has rejected an offer by the Chamber of Mines of increases ranging from 12% to 16,9% as "ridiculously low" and said the chamber was turning the annual pay talks, which began on Friday, into a "circus".

In a statement at the weekend, Mr Marcel Golding, NUM's assistant general secretary, also warned that continued "attacks on the NUM and Cosatu could lead to a collapse of the country's industrial relations system in the mining industry.

"The union argued that the chamber had made record profits over the last two years, and that the gold price was significantly high, which made it possible for them to meet the union's demand of between 40 and 50%," Mr Golding said.

"The union rejected the wage offer of the chamber as being ridiculously low and trying to turn the negotiations into a circus." — Sapa

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(1404) (518) (18/5/8)

NUM rejects offer

JOHANNESBURG — The National Union of Mine-workers (NUM) has rejected an offer by the Chamber of Mines of increases ranging from 12 to 16,9 per cent as "ridiculously low" and claimed the chamber was turning the annual pay talks, which began on Friday, into a "circus"

In a statement, the NUM's assistant general secretary, Mr Marcel Golding, also warned that continued "attacks on the NUM and Cosatu could lead to a collapse of the country's industrial relations system in the mining industry"

"The union argued that the chamber had made record profits over the last two years and that the gold price was significantly high, which made it possible for them to meet the union's demand of between 40 and 50 per cent," Mr Golding said

The meeting was adjourned and the union will meeting the chamber again today — Sapa

Cosatu offices destroyed by fire

NELSPRUIT — The Nelspruit offices of the Congress of South African Trade Unions (Cosatu) were gutted by fire early today.

The fire started shortly after 2 am and destroyed the offices. Equipment and machinery at a printing concern on the floor above Cosatu's offices were also extensively damaged.

Nobody was injured in the incident but the damage has been estimated at several hundred thousand rand. The cause of the fire has not yet been established — Lowveld Bureau.



Mawu office damaged, organiser threatened

The Krugersdorp office of the Metal and Allied Workers' Union (Mawu) was broken into and vandalised over the weekend, a spokesman for the union said.

Mawu's West Rand organiser, Mr. Hassen Lorgat, said he arrived at work yesterday to find graffiti daubed on furniture and the office in a shambles.

Union T-shirts and diaries were strewn around the room and graffiti such as "off Coolie" and "AWB" had been painted on the desk and cabinets.

The break-in follows a series of threatening phone calls in which Mr Lorgat's life was threatened by a man calling himself "Van Staden".

Mawu has informed the police of the incidents — Sapa

1404 19/5/87

Single union will weld together half metal industry's workforce

The face of industrial relations in the metal and engineering industry will change this week when eight trade unions come together in Johannesburg to form the largest metal union employers have had to deal with to date

The yet-to-be-named union, with an initial membership of about 140 000, will be second in size to the National Union of Mineworkers, an affiliate of the Congress of SA Trade Unions (Cosatu), which claims a membership of 360 000

The union will be a major step forward in Cosatu's programme of forming one union for each industry. Other industries where mergers have already taken place, or have reached an advanced stage, since the formation of Cosatu in late 1985 are transport, food and domestic services. Plans are under way for the establishment of a farmworkers union.

The union will have welded together nearly half of the metal industry's workforce into a single entity.

This comes at a time when the metal industry is facing the possibility of strike action, following a wage dispute between employers and unions.

South Africa's second largest industrial union is to be formed in Johannesburg this week, bringing together up to 140 000 metalworkers. The development, writes MIKE SILUMA, coming at a time when wage talks in the industry have run into dispute, should provide employers with a stronger adversary in future negotiations.

While some of the participating unions are not party to the metal industrial council, the formation of the new union could see unprecedented cross-sector solidarity action among workers in the motor manufacturing, engineering, metal and motor components sectors.

Talks leading to the formation of the metal union began in mid-1984 — at the same time as unions were discussing the formation of Cosatu itself — and gained momentum after Cosatu was launched.

Unions which have agreed to dissolve and transfer members to the new union are the 70 000-member Metal and Allied Workers' Union (Mawu), the 21 000-strong National Automob-

ile and Allied Workers' Union — both Cosatu affiliates — and the Motor Industry and Combined Workers' Union, with a membership of 35 000.

The three unions are also members of the International Metalworkers Federation (IMF).

Other Cosatu affiliates participating in this week's launch are the General and Allied Workers' Union, the SA Allied Workers' Union, the Transport and Allied Workers' Union, the United Mining and Metal and Allied Workers' Union and the Motor Assembly and Components Workers' Union.

It is understood other IMF unions had been invited to participate, but had not yet indicated whether they would do so.

The new union would be based on nonracialism, worker control and a commitment to democratic practice.

"Cosatu is continuing with its policy of urging affiliates to implement the principle of one union per industry, which will help consolidate the unity of Cosatu and streamline negotiations in an economy increasingly controlled by monopolies," said Cosatu spokesman Mr Frank Meintjes.

140A SPZ 19/5/87

Move to break deadlock on pay

By Mike Siluma

The National Union of Mineworkers (NUM) has applied for a conciliation board to resolve its dispute with the Chamber of Mines, NUM assistant general secretary, Mr Marcel Golding, said today.

Talks between the NUM and the chamber broke down on Sunday after two days when agreement could not be reached

on issues including wages and working conditions.

The NUM has rejected an offer of a 12 percent across-the-board increase for coal mines and raises of between 16,9 percent and 12 percent for gold mineworkers.

Its demands included pay increases of between 40 and 55 percent, the abolition of deferred pay, danger pay, a halt to PAYE deductions from workers' pay packets from July 1 and a reduction in hours of work.

Meanwhile, talks between the white Council of Mining Unions (CMU) and the chamber remain deadlocked. The CMU has already decided on a strike should the chamber fail to revise its offer to their satisfaction.

Chamber spokesman, Mr Peter Bunkell, said the situation remained unchanged since last week when talks between the parties collapsed.

The chamber offer to the CMU includes pay increases of between 13 and 14 percent. The CMU demands a 20 percent raise for its 26 000 members.

NUM
19/5/82

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Day (140A)
Massive metal
industry union
in the pipeline

A NEW "super union" for metalworkers — second in size only to the National Union of Mineworkers — will be launched in Johannesburg at a two-day congress at the end of the week.

It will be formed from the merger of several unions and will speak for 120 000 metal workers, half the national total. Its formation will end more than two years of talks aimed at unity.

It is understood several problems still have to be overcome, chief among them the political direction the new union should take.

Metal and Allied Workers' Union (Mawu) sources say the new union will probably have little effect on wage negotiations this year.

Besides Mawu, the National Automobile and Allied Workers' Union; the Motor Industry Combined Workers' Union; the United Mining, Metal and Allied Workers' Union; the SA Allied Workers' Union; the General and Allied Workers' Union, the Transport and General Workers' Union; and the Motor Assembly and Components Workers' Union of SA are expected to be party to the agreement.

160A 20/1987

June 1 definitely will be a public holiday

By BARBARA ORPEN

WITH June 1 officially gazetted as a public holiday this year, shops and offices will be closed on that day, Mr Tony Gilson, director of the Port Elizabeth Chamber of Commerce, confirmed today

The holiday, which has been declared because Republic Day (May 31) falls on a Sunday this year, closely follows Ascension Day on May 28

Mr Gilson said while industries were not obliged to take the holiday on June 1, the commercial sector had to observe it in terms of the Shop Hours Ordinance for the Cape Province

Mr Brian Matthew, director of the Midland Chamber of Industries, was earlier reported to have said that most firms in the region had decided to take off Friday, May 29, instead of the Monday

Pupils in the Cape Province can look forward to an extra-long weekend, as they returned to school a day earlier this term in order to have May 29 off. Schools will also be closed on Monday, June 1

Mr Gilson said the chamber was less concerned about the number of public holidays in South Africa than about the concentration of holidays in the months of April and May

The chamber had suggested a proposal, which had been accepted, at the Assocom conference last year requesting the government to investigate the structure of public holidays in the country.

"We called for the holidays to be less disruptive and more representative for all South Africans," he said

Wide protest at Highpoint and Wits searches

Police raids motive remains a mystery

The motive for police raids at Hillbrow's Highpoint complex and University of the Witwatersrand residences in Braamfontein and Soweto in the early hours of yesterday is still not clear.

Police said yesterday the raids were connected to recent explosions and alleged offences at Cosatu House and to offences committed by trade unionists. A number of people were held for questioning.

However, organisations linked to or affected by the raids have connected them variously to a Group Areas Act clampdown, a "war on students" and part of a smear campaign aimed at the Congress of South African Trade Unions (Cosatu).

Cosatu called the raids "a further episode in the continuing smear campaign" against it and said the police statement was made without substantiation or proof.

"Not so long ago the public was told the Cosatu siege was to flush out 'terrorists', three of whom had actually been caught in the building. Later, Cosatu lawyers were informed that no terrorists had been positively identified."

Cosatu said the smear campaign was "a sophisticated plan to turn public opinion against Cosatu and to prepare the ground for further clamps on the organisation and its leaders."

"It is very convenient for police to name Cosatu or alleged incidents related to Cosatu for this huge raid."

"It is a clever way to deflect the anger of residents who had to endure a rude awakening without proper explanation."

Cosatu endorsed many Highpoint residents' belief that the raid was related to enforcement of the Group Areas Act.

The general secretary of the Council of Churches, Dr Beyers Naude, said the raid on Highpoint "and the veiled threats uttered by the State President in his opening speech in Parliament" made a mockery of Government assurances that the Group Areas Act would not be forcefully implemented.

Dr Naude said blacks, coloured people and Asians had nowhere to live. "Actions like this only aggravate the already polarised feelings of the community and create greater aggressiveness and anger," he said.

Dr Naude said Highpoint, owned by Anglo American Properties Ltd, was raided at about 4 am and every flat was visited. An SACC staff member living there was "accosted", he said, and her flat, documents and personal belongings were searched when she said she was employed by the SACC.

One of about 20 policemen making the search apparently said "This is the one."

Dr Naude said the woman was questioned about "Free the Children" stickers she displayed and was told to hand over all SACC and Kagiso Trust documents in her possession. She had none.

Checking numbers

The acting Vice-Chancellor of Wits University, Professor R W Charlton, said last night at least 13 students were held during raids on university residences in Soweto and Braamfontein and called on police to charge or release them.

He said the university was checking on how many students were in custody.

"Members of staff and students at Wits have been in detention without trial for more than 11 months and the university has continually called for them to be released or charged," he said.

"The university once again expresses its strongest protest at the latest detentions of members of its community and deplores the regulations which allow the police to detain individuals in this manner."

Professor Charlton said yesterday that police smashed two doors at Glyn Thomas House and harassed the warden.

"On his way from Soweto to the university this morning the warden of Glyn Thomas House, one of the venues raided earlier, was harassed by the police and forced to leave his car. He was made to get into a police car on the freeway but was later released."

Four students known to have been detained had since been released, Professor Charlton added.

Earlier the Black Students' Society said it knew of 14 students detained in the raids. Spokesman Mr Azhar Bam said the raids were "nothing less than an open declaration of war on our student body."

"This comes exactly two weeks after P W Botha received a mandate from the white electorate to continue with his reign of terror on our people. The detentions come barely hours after P W Botha accepted the mandate and promised to implement it."

He added "In the face of brutal repression we call on all our students nationally to close ranks and unite against the tyranny of this illegitimate government."

Mr Bham said those arrested in raids on Wits University residences included Mr Pascal Moloi, Mr Terry Tselane, Mr Mogo-motsi Modike, Miss Susan Nkomo, and Mr Gerald Nongauza — Staff Reporter, Sapa

21/11/77
E8LS/1e

Metal wage talks deadlock

By SEFAKO NYAKA

WAGE talks in the metal industry have deadlocked — opening the way for a legal strike by the 150 000 members of the six South African unions affiliated to the International Metalworkers' Federation (IMF)

According to Metal and Allied Workers' Union (Mawu) national organiser Bernie Fanaroff, the IMF's negotiating caucus has declared a dispute with the employers' association, Seifsa.

But before legal strike action can be taken, the Industrial Council's executive committee will meet to discuss other ways of settling the dispute.

The council executive might consider one of three options; reopening dispute meetings between Seifsa and the IMF, calling for mediation or voluntary arbitration.

The IMF has declared a dispute with Seifsa on company level bargaining and minimum wages

Seifsa has stuck to its offer of a minimum wage of R2,59 at the bottom grades going up to R6,49 at the top.

The increase represents a 10,5 per cent increase — which is way below the inflation rate

For the past five years the unions have accepted offers at less than the inflation rate

Seifsa has also refused to adjust the industry's wage curve which is heavily weighted against semi-skilled and unskilled workers.

The unions have meanwhile demanded the setting up of a sub-committee to investigate a shorter working week.

They have argued that reduced working hours will lead to the creation of more jobs in the industry.

The unions are also looking at the revision of the present job grading system in the industry and have demanded higher overtime and public holiday rates which will tie into the issue of job creation.

140A
WIM
15-21/5/87

MINE WAGE DISPUTE

Double trouble

The Chamber of Mines is facing tough times with wage battles on two fronts this year

For the first time, the conservative white Council of Mining Unions (CMU) has set a strike date, although this remains "secret". And the black National Union of Mineworkers (NUM) has declared a dispute following deadlock after two days of negotiations during this year's round of wage talks.

It is difficult to assess which of the two unions poses the greater threat. Although the NUM's wage dispute is yet to go through the formality of a conciliation board hearing, indications are that the strike threat is a real one.

Strike trouble on the mines could, ironically, be bullish for gold.

The NUM is demanding, among other

things, a 40%-55% increase for its members, the chamber's opening offer is 12,5% at collieries and 12,5%-17,9% at gold mines. The NUM is aggrieved at the difference between the colliery and goldmine offers. However, chamber spokesman Peter Bunkell stresses the offer is negotiable. He explains that the chamber distinguishes between collieries and gold mines because of their respective abilities to pay.

The NUM will be a strong opponent given its bargaining power and experience, last year, between June and December alone, it launched 13 strikes related to wage and bonus demands.

The NUM is the Congress of SA Trade Union's (Cosatu) largest and most influential affiliate. Of chamber members' total black workforce of about 500 000, the NUM claims to have 360 000 of whom 227 000 are said to be paid-up. Its tough wage stance should be seen in the context of Cosatu's "living wage" campaign.

Skilled members

But neither should the CMU be underestimated. Although its membership is around 26 000 only, CMU members work mostly in skilled or strategic positions where a strike will hurt most. CMU secretary Tom Neethling maintains that a strike date has been set but will remain a secret at this stage.

The CMU is demanding a 20% across-the-board increase against the chamber's offer of 13% on marginal mines and 14% on non-marginal mines. The white miners are also demanding an extra week's annual leave, two additional paid holidays, on January 1 and May 28 (Ascension Day), and increased stand-by and call-out pay.

The white miners, who now have a champion in parliament in (ex) Mine Workers' Union chief Arrie Paulus, feel particularly deceived. Says Neethling "The loyal people were pushed aside and left behind in pay

rises because they weren't militant. This year they will be the most militant." ■



AN OPEN LETTER TO EMPLOYERS



B1 Day

140A

COSATU is the largest trade union federation in South Africa. Yet up to a few weeks ago it was a non-organisation to the SABC. This changed very suddenly as the SABC set about painting a distorted picture of COSATU. Through statements, interviews and innuendo COSATU is depicted as being an instrument of the ANC, as promoting violence and carrying out brutal murders. The innuendo goes so far as to suggest that COSATU was implicated in the bombing of its own headquarters.

COSATU's clear condemnation of the murders and its numerous attempts to settle the SATS strike are brushed aside.

COSATU is a democratic organisation controlled by representatives elected without regard to race, religion, creed or sex. In South Africa today this is an achievement to be cherished and protected. As a democratic organisation we decided that COSATU delegates formally meet ANC delegates. In doing so we were one of a number of organisations, ranging from the Churches and big business to students, who met the ANC. COSATU has also called for the unbanning of the ANC and other banned organisations. We have done so because we firmly believe this is the only basis of a democratic political solution to South Africa's tragic crisis.

In doing the above we are not alone in South Africa. But this aside, in a society that enjoyed freedom of expression these actions would be our right and not a crime by implication.

It is in regard to freedom of expression and a free society that we particularly wish to address you as employers. As organised and individual employers you have a powerful influence on this government. Are you sincerely and concertedly using this power and influence to secure and protect freedom of speech and association?

We believe that the SABC acts as a propaganda organ for the National Party. All information is controlled - in effect by the same National Party. The Press are gagged by draconian restrictions. Regrettably the press themselves all too often wittingly contribute to the tide of anti-ANC hysteria. They have carried serious but unsubstantiated allegations against COSATU with little

regard for millions of people. News worthiness would seem to be the major criterion.

So there is little wonder that a bemused, frightened and ignorant white electorate was dragooned to the right? Equally, there is little wonder that blacks will become more radical and desperate in their resistance.

Now COSATU stands accused, tried and condemned by the SABC. In being refused to hold "Living Wage" and May Day meetings we found that there too we were accused, tried and condemned by shadowy Security Police Officers. Do the courts retain any role in applying justice or are they there to adjudicate on technicalities of repressive legislation?

All over South Africa you as employers deal with COSATU affiliates every day. You have signed thousands of agreements with our affiliates. In the process of collective bargaining we have played a crucial part in mediating industrial conflict. Now you - organised and individually - have a real choice. We don't expect you to agree with COSATU or its policies. We know we differ on most issues. But what is the real nature of the choice - do you wish to stand for a free society where differences are allowed, where democracy is practised? Or do you wish to remain silent and watch COSATU convicted in a SABC kangaroo court? Such a verdict will undoubtedly pave the way for ministerial decrees designed to destroy COSATU. The verdict has already given licence to violent men to blow up our building. COSATU's destruction will weaken its affiliates and provide you with higher profits in the short run. But it will never crush the determination and organisation of millions of workers, youth and unemployed struggling for their human rights and dignity.

Will the price be worth it? What of justice - may you as employers not be the next to be tried by the SABC and unjustly convicted? What of democracy - who will stand judged by the future as the fragile lights of democracy are finally snuffed out in South Africa? Nowhere in the world has repression resulted in permanent peace.

Human liberty can only be secured if each person fights for it when it is threatened.
We have a choice and so do you.

Yours faithfully
COSATU

JAY NAIDOO

Gillette workers continue strike

PATRICK BULGER

UP TO 250 workers at Gillette SA near Benoni continued to strike yesterday after the Chemical Workers and Industrial Union (CWIU) and management failed to come to an agreement on pay increases.

The strike started on Wednesday afternoon and had not been resolved by late yesterday.

The workers are demanding a R140 increase and a minimum wage of R785, according to a statement released by the CWIU. Management had offered them a R110 increase.

The CWIU accused management of adopting "a very negative attitude towards negotiation".

22/5/87

CITY/NATIONAL

1404

Railwaymen wait for hint on labour deal

By DICK USHER
Labour Reporter

THOUSANDS of railway workers are waiting for an announcement by the Minister of Transport, Mr Eli Louw, on the Wiehahn report about labour relations in South African Transport Services (Sats).

They are hoping some indications will be provided in next week's transport budget debate

Professor Nic Wiehahn, who headed the commission which resulted in major reforms to labour legislation, was appointed last year to investigate and report on wage bargaining and the industrial conciliation machinery in Sats. His report has been studied by all the Sats trade unions and their comments and recommendations have been sent to management

Although the report is still a secret, it is known that it recommends a completely new concept of machinery — a labour council to function along the lines of an industrial council for negotiations and settling disputes

Unionists said this week that Professor Wiehahn's report recommended that unions and management should have equal representation on the council, with a chairman from outside the system who would not have a vote

Any decision taken in council would be binding on the Minister

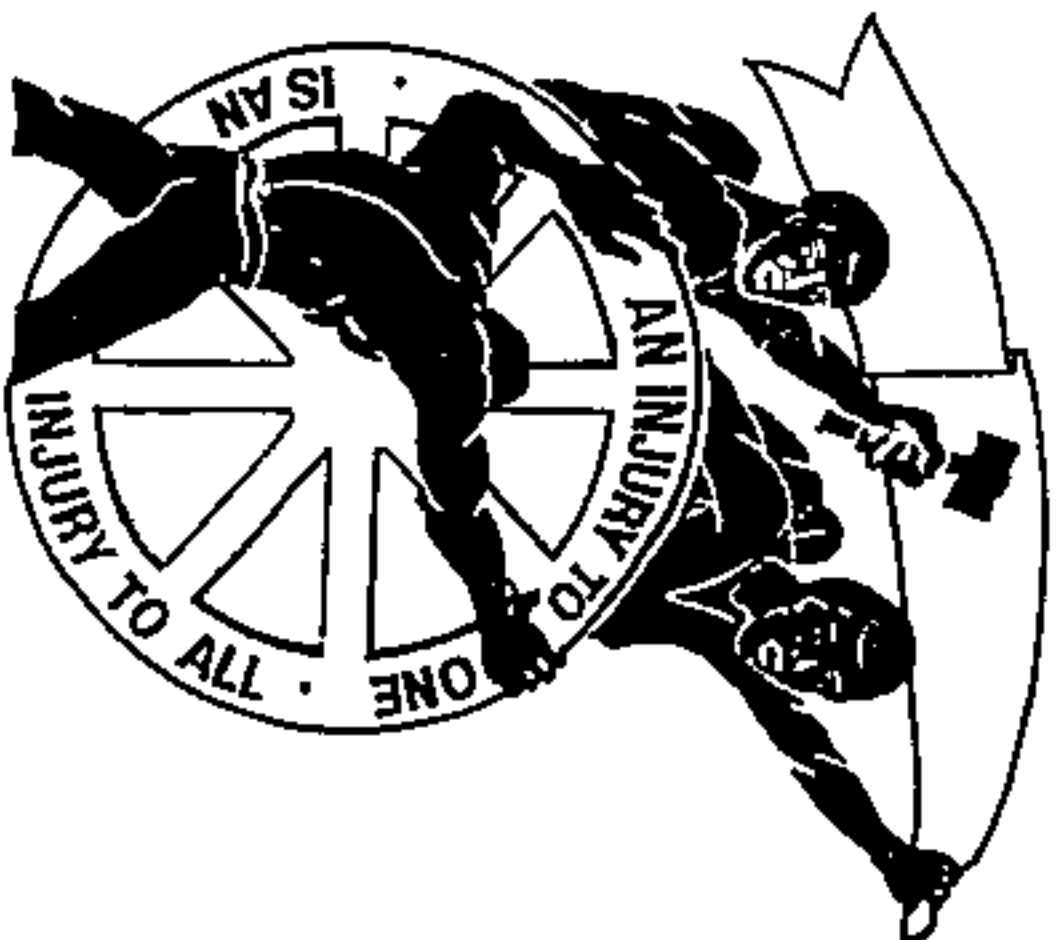
If disputes were deadlocked in the council they would automatically go to arbitration which would be binding on the Minister

At present, disputes can go to arbitration, but the unions have to show that the majority of their members are dissatisfied

The report did not recommend Sats workers be given the right to strike as it was an essential service

● There is dissatisfaction with the 12,5 percent public service pay increases. Mr Louw met the Federal Consultative Council of Sats Staff Associations for wage discussions this week. The council will meet in Johannesburg for further talks next week

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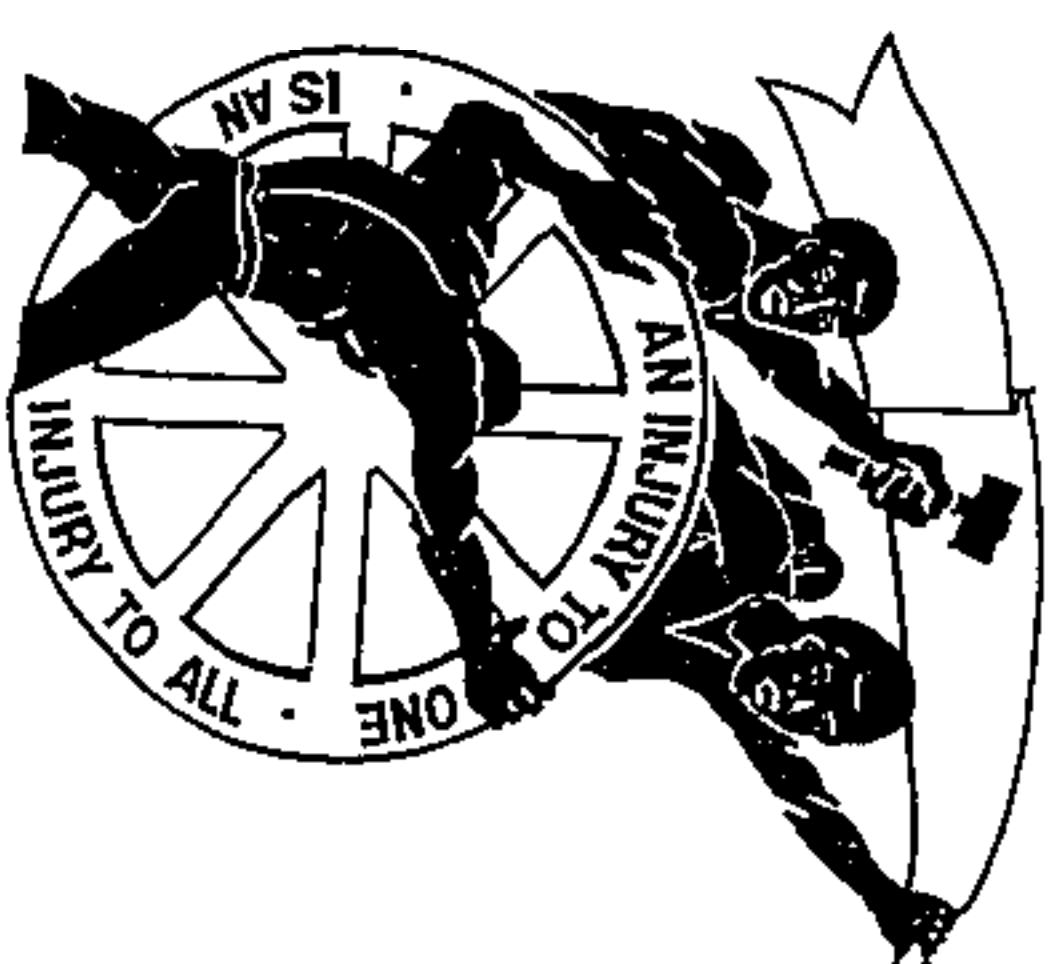


AN OPEN LETTER

TO EMPLOYERS

*Can't finish
22/5/87*

1409



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Now COSATU stands accused, tried and condemned by the SABC. In being refused to hold "Living Wage" and May Day meetings we found that there too we were accused, tried and condemned by shadowy security police officers. Do the courts retain any role in applying justice or are they there to adjudicate on technicalities of repressive legislation?

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COSATU's clear condemnation of the murders and its numerous attempts to settle the SATS strike are brushed aside.

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Human liberty can only be secured if each person fights for it when it is threatened

We have a choice and so do you

CAP 22/5/87
1400

JOHANNESBURG. — The marathon labour dispute on the railways seems far from over.

It is reported that at least 600 railwaymen in various parts of the Transvaal have stopped work in sympathy with the 16 000 strikers dismissed by SA Transport Services last month.

In addition, only 200 workers have taken up management's offer of selective re-employment, as strikers wait in their hostels on the Rand for the outcome of a test case in which three of the fired workers are asking the Rand Supreme Court to declare their dismissals invalid.

Mr Themba Khuzwayo, general secretary of the SA Railway and Harbour Workers' Union (Sarhwu), said last night

SATS workers in sympathy strike

that about 1 200 railwaymen in Ogies, Bloemfontein, East London and Komatipoort had gone on strike in sympathy with the workers on the Rand

A spokesman for SATS was not immediately available for comment, but SABC radio news last night reported that 600 workers from outside the Southern Transvaal had joined the railways strike.

Citing a SATS spokesman, the SABC said only 200 strikers had returned to work, even though management had offered to reemploy 1 400 of the

2 000 strikers who applied for reinstatement after their dismissal last month.

The spokesman said all the dismissed workers were still being housed in railway hostels and SATS had now issued an ultimatum that they return to work by June 17 or be evicted

"The SATS spokesman said many were scared to return to work through fear of intimidation," the SABC said

Mr Khuzwayo denied the allegation and said the workers were waiting for the outcome of

the Supreme Court application.

The court heard the application earlier this month and set May 25 as the return date for SATS and the Minister of Transport to file answering papers. In the interim, SATS has agreed to hold open the posts of the three applicants and not to evict the dismissed workers from their hostels.

In the meantime, Mr Khuzwayo said, intense negotiations had been taking place between the attorneys representing Sarhwu and SATS in the case, but progress was being hampered by the detention of at least 30 members of the 37-strong negotiating team elected by the workers — Sapa

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NOW OPEN IN
SEA
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22/5/10

Cosatu hits out at SABC in advert

JOHANNESBURG — The Congress of South African Trade Unions, in an advertisement in some daily newspapers today, spoke out against what it described as a campaign of orchestrated innuendo by the SABC aimed at destroying the organisation.

In an open letter to employers, Cosatu said it was the country's largest trade union federation, yet had been a "non-organisation to the SABC".

"This changed very suddenly as the SABC set about painting a distorted picture of Cosatu."

The union was being depicted as an instrument of the ANC, promoting violence and carrying out brutal murders, and innuendo went so far as to suggest that Cosatu was implicated in the bombing of its own headquarters.

"Cosatu's clear condemnation of the murders and its numerous attempts to settle the Sats strike are brushed aside."

The union had called for the unbanning of the ANC and other organisations because it believed "this is the only basis of a democratic political solution to SA's tragic crisis".

In a society that enjoyed freedom of expression this would have been the union's crime, by implication.

"The Press are gagged by draconian restrictions. Regrettably some newspapers all too often contribute to the tide of anti-ANC hysteria."

"So is there little wonder that a bemused, frightened and ignorant white electorate was dragooned to the right?"

"Equally, there is little wonder that blacks will become more radical and desperate in their resistance."

In being refused permission to hold "living wage" and May Day meetings, Cosatu also found itself accused, tried and condemned by shadowy security police officers."

Threats over striking lead to strike

by DICK USHER
Labour Reporter

THREATS of dismissal over a strike that nobody planned to hold led to industrial action by two shifts at SBH Cotton Mills in Epping

As workers on the early shift left at 2pm yesterday they found notices in their pay packets warning them that it had come to management's attention that a strike was planned for Monday. The strike would be illegal and would lead to dismissal.

Because of the notices the shift going on duty decided not to start work.

A spokesman for the National Union of Textile Workers said no strike had been planned. It appeared management had been misinformed and taken the ill-considered step of issuing warnings without dealing with shop stewards or the union.

The spokesman said there had also been a problem earlier yesterday when a bundle of notices about a union meeting held by security guards on management's instructions.

The stoppage ended about 7pm when management agreed to withdraw the warnings and give the union notices to the shop stewards.

The union spokesman said a dispute over wage negotiations had been declared in March.

Mediation failed and a conciliation board was applied for on May 6.

After a waiting period of 30 days from that date, the union could start proceedings for a legal strike.

The spokesman said the union had started with a R4-an-hour wage demand but had come down to R3,20. Management was offering across-the-board increases which would bring the minimum wage to R2,43 an hour.

Mine strikes hit Cape and Rand

TENSION was high at the De Beers Finsch Diamond Mine in the Northern Cape, where 1 100 workers had downed tools, a spokesman for National Union of Mineworkers said this week.

"The workers went on strike in response to the dismissal of 37 union members arising out of the fourth and fifth stayaway at the mine," said NUM's Marcel Golding.

He also said more than 6 500 workers had gone on strike at West Rand Consolidated, owned by Gencor. "The dispute concerns management's closure of the union's office facility on the mine, as well as management's reluctance to address other worker grievances," said Golding.

Golding said more than 2 000 workers at Amcoal's new Denmark Colliery in Standerton had returned to work after a three-day strike concerning unacceptable work practices. - Sapa.

DRIVING SCHOOL
of DAVID PHAHLADIRA, BOX 3
House No. 267, Mabyel

'Fired' Putco men go back

CP Correspondent

MORE than 230 bus drivers "dismissed" by Putco last November must be reinstated and given back pay

This order - which will cost the transport giant about R350 000 in two months' arrears pay - was handed down on Wednesday by the Industrial Court after the Transport and General Workers' Union brought an application challenging the validity of the drivers' sacking

They were dismissed shortly before management decided to shut down its southern Durban operation, which had served the major areas in the south since 1982. Over one million passengers a month were estimated to be affected by Putco's closure

In its judgment the court said the trouble began with a dispute between a worker and a member of Putco management

When this was not settled, over 200 drivers took industrial action by not collecting fares for the whole day on October 24 last year

This was estimated to have cost Putco R120 000. As a result all the drivers were

sacked and TGWU, an affiliate of Cosatu, challenged the fairness of the dismissals

Soon after they were fired, the operation in the southern Durban area was closed down, as management said they could no longer guarantee the safety of the drivers who were kept on

This was after one driver was shot and killed and a second threatened at gunpoint to stop driving Putco buses

After a lengthy court hearing, the Industrial Court judgment was handed down this week and TGWU branch organiser Mike Gwamanda said it was "worth waiting for"

He said it was a victory for the workers, because the court had upheld the grievance and dismissal procedures, which management had ignored

The judgment said that the company had used unfair and unreasonable procedures in dismissing the workers

However, the workers came in for their share of criticism by the court. Normally they would have been entitled to 90 days' back pay, but the court allowed them only 30 days, because of their breach of discipline in not collecting fares

24/5/87 C/M...
The newspaper has been produced under emergency regulations which...

THE EMERGENCY

This newspaper has been produced under emergency regulations which...

Sentence was

By SOL MORATHI
SERGEANT Johannes Buti Ndimande may not have died in a brutal way
always warned him not to trust all white people. "I tried to warn him about the danger posed by

of 10)

The newspaper has been produced under emergency regulations which...
overrule this sentence...
was killed and we...
no...
SEAM...
about the danger posed by



Delegates to the launching congress of the National Union of Metalworkers of South Africa sing union songs demanding the release of Numsa's new general secretary, Mr Moses Mayekiso. Mr Mayekiso is facing treason charges. Numsa's three-day congress was held at the Crown Mines Showgrounds in Johannesburg.

Founding decisions show new union's political stance

By Mike Siluma

The new, 130 000-strong National Union of Metalworkers of South Africa (Numsa) has made clear its political direction by adopting the Freedom Charter and electing a man facing treason charges as general secretary.

The decisions were announced by Numsa president Mr Daniel Dube at a Press conference in Johannesburg yesterday after three days of discussions by about 500 delegates from seven unions.

Mr Dube said Numsa had adopted the Freedom Charter because it "reflects the minimum demands supported by the majority of people in our country"

Introducing fellow executive members, he said Mr Moses Mayekiso, general secretary of the former Metal and Allied Workers' Union and an Alexandra community leader, had been unanimously elected Numsa's general secretary for "his contribution within the union movement and the democratic movement as a whole"

Mr Mayekiso, with a number of Alexandra leaders, is awaiting trial for treason

Other office-bearers are Mr David Madupela and Mr Percy Thomas (first and second vice-presidents respectively).

In adopting the Freedom Charter, delegates noted that the document "enjoys mass support among organised metalworkers nationally (and) among the natural and most reliable allies of the working class — women, the unemployed, youth and the students"

Asserting its belief in "the leadership of the organised working class" in the struggle for socialism, the congress pledged to, with "other organisations of the working class", build a clear working class political programme.

STRUGGLES

While Numsa took a strong political stance, it emphasised the importance of workers' shopfloor struggles

Demands formulated at the weekend were for

- A national "living wage" of R4 50 an hour
- A 40-hour working week.
- The right to strike
- Six months' paid maternity leave for women
- An end to the migrant labour system with interim efforts to improve the living conditions of migrant workers
- The extension of equal job training opportunities to women and youths
- The recognition of May 1, March 21 and June 16 as paid holidays

Mr Dube called on all metalworkers to join Numsa. He said the formation of Numsa, which has members in the engineering, metal, motor manufacturing and components sectors, would see increased solidarity of workers

Turning to foreign funding, on which the State is contemplating a clamp, Mr Dube said Numsa would look to members' subscriptions to ensure its complete independence of foreign funding

Numsa, which will apply for affiliation to the Congress of SA Trade Unions (Cosatu), has condemned recent attacks on Cosatu. These, it said, were directed "at the whole democratic movement, of which Cosatu is part".

The union's formation is a result of two years' negotiations between eight industrial and general unions

● In February the National Union of Mineworkers adopted the Freedom Charter as a blueprint for a future democratic South Africa.

9 missing Sats men feared dead

Police seek more 'death court' victims

By Craig Kotze, Crime Reporter

Johannesburg police are still searching for at least nine missing South African Transport Services workers — now feared dead — after the arrest last week of five people in connection with the killing of four workers in Kaserne, a spokesman said.

One of those arrested is a student detained in police swoops on Johannesburg and student residences last Wednesday.

Police claimed another was the president of the "people's court" which allegedly "sentenced" the four workers to death.

At least two of the five are Cosatu members, the spokesman said.

The 12-year-old boy arrested by police at Cosatu House after the four bodies were found was also allegedly a member of the "court", police said.

The workers still missing apparently disappeared after the recent South African Railway and Harbour Workers' Union (Sarhwi) strike and police have appealed to the men's relatives to contact the SAP.

In another earlier claim, police said the missing workers could have been murdered in Cosatu House.

They have also alleged that the four men were first tortured in the Jeppe Street building — which has since been declared unsafe after an explosion in the basement — and then taken to Kaserne and murdered.

Smear campaign

This has been strongly denied by Cosatu officials, who have in turn accused the police and SABC of waging a smear campaign against them.

The union's publicity secretary, Mr Frank Meintjies, said Cosatu abhorred any violence that had taken place in the dispute with Sats.

"We have no knowledge of the alleged incidents," he said.

Cosatu legal representative Mr Peter Harris said the union had dissociated itself from any assaults or violence which had allegedly taken place in its headquarters.

Mr Meintjies said "If any worker has died at the hands of another, it is our view it should never have come to that point."

Cosatu rejected violence and did not have a mandate from its members to act "that way". The organisation had "a sound track record in negotiating worker disputes".

Treason trialist is elected as Numsa secretary

PATRICK BULGER

TREASON trialist Moses Mayekiso was elected general secretary of the 130 000-strong National Union of Metalworkers of SA (Numsa) at its first congress at the weekend.

Incoming president Daniel Dube, a National Automobile and Allied Workers' Union office holder, said Mayekiso was elected with a "standing ovation". Mayekiso is general secretary of the Metal and Allied Workers' Union, one of seven unions that came together to form Numsa.

His election was indicative of the political mood at the congress which saw Numsa adopt the Freedom Charter as "containing the basic minimum demands for a free and democratic SA".

Dube said the union — the second biggest in the country — would probably have little effect on wage negotiations this year. He envisaged it would contain two sectors — for metalworkers and for automobile workers. That would not, however, compromise the principle of worker solidarity between sectors.

CAPE TOWN 25/5/87
140A

New union seeks a 'new society'

JOHANNESBURG — A super-union representing 130 000 motor and metal workers across the country marked its official launch here at the weekend with calls for the adoption of the Freedom Charter as well as a political programme that will give organized workers the lead in building a new society in South Africa

The union, to be called the National Union of Metalworkers of South Africa (Numsa), is now the second-biggest in the country and represents the culmination of extensive unity talks between seven unions affiliated to the Congress of South African Trade Unions (Cosatu) and an independent motor union

Second only to the 369 000-strong National Union of Mineworkers

(NUM) in size, the giant metal union is likely to have considerable influence over the economic and political policies of the country's labour movement

The president of Numsa is Mr Daniel Dube, a National Automobile and Allied Workers' Union office-holder, and treason trialist Mr Moses Mayekiso, top-ranking official of the former Metal and Allied Workers' Union, one of seven unions that came together to form Numsa, was elected general secretary at its first congress

At a press conference, Mr Dube said the new union had adopted the Freedom Charter as the document "recognized by our people as containing the minimum demands for a democratic society" — Sapa

CAP 710/25/87
Cosatu
accuse
police

JOHANNESBURG —
The Congress of South African Trade Unions said the police and the SABC were "using for wider political ends" the deaths of SATS workers allegedly killed during a strike.

"On Saturday, police again released information, this time using a new term — people's courts — to describe the alleged incidents at Cosatu House," a statement from the union said.

"The inference they want the public to draw now is that the alleged incidents were organized and orchestrated — again, the police public relations are preempting the work of the court of law and again, the SABC is broadcasting untested allegations.

"Cosatu has noted that conflicts and killings in the dispute is a tragic and regrettable development in what remains for the majority of striking workers a perfectly legitimate strike which can be easily settled through bona fide negotiations — Sapa

Police search for nine rail workers

11645 25/5/87
The Argus Correspondent

JOHANNESBURG — Police are still searching for at least nine missing South African Transport Services workers who are feared dead

Five people were arrested last week in connection with the murder of four workers in Kaserne, a spokesman said

One of those arrested is a student detained in police swoops last Wednesday

Police also claimed another was the president of the alleged "people's court" which they said "sentenced" the four murdered workers to death

12-YEAR-OLD BOY

At least two of the five are Cosatu members, the spokesman said

The 12-year-old boy arrested by police at Cosatu House after the four bodies were found was also allegedly a member of the "court", police said

The workers still missing apparently disappeared after the recent South African Railway and Harbour Union (Sarhwi) strike and police have appealed to their relatives to contact them

In another claim police said earlier the missing workers could allegedly have been murdered in Cosatu House.

The union's publicity secretary, Mr Frank Meintjies, said Cosatu abhorred any violence which had happened in the dispute with Sats.

"We have no knowledge of the alleged incidents," he said

Cosatu legal representative Mr Peter Harris said the union had disassociated itself from any assaults or violence which allegedly took place at its headquarters

Giant new union set up

1404 *25/5/87* *S/T am*
 A NEW "giant" union, the National Union of Metalworkers of South Africa, with an estimated membership of 130 000 has been launched.

The union, comprising the Metal and Allied Workers' Union, the National Automobile and Allied Workers' Union, the Motor Industry and Components Workers' Union and three other smaller unions was announced at a Press Conference after a three-day congress in Johannesburg yesterday. Numsa is second only to the 369 000-strong National Union of Mineworkers.

The president of the giant union is Mr Daniel Dube, a former Naawu executive council member.

Detention

Former Mawu general secretary Mr Moses Mayekiso was elected Numsa's first general secretary. Mr Mayekiso is presently in detention and will appear in the Rand Supreme Court on August 23 on charges of high treason.

Other officials are Mr David Madupela, formerly of Mawu, who is first vice president and

Mr Percy Thomas, second vice president and a former MICWU official in the Western Cape. The union will seek affiliation to the country's largest worker federation, the Congress of South African Trade Unions (Cosatu), the International Metalworkers' Federation and the International Chemical and Energy Federation.

Mr Dube said that Numsa aimed at uniting all metal and automobile workers in the country and adhered to Cosatu's "one industry, one union" call.

Numsa has also adopted the Freedom Charter because "it is recognised by the majority of workers and

To Page 2

New union

1404 *25/5/87*
 From Page 1
 the minimum demands for a democratic people as representing society "

Numsa, which came into existence after two years of discussions, has a potential membership of 500 000 workers in the metal and motor industries, according to Mr Dube.

Numsa has endorsed certain key demands made by Cosatu.

- To fight for a 40-hour week.
- To demand a living wage of R4,50 an hour.
- To fight for the declaration of March 21, May 1 and June 16 as paid public holidays and.
- To call for an end to the migrant labour system.

NUM reiterates call for inquiry after miner's death



SAM
24/5/87

The National Union of Mineworkers has again demanded an independent commission of inquiry into mine accidents following the death of a miner who fell nearly 1 000 m down a shaft at Gencor's Beatrix gold mine.

Gencor said yesterday the miner fell to his death after detonators blew a hole in the floor of a "cage" waiting to take

workers down the mine's Number One shaft.

Gencor chief executive for gold and uranium, Mr Bruce Evans, said 22 workers, two with severe injuries, were admitted to the St Helena Mine Hospital. A further five workers had been sent to the the Welkom Hospital for observation after being exposed to smoke from burning explosives.

Vigilantes

'killed

union men'

South
1/2/87
21-2/87
29/5/87

By VUYO BAVUMA
LANGA security guards involved in a year-long dispute with their bosses claim that a mysterious vigilante group is attempting to crush their industrial action

So far, the vigilantes

have allegedly killed three workers and injured about 10 others, the striking workers say

The personnel manager of the security company said his firm had no involvement with the alleged vigilante group

The workers, some of whom are South African Allied Workers Union (SAAWU) members, have been on strike since March last year following the dismissal of a union member

In signed statements,

two workers claim the "vigilantes performed witch-hunts to eliminate troublesome workers"

"The vigilantes attack their victims at night when they are at work. It is made to appear as if the attack was committed by skollie elements," one of the workers claimed

The incidents in which vigilantes were allegedly implicated included:

• The alleged death of Gwebile Matuna of Transkei who was attacked while guarding a school in Retreat.

The workers claimed the incident happened last October after Matuna had inquired about R20 deducted from his wages

The firm's management said Matuna had been "killed in a quarrel with skollie elements"

• The deaths last year of Mr Dulazi Mdlalose, who was found decapitated, and Mr Benjamin Sweleka, who had a bullet wound

These incidents followed after both workers had complained about alleged unfair deductions from their wages. The workers named the vigilante al-

Turn to page 3

"The only violent clash I can recall was when striking workers attacked other workers who refused to join them"

He said his company was fair. "We offer workers a basic wage rate of R60,46 for 60 hours a week. We also compensate injured workers. We have nothing against the workers' union," he said

He refused to comment on further allegations and referred SOUTH to "people responsible for maintaining law and order in the area"

The SAP Directorate of Public Relations said the police had "no knowledge of any vigilante group"

"We have also not been able to establish that the three men mentioned in your telex have been killed," the police spokesman said

SOUTH submitted additional information to the police but by the time of going to press no further comment had been received

From page 1

legedly involved in the shooting

• In February this year, Mr Charles Matshaya, of Transkei, a Saawu member, was hospitalised for 11 days after being attacked by Albert Zinyana — alleged to be a member of the vigilante group. Zinyana was subsequently given a five-year suspended sentence

• In April, five workers were injured when armed men attacked a workers' meeting

The workers also complained of low wages

"We work 16 hours a day and get R53 a week. When we were recruited in Transkei, the management said we would work for eight hours a day and get R160 a week," a worker said

They did not get compensation when they were injured

The workers claim the security firm's management disregarded doctors' certificates presented by sick workers

"In March, Mr William Matwa who was suffering from pneumonia, handed in a certificate which was torn up by the management. He wasn't paid any money," one of the workers said

The workers also complained of their "squalid living conditions at the hostels".

"In each block of rooms, there is only one toilet and a changeroom for about 24 people. We also have no hot water in the hostels

"Our wives are not allowed to stay with us. They are made to wait at the gate when they visit"

They said their families were suffering as they had not been sending money to the homelands

The personnel manager said the workers' "living conditions were not exactly like Sea Point's"

He denied they had "ill-treated workers in any way"

THE Inkatha-linked United Workers' Union of SA (UWUSA) said yesterday it wanted to make peace with the rival Congress of SA Trade Unions (Cosatu).

Members of the two groups have been involved in a number of fatal clashes, particularly on the East Rand and on mines in Natal.

Incoming general-secretary of UWUSA, G S T Hadebe, told Business Day yesterday he wanted to minimise conflict between the two bodies.

Hadebe, a former assistant magistrate and KwaZulu Legislative Assembly MP, took over as general-secretary when Simon Conco resigned at the weekend for health reasons.

Hadebe said he wanted UWUSA to steer away from confrontation. "Workers should not be wasting

Union chief wants peace

B/Day 26/87

140A

[Signature]

PATRICK BULGER

time fighting each other. I will be trying to promote unity between the unions," he said.

Hadebe said, however, that peace talks would not remove the fundamental difference between the two groupings: UWUSA's anti-sanctions and Cosatu's pro-sanctions stance.

On Conco's resignation, Hadebe said he had had diabetes for some time and that he had resigned on his doctor's advice.

He would continue to advise the union on a consultative basis.

Cosatu officials were not available for comment yesterday.

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(140A)

LABOUR CRACKDOWN

Cool it, says PFP

Government has been warned against proceeding with what appears to be a campaign to "curtail legitimate trade union activities" and to "bash" Cosatu

The warnings, by the PFP's labour spokesman Peter Gastrow and President's Council (PC) member Pieter Schoeman, follow what is generally believed to be the start of a crackdown on unions

The PFP's concern is based on

□ Repeated threats by National Party (NP) spokesmen during the election campaign against what is perceived as the overtly extra-parliamentary political role of some unions, and

□ A report by the PC's economic affairs committee published last week, in which an official "investigation" is recommended into the "activities of the unregistered trade unions, general trade unions and trade union federations"

The committee found that some activities of these unions have a negative influence on job creation. The report looked at the unemployment problem in SA. In a briefing just before the report was published, committee chairman Francois Jacobsz mentioned Cosatu by name

During a debate in the PC on the report last week, Schoeman said it was clear that the committee was concerned by the "over-politicisation" of some unions, and he dissociated himself from the recommendation for an investigation. He said as long as blacks were denied full political rights, unions would be used as political platforms and would remain a "breeding ground for black activism."

Suggested Schoeman. "It is far more advisable to lock trade unions into the negotiating process than to lock them in jail"

An NP member of the PC and former Assocom president, Issy Pinshaw, argued that the "politicisation process" was a "monster" that was destroying the traditional functions of the union movement

"Certain unregistered unions and federations are deliberately and intentionally embarking on a confrontational course with management and with the authorities and are hell-bent on destabilising the economy and destroying the social order," he said

In parliament last week, Gastrow implied that recent attacks on union offices were backed by government

Official efforts are also being made "with the assistance of the SABC" to "whip up



Gastrow

feelings" and "portray trade unions and Cosatu as fronts for the Communist Party," he said

"No one suggests that if unionists encourage violence or commit acts of violence that they should not be dealt with firmly. What we say is bring them before the courts if there is evidence, and don't endanger sound labour relations through short-sighted clampdowns"

He warned of a probable union backlash if there was a crackdown. Wage negotiations currently in progress would be threatened and tensions would rise on the factory floor

"The South African economy," said Gastrow, "cannot afford that, particularly not at a stage when there are signs of growth. Most businessmen understand why unions are becoming more and more politicised — the government does not"

Gastrow says government must be made to realise that if it crushes the unions, it will be playing into the hands of the revolutionaries and setting the scene for a socialist state with nationalised industries

Law and Order Minister Adriaan Vlok denies there is a government campaign against the unions and rejects insinuations that there was official involvement in attacks of union offices

He told parliament "I give you the assurance the SA Police (SAP) do not interfere in bona fide union activities. In fact, we encourage them". Vlok says Cosatu is "responsible" for "thousands" of blacks losing their jobs and that people are angry with the federation

He quoted from court evidence in which Cosatu was linked to the ANC and the Communist Party in a strategy to bring about a Marxist socialist state

"That is what Cosatu stands for. He (Gastrow) wants us to allow Cosatu to get that right — Marxist goals, socialism and the final goal of communism

"The SAP and the government are responsible for the safety of all people in SA. We will not allow anyone to hide behind the cloak of a labour movement"

ARGUS 26/5/87

14014

~~14014~~

Bury-the-hatchet appeal to Cosatu

The Argus Correspondent

DURBAN — The Inkatha-linked United Workers' Union of SA (Uwusa) says it wants to bury the hatchet on "shop floor issues" with its arch-rival, the UDF-affiliated Congress of South African Trade Unions (Cosatu)

The general secretary of Uwusa, Mr G Hadebe, said today that there had been several bitter clashes between the two ideologically opposed unions, and he was appealing to Cosatu in the "name of worker unity" to bury their

differences

Most of the clashes, in which several people have died, were on the East Rand and Natal

Mr Hadebe said "This is not a plea, as we are in a position of strength. Rather it is a sincere appeal to Cosatu that we stop this violence. We should not fight each other but concentrate on shop floor issues"

He said the two organisations could not agree on issues such as sanctions and disinvestment — of which Cosatu is an ardent propo-

nent — but that these should not be allowed to influence the "workers' struggle"

He blamed clashes between the two organisations on Cosatu's concern that many of their members were joining Uwusa — which had 132 000 members. Also, he said, the "intimidation" of workers during the Sats strike had upset many people

Mr Jay Naidoo, secretary of Cosatu which has a paid-up membership of 750 000 workers, could not be contacted for comment

APR 26 1987

Railway union president held

CAPE TOWN 26/5/87 (KOR) (327) (370) (278)

JOHANNESBURG — The president of the SA Railway and Harbour Workers' Union, Mr Justice Langa, was detained outside Khotso House by detectives yesterday afternoon, a union employee said.

A worker in the union's temporary offices, who declined to be identified, said Mr Langa was picked up as he entered the building that houses the offices of the SA Council of Churches. The union's attorneys confirmed the detention.

The SAP has not yet responded to a telex asking for confirmation of Mr Langa's detention.

According to the union, Mr Langa is the latest in a series of SARHWU officials to be held by police.

Last week the union's general secretary, Mr Themba Khuzwayo, said at least 30 of the 37-man negotiating team elected by workers involved in the two-month railway strike had been detained.

He said SARHWU's education secretary, Mr Mike Roussos, and the union's secretary for the Witwatersrand region, Mr Johannes Ngcobo, are also being held.

□ Meanwhile police are still searching for at least nine missing SATS workers, who are now feared dead. Last week five people were arrested in connection with the murder of four workers in Kaserne, a police spokesman said.

One of those arrested is a student detained in police swoops

on Johannesburg and student residences last Wednesday.

Police also claimed another was the president of the alleged "people's court" which police said "sentenced" the four murdered workers to death.

At least two of the five are Cosatu members, the spokesman said.

This has been denied by Cosatu officials, who have in turn accused the police and SABC of waging a smear campaign against the union.

The union's publicity secretary, Mr Frank Meintjies, said that Cosatu abhorred any violence which had happened in the dispute with SATS. — Sapa

CAPE TOWN 26/5/87

Detained union organiser 'sick'

~~140A~~ 140A South
21-26/5/87

BY EDYTH BULBRING

A NATIONAL organiser for the Food and Allied Workers Union (FAWU), Lizzie Phike, who has been in detention since December 13, was treated twice at Groote Schuur Hospital last month

An organiser for the Paarl branch of FAWU, Maggie Wilson, said Phike's illness was apparently not a result of her detention.

Wilson saw Phike on April 29 at Groote Schuur

Hospital "She was very dark in complexion and had lost weight"

A doctor at Groote Schuur Hospital said Lizzie had a "chronic health problem and was generally run down".

Confidential

He said he would not describe Phike as "very sick" He had visited Phike at Pollsmoor at her request.

A spokesman for the Police Public Relations Division said. "We will

not comment on Emergency Regulation detainees Treatment received by such persons is considered a private and confidential matter between doctor and patient"

Phike was detained in 1985 for three months and was released the day before the funeral of her son, Abel Phike, who was killed in unrest in Paarl in 1985 She was also detained for a month last year.

Phike, born and raised in Paarl and a well-known leader in the community,

became a member of FAWU in her teens as a factory worker

In 1979 she was retrenched and was employed fulltime as a branch organiser of the union.

She has also been active in women's organisations, civic associations and in the organisation of farm workers She is an executive member of Cosatu

Phike has four children The youngest, Zukile, who is 11 years old, is staying with a relative in Graaff-Reinet

(1208)

'War on democracy'

THE Congress of South African Trade Unions (Cosatu), whose Johannesburg headquarters were wrecked in a bomb blast on May 7, has faced a barrage of countrywide attacks on its offices and members.

In the latest attack, the National Union of Mineworkers (NUM), Cosatu's largest affiliate, was forced out of its temporary offices in a Johannesburg hotel after an anonymous caller threatened to blow up the building.

And on Tuesday the offices of the Paper Wood and Allied Workers Union in Nelspruit were burnt down.

• An arson attack on Tudor Mansions, Johannesburg, where many Cosatu affiliates had their offices and where unions displaced by the blast at Cosatu House were being accommodated.

• Fleetwell House, East London, where a Cosatu union and the South African Council for Higher Education (SACHED) has its offices, was damaged by fire.

• The East London offices of the South African Allied Workers Union (SAAWU) were broken into, equipment smashed, and a R5 000 word processor destroyed.

Earlier this month 40 trade union officials of the South African Railway and Harbour Workers Union (SARHWU) in Bloemfontein were de-

tained. Last month police shot and killed six striking Cosatu members, and raided the Johannesburg head office, seizing documents and publications.

Mentjies also said 55 000 copies of Cosatu News, the official federation newspaper, had been seized.

And in Maritzburg, Germiston, Kimberley and Nelspruit, about 1 000 leaflets entitled "Cosatu Under Attack" had not yet been received.

The Police Public Relations Division in Pretoria said that police did visit Cosatu House on various occasions in connection with "serious crimes committed there".

"With regards to persons detained for questioning, we do not comment on routine police duties."



'Mercenary' to be expelled

SOUTH AFRICAN authorities are to expel an alleged

FINANCE

several applicants for the post and a decision is expected next month

FAWU is organising farm workers at the Anglo American farms at Groot Drakenstein and Paarl

The union is also about to sign recognition agreements with Farm Fare workers at the Strand, Gordons Bay, Lynedoch and Nootgedacht

"It is very difficult for the union to give enough attention to farm workers. The union reached the decision to have a full-time organiser for farm workers because they face special problems," the organiser said

"Farm workers are also not allowed by law to belong to trade unions and they have no protection under the Labour Relations Act"

The union had to distinguish between farm workers and factory workers and organise them separately, he said,

wards their workers and their chosen union' should be supported

(USA) Clothing union sued

THE CLOTHING Workers Union (Clowu) is being sued for R100 000 for defamation by the Garment Workers Union (GWU) and a trade union official

GWU and Mr Cedric Earl Petersen, secretary of the union, are each suing Clowu for R50 000 for allegedly defamatory statements published in Clowu's newsletter Unity between November 1983 and July 1985

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Right to strike?

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The union reached the decision to have a full-time organiser for farm workers because they face special problems," the organiser said

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The union had to distinguish between farm workers and factory workers and organise them separately, he said,

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(KDA)

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Right to strike?

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21-26/5/87

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Garment, textile workers unions break barriers

By MOIRA LEVY
AN UNLIKELY alliance of seven unions with different political outlooks has emerged in the national garment industry

The South African Federation of Textile, Garment and Leather Workers Unions was launched last November and now represents 191 000 workers

It has declared that one of its objectives is to encourage the merger of unions in the garment, leather and textile industry

Member unions are the Cosatu affiliated National Union of Textile Workers, former Tucsa unions, the Garment Workers Industrial Union (Natal) the Garment Workers Union of the Western Province, the National Union of Leather Workers and the Textile Workers Industrial Union that disaffiliated from Tucsa in May 1986, and the unaffiliated National Union of Garment Workers of South Africa and the Transvaal Leather and Allied Trades Industrial Workers Union

Swift

The federation, first mooted last September after the disbanding of Tucsa, took only about two months to finalise

"It was remarkably swift, federation secretary Mr Yunus Shaik told SOUTH

The federation aims to organise joint shop steward educational programmes to encourage combined representations to management and to promote the material interests and human dignity of all workers in the industry

Shaik said difficulties were sometimes experienced within the federation between unions that carry different traditions from the past

"This does not mean there is no hope Differences between unions that have traditionally been in opposition to each other and that have even poached each other's members can be, and are being settled in this forum

Agreements between some of the member unions have been drawn up to work together in plants where workers were members of different unions, according to officials

Draft resolution

A draft resolution has been prepared by the NUTW, a union that has always stood to the left of the other members, recognising the other unions in the industry and urging cooperation they say

A resolution prohibiting the poaching of members from the other unions is likely to be passed at the federation's annual general meeting to be held in Cape Town next month

The National Executive Committee of the federation comprises two representatives from each member union, plus another representative for every additional 10 000 members

The chairman is Mr Desmond Sampson of the Garment Workers Union of the Western Province and the vice chairman is Mr Farouk Hunter who recently resigned from the Garment Workers Industrial Union (Natal) His post is now vacant

The other office bearers are Andy Answorth of the National Union of Garment Workers, Elias Banda of the National Union of Textile Workers, Norman Daniels of the Textile Workers Industrial Union and Yunus Shaik

Farm workers project started

THE Food and Allied Workers Union is breaking new ground in organising farm workers

The union has set up a farm workers project and a full-time organiser is to be employed soon

Funds for the post are to come from Cosatu's national office, according to a local union organiser

There had already been several applicants for the post and a decision is expected next month

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"Farm workers are also not allowed by law to belong to trade unions and they have no protection under the Labour Relations Act

The union had to distinguish between farm workers and factory workers and organise them separately, he said.

LABOUR BRIEFS

Union now recognised

REPUBLICAN News Agency has agreed to recognise the Paper, Wood and Allied Workers Union after a three day strike last week at its Parow branch in which 30 workers downed tools to protest against low wages

And management has also approved interim shop stewards at the plant and agreed to enter into negotiations with the union

A union spokesperson said that the workers had not received their 1987 wage increases and that they wanted disciplinary and grievance procedures formalised

Parow branch manager Mr J Visagie said "We are still negotiating with these people That is all I can say"

Support for dairy workers

DURBAN churches have released a brochure declaring their support for the 168 Clover Dairy workers in Maritzburg who were dismissed last June after a work stoppage in protest against the dismissal of their shop steward

The brochure says "a dairy that has a better attitude towards their workers and their chosen union should be supported"

Clothing union sued

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Sarhwu president held

THE president of the SA Railway and Harbour Workers' Union, Mr Justice Langa, was detained outside Khotso House in Johannesburg by plain clothes policemen yesterday afternoon, the unions said

A worker in the union's temporary offices, who declined to be identified, said Mr Langa was arrested as he entered the building that houses the offices of the SA Council of Churches. The union's attorneys confirmed the detention.

The SAP Public Relations Directorate in Pretoria has not yet been able to respond to a telex asking for confirmation of Mr Langa's detention.

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THE National Union of Metalworkers of South Africa which was formed at the weekend, sets its sights beyond organising at the factory floor — it aims at embarking on a political programme based on the Freedom Charter which it says outlines what the working class wants

The 600 delegates at the launch in Johannesburg at the weekend agreed that the Freedom Charter, drawn up by the Congress Alliance in Kliptown in 1955 enjoyed the support of the masses, especially the organised metalworkers

The union is now the second biggest in the country and was a result of extensive unity talks among seven unions affiliated to the Congress of South African Trade Unions (Cosatu) and an independent motor union

It is second in size to the 369 000-strong National Union of Mineworkers, a Cosatu affiliate which has also adopted the Freedom Charter

Numsa, which drew the bulk of its members from the 6 500-strong Metal and Allied Workers' Union (Mawu), also embraced members of the National Automobile and Allied Workers' Union (Naawu), the Motor Industry Combined Workers' Union (Micwu), the General and Allied Workers' Union (Gawu), the United Metal and Motor Workers' Union of South Africa and the Transport and General Workers' Union (TGWU)

Only Micwu was not affiliated to Cosatu before the launch. Numsa now represents 30 percent of the 500 000 workers in the metal, motor and automobile manufacturing industries. The merger, therefore, is likely to have considerable influence on the economic and political policies of the country's labour movement

Delegates resolved that a priority for Numsa is to devise a political programme outlining "exactly what is wanted by the working class and what is meant by their demands" in the fight to build a democratic and socialist country

FOCUS

By THEMBA MOLEFE

Giant new union looks beyond factory floor

Another resolution said confusion existed in black community politics because of the lack of a workers' political programme and an urgent task of the union would be to discuss at all levels of its organisation, from the factory floor to its national congress, the demands that could go into such programmes

Numsa's support for the Freedom Charter follows a similar resolution adopted by

the NUM at its congress earlier this year and Cosatu is likely to follow its two biggest affiliates in that direction

Numsa adding another dimension to trade union politics, sees a need to work into the Freedom Charter issues of concern that are not fully explored in the document

It notes that "the Freedom Charter is also a good foundation to start building our working class programme"

Vital

The call for "one industry, one union," made by Cosatu, the largest worker federation in the country, has borne fruit with the launch of Numsa.

Cosatu's general secretary, Mr Jay Naidoo, told delegates at the congress "The tides have turned, workers are on the march in South Africa organisation is our defence — we must build it, consolidate it and advance it in all sectors

"To unify workers in the crucially strategic metal industry is absolutely vital in



DANIEL Dube... Numsa president.

on the wages in the metal industry

However, Mr Dube said Numsa would not have a significant influence on the wage talks this year because it was formed when the negotiations were already at an advanced stage

He said the union would have separate departments for members in the metal and motor industries that would see to the national co-ordination of activities

Numsa will seek affiliation to the International Metalworkers Federation and the International Chemical and Energy Federation

JAY Naidoo... Cosatu.

defending and advancing the interests of the working class. You are achieving an historic unity in this congress"

Incoming Numsa's president, Mr Daniel Dube, said the union endorsed Cosatu's living wage campaign and would demand a wage of R4,50 an hour for all motor and metal workers and a 40-hour week, the right to strike and six months' paid maternity leave from employers

Mr Dube said that workers in the automobile and motor industries could come out in support of metalworkers in the event of a dispute being declared with management and the other way round.

The formation is likely to have a heavy impact

'Hands off Cosatu' campaign starts

By Melanie Gosling

The Congress of South African Trade Unions hit out yesterday at an alleged smear campaign directed against it and claimed the Government was trying to smash the labour movement

Mr Jay Naidoo, Cosatu's general secretary, said during a meeting on Wits campus at the launch of the "Hands off Cosatu" campaign, that Cosatu was being attacked because it did not restrict itself to factory floor issues

"We are involved in politics and we do not apologise for this. We openly see ourselves as part of the extra-parliamentary opposition," he said. "Cosatu is not affiliated to the ANC. However, we have openly called for the unbanning of the ANC and believe it is central to any peaceful solution in South Africa."

Mr Naidoo condemned the deaths of Sats workers and said Cosatu had not been involved

He said the struggle for a non-racial society must be led by the working class

The Government could not arrest or detain every shop steward and organised worker. "To do so they would have to stop the wheels of industry."



Wits students sing and chant outside the university's Great Hall after Mr Jay Naidoo, general secretary of Cosatu (below), launched his "Hands Off Cosatu" campaign on campus yesterday

● Pictures by Herbert Mabuza.



Suspected detention slated by bishops

Three Johannesburg bishops have condemned the suspected detention of the president of the South African Railway and Harbour Workers' Union (Sarhu), Mr Justice Langa.

His detention has not yet been confirmed by the police, but union sources said Mr Langa was picked up on Monday outside Khotso House in Johannesburg, which houses several anti-apartheid organisations.

The Anglican Bishop of Johannesburg, the Rt Rev Duncan Buchanan, the Catholic Bishop of Johannesburg, the Rt Rev Reginald Orsmond, and the Catholic Auxiliary Bishop of Johannesburg, the Rt Rev Patrick Mvemve, said in a statement yesterday "The situation is dangerously explosive and we urge the authorities to release Mr Langa and the rest of Sarhu's leadership so that negotiations may be resumed as soon as possible."

Sarhu was behind a six-week strike which effectively ended last month when the State-owned Transport Services dismissed 16 000 workers. In the violence surrounding the strike, at least six strikers were shot dead by police and five workers were necklaced. Nine other Sats workers are missing, feared dead.

Union man takes on a new job

PATRICK BULGER

27/8/87
140A
B'Day

A METAL BOX (MB) shop steward has been elected chairman of a provident fund formed yesterday in an agreement between MB and organised metal and chemical workers.

In terms of an agreement between MB and the Metal & Allied Workers' Union — on behalf of the newly formed National Union of Metalworkers of SA (Numsa) — and the Chemical Workers & Industrial Union (CWIU), Sonnyboy Njokwe will serve as chairman of the 12-member board, of which half are worker representatives.

MB group personnel manager Neil Cumming said although several similar funds had been set up, this one would be unique in starting with money transferred from the pension fund.

Njokwe said the benefits workers would obtain from the Metal Box SA Provident Fund were well in advance of those generally available.

The fund will cover 7 000 workers in 35 factories and provides death and retirement benefits and money to assist in buying homes.

Setting up the fund was negotiated with the help of Price Forbes Federale Employee Benefit Consultants whose spokesman Graeme Kerrigan said he felt other companies would follow the lead in developing alternative benefit programmes.

FARM WORKERS UNITE

140A

By MOIRA LEVY

LESS than 18 months after the Congress of South African Trade Unions (Cosatu) announced its intention to organise farm workers, an affiliate has made several major strides in the field.

Critics were sceptical when the Food and Allied Workers Union (Fawu) started organising farm workers.

Some of the challenges Fawu faced was the exclusion of labourers from the protection of the Labour Relations Act. Farm workers are also denied trade union rights and have not been systematically organised before.

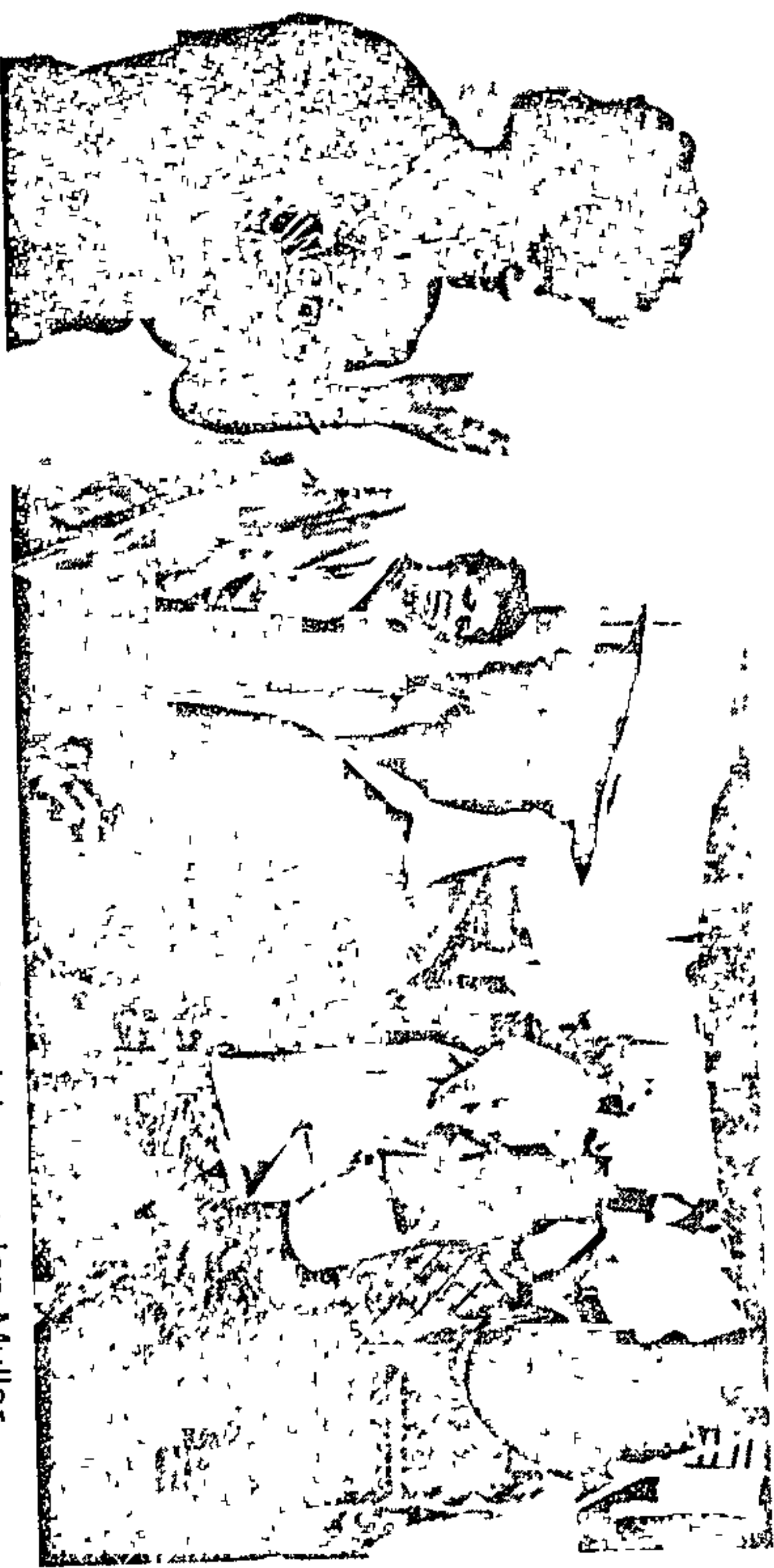
Often the most vulnerable and exploited sector of the labour force, they are being squeezed off the land by growing mechanisation and by the move towards farming monopolies that employ less labour, moving their smaller workforce from one farm to the next within the conglomerate.

The workers risk losing not only their jobs, but the roof over their heads and the little subsistence they can get from the small plots they are sometimes allowed to till.

All of which makes the overwhelming response to Cosatu's efforts at organising among farm workers all the more significant.

The Western Cape region of Fawu took up the challenge less than a year ago.

They have a recognition agreement signed with Farm Fare chicken farms, and another pending with the giant Anglo American farms at Groot Drakenstein.



Union organiser Mona Petersen with Groot Drakenstein farm labourer Jan Muller. Picture MIKE HUTCHINGS

At the Anglo American farms membership among the fulltime workers was virtually 100 percent, a union organiser said. About 400 farm workers have joined the union. Ms Mona Petersen, a local shop steward, said Anglo American was at the moment determining whether Fawu had majority support, a routine step towards official recognition. Contact had also been made with individual farmers, where the response had ranged from sympathy to downright hostility, she said. But Petersen and veteran trade union organiser Mrs Lizzie Abraham, agreed the task of organising farm workers in 1987 was a far cry from the old days when the Congress

Alliance affiliated South African Congress of Trade Unions (Sactu) unions were chased from the farms by "boere with shotguns." Today giant monopolies like Anglo American have experience of trade unionism, she says, and the farm workers understand as they never did before the strength they will gain "as hulle saamstaart". Petersen says the farm labourers were first approached by Fawu through their wives who are employed at the fruit canning and bottling factories in the area where the union has a long history. "We asked them to let their husbands know that we wanted to speak to them. Then we went to visit the

farms after hours. "The response was very good from the start. They all filled in membership forms. All the men working on the Groot Drakenstein farms have joined the union," Petersen said. SOUTH spoke to several men living and working on the farms in the Groot Drakenstein and Paniel area. All had joined the union, and all agreed Fawu could do more to better their working conditions than any of them could achieve on their own. "If the workers come together in the union, we can fight for better conditions and a better future," Jan Visser, a farm supervisor, said. Their grievances are many. Top of the list was the fact that the workers

often have to work in the rain. They are given protective clothing, but you have to wear two or three of these plastic overalls, and even then the rain gets through," Jan Muller said. A fellow worker, Ivan Sias, explained. "You don't feel it so much when you are young. But when you get old you feel all the years of damp that never left your bones." And they protest about their paltry salaries. Weekly pay ranges from R35 to R53 for labourers. Other grievances include that they do not get bonuses, or overtime pay during the season when they work longer hours, or proper holidays, or more than 10 days paid sick leave each year. And they resent having to call the farmers baas, they said, "as if he is the Father. We could just as well call him Meneer". Mrs Dinah Groenewald had just joined the union, and she was not afraid to say so, she said. She works every day, seven days a week, from 7.30 or 8 in the morning until 5pm, with only a one and a half hour lunch break. "We are given no food, no break for breakfast." All day Mrs Groenewald tends the pigs, feeding them, cleaning out their stalls and attends to the sows in labour. For this she earns R76 a week. She complained that she was trained to perform castrations, but her salary was not increased to include her new skills. But what does belonging to the union mean? Mrs Groenewald sums it up. "It has given us pride."

Worker elected chairman of newly formed provident fund

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JOHANNESBURG — Metal Box South Africa, the Metal and Allied Workers Union (Mawu) and the Chemical Workers Industrial Union signed an agreement yesterday setting up the Metal Box South Africa Provident Fund, a joint statement issued by the company and Mawu said

The agreement covered 35 sites, was open to about 7 000 workers and was signed by Mawu on behalf of the newly-launched National Union of Metalworkers of South Africa, the statement said

"It will be controlled

by a board of trustees equally appointed by the company and the union

"The first chairman of the trustees is Mr Sonny-boy Njokwe, the chairman of the shop stewards committee at Metal Box Plastics, Isando Plant. He is believed to be the first worker elected as chairman of a major provident or pension fund

"The (fund) will be one of the largest corporate funds in South Africa," the statement said

Speaking on behalf of

the union's members, Mr Njokwe said that the benefits which workers would obtain from the fund were well in advance of those generally available and that the signing of the agreement was a major step forward

He said the union had adopted this agreement as a model for the negotiation of benefit funds in the industry

A company spokesman said the establishment of a jointly managed fund was a positive step in South Africa's industrial relations — Sapa

Cosatu speaks on 'necklacing'

THE Congress of South African Trade Unions yesterday explained its relationship with the African National Congress and its attitude towards the "necklacing" of South African Transport Services workers.

The organisation's general secretary, Mr Jay Naidoo, told about 1 500 people, mostly students, who packed the University of Witwatersrand's Great Hall that Cosatu has been attacked by the Government and smeared by the South African Broadcasting Corporation (SABC) but was not given an opportunity to defend itself.

"Cosatu is not affiliated to the ANC although we have insisted and called for the unbanning of the ANC. We have met with the ANC, just as businessmen and church leaders have done. We have also issued joint statements with them," said Mr Naidoo.

Regarding the SATS dispute and "necklacing" of its employees, Mr Naidoo said his organisation has condemned the deaths of those workers. His organisation also condemned violence and had built discipline among its members.

He called on the students to support "Hands Off Cosatu" campaign which has been started by the organisation.

Mr Naidoo said it has become evident in the past few weeks that there was an orchestrated effort by the Government to crush Cosatu because of its outspokenness on political issues.

Cosatu, which represents about 750 000 workers, he said, was banned from holding a meeting in Soweto and frequently its headquar-

By LANGA
SKOSANA

ters were besieged by police and cases of extreme brutality were reported in the media. The offices were also bombed.

He said the SABC was also active in spreading "malicious and distorted" insinuations about Cosatu.

UNIVERSITY of the Witwatersrand students sang and praised Cosatu yesterday after the unions' general secretary, Mr Jay Naidoo, explained its position on "necklacing" of South African Transport Services workers.

A double-edged union push on mines

JUST a week after white miners warned that they were ready to strike, the National Union of Mineworkers has applied for a conciliation board to resolve its own dispute with the Chamber of Mines

The NUM application was lodged after negotiations with the Chamber reached deadlock last Sunday.

A week ago the 26 000-strong all white Council of Mining Unions (CMU) announced that they are poised to go out on strike after a conciliation hearing between the CMU and Chamber ended in deadlock

The CMU demanded a 20 percent pay increase for the members of the six CMU-affiliated trade unions, but the Chamber offered 13 percent on economically marginal mines and 14 percent on others

Other demands by the CMU included improvements in leave, public holiday and other staff benefits and a restructuring of the bonus system.

Should the CMU strike materialise it would be the biggest by white miners since the 1922 strike

The NUM rejected a chamber offer of 12,5 percent for workers on coal mines and pay hikes ranging between 12 percent and 17,9 percent for workers on gold mines and stuck to its demand for increases ranging between 40 and 55 percent depending on job categories.

The NUM's other demands are:

- ① 44 days paid leave across the board.
- ② A 100 percent demand for holiday leave allowance which would have been similar to a 13th cheque.
- ③ An 80 hours fortnight.
- ④ A ban on overtime.
- ⑤ Danger pay and an improved death benefit scheme.
- ⑥ A living out and transport allowance. (For workers living outside mine premises).
- ⑦ A stop on income tax deductions, and

BY SEFAKO NYAKA

① June 16 as a paid holiday.

The Chamber's split offer is well below the inflation rate and does not come anywhere near last year's opening offer of 17 percent.

The Chamber's argument for splitting the offer is that there are differences in pay between workers in the coal and gold mining industries.

It also cited the sizes of the mines, skill mix and the fact that it had lost its France and Denmark coal market to the East.

In spite of the fact that major mining developments in Columbia, China and Australia have led to a worldwide oversupply of coal, South African coal is still the cheapest in the world to mine.

Profits during 1985/86 in the coal mining industry were outstanding.

Amcoal, a division of Anglo American Corporation, recorded a pre-tax profit of R456-million, an increase of 47 percent, according to the NUM's Research, Information and Publications Services (RIPS)

Trans-Natal, a division of Gencor, recorded an after tax distributable income of R121-m, an increase of 84 percent from its previous tax year

Rand Mines income from coal were R68-m, an increase of 24 percent

Before 1976 coal exports were a mere trickle. The leap in the international oil price in the early Seventies made South African coal a cheap energy alternative resulting in a boom in coal exports.

This was made possible by the Richards Bay coal export terminal.

Export profits flooded in 1985/86 when record export volumes coincided

with the fall in the rand. Only a quarter of South Africa's coal is exported bringing in half the revenue earned.

In 1986 Esccom, South Africa's main coal user, paid R15 a ton for coal while exported coal fetched about \$25 a ton which was worth about R60 a ton.

In 1986 gold mines also recorded their highest profits in history. Profits rose by 37 percent in 1985 and by another 14 percent in 1986. But wages in the mining industry are among the lowest in South Africa.

The minimum wage for underground gold-miners, who perform work more dangerous and arduous than any industry, is R228 a month. Surface workers are paid a minimum wage of R195, according to RIPS.

"The profits of the mining industry over the last eight years are dramatic. The major beneficiaries have been the state and the shareholders while workers have been surviving on poor wages," NUM's assistant general secretary, Marcel Golding, said.

The Chamber rejected the NUM's revised annual leave demands, although many of the mining houses already have leave policies more generous than the Chamber's minimum offer

The leave for most workers on the coal mines still remains 14 days

At the moment the Chamber's holiday leave allowance is 50 percent and they have agreed to increase it by five percent.

Ironically some mining houses already offer between 60 and 85 percent.

The NUM opened the negotiations with a demand that working hours a

fortnight be reduced from 98 and 96 hours for gold and coal respectively to 88 hours all-round.

The Chamber agreed to cut down hours for gold to 97 and for coal to 94.

In effect this means that mine workers will still be required to work 104 hours a week but the extra hours, beyond the 97 and 94, will be treated as overtime

The Chamber hinted that workers on gold mines will be expected to work the 97 hours with scheduled overtime, but will not enforce ad hoc overtime

The coal mining sector will work on an emergency overtime system which will not be voluntary

The NUM rejected the Chamber's offer on overtime

The Chamber rejected the danger pay proposal countering that there are rate differentials between underground and surface workers to cater for hazardous areas

In the past month more than 57 muneworkers have died in underground accidents, according to NUM's health and safety representative, Hazy Sibanyoni.

The Chamber rejected the living out and transport allowances and the income tax proposal

The Chamber is understood to be considering the death benefit scheme that would entitle a worker's beneficiaries to a pay-out equaling five years' salary of the deceased worker.

The Chamber rejected the June 16 as a paid holiday because, in granting the NUM May Day as a paid holiday, it had hinted that the Chamber was only entitled to giving them one extra day as a holiday.

First employer to condemn Cosatu siege

WEEKLY MAIL REPORTER,

Cape Town

what is transparently an attempt to crush an increasingly powerful government opponent, one's belief in that

THE chairman of a major multinational has condemned government pressure on the Congress of SA Trade Unions

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Enter another super-union

A SUPER metal workers' union will be launched in Johannesburg at the weekend.

The new union is a result of a merger of eight unions affiliated to the Congress of South African Trade Unions and South African unions affiliated to the International Metal Workers' Federation, according to Metal and Allied Workers' Union organiser Bernie Fanaroff.

The new union will be second in size only to the National Union of Mineworkers and will have a paid-up membership of 130 000 workers.

The combined membership of the remaining unions in the metal industry will be less than that of the new union.

Foundations for the super union were laid more than two years ago when some unions in the metal industry agreed not to intrude in each other's area of jurisdiction.

Although the constitution, policy and affiliation will be discussed at the three-day conference, it is almost certain that the union will seek affiliation with Cosatu, Fanaroff says.

Participating unions have to subscribe to the principles of non-racialism, internal democracy and worker control.

The weekend will see the launch of another giant union, second only in size and power to the miners. SEFAKO NYAKA reports on the new metal union

They are also expected to disband soon after the union is launched, although the rounding off of affairs might take about six months.

The Metal and Allied Workers' Union, the National Automobile and Allied Workers' Union, the Motor Industry Combined Workers' Union and the Motor Assembly and Components Workers Union of South Africa are expected to disband. The United Mining, Metal and Allied Workers' Union, the South African Allied Workers' Union, the General Allied Workers' Union and the Transport and General Workers Union are likely to shed their members in the motor and metal industries.

It will be the first time that employers in the metal and motor industries face such a large organisation.

This is bound to give a boost to negotiations in the motor and metal industries next year, according to Fanaroff.

The South African IMF unions have already declared a dispute with Seifsa after talks deadlocked two weeks ago.

The new union will not affect the participating unions' involvement in present wage talks.

"Politically it is bound to be an important organisation because it represents a substantial number of workers in one of the most important sectors of the industry in the country," Fanaroff said.

The merger will be the second in the move towards Cosatu's policy of one union in one industry.

A few months ago workers in the food industry merged to form the Food and Allied Workers Union.

The new union covers all the Industrial Councils in the metal and motor industries.

The bargaining structures in the Motor Industry Industrial Council, the Motor Assembly Industrial Council, the Tyre and Rubber Industrial Council and the Metal Industry Industrial Council will continue to function until the new union decides on the question of affiliation to the IC and application for membership is approved.

VACANCIES

...of working hours a day as a holiday.

First employer to condemn Cosatu siege

THE chairman of a major multinational has condemned government pressure on the Congress of SA Trade Unions — the first to do so since police laid siege to Cosatu House in Johannesburg a month ago.

Employer organisations, organised commerce and industry have been silent on last month's raids and alleged harassment. But last week John R Wilson, chairman of Shell SA, warned that state pressure on Cosatu could "bode ill for the future".

"The raiding of offices, the banning of meetings and the indiscriminate beating and arrest of hundreds of workers is not likely to crush the union," he said. "Rather, it will

WEEKLY MAIL REPORTER,
Cape Town

strengthen their resistance and support and will have adverse ramifications for stable industrial relations, the effects of which will be felt throughout industry.


"Violence in any form must be condemned, no matter who the perpetrator. But violence will not abate under the present repressive conditions."

Wilson said trade unions could play a "vital and important role" in a negotiated settlement to the country's problems. "Sadly, though," he said, "as violence, high-handed and strong-arm tactics are employed in

what is transparently an attempt to crush an increasingly powerful government opponent, one's belief in that negotiated future becomes even more fragile."

He condemned what he termed the "apparent wanton destruction of Cosatu's property and possessions" during the Cosatu House siege in Johannesburg last month, particularly the seizure of affiliates' records and books when many were preparing for annual wage negotiations.

"Businessmen are realising more and more that labour and capital should be seeking closer collaboration in attempts to boost the country's shaky economy," he said.

 140A W/Mail 22-28/9/87

...of working hours a day as a holiday.

Enter another super-union

A SUPER metal workers' union will be launched in Johannesburg at the weekend

The new union is a result of a merger of eight unions affiliated to the Congress of South African Trade Unions and South African unions affiliated to the International Metal Workers' Federation, according to Metal and Allied Workers' Union organiser Bernie Fanaroff.

The new union will be second in size only to the National Union of Mineworkers and will have a paid-up membership of 130 000 workers.

The combined membership of the remaining unions in the metal industry will be less than that of the new union.

Foundations for the super union were laid more than two years ago when some unions in the metal industry agreed not to intrude in each other's area of jurisdiction

Although the constitution, policy and affiliation will be discussed at the three-day conference, it is almost certain that the union will seek affiliation with Cosatu, Fanaroff says.

Participating unions have to subscribe to the principles of non-racialism, internal democracy and worker control.

The weekend will see the launch of another giant union, second only in size and power to the miners.

SEFAKO NYAKA reports on the new metal union

They are also expected to disband soon after the union is launched, although the rounding off of affairs might take about six months

The Metal and Allied Workers' Union, the National Automobile and Allied Workers' Union, the Motor Industry Combined Workers' Union and the Motor Assembly and Components Workers Union of South Africa are expected to disband. The United Mining, Metal and Allied Workers' Union, the South African Allied Workers' Union, the General Allied Workers' Union and the Transport and General Workers Union are likely to shed their members in the motor and metal industries

It will be the first time that employers in the metal and motor industries face such a large organisation

This is bound to give a boost to negotiations in the motor and metal industries next year, according to Fanaroff.

The South African IMF unions have already declared a dispute with Seifsa after talks deadlocked two weeks ago.

The new union will not affect the participating unions' involvement in present wage talks.

"Politically it is bound to be an important organisation because it represents a substantial number of workers in one of the most important sectors of the industry in the country," Fanaroff said

The merger will be the second in the move towards Cosatu's policy of one union in one industry.

A few months ago workers in the food industry merged to form the Food and Allied Workers Union

The new union covers all the Industrial Councils in the metal and motor industries

The bargaining structures in the Motor Industry Industrial Council, the Motor Assembly Industrial Council, the Tyre and Rubber Industrial Council and the Metal Industry Industrial Council will continue to function until the new union decides on the question of affiliation to the IC and application for membership is approved

Sats union in crisis as fourth leader is held

PATRICK BULGER

VIRTUALLY the entire leadership of the SA Railways and Harbours Workers' Union (Sarhwu) is being held by the police

A fourth member of the Sarhwu team set up to negotiate with the Sats was detained yesterday. A union spokesman said Aaron Gontse was arrested at his home.

Earlier this week, men in balaclavas snatched national president Justice Langa from a Johannesburg park where railway workers had gathered.

From virtually every point of view the strike has derailed Sarhwu, which set out earlier this year to contest the position held by the Black Trade Union (Blatu) which Sats recognises as the employees' representative.

On top of the incarceration of the leadership, 12 000 workers are facing the threat of eviction from hostels.

A Sats spokesman denied workers were being summarily evicted.

"We gave them notice on May 14 that if they no longer worked for Sats by June

● To Page 2 →

Sarwhu morale hit by ^{1 day} 28/5/87 arrests, dismissals

17, they would have to move. We have been lenient and patient," he said.

He confirmed that only 300 of the 17 000 dismissed workers had been reinstated and that Sats could not guarantee all workers would regain their jobs. He said Sats wanted to create a smaller, more efficient and better-paid workforce.

Sarhwu is battling to keep up worker morale after the dismissals and loss of

pay, the death of six workers and the disappearance of nine others, the threat of evictions and constant police harassment.

As a Congress of SA Trade Unions (Cosatu) affiliate, Sarhwu was forced to move out of its offices when Cosatu House was bombed.

← ● From Page 1

Cosatu faces a R1m repair bill

HAMISH McINDOE

THE Congress of SA Trade Unions (Cosatu) faces a R1m repair bill to make its bombed Johannesburg headquarters safe.

Cosatu president Jay Naidoo said yesterday the decision on whether to repair the building or move out would be made at the weekend.

Naidoo would not be drawn on specific offers for alternative accommodation or Cosatu's financing proposals for a new building.

He said "A lot of international trade union centres have pledged their support. Options are being considered."

Cosatu is still awaiting "bomb clearance" from the SAP to allow an explosives expert to investigate the size and type of bombs that exploded in the building's basement four hours after voting closed on election day.

Cosatu

2/10/85

Police hold entire Sarhwu leadership

CAH 7/10/75 28/5/87 1400
Own Correspondent

JOHANNESBURG — Virtually the entire leadership of the SA Railways and Harbours Workers' Union (Sarhwu) is now being held by police

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On top of the incarceration of the leadership, 12 000 workers are facing the threat of eviction from hostels.

Our correspondent yesterday asked the police to provide details of the arrests of Sarhwu leaders. At the time of going to press no answer was forthcoming.

14011
CML-7/25/87

Cosatu HQ faces R1m

repair bill

Own Correspondent

JOHANNESBURG —
The Congress of SA
Trade Unions (Cosatu)
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"A lot of international
trade union centres have
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Options are being con-
sidered," he said

It would take at least
six months to repair Co-
satu House

Unions told to quit over fire risk

AKG 2/5/77 (160A)
EAST LONDON — Seven trade unions affiliated to the Congress of South African Trade Unions have been served with notices to vacate their offices in central East London

In a statement today, Cosatu's East London chairman, Mr M Menzeleleli, said the unions would contest the notice that they vacate the offices by June 30.

The notice, served by a firm of attorneys acting for the owners, Fleetwell CC, said: "Our clients have been compelled to take this step because of the recurring fires in the buildings, as a result whereof the property is no longer insurable and our clients face a considerable risk in the event of a conflagration.

"We have been asked to re-

cord our clients' sympathy but you will realise that they have no alternative under the circumstances. There have been two fires in the offices accommodating the unions and a private education concern."

The unions affected by the notice are the Commercial Catering and Allied Workers Union of South Africa, the National Union of Textile Workers, the Hotel and Restaurant Workers Union, the National Union of Metal Workers of South Africa, the Paper Wood and Allied Workers Union, the Construction and Allied Workers Union, the Chemical Industries Workers Union, the Transport and General Workers Union, the South African Domestic Workers Union and the Food and Allied Workers Union, all Cosatu affiliates

The private education concern affected by the notice is the South African Committee for Higher Education (Sached).

In its statement, Cosatu said: "The notice given by the owners clearly showed their stand that they do not care even if the workers could not operate from the offices. This is unwarranted and clearly shows collaboration of the ruling forces.

"We cannot understand the landlord's position because after the first fire, he urged us to reoccupy the building.

"The second fire occurred after the May 6 elections and the nationwide evictions of Cosatu from white-owned buildings, most of them under the ticket of the Group Areas Act." — Sapa.

1408 28/5/87
DD

Sarhwu hit as leaders held by police

JOHANNESBURG — Virtually the entire leadership of the SA Railways and Harbours Workers' Union (Sarhwu) is now being held by police.

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From virtually every point of view the strike has derailed Sarhwu, which set out earlier this year to contest the position held by the Black Trade Union (Blatu) which Sats recognises as the employees' representative.

On top of the incarceration of the leadership, 12 000 workers are facing the threat of eviction from hostels.

A Sats spokesman denied workers were being summarily evicted.

"We gave them notice on May 14 that if they no longer worked for Sats by June 17 they would have to move," he said.

He confirmed that only 300 of the 17 000 dismissed workers had been reinstated, adding that Sats could not guarantee all the workers would regain their jobs. He said Sats wanted to create a smaller, more efficient and better paid workforce.

Meanwhile Sarhwu is battling to keep up worker morale after the dismissals and loss of pay, the deaths of six workers and the disappearance of nine others, the threat of evictions, and constant harassment of workers.

As a Congress of SA Trade Unions (Cosatu) affiliate, Sarhwu was forced to move out of its offices when Cosatu House was damaged in an explosion.

A union official said the union now had no permanent accommodation and its files and documents were stuck at Cosatu House.

The validity of the dismissals will be contested in court early next month.

The Dispatch's Johannesburg correspondent yesterday asked the police to provide details of the arrests of Sarhwu leaders. At the time of going to press no answer was forthcoming.

Cosatu told to vacate FI offices after fires

Dispatch Reporter

EAST LONDON — Seven trade unions affiliated to the Congress of South African Trade Unions (Cosatu) have been served with notices to vacate their offices in Fleetwell House, on the corner of Gilwell Road and Fleet Street here

Cosatu's East London chairman, Mr M Menzelele, said in a statement yesterday that the unions would contest the notice that they vacate the offices by June 30

The notice, served by a firm of attorneys acting for the owners,

Fleetwell CC, said, "Our clients have been compelled to take this step because of the recurring fires in the building, as a result whereof the property is no longer insurable and our clients face a considerable risk in the event of a conflagration"

There have been two fires in the offices accommodating the unions and a private education concern

The unions affected by the notice are the Commercial Catering and Allied Workers' Union of South Africa, the National Union of Textile Workers, the

Hotel and Restaurant Workers' Union, the National Union of Metal Workers' of South Africa, the Paper Wood and Allied Workers' Union, the Construction and Allied Workers' Union, the Chemical Industry Workers' Union, the Transport and General Workers' Union, the SA Domestic Workers' Union and the Food and Allied Workers' Union, all of whom are affiliated to Cosatu

"The notice given by the owners clearly showed their stand, that they do not care even if the workers could not operate from

the offices. This is unwarranted and clearly shows collaboration of the ruling forces," said a Cosatu spokesman

"We cannot understand the landlord's position because, after the first fire, he called us and urged us to re-occupy the building

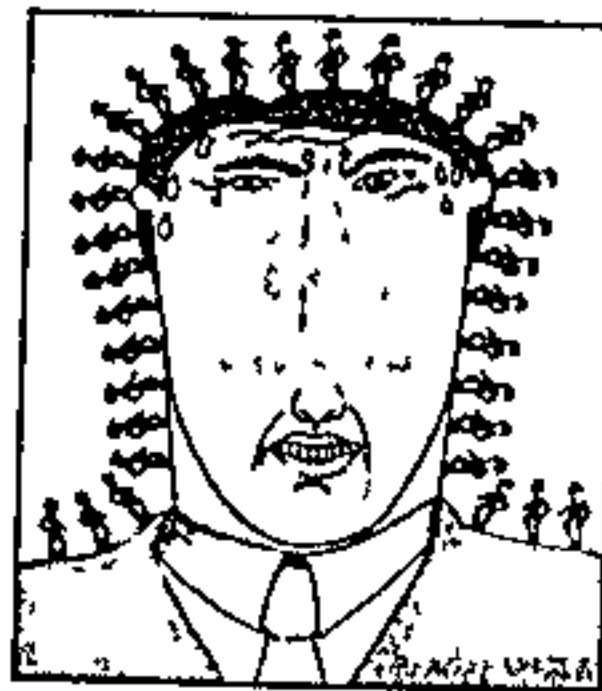
"The second fire occurred after the May 6 elections and the nationwide evictions of Cosatu from white-owned buildings, most of them under the ticket of the Group Areas Act. This denies the legitimacy and existence of Cosatu as an organisation"

14011 AD 28/5/87

MINE LABOUR

140A

Pitfalls to right and left



A major talking point in labour and investment circles is this year's round of wage negotiations between the Chamber of Mines and the mining unions. The importance of this process cannot be over-stressed. Such matters as black-white relations in the workforce, national political issues, and even the price of gold — up or down — hinge on equitable and adequate deals being struck.

And although the chamber is in the centre, fending off assaults from left and right, the miners themselves are locked in an historical feud over workplace privileges dating back to the origins of the industry itself. While the white miners are jealous of their authority over certain areas of work, black miners are demanding equality. The mixture is potentially explosive.

The major players are the chamber, the white Council of Mining Unions (CMU), and the Congress of SA Trade Unions (Cosatu)-linked 300 000-strong black National Union of Mineworkers' (NUM). On the union side, two highly effective and even charismatic leaders are doing much of the running. On the right is Arrie Paulus, a veteran unionist who commands considerable respect, and who is now the Conservative Party (CP) MP for Carletonville — perhaps the pre-eminent heartland of the white mining constituency. On the left is Cyril Ramaphosa, industrious and elusive — but also a man who has gained the respect of the chamber in the tough years of struggle towards recognition, better pay and work conditions for blacks.

Both unions — quite understandably — have threatened their ultimate sanction, the strike. If the tricky manoeuvres towards a series of settlements falter, and there are strikes or other industrial action, the wider ramifications of the disputes gain cogency. Gold's buoyancy on world markets, for example, is as yet fragile. And, in any event, a rise in the dollar price of gold caused by mine labour disputes could never pay for the social, political and economic cost.

Any sign of a protracted stoppage, which could affect output, would send skittish investors clamouring for bullion — with a consequent short-term run on gold. Assuming the rand holds its ground against the dollar, that would be positive for the balance of payments and

The annual wage negotiations between black and white worker unions and the Chamber of Mines have taken on added significance. The white miners have a sense of renewed vitality through their leader's election to parliament; and the black miners are increasingly playing an intensified political role. The mixture is an explosive one.

SA's foreign debt position. But the long-term effects of a serious disruption in gold production — or that of any South African mineral for that matter — would be bad for the mines, tarnishing their supply record, and making contingency planning difficult.

There could also be spillover effects — action targeted at other sectors or holding companies, boycotts, more international pressures and the like. The prospect of all kinds of violence would be enhanced, from right as well as left — and so further affect SA's virtually rock-bottom reputation as a political entity.

In previous wage talks it has generally been the NUM which has been the most confrontational, though the white miners are of course fiercely possessive over job reservation. But this time the most strident voices seem to be coming from the CMU. With its leader in a powerful position in parliament — shadow minister of labour — the CMU has found new strength and been willing to deadlock with chamber negotiators. It has taken an early strike ballot and set a secret date for it — unless settlement comes soon.

Talks with the NUM have also reached deadlock. A conciliation board has been called, with 30 days to convene, after which Ramaphosa says he will follow the steps laid out in the Labour Relations Act towards a strike ballot and possibly a legal strike if the wage issue is not resolved.

Some might argue that these threats are all part of the annual wage circus — that the

unions are poker players with weak hands. But certain factors give enhanced seriousness to the situation. For a start, the CMU claims it is deadly serious about its intention to strike. Council secretary Tom Neethling says the moderation his union displayed in the past got them nowhere and "the time for militancy has arrived." However, behind the polemic, most mine managers detect a fair degree of bluster. There hasn't been a strike by white mine workers in 40 years, and the suspicion is that white miners don't have the stomach for one now either.

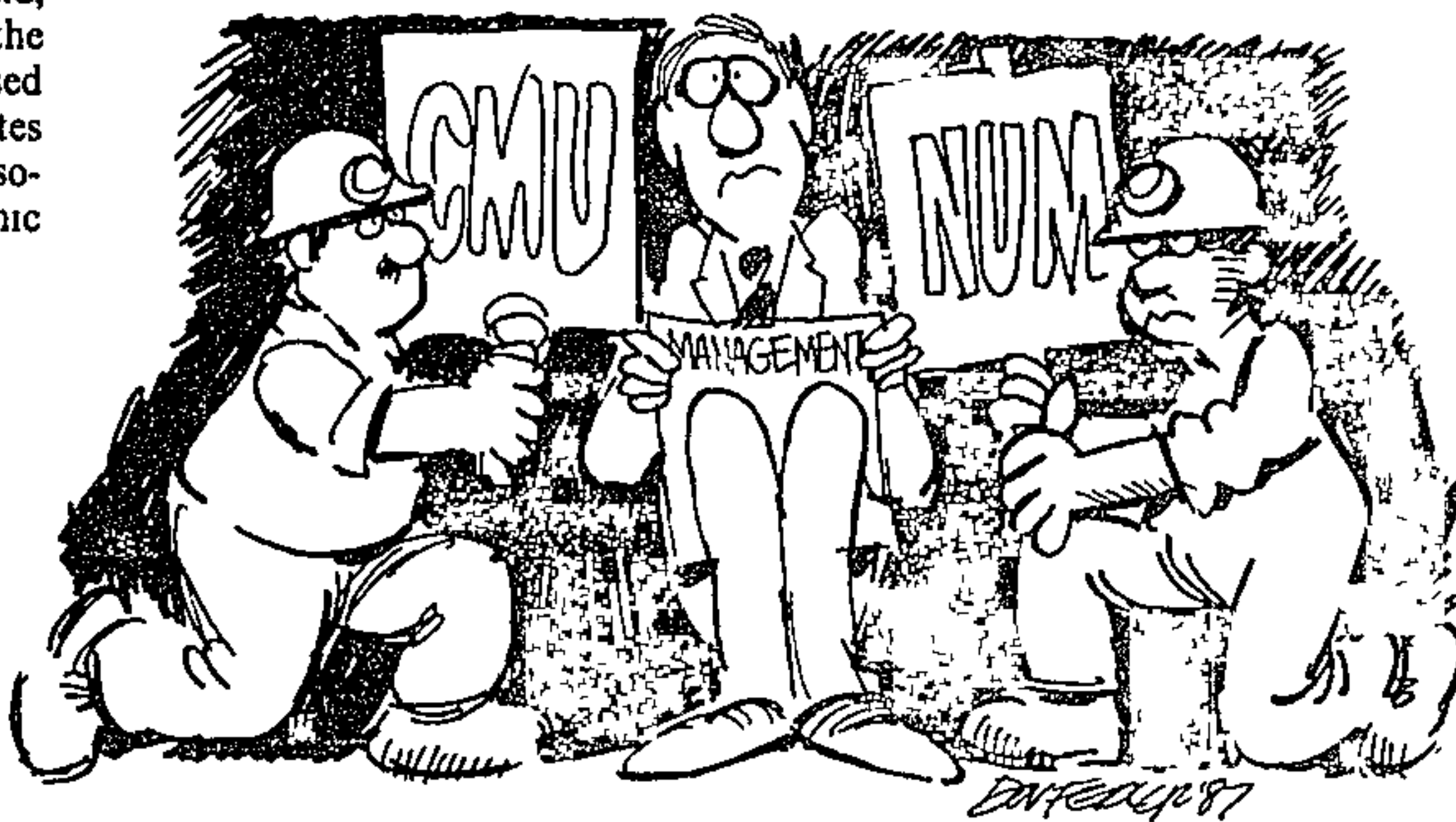
Certainly, at the time the *FM* went to press, CMU negotiators were still closeted in meetings with mine officials, and a chamber spokesman said he was hopeful that a settlement would be announced this week. But if the negotiations are derailed, that hope will obviously vanish.

Fortunately, there are no lack of precedents for settlement. The chamber's industrial relations manager, Johann Liebenberg, notes that last year the CMU also deadlocked in negotiations — but settled later in private discussions.

If the CMU is really going through the motions of a strike simply to enhance its hand in negotiations, the position of the NUM is entirely different. It approaches the wage talks hardened from previous encounters with employer representatives who are uneasy in the knowledge that the NUM has not hesitated to initiate numerous work stoppages and strikes in order to drive its message home. Between June and December last year, for example, the black union was responsible for 13 strikes or stoppages on the mines. The period immediately prior to that was even more strike-prone — though not all were wage-related.

Nonetheless, employers grudgingly concede a healthy respect for the NUM's negotiating tactics and strategy. They say it is a worthy adversary — especially as the union has shown great responsibility in its most recent dealings with the chamber by demonstrating that it is prepared to work inside the framework of established labour law.

For all that, a disturbing trend in the latest round of wage talks is the relative size of the unions' opening wage demands. As its opening gambit, the NUM demanded increases of 40% to 55% — a position which employers wasted little time in rejecting. In reply, the chamber offered 12,5% for coal workers and 12,5% to 17,9% for those employed on the gold mines. The CMU is asking for a



more modest 20% across the board, while employers have countered with a 13% offer on the marginal mines and 14% on the non-marginals

Predictably, the coal/gold pay differentials has distressed the NUM, which (like its white predecessors) is Socialist in orientation and wants to see equity in any wage settlement. It bases its argument on the ability of the respective mines to pay up. This is, in many respects, an obvious over-simplification of the situation — taking no account of the mines' responsibilities to shareholders, commitments to capital expenditure, and so on.

The NUM's over-ambitious wage demands are rooted in the recent rise in the gold price. Simplistically, the unions conclude that if the gold price rises, the mines must be in a better position to pay. That argument, as we have pointed out before, takes little account of the fact that a rise in the dollar price of gold, as we are experiencing now, does not automatically imply a rise in gold's rand earnings. Much depends on the relative strength of the rand vis à vis the dollar.

In the first quarter of 1987, for example, the dollar gold price averaged around US\$410/oz while the rand was appreciating steadily past US45c — hardly auspicious conditions for the mines' rand receipts. Lately, however, with gold trading above \$460/oz and the rand stable at around 50c, their earnings position has been considerably enhanced.

Employers are clearly going to have to work hard to bring home to workers that the ability of mines to pay differs markedly in accordance with their working costs, grades, reserves and labour requirements. The message of differential settlements is clearly evident in the employers' current wage offers. Persuasion may not be all that easy.

Says a chamber spokesman "It wouldn't be so bad if we could get the unions to agree to lower increases or no increases if rand earnings go down. They talk glibly about the



NUM's Cyril Ramaphoso

ability to pay, but they are not all that impressed by arguments of our inability to pay." Mechanisation would be an option — one which some mines, again depending on their specific cost structures, are beginning to turn to. Liebenberg says it remains a "front-of-the-mind" exercise, but one which employers would be loath to invoke given that they perceive as

social responsibility to ensure adequate levels of employment.

Liebenberg maintains that the fact that the CMU started its negotiations later than usual this year, and the NUM came to the negotiating table a little earlier, should not create the impression that the mines are being pinched from two sides. And insofar as he contends that the two pressure points are entirely unrelated and are not being co-ordinated to bring undue pressure on employers, he is correct.

But it is worth making the observation that both parties are driven by diametrically opposed political forces — and these are becoming increasingly important as miners, black and white, are seen, and see themselves, as spearheading the respective political thrusts of a wider constituency. As Cosatu's largest constituent, the NUM has an obligation to give force to Cosatu's "living wage campaign" by ensuring adequate remuneration for its members. In addition, it is committed to seeing the last vestiges of archaic job reservation on the mines scrapped.

The CMU, on the other hand, is fighting a rearguard action to see that its members' privileges are maintained. One of Paulus's first jobs in parliament will, no doubt, be to ensure that the status quo is upheld. A White Paper on job reservation, in which an amend-



CMU's Arrie Paulus

ment is proposed to the definition of a "scheduled person" — the effect of which could mean more skilled miners' jobs, such as that of blaster, being opened to blacks — is due for discussion early in the session. It would not be surprising if Paulus were to rally the CP to pressure government to defer any decision on the issue. And the post-election government is unlikely to risk offending the Right on this decades-old sensitive issue.

Moreover, the mine disputes are coming to a head as June 16, Soweto Day, approaches. Tensions in the black trade union movement, particularly Cosatu, are already running high. Bereft as blacks are of democratic institutions for political expression, it is logical that their unions will assume an ever more overtly political role — "An injury to one is an injury to all," as Cosatu's slogan runs.

It is a situation which requires delicate handling, and one which, as Liebenberg says, is best left to the chamber itself to resolve. "We need to establish a pattern of industrial peace. Our relationship is developing and as it matures we should be able to resolve our problems more peacefully."

With the political dimensions to the dispute such as they are, government could be tempted to get directly involved. It has already made ominous noises about tempering the power of the

black unions through legislation. It is a temptation it must forcefully resist if there is to be any prospect at all of long-term industrial peace in the land. In the short term, interference from above could prove a flash-point that no one — management and labour alike — will relish.

And as far as overseas sentiment is concerned, Pretoria would then be seen to be undercutting the real reforms it has achieved in industrial relations. The alternative — an undisciplined and polarised black workforce — is one effect it should seek at all costs to avoid. ■

OK BAZAARS

Going with the flow

If anything was learnt in the furious marketing war that raged for most of last year, it was that no competitor can afford to ignore OK Bazaars. Its two younger adversaries, Checkers and Pick 'n Pay, appeared to do just this early in the year as they tugged at each others' market share. But OK responded with a campaign that, although belated and not altogether original, was certainly powerful, involving millions of advertising

OK stores were founded on the precept of getting shoppers' attention as they made for the food racks — all under cover. This philosophy has been amended to take account of current consumer preferences, and the results have been sound and promise more growth.

rand. By the year-end, new battle lines had been drawn between the Big Three.

Interestingly, all three retailers seemed to gain from the experience. By year-end, Pick 'n Pay had returned to its previous growth rate of 20% plus, Checkers swung out of the red to report its first profit in years, and OK, after a dismal first half when it lost market share to Checkers and Pick 'n Pay, recovered strongly in the second half of its

120A

June 16 to be paid holiday for Bellville textile workers

ARGUS 29/5/87

Labour Reporter
THE first agreement in the textile industry to recognise June 16 as a paid holiday has been concluded

The agreement swops Republic Day for June 16 and is between the National Union of Textile Workers (NUTW), an affiliate of the Congress of South African Trade Unions (Cosatu), and Nettex in Bellville

June 16 is one of three holidays demanded by the union movement, the other two being May Day and March 21, Sharpeville Day.

An NUTW spokesman said talks about public holidays followed two work stoppages in the past seven days

In the settlement the company agreed to grant today off in lieu of time worked by employees and to swop Republic Day for June 16

"This means that workers will enjoy the benefit of a long

weekend and get June 16 as a paid holiday," said the spokesman

"This is the first recognition of June 16 as a paid holiday in the textile and garment sector"

The company recognised May Day as a paid holiday

Last year the NUTW became the first textile or clothing union to negotiate May Day as a paid holiday when it concluded an agreement with the Parow-based company Finitex

Quil... ..

June 16 holiday recognised

CAPE TOWN — The first agreement in the textile industry to recognise June 16 as a paid holiday swops Republic Day for June 16 and is between the National Union of Textile Workers and Nettex in Bellville.

A union spokesman said talks about public holidays followed two stoppages. The company agreed to grant a day off for time worked and to swop Republic Day for June 16. The company has already recognised May Day as a holiday — Own Correspondent

(140X) 5/11/87 30/5/87

Att. 7/10/72 30/5/72

Breakthrough in talks for workers' holidays

14014 Staff Reporter

THE first agreement in the textile industry to recognize June 16 as a paid holiday has been concluded between a Cosatu affiliate, the National Union of Textile Workers (NUTW), and Bellville factory Nettex (Pty) Ltd

In terms of the agreement, which was reached after two work stoppages in the past seven days, June 16 will be swapped for Republic Day.

June 16 is one of three holidays demanded by the trade union movement. The others are May Day and the anniversary of Sharpeville on March 12. Earlier this year the company recog-

nized May Day as a paid holiday, said union organizer Mr Ebrahim Patel

"In the settlement the company agreed to grant Friday May 29 off in lieu of time worked by employees. This means June 16 will be regarded as a paid holiday at the factory. At the same time workers will enjoy the benefit of a long weekend," he said

Mr Patel said "The union sees this breakthrough as an important victory in the struggle for public holidays which commemorate the history of the working class and oppressed community"

Cape Times

es, Saturday, May 30, 1987 5

Sarhwu detainee appeals

JOHANNESBURG — The education secretary of the SA Railway and Harbour Workers' Union (Sarhwu) yesterday lodged an urgent application in the Rand Supreme Court for his detention in terms of the emergency regulations to be declared illegal

Mr Mike Roussos said in papers before Mr Justice Van Niekerk that he had been told by the John Vorster Square station commander he was being held in connection with criminal charges

Mr Roussos submitted that in citing emergency regulations the arresting officer had failed to apply his mind to the question concerned, "whether my arrest or detention was necessary for the maintenance of public order or the safety of the public, for the safety of myself, or the termination of the state of emergency"

He said that after his arrest on May 7 he had been made made to stand naked in the corner of a room "The policemen in the room were jeering at me, and were making rude and abusive comments"

Throughout this period in the office "Captain Pretorius was making statements to me concerning criminal acts which had allegedly taken place at Cosatu House"

Mr Roussos denied he had been involved in any unlawful act

The Minister of Justice, the Minister of Law and Order and the Commissioner of the SA Police will file replying papers on June 2 — Sapa

Union wants inquiry

3/5/88
 (A) THE National Union of Mineworkers has repeated calls for an independent commission of inquiry into mine accidents in the wake of the death of a worker who plunged nearly 1 000m down a mine shaft this week after an explosion blew a hole in a cage waiting to take miners down a Free State gold mine.

(B) NUM's assistant general-secretary, Marcell Golding, said that the accident on the Gencor-owned Beatrix Mine and the death of more than 57 miners in the past few months made management claims that their mines were among the safest in the world appear ludicrous

Earlier, Bruce Evans, chief executive officer of Gencor's Gold and Uranium Division, said the man apparently fell into the shaft through a hole that had been blown into the floor of the cage after a number of explosions

Two workers were injured - Sapa

Hands of Cosatu' Campaign

Gathers momentum at Wits



SANDILE MEMELA

By SANDILE MEMELA
THE campaign to defend Cosatu against alleged government propaganda attacks gained momentum when its first meeting was held at the University of the Witwatersrand Great Hall this week.

The lunch-hour meeting — convened by the university's Economic Research Committee and the Black Students' Society — was attended by over 1 000 students and academics.

The highly charged meeting was addressed by Cosatu general-secretary Jay Naidoo and information officer Frank Meintjies.

It was part of the "Hands Off Cosatu" campaign launched last week at the birth of the 130 000 National Union of Metal Workers of South Africa at the Rand Show grounds.

After the meeting, hundreds of students gathered near the venue of the meeting and chanted pro-Cosatu slogans and songs.

Student taken on campus

By SANDILE MEMELA
A UNIVERSITY of the Witwatersrand student, Peter Mhisi, was detained under mysterious circumstances by eight men who had posed as students on campus this week, it was alleged at a "Hands off Cosatu" meeting at the Wits Great Hall on Wednesday.

The meeting was attended by over 1 000 students, lecturers and academics who sang and chanted pro-Cosatu slogans and songs.

said recent actions against Cosatu, its members, and their offices were part of a strategy by the State and other forces to crush progressive worker organisations.

"Workers are seen as the spearhead of the progressive movement because of the nature of their situation.

"They not only suffer through racial oppression under apartheid but also form part of one of the most economically exploited groupings in the world," ERC said in a statement.

According to Naidoo, the government has been campaigning to persuade the public, through the SABC, that Cosatu was "no more than a clique of violent criminals."

"They hope to turn public opinion against us and

pave the way for further persecution of our organisation.

"The State's misinformation campaign is needed to try to justify further repressive legislation and disruptive actions against us.

"It also creates a climate where shadowy bombers and arsonists — who have already struck at our offices — will continue with impunity," said Naidoo.

Demands of the "Hands off Cosatu" campaign include:

- The right to speak freely without intimidation and to meet freely without harassment
- The right to organise freely without victimisation
- The release of all Cosatu members in detention
- A living wage and a stake in a unitary, non-racial South Africa



Singing and chanting Wits students greeted Cosatu's Jay Naidoo (inset) this week at the campus during the "Hands off Cosatu" meeting to protest alleged government attacks on the organisation.

Naidoo reiterated that Cosatu was an important weapon of the organised working class.

"They will never be able to arrest and detain every shop steward and every organised worker in South Africa.

"To do this they would have to stop the wheels of industry in the country," said Naidoo.

The general-secretary of Cosatu, Jay Naidoo, the guest speaker, was given a tumultuous welcome on arrival by students, mostly members of the Black Students' Society and Nusas.

According to student sources, the arrest of Mhisi brings to 15 the number of students at Wits who are in detention.

Scores of students, mostly members of the Wits BSS, were recently detained for allegedly being connected to bombings at Cosatu House and

in the city.

The Student Representative Council has condemned the act.

"We strongly condemn this violation of our campus and believe that detention without trial will not solve this country's problems."

In a similar vein, the BSS condemned the action, saying "It is not only dangerous to sleep in your room at residence or to walk around campus, but it is even more dangerous to attend lectures."

Sarhwu accuses Sats of 'inciting workers'

By SANDILE MEMELA

THE SA Railways and Harbours Workers' Union has accused Sats of inciting workers to turn against their own union and against the decisions which they themselves made with regard to the six-week dispute.

This follows after hundreds of the dismissed strikers received as little as R3 of their pay this week.

The union said it was "disgusted" that management expected Sarhwu to pay wages that workers had lost during the dispute.

"It is a weak attempt by management to incite the workers to turn against their own trade union and against the decisions which they themselves made," the union said.

Now Sarhwu is set to challenge the dismissal of its more than 16 000 members in the Supreme Court. The union said the dismissals were illegal because they went beyond the legitimate powers of Sats general manager Dr Bart Grové.

Despite the dismissal of about 16 000 striking

workers last week, the union said its members were "still open to negotiations".

The union said it would renew attempts to contact Grové "in order to request him to meet the negotiating team to negotiate some kind of settlement to the dispute".

Sats public relations officer Jannie van Zyl said management has "stated categorically" in the past that it did not recognise Sarhwu and was still continuing negotiations with its own in-house black workers union, Blatu.

However, Sarhwu has reiterated its allegation that management has "calmly prolonged the strike by refusing to negotiate with the representatives of the workers".

"In the interim the position of the workers remains the same - we are open to further negotiations to attempt to resolve the dispute."

"However, so far management has turned down various attempts to set up further negotiating sessions. The demands of the

workers remain the same.

"No one will go to management to beg for their jobs back," said the union.

A Sats spokesman said thousands of dismissed strikers had indicated their intention to apply for re-employment by asking for application forms at payout points this week.

The spokesman said Sats had temporarily employed 1 340 workers since the beginning of this month. But the union said most of the dismissed workers had resolved not to apply for re-employment.

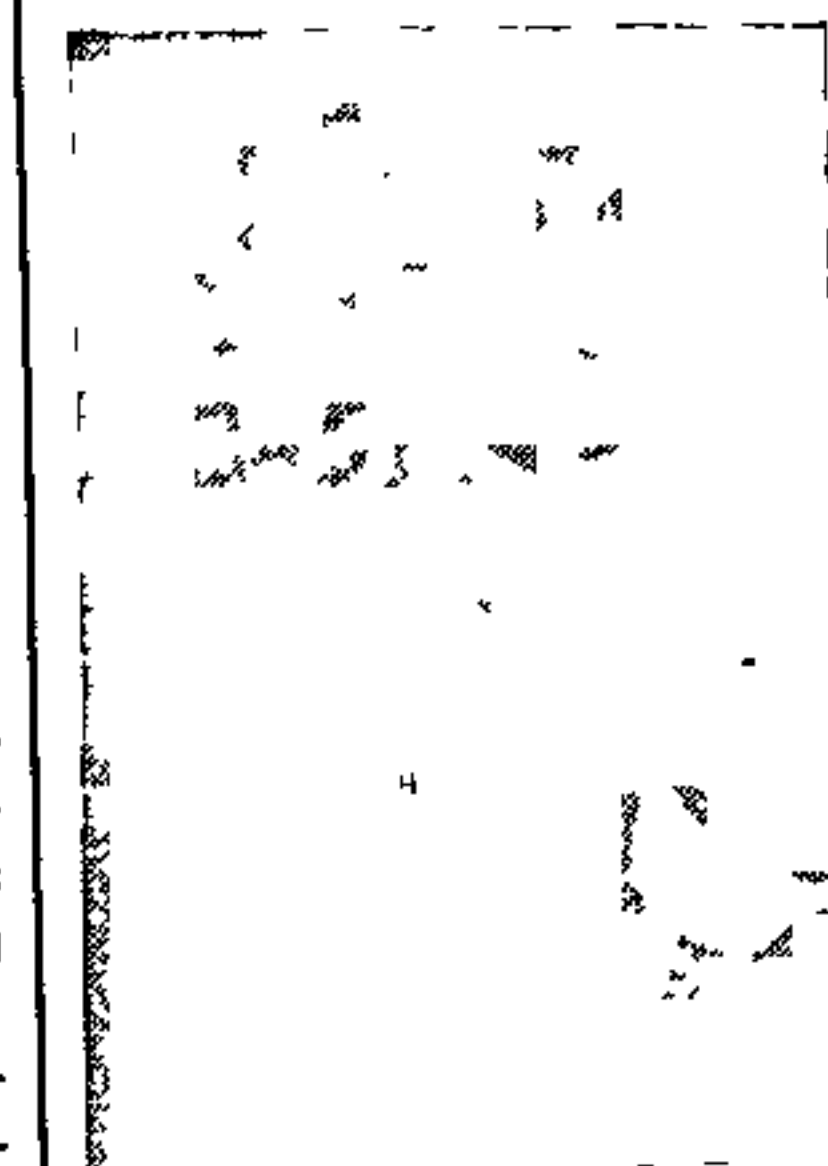
The union this week alleged that members of the security forces had increased their "harassment of the striking workers" in the following manner:

- The use of riot police and or army personnel in order to force workers back to work at gunpoint
- The use of the police to individually harass and intimidate the families of the leading workers involved in the dispute
- The use of army and police to forcibly evict workers from their living quar-

ters in various compounds - despite the assurance from Sats that no evictions were authorised at this stage.

● The use of police to individually intimidate various workers into going back to work by visiting them at home and threatening them if they did not return to work immediately.

A spokesman for the Police Directorate in Pretoria said "We are not aware of such actions by the security forces, but believe it is impossible for them to act in this way," he said.



Nika Khumalo

INDUSTRIAL RELATIONS - Workers Organisation
COSATU, FOSATU etc

1987

JUNE.

CAR TMS 11/6/87 (140A)
Numsa a Cosatu affiliate

JOHANNESBURG — The National Union of Metalworkers of South Africa (Numsa), a new union for metal and motor workers launched here last weekend, has been accepted as an affiliate of the Congress of SA Trade Unions (Cosatu)

DD
2/6/87

Union to cut foreign funding

140A
200

JOHANNESBURG — Foreign funding of South Africa's second largest trade union is to be cut over the next six months.

The fledgling 134 000-member National Union of Metal Workers of SA's (Numsa) fears that a government crackdown on the foreign funding of political groups could be extend to unions has prompted the move

This was disclosed on the eve of the departure of the union's 10-man delegation to the International Metalworkers' Federation's annual meeting in Oslo

The general secretary of the Motor Industry and Commercial Workers' Union (Micwu), Mr Des East, said yesterday "Numsa must be self-sufficient in the event of a government clampdown on foreign funding against unions

"Nobody likes hand-outs and the union's policy will be taking steps shortly to become less dependant on outside funding

He said that most "bread-and-butter" expenses could be met by the union's own funds

— DDC

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Union to cut back its foreign funding

HAMISH McINDOE

FOREIGN funding of SA's second biggest trade union is to be cut sharply over the next six months. The fledgling 134 000-member National Union of Metal Workers of SA's (Numsa) fear of government's crackdown on the foreign funding of political groups extending to unions, has prompted the move.

This was disclosed on the eve of the departure of the union's 10-man delegation to the International Metalworkers' Federation AGM in Oslo

General secretary of the Motor Industry and Commercial Workers' Union (Micwu) Des East said yesterday: "Numsa must be self-sufficient in the event of a government clampdown on foreign funding against unions."

Instrumental

"Nobody likes handouts and the union will be taking steps shortly to become less dependant on outside funding."

The international federation was instrumental in merging Micwu and two other metal and motor workers' unions to form Numsa — SA's second biggest trade union after the 369 000-member National Union of Mineworkers. East it made clear that most "bread-and-butter" expenses could be met by the union's own funds.

Numsa's former unions looked to foreign aid to bankroll "extraordinary items". "Expensive court cases, for instance, can literally wipe out a union's reserves in a matter of months," East said

1408A

no war (P. 10) (10/1)

THE first agreement in the textile industry to recognise June 16 as a paid holiday has been concluded in Cape Town.

The agreement swops Republic Day for June 16 and is between the National Union of Textile Workers (NUTW), an affiliate of the Congress of South African Trade Unions (Cosatu) and Netex in Bellville.

Recognition at last: June 16 a paid holiday

June 16 is one of three holidays demanded by the union movement, the other two being May Day and March 21, Sharpeville Day

An NUTW spokesman said talks about the treatment of public holidays followed two work stoppages in the past seven days.

In the settlement the company agreed to grant the day off in lieu of time worked in by employees and to swop Republic Day for June 16

"This means that workers will enjoy the benefit of a long weekend and get June 16 as a paid holiday," said the spokesman

"This is the first recognition of June 16 as a paid holiday in the textile and garment sector" Earlier this year the company recognised May Day as a paid holiday Last year NUTW became the first textile or clothing union to negotiate May Day as a paid holiday when it concluded an agreement with the Parow-based company,

Finlex "The union sees this breakthrough as an important victory in the struggle for public holidays which commemorate the history of the working class and the oppressed community," he said "We are determined to place the issue of June 16 firmly on the agenda for next year's wage negotiations."

New union becomes Cosatu affiliate

By Mike Siluma

The newly formed, 130 000-member National Union of Metalworkers of South Africa (Numsa) has formally been accepted as an affiliate of the Congress of SA Trade Unions (Cosatu), a Numsa spokesman said.

The decision to admit the giant union for metal and motor workers was taken by Cosatu's national executive council at the weekend.

A Numsa spokesman said the decision formalised Numsa's status as Cosatu's second biggest affiliate, after the 369 000-member National Union of Mineworkers.

Reacting to Cosatu's decision, the Numsa spokesman called for "maximum unity" among metal workers, adding that Numsa would fight for the economic and political rights of all workers.

On the union's political views, the spokesman said Numsa had adopted two political resolutions at its recent inaugural congress in Johannesburg, "which together deal with the programme, interests and demands of the working class and its allies".

Numsa, he said, had adopted the Freedom Charter as containing the minimum demands for a democratic government.

With Cosatu and other "progressive" organisations, Numsa would engage in discussions about the Freedom Charter and how to go about drafting the workers' political programme.

Now what part will business play in the reform process?

Big business has adopted a low political profile in recent months and this has placed in question the role the private sector will play in future reform developments.

At one stage, businessmen were making tentative moves towards communication with the ANC and calling for urgent reform. More recently, they have been less vocal.

The present situation is one of inaction by most businessmen, according to Mr Christo Nel, a business consultant and the past leader of Project Free Enterprise.

The shift in the political stance of businessmen appears to have taken place in the last six months.

During the white election campaign, most businessmen were silent on the subject of politics and there were no major calls for change.

As early as November last year, unions interpreted the Indaba between business and Government as a sign that the State and the private sector had moved closer.

Government wrath

There have been notable exceptions, but businessmen who have taken more critical positions have had to endure Government wrath. One example is First National Bank managing director Mr Chris Ball, who was personally attacked by the State President.

Last month, the State President called on big business to keep out of politics.

The swing to the right in the white election and the Government's preoccupation with maintaining supremacy through the use of the security forces appears to be militating against greater business pressure for real reform, say some analysts.

On the other side, pressure from trade unions on businessmen is also mounting. Apart from stayaways and strikes which have resulted in more manhours lost so far this year than

during the whole of 1986, businesses are being subject to political pressure from organised labour.

Concern has been expressed about the silence from businessmen on the growing confrontation between the Government and black trade unions.

The largest black trade union federation, the Congress of SA Trade Unions (Cosatu) has called on businessmen to take a stand on "the State's propaganda campaign to discredit the federation" or risk being subjected to the same treatment.

In the months ahead, will businessmen be more vocal on political issues? Will they tell the Government to keep its hands off the unions? Or are they more likely to remain silent when the expected crackdown on unions and other organisations occurs?

Mr Nel said the Project Free Enterprise study of 1983/84, which examined how free enterprise could be maintained and "sold" to blacks, indicated grave alienation between business and black workers.

"Business support for the trilateral Parliament and its reluctance to take an ongoing stance against the abuses of power through the state of emergency, particularly the detention of children, and its general inaction has led black people to link business and Government more closely."

"This is sad, especially because there are certain distinct developments in the black community acknowledging the potential role of business. Business has tended to stay out



Ball under fire

of the debate, or when people like Chris Ball have emerged, businessmen have not come out in great support (for him)

"The lower profile that organised industry and commerce is taking by maintaining general comments as a response is contributing to alienation of blacks."

"Business has a chance of either stating its intent of becoming more relevant in a post-apartheid society by getting involved in current apartheid society in such a way as to move away from the current system."

Dr Duncan Innes, senior lecturer in industrial sociology at the University of the Witwatersrand, is not optimistic about the role big business will play to bring about change.

"The first thing that struck me after the election was how industrial shares on the Johannesburg Stock Exchange shot up. This is a measure

In the conservative post-election climate, the Government has taken a tough line on trade unions and has also made it clear to businessmen that they should keep out of politics. Political Reporter Colleen Ryan reviews the situation



Groom inactivity denied

should play a constructive role in mediating between black groups and the Government.

"Businessmen should ensure that all discrimination was removed in their own organisations. They should also promote affordable home ownership, encourage development of the informal sector, encourage education initiatives and promote communication between blacks and whites in the workplace."

"We have found that going public on various critical issues and starting

'The business community must do more to make the free enterprise system accessible to blacks.'

mands from businessmen for reform."

Dr Innes said that while the Government was increasingly threatening to act against black trade unions, employers, with a few exceptions, have been silent.

"Some people with good industrial relations are worried about what these actions will do to the economy in the long term, but the majority think that if the Government can smash the trade unions, it is to their advantage."

Dr Innes said this was likely to result in long term damage to industrial relations. "If workers are not allowed to organise, then there is little future for the free enterprise system."

Mr Harold Groom, president of the Association of Chambers of Commerce of South Africa, said it was not true that the business community was in a state of "inactivity".

He said he had made a number of speeches countrywide calling on the business community to become more involved in the reform process. Associates believed that:

- The business community had to do more to make the free enterprise system accessible to blacks.
- The reform process should be accelerated and the private sector

a public debate in the media is counter-productive," said Mr Groom.

"We (Assoccom) are talking to our own constituency, made up of 24 000 member companies. We are saying that business has got to play a role. Our approach is totally economic. For the Government to negotiate a successful political dispensation that will lead to a free, democratic society the constitution must be based on the free enterprise system. Blacks have got to be given greater participation in the system. The only way this can happen is for all discriminatory measures to be removed."

"Business has a tremendous role to play. Reform will cost money and so we have to have an economy that is moving. If decisions have been made in the past that deny people access to the economy, then they have got to be addressed."

"We have learnt our lesson. After Sharpeville in the 1960s we did go public and the Prime Minister refused to talk to us. We lost leverage. It is difficult for people under pressure to understand that. That is why we have to keep cool heads. It is no use creating a lot of noise."

Mr Groom said more results were produced from direct talks between Government and business than using a public medium like a newspaper.

AMC Trans 2/6/87

140A

Cosatu launches anti-SABC campaign

By CLARE HARPER

THE Congress of South African Trade Unions, the largest labour federation in South Africa, has launched an extensive national advertising campaign — "Hands Off Cosatu" — to raise public awareness of "the propaganda campaign against Cosatu".

Advertisements launching the campaign appeared in Cape Town newspapers last week and accused the SABC of waging "a vicious, propaganda war" against the federation.

"A Message to All Democrats", expresses the fear that if the public were persuaded to doubt Cosatu's legitimacy, repressive legislation and actions against it would appear to be justified.

Cosatu charges the SABC with portraying it as a "a clique of violent criminals" and calls for support from employees and democrats. It says it is being depicted as an instrument of the ANC, as promoting violence and carrying out brutal murders, "and goes so far as to suggest that Cosatu was implicated in the bombing of its own headquarters".

Cosatu said it stood "accused, tried and condemned by the SABC" and charges the SABC with "painting a distorted picture of Cosatu" through statements, interviews and innuendo.

The manager of media relations at the SABC, Mr Willie Visagie, said yesterday that the SABC "did not comment on advertisements, nor the allegations contained in the advertisements".

In recent weeks the following action against Cosatu members and offices has been reported:
 Cosatu head office was hit by two bombs on May 7, causing R2m damage.
 Forty members of the S A Railways and Harbours Workers' Union (Sathwu) were detained on May 11 in Bloemfontein, while on May 25 in Johannesburg national president Mr Justice Langa was abducted.
 Police raids on university residences in Johannesburg — linked to "recent bomb explosions" — followed a raid on Cosatu offices on April 29.
 In Kroonstad six shop stewards were held for questioning and forced to burn union publications.
 East London offices have been vandalized, and since then seven

trade unions affiliated to Cosatu have been served with notice to vacate their offices in central East London by June 30.
 Union offices have been raided in various parts of the country and others vandalized by unidentified individuals.
 Cosatu information officer Mr Frank Meintjies said the campaign would focus attention on the threat to the labour relations system, make the public aware of the propaganda campaign against Cosatu and assert the legitimacy of the trade union federation.

APG us 3/6/87

Postal workers 'will seek umbrella body'

Parliamentary Staff

POST OFFICE workers will probably follow the trend in which trade unions and staff associations affiliate to trade union federations, according to the Progressive Federal Party spokesman for posts and telecommunications, Mr Pierre Cronje.

Mr Cronje challenged Mr Stoffel Botha, Minister of Posts and Telecommunications, to disclose his attitude to the possibility of postal workers affiliating to a body like the Congress of South African Trade Unions.

The challenge came during the second reading debate in the House of Assembly yesterday on the Post Office budget. Mr Botha is due to reply later this week.

Mr Cronje said an association of black postal workers had been formed only 18 months ago and it would "not be excluded from the tendency among trade unions and staff associations to affiliate to an umbrella organisation".

He added: "I want to hear the Minister's view on his intentions when, and not if, the staff association seeks affiliation with, for example, Cosatu."

Azapo wants holidays

Employers will be asked to allow workers off on June 12, 15 and 16, Azapo president Mr Nkosi Molala said yesterday

Azapo had a national council meeting at the weekend

Decisions were taken on the anniversary of the State of Emergency on June 12, commemoration of June 16 and the 10th anniversary of the death of Mr Steve Biko on September 12

Star 140A
3/6/87

(Handwritten scribble)

Nusaw indaba

(Handwritten scribble)

3/6/82

WAGES and membership subscription fees will be high on the agenda when about 1500 members of the National Union of Steel and Allied Workers meet in Pretoria on Saturday.

The workers will also discuss the members' stop-order deductions, the registration certificate of the union and the wage deduction dispute presently on at Iscor

Nusaw members employed by Iscor in Pretoria will meet at 8am at the main hall, Laudium Hotel while workers from PTI, another steel company in Pretoria, also meet at the same time in the hotel's conference room.

General secretary, Mr Ndomane Tibane said yesterday that the Iscor workers will discuss a report back on a Nusaw seminar held in Pretoria between May 22 and May 24.

(140A) Jones 3/6/87

'Hands off Cosatu'

THE Congress of South African Trade Unions has launched a "Hands Off Cosatu" campaign as it battles to survive a test that began when 16 000 members of one of its affiliates in the railways went on strike two months ago

Cosatu's chronology of "attacks" on its property and organisational structure is a story which began on Thursday March 12, and is thus recorded:

Thursday 12th — Andrew Nendzamba dismissed
Tuesday May 12 — SABC morning radio's "Comment" states the following:

"The intimidation of workers who will not accept the dictates of a faceless militant element in a part of the trade union movement is now openly murderous and appears to encourage management to resist negotiations with unions"

Last week Cosatu embarked on a "Hands Off Cosatu" campaign and has openly challenged the Government.

Smear

General secretary, Mr Jay Naidoo, told 1 500 people, mostly students, at the University of the Witwatersrand on May 26 that the federation had been attacked by the Government and smeared by the South African Broadcasting Corporation without being given a chance to defend itself

Mr Naidoo said, "Cosatu is not an ANC (African National Congress) affiliate although we have insisted and called for the unbanning of the ANC"

"We have met with the ANC, just as businessmen and church leaders have done. We have also issued joint statements with them," he said

A week ago the birth of the 130 000-strong National Union of Metalworkers of South Africa (Numsa) saw Cosatu's dream of "one

By THEMBA MOLEFE

industry, one union" come closer to reality

The significance of the giant merger of seven Cosatu-affiliated unions was the pledge to look beyond organising on the factory floor by embarking on a "political programme."

This was endorsed by Mr Naidoo at his Wits University address

He said "We are involved in politics and we do not apologise for this. We openly see ourselves as part of the extra-parliamentary opposition"

In the background are accusations that Cosatu is an ANC front and an affiliate of the United Democratic Front, the two organisations described by pro-Government agencies as being behind "necklace" deaths in the country's townships

Violence

The UDF has repeatedly condemned violence and Cosatu has denounced any form of violence while also challenging the South African Transport Services (SATS) to prove allegations that Cosatu was an affiliate of the ANC and the UDF.

The general manager of SATS, Dr Bart Grove, said at the height of the



COSATU general secretary Jay Naidoo.

strike by 17 000 workers that Cosatu was a UDF/ANC front

Mr Naidoo said on the "necklacing" of SATS workers Cosatu has condemned the deaths of those workers and the violence behind it and has built discipline among its members

The federation has noted "There is a sinister programme to reduce the efficacy of Cosatu and its organisational structure. We believe that it may prefigure more direct action against Cosatu itself"

"If Cosatu is prevented from functioning fully and openly the new era of labour relations is doomed"

While also facing a R1 million repair bill to make its bombed Johannesburg headquarters safe, Cosatu faces a test of survival as the largest worker federation in the country

Hereunder follows a chronology of events as the Cosatu story unfolds

The catalogue was compiled prior to the "Hands Off Cosatu" campaign launch

Chronology

MARCH
Thursday 12th: Andrew Nendzamba dismissed.
Friday 13th: Strike at City Deep starts. About 600 workers involved. Negotiations started between worker representatives and SATS.
Tuesday 17th: Negotiations continue.
Wednesday 18th: Solidarity pledges from other depots.
Thursday 19th: Nendzamba reinstated (does not return to work). SATS claims 2 500 workers on strike, Sarbwa claims 6 000 involved.
Monday 23rd: Special Government Gazette published empowering dismissal of striking workers. Strike spreads to most of Witwatersrand. Negotiations continue.
Police use teargas to disperse 250 strikers at a Johannesburg depot.
Tuesday 24th: Negotiations break down. Strike spreads to Vereeniging.
Wednesday 25th: Cosatu urges SATS to resolve dispute and warns of danger that conflict may spread.
Thursday 26th: SATS attributes spread of strike to intimidation by small group of Sarbwa members. Media coverage of strike increases dramatically throughout the week.

Friday 27th: Cosatu calls on business sector to intervene to resolve strike.

SATS accuses Sarbwa of "exploiting strike and inciting workers"

Strike has spread to 23 depots.

Saturday 28th: Witwatersrand "Living Wage" rally banned. Police armed with rifles and teargas seal off Cosatu House where 300 workers were meeting to formulate proposals for settlement of dispute.

Monday 30th: Twenty-one workers arrested and two injured in incident at Meyerton/Klipriver station, allegedly involving physical intimidation of non-strikers.

Tuesday 31st: SATS issues pamphlet to workers stating that they have no control over the actions of security forces.

A SATS worker is shot in Soweto and his house burnt according to Bureau for Information.

APRIL

Wednesday 1st: Seven workers arrested in Springs and one in Nancefield (alleged intimidation) — Bureau for Information.

Cosatu and UDF pledge solidarity with Sarbwa in response to threats of mass dismissal by SATS.

Thursday 2nd: Minister of Transport Affairs, E. J. Louw accuses Cosatu and UDF of taking the crisis from the schools and townships into the workplace. He denies that SATS is not prepared to negotiate with Sarbwa.

Wednesday 8th: Negotiations do not take place as SATS refuses to allow Sarbwa representatives to attend.

305 strikers arrested at Opies in terms of the emergency regulations.

Second bomb blast on railway lines disrupts passenger services.

Thursday 9th: Negotiations collapse. SATS rejects Cosatu's offer to mediate dispute.

Friday 10th: City Deep worker representatives deny that they were intimidated to withdraw from the negotiations.

Monday 13th: Citizen newspaper reports that police say "Non-strikers beaten up at Cosatu HQ"

Police claim to have sworn affidavits and photographs of assaulted non-strikers.

Arson attacks on trains begin.

Tuesday 16th: SATS begins "Judge for yourself" advertising campaign in major newspapers.

Monday 20th: Director General of SATS, Bart Grove issues Press statement alleging that Sarbwa Cosatu and ANC "linked" in interview given to foreign media he claims that Cosatu is affiliated to the ANC. He further alleges that the SATS strike is part of a revolutionary strategy against South Africa.

APRIL

Tuesday 21st: Ultimatum issued by SATS for striking workers to return to work expires — extended for one more day.

Police search Sarbwa members leaving Cosatu House after a meeting to discuss the strike.

SABC radio's morning comment picks up on Grove's insinuations about the ANC and elaborates, saying that the strike has "degenerated into an outright campaign of intimidation and terrorism conducted against the public railway workers and the service itself". Preparing the way for the next days police assault on Sarbwa/Cosatu.

Wednesday 22nd: Meeting of Sarbwa workers at Germiston offices broken up by police. Three Sarbwa members shot dead by police with no warning given.

A few hours later at least three workers killed by police in clash near Doornfontein Station.

At 15:00 a huge force of police enters Cosatu House. The building is under siege for the next five hours. During this time Cosatu personnel in the building are viciously assaulted, and extensive malicious damage is done to fixtures, equipment, etc by police. Damage caused by police estimated at R53 000.

SATS dismisses 16 000 striking workers.

Bureau for Information issues statement that three suspected ANC "terrorists" were arrested in the raid on Cosatu House. This is withdrawn shortly after the statement is issued. (This allegation still being used by

SABC several weeks later).
Cosatu launches urgent interdict to prevent police from using unlawful force on its members in Germiston. Undertaking given by police Application withdrawn.

Thursday 23rd: Cosatu launches urgent interdict against police relating to the previous day's siege of Cosatu House. Police deny allegations of assault etc, but give undertaking not to use unlawful force etc.

Wednesday 29th: Police once again seal off Cosatu House for several hours. They make several arrests.

SABC TV links the raids on Cosatu House with the discovery of four people killed by "necklacing" the previous day. It is alleged that these people had first been tortured and assaulted at Cosatu House.

Thursday 30th: SATS launches an urgent interdict against Sarbwa and Cosatu requesting undertaking that no intimidation will be allowed at Cosatu House, etc. Allegations denied, but undertaking given.

MAY

Friday 1: Cosatu refused permission to hold May Day rallies. Indoor rallies either disrupted or marked by strong police presence.

Attacks by Uvusa members on bus drivers in Pietermaritzburg area. Two seriously injured.

Wednesday 6th: Germiston offices of Mawu and Cawusa broken into.

East London offices of unions attacked, burnt and vandalised. (Two offices of Sached, a union support organisation, destroyed, Saa-wu offices smashed up).

Thursday 7th: Several bombs explode in Cosatu House in the early hours of the morning. Extensive damage to building.

SABC says that bomb thought to be of "Soviet origin" and points out that three suspected "ANC terrorists" were arrested at Cosatu House in the first raid.

Nick Henwood, Cosatu Regional Secretary for the Western Cape, taken in for a day's questioning.

Seizure of latest Cosatu News begins. About 55 000 copies were taken and the issue has since been banned.

Friday 8th: NUM, Mawu, Cawusa offices in Wabank raided.

Saturday 9th: The Citizen and Saturday Star both carry front page stories containing police suspicions that workers were allegedly murdered at Cosatu House. This story is also featured on the posters of both newspapers.

Monday 11th: Sarbwa offices in Kroonstad smashed up. The following day officials detained, escorted out of town.

A union member who had an argument with police was assaulted at Cosatu House. Cosatu lawyer found him manacled to the security gate lying on broken glass which had resulted from the bomb blast.

Tuesday 12th: SABC Radio morning "Comment" states the following:

"The intimidation of workers who will not accept the dictates of a faceless militant element in a part of the trade union movement is now openly murderous," and appears to encourage management to resist negotiations with unions.

"It is mockery to speak of negotiation between management and trade unions on the basis as normal industrial relations. Both management and ordinary workers are functioning with loaded guns to their heads."



THE Sowetan today remembers journalists around the country who are in detention:

- Zwelakhe Sisulu, Editor of the *New Nation*, who has been in detention under the emergency regulations for 172 days;
- Mzayifanu Hoffman of *Lentswe* in the Western Transvaal, who has been detained under emergency



9/6/87
Police
detain
Cosatu's
Mufamadi

JOHANNESBURG. — Police detained the Cosatu deputy secretary-general, Mr Sydney Mufamadi, yesterday.

Cosatu spokesman Mr Frank Meintjies said Mr Mufamadi was detained at his Meadowlands home in Soweto when police arrived at 3am and left at 4.30am, taking with them a pile of documents.

He said he did not know whether Mr Mufamadi was being held in terms of the year-old state of emergency, or whether he was being detained in terms of permanent security legislation allowing for imprisonment without charge.

Police did not confirm or deny the detention —
UPI

LONDON — There's a new SA sanctions document doing the rounds here. While there's nothing remarkable about that, this one is causing a stir because it has been prepared for the Congress of South African Trade Unions (Cosatu).

Despite carrying a note that it is a rough draft intended for limited circulation, the document is already the subject of much speculation



One school inclines towards the belief that because of its gloomy description of the SA economy and frank assessment of the impact of sanctions on jobs, the document points to a backdown on calls for the economic isolation of SA

Another group, perhaps more realistically, sees the document as a refining of attacks by the pro-sanctions lobby. This would involve the targeting of specific sectors or companies rather than relying on broad sanctions measures

Still others believe the document, prepared by the Community Resource and Information Centre, will serve merely as a background paper for Cosatu when it eventually gets around to discussing sanctions and disinvestment

What is certain is the document provides Cosatu with a detailed assessment of the effectiveness of sanctions and the cost of implementing them

This is significant, given that support for sanctions from within SA has relied more on emotion than reason. As the document notes "To date the business community has undoubtedly done more to assess the effects and to plan counter-offensives which will neutralise the sanctions measures."

Gloomy picture

In a detailed assessment of the SA economy, the document paints a gloomy picture of economic mismanagement, mounting political pressure and falling profits.

Quoting from the Frost Sullivan agency, it notes the return on investment for US companies plummeted from an average 30% in 1980 to just 7% in 1983.

It said pressure groups at home and abroad were able to take advantage of the deteriorating investment climate.

"It matters little to the campaign that disinvesting companies are acting in their own self-interest, so long as their actions have the effect of isolating the apartheid government and the business community

"The political hassle factor that comes with investing in SA is simply not counter-balanced by the economic benefits. Low levels of productivity, and high levels of unionisation and politicisation, make us a poor option compared to a country like Taiwan. Our productivity growth rate in the last 12 years has been a low 0.3% compared to 6.1% in Taiwan, and our real wages for black workers compare badly against those in other new industrialised countries

MIKE ROBERTSON

"Black textile workers in Johannesburg in 1982 earned 33% more than their counterparts in Hong Kong, 66% more than in Rio de Janeiro, and a full 300% more than they would in Seoul, Singapore, Manila and Bangkok."

Despite this picture of an unhealthy economy, the document said that sanctions measures already adopted would not place much pressure on the SA business community or the apartheid regime, even if strictly applied and effectively monitored.

Pointing the way for future talks within Cosatu, it says: "It is worth considering, however, how these political and economic effects (of the US sanctions package in particular) will contribute towards the organisation of resistance in SA. Will it open up new scope for action, particularly by organised workers, and will it reinforce existing campaigns?"

Early indications of sanctions on coal and steel were that SA businesses would succeed in finding alternatives and maintain reasonable profit margins.

On disinvestment, the document said the effect and already chronic unemployment in SA was likely to be limited

Loosely used

It said the term disinvest had been loosely used and there was no definition of what groups were demanding when they called for it "Do they want companies to immediately withdraw their existing investment? Or, do they want to make continued and further investment contingent on political reform?"

Outlining the various options for companies wishing to pull out, the document said selling to another foreign investor would have little impact on SA apart from the transfer of ownership to less concerned and vulnerable interests which were willing and able to operate in SA

Selling assets to local management was an unattractive option because it was likely to involve huge losses on the part of the disinvesting company

"Most companies taking this route have probably got something up their sleeves. Either their local operation was worthless or they do not intend leaving — so the whole exercise is really just an evasive tactic designed to get the disinvestment campaign off their backs."

Dealing with the effects of sanctions on unemployment, the document states bluntly that "The impact of economic sanctions on SA's growth will have a crucial effect on future levels of unemployment and under-employment. Regardless of whether sanctions amount to the 'worst case' or turn out to be rather ineffectual, the effects on employment levels will come on top of the already devastating retrenchment policies pursued by employers in recent years"

Quoting JCI economist Ronnie Bethlehem, it says sanctions will add 2-million to the number unemployed by 2000. They will also reduce blacks share of total income

But, it says, the assessment of the effects of sanctions on jobs and the economy needs to go beyond the quantitative impact to the more qualitative question of their political potential.

Cosatu takes detailed look at sanctions

Union chief ousted

ONE year after its launch the Inkatha-backed United Workers Union of South Africa (Uwusa) has replaced its general secretary, Simon Conco

GST Hadebe, the union's new chief and former member of the KwaZulu Legislative Assembly, said Conco had resigned because he was suffering from diabetes

He denied reports that Uwusa was struggling to get worker support for its pro-investment stance

While denying Uwusa faced any serious problems, Hadebe acknowledged its membership had dropped drastically in recent months

He attributed this to "intimidation" from Cosatu members rather than unpopular policies or lack of organisational skills — Agenda Press Services

18/1/86
Hadebe
S

Rail union seeks support

A SARHWU organiser has spent two weeks in Cape Town on the last leg of a country-wide tour to secure the backing of trade unions and progressive organisations for the ongoing railway workers strike in the Transvaal

He told SOUTH that discussions had been held with UDF affiliates and that the SARHWU offices in Cape Town would co-ordinate any kind of assistance from the community.

He said a number of SATS workers have been detained and workers faced eviction as the strike continued

140A
SOUTH
4-9/6/86

'More join' umbrella body

THE National Council of Trade Unions (Nactu), representing a merger of the Council of Unions of South Africa (Cusa) and the Azanian Confederations of Trade Unions (Azactu) has claimed that two new unions have joined the black consciousness umbrella body since the merger last October

The National Union of Furniture Workers and the Electrical and Allied Trades Union Workers of South Africa have affiliated to the union body that claims a signed up membership of 500 000

18/1/86
SOUTH

11610

Union foes yesterday. Allies today

Many of the metal unionists who came together this weekend to form the country's second largest union were fierce rivals not so long ago. SEFAKO NYAKA and VUSI GUNENE report

Jubilation at the launch of the country's second largest union and a challenge to the government on migrant labour

Picture ERIC MILLER, Afrapix

WITHIN hours of its launch in Johannesburg at the weekend, the National Union of Metalworkers of South Africa snarled, displaying a finely honed set of political teeth.

Numsa, the second largest trade union in South African history, challenged the government to dismantle the migrant labour system with interim efforts to improve the living conditions of migrant workers.

And in unanimously electing Moses Mayekiso, general secretary of the former Metal and Allied Workers Union, as general-secretary of the new union, the delegates displayed their recognition for his tireless efforts in organising metal workers.

The Alexandra community leader is awaiting trial for treason

Other Numsa executive members are Daniel Dube, president, David Madupela, first president and Percy Thomas, second vice president.

The union also clearly spelled out its commitment to a socialist society, where the workers' control of government and industry was enforced

This might have been the impetus which prompted the union to adopt the Freedom Charter as "containing the minimum political demands that reflect the view of the majority of metal workers' vision of a free and democratic, non-discriminatory South Africa", according to the preamble of the resolution.

These two resolutions are not unique to Numsa. The National Union of Mineworkers adopted them at its fifth annual conference three months ago.

Although the NUM's constituency includes migrant workers from Lesotho, Mozambique and Botswana, Numsa's constituency is mostly composed of workers from within the borders of the country.

In adopting the Freedom Charter, Numsa undertook, to "develop amongst metal workers in particular, and the organised working class and its allies in general, a coherent understanding that the demands of the Freedom Charter, and all other demands of organised workers, can only be realised in the lives of the working class masses through the practical leadership of the industrial working class."

Numsa hopes to complement the Freedom Charter with a "workers' charter".

In pursuit of the "workers' charter", "the union will consult and discuss the aims and programme with

the working class at factory levels, shop steward councils and at National Congress"

It will also seek consultations with their allies, especially the organised youth, in order to build a programme which can bring together as many groups in society as possible

The striking fact about the three-day conference at the Witwatersrand Agricultural Society's auditorium in Crown Mines is that unions that in the past were hostile and antagonistic towards each other managed to bury sectarianism in the quest for worker unity

Two of the participating unions, Metal Mining and Allied Workers Union of SA and the Motor Assembly and Components Workers Union of SA split from the Metal and Allied Workers' Union and the National Automobile and Allied Workers Union respectively a few years ago at the height of worker organisation involvement in politics

Numsa also represents a convergence of three South African trade union traditions: those of the Federation of South African Trade Unions (Fosatu), the Trade Union Council of South Africa (Tucsa) and unions with close ties to the UDF

To the former Tucsa Motor Industry Combined Workers' Union (Micwu) politics was taboo a few years ago. The Fosatu unions, on the other hand, were initially wary of alliances with political movements, claiming that the priority was to build shop floor strength rather than to engage the state in the political arena.

The UDF-aligned unions had, however, always taken a clearly defined political stance.

Two years of intensive negotiations managed to draw the three traditions closer together.

The tone of the conference was set by the chairman of the meeting and executive member of the former Naa-wu, John Gomomo, when he called on unions to forget their badges and labels and unite to form "this giant of a union".

He was echoed by Cosatu's secretary general Jay Naidoo, who called on delegates not to be trapped by labels such as "workerist or populist."

"Such labels destroy open and democratic debate and distract us from our goal of building working class politics and fulfilling our historical role of leadership in the liberation struggle."

Dube was reluctant to talk about the unions "we belonged to" when he addressed a press conference after the launch. He said such unions ceased

to exist when Numsa was launched

Dube made an impassioned plea to "those workers outside Numsa" to join the new union

Numsa, with a paid-up membership of 140 000, represents 30 percent of the workers in the metal and motor industries

Dube was quick to point out that although the South African Allied Workers Union (Saawu) was left out of the launch at the last minute, the door was still open for them

Saawu was granted observer status after it failed to submit an audited financial statement that would have indicated its paid-up members. This would have determined the number of delegates Saawu would have been allocated

The launch also saw the forging of

greater unity between the youth and the workers

In the past the workers seem to have been scared off by the militance and impatience of the youth in launching campaigns

South African Youth Congress president Peter Mokaba told the delegates that the quest for higher wages and better working conditions was inextricably bound up with "national liberation".

The new union is bound to alter drastically the bargaining structure in next year's negotiations with employer organisations

For the first time Seifsa will be faced with a united voice in the two industries

Although Numsa took a strong political stance, it emphasised the importance of workers' shopfloor struggles as is evidenced by the resolutions taken

They include

- A national "living wage" of R4,50 an hour

- A 40-hour working week

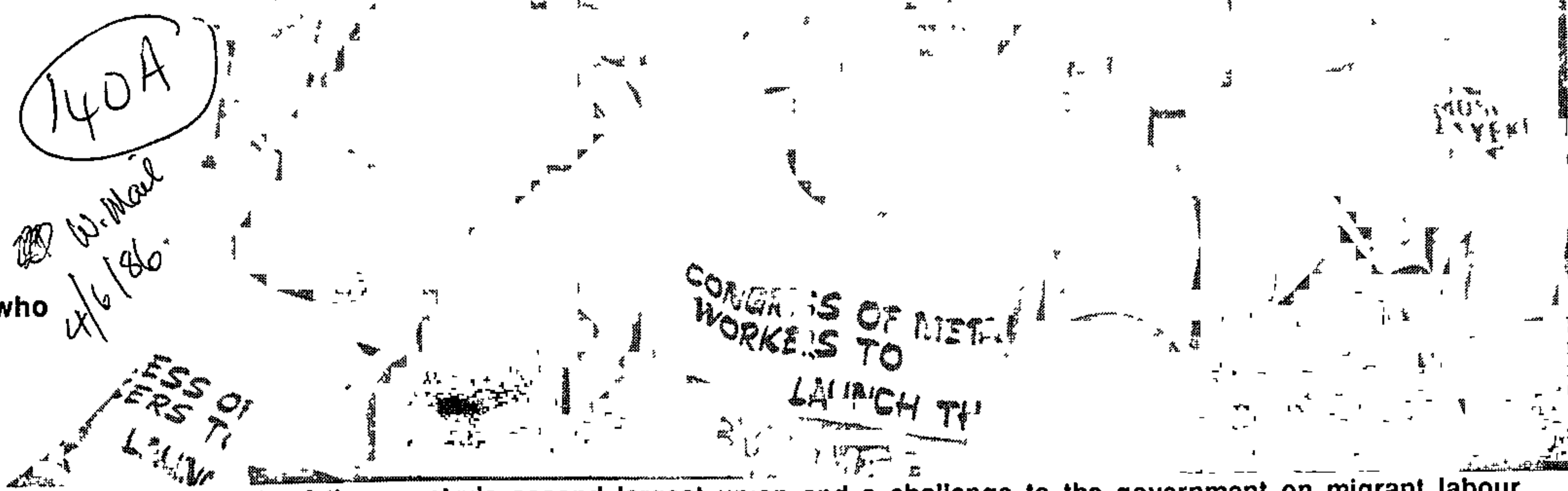
- The right to strike

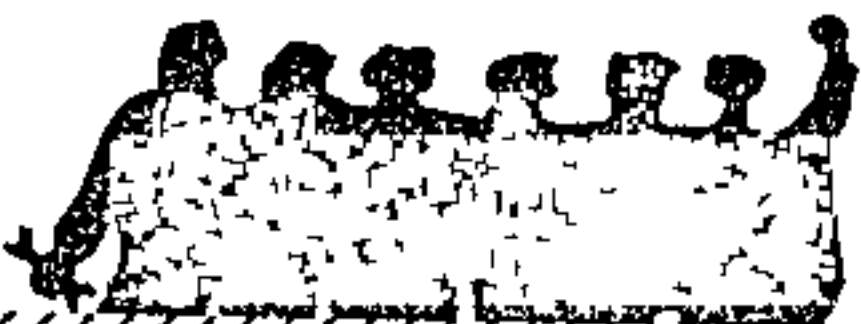
- Six months paid maternity leave

- The extension of equal job training opportunities to women and youths

- The recognition of May 1, March 21 and June 16 as paid holidays

Numsa will seek affiliation to Cosatu, the International Metalworkers' Federation and the International Chemical and Energy Federation





LABOUR BRIEFS

140A

4-9/16/87

Seven unions evicted from EL offices *South*

SEVEN trade unions in East London affiliated to Cosatu will take legal action contesting the legality of their eviction from their offices in the city

The unions were served with notices on May 26 to vacate the offices in Fleetwell House in East London by June 20.

The notice, served by a firm of attorneys acting for the owners, Fleetwell Company, said "Our clients have been compelled to take this step because of the recurring fires in the building, as a result whereof the property is no longer insurable and our clients face a considerable risk in the event of a conflagration"

Last year the offices were destroyed by fire. This year, during the Cosatu protest against the whites-only elections, fire broke out in the building damaging the offices of the union and the South African College for Higher Education (Sached) offices

A spokesperson for Cosatu in East London said "The notice given by the owners clearly show their stand, that they do not care even if the workers could not operate from the offices. This is unwarranted and clearly shows collaboration of the ruling forces"
— Elnews.

demands a 40-hour working week, a shed where workers can eat their lunch on rainy days, a basic wage of between R80 and R90 a week, far advance warning of disciplinary action, overtime pay when workers have to be on standby during weekends, improved relations between foremen and labourers, May Day as a public holiday, holiday pay in separate envelopes, ten days sick leave, holiday bonuses for 10 days a year, pensioners who have been employed at the farms to be allowed to keep their homes

A spokesperson for Anglo American said the company was involved in negotiations with the union and had "no comment at this stage"

Union member can't resign

A SOUTH African Transport Services (Sats) worker has claimed that despite his efforts to resign from the in-house Black Trade Union (Blatu) his resignation forms are returned to him over and over again

Mr M Mrawusi said in a letter to SOUTH that he and his colleagues have repeatedly tried to resign to join SARHWU, but "each time we send in our resignation forms, Blatu sends them back"

He said workers employed by Sats have no choice but to join the company union. Most workers sign membership forms because they "think its all got to do with employment. You only realise that you have become a member of Blatu when you see the 50c deducted from your pay every month"

Mrawusi challenged the union and Sats to hold a secret ballot to determine the extent of worker support

Anglo workers 'still waiting'

By MOIRA LEVY

FARMWORKERS at Anglo American Groot Drakenstein farms, who have joined the Food and Allied Workers Union (FAWU), have been waiting more than two months to hear if management has agreed to recognise their union

And they are starting to get worried about the delay

A union organiser said management at Anglo American farms was counting the number of signed-up FAWU members at the Groot Drakenstein farms as a prelude to possible recognition

Talks between management and the union began more than two months ago where workers put forward their

Inkatha 'undermines' Cosatu

TWO academics from Natal have argued in a paper presented to a recent conference at the University of the Witwatersrand that Inkatha is trying to boost its campaign to undermine the Congress of South African Trade Unions (Cosatu) by organising farmworkers in rural Natal

Gerry Mare and Georgina Hamilton write in the paper that one of the aims of the Ngotshe Corporation agreement, signed by Inkatha's Uwusa and white farmers in northern Natal last August, was to undermine Cosatu's plans for a union of farmworkers

The press hailed the agreement to negotiate issues like intergroup relations, security and labour relations as being in the same co-operative spirit as the KwaZulu indaba.

But the researchers quote Inkatha Secretary General Oscar Dhloomo as saying that the Ngotshe agreement would obviate the need for unions in the area and that "if a union did move in he would rather it be Uwusa"

Mare and Hamilton say Inkatha stands to gain in the short term from the chance to recruit "the notoriously inaccessible African population on white farms" — Agenda Press Services



140A

4-9/16/87

4-9/16/87

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4-9/16/87



AN OPEN LETTER TO EMPLOYERS



1407
WJ Paul
2915-4687

COSATU is the largest trade union federation in South Africa. Yet up to a few weeks ago it was a non-organisation to the SABC. This changed very suddenly as the SABC began presenting a distorted picture of COSATU. Through statements, interviews and innuendo COSATU is depicted as being an instrument of the ANC, as promoting violence and carrying out brutal murders. The innuendo goes so far as to suggest that COSATU was implicated in the bombing of its own headquarters.

COSATU's clear condemnation of the murders and its numerous attempts to settle the SATS strike are brushed aside.

COSATU is a democratic organisation controlled by representatives elected without regard to race, religion, creed or sex. In South Africa today this is an achievement to be cherished and protected. As a democratic organisation we decided that COSATU delegates formally meet ANC delegates. In doing so we were one of a number of organisations, ranging from the Churches and big business to students, who met the ANC. COSATU has also called for the unbanning of the ANC and other banned organisations. We have done so because we firmly believe this is the only basis of a democratic political solution to South Africa's tragic crisis.

In doing the above we are not alone in South Africa. But this aside, in a society that enjoyed freedom of expression these actions would be our right and not a crime by implication.

It is in regard to freedom of expression and a free society that we particularly wish to address you as employers. As organised and individual employers you have a powerful influence on this government. Are you sincerely and concerted using this power and influence to secure and protect freedom of speech and association?

We believe that the SABC acts as a propaganda organ for the National Party. All information is controlled - in effect by the same National Party. The Press are gagged by draconian restrictions. Regrettably the press themselves all too often willingly contribute to the tide of anti-ANC hysteria. They have carried serious but unsubstantiated allegations against COSATU with little regard for millions of people. News worthiness would seem to be the major criterion.

So there is little wonder that a bemused, frightened and ignorant white electorate was dragged on to the right? Equally, there is little wonder that blacks will become more radical and desperate in their resistance.

Now COSATU stands accused, tried and condemned. In being refused permission to hold "Living Wage" and May Day meetings we found that there too we were accused, tried and condemned by shadow Security Police Officers. Do the courts retain any role in applying justice or are they there to adjudicate on technicalities of repressive legislation?

All over South Africa you as employers deal with

COSATU affiliates every day. You have signed thousands of agreements with our affiliates. In the process of collective bargaining we have played a crucial part in mediating industrial conflict. Now you - organised and individually - have a real choice. We don't expect you to agree with COSATU or its policies. We know we differ on most issues. But what is the real nature of the choice - do you wish to stand for a free society where differences are allowed, where democracy is practised? Or do you wish to remain silent and watch COSATU convicted? Such a verdict will undoubtedly pave the way for ministerial decrees designed to destroy COSATU. The verdict has already given licence to violent men to blow up our building. COSATU's destruction will weaken its affiliates and provide you with higher profits in the short run. But it will never crush the determination and organisation of millions of workers, youth and unemployed struggling for their human rights and dignity.

Will the price be worth it? What of justice - may you as employees not be the next to be tried by the SABC and unjustly convicted? What of democracy - who will stand judged by the future as the fragile lights of democracy are finally snuffed out in South Africa? Nowhere in the world has repression resulted in permanent peace.

Yours faithfully,
COSATU

JAY NAIDOO

Human liberty can only be secured if each person fights for it when it is threatened.
We have a choice and so do you.

140A

A MESSAGE TO ALL DEMOCRATS

Our people are experiencing an attack on all forms of democracy. Many of you are already victims of the National Party's intolerance of opposition. The attack on Cosatu is part of the co-ordinated campaign to stamp out the voice of democracy.

Democratic Organisation

We are today the largest national democratic organisation that is still able to operate openly. Most other mass-based organisations have been driven underground by repression.

In Cosatu...

- we have 750 000 paid-up members in 21 affiliates
- representatives are elected - irrespective of race, sex or religion - in factories, mines and shops organised under the banner of the federation
- representatives negotiate wages and working conditions. They also speak out on community issues and the wider political aspirations of their constituencies
- these representatives are subject to recall at any time and operate on the basis of reports and mandates
- the policies of Cosatu derive from these mandates that are carried democratically through our structures

Propaganda Campaign

Yet our organisation is the victim of a vicious propaganda war by the SABC and others who want you to believe that Cosatu is a clique of violent criminals.

The government believes that if the public can be persuaded to doubt Cosatu's legitimacy, then repressive legislation and actions against us will appear justified. In

this climate of hostility, the work of shadowy bombers and arsonists — who have already struck — will continue with impunity. No public outcry will follow and the news blackout will hide all the details.

"Hands Off Cosatu" Campaign

Cosatu has launched a "Hands Off Cosatu" campaign. As a legitimate, representative trade union federation we demand our right to

- speak freely without intimidation
- meet freely without harassment
- organise freely without victimisation
- campaign for a living wage and release of our members in detention
- campaign for a stake in a unitary, non-racial South Africa

We say further:

- if demanding a living wage is a "communist plot" then millions of workers and unemployed in South Africa are communists
- if demanding the release of detained people is subversive, then millions of South Africans are "subversives".

We call on all democrats:

- contact Cosatu offices and get our side of the story
- build mass support for the "HANDS OFF COSATU" CAMPAIGN
- spread the facts to all our people
- encourage friends and family who are workers to join Cosatu affiliates

We believe that unless we build and defend democratic organisations in South Africa, whether in Cosatu or the communities where we live, the people in our country will become increasingly polarized and there will be spiralling conflict, chaos and violence.

Defend democracy, support the
"Hands Off Cosatu" Campaign

8 unions told to quit

(140A)
Johannesburg
9/6/87

EIGHT trade unions occupying a building in Johannesburg have been given until June 30 to vacate the premises or be evicted.

Spokesmen for the unions at Tudor Mansions in Troye Street, Johannesburg, yesterday said they received the eviction notices from lawyers representing the landlords, D and L Properties

The notices said should the unions, which

have been renting the premises for two years, fail to leave they would be forcefully ejected

The unions are the General and Allied Workers' Union (Gawu), the South African Allied Workers' Union, the Municipal Workers' Union of South Africa, Amalgamated Cleaners Union, South African Textile and Allied Workers' Union, Amalgamated Black Workers' Union and the National Union of Paperworkers

The president of Gawu, Mr Samson Ndou, said the unions

would meet today to discuss legal action against the landlords

He said their three-year contract on the premises only expired next year.

Mr Ndou said that no reasons were given for the eviction. The unions believed "some external pressure was being exerted on the landlords" to evict them

• About two months ago the Orange Vaal General Workers' Union received an eviction notice at its Vereeniging offices in terms of the Group Areas Act

140A (S) 00 4/6/87

Cosatu to take SABC to court, considers return to offices

Dispatch Correspondent

JOHANNESBURG —

The Congress of South African Trade Unions (Cosatu) will decide this week if it will move back into its Johannesburg head offices which were devastated by a bomb blast last month

Cosatu's press officer, Mr Frank Meintjies, said affiliates were discussing whether to move back into the building or find new premises and are expected to reach a joint decision before the end of the week

Mr Meintjies said Cosatu's executive had recommended its unions move back into Cosatu House as the building "represented an important symbol for workers"

Repairs to the build-

ing are likely to take seven months and the total cost has been estimated at R1 million

Meanwhile, Cosatu has announced it intends taking the SABC to the Media Council for alleged biased reporting on events at Cosatu House at the time of last month's railway strike.

Mr Meintjies said details of Cosatu's case against the SABC would be made public at a conference here today.

Cosatu is also planning civil action against top Inkatha officials in relation to the alleged killing of three members of its Metal and Allied Workers' Union in the township of Mpopo-
men in December last year. — Sapa

Deal on sacked workers is possible

Breakthrough in Sats-Cosatu row

LEGAL advisers for SA Transport Services (Sats) and the Congress of SA Trade Unions (Cosatu) were on the brink of solving the three-month-old labour dispute yesterday.

Cosatu spokesman Frank Meintjies said: "The possibility is high that an agreement will be reached."

He said lawyers for Sats and Cosatu were on the point of reaching agreement about reinstating the 17 000 dismissed workers.

A Press conference about a separate matter scheduled for yesterday afternoon was cancelled at the last minute as Cosatu general secretary Jay Naidoo was meeting the Sats legal team.

Meintjies said agreement on reinstatement and pay parity was close.

A strong sign of a thaw in relations between Sats and Cosatu was the withdrawal earlier this week of an application by Sats restraining Cosatu and the SA Railway and Harbour Workers' Union (Sarhwu) from assaulting employees.

The application was brought on April 30 and postponed until June 2.

PATRICK BULGER

Sats deputy director of public relations Tienie van der Berg said last night "the discussions are delicate at this stage".

He said discussions were taking place as a prelude to a court hearing later this month in which Sarhwu was applying for three workers to be reinstated. The case would test the principle of the dismissals.

It was not impossible for the two legal teams to reach an agreement before the case was heard.

He confirmed that Sats continued to recognise only the Black Trade Union (Blatu).

□ Cosatu announced yesterday it intended taking the SABC to the Media Council for its "biased reporting".

It said the SABC had given the wrong impression in two reports — one relating to Cosatu's withdrawal of a case against the Minister of Law and Order, and the other to an interdict restraining Cosatu from intimidating Sats workers

Cosatu steps up 'hands off' campaign

By SEFAKO NYAKA

THE Congress of South African Trade Unions has lodged a complaint with the Media Council against the SABC.

According to Cosatu the complaint is based on the SABC's "biased coverage" of events centring around the strike at the South African Transport Services

This week Sats withdrew an application for an interdict restraining the union and its affiliate, the South African Railways and Harbours Workers Union (Sarhwu) from assaulting and intimidating railway workers.

According to Cosatu, the SABC reported that the Rand Supreme Court had granted the interdict. But, says Cosatu, the federation and Sarhwu had denied the allegations of torture; they had also undertaken to "prevent any alleged unlawful acts" and, at the same time, stated that Cosatu and its affiliates were opposed to violence.

It was in the light of what Cosatu saw as a "vicious propaganda war by the SABC and others" who wanted people to believe that Cosatu was "a bunch of criminals" that the "Hands Off Cosatu" campaign was launched last week.

At a special central executive meet-

ing in Johannesburg at the weekend Cosatu decided to step up the campaign.

"The campaign is aimed at maximum mobilisation and consolidation of our members in defence of our organisation," said Cosatu's general secretary, Jay Naidoo.

He said the "state's propaganda campaign" has had an important spin-off: it has rallied all Cosatu's members to the defence of the giant union federation.

There are three central demands to the campaign — the right to

- speak freely without intimidation
- meet freely without harassment.
- organise freely without victimisation.

The campaign is linked to two others: for a "living wage" and for the release of detained unionists

"This is a warning to PW (Botha) that if the state intends to move against the organisations, there will be an immediate response from all democrats," Naidoo said.

He said the government believes that if the public can be persuaded to doubt Cosatu's legitimacy, then rep-

ressive legislation and actions against Cosatu will appear justified.

"In this atmosphere of hostility the work of shadowy bombers and arsonists — who have already struck — will continue with impunity. No public outcry will follow and the news blackout will hide all the details."

Meanwhile, Naidoo said Cosatu finds itself in a Catch-22 situation regarding its bombed premises in Johannesburg.

The police have refused to give the union a certificate of clearance which would have enabled the construction company to repair the building

"The police told us that they cannot get into the building to clear it of further bombs because of the danger posed by the collapsing floor and the construction company told us they cannot go in and repair the supporting pillars unless they are assured that there are no further bombs or danger in the building," Naidoo said.

The "Hands Off Cosatu" campaign comes a month before the federation holds its annual conference — at which Naidoo says delegates will represent 12 sectors.

"Cosatu is committed to one trade union federation of national industrial unions and as a result of the mergers going on we are confident that our conference will be made up of delegates from mergers and not individual unions."

He said he expected that in July there would be one union each in the metal, transport, textile, commercial and catering, paper and pulp, chemical, farming, unemployed, teachers and municipal and public sectors.

Industrial unions exist in the mining, food, construction and domestic sectors national industrial unions.

Cape Times 5/6/87

SATS withdraws Cosatu application

140A

JOHANNESBURG. — SABC to the Media Council over alleged biased reporting on events at Cosatu House at the time of last month's railway strike

The SA Transport Services had withdrawn its urgent application against Cosatu and the SA Railways and Harbours Union in which SATS alleged that assaults were taking place in Cosatu House in Johannesburg

In a statement yesterday, Cosatu said SATS' application — lodged on April 30 — relied "on hearsay and did not contain names or details of alleged assaults"

The application was withdrawn on Tuesday, the statement said

□ Cosatu is taking the

Cosatu said it had previously warned the SABC that it would "take further steps against them" if the SABC continued broadcasting what Cosatu believed was "distorted and inaccurate" information

Cosatu said the SABC had made "no real attempt" throughout the six-week strike by 16 000 SATS workers to get Cosatu's side of the story

Sapa

STRIKES COST

SA INDUSTRIA Y

775 000



man-days

STK
5/6/87
140A

By Mike Siluma

At least 775 000 man-days were lost during the first quarter of 1987 — more than the total for any year during the first five of this decade, says an Industrial Relations Information Service report by FSA Management Consultants

The report, covering national industrial relations patterns for the period between January and March, notes that wages and working conditions were again the main causes of strikes

More racial incidents

Of the 57 strikes reported for the first three months of the year, strikes relating to wages and working conditions made up 33 percent of the total, those over dismissals 18 percent and those over disciplinary matters 18 percent

The report notes that while dismissal-related strikes increased racial incidents formed an increasingly larger proportion of them

The report warns employers to take Cosatu's "living wage" campaign seriously, as reported union-negotiated wage agreements tended to hover above the inflation rate — with multinationals granting across-the-board raises of up to 28 percent

"Overall, the effect of the living wage campaign has been to increase the militance of workers and to push up increases being negotiated. This trend can be expected to continue through the year, with gains already made being used to build on in later negotiations," the report says

It adds that unions affiliated to the Congress of SA Trade Unions (Cosatu) were the most involved in strikes, accounting for 60 percent of such activity. They were followed by unions belonging to the National Council of Trade Unions (Nactu) (12 percent) and unaffiliated unions (four percent)

However, an indication of "a maturing of the industrial relations climate" has been the increase in negotiated settlements, with mediation and arbitration accounting for 53 percent of settlements, says the report

● Page 9

Trade unions will contest order to vacate premises

By Jo-Anne Collinge

Several unions housed in Tudor Mansions, Troye Street, Johannesburg have been told they have until the end of the month to move or be served with eviction orders.

"We are not going to move. We're taking this up legally. The case is with our lawyers," said General Allied Workers' Union spokesman Mr Monde Mditshwa

He said the unions viewed the move as part of a campaign against the labour movement

Tudor Mansions has been petrol-bombed twice since the unions moved in 18 months ago. Unionists in the building felt these events and the bombing of Cosatu House, two blocks away, may have a bearing on the eviction

An attorney for the property owner, D&L Properties, said the unions had been asked to move as the building was to be renovated.

Asked whether a restaurant in the building would also be asked to move, the lawyer said he believed the restaurant would be allowed to stay.

CMU to pronounce on new pay offer

The Council of Mining Unions (CMU), representing 26 000 white miners, will say today if it has accepted a revised pay and conditions-of-service offer from the Chamber of Mines

The Chamber's industrial relations consultant, Mr Johan Liebenberg, said a final agreement was expected today

Failing this council, which represents eight unions, would strike on Monday in terms of a mandate from members

Mr Liebenberg said the Chamber had raised its pay offer to 15 percent for non-marginal mines and 13,5 percent for marginal ones. Negotiations yesterday centred on fringe benefit proposals, which he would not disclose

The CMU initially rejected an offer of wage increases of between 13 and 14 percent and demanded an across-the-board 20 percent

● The Chamber is locked in a wage dispute with the black National Union of Mineworkers which applied last month for a conciliation board

A 19 clerk

Hopes of a settlement after Sats offer in talks

By Mike Siluma

The South African Transport Services dispute which led to the dismissal of more than 16 000 strikers and cost millions of rands in damaged property, might be resolved after a resumption of negotiations between legal representatives of Sats and the SA Railway and Harbour Workers' Union (Sarh-wu).

Sources said an offer, made to the dismissed strikers on Wednesday, came close to meeting the "bottom line" set by the union. Details were not available.

SATS spokesman Mr Frikkie Stevenson confirmed today that talks were taking place but said it had been agreed that no statement would be made by either party until they were over.

The resumption of talks follows a decision by Sats on Tuesday to withdraw an urgent Supreme Court application against Cosatu and Sarh-wu, in which Sats alleged assaults were taking place in Cosatu House, Johannesburg

In a statement yesterday Cosatu said the Sats application "relied on hearsay and did not contain names or details of alleged assaults".

Mr Stevenson confirmed Sats had dropped the case and said management was satisfied with an out-of-court undertaking given by Cosatu that it did not condone violence and intimidation

● Cosatu has announced it has instituted civil action for damages against certain members of Inkatha and the kwaZulu Government after the murder last December of leading officials of the Cosatu-affiliated Metal and Allied Workers' Union in Howick.

● See Pages 3 and 9



SATC
5/6/87

Cosatu taking Inkatha to court

140A
DD
5/6/87

JOHANNESBURG — Cosatu is taking Inkatha, the KwaZulu Minister of Police and certain Inkatha officials, to court, claiming R412 450 damages on behalf of Metal and Allied Workers' Union members who were allegedly assaulted or lost relatives in an alleged assault by Inkatha at Mpophomeni, near Howick, in December last year.

In a press statement issued yesterday, Cosatu said summonses were issued on Tuesday against the KwaZulu Minister of Police, Inkatha and certain Inkatha officials in

which a total of R412 450 was being claimed by 36 claimants.

The claim follows events that took place on December 5 and 6 last year in the Howick township.

Among Cosatu's claims in the application are that on the nights of December 5 and 6, a large number of Inkatha members, office bearers and supporters called a meeting at the local hall, which was presided over by Inkatha's Mr Joseph Mabaso. Some Inkatha members allegedly forced people to attend the meeting.

Jobs and all benefits to be returned to sacked workers

Victory for strikers as Sats dispute ends

MIKE SILUMA

The South African Transport Services (Sats) dispute — the biggest and longest to hit the public sector — ended dramatically yesterday with management agreeing effectively to reinstate all strikers and, for the first time, to extend permanent-staff status to black workers who qualify.

The settlement was announced at a Johannesburg Press conference yesterday by Congress of SA Trade Unions (Cosatu) general secretary Mr Jay Naidoo and SA Railway and Harbour Workers' Union (Sarlhuw) assistant general secretary Mr Themba Kuzwayo, who described it as "a victory for railway workers, Sarlhuw, Cosatu and public-sector workers striving to obtain basic trade-union rights".

Thousands of singing and chanting railway workers thronged the streets of



JUBILATION Workers cheer after hearing that the Sats strike was over

● Photograph Ruvan Boshoff

REPORT SAH
4/6/83

MIKE SILUMA

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Thousands of singing and chanting railway workers thronged the streets of central Johannesburg after hearing of the settlement of the three-month-old dispute with Sats, started by a R40 fine slapped on a truck driver

Workers' demands

Announcing the agreement to local and international media, Mr Naidoo, who was personally involved in the preceding low-key but intensive negotiations, said all the workers' demands had been met

He said Sats had agreed

- To re-employ on or before June 15 all workers dismissed as a result of the strike
- That returning workers would not lose their pension, travelling and medical benefits and length of service
- That all workers in detention would get their jobs back upon release
- That workers would be able democratically to elect their own representatives
- That Sats facilities at the Delmore and Kaserne hostels (which led to food boycotts before the strike) would be upgraded at a cost of about R10 million

Saying that the signing of the agreement "demonstrates the legitimacy of the workers' demands", Mr Naidoo demanded an apology from "Sats, the Government, the SABC and the commercial Press for their smears"

Mr Andrew Nendzamba, the City Deep truck driver whose disciplinary case set off the strike, will be taken back on the same basis as other workers

The workers will not be paid for the time on strike

The strike is believed to have cost Sats at least R30 million in damage to property



JUBILATION. Workers cheer after hearing that the Sats

Rail strike over

CME Trip
6/6/87
1407

JOHANNESBURG — The three-month-old railway workers' strike ended officially yesterday

News of the ending came with an announcement in Parliament by the Minister of Transport Affairs, Mr Eli Louw, and at a press conference here held by the Congress of South African Trade Unions

Mr Louw said an agreement had been reached in which the Supreme Court action against the South African Transport Services (SATS) over the dismissal of some 16 000 workers would be withdrawn

At the Johannesburg press conference, the general secretary of Cosatu, Mr Jay Naidoo, said the settlement was "a major victory for railway workers".

When the news became known yesterday afternoon thousands of singing and chanting railway workers thronged the streets of central Johannesburg

Inside the Johannesburg station concourse, crowds shoved towards the stairs leading to the underground platforms

To page 3

From page 1

In the House of Assembly yesterday Mr Louw said the SATS workers would be re-employed, subject to three conditions

He made the announcement at the start of his reply to second-reading debate on his Budget

The conditions were that workers who were guilty of intimidation would not be re-employed, applications for re-employment had to be made before June 15 and the principle of no pay for no work would be enforced

Mr Louw said that because SATS wanted to re-employ most of the dismissed workers, he had indicated in his Budget speech that he was prepared to re-engage the dismissed workers with the retention of their service benefits

He was pleased to inform the House of Assembly that on the basis of this standpoint, an agreement in a court case against SATS over the dismissal of the striking workers had been reached and the applicants would withdraw their case

The application was instituted by the South African Railways and Harbours Workers' Union (SARHWU) after the dismissal of the workers following a six-week strike

Earlier this week, it was announced that SATS had withdrawn its application against Cosatu and SARHWU in which it was alleged that assaults of workers were taking place in Cosatu House in Johannesburg

During the debate in the House of Assembly yesterday, Mr Rupert Lorimer (PFP Bryans-ton) said he regarded SATS's handling of the strike as "inept, insensi-

tive and incompetent"

The strike had resulted in serious losses to the whole country, involving R21 million to SATS property and R22 million in lost earnings

Testing

Mr Tom Langley (CP Soutpansberg) said the Standing Committee on Transport had been told by government officials that the strike had been caused by intimidation, but it had to be asked how many people it took to intimidate 20 000 people

It was clear that certain worker corps had been looking for a reason to "wage war" with the government

They had been testing the government by seeing how it handled the situation, and it failed the test

A joint statement by Cosatu and SARHWU said the conditions for ending the strike were

□ Workers will not lose any benefits as a result of the strike and will return to work with full retention of all pension, travelling and medical benefits. Disciplinary records will remain as they were before the dispute

□ All workers in detention will be re-employed on their release

□ R10 million will be spent on the up-grading of facilities at the Delmore and Kaserne worker hostels

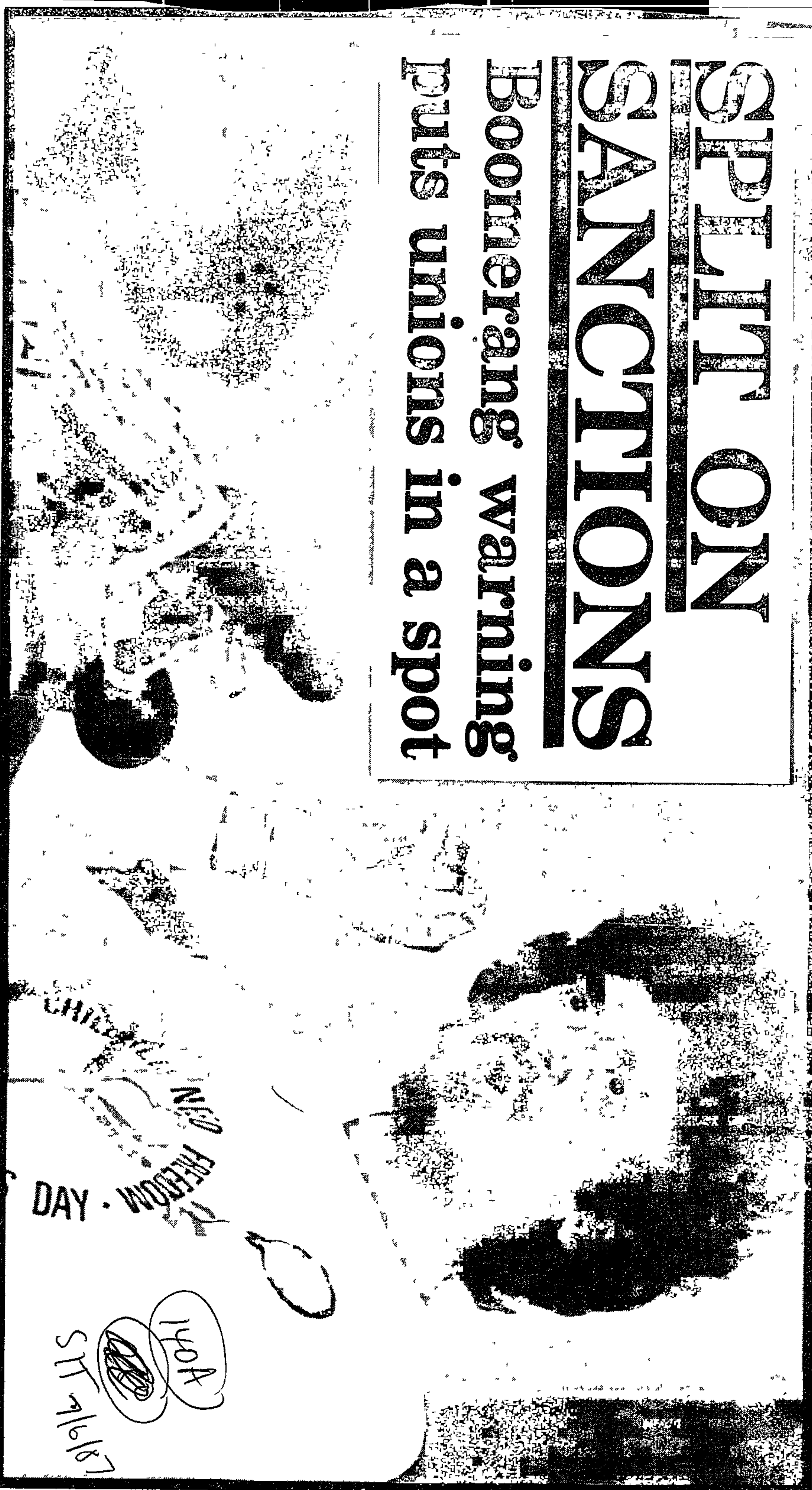
□ Permanent status as SATS employees will be granted to all, irrespective of race, after a period of two years' service

□ UPI reports that SATS lost millions of rands in labour, revenue and sabotaged trains and depots during the strike that began near Johannesburg on March 13 and ended with the mass firing on April 22

Police shot and killed six protesting workers during the strike, four were found murdered and two men were shot dead by police contingents guarding stations and depots against attacks — Political Staff, Own Correspondent, Sapa and UPI

SPLITTING ON SANCTIONS

Boomerangs' warnings puts unions in a spot



JAY NAIDOO ... NO DEVIATION FROM RESOLUTION SUPPORTING INTERNATIONAL PRESSURE AGAINST SA GOVERNMENT

NEWS ANALYSIS by DAVID JACKSON ... on how a leaked report has confused Cosatu ranks

ANTI-South African boycott campaigners are set to take a hard, new look at their strategies after this week's leak of a controversial report which suggests that indiscriminate sanctions could boomerang.

The report, prepared for the Congress of South African Trade Unions (Cosatu) by a range of top economists and researchers, has already divided unionists into rival camps.

Cosatu, which was not commenting officially this week on the document's premature release in London, is already committed to supporting international economic pressure on South Africa.

But the implications of the report suggest that anti-apartheid campaigners may now be persuaded to opt for more selective sanctions measures.

The document, drawn up by the Community Research and Information Centre, argues that across-the-board sanctions and disinvestment moves applied non-selectively, could push up the jobless figure by as much as two million in the next few years.

REJECTED

Cosatu has not yet accepted the report as a working document. It is still studying the findings, which are being intensely debated by unionists.

It has raised the question of whether Cosatu will back-pedal on its stated disinvestment stance — given the report's warning on the effects of further sanctions on unemployment.

International pressure on the South African Government, including disinvestment or the threat of disinvestment, are an essential and effective form of pressure on the South African regime.

At the same time, Cosatu sources indicated that the movement rejected "simplistic" calls for across-the-board sanctions without a thorough assessment of the effects on black workers.

This is said to be the essence of the debate now taking place in unionist ranks.

"Black workers will not bear the brunt of sanctions," Mr Naidoo said. "In any withdrawal, there would have to be negotiations so that workers would get the benefits owed to them. An essential element would be negotiations with union representatives on the terms of the withdrawal. We have not taken a superficial

view of sanctions and disinvestment. This report was a serious study, and we commissioned a number of economists and researchers in full consultation with us."

Mr Naidoo said initial Press Interpretations of Cosatu's likely posture in the light of the document had been "completely wrong".

ATTACK

"The whole mood within the trade-union movement is to call for firmer action — not a relaxation of international pressure.

"This is a non-violent response to a violent attack on the movement by the Government."

One school of thought is that the document could be modified extensively — and union observers believe its minimum bottom-line effect will lead to a "streamlining" of disinvest-

ment strategy.

The document says sanctions measures already adopted would not place much pressure on the South African business community — or on apartheid — even if strictly applied and effectively monitored.

It said preliminary assessments of coal and steel sanctions were that South African businesses would succeed in finding alternatives and maintain reasonable profit margins.

A claim in the report — quoting JCI economist Ronnie Bethlehem — that sanctions would add two million to the number of jobless by the end of the century was dismissed by Cosatu sources.

Disinvestment measures had hardly been a factor in an already deteriorating jobs outlook, they say.

They point to the fact that, because of the recession, rationalisation measures and alleged government mismanagement of the economy, 200 000

workers in the manufacturing sector had lost their jobs since 1983.

GLOOMY

But the report paints a gloomy scenario of likely employment losses through sanctions.

It says "The impact of economic sanctions on South Africa's growth will have a crucial effect on future levels of unemployment and under-employment."

Regardless of whether sanctions amount to the 'worst case' or turn out to be rather ineffectual, the effects on employment levels will come on top of the already devastating retrenchment policies pursued by employers in recent years."

Historic deals end rail strike

By DAVID JACKSON

THE watershed settlement of the three-month-old SATS railworkers strike could pave the way for direct bargaining between public sector employers and worker-backed black trade unions

This is seen as a likely long-term outcome of the longest and most costly public sector stoppage in South Africa's history — which forced up to 18 000 black workers to go on strike and claimed at least 11 lives in spin-off incidents

But the general manager of SA Transport Services, Dr Bart Grove, said SATS was still not prepared to enter into talks with the South African Railway Workers and Harbours Union (Sarhwu) which he claimed had a "limited membership"

Dr Grove said that SATS found "the non-militant modus operandi of the recognised trade union, Blatu, much more acceptable"

The general secretary of Cosatu (the umbrella trade union body), Mr Jay Naidoo, said the settlement was "a vindication of Co-

satu and Sarhwu" which he said enjoyed majority support among black railworkers

"We got them to agree that the workers will have the right to choose their own representatives"

SATS said it had sustained R20-million property damage in the strike — mainly to coaches and locomotives. It said the strikers had lost R40-million in salaries and bonuses

In terms of the settlement, all dismissed strikers will be re-instated, although they will not be paid for the period of the stoppage. They have also forfeited their April bonuses

Dr Grove said Transport Minister Eli Louw was seeking Cabinet approval to preserve the strikers' service benefits — including pension, medical and long service — which they would otherwise have lost. Dr Grove said SATS was prepared to re-employ dismissed workers who applied for work by June 15

More strikes caused by racial incidents

CAPE TOWN 8/6/87

JOHANNESBURG — Wages and working conditions were again the most important cause of strikes in the first quarter of this year, according to the Industrial Relations Information Service (IRIS) of FSA Industrial Relations

In this time at least 755 345 man days had been lost, largely due to the long-running OK Bazaars and SATS strikes, IRIS said in a statement here on Saturday

After wages and working conditions (33%), dismissals (18%) and disciplinary matters/grievances (18%) were the most common causes of the 57 strikes reported from January to March 1987.

"Dismissals have jumped significantly as a cause and racial incidents are forming an increasingly larger proportion of the disciplinary/grievance related

strikes. Safety does not yet appear to be a major cause of strikes in the latter category," reports IRIS

Most strikes lasted less than a week (46%) but an increasing number were longer than a month (4% compared with none in the same period last year)

There was, however, a big swing to negotiated settlements, mediation and arbitration (53%) to settle disputes, indicating a maturing of the industrial relations climate. Strikers were dismissed in only 2% of strikes, compared with 20% in the same period last year

Cosatu-affiliated unions remained the most involved in strike activity (60%), followed by Nactu unions (12%) and the unaffiliated unions (4%)

The report cautioned com-

panies not to underestimate the importance of Cosatu's living wage campaign

Reported wage increases negotiated by unions were above the inflation rate. Multinationals granted up to 28% across the board

"Overall, the effect of the living wage campaign has been to increase militance of workers and to push up increases being negotiated. This trend can be expected to continue through the year, with gains already made being used to build upon in later negotiations," reported IRIS

Unions have also made headway on the May Day and June 16 holidays and on maternity leave but have not made much advance on the issue of shorter working hours — Sapa

'Evicted' unions have no leases

A NUMBER of trade unions have to leave a Johannesburg office block by the end of this month because the owners want to renovate the building, a legal spokesman for the owners said yesterday.

The General and Allied Workers' Union, the SA Allied Workers' Union, the Municipal Workers' Union of SA, the Amalgamated Cleaners Union, the SA Textile and Allied Workers' Union, the Amalgamated Black Workers' Union and the National Union of Paperworkers have all been given a month to leave the

(40A) *Blay*
PATRICK BULGER 8/6/87

Troye Street building

Lawyer David Isserow, representing owners D and L Properties, said the owners were entirely within their rights as the unions were accommodated on a monthly basis without a lease.

He said other tenants in the building had not been asked to leave because they had leases. Their position was being looked at, he said.

"No pressure has been put on anybody, he said.

THE Black Trade Union, which last week said it had successfully negotiated increases for workers in the railway services, is falsely claiming victory on the gains made by workers in their demands, the

BLATU CLAIMS VICTORY

Congress of South African Trade Unions has said.

Blatu said in an advert

placed in the *Sowetan* on May 27 that "after tough negotiations with the Minister of Transport Affairs and the management of the South African Transport Services they successfully negotiated a general increase of 12.5 percent effective from July for all graded employees"

The union which also claims majority support of workers in the Sats said all black labourers in the industry would get increases varying from 22.76 percent to 15.13 percent

Blatu, among other

BY THEMBA MOLEFE

claims in the advert accused the South African Railway and Harbours Workers Union (Sarthwu) of creating misery for 16,000 Sats workers dismissed during a strike in April

Sarthwu a Cosatu affiliate also claims majority support of workers in the Sats

The general secretary of Blatu, Mr Martin Matloha who placed the

newspaper advert, yesterday could not furnish the *Sowetan* with names of worker representatives nor the management officials who took part in the negotiations

Mr Matloha could also not say whether his union had had report-back meetings with its members and did not say how

many members Blatu had. He said he would reply the questions when he was ready.

Cosatu's Press officer, Mr Frank Meintjies, said Blatu was claiming victory achieved by workers in their demands throughout the years. He said Sarthwu, which had the popular support of workers in the industry was chosen by

14 OR
Sarthwu
26/6/84

the workers who saw through the inefficiency of Blatu, a "sweetheart union"

"The workers' demands for better pay and working conditions, as represented by Sarthwu, were genuine and industrial relations analysts had said so during the strike by the union members
"Workers now know which union they want because they take part in its achievements and know its leaders"

COSATU'S Frank Meintjies

140A
STAR 8/6/87

Black unions praised for peace stance

The Star's Foreign
News Service

GENEVA — The general secretary of the International Metalworkers' Federation, Mr Herman Rebhan, has praised black unions in South Africa for their commitment to change without violence.

In a speech at the annual meeting of the federation's central committee in Oslo last week Mr Rebhan called on metalworking unions to increase pressure on managements to recognise black trade unions in South Africa.

The Metalworkers' Federation said 10 South African trade unionists attended the Oslo meeting, including leaders of the new National Union of Metalworkers of South Africa (Numsa), the largest metal industry union in the country.

Call for strikers to return

Own Correspondent

JOHANNESBURG. — The SA Railways and Harbours Workers' Union (SARHWU) is to call on the 16 000 SATS strikers to return to work in a "united way" tomorrow and on Wednesday.

SATS, however, has given the reinstated railway workers a week to report to work starting from today.

A SATS spokesman said yesterday that the railway's employment bureaus would probably be overworked by the mass return to work of the strikers

"But we'll manage and the speedy return to work of the strikers helps matters anyway," she said.

The Minister of Transport Affairs, Mr. Eli Louw, announced in the House of Assembly on Friday that the workers would be re-employed subject to three conditions and that a Supreme Court action would be withdrawn.

Attorneys Cheadle, Thomson and Hayson, who represent the Congress of SA Trade Unions, will place advertisements in newspapers tomorrow headed "You have scored a major victory" and call on the strikers to "come back to work in a united way" on Tuesday and Wednesday

APC TIMES 8/6/87
SATS workers

asked to make

'united' move

□ Meanwhile Cosatu has described the settlement of the three-month-old rail-workers' strike as a "victory" for the SATS workers

In a statement released at the weekend, Cosatu press officer Mr Frank Meintjies said that SARHWU and Cosatu had negotiated the following settlement

□ All workers who were dismissed as a result of the strike would be re-employed on or before June 15,

□ Workers would not lose any benefits as a result of the strike and would return to work with full retention of all pension, travelling and medical benefits and length of service as well as disciplinary record all as at the date of termination of service,

□ All workers in detention would be re-employed on their release,

□ Workers will have the right democratically to elect their own representatives,

□ SATS have agreed to upgrade the

facilities at Delmore and Kaserne hostels,
□ Permanent status will be granted to all employees who qualify irrespective of race

Mr Meintjies said that it transpired during negotiations that there was no "proper copy" outlining conditions of employment for SATS workers

He said SATS asked for, and the workers agreed, to give SATS 10 weeks to compile a proper copy detailing conditions of employment.

"Today, three months later, SATS has signed a settlement that demonstrates the legitimacy of the workers' demands," he said

"The settlement is a vindication of Cosatu and the principles we espouse, namely, that disciplinary and grievance procedures should involve workers' representative at all times, and that disputes should be settled by negotiations based on mutual respect and good faith."

Cosatu said the union would take the SABC to the Media Council for its "shameless travesty of truth"

The union said the SAP's "active involvement" in the railway dispute led to a rapid deterioration of a simple labour dispute

Sats workers urged to register


JOHANNESBURG — The South African Railways and Harbour Workers' Union (Sarhwu) and the Congress of South African Trade Unions (Cosatu) have called on dismissed railway workers to return to work tomorrow or on Wednesday to register their names and numbers.

The union's secretary-general, Mr Themba Khuzwayo, today emphasised that Sats had stated it would only accept

workers who returned before June 15. He said Sats had given assurances that strikers would not be victimised.

Also agreed upon were reinstatement without loss of pension, travelling allowances, and medical aid and length-of-service benefits. Mr Khuzwayo said Sats had agreed to discuss further grievances.

The strike was settled on Friday

140A 

8/6/87 E. Post

VICTORY FOR RAILWAY WORKERS

You have scored a major victory. Through SARHwu and its mother body, Cosatu, we have negotiated the reinstatement of all striking railway workers. This could only be achieved because

- ★ You were united and strong
- ★ You believed your struggle was just.
- ★ You were prepared to sacrifice for your basic democratic rights as workers

THE SETTLEMENT

- 1 The reinstatement will start on Monday 8 June. To get your job back, you must report before 14 June, SARHwu wants all our strikers to come back in a united way on Tuesday 9 and Wednesday 10 1987
- 2 You will have to report to your compounds and depots
- 3 No benefits will be lost. No striking worker will lose pension or other benefits that belong to you because you have worked for SATS for a long time
- 4 No worker will be victimised because he/she went on strike

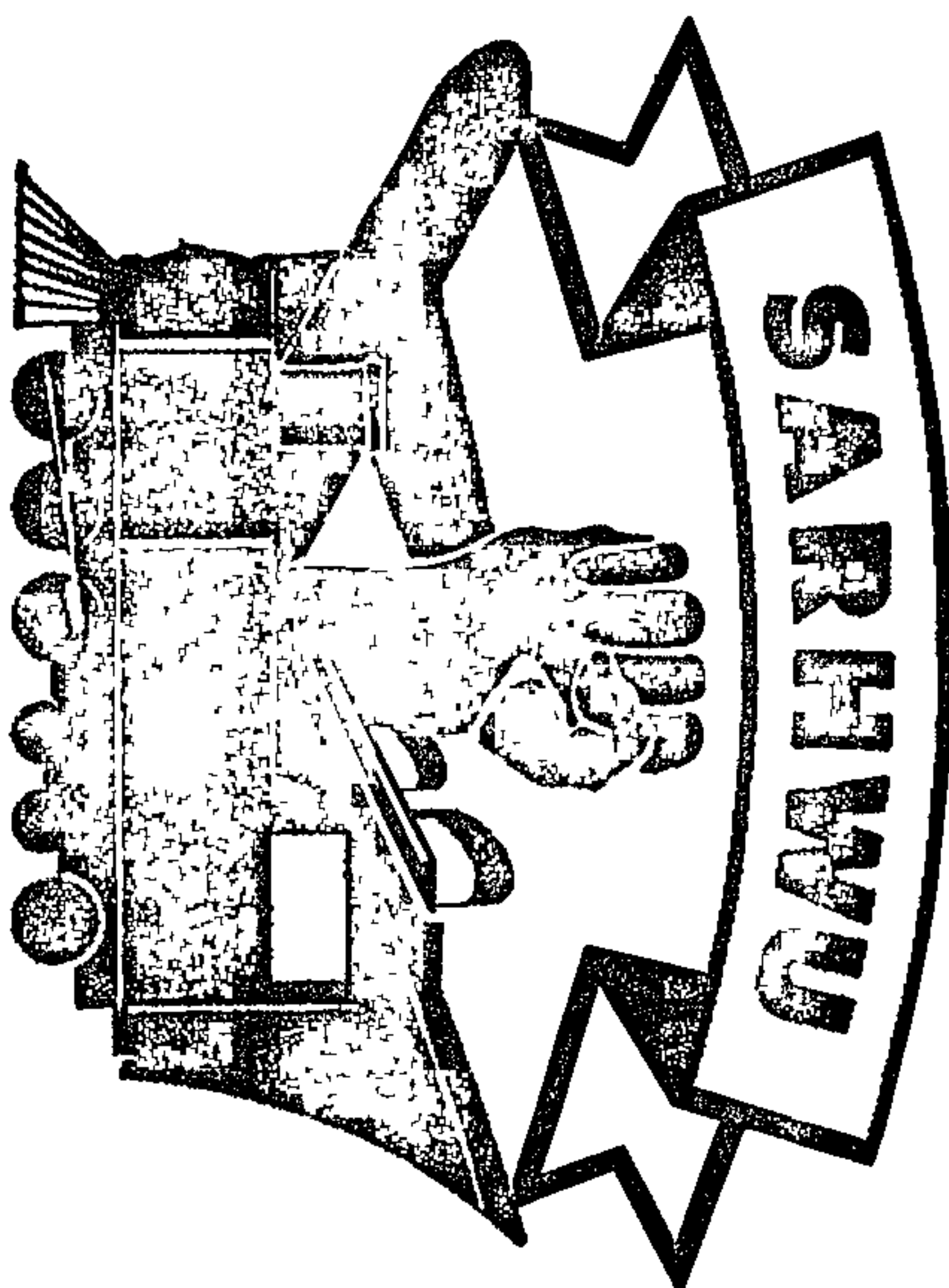
As you can see, the agreement is in line with discussions which you have had about how to resolve the strike. Your representatives have carried forward your mandate. These 4 points are the main points of the agreement. Your shop stewards will give you full reports at the various depots. Also, if you want to find out more about what was decided, phone your union at (011) 29 5422 and ask for SARHwu

Mr. Timp
9/6/87
1401
~~1401~~

COSATU SALUTES YOU

Cosatu salutes your courage and commitment. The victory we have won is a victory for all workers fighting for their rights. It is a victory for all who believe in democracy.

SOUTH AFRICAN RAILWAY AND HARBOURS UNION



AN INJURY TO ONE, IS AN INJURY TO ALL

OUR DEMANDS

Blatu claimed in the Sowetan that they won the following commitments from SATS:

- 1 Equal pay and pensions for workers of all races.
- 2 The same disciplinary procedures for all SATS workers, regardless of race
- 3 All black workers to be registered as permanent workers.

These are false claims. These victories have been won by SARHwu and SARHwu members who have been in the forefront of the struggle for your rights.

We also call for-

- 1 An end to all racist practices of any sort in SATS
- 2 The right to democratically elected leaders
- 3 Our leaders and members in detention to be allowed to return to work immediately

These are our demands. This is what our unity will bring closer to us. We must concentrate on building our union and continuing the struggle for our rights.

All railway workers are SARHwu members. All SARHwu members are Cosatu members.

ALL SATS WORKERS JOIN SARHwu NOW!

(SAR/129)

ALL SATS WORKERS: JOIN SARHwu NOW!

Handwritten marks and signatures, including a large 'K' and other illegible scribbles.

COOSATU MIAMI HELD

A TOP official of the Congress of South African Trade Unions was detained in Soweto early yesterday morning, said Cosatu's Press officer Mr Frank Menfjes.

"Cosatu assistant general secretary Sydney

Mufamadi, was detained early yesterday morning Security police arrived at his Meadowlands home at 3am and left at 4.30am taking with them a pile of documents," said Mr Menfjes.

A spokesman for the police public relations directorate was not able

SA Press Association

to comment immediately on the reported detention. The union's lawyers are trying to establish what legislation Mr Mufamadi is being held under.

Mr Menfjes said the detention was aimed at

disrupting the work of the union federation and would have negative consequences in the field of industrial relations

"The detention comes in the wake of an orchestrated attack on

Cosatu. We have warned in the past that the Government's propaganda campaign was a prelude to the detention of top Cosatu officials as well as other actions aimed at debilitating Cosatu," he said.

"We are a legitimate trade union with an

important role to play in bringing about a democratic peaceful society. By restricting and obstructing the work of Cosatu, the Government is working directly to disrupt and destroy the movement towards a democratic society." — Sapa

Union leads way in parental rights fight

140A
8782
9/6/87

By Nana Kutumela

This year the right of working parents to have babies without fear of losing their jobs or being victimised is to be a major labour relations issue

And once more the Commercial, Catering and Allied Workers Union of South Africa (Ccawusa) is leading the way in the fight for maternity and paternity benefits for workers

Three years ago Ccawusa made labour history by signing the first maternity agreement with a leading cash-and-carry retail store

DIFFERENT TONE

But this year, union leaders are setting a different tone for the negotiations — instead of talking about maternity rights, the union will be demanding parental-rights agreements

"We strongly believe that employers should recognise the importance of both fathers and mothers having sufficient time and resources for the reproductive part of life, care and attention for children," said Mr Jeremy Daphne, national negotiator of Ccawusa

After the 1984 agreement the union did not rest on its laurels. It commissioned a professional fulltime researcher to study in depth the issue of working people having families

"Throughout last year, we never negotiated any maternity agreements, and deliberately so. We were waiting for the research data which was meant to help us re-evaluate our understanding of the issue," said Mr Daphne

He further pointed out that Ccawusa was about to begin parental-rights negotiations with a major supermarket chain

"We believe we should be negotiating parental-rights agreements which cover the complete stage from reproductive health on the shop floor to health and safety of pregnant women

"This will also include pre-natal care rights and care up to the age of 12

years," Mr Daphne said

Packed into the parental rights agreements are the protection of workers from situations which affect their reproductive health, fathers and mothers should be given an equal opportunity to play a full role in the family life, 10 months fully paid parental leave to be shared equally by both parents, an optional four months unpaid leave, provision for parents to take off two fully paid days for school induction for children aged between four and 12 years, a provision for a paid day off when the child has to consult a doctor.

The union will be demanding that adopted children should be covered by the same agreement

"Our parental agreement also covers single parents. There is no reason why they should be discriminated against. After all, talking of parents, it is the biological parents we refer to," Mr Daphne said

GENERAL PRINCIPLES

Ccawusa has also devised general principles governing the parental rights agreements. They stipulate

- That employers and unions should agree that women and men must have an equal opportunity to combine gainful employment with family life,
- That company profits from the labour of workers should contribute directly towards the making of the next generation of workers,
- That the company agrees to play a full role in the formulation and implementation of social support measures to enable women and men to carry out parental roles in the optimum and healthiest manner. Also that the company commit itself to the elimination of discrimination based on gender and acknowledge that motherhood and fatherhood are the responsibility of society as a whole and therefore, both male and female employees should be allowed to exercise fully their parental responsibilities

Two-week protest call ^{SPR} not stayaway, says UDF _{9/6/87}

By Jo-Anne Collinge

The two weeks of national protest called by the United Democratic Front do not mean an extended stayaway, the organisation has categorically stated

"To end speculation and rumour we wish to make it clear that the two weeks of national protest are not a call for an extended stayaway. Rumours that a five-day stayaway has been called by UDF and the Congress of South African Trade Unions are without foundation," says a statement issued by acting publicity secretary Mr Murphy Morobe

It adds "What our people nationwide are demanding is June 16 — South African Youth Day — as a paid public holiday"

The type of protests expected on June 12 and June 26 include

- A day-long fast by people inside and out of prison on June 12
- The tolling of church bells on the morning of June 12
- The holding of special prayer services on June 14

Mr Morobe said that additional activities would be planned on a regional basis by the UDF

The Northern Transvaal Youth Congress — which claims about 120 000 members in local youth congresses — will be holding night vigils in villages throughout the rural areas it represents. The vigils will begin on June 11 and go through to the next morning

The regional president of the youth congress Mr Ephraim Mogale, said local halls and churches would be used where these were available

Mr Morobe has challenged the Government to lift the state of emergency "if, as it says, 'it has the situation under control'"

He said the UDF did not believe the period of the national protest would pass without the State resorting to repression. He said the UDF was warning "activists and supporters not to be lulled into a false sense of security" by the State's denials that it was planning a major clamp-down in the next few days

28 groups call for end to emergency

By Jo-Anne Collinge

Some 28 organisations have already agreed to "demand with one voice from the Botha Government Do not re-impose the state of emergency"

The most prominent signatory is the United Democratic Front. A number of its affiliates are also on the list, including the National Student Co-ordinating Committee

But there are also independent groups, including the Southern African Society of Journalists, the Black Sash, the Wits Commerce Students' Council, the South African Union of Jewish Students and the Call of Islam

The State President's proclamation of the emergency automatically expires at midnight on June 11. For the emergency to continue a new regulation must be promulgated

In opposing this Act, the 28 organisations have stated "By this time (June 12) thousands of human rights activists, trade unionists, community leaders and children would have spent up to 12 months in detention. These people have committed no crime. Their only crime is their opposition to apartheid and their desire to be free"

'FALSE IMPRESSION'

The emergency has been used to hide the actions of security force members and to create "the false impression that atrocities committed by apartheid-sponsored vigilantes are 'black-on-black violence'," says the declaration

It says thousands of people have been driven into hiding

Many legitimate activities of opposition organisations have been made illegal — for instance, by the banning of meetings and publications

"The issuing of administrative edicts which undermine court rulings has made a mockery of the judiciary. Even the white minority Parliament is a mockery, for the Nationalists are using the emergency to rule by decree," the statement says

"The emergency has subjected the Press to the humiliation of censoring the news and thereby keeping the public ignorant of reality"

It says "This emergency has brought untold hardships and suffering. It is hated by the majority of South Africans. The emergency cannot stop the struggle for freedom — the Botha Government is trying to turn back the unstoppable tide of history"

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9/6/87 (23) (21) (100) 140A

Council, workers to meet on pay demands

By DICK USHER
Labour Reporter

TALKS to try to resolve the impasse between the City Council and staff unions over pay increases and the introduction of a job evaluation scheme will be held this week

"We are doing our utmost to reach a conclusion that will be satisfactory to all parties," said Mr Dick Friedlander, chairman of the council's executive committee

The council's 16 000 employees are frustrated by delays during which executive committee proposals have been referred back several times in the past two months.

Following a meeting of the 11 000-member Cape Town Municipal Workers' Association (CTMWA) last month at which strong dissatisfaction was voiced, the 4 500-member branch of the South African Association of Municipal Employees (Saame) is meeting next week to challenge the council's proposals

The council's offer is a one-notch across-the-board increase equal to about 4.5 per cent, backdated to January 1.

Demands

CTMWA members have demanded a R50 a week minimum increase Saame proposed an 18 per cent increase in two stages, on January 1 and July 1.

Both groups have rejected any attempt to link pay increases with the job evaluation scheme, saying that the scheme should be implemented first

This would benefit employees whose salaries would be adjusted to market related rates and then increases should be negotiated, according to the unions

Sources claimed that council resistance was due to financial problems while the implementation of the job evaluation scheme, still not resolved, had spread over five years partly because of inter-departmental politicking

Mr Friedlander said he could not comment further as it could prejudice negotiations between the council and staff

"Obviously, if pay demands are excessive any organisation would have trouble meeting them," he said

"But within our budgetary provisions we hope we can reach a reasonable and satisfactory conclusion"

VICTORY FOR RAILWAY WORKERS

TO ALL SATS WORKERS

You have scored a major victory. Through SARHWU and its mother body, COSATU, we have negotiated the reinstatement of all striking railway workers. This could only be achieved because

- ★ you were united and strong
- ★ you believed your struggle was just
- ★ you were prepared to sacrifice for your basic democratic rights as workers

THE SETTLEMENT

- 1 The reinstatement will start on Monday 8 June. To get your job back, you must report before 14 June. SARHWU wants all our strikers to come back in a united way on Tuesday 9 and Wednesday 10, 1987.
- 2 You will have to report to your compounds and depots.
- 3 No benefits will be lost. No striking worker will lose pension or other benefits that belong to you because you have worked for SATS for a long time.
- 4 No worker will be victimised because he/she went on strike.

As you can see, the agreement is in line with discussions which you have had about how to resolve the strike. Your representatives have carried forward your mandate. These 4 points are the main

points of the agreement. Your shop stewards will give you full reports at the various depots. Also, if you want to find out more about what was decided, phone your Union at (011) 29-5422 and ask for SARHWU.

8/10/87
11/20/87

SOUTH AFRICAN RAILWAY AND HARBOURS UNION



AN INJURY TO ONE, IS AN INJURY TO ALL

COSATU SALUTES YOU

COSATU salutes your courage and commitment. The victory we have won is a victory for all workers fighting for their rights. It is a victory for all who believe in democracy.

OUR DEMANDS

BLATU claimed in the Sowertan that they won the following commitments from SATS

- 1 equal pay and pensions for workers of all races
- 2 the same disciplinary procedures for all SATS workers, regardless of race
- 3 all black workers to be registered as permanent workers

These are false claims. These victories have been won by SARHWU and SARHWU members who have been in the forefront of the struggle for your rights.

WE ALSO CALL FOR

1. an end to all racist practices of any sort in SATS
- 2 the right to democratically elected leaders
- 3 our leaders and members in detention to be allowed to return to work immediately

These are our demands. This is what our unity will bring closer to us.

We must concentrate on building our union and continuing the struggle for our rights.

All Railway Workers are SARHWU members. All SARHWU members are COSATU members.

Issued by **SARHWU** and **COSATU**.

ALL SATS WORKERS: JOIN SARHWU NOW!

Cape Times 10/6/77
R40m wages lost *1401* *152-270*

HOUSE OF REPRESENTATIVES — An advertisement claiming that railway workers had scored a victory was misleading because it did not mention that workers had forfeited about R40 million in wages, the Minister of Transport, Mr Eli Louw, said yesterday while replying to second-reading debate on the Transport budget. He said the advertisement — placed in the media by Cosatu — also did not mention that any workers who were found guilty in court of criminal offences, including intimidation, would not be reinstated.

140A 09 10/6/87.

Sats, Cosatu claim negotiation victory

Dispatch Correspondent

JOHANNESBURG — The dust has not yet settled in the railways dispute as SA Transport Services (Sats) rejects Cosatu's claim to victory in getting sacked workers reinstated, and refuses to recognise the Cosatu-affiliated SA Railways and Harbours Workers' Union (Sarhwu)

In a statement headed "A Cosatu victory" yesterday, the labour organisation kicks off an attack on Sats labour practices with the words. "In a settlement reached with Sats through Sarhwu lawyers, it was agreed that all workers are to be reinstated"

However, the Sats public relations officer, Mr J C. van Rooyen, said Sats reached agreement with the workers, not with Cosatu or Sarhwu

Cosatu said "In the light of the amicable resolution of the dispute last Friday, it is clear the dispute was no more than a simple labour dispute which could easily have been resolved through honest negotiation

"Sats' refusal to negotiate with workers from a basis of mutual respect prolonged the strike and generated much suffering"

Mr Van Rooyen said although Sats was reviewing its labour relations strategy, there was no question of inadequacy in this area having caused the strike

Meanwhile, the return to work of railway workers continued at a snail's pace yesterday, with an estimated 200 workers reporting to Sats recruiting offices for re-employment.

Sats estimates the total number of

workers that have reported for re-employment since Monday, is 500 — about 3 per cent of the 16 000 strikers

A Sats spokesman, Miss Jenny Jordaan, said "They're coming back very slowly, but we expect things to pick up today and tomorrow"

Advertisements placed in newspapers yesterday, by Cosatu and the SA Harbours and Railways Workers' Union (Sarhwu), called on the strikers to return to work in a "united way"

The Cosatu general secretary, Mr Jay Naidoo, said he understood the strikers would return to work on Thursday.

About 600 railway workers packed Joubert Park and lined the Wanderers Street entrance of the offices being used by Sarhwu for the meeting

It is believed Sarhwu wants union officials to be present at the recruitment offices, but Mr Jordaan made it clear this fell outside the legal agreement between the railways and unions mandating the terms of recruitment

Sats has given the strikers until Friday to report for re-employment.

The Rand Supreme Court yesterday postponed until next Wednesday, the case in which the Sarhwu education secretary, Mr Mike Roussos, is applying for his detention to be declared illegal

The Cosatu union federation has decided to move back into its bombed Johannesburg headquarters, but since repairs were estimated at R2 m, it would take about six months before this could take place

Dairybelle locks out workers

5/10/87
1522
DAIRYBELLE has locked out a number of Food and Allied Workers' Union (Fawu) members from its Clayville factory and depots in Johannesburg and Pretoria to break a stalemate in wage negotiations.

Management said yesterday the lockout, which began on Monday, followed the deadlock in the annual wage negotiations which started in March.

Dairybelle described Fawu's submittal of its wage proposals in March instead of January as an "unprece-

140A
10/6/87
Business Day Reporter

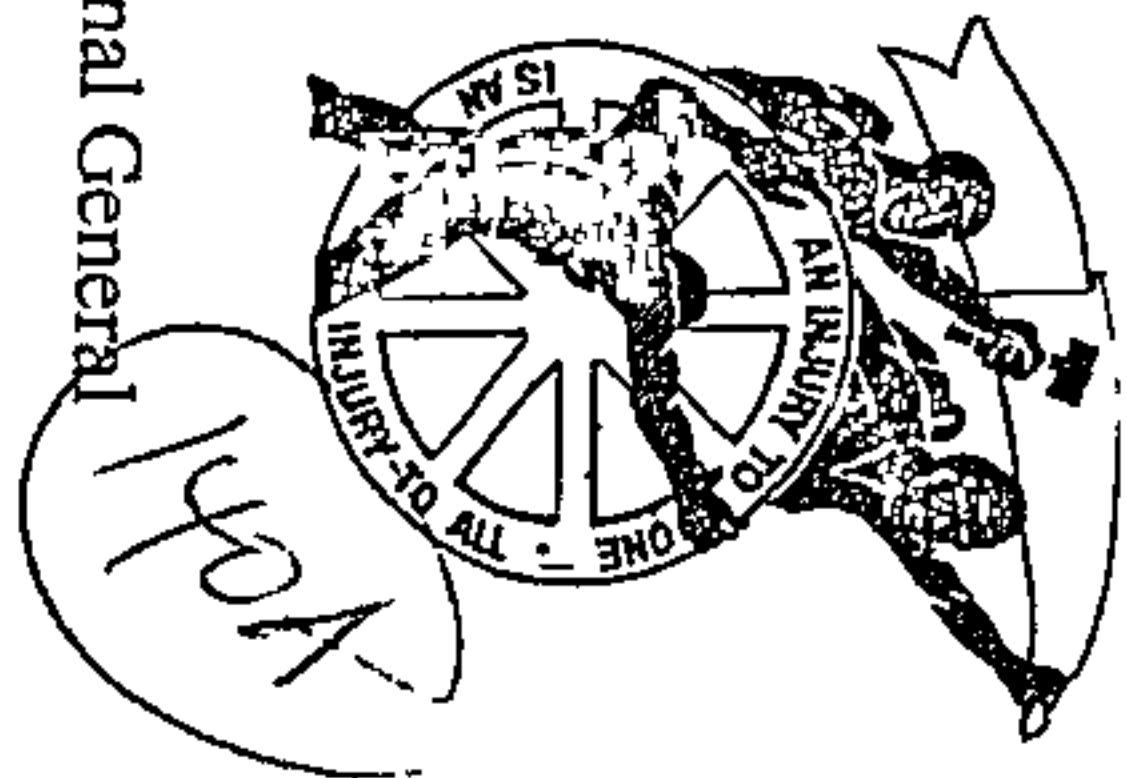
dated delay" — wage proposals must be presented in January in terms of a recognition agreement.

Mediation and the dairy industry's Industrial Council have failed to solve the wage dispute.

Management said the purpose of the lockout was to induce Fawu members to accept the company's final wage offer.

Fawu could not be contacted for comment.

RELEASE WORKERS' LEADERS



1. Lizzie Phike- Cosatu executive member
2. Noel Williams- Cosatu Western Cape Regional General secretary
3. Moses Mayekiso- Numsa General Secretary and Alexandra Community leader on trial facing treason charges.
4. Amos Masondo- Gawu Organiser.
5. Enoch Godongwane- Ex-General secretary of UMMAWUSA (now NUMSA) and 55 other COSATU leadership people in detention.

The government is mounting a concerted attack against COSATU because the federation is "involving itself in politics".

COSATU rejects this. We believe that in South Africa today, no genuine trade union can divorce itself from the political issues facing its members.

The government is ruthlessly committed to limiting avenues of democratic political expression through banning, detentions: Workers and the majority cannot participate freely in political organisations - hence COSATU will continue to put forward the views of our members on housing, transport, cost of living, Group Areas, discrimination etc in addition to trade union demands around wages working conditions and worker rights.

We will also continue working to bring about a democratic peaceful society free of apartheid oppression and exploitation. Indeed, we believe that workers should play the leading role in workplace community struggles as it is we who bear the brunt of social injustice. We demand the lifting of the state of emergency and the release of the detainees.

Hands off COSATU!!!

On June 12 the State of Emergency would have been imposed for one year. We experienced brutality at its worst. The police and army were given the power to detain people, ban meetings. In fact, they could do as they pleased.

Despite "kits" constables and vigilantes operating freely in the townships; despite the State's increased use of its propaganda machinery; despite attempts to crush the democratic movement; Despite all this, the people were not silenced.

Proof of this can be seen in the formation of the UDF Women's Congress, the launching of the SA Youth Congress (Sayco) and the Western Cape NECC. Because of its growth in membership, the Call of Islam had its first national gathering

**We, the Call of Islam
condemn the State of
Emergency and any attempt
to reimpose it on June 12 or
later.**

Cart Times 11/6/87 (scribbles) (scribbles)
**Louw: Any SATS
workers' strike illegal**

HOUSE OF ASSEMBLY. — The SA Transport Services workers' strike was illegal — it was illegal for any SATS workers to strike, the Minister of Transport Affairs, Mr Eli Louw, said yesterday.

Responding to remarks made by Mr Arrie Paulus, (CP Carltonville), Mr Louw said Mr Paulus knew very well the strike had been illegal, but it had been thoroughly discussed years ago that illegal unions had no less influence for being driven underground.

The main points (no pay for no work, that those guilty of intimidation or of damaging SATS property would not be re-employed and that they returned to work before June 15) had been maintained. — Sapa

DURBAN — Hundreds of Tongaat sugar farm labourers are expected to take part in a 45km protest march from Tongaat to Durban on Monday to highlight grievances over working conditions

The demonstration is being organised by the Sugar and Allied Workers' Union, an affiliate of the SA Allied Workers' Union, Saawu, which organised a similar protest in the North Coast town last week

Saawu's Natal chairman Isaac Ngcobo said the workers would

Day 11/6/87 140A
Sugar men plan march

Own Correspondent

hand a letter to Archbishop Denis Hurley asking him to intervene in their dispute with Tongaat-Hulett over pay and conditions

However, a final decision on whether to go ahead with the protest would be taken at a meeting of workers in Tongaat on Sunday

The workers wanted Hurley to intervene because, Ngcobo alleged, earlier attempts to seek a meeting with Tongaat Hulett chairman Chris Saunders had been blocked

Tongaath/Hulett's PRO chief Ron Phillips said he was surprised a protest was being contemplated when negotiations were still under way

DD 11/6/87

140A
152
21A

Sarhwu tells Sats workers to return

JOHANNESBURG — The SA Railway and Harbour Workers' Union (Sarhwu) has told the Sats strikers to return to work today

Another 400 railway workers reported to Sats recruitment posts yesterday, bringing the number of total re-hirings since Monday to about 900 — about 6 per cent of the 16 000 strikers

The Sarhwu deputy secretary-general, Mr Themba Kuzwayo, said confusion over when the railway workers would return to work had been caused by the union's difficulties in finding a venue to hold meetings after it was bombed out of its Cosatu House headquarters a month ago.

Sats has hired extra staff at its 13 employment points in Johannesburg and Soweto to cope with today's expected mass return to work. — DDC

SOUTH VIEW

11:00A

SOUTH, JUNE 11 TO 16 17





South June 11-16/87

A COSATU VICTORY

140A

AFTER three months of intransigence, Sats has finally conceded to the just demands of workers

In a settlement reached with Sats through Sarwlu lawyers, it was agreed:

- All workers to be reinstated
- Sats to establish procedure which apply equally to all workers white and black, and involve the recognition of democratically-elected worker representatives.

- All benefits will be reinstated No striking worker will lose pension, long service and other benefits

- No worker will be victimised for having been on strike

This is in line with the reasonable and just demands originally presented by the striking workers. After three months of conflict, tension and suffering, Sats has finally acceded

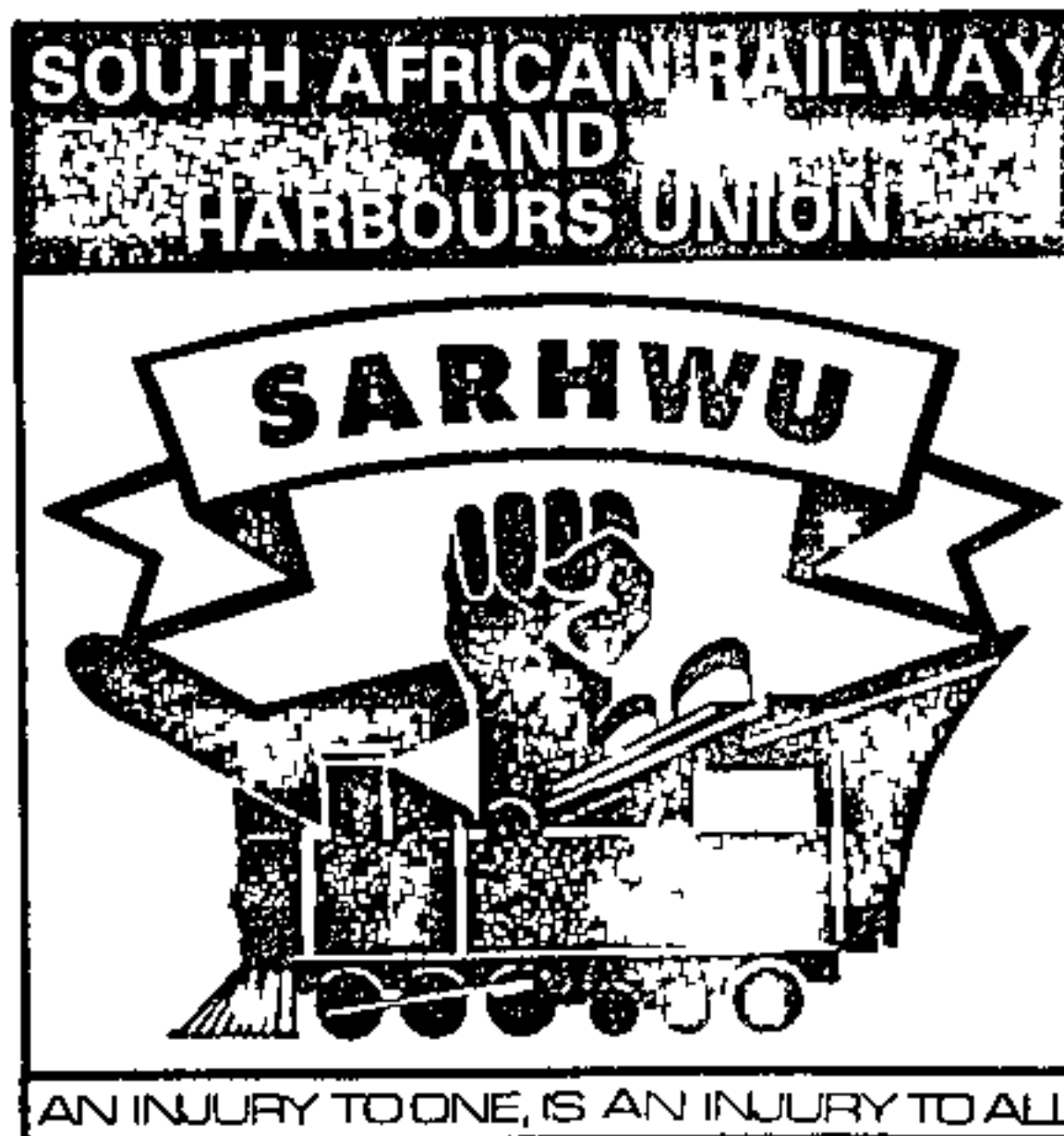
We say that this capitulation is a complete vindication of Cosatu. The propaganda campaign of the SABC and the government wanted the public to believe that the strike was not a labour issue, but a plot to "transfer conflict to the labour front"

In the light of the amicable resolution of the dispute last Friday, it is now abundantly clear that the dispute was no more than a simple labour dispute which could have been easily resolved through honest and constructive negotiations

Sats refusal to negotiate with workers from a basis of mutual respect caused the dispute to be prolonged and generated much hardship and suffering. Workers were killed either by police action or through deterioration of the conflict. Hundreds of workers were detained and scores of workers became victims of harsh security force harassment. Cosatu

House was bombed causing damage estimated at more than R1-million. The Railways also lost millions of Rands as the conflict spilt over into the community

Despite all these unfortunate developments, Cosatu and Sarwlu continued to call for negotiations with Sats



In fact, it was only our persistence which forced Sats to re-open talks and to abandon their notion that the strike was "resolved" with the dismissal of the 16 000 striking workers

The settlement is a victory for the workers and the democratic struggle. It is a triumph over management high-handedness, arrogance and rejection of basic worker rights

The lesson to be learnt is that conflict in the work place can easily be resolved if management recognises elected worker representatives, if there is mutual respect and both parties submit to bona fide negotiations

Public sector management should realise — as many of their counterparts in the private sector have — that it is folly to impose toothless liaison committees (appointed by management) on workers

If Sats wants to avoid unnecessary conflict over minor issues, it should as a matter of urgency fully transform its labour relations practices to fit in with the established labour relations system. It should cease to force Blactu down the throats of the workers

The railway settlement is a serious setback to the Government's campaign to discredit and criminalise Cosatu. Events around the Sats strike were distorted and used to justify repressive government action against the labour movement

However, days before the settlement Sats abandoned their case to interdict Cosatu and Sarwlu from allegedly committing torture. This came after we had asked the Supreme Court to strike out the majority of their allegations which were unsubstantiated

We give notice to the government and to employers — who have watched in silence as the government moved against us — that Cosatu is here to stay because it has the support of the majority of organised workers in the country. You cannot wish us away — you have to deal with the just demands of our members

Cosatu will continue with its "Hands Off Cosatu" campaign. We reiterate that further attacks against us will cause greater polarisation in the country

We will continue to implement our living wage campaign. We reject government attempts to criminalise the struggle for a living wage. We have every right to struggle for a decent wage in order to feed and educate our children, and to live as human beings

HANDS OFF COSATU!

(140A)

Numsa official thinks in the future

PERCY THOMAS, newly-elected second vice president of the giant National Union of Metalworkers of South Africa (Numsa), does not like to talk of the old union.

"Although we should learn from the past, we must now talk of the future," he said.

He quoted the president of the new union, Dan Dube, who said at its launch "The merger is not the end of the road, it is only the start. This is where our work begins."

And Percy Thomas believes "We must be under no misconception that it will be an easy job. The road is long and hard."

At its launch in Johannesburg two weeks ago, the 500 delegates present endorsed the Freedom Charter. "But that is just our starting point," Thomas said.

THE merger of eight unions in the mighty 130 000-strong National Union of Metalworkers of South Africa (Numsa) recently has given workers in this industry considerable clout. Western Cape office-bearer Percy Thomas spoke to MOIRA LEVY

Numsa sees the drawing up of such a workers' charter as one of its priorities.

"We will gather the demands of workers at workshops and on the factory floors through our shop steward structures. And the workers' charter should not be confined to Numsa. It will involve all workers," Thomas said.

Percy Thomas is a humble person. He is chief shop steward at Market Toyota where he is employed as a motor mechanic.

He was the head of the Western Province region of the Motor Industries Combined Workers Union (Micwu).

He has been party to the merger talks that were initiated more than two years ago by the National Automobile and Allied Workers Union (Naawu), the Metal and Allied Workers Union (Mawu) and Micwu.

"We saw the need for a merger when Micwu, Naawu and Mawu found themselves poaching organised workers from each other."

Cosatu was only formed some time

after the unions began talking about a merger. "We already believed in one union in the metal industry. We wanted to merge."

The other five unions joined the merger talks "very recently" through the efforts of Cosatu.

The decision to affiliate to Cosatu when Numsa was formed did not even have to be debated. All the unions except Micwu were already members of the federation.

"The unions had always functioned along different lines, with different administrations, so a merger was not easy. That is why it took two years."

Numsa believes it is essential to link the shop floor and community struggles.

"After all it is the only way to function these days," Thomas said.



Percy Thomas, second vice president of Numsa
Picture: BIEN KARLIE

Cosatu challenged on Sats strike

Political Staff
The Congress of South African Trade Unions has been challenged to issue another advertisement revealing what it intended doing about reimbursing the R40 million lost by South African Transport Services workers during the recent strike.

Minister of Transport Services Mr Eli Louw, replying in the third-reading debate of the Sats budget in the House of Assembly yesterday, said Cosatu had spent thousands on advertisements proclaiming its victory but "there was not a word in the advert about what happened to workers".

"I challenge Cosatu to place another advert in which it addresses the R40 million lost by workers during the three-month strike and in which it indicates who is going to reimburse them. Let Cosatu show its real colours."

Members in opposition benches burst out laughing and retorted: "What about the State President during the election?"

There was a less jovial response from the official Opposition when the Minister asked whether the CP intended solving all problems with "the bullet". Earlier in the debate the CP had proposed "bullet trains" to deal with transport problems.

"The CP should tell us what else they are going to solve with the bullet," said Mr Louw.

Retorted the CP's Mr Frank le Roux: "What are you insinuating? What are you insinuating?"

Mr Tom Langley, CP MP for Soutpansberg, criticised the Minister in the course of debate this week for handling the strike "without guts".

"He said we weren't hardline (kragdadig) enough," replied Mr Louw.

"Many Sats workers brought their bedding to work and spent the night there in order to carry on working and gave in finally to intimidation and threats of murder."

"And he wants me to 'have guts' and be 'kragdadig' to those people."

Mr Louw said he could have been unsympathetic and, when those workers found themselves trapped between pressures from both sides and reacted violently, he could have ordered the police to open fire.

"That's that party's idea of guts," he said, stabbing a finger at the CP Opposition. "I chose to be judged for reasonableness and on the results that I achieved, and I say that takes guts."

No one criminally liable for death of Raditsela

By Inga Molzen

A Johannesburg inquest magistrate yesterday found no one criminally liable for the death, two years ago, of trade unionist Mr Andries Raditsela (31) of Tsakane township on the East Rand.

Mr Raditsela died on May 6 1985 in Baragwanath Hospital shortly after his release from detention under the Internal Security Act and his transfer from the Far East Rand Hospital where he was admitted on May 4.

The court made no finding of negligence on the part of the police or doctors who treated Mr Raditsela, senior shop-steward of the Chemical Workers Industrial Union and executive member of the now-defunct Federation of SA Trade Unions

Arrested early on May 4 in connection with allegations of inciting violence, Mr Raditsela died of a head injury. He sustained severe brain damage when he fell forwards out of a police Casspir, the court found.

Magistrate Mr T R Steenkamp, assisted by former State pathologist Professor J Loubser, said "A good deal of criticism could be levelled at police conduct from the time of Mr Raditsela's arrest to the time he was removed to hospital 10 hours later — already unconscious."

He said Mr Raditsela was arrested when unrest was prevalent on the whole Witwatersrand, including Tsakane, and the charge office was very busy.

"There was a continuous movement of police officers in and out of the charge office. Various high-ranking police officers were present. One would have expected them to have had a better perception of the situation," said Mr Steenkamp.

"But witnesses who testified about a horrifying assault in which Mr Raditsela was punched, kicked, hit with a helmet and thrown into the Casspir, contradicted themselves and each other."

"Police constables testified that Mr Raditsela fell when climbing out of the vehicle. He missed or slipped on the lower step — which is concealed. The ground there was hard and covered with loose stones," Mr Steenkamp said.

Widow confused by finding

The widow of trade unionist Mr Andries Raditsela said she was confused and disappointed by yesterday's finding of an 18-month inquest into the circumstances of her husband's death.

No longer represented by legal counsel, Mrs Enid Raditsela (32), a nursing assistant, yesterday posed various questions to the court.

She wanted to know how her husband fell from a police Casspir, if he would have lived if he had been taken to hospital immediately and whether she will get any assistance in bringing up her daughter.

The court found no one to blame for Mr Raditsela's death.

Mrs Raditsela said her daughter Nthabiseng was now almost three. The child was only seven months old when her father died in hospital soon after being released from detention under the Internal Security Act.

"I have not told her about his death. She's too young. Education for Nthabiseng was important to Andries. He wanted her to go to a good boarding school — a multiracial school," said Mrs Raditsela.

She said she earned very little and was unsure about the future.

12/16/87

(14019)

(scribble)

SMC

VICE WICK...
Call for dignity on June 16

The Azanian Youth Organisation's (Azayo) national executive committee has called on the black community to commemorate June 16 with dignity and has requested it not to be "subdued or intimidated".
Azayo, which claims 430 members detained in Bekkersdal alone, has demanded the unconditional release of emergency detainees.
Azayo urged black youth to exercise "the highest level of discipline".

(ADP)
SM
12/6/87

May 1, June 16 paid holidays

The Atteridgeville council will recognise May 1 and June 16 as paid holidays for its employees.

The announcement, made yesterday by the mayor, Mr S M Mahlangu, follows a decision by the Urban Municipalities of South Africa (Umsa) that the two days be recognised as paid holidays for member councils of Umsa.

Mr Mahlangu said because of the prevailing political climate in South Africa, "certain adjustments" had to be made.

"Black local authorities must try to keep pace with the demands of the communities," he added.

SATS STRIKE

Peace at a price

~~140A~~ 140A

The Sats strike — the longest and costliest yet in the public service — ended last week amid inevitable claims of a worker victory

To some extent the claim is justified, because the 12-week illegal stoppage has shown up serious shortcomings in Sats' labour relations and employment policies. Indeed, the FM has learnt that even before the strike, a commission of inquiry under the chairmanship of labour guru Nic Wiehahn had recommended far-reaching changes to Sats' paternalistic bargaining system

As a first step it has been accepted that a Labour Council should be created through which talks between workers and management can be streamlined. Part of the problem is that public service negotiations do not take place through the tested industrial council system which is the mainstay of the bargaining process in the private sector

But the irony of last week's strike settlement, reached by the legal representatives of each side, is that none of the issues which caused the trouble has been resolved

The flashpoint was the celebrated case of one Andrew Nedzamba, a truck driver who was fined R80 for an alleged "cash irregularity" involving R40,40. The Nedzamba issue is no nearer solution now than it was three months ago

Within days, however, the argument had been broadened into a recognition struggle, with the Cosatu-affiliated SA Railway and Harbour Workers Union (Sarhwu) claiming

to represent the majority of workers

As far as Nedzamba is concerned, Sats says he was never fired, and may still appeal against his fine

As far as Sarhwu is concerned, management remains adamant that it will not negotiate with the union, although the settlement seems to indicate a softening in attitude. Workers now have the right to freely elect their shop stewards, regardless of their union affiliation

Cosatu General Secretary Jay Naidoo, who says the protest was really rooted in "years of oppression and living under a feudal system," sees the shop steward concession as an important step towards recognition. "Sats will have to recognise us sooner or later," he says, "and I hope it will be sooner"

Sats spokesman Frikkie Stevenson, on the other hand, remains firm that the in-house staff association, the Black Trade Union, remains the only recognised workers' representative organisation. Clearly the causes of the squabble have not been addressed yet

The question of winners and losers, therefore, depends on the viewpoint. Certainly on the financial side the 16 000 Sats workers involved have lost out heavily, forfeiting about R40m in wages and bonuses or R784 a month for each striking worker

Against that, Sarhwu can claim to have picked up a few additional benefits on the way. Among them

Agreement that strikers who want to re-

turn will all be re-employed on or before June 15 unless they have been found guilty of a criminal offence. But then, of course, they would not have been unemployed if they hadn't struck in the first place,

The retention of all pension, travelling, medical and service benefits,

The re-employment of all workers in detention,

The right to elect representatives of their choice, and

A R10m upgrade of Sats facilities at the Delmore and Kaserne hostels (which led to food boycotts before the strike). However, Stevenson says a decision to improve the hostels had been made some time before

Similarly, Sarhwu claims a measure of victory in Sats' decision to spend R72m to speed up the programme to bring the working conditions of blacks and Indians onto a par with whites. But, again, this move had been decided some time before the strike

According to Naidoo, Sats has also agreed to prepare and distribute within the next 10 weeks a document containing the condition of employment for blacks. But Sats' Sandra Gertenbach denies that it is part of the settlement

On the Sats account, there were also more debits than credits. It claims to have suffered no operating losses due to the strikes, but it did lose R30m in damage caused by rioters to property and rolling stock. And much of the money saved by the non-payment of strikers had to be diverted to the 2 000, mainly white, temps who were taken on to fill the gap. This bill included a large amount of overtime which had to be worked to maintain Sats' services

Still, just how Sats could get along with 2 000 workers instead of 16 000 remains a puzzle. The official explanation is that the temporary workforce was more efficient. Also, longer hours were worked

Nevertheless, the strike has turned the spotlight on Sats' employment practices. For example, it has provided clear evidence of over-staffing in the service, and Stevenson says Sats will take another hard look at a 1984 decision to systematically cut down on ineffective labour

For the record, he adds that 1 798 workers had re-applied for jobs by the end of May. Of these, 760 were accepted and about 370 have already started working again

When it comes to assessing gains and losses, however, the message from the Sats strike is similar to most others — there were no winners, only losers. And not least among them were the 11 who died violently in clashes with police and at the hands of their fellow strikers



Sats truck ablaze ... when a dispute turns to war

A COSATU VICTORY *whole page*

After 3 months of intransigence, Sats has finally acceded to the just demands of striking railway workers.

In a settlement reached with Sats through SARWHU lawyers, it was agreed:

- all workers to be reinstated
- Sats to establish procedures which apply equally to all workers white and black, and involve the recognition of democratically elected worker representatives
- all benefits will be reinstated No striking worker will lose pension, long service and other benefits
- no worker will be victimised for having been on strike.

This is in line with the reasonable and just demands originally presented by the striking workers. After 3 months of conflict, tension and suffering, Sats has finally conceded that changes to working conditions of railway workers are necessary and justified.

We say that this capitulation is a complete vindication of Cosatu. The propoganda campaign of the SABC and the government wanted the public to believe that the strike was not a labour issue, but a plot to "transfer conflict to the labour front".

In the light of the amicable resolution of the dispute last friday, it is now abundantly clear that the dispute was no more than a simple labour dispute which could have been easily resolved through honest and constructive negotiations.

Sats refusal to negotiate with workers from a basis of mutual respect caused the strike to be prolonged and generated much hardship and suffering: workers were killed in clashes with police or through deterioration of the conflict. Hundreds of workers were detained and scores of workers became victims of harsh state action. Cosatu house was bombed causing more than a million rand worth of damage. Sats also lost millions of rands as the dispute spilled over into the community.

Despite all these unfortunate developments, Cosatu and SARWHU continued to call for negotiations with Sats

In fact, it was only our persistence which forced Sats to re-open talks and to abandon their notion that the strike was "resolved" with the dismissal of the 16 000 striking workers

The settlement is a victory for the workers and the democratic struggle. It is a triumph over management high-handedness arrogance and rejection of basic worker rights. The lesson to be learnt is that conflict in the workplace can easily be resolved if management recognises elected worker representatives, if there is mutual respect and both parties submit to bona fide negotiations.

Public sector management should realise - as many of their counterparts in the private sector have - that it is folly to impose toothless liaison committees (appointed by management) on workers.

If Sats wants to avoid unnecessary conflict over minor issues, it should as a matter of urgency fully transform its labour relations practices to fit in with the established labour relations system. It should cease to force BLATU down the throats of workers.

The railway settlement is a serious setback to the governments' campaign to discredit and criminalise Cosatu. Events around the Sats strike were distorted and used to justify repressive government action against the labour movement.

However, days before the settlement Sats abandoned their case seeking to interdict Cosatu and SARWHU from allegedly committing torture and assault. This came after we had asked the supreme court to strike out the majority of their allegations because they were unsubstantiated.

We give notice to the government, and to employers - who have watched in silence as the government moved against us - that Cosatu is here to stay because it has the support of the majority of organised workers in the country. You cannot wish us away - you have to deal with the just demands of our members. Cosatu will continue with its "Hands Off Cosatu" campaign. We reiterate that further attacks against us will cause greater polarisation in the country. We will continue to implement our living wage campaign. We reject government attempts to criminalise the demand for a living wage. We have every right to struggle for a decent wage in order to feed and educate our children, and to live as human beings.

HANDS OFF COSATU!

Calling quits to migrant labour is in management's interests too

A variety of pressures have built up within the migrant labour system, with the cumulative effect of making it unworkable... from any perspective. By WILMOT JAMES, a UCT sociologist presently writing a book on mining in South Africa

THERE are strong reasons why mining houses might heed the call of the National Union of Mineworkers for an end to migrancy — and they are not necessarily the same as the NUM's

At its annual congress this year the National Union of Mineworkers likened the century-old system of labour migrancy to "slave labour condition" and described it as the cause of the "break-up of family life and relationships and the destruction of workers' lives in the concentration-camp style single sex hostels".

Last year Cyril Ramaphosa, secretary general of the NUM, argued to a parliamentary standing committee that labour migrancy is an obstacle to the upgrading of skills and career prospects of black miners.

The NUM called for an end to the system of labour migrancy and threatened to take strike action if no significant progress was made on the issue.

Some of the mining houses are not entirely unsympathetic to the stance of the NUM. The Anglo American Corporation, probably the most advanced in thinking through the issue, essentially agreed in the joint Anglo-NUM report on mine violence that migrancy is an archaic and destructive social institution.

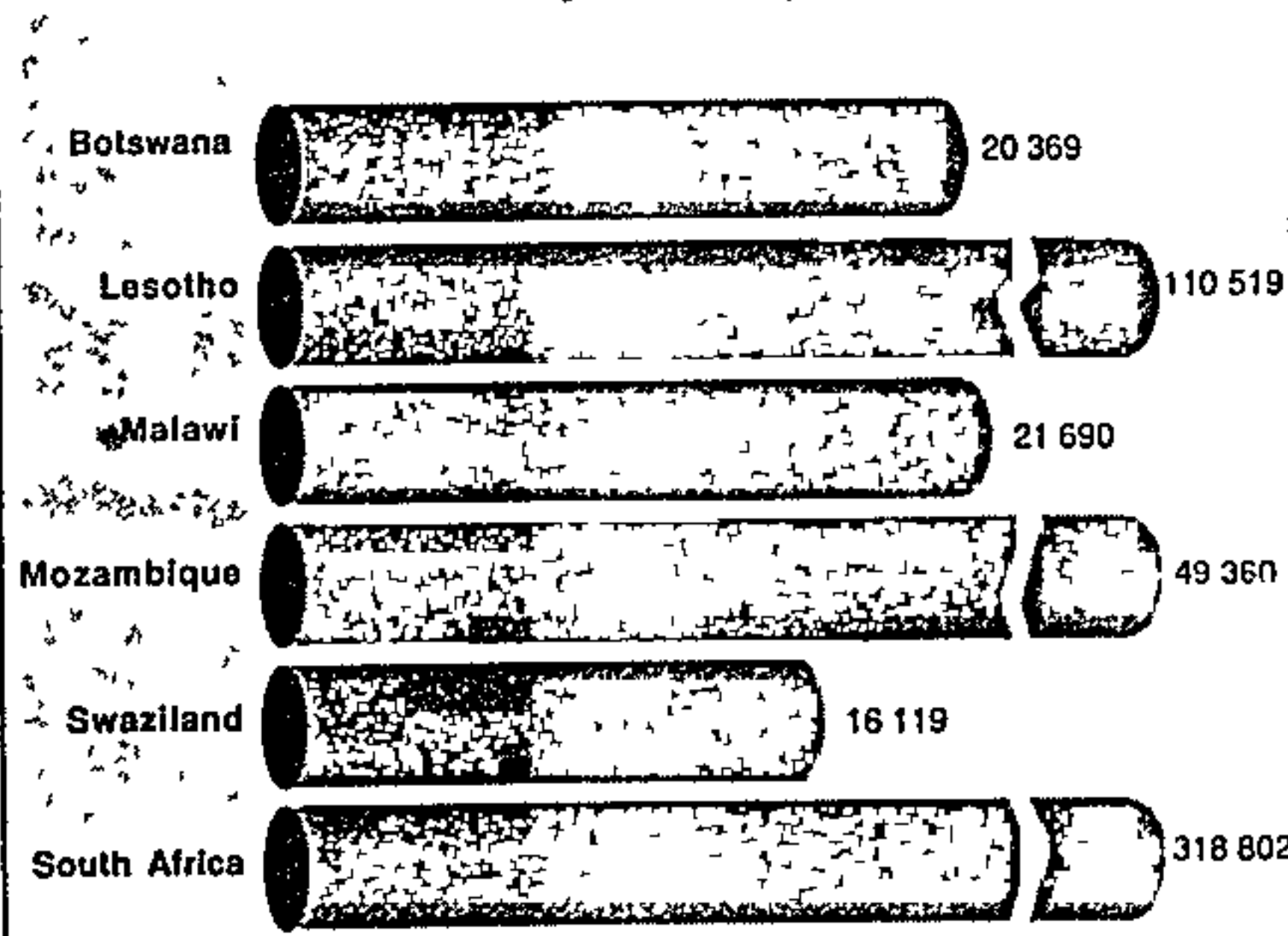
The Employment Bureau of Africa (TEBA), the recruiting arm of the Chamber of Mines, recently conceded that migrancy will end in 10 to 15 years, and that a stabilised and permanently settled black workforce is the preference of management and will inevitably become a reality.

However while there is some consensus on the principle, there is considerable difference of opinion on how to dismantle the system of labour migrancy and over what period of time. The NUM says now mining industry representatives say over a long period of time, and certainly not within a decade.

Pressures building up in the system of labour migrancy over the last decade form the background to the views of those in the mining industry who wish to see the system ended.

One source of pressure is the decline in the number of workers from Mozambique and Malawi. Last year Mozambique supplied 57 000 black miners to the industry (about 10 per-

Number of miners by country: February 1987



Where migrant labourers come from. Figures for Feb '87

cent of the total labour force in Chamber-affiliated mines). But as a result of the government's October 8 directive last year banning all labour from Mozambique, the industry expects that this labour source will gradually decline. Since the immediate withdrawal of Mozambican labour would seriously affect especially Rand Mines, Anglovaal and JCI, groups with the largest concentration of Mozambican labour, the Chamber of Mines bargained a *modus vivendi* with the government to allow the gradual phasing out of workers from that country.

Although no such pressure was put on Malawi, the industry also expects the phasing out of Malawian workers, who currently make up five per cent of the total mine workforce.

Another source of pressure is government policy encouraging the employment of domestic over foreign workers. Traditionally the government has been torn between the Department of Foreign Affairs, which encourages foreign employment as a bargaining chip with SADCC countries, and the Departments of Manpower and Development Aid, which seek to relieve black unemployment inside South Africa.

With the virtual collapse of the Nkomati Accord and with sanctions a *fait accompli*, Foreign Affairs' position on the issue is considerably weaker. The result has been direct pressure by the government on the Chamber of Mines to favour South African workers and to employ as many as possible from the "homelands".

Lesotho, which actually counts as a domestic supply area, is not subject to these political considerations, although the government can and has

used that country's dependence to ensure that it stays in line. Lesotho sends about 110 000 of its nationals to the mines, mostly to Anglo American's Free State mines.

A third pressure is the proposed elimination of the racial clauses of the Mines and Works Act. Once that colour bar is removed, an important reason for the continuation of the migrant labour system falls away.

The traditional argument is that as long as the colour bar protects the jobs of (some) white miners, and as long as they are paid wages above their market value, the mining industry is compelled to search for cheap migrant labour.

If new legislation is enacted, it is expected that it will provide indirect protection to the white miners. And with the new mood of the government and the presence of Arne Paulus of the white Mine Workers' Union in parliament, it is not clear whether legislation abolishing the colour bar will be passed at all.

As the mining industry sees it, though, it is just a matter of time before the very last piece of legislated job reservation is removed from the statute books.

A fourth pressure is the NUM itself. Bargaining the end of the migrant labour system is a high priority for the union.

What makes it difficult, however, is that half the union's members are foreign and the unions would be loathe to lose them. Many of these workers are highly skilled and in senior positions.

An end to migrant labour could mean one of two things. It could mean no migrant labour at all, in which case the NUM would lose all its foreign members. Or it could mean that voluntary migrancy continues, in which case migrancy would in effect continue alongside the development of a permanently settled workforce.

This second scenario has the potential to divide workers, though a great deal depends on how the NUM would respond to the challenge of sustaining unity among workers with some differing interests.

There are thus good reasons why the mining industry might plan to abandon migrant labour.

But it would take a major, irreversible push and a lot of resources to get the industry to plan seriously for a settled and permanent labour force. All we have now is a lot of anxiety and a lot of talk.

Only 1-in-4 Sats strikers back so far

12/16/87
6 Day (140A)

ABOUT a quarter of the 16 000 Sats strikers have reported to the railway's re-employment points on the Reef since Monday, Sats said yesterday

Of these, 3 500 responded to the SA Railways and Harbours Workers' Union (Sarhwu) call for the strikers to stage a mass return-to-work yesterday

Sats spokesman Jenny Jordaan said the re-hiring was not marred by any unrest incidents

Long queues formed outside several employment bureaus, especially at the Kaserne depot in Johannesburg

A Sarhwu spokesman said union officials were at various centres to monitor the re-hiring

He added the union was investigating allegations that East London security police detained several workers for "screening"

But East London police spokes-

DANIEL SIMON

man Lt Dot van der Vyver said security police knew nothing about the alleged detentions

Sarhwu deputy secretary-general Themba Kuzwayo said confusion over when the railway workers would return to work was caused by the union's difficulty in finding a venue to hold meetings, after it was bombed out of its Cosatu House headquarters a month ago

Cosatu and Sarhwu originally called on the strikers to return to work in a "united way" on Tuesday and Wednesday

Jordaan stressed Sats' June 15 recruitment deadline would not be rigidly imposed

"We are confident that all the workers can be re-hired by next Monday, but nobody will lose their jobs if we cannot process the administrative work by then"

More Sowetans evicted

12/16/87
6 Day
SOPHIE TEMA

FIFTEEN more families were evicted from their Soweto homes yesterday, bringing to 22 the number of families turned out of township houses this week.

Soweto town clerk Nico Malan said the evictions would stop once the Bill to enable the collection of rent and service charges from salaries of township residents was passed into law

He said evictions could also stop if individuals who were in default with their rent would communicate with council officials to "sort out their problems"

Malan said notices were sent out to Soweto residents regularly warning them to pay their rent and threatening action

If registered tenants did not respond by communicating with the

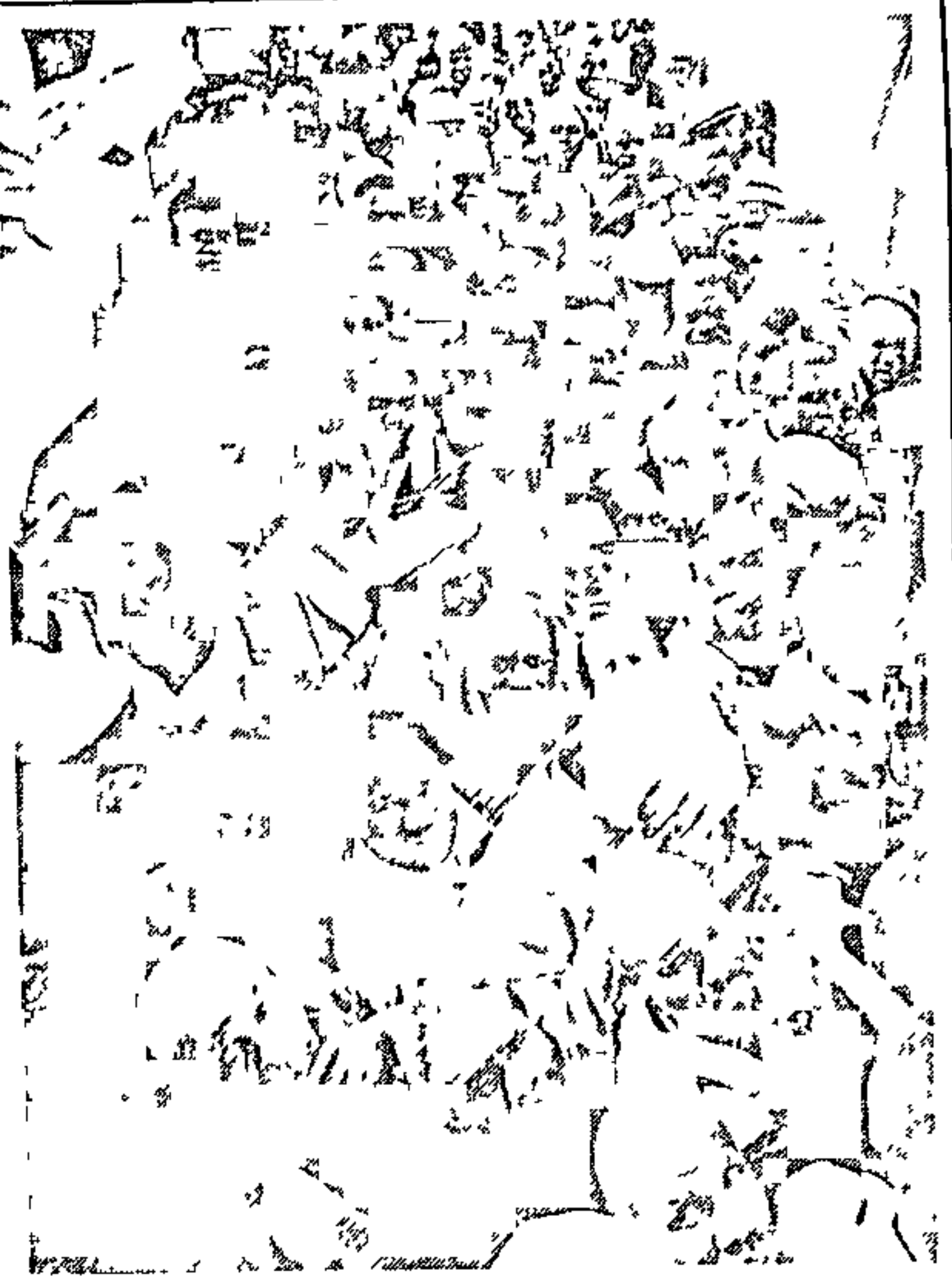
township manager, the matter was handed to the council's attorney who brought a court action against those in default

Malan said "If people respond to notices and communicate with the council authorities, then there will be no need for evictions

"A report of any person who commits himself or who gives an undertaking to pay rent will be submitted to the council for consideration and such a person will not be evicted"

Yesterday's evictions in Zola were monitored by a contingent of heavily armed council police

By late yesterday afternoon some of the evicted people were still out on the pavements



TOP Sats workers pack Johannesburg Station's employment office to be re-hired after the SA Railway and Harbour Workers' Union called for the mass return to work yesterday

ABOVE And a clutch of railway workers wait at Laanglaate station to be re-hired

Pictures Philip Littleton

12/6/87
Way
140A

Cosatu defends pressure stance

JOB losses can be stemmed only by the creation of a new economy curbing the trend to decreasing investment in manufacturing and to greater stock market investment, says Cosatu.

Cosatu yesterday denied speculation it was backing down on support for international pressure against SA.

It said the pro-investment lobby based much of its argument on supposed concern over job losses.

The union said in the last three years 300 000 jobs had been lost in the manufacturing and metal sectors alone because of rationalisation, monopolisation and the disastrous economic policies of government and employers.

The only time it would call for international pressure to end was when apartheid had been dismantled and conditions created for the practice of democracy.

The union said it was issuing its statement to clarify deliber-

SUSAN RUSSELL

ate confusion caused by the leakage of confidential documents currently under discussion by Cosatu.

"We reiterate that — as our inaugural congress resolution on the issue states — Cosatu supports all forms of international pressure against apartheid.

"Our resolution called for economic pressure to be intensified, if this government remained intransigent towards the reasonable and constructive demands being made by the majority of our people."

Cosatu said it had commissioned research to assess the impact of sanctions and to study ways of defending the gains made by the union as the organisation in the forefront of the fight for workers' rights.

"The only way to transform the economy to meet all the needs of the majority is to start by ending the political crisis."

CAPE TIMES 12/16/87
**3 500 SATS strikers
return to their jobs**

Own Correspondent 1/16/87

JOHANNESBURG — About 3 500 of the 16 000 SATS strikers have returned to work, SATS said yesterday.

Cosatu and the SA Railways and Harbours Workers' Union (Sarhwu) originally called on the strikers to stage a mass return-to-work this week.

SATS spokeswoman Ms Jenny Jordaan said the rehiring was not marred by any unrest incidents.

A Sarhwu spokesman said union officials were deployed at various centres to monitor the rehiring.

Ms Jordaan made clear that the railways' June 15 recruitment deadline would not be rigidly imposed. "We are confident that all the workers can be rehired by Monday, but nobody will lose their jobs if we cannot process the administrative work by then," she said.



WORKERS QUEUE . South African Transport Services workers yesterday flocked to depots in Johannesburg to be rehired after the three-month-long strike. SATS and the union representing the workers announced last week that the strike had ended and that workers would return to their jobs.



WORKERS BACK . SATS clerks help returning workers fill in forms during the rehiring process yesterday.

The mosquito which stung the elephant

WHEN a mosquito bites an elephant it does not expect it to die immediately from loss of blood

The South African Railways and Harbours Workers' Union might be a mosquito compared to the parastatal South African Transport Services but the R20-million bite in loss of revenue was enough to make the elephant twitch

In an agreement with Sarhwu lawyers last week Sats agreed to

- Re-employ all workers before next Monday on the same grade without loss of benefits except annual bonuses and pay while on strike

- Re-employ workers currently in detention within a week of their release provided they are not found guilty on criminal charges

- Allow workers to democratically elect their own representatives

- Upgrade facilities at Delmore and Kaserne in response to workers' grievances

- Grant permanent employment to all workers who qualify irrespective of race

The settlement is seen by Sarhwu as a "victory for Sats workers who in the face of hardships and harassment stood firm in their belief that the cause they were pursuing was right," a Sarhwu organiser said

But Transport Minister Eh Louw says the strike was an exercise in futility which resulted in workers losing R40-million in salaries

Speaking in the House of Representatives Louw said Sats had never negotiated or made any agreement with Cosatu. The agreement, he insisted, was made between Sats and its employees

Louw's statement is seen as an attempt to give credit to Sats' in-house union, the Black Trade Union.

The 16 000 workers were dismissed in April after a six-week strike over the dismissal of a driver, Andrew Nendzamba, at the City Deep container depot

Nendzamba, a Sarhwu member, was dismissed after he allegedly handed in R40 three days late

Nendzamba said he forgot to hand over the money after a trip to Springs and, as it was a Friday, he waited until Monday before returning it

Nendzamba said his explanation was accepted but he was surprised when, five months after the issue, he was again called before a disciplinary hearing

Although the strike centred around Nendzamba's dismissal it soon escalated to a series of demands which included Sats' internal disciplinary procedures and the recognition of Sarhwu by Sats management

The transport service is regarded as an essential service and is therefore excluded from the provisions of the Labour Relations Act

Sats is covered by the Conditions of Employment (Sats) Act of 1983

The Act denies Sats employees basic union rights enjoyed by workers in the private sector

In terms of the Act the transport minister has the power to decide which unions should be recognised Sats presently recognises 11 — all in-house unions

Of these, three are multi-racial, four white and the rest comprise black, coloured and Indian staff associations

It is over the issue of democratic union representation that saw Sats sticking rigidly to the stance that it would not negotiate with Sarhwu or Congress of South African Trade Unions

Sats preferred its own staff association, which it upgraded to the Blatu during the strike

Contrary to criticism that Sarhwu should have taken over Blatu, Sarhwu ensured that people elected on the Blatu grade steward committee had Sarhwu sympathies

When Sats realised the grade steward committee it was negotiating with displayed Sarhwu leanings it adopted a hard-line attitude

On several occasions Sats said workers would be dismissed if they did not return to work but the dead lines passed without any action

Sats issued a demand that workers



Workers sign up with Sarhwu at Lekton House this week before re-registering with Sats

Picture ANNA ZIEMINSKI, Afrapix

How a tiny union took on the might of the railways, fought the bitterest, bloodiest strike in recent history, and won because the railways didn't follow their own procedures SEFAKO NYAKA reports

return to work on March 25 while their grievances were being addressed

The offer was rejected and the workers' demands were revised. They included full payment for the time the workers were on strike, the revision of Sats' disciplinary procedure, a clear statement of intent to eliminate racism in the workplace and an undertaking that no worker shall be singled out for disciplinary action for having taken part in the strike

Ironically, before the strike a Sats in-house magazine carried an article by Professor Nic Wiehahn advocating an overhaul of Sats labour relations policies

Wiehahn chaired a commission of enquiry which looked into Sats structures. Included in the commission's findings was a recommendation that an industrial council be established to act as a bargaining forum for wages and working conditions and to handle disputes between Sats and its employees

The Federation of Sats Trade Unions accepted the commission's proposals, which could be an indication that Sats was poised to take up the recommendations. The federation's chairman, Jimmy Zurich, also sat on the commission

After the March meeting workers resolved that further meetings would serve no purpose unless Sats showed a willingness to negotiate in good faith with elected worker representatives

On two occasions Sarhwu officials and lawyers tried to persuade strikers to return to work as it would have been tactically advantageous. But the speakers were booed and accused of selling out

An organiser claims he was "nearly assaulted" when he put forward a Sats proposal to the workers at a meeting, and said it was this militancy that forced the officials to "do what the workers wanted us to do"

Even after last week's agreement a group of workers was not satisfied and demanded that detained colleagues be released

It is debatable why Sats settled "out of the blue"

Sarhwu believes the test case brought by the union for the unlawful dismissal of three workers contributed heavily to the decision

The union was going to argue that in dismissing the workers Sats didn't follow its own in-house disciplinary procedure. This, however, doesn't suggest that the union recognised Sats' disciplinary procedure

The union's lawyers had also indicated they were going to call some senior Sats officials to give evidence in court

This would have embarrassed the officials as the case was going to centre around Sats' labour practices and general working conditions

The first sign that Sats was cracking came when they withdrew a court interdict against Cosatu and Sarhwu on allegations of torture and assault

Sats apparently couldn't substantiate claims that some workers were tortured at Cosatu House. It is also possible that those who made the allegations couldn't risk having their identity revealed in court

What is also surprising is why Sats handled the present strike differently from the 1982 General Workers' Union strike when a few hundred workers were summarily dismissed after a demand for the recognition of their union. This time the workers were fired only after several weeks and were then rehired

Political and labour conditions have changed much since '82 with the la-

bour movement enjoying community and international support

It is for this reason that Sats may have felt the need to run a newspaper advertisement campaign

The purpose of the advert was to accuse the workers of "intimidation and assault" and "causing violence"

"The community is aware that those who oppose apartheid are always branded as communist thugs and the propaganda campaign exposed the collaboration between the government, the police and Sats," the organiser said

But the fact that Cosatu countered the propaganda with adverts and the Hands-Off Cosatu campaign proves that the federation was worried about the effects of the smear campaign

Cosatu House was bombed and several regional offices were destroyed

Even moderate sympathisers were stunned by allegations of

"necklacing" and torture at Cosatu House. More so as Cosatu didn't have the media and the resources to counter the allegations

The banning of Cosatu rallies and the confiscation of pamphlets also hampered the federation from stating its stand on violence

It is also not clear why Sats, after dismissing the workers a month after the strike, didn't immediately have them thrown off Sats property

Most of the strikers are skilled or semi-skilled and some had been with Sats for years

After dismissing the strikers Sats tried re-employing workers but Cosatu's Unemployed Workers' Coordinating Committee prevented replacement labour from filling the dismissed workers' posts

Through weekly shop steward meetings in strike affected areas Cosatu was able to discourage UWCC members from replacing striking workers

On the other hand what willingness Sats may have had to settle early in the strike is believed to have been thwarted by the white elections

With the National Party relying on the vote of the 100 000 white voters employed by the railways, Sats could not be seen to be giving in

The settlement surprised Sarhwu. "We never expected what we have achieved. We thought it would take us a year or a year and-a-half to finally resolve the strike."

Sarhwu believes that even if the strike had ended disastrously Sats would have learnt a lesson and the strike would have paved the way for better labour relations

The union admits that the strike was unnecessarily long but puts the blame at Sats' door

Both the union and Sats emerged from the strike badly bruised, Sarhwu admits. The strike almost dried up the union's financial resources. It was an expensive strike for a union that had not yet consolidated its membership in the public sector

But a positive spin-off is Sarhwu has increased its membership to 22 000 at Transvaal depots

At the height of the strike six Sats workers were shot dead in Germiston and Doornfontein

But what pleases the union most is that it took on an elephant that now seems prepared to accept that a mosquito has a right to bite

An Exhibition of
TERRACOTTA AND METAL ART
IN AFRICA
from SATURDAY, JUNE 13, 1987



A Large Seated Terracotta Figure from Djenne 57 cm
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afternoon in the central
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- Drama
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For details telephone
23-4420 from June 14th.

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and TIC, pledge ourselves
to continue the struggle

Issued by Jodac, P O Box 93118 Yeoville 2198

Weekly Mail 12/18/87

140A

VICTORY FOR RAILWAY WORKERS

TO ALL SATS WORKERS

You have scored a major victory. Through SARWHU, and its mother body, COSATU, we have negotiated the reinstatement of all striking railway workers. This could only be achieved because:

- you were united and strong
- you believed your struggle was just
- you were prepared to sacrifice for your basic democratic rights as workers.

THE SETTLEMENT

1. The reinstatement will start on Monday 8 June. To get your job back you must report before 14 June. SARWHU wants all our strikers to come back in a united way on Tuesday 9 and Wednesday 10, 1987.
2. You will have to report to your compounds and depots.
3. No benefits will be lost. No striking worker will lose pension or other benefits that belong to you because you have worked for SATS for a long time.
4. No worker will be victimised because he/she went on strike.

As you can see, the agreement is in line with discussions you had about how to resolve the strike. Your representatives have carried forward your mandate. These 4 points are the main points of the agreement. Your shop stewards will give you full reports at the various depots. Also, if you want to find out more about what was decided, phone your Union at (011) 29-5422 and ask for SARWHU.



COSATU SALUTES YOU

COSATU salutes your courage and commitment. The victory we have won is a victory for all workers fighting for their rights. It is a victory for all who believe in democracy.

OUR DEMANDS

BLATU claimed in the Sowetan that they won the following commitments from SATS.

1. equal pay and pensions for workers of all races
2. the same disciplinary procedures for all SATS workers, regardless of race
3. all black workers to be registered as permanent workers.

In fact, these victories have been won by SARWHU and SARWHU members who have been in the forefront of the struggle for your rights.

WE ALSO CALL FOR:

1. an end to all racist practices of any sort in SATS
2. the right to democratically elected leaders
3. our leaders and members in detention to be allowed to return to work immediately.

These are our demands. This is what our unity will bring closer to us.

We must concentrate on building our union and continuing the struggle for our rights.

All Railway Workers are SARWHU members. All SARWHU members are COSATU members.

Issued by SARWHU and COSATU.

ALL SATS WORKERS: JOIN SARWHU NOW!

FM 140A
LABOUR FEDERATIONS 12/6/81
One up, one down
A new "super union," the National Union of Metalworkers of SA (Numsa), was recently launched in the motor and steel industry. But attempts last week to launch another federation — a non-political, non-racial substitute for the dissolved middle-of-the-road Trade Union Council of SA — failed.
The initiative for the new National Association of Trade Unions (Natu) grouping has come from Wilhe van der Merwe, general

secretary of the Artisan Staff Association. He tells the *FM* the state of labour relations is currently too volatile to enter into merger agreements. "We decided to put the inaugural meeting on ice until the trade union movement has settled down," he says. Among the unions involved are the 40 000-strong SA Typographical Union and the 20 000-strong Mine Surface Officials Association.

But Van der Merwe says a new federation is still in the offing. The unions involved are not affiliated to any body, and he sees such co-operation as a necessary strategy for survival in an atmosphere where unions are uniting increasingly to create greater punch for their political and economical objectives.

Meanwhile, the launching of Numsa with the subsequent election of treason-trialist Moses Mayekiso as general secretary is regarded by some as a sign of greater militancy and politicisation within labour unions. With its 130 000 members, it is second in size to only the National Union of Mineworkers (Num). Both are affiliates of the Congress of SA Trade Unions (Cosatu) and Numsa is expected to add weight to Cosatu's "living wage" campaign.

The new union grouping could already indirectly influence wage negotiations between the Steel and Engineering Industries Federation of SA (Seifsa) and the Metal and Allied Workers Union (Mawu) which is expected to support Numsa's policies.

Numsa is made up of the 65 000-strong Mawu, the National Automobile and Allied Workers' Union, the Motor Industry Combined Workers' Union (Micwu), the General and Allied Workers Union, the Motor Assembly and Component Workers' Union of SA, the United Metal and Motor Workers' Union of SA and the Transport and General Workers' Union. Only Micwu was not affil-

ated to Cosatu before the launch.

As part of its political policy Numsa has adopted the Freedom Charter and has decided to draft a "political programme" for workers. By doing this, the union supports Cosatu general secretary Jay Naidoo's belief that "in SA you cannot be a trade union that truly represents your members without being involved in politics."

Numsa has undertaken further to "develop among the organised working class and their allies an understanding of the need for the leadership and control of the struggle by organised industrial workers."

The union's economic resolutions include calls for a minimum wage of R4,50 an hour, a 40-hour week, six months paid maternity leave and the abolition of migrant labour with an interim improvement in hostel conditions.

But Numsa vice-president David Madupela says the union will not yet be directly involved in negotiations between Mawu and Seifsa as the union "still has a lot of technicalities to sort out."

Next year, however, wage negotiations will take place in Numsa's name. And if it achieves its goal — maximum unity among workers in the metal industry — it may well become a redoubtable opponent for managements to reckon with. ■

innocents, whereby procedure is done values.

Blacks ask for calm

JOHANNESBURG — Black organisations have appealed for a calm and dignified commemoration of June 16 next week — the 11th anniversary of the Soweto riots.

They urged members to attend commemoration services in many parts of the country.

The organisations, however, branded as untrue rumours of a two-week stay-away by black workers, supposedly to mark the first anniversary of the state of emergency

Police have meanwhile warned that anyone urging others to stay away from work on June 16 would face strong action.

The general secretary of the National Council of Trade Unions (Nactu), Mr Phiroshaw Camay, today appealed to workers to "honour this day with calm and dignity"

In Port Elizabeth, an inter-denominational church service to mark the events will be held in the Hill Presbyterian Church, Port Elizabeth, on Tuesday

The service is from 1 15pm to 1 45pm and will be attended, among others, by the head of the Methodist Church in the Eastern Cape, the Rev George Irvine, and Canon Peter Bowen of the Anglican Church in Port Elizabeth

SA can supply bulk of Mosgas skilled labour

By JENNY CULLUM

SOUTH AFRICA was perfectly capable of providing all the skilled labour needed to carry out the whole Mossel Bay oil-from-gas project, apart from a very small number of specialised tasks

This was stated in Port Elizabeth yesterday by Mr Leon de Villiers, deputy director of Emthonjeni Group Training Centre who returned last weekend from a survey of Britain's North Sea oil fields, to analyse training allied to the hook-up and production phases for the R5 500-million Mosgas project

This is in sharp contrast with major projects such as Sasol and Koeberg of the '70s when skilled staff had to be recruited overseas

Apart from a few design, management and process engineering skills, SA's own manpower could supply all the skills needed for Mosgas, Mr De Villiers said

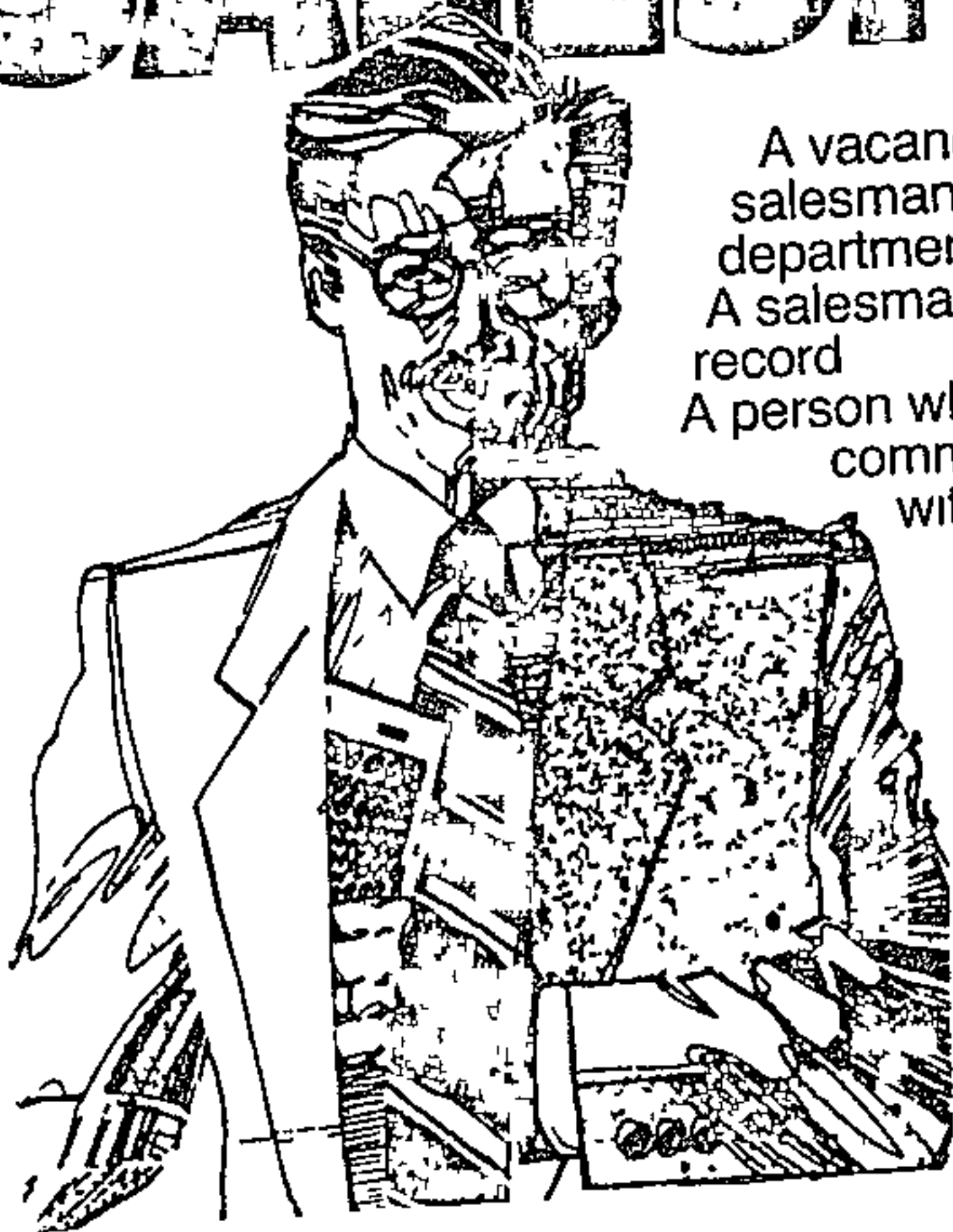
"The skills needed are nothing superhuman or sophisticated — they are normal basic skills which we already have here Forget about the myth of 'high technology' skills"

Mr De Villiers studied training material, equipment and facilities for coded welders, platers/burners, mechanical fitters, pipe fitters, electricians, rigger/erectors and supervisors during his trip.

He said that he would be recommending that the "pick of the crop" of workers trained for the fabrication stage would be taken for the hook-up stage and trained in survival and safety, fire-fighting and working in confined areas

Mr Dieter Kusel, director of Emthonjeni, said that South Africa had taken a unique step, breaking away from dependence on importing skilled people, by mobilising in advance to train its own manpower for Mosgas

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A salesman with a proven track record

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The position carries a salary plus commission. A company car and petrol allowance

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Black organisations last night appealed for a calm and dignified commemoration of June 16, the 11th anniversary of the Soweto uprisings, next week.

They urged members to attend commemoration services which would take place in many parts of the country.

The organisations, however, rejected rumours of a two-week stay-away by black workers, purportedly to mark the first anniversary of the state of emergency, as untrue.

Police have meanwhile warned that people who urged others to stay away from work on June 16, would face strong action

General secretary of the National Council of Trade Unions (Nactu) Mr Phiroshaw Camay appealed to all workers to "honour this day"

"For the black community, June 16 is a day of mourning and rededication to the struggle. We must honour it with calm and dignity," he said

Mr Nkosi Molala, president of the Azanian People's Organisation, expressed similar sentiments

"We have to honour June 16 with the dignity it deserves," said Mr Molala

"We need to reflect on the type of society we want to build for our country"

The United Democratic Front has denied any knowledge of a two-week stay-away. It has, however, called on its members to engage in 14 days of protest action

Lieutenant-Colonel Steve van Rooyen, of the SAP Public Relations Division in Pretoria, said police were aware of certain unions asking workers to stay away. "We have a plan of action and we will take care of intimidators," he said

Many workers will, however, stay away from work on June 16

with the full backing of their employers. An increasing number of employers is concluding recognition agreements with unions which recognise June 16 as a paid public holiday in exchange for another holiday

Mr Camay said June 16 had become a "bargaining issue" with most unions

Some companies advertised through newspapers this week that they would be closed on June 16 as "a mark of respect for our customers and staff"

The National Soccer League (NSL) is going ahead with its normal fixtures this weekend despite a barrage of criticism from organisations who feel all soccer matches should have been suspended to commemorate June 16

But NSL spokesman Mr Abdul Bhamjee said the NSL had always considered important days in the black calendar when fixtures were drawn at the beginning of every season. Fixtures could not be cancelled on the spur of the moment. "If June 16 was on Friday, Saturday or Sunday, we would definitely have had a blank sheet," he said

The NSL has ordered about 100 armbands from the Black Sash which would be worn by players in matches this weekend.

The Black Sash has sent out 12 000 leaflets to white schools in

● To Page 2

Black call for
calm and dignity
BARNEY MTHOMBOTHI

JUNE 16

APPEALS FOR PEACE ON
JUNE 16

1404
SAP
13/6/87

14037

Cosatu House is accessible again

1416A7

141920

UNIONS affiliated to Cosatu will begin retrieving administrative records and equipment from their Johannesburg headquarters in the next two weeks.

This has been made possible by the erection of a temporary staircase on the outside of Cosatu House, devastated by a powerful bomb blast last month, said Cosatu's Press officer, Frank Meintjies

Cosatu unions have been operating from temporary premises without access to important documents and their office equipment as the building was declared unsafe to enter

Meintjies said affiliates were still discussing a recommendation by Cosatu's executive that they move back into the shattered building after it had been repaired

It is estimated that repairs to the building will cost about R1-million and will take at least six months - Sapa

74/6/87
22/11/78
No call for
stayaway

COSATU has not called for a work stayaway today, but its members would observe June 16 as a national holiday to honour students who have died in education the struggle.

A statement from Cosatu in Johannesburg said June 16 would be a paid public day for workers in hundreds of companies and wage demands presented to other companies would include the demand that June 16 be a paid public holiday.

Calling on the government not to re-impose the state of emergency, Cosatu said the emergency was "a direct threat to the labour relations system and served to heighten tensions in the country, rather than create a climate conducive to the peaceful resolution of the country's problems"



The recent election "ushered in one of the darkest periods in this country's history and Cosatu was one of the first victims of the government's stated intentions to close even further peaceful democratic opposition," said the statement.

"The labour relations system has been shaped according to the interests of management and workers and is the only forum where meaningful negotiations take place in this country

140A
C/12/83

"The emergency, however, gives untrammelled powers to even junior law enforcement officers to interfere in the process of labour relations without proper accountability," said Cosatu.

Cosatu called on the government to "broaden the space for democratic activity" so that Cosatu and other democratic organisations would be free to organise.

Cosatu has also demanded the release of more than 60 of its leaders in detention. - Sapa.

Arson attacks on Reef cause damage to buildings, cars

The Argus Correspondent
JOHANNESBURG. — Police are investigating six suspected arson attacks in which a school, a chemical factory, a church and three cars were set on fire causing severe damage.

The most recent attack was early yesterday when private vehicles belonging to two officials of the National Union of Mineworkers (NUM) and Cosatu were destroyed in Mayfair

A car was also set alight in First Avenue, Melville, early yesterday. The owner, Miss Adele Walters, awakened to find her vehicle in flames at about 2am, police said

Group Areas

Mr Howard Gabriels said he thought his car was set on fire either because he worked for the NUM or because "as a so-called coloured" he was living in Mayfair.

"I don't know the reason for the attacks but it could have something to do with the Group Areas Act because I'm a so-called coloured living in 'white' Mayfair," said Mr Gabriels

The other car destroyed belonged to Cosatu official Mr Dirk Hartford and was parked near Mr Gabriels's vehicle

Police ruled out petrol bombs as a cause of the car fires

Witwatersrand police spokesman Lieutenant-Colonel Frans Malherbe said detectives suspected that arson caused Friday's blazes at the Unico Chemical Company, St Mary's Cathedral and Auckland Park Primary School

R500 000

Police originally said the St Mary's fire was caused by a burning crate set alight by someone for warmth but later said they were investigating arson

The Unico fire caused damage estimated at more than R500 000 and Colonel Malherbe said police were also investigating reports that three smaller, deliberately caused fires took place before Friday's fire

No one was injured in the fires, which gutted sections of the First Avenue school, causing R200 000 damage, and destroyed the chemical fac-

tory

The school fire started in the early hours of the evening and firemen from the Brixton Fire Department extinguished the flames within two hours

The St Mary's attack was believed to be politically motivated as an anonymous caller woke the Right Rev Duncan Buchanan, Bishop of Johannesburg, and boasted about setting the cathedral alight early on Friday

Phone call

He said the fire, apparently caused by a petrol bomb, was a warning for the Anglican Church's involvement in political affairs

The Star newspaper received a telephone call from someone claiming responsibility for the attack.

271
HS
667

Trade union under attack in pamphlets

16645 15/08/87 (140A)
By DICK USHER
Labour Reporter

THOUSANDS of pamphlets attacking one of the Cape's largest unions have been distributed widely in the Western Cape

A spokesman for the Food and Allied Workers' Union (Fawu), the largest affiliate of the Congress of South African Trade Unions (Cosatu) in the region, said "They are obviously an attempt to confuse workers and part of a generalised attack on the trade union movement"

He said it was not the first time the union had encountered that sort of disinformation but it was the most widespread

"They have turned up just about everywhere we are organised — Saldanha, Ceres, Worcester, Grabouw," he said

IDENTIFIED

"Some were thrown over walls, some bundles were dumped at gates, others were strewn in roads and appeared at stations in Cape Town

"Members have identified three cars which were seen distributing them"

The pamphlets contained matter that was being discussed by Fawu as well as complete untruths, he said

"We can guess who is responsible and are responding to all the issues at branch and factory meetings with members"

● The 1987 diary of the Congress of South African Trade Unions has been banned for possession

The ban was announced in Friday's list of prohibited publications released by the Directorate of Publications

Union says no to Charter

By Michael Tissong

The Commercial Catering and Allied Workers' Union of South Africa (Cawusa), one of Cosatu's major affiliates, declined to adopt the Freedom Charter at its annual national congress in Johannesburg at the weekend.

Instead about 300 delegates resolved to dedicate Cawusa to a socialist programme of action.

The Charter became an issue among some workers in Cawusa after two other affiliates of the Congress of South African Trade Unions (Cosatu) recently accepted the document.

The 60 000-strong union said "The demands of the Charter, though important, are limited

"Some members of Cawusa support the Charter and others the Azanian Manifesto. A large number of workers have not had the opportunity to discuss these documents.

"Endorsing either lays our union open to serious divisions. Cawusa therefore resolves to discuss at all levels of our union and our federation the importance of a socialist programme of action which will bind together all workers regardless of political affiliation."

Black trade unions said to be hesitant over shares offer

We're going, says Ford

By Michael Chester

Agreement on the offer by the Ford Motor Company of the United States to hand over most of its shares in the South African Motor Corporation (Samcor) to its mainly black labour force was hanging in the balance today.

Ford spokesman at the head office of the multinational motor giant in Detroit confirmed that discussions with worker representatives from Pretoria and Port Elizabeth were under way.

But Associated Press news agency reported that Mr Sam Tsiane of the National Union of Metal Workers of SA, who was in the US to discuss the proposal, was cool towards the shares deal. The agency quoted him as saying the union was unlikely to accept the offer

In Johannesburg, Mr Leslie Boyd, executive director of Anglo American Corporation, which has a 58 percent majority shareholding in Samcor, said the talks between Ford and worker representatives were still at a formative stage.

But whatever the outcome, Samcor would continue to supply Ford vehicles and spare parts through the comprehensive Ford dealer network in South Africa.

Ford, which has been involved with Anglo American Corporation's motor division since 1985, would also continue to supply management and technical assistance, and licence the use of the Ford trade mark.

Ford executives in Detroit have confirmed that the company is discussing the transfer of its 42 percent stake in Samcor into local hands. It envisages handing over 24 percent to a trust to be run on behalf of the 4500 labour force — 70 percent of whom are black workers — and selling the 18 percent balance to Anglo American.

The deal would also give the workers' trust two seats on the Samcor board of directors.

Mr L Lindsey Halstead, a Ford vice-president, said the US motor company wanted to avoid abandoning the Samcor workers.

No solution to apartheid

But union leaders are reported to take the view that a pull-out deal would offer no broad solution to South Africa's apartheid problems. They are also said to be fretful about the shares deal causing them the loss of entitlement to any legal claims for compensation or severance pay should their jobs become threatened.

But Mr Boyd assured them today "Samcor is now in a profit position and a strong contender in the South African market. We are confident it will maintain and strengthen its position as one of the country's foremost vehicle manufacturers."

Anglo American intends continuing to give the company its full support.

David Braun reports from Cape Town that the Progressive Federal Party warned today that the Ford pull-out was a tragedy which would not only eliminate a positive influence in South Africa but contribute towards further polarisation.

The PFP spokesman on economics and technology, Mr Roger Hulley, said it was a tragedy for any firm to think about pulling out, especially one like Ford, which was well-disposed to the idea of more democracy and more freedom in South Africa.

"By pulling out they eliminate their influence, and worse, they are actually contributing to a polarisation and deterioration of the situation in the country," he said. "I appeal to them to reconsider, and not to withdraw.

"If they do withdraw, they are losing their influence — and are no use to us."

The Star

14014

June 16 as a day of dignity

ELEVEN YEARS ago the name Soweto became an international synonym for apartheid and all that ailed a South African society divided by privilege and prejudice. The awful events of June 16 1976 carved "Soweto" deeply into the pillars of South African history. That day jolted many dozing white South Africans into realising at last that something had gone dreadfully awry with the apartheid dream. They began to discover to their considerable surprise that black people were not content with a poor second best.

True, many whites will not recognise injustice. Selfishness and obstinacy go hand in hand. That is the way of humans all over the world and progress just has to roll over them.

June 16 has come and gone 10 times since that fateful day in 1976; each anniversary has more to commemorate. So much horror, violence, detentions and fear have been experienced: one way or another there have been many, many victims. Violence invites coun-

terviolence, more casualties. It exacts a high price in bitterness between white and black, black and black' and even white and white.

Townships have found the means to make their protests felt in more dignified ways, workers have acquired the voice through their unions to improve their conditions.

White South Africans have acknowledged the need for changes which they would never have dreamed of a few years ago. The so-called reforms fall short of aspirations but they are evidence of maturing attitudes, a process that can be built on to develop a just society.

Black organisations have called on their community to commemorate June 16 with dignity; the Azanian Youth Organisation has particularly asked youths to "exercise the highest level of discipline". The dead deserve that respect on a day of mourning and the black people owe themselves a day of dignity for composure, reflection and contemplation.

Raditsela's death

AT LAST there is an official finding on how trade unionist Andries Raditsela died on May 6 1985. And there is no comfort for the police in the finding, even though the magistrate found no one criminally liable for his death. The court strongly censured police conduct from the time of Mr Raditsela's arrest on suspicion of inciting unrest to the time he was taken to hospital unconscious 10 hours later.

The court found witnesses contradicted each other on allegations that Mr Raditsela had been assaulted. But police evidence still stood of how he had fallen when stepping out of a Casspir. His actions after

being injured in the fall were interpreted by the police as drunkenness. No effort was made to get him medical help until it was far too late.

For more than two years, Mr Raditsela's death has rankled, putting a huge question mark behind the actions of the police at a time of great political tension. Work stayaways were organised in protest.

If there is any good that can come from his needless death, it must be in ever-greater vigilance on the part of the police that their actions do not give cause for grievance, especially in the strained political atmosphere still prevailing.

Nationwide observance of June 16 expected

Tomorrow's 11th anniversary of the June 16 Soweto uprising is expected to be commemorated throughout South Africa

The riots flared in Soweto when black pupils protested over the use of Afrikaans as a medium of instruction in schools. At least 600 died in the conflict which spread to other townships over a three-month period.

The anniversary is the most important on the black political calendar and political bodies, trade unions and youth organisations have called for it to be observed with dignity, restraint and respect.

Many establishments in which a black union operates have already agreed to recognise June 16 as a paid holiday. A number of businesses, especially those catering mainly for black customers, have announced they will close tomorrow.

Spokesmen for organised commerce and industry could not be reached for comment today but employers without

Star deliveries

Home deliveries of The Star may be disrupted tomorrow. Subscribers who do not have their newspaper delivered tomorrow should buy The Star at cafes, where deliveries should be normal. Subscribers will have their accounts credited if their newspaper is not delivered tomorrow.

agreements with employees are expected to adopt a no-work-no-pay attitude, as they have done in the past.

The United Municipalities of South Africa (Umsa) has declared tomorrow a paid holiday for employees of black local authorities.

Although black taxi services will not operate, S A Transport Services said trains would run normally, with police on duty at stations and in trains to protect commuters.

A Putco spokesman said the company intended to operate normal services tomorrow.

In Pretoria today, a police spokesman said police would be on the alert tomorrow and prepared for any eventuality. He said police were aware of all rumours, talk and plans for work stoppages and other action but he declined to comment on specific measures.

Members of the security forces, the SAP and the SADF, maintained a heavy presence in Soweto and manned roadblocks on the outskirts of the township.

On the Soweto freeway yesterday, police stopped and searched vehicles entering the township.

On Friday residents saw heavy patrols by the SADF while the SAP manned roadblocks on the Soweto freeway and on the Nasrec road, outside Diepkloof Extension.

The South African Youth Congress, which estimates membership at 700 000, has urged young people nationwide to observe tomorrow in such a way as to honour all those who lost their lives in the fight to end minority rule.

Prayer services will be held in most churches in Soweto tomorrow. Commemoration services and mass rallies have been organised — particularly by Cosatu and the UDF — but many of the venues have not yet been disclosed.

The TIC said it will hold public meetings, featuring speakers from the UDF and Cosatu, at the Lenasia Civic Centre and the Seva Samaj Hall in Laudium at 2 pm.

COMMENT

Telephone: (011) 673-4160

A generation not to be forgotten

1409
Sowetan
15/6/87

WE should be writing about the 11 years that have spanned this country's turbulent history from June 16, 1976 to June 16, 1987.

While June 16, like Sharpeville Day, has become a symbol of resistance, the memory of the events of that day is somewhat blurred.

The reason is that while June 16 was a watershed in the history of this country, the events that followed year after year since that day have been even more remarkable.

Perhaps the most vivid impression we have about these events is the spread of unrest and violence to obscure townships in the country. Places like Duduza in Nigel and Langa in Uitenhage which had never excited any interest before, were shot into grim prominence as the people in those areas expressed their anger and discontent.

There was perhaps more violence in South Africa between 1984-1985 than on June 16, 1976 and soon after. There was the type of violence that made strong men blanch with fear and often dismay. It happened in urban areas like Alexandra Township and in the rural township of Bela Bela in Warmbaths.

There are enduring memories of June 16, '76. For the first time we saw schoolchildren, some in short pants and gymslips, marching in front of crowds expressing anger at a system they could not accept.

We saw in the end the flight of young people in their hundreds to countries outside South Africa, young people who became bitter opponents of this country. Some of them are grown men and women today. But the generation of Tsietsi Mashinini will never be forgotten in our history.

140A 19/6/87 Smith

June 16: The day our kids grew up

OUR memory of June 16, 1976 is somewhat blurred, but the most enduring if not heart-rending picture of those days is that of Tsietsi Mashinini and the Soweto Students Representative Council.

The picture that cannot ever be erased is that of Hector Petersen in the arms of a sturdy youth flanked by a schoolgirl in a gymship. For, if we did not know it then, the seed of student revolt for the next 11 years was planted by the SSRC and that heart-stopping picture.

Many things have happened between June 16, 1976 and June 16, 1987. Many other heroes and heroines have taken the stage, some to die tragically like Steve Biko and others in the forefront of the type of violence South Africa had never experienced before.

The seeds of student revolt expressed so colourfully by the lanky, handsome and shy Mashinini, have given

FOCUS

By
**AGGREY
KLAASTE**

rise to some of the most monstrous forms of anger and dissent in young black South Africans.

We may decry the use of the "necklace" and the seeming unruliness of schoolchildren today. But we were blinded by fear and an adult arrogance when the youthful voices cried out for help 11 years ago. The cry for help showed signs of extraordinary courage when boys and girls were totally unconcerned about losing their lives and taking the lives of others.

Adult South Africa buried its head in shame and dismay.

The class boycotts of the '70s should have warned us that we were nursing the type of ruthless and often ugly monster we would not be



THE picture that went around the world ... Hector Petersen in the arms of a sturdy youth flanked by a schoolgirl.

able to understand 10 years later.

Some of us picked it up in various disparate incidents. We cannot forget how we were stopped by boys in short pants with the snake of mucus disappearing from their nostrils, angry little boys who wished to know why we dared go to work. We laughed in scorn and disbelief. Things became more serious when scholars in a Soweto school stoned two *tsotsis* who had dared to molest their female colleagues, to death. The children we pictured in some unforgettable shots dancing over the two grotesque bodies, were insanely happy.

Fighters

The class of '76 is something of a sentimental though scarcely forgotten nightmare in our minds. For many of our children, our younger brothers and sisters, fled the country to become fighters for the freedom of their country. Some of them became casualties in this warfare. Others were sentenced to death

Boys and girls who laid down their lives for us, however wrong their means were. Boys and girls scarcely able to articulate the terrible experiences they lived through, risking their youth and everything else for this country's future.

No wonder black South Africa is so politicised today. Part of this is because of anger. Most of it is because of shame.

Hurt

So when the countrywide violence of the '80s became grotesque, we should have remembered the young lives sacrificed from June 16 onwards.

Today many of us have forgotten those lives. But every time there is unrest in black areas it assumes the type of indescribable dimension that can only be traced to the deep hurt experienced by an adult at the unnecessary death of its young. So it was not altogether surprising that the unrest in the Vaal Triangle in 1984 sparked off unbelievable unrest in places like Tumahole and Warmbaths. It was not

altogether surprising that the violence in Alexandra Township found its echo in a previously unknown place called Langa, Uitenhage.

Much is made of what is termed "black-on-black" violence. A little walk down memory lane will perhaps explain this exasperating phenomenon so unexpected of a people who are suffering the same oppression, the same problems.

If we should turn our minds back tomorrow as we remember June 16, 1976, then we will perhaps be able to understand the total commitment, the total unconcern for life and limb showed by the Class of 1980.

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What made SATS settle?

THE agreement last week by South African Transport Services (SATS) to reinstate 1 800 railway workers dismissed after the marathon strike on the Witwatersrand has come as a surprise.

The question now being asked is why SATS performed such a remarkable turnabout. It has granted workers their jobs back and conceded their right to elect representatives to negotiate for them after adopting a hardline refusal to deal with Cosatu's South African Railway and Harbour Workers Union (SARHWU).

The answer can be found in a combination of legal leverage exercised by SARHWU's lawyers, pressure from big business and the Department of Manpower to settle, and divisions within SATS management on labour reform.

When mass firings took place late in April, lawyers immediately launched an application in the Johannesburg Supreme Court by three strikers for their dismissals to be declared illegal.

The union's hand was strengthened when the State Attorney agreed the outcome of the test case would apply to all the dismissed workers.

"This was the real sword hanging over SATS's head. They knew we had a strong case and would have been severely embarrassed had they lost the case," said a union spokesperson.

But if legal pressure was the union's most decisive weapon, there were other pressures that made SATS vulnerable. Soon after the workers were dismissed, the Department of Manpower issued a statement pointing out that most strikes in the private sector were settled through negotiation within a day. The rap over SATS's knuckles was barely disguised.

At the same time businessmen in the private sector began urging SATS to prevent the dispute spilling over into other sectors. — *Agenda Press Services*

16/6/82
**Representatives
honour June 16** (140P) SMC

Political Staff

The House of Representatives will not sit today "in recognition of June 16"

The Leader of the House, Mr Miley Richards, moved yesterday that there should be no sitting today because of the sensitive nature of June 16

SIGNIFICANCE

The proposal was a measure of "recognising the importance and

significance of June 16 in the struggle for liberation, justice and equality, and believing that reconciliation can only come about when cognisance is taken of the grievances experienced by those who have suffered as a result of apartheid"

Mr Richards said the motion was in sympathy with and recognition of all who had lost their lives in the struggle.

CPI- 11475 16/6/87 (1407)

Union calls for worker unity

JOHANNESBURG. — The Commercial Catering and Allied Workers' Union (Ccawusa) has called for organized workers to build a socialist programme that would unite members from rival political organizations.

More than 300 delegates to the 66 000-strong union's national congress resolved at the weekend to begin discussing the "importance of a socialist programme of action to build working-class unity regardless of political affiliation".

The congress made the decision as an alternative to adopting either the Freedom Charter, drawn up by the ANC and allied organizations in 1955, or the rival Azanian Manifesto, which was adopted in 1984 by a number of black consciousness organizations grouped in the National Forum. — Sapa

Soweto rising became a catalyst for a political turn

June '76: both a historical event and a link in a chain

16/6/87

140A

about

Chain

By Jo-Anne Collinge

June 16, the anniversary of the Soweto rising of 1976, is possibly the most widely observed "alternative" holiday on the South African calendar.

It has achieved this position in less than 11 years, a time-span short enough for many of the youths of 1976 — now in their 20s or early 30s — to be involved in commemorating the period of history they helped make.

The presence of the generation of '76 in the leadership structures of the United Democratic Front (UDF) and its largest affiliate, the 700 000-strong South African Youth Congress (Sayco), illustrates the special nature of June 16

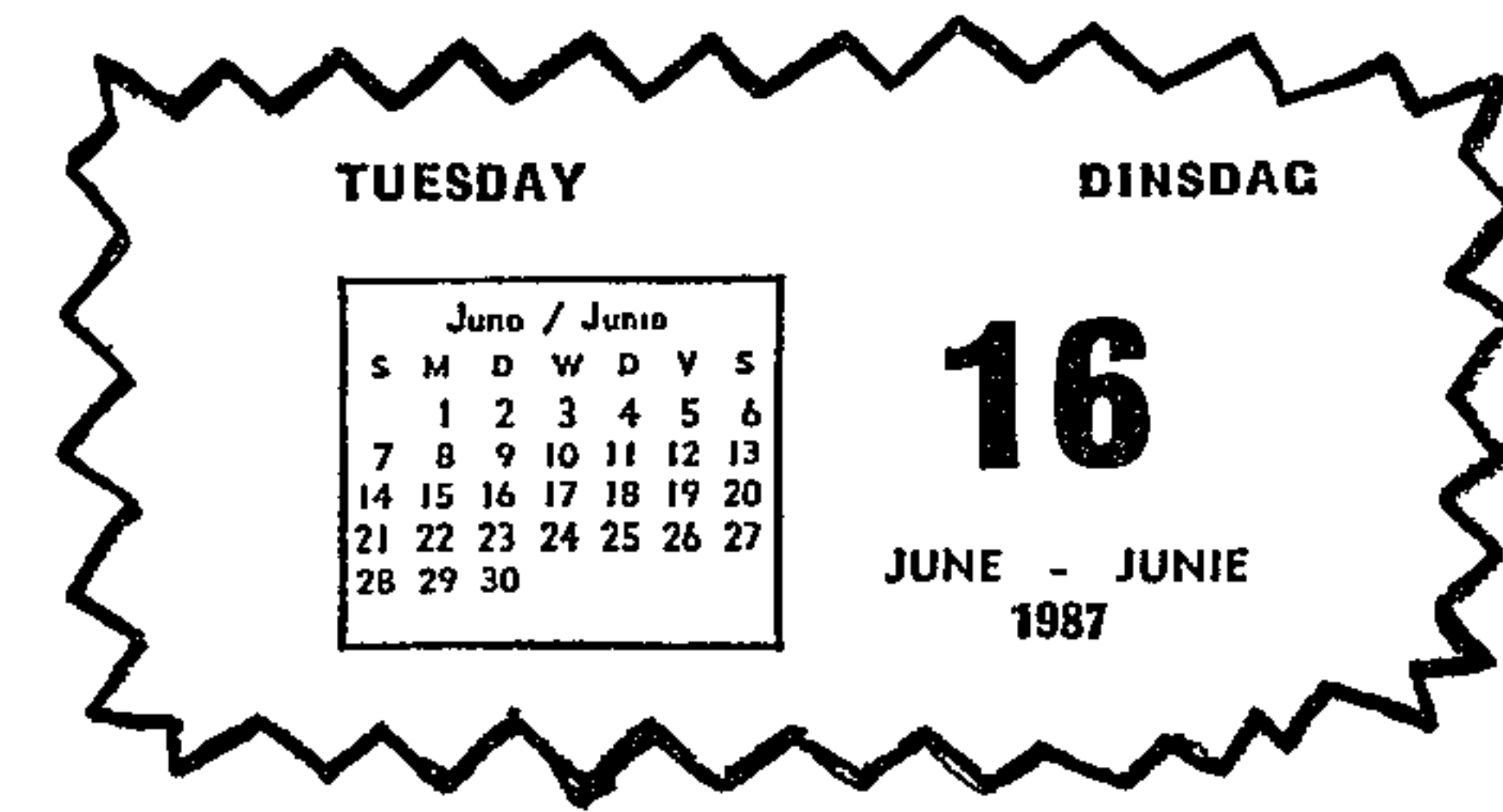
It is both a self-contained event in history and a link in an unfinished chain of political developments

Wiped out

The student action which began on June 16 1976 was temporarily wiped out with the banning of black consciousness organisations in late 1977. It surfaced again, in modified form, with the emergence of the Congress of South African Students (Cosas)

In contrast to the black consciousness ideology which formed a backdrop to the 1976 events, Cosas took a non-racial direction. Its foundation was the Freedom Charter, which was adopted in 1955 at the Congress of the People and later endorsed by organisations of the Congress Alliance

This political turnabout was the result of an interchange between the new generation of



activists and former members of older, anti-apartheid movements which were by then illegal or defunct

June 16 and what followed was not irrelevant to this inter-generational cross-fertilisation, activists point out. It served as the catalyst

Cosas, in time, became the focal point of mass school protests which swept urban and rural areas from early 1984. This formed an early phase of a wider popular mobilisation in the townships that continued through the first state of emergency and was largely forced underground in the second

The Nationalist Government's reform initiatives — encapsulated in the tricameral Parliament and the new policy on black urban areas — were also prompted by the '76 violence. Ironically, they only provided grist to the mill of anti-apartheid politics

Sayco general secretary Mr Rapu Molekane and the organisation's education officer, Mr Ephraim Nkoe, are among those who were initiated into mass protest in '76 and whose lives have been dominated ever since by their desire to see ma-

majority rule in South Africa

Mr Nkoe was a member of the Soweto Students' Representative Council in 1977. Mr Molekane was in his early high school years and was "motivated by the participation of older sisters in the South African Students' Movement" to join the outcry against the enforcement of Afrikaans-medium instruction in schools

Experience of '76

"In present youth organisations you have a combination of the experience of '76/'77 and the militancy of the youth of today," says Mr Nkoe

He describes June 16 as marking a "decisive shift into open militancy" after more than a decade when open expression of anti-apartheid positions was repressed

The Soweto action started as a peaceful protest against Afrikaans as a medium of instruction, but after the first civilian deaths in clashes with the police the mood became almost insurrectionary, he recalls

People took to the streets without far-sighted political thoughts, with the mere suspi-

cion that "something's wrong here", Mr Nkoe says. But he adds that there were manifestations of a latent anger against the Government as a whole. How else could one explain the destruction or damaging of every accessible scrap of State property, he asks

Mr Nkoe remembers the young unemployed as being part of the general action of '76/'77 — but as being even less organised than the students. "They had no acceptance in the organisations as such"

Sayco — and its local level youth congresses formed at township and village level — has purposely sought to bring together working youth, the unemployed and the students

It has also sought to analyse youth action as part of an overall liberation struggle

Mr Molekane concludes that the most important lesson of 1976 was that pupils could not lead the fight against apartheid

At the time they had thought they could. They had pushed the community into several stayaways without consulting worker organisations — and they had laid the ground for a backlash, when angry hostel dwellers proved only too willing to act on any suggestion that they should bring the militant township youth into line

Today, with the consolidation of trade union activity — chiefly under the Congress of South African Trade Unions — and the filling out of civic organisations at grassroots level, the idea that working people should take the lead is becoming reality, Mr Nkoe says

Mr Nkoe and Mr Molekane contrast the type of adult sup-

port they marshalled in 1976 — an elite group of established community leaders — with the decentralised street committee structure that exists today. Mr Molekane estimates that block or area structures exist in 50 to 60 percent of Soweto

Placid routine

Sayco was formed about 10 months into the last state of emergency. A sufficient number of key activists managed to evade detention for the launch to take place, Mr Nkoe says

But he points out that key youth activists are still in detention as the June 16 anniversary is marked

They include Mr Mkhusele Jack from Port Elizabeth, Mr Frans Mhlabi from the northern Transvaal, Mr Rose Zwi of the western Cape and Mr Akilo Maphetho and Mr Paul Mashatile, both from the southern Transvaal

He says June '76 had an irreversible effect on him. Sent to a rural boarding school after the conflict subsided, he couldn't adapt to the placid routine

Mr Molekane says this doesn't mean political activists are living out the role of romantic revolutionaries. "We do what we do for the love of an idea of a future way of life"

They consider themselves relatively fortunate to have followed the route of political struggle, rather than the military option. Many of their schoolmates of '76 left the country at a very young age to join Umkhonto we Sizwe — a move which in some cases cost them their lives

Soweto

stays at

home... but all is quiet

Milling masses down to a trickle

By Dan Side

Johannesburg's milling workday masses were reduced to a trickle today as the majority of township dwellers apparently chose to commemorate June 16.

There was plenty of room on the usually jammed platforms at Park Station and the lemming-like run in the normally packed courses was conspicuous by its absence.

But many — mostly women — took advantage of the optional day off to visit people in other townships and all the benches on the commuter platforms were occupied with travellers, mostly elderly women wrapped in blankets, waiting for their transportation.

The Noord Street terminus for Putco buses was almost devoid of comings and goings but intersecting streets were packed with

parked minibuses which catered for those who came to work.

A pleasant side effect was the reduction in noise due to the smaller number of rumbling diesel-powered buses and heavy duty vehicles. To office workers the comparative silence was deafening.

The west side of the central business district was the quietest with the normally jammed Diagonal Street easily mistakable for a side street.

A block away proof of the nature of the non-working day was provided by the many town dwellers who loitered around the movie theatre near the corner of President and Sauer streets.

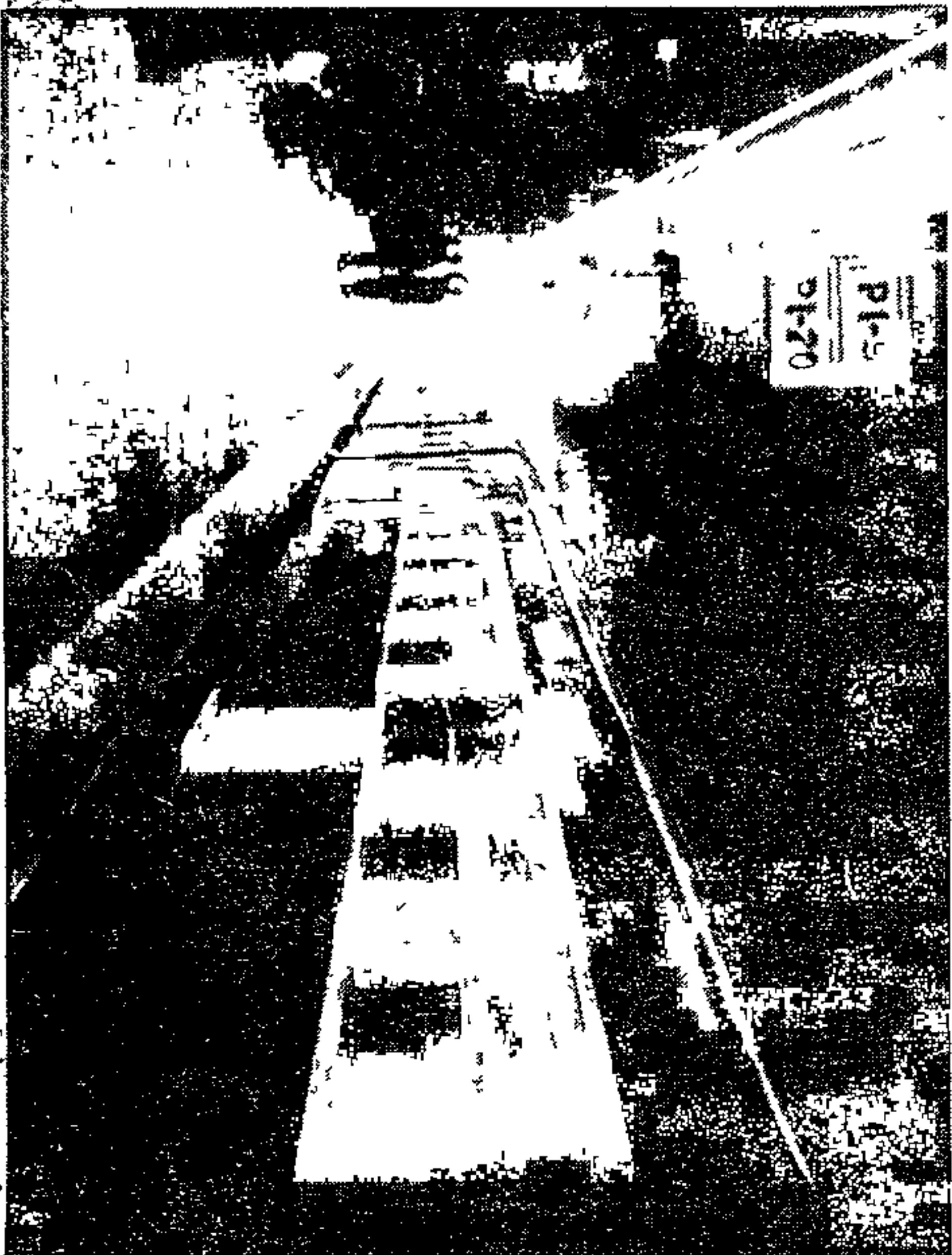
Those who did travel into the city centre for work did not lack amenities. Many cafes and fast food outlets were open for business and most appeared to be well patronised.

The overwhelming majority of Soweto workers stayed at home today — the 11th anniversary of the 1976 uprising in the township which cost at least 575 lives in the area and triggered months of conflict nationwide.

The police and the army maintained a high profile in the township as they patrolled the deserted streets, bus ranks and railway stations. A yellow helicopter hovered over the area.

Most people simply stayed inside their homes. There were no barricades or other signs of intimidation.

Two meetings are planned in Soweto, today: the National Council of Trade Unions will hold one at its traditional venue in Regina Mundi Church in Rockville — and United Democratic Front affiliates will hold one at the Lutheran Church in White City.



black bus stops and station platforms were virtually deserted today. Sats reported a 95 percent stayaway on trains from Soweto.

1160A
SAR 16/6/87

Absenteeism was also marked in other parts of the PWV area, but not as complete as in Soweto, according to transport service spokesmen.

Few walkers

Putco spokesman Mr. Robin Duff said the June 16 holiday had been observed most widely in Soweto, where there had been an almost total stayaway of staff. Barely 50 buses were manned.

"It's a contradiction in terms to talk of passenger demand. We estimate that there was a general 10 percent worker turnout from Soweto. Taxis did good business early this morning, but had disappeared by about 7.30 am. Few people were seen walking to work."

In the Eastern area of the Reef, 35 percent of staff reported for work, and the company was able to operate about 100 buses. Demand for transport in Boksburg was about 40 percent of normal.

Putco staff turnout in the Pretoria area was estimated at between 50 percent and 60 percent, and about 250 buses were being operated. Passenger demand was 30 percent to 40 percent.

An SA Transport Services

spokesman reported a marked drop all round in train passengers.

He said trains from Soweto were carrying only five percent of the normal passenger load at 6.30 am. On the East and West Rand it was about 20 percent, and 10 percent in Pretoria.

The Germiston area was a notable exception — trains were running at 85 percent of capacity.

The Vaal Transport Corporation in Vereeniging said loads to and from townships in the Vaal Triangle were about 70 percent of normal.

In Soweto, all businesses were shut after a call by the Greater Soweto Chamber of Commerce and Industry for traders to close their shops.

As has become practice in recent years, the Department of Education and Training started its winter holidays shortly before the anniversary date, so all school properties were deserted.

Tembisa, the largest East Rand township, was quiet early today, with trains travelling empty. Taxis and Putco buses did not operate at all.

In Durban, Putco passenger loads were about 90 percent. Some buses were stoned and at least one was petrol-bombed.

The Star's correspondent estimated that the work stayaway was about 40 percent effective.

FEW PE BLACKS TURN UP TO WORK

Post Reporters

ONE car plant closed its production lines in the Eastern Cape, hotels and major stores operated without black staff and bus services were trimmed drastically today as thousands of blacks observed June 16, Soweto Day.

A spokesman for Port Elizabeth Municipality said about 90% of its labour force had stayed away. A policy of "no work, no pay" had been adopted.

Mr JH Sheffield, assistant manager of Brito's Bakery, said he could not supply a figure of how many workers had stayed away, but deliveries were being met.

The general manager of the Pick'n Pay Hypermarket, Mr Fred Perl, said the entire black work force had stayed away by agreement from management.

Mr Perl said the hypermarket had made plans to employ casual labour and, as a result, business was proceeding as usual.

A spokesman for the Elizabeth Hotel said while the hotel's entire black staff had stayed away, everything was operating as normal with the help of as many people as possible from the rest of the hotel staff.

Some casual labour had been employed, he said. However, a spokesman for Volkswagen SA in Uitenhage said production lines had been shut down.

"Due to the high stayaway, the workers who did turn up for work had to be sent home," he said, adding that the company had adopted a "no work, no pay" policy.

But a spokesman for the Delta Motor Corporation said production was going ahead as normal, as about 90% of the work force had turned up for work. A policy of "no work, no pay," had been adopted.

The deputy general manager of PE Tramways, Mr Stan van der Merwe, said almost the entire Tramways African work force had stayed away, representing about 60% of the total work force.

Mr Van der Merwe said alternative arrangements had been made to ensure that buses operated as normally as possible. Buses were only operating from the outskirts of the townships, however, and in most cases there had been "more buses than passengers".

Trains between the townships and the city were also running almost empty. Tramways denied any knowledge of bogus pamphlets strewn all over the Port Elizabeth's black townships informing commuters where they could board buses to work today.

The pamphlets headed "They can transport you to work" went on to state that if bus drivers refused to work buses would wait for the people at various points on the perimeters of the townships.

146A
16/6/83

UP TO WORK

Early today an unmarked car accompanied by municipal police vehicles was seen in the townships, using a loudhailer urging people to break the stayaway and promising they would be protected.

There were very few African faces in the city today. Health workers who were exempted from the stayaway were seen trudging to the perimeters of the townships or getting lifts.

Security forces patrolled the townships on foot and in vehicles. A few pirate taxis were seen picking up passengers despite a call from community-based organisations that they should not operate today before 10am.

Members of the Eastern Cape African Chambers of Commerce (Eccacoc) responded to a call by their president, Mr Monwabisi Mkhaza yesterday by closing their shops today. ● See Page 2.

16/6/83

16/6/83

16/6/83

16/6/83

Most black workers observed stayaway — monitoring group

By Mike Siluma

About 70 percent of South Africa's black, Indian and coloured workers stayed at home yesterday on the 11th anniversary of the 1976 Soweto uprising, according to the Labour Monitoring Group

LMG spokesman Mr Mike O'Donovan said the largest stayaway had occurred (as has been the case in previous national work boycotts) in the Port Elizabeth-Uitenhage area, where 93 percent of blacks and 35 percent of coloured workers were absent.

This was followed by the PWV region, where the black stayaway was 90 percent in the commercial sector, 75 percent in manufacturing and 44 percent in the public sector.

Many firms allowed employees to take the day off as a paid holiday

Stayaway figures for other regions were

- Cape Town — 43 percent of coloured and black workers stayed away Members of the Congress of SA Trade Unions made up the largest group
- Durban and surrounding areas — 46 percent,

with blacks accounting for more than half

Mr O'Donovan said that, according to available figures, the highest stayaway figure reported at gold mines was 14 percent, with most reporting normal absenteeism. But some collieries reported up to 50 percent of workers absent

Independent reports from East London said the number staying away ranged from 80 percent to 100 percent of black workers.

● Police arrested about 35 people outside the South African embassy in London last night after a rally.

Scotland Yard said they were detained on charges of obstruction and disregarding Police Commissioner Sir Kenneth Newman's order to keep the entrance to the embassy open

A 100-strong crowd gathered on the steps of St Martin-in-the-Fields, opposite South Africa House. Newly elected member of Parliament Mr Paul Boateng told them that President Botha looked to Prime Minister Mrs Margaret Thatcher as his main protector.

● See Page 11.

(140A)

SPR

17/6/87

Strikers call on Alitalia to air its views

SPAL
17/11/87

Workers fired from Kyalami Ranch held a brief placard demonstration outside the Johannesburg offices of Alitalia on Monday demanding that the airline, one of two which use the hotel, make its views known on the dispute with management.

Lufthansa spokesman Karen Lambson said the airline did not regard the dispute as being of direct concern to it.

Alitalia management is on record as saying it has a contract with the hotel.

The strike is in its third week.

The 150 workers, represented by the Hotel and Restaurant Workers' Union, claim that the amount deducted by the employer for board and lodging exceeds the legal maximum.

Management has said it is not bound by this maximum and has an agreement with the union's lawyers to deduct larger amounts.

The dispute comes before the Pretoria Industrial Council tomorrow.

Move to release union man stalls

An application for the release of the education secretary of the South African Railway and Harbour Workers' Union was yesterday postponed sine die by the Rand Supreme Court.

Mr Michael Roussos has been detained since May 7, following the deaths of four South African Transport Services employees in the wake of a Sats strike.

Law and Order Minister Mr Adriaan Vlok filed an affidavit on June 4 opposing Mr Roussos's

release. He claimed Mr Roussos was on a co-ordinating committee which ordered that Sats employees who did not join the strike were to be kidnapped and taken to Cosatu House, where, under orders from Mr Roussos, they would be assaulted.

Mr Roussos was also said to have ordered distribution of strike pamphlets.

After his arrest, a traffic fine was found which linked him

with a vehicle used to take workers from Cosatu House to Kaserne, where they were murdered, the affidavit added.

The Minister said strike-breakers had been brought before illegal peoples' courts at Cosatu House.

Mr Roussos's detention was necessary as investigations into the incidents were not complete.

An affidavit from Mr Roussos denies involvement in any criminal acts.

The Star

Apartheid: the big foe of pragmatism

FORD MOTOR COMPANY'S dilemma about whether or not to quit South Africa has stirred discussion somewhat different from the usual disinvestment debates which have been sweeping the region as rapidly as multinationals have been leaving it. Ford is not the first American multinational to propose an employee-ownership scheme instead of a straight sellout deal but it is one of the first which has had to discuss the proposal with a strong, blue-collar and predominantly black union... even though the share participation plan is for all employees, not union members per se. Ford, fortunately, has the benefit of the mistakes made by General Motors in its withdrawal.

Facing increased pressure to disinvest from South Africa, Ford is attempting to work out as painless a parting as possible. It is trying to find a precarious balance between being seen to respond to international moral pressure and to act responsibly towards 16 000 people who could lose their jobs. So far the National Union of Metalworkers of SA (Numsa) has remained luke-

warm about acquiring shares in a company which has recently been only marginally profitable. But in Detroit, Sam Tsiame of Numsa is reported to have said the union was not convinced that Ford's withdrawal from South Africa would contribute to a broader solution of the country's apartheid problems.

The statement should not be taken as an instant reversal of the union's stand on disinvestment as a means to end apartheid, but it does reflect pragmatism based on a dilemma for black unions. While they must be seen to be doing all they can to force the abolition of apartheid, they must also be seen to act responsibly towards members whose jobs are at stake. The unions are precariously balanced between the two and realism is the price often required for staying intact in polarising times.

Apartheid is the foe of Ford, the unions and any thinking South African. Sadly it is also the enemy of pragmatism and is currently robbing the country of some of the world's best corporate citizens.

Held Sarhwu official's court bid

Vlok: unionist behind assaults

17/6/87 B/Day
140A

SUSAN RUSSELL

MICHAEL ROUSSOS, education secretary for the SA Railways and Harbours Workers Union (Sarhwu), was being detained because of information linking him to assaults on railway workers, Law and Order Minister Adriaan Vlok told the Rand Supreme Court yesterday.

In an affidavit opposing Roussos's application for an order declaring his arrest and continued detention unlawful, Vlok denied there were no grounds for the unionist's further detention.

Roussos brought the application against the Ministers of Justice and Law and Order and the Commissioner of Police.

It was postponed *sine die* with no order on costs.

Counsel for Roussos told the court he had not been told why the application was to be postponed.

In his founding affidavit Roussos said his detention was unlawful and denied he had been involved in any criminal acts.

In arresting him in terms of the emergency regulations, the arresting officer had failed to apply his mind to the question.

In his affidavit Vlok said, according to information available to him, Roussos had ordered members of a so-called co-ordinating committee of Sarhwu to kidnap Sats employees who did not take part in the recent strike and take them to Co-satu House.

He said Roussos ordered committee members to assault them and force them to become members of Sarhwu.

The Minister said after Roussos had been arrested and detained in terms of regulation 3(1), a ticket for a traffic offence had been found in his possession for a car with the registration number LEB 18762.

This car had been traced to Jan Kempdorp and a person arrested.

Vlok said this person had admitted the vehicle was used to take four workers to Kaserne during the strike, where they were murdered.

Police disperse crowds at June 16 church services

140A

SAR
17/6/87

Staff Reporters

Police dispersed crowds after two church services in Soweto yesterday to commemorate the 11th anniversary of the 1976 student uprisings

The services were held at the Regina Mundi Catholic Church, Rockville, and at the Lutheran Church, in White City Jabavu. The services, hosted by the National Council of Trade Unions (Nactu) at Regina Mundi and the Soweto Youth Congress at the Lutheran Church, attracted smaller crowds than in previous years.

Mr Pambili Ntloko of the Azanian People's Organisation (Azapo) said this was due to the emergency clampdown on political activity.

An incident-free service was also held at St Paul's Anglican Church in White City, Jabavu.

A fourth service, scheduled by the Wits Black Students' Society for the Glynn Thomas student residence near Baragwanath Hospital, was cancelled.

At the Lutheran Church, marching and chanting youths carrying a placard of the first victim of the 1976 unrest, Hector Peterson, were charged by sjambok-wielding police.

Police arrived in two Hippos. A policeman shouted to the crowd to disperse. The people complied but regrouped later. The police charged and the crowd scattered.

At Regina Mundi, police and SADF personnel arrived in large numbers, forcing youths singing freedom songs to disperse.

Before the service started, police held Nactu vice-president Mr Stewart Moletsane and confiscated posters which Nactu members had stuck on the fence of the church premises.

Mr Moletsane was taken to Protea police headquarters. He was later released and told to collect the posters today.

People gathered in the churchyard asked the police to leave so they could start the service. Some police were seen to depart.

People waiting in nearby streets entered the church after the police left. Some had turned back at the sight of the uniforms.

About noon, when the service was in progress, armed soldiers disembarked from a troop carrier and surrounded the church. Some of the foreign media left hurriedly at this point.

After discussions between the soldiers and some security policemen who had parked nearby, the soldiers left.

Echoed with freedom songs

The congregation swelled until almost all the space was taken. The church echoed with freedom songs and the presence of the police and soldiers grew larger outside.

By the end of the service there were many police and soldiers outside on foot and in vans, troop carriers, buses and armoured vehicles.

Security forces surged towards the entrance when youths came out of the church singing.

Some taunted the men in uniform but at the sight of the soldiers and police advancing with sjamboks, the crowd dispersed.

During the day the township was quiet. Shops were closed. All day police and soldiers patrolled the almost deserted streets and railway stations.

They also set up roadblocks at the entrances to the township.

A few taxis ferried staff and visitors to Baragwanath Hospital. In the evening Putco buses from Johannesburg dropped health workers near Baragwanath bus terminus.

● Young people of Lenasia must stake their claim as part of the national youth movement and must act to ensure that they do not act in isolation from their counterparts in the black townships, a crowd of about 700 in Lenasia Civic Centre was told yesterday.

Addressing the June 16 commemoration, attended mostly by young people and trade union members, Lenasia Youth League representative Ms Fatima Adam urged people to ensure that all those who collaborated in apartheid were socially isolated.

The meeting, organised by the Transvaal Indian Congress, was also addressed by Mr Samson Ndou, president of the General Workers' Union and a regional vice-president of the United Democratic Front.

A second, smaller meeting was organised in Lenasia by the Azapo.

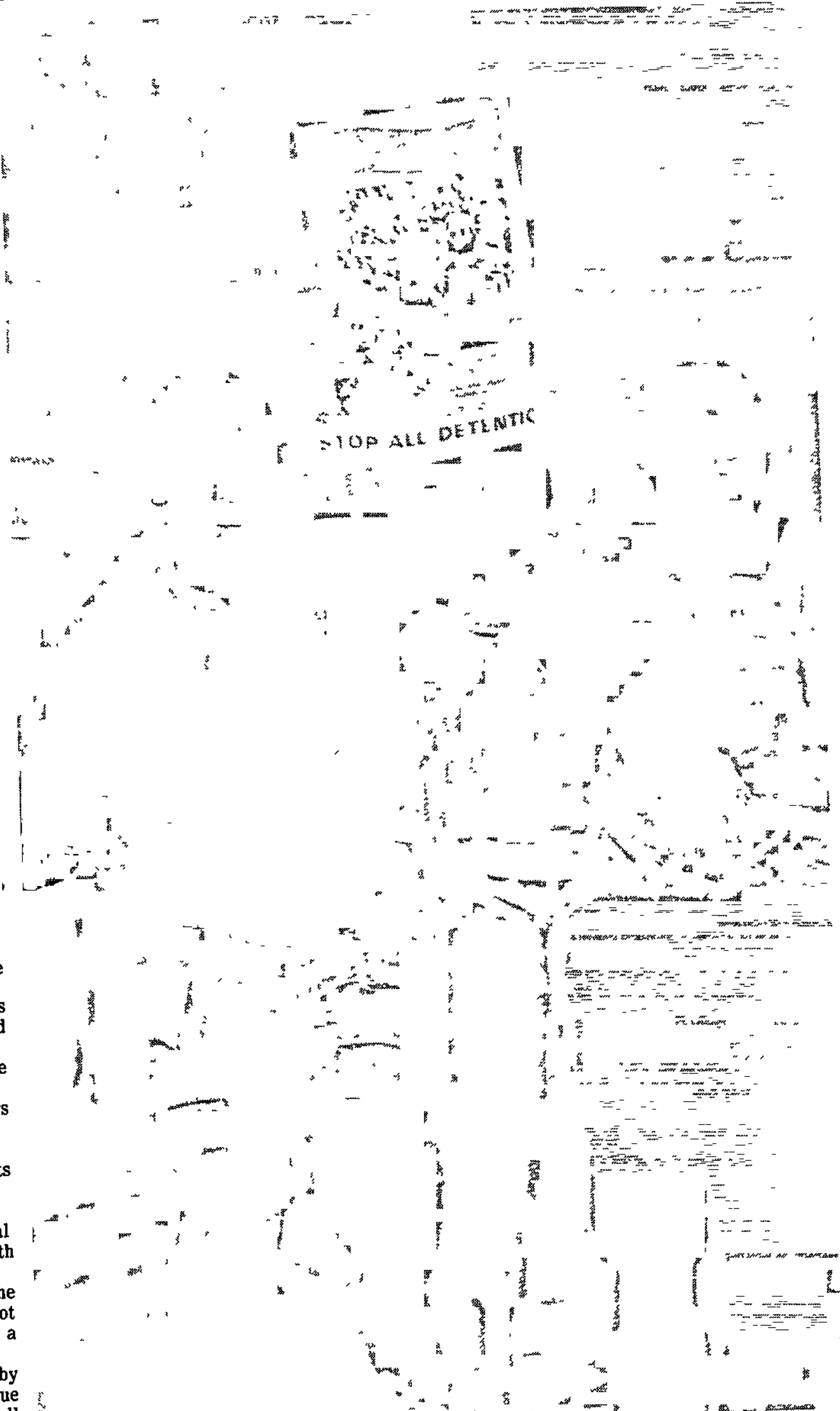
Business in the area was at a standstill throughout the day. Even garages and fast-food outlets were closed in observance of June 16.

● Stayaways in Nelspruit yesterday were limited to chain stores and one or two larger organisations. Staff generally arrived for work and few cases of intimidation were reported.

Buses ran normally and although some employees were late, attendance was more than 90 percent.

Checkers and Pick 'n Pay were boycotted, but white staff members manned the cash registers. The SA Breweries and Mobil depots were closed for the day.

At both White River and Barberton a nearly 100 percent turnout was reported.



Youths, one holding a June 16 poster, sing freedom songs as they run up and down a White City street yesterday. ● Picture by Herbert Mabuza.

Zimbabweans in demo against SA

By Robin Drew,
The Star's Africa News Service

HARARE — Traffic came to a standstill in central Harare yesterday as about 200 people knelt and prayed in the street outside the offices of the South African trade mission.

The peaceful demonstration against apartheid and the detention of children in South Africa was organised by the Zimbabwe Christian Council to mark Soweto Day.

Children, black and white, with notices around their necks bearing the names of de-

tained South African children, led a procession of priests, nuns and lay people from the Harare Gardens to Baker Avenue.

The doors of the building housing the mission were kept closed during the demonstration which went off peacefully. Police were on hand but there were no incidents.

Representatives of the ANC, the PAC and Swapo took part in the march which was led by Bishop Oliver Mutume, secretary-general of the Catholic Bishops' Conference.

Cosatu rejects Louw's statement

1/40/82
17/6/82
Louw

THE Congress of South African Trade Unions has rejected the Minister of Transport, Mr Eli Louw's statement that neither it nor its affiliate was involved in negotiations that ended the strike by 16 000 railway workers

Cosatu has also attacked the Black Trade Union, which claims a membership of 61 000 in the South African Transport Services (Sats) for its insistence that it represented the workers

1982

THOUSANDS of people in many parts of the 'country' stayed away from work yesterday — the 11th anniversary of the June 16, 1976 student revolt.

It was a day of discipline, restraint and dignity.

There were services throughout the country. These had been organised by the United Democratic Front, the Azanian Peoples' Organisation, the Congress of South African Trade Unions and the National Council of Trade Unions.

Only a few Soweto residents did not heed the call to commemorate June 16. Though the Government has not declared June 16 as a public holiday, organised labour, industry and the man-in-the-street regard it as one.

Central Johannesburg was virtually deserted while in Soweto residents kept indoors for what was a quiet June 16.

Shops were closed for the day. Buses and taxis were not running.

A message that came out strongly from most meetings was a desire for peace among black organisations. More than one speaker called for unity in action and an end to internecine violence.

In the Vaal Triangle the only meeting called failed to materialise while those in the Orange Free State were banned on Monday.

One of the services to remember June 16 was held at Soweto's Regina Mundi Church in Moroka. It had been arranged by the National Council of Trade Unions (Nactu).

Most speakers at the service called on all black political organisations, including students, youth and labour movements to unite in order to speed up national liberation. They also condemned violence which has brought about political dissaray in the black community.

Divisions

Organisations represented at the gathering included Nactu, Media Workers' Association of South Africa (Mwasa), Azanian Peoples' Organisation (Azapo), National Forum, All African Students Action Committee (Aasac), Azanian Youth Organisation (Azayo) and the Azanian National Youth Unity (Azanyu).

At a meeting organised by the United Democratic Front (UDF) in White City Jabavu Soweto, the Rev Sizwe Mbabane of the Methodist Church said the divisions in black organisations made it clear that the day when blacks stand together and reject apartheid had not yet arrived.

Mr Mbabane was addressing people who had come to a June 16 commemoration service organised by the Jabavu Civic Association, a UDF affiliate.

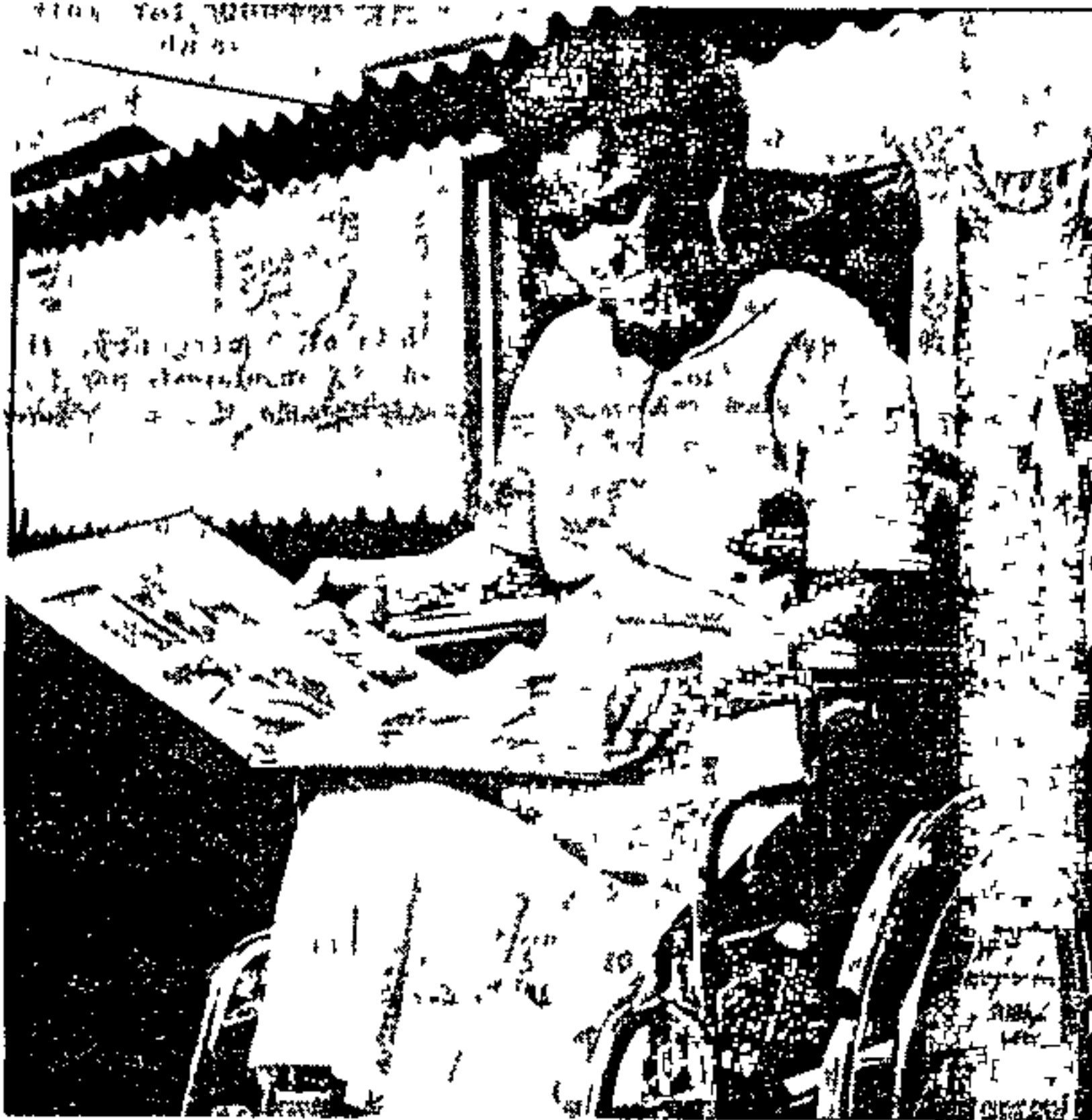
He said if people were to realise who the enemy was, that it was not another black political organisation, Azapo, UDF or the ANC, "then we will be saved from the folly of fighting amongst ourselves and letting the enemy thrive".

The commemoration **To Page 2**

Massive stayaway, but June 16 was a...

DAY OF DIGNITY

140A
Sowetan
17/6/87



MISS Nombuso Ngubane (34) of Dlamini, Soweto, one of the many victims of June 16, 1976, Soweto uprisings. She was photographed yesterday relaxing at her home and looking through her photo album. She told our photographer she keeps indoors every June 16, but prays for all victims of that day.

Pic MBUZENI ZULU

Malgas slain

By FANYANA SHIBURI

ORLANDO Pirates' boss, Mzwandile Malgas, and friend Harvey Nyangwa were gunned down in an Orlando East street, Soweto, on Monday night.

They were shot by an unknown gunman after an argument. Malgas was certified dead on arrival at Baragwanath Hospital with a wound through his heart. Nyangwa died instantly after sustaining a head wound.

Malgas' cousin, Mlungisi Botile, son of Soweto's mayor Nelson



MZWANDILE Malgas shot dead

Botile was also shot in the knee during the attack. Mr Dick Sisilane and Mr Patrick Maseko, who were in the same car as Malgas, sustained minor injuries while fleeing from the hail of

bullets. Mlungisi Botile said: "There was no motive for the attack. There were five of us in the car. Malgas was seated in the front passenger seat. As we got close to a shebeen, where we intended buying drinks, we saw a car park in our way."

"Malgas asked the driver to move his car for us to pass. Instead the man jumped out and shouted: 'Boss or not boss I'll kill you guys.' He started firing. He first hit Harvey in the

To Page 2

Day of dignity

From Page 1

service was attended by Mrs Albertina Sisulu, wife of the imprisoned ANC leader, Walter Sisulu and mother of the editor of the *New Nation*, Mr Zwelakhe Sisulu, presently detained under the emergency regulations.

Organisations represented at the service were the United Democratic Front (UDF), the South African Youth Congress (Sayco), the Soweto Youth Congress (Soyco), the Congress of South African Trade Unions (Cosatu) and the Federation of Transvaal Women (Fetraw).

Mr Ebrahim Shah of the Transvaal Indian Congress said since 1976 the youth had matured a great deal and were better organised than ever before.

Unionist Mr Samson Ndou delivered a message of support from Mr Walter Sisulu, the jailed leader of the banned African National Congress.

At another service at Jiswa Centre, Lenasia, Mr Haroon Patel of the Azanian Peoples' Organisation said his organisation believed in the principle of united action.

Mr Patel said trade unions were more organised than ever before, though there were efforts to destabilise them.

A Soweto Youth Congress' spokesman said Soweto should strive to become an area free of police, soldiers, vigilantes and spies.

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Day of dignity

From Page 1

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Vlok links Costau man to assaults

Own Correspondent

JOHANNESBURG — Mr Michael Roussos, education secretary for the SA Railways and Harbours Workers' Union, was being detained because of information linking him to alleged assaults on railway workers, the Minister of Law and Order, Mr Adriaan Vlok, has told the Rand Supreme Court

In an affidavit opposing Mr Roussos's application for an order declaring his arrest and continued detention unlawful, Mr Vlok denied there were no grounds for the unionist's further detention

Mr Roussos had brought the application against the ministers of Justice and of Law and Order and the Commissioner of Police

Yesterday the application was postponed sine die, with no order as to costs

In his affidavit, Mr Vlok said that according to information available to him, Mr Roussos had ordered members of a so-called co-ordinating committee of SARHWU to kidnap SATS employees who did not take part in the recent strike, and take them to Cosatu House

He said Mr Roussos ordered committee members to assault them and force them to become members of SARHWU

The minister said that after Mr Roussos had been arrested and detained in terms of regulation 3(1), a ticket for a traffic offence was found in his possession for a car with the registration number LEB 18762.

This car was traced to Jan Kempdorp, he said, and a person arrested at the same time. Mr Vlok said the same person had admitted the vehicle was used to take four workers, murdered during the strike, to Kazerne where the murders were committed

18/6/87

B/Day

140A



Workers turn to unions for change on the farms

A QUIET revolution is taking place in the SA countryside. Despite government and farmer antipathy, farmworkers are increasingly turning to trade unions to spearhead their demands for higher wages and better working conditions.

An announcement by Premier subsidiary Farm Fare that it was signing a recognition agreement with the Food and Allied Workers' Union (Fawu) is seen as proof that farmworkers are at last coming in from the cold.

Breakthrough

"It is an important breakthrough for farmworkers and we will be looking ahead to signing more agreements," Fawu president Chris Dlamini said.

"We hope to cover more of the farms. The reason we decided to organise workers is that they have been exploited for years and have worked under disgraceful conditions — wages are far below the standard of living. That is deliberate because the farmers want to own workers to exploit them."

PATRICK BULGER

Yet Dlamini stresses that much of the impetus for trade union organisation has come from workers themselves, and not union leadership.

Farm labourer organisation is not new to SA. In the 1920s, the Industrial and Commercial Union, and later the ANC, gained huge farmworker backing, especially in the eastern Transvaal.

In the case of the Farm Fare agreement, Fawu has a strong following in that company's processing plants.

"We believe that workers in firms dealing with farms would serve as a legal lever to help farmworkers," Dlamini said.

In other words, while farmworkers are not covered by the Labour Relations Act which accommodates the collective bargaining process, their counterparts in allied sectors are

This puts them in a position to compensate for the lack of legal protection offered farmworkers.

This legal protection has been a

long time coming. A National Manpower Commission report on farmworkers completed in 1984 has been put firmly on the shelf.

And the SA Agricultural Union remains adamant that the structure of the agricultural sector does not lend itself to trade unionism.

"We have lost any hope that the farmworkers' lot will be improved through new laws. The strength of the farmworkers themselves will achieve that," Dlamini said.

Militancy

Rising farmworker militancy has not only been reflected in Fawu's efforts to organise workers. Farming implement companies have jumped on the social upliftment bandwagon.

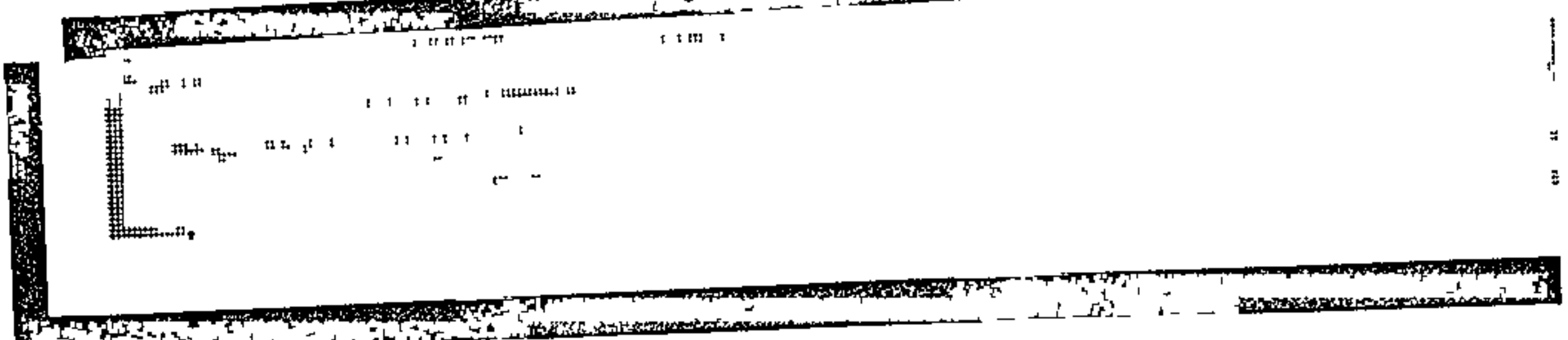
Government has indicated it is looking at ways of improving the lot of labourers with housing subsidies.

In Natal, the Inkatha-backed United Workers Union of SA has been organising farmworkers, and the SA Allied Workers' Union has established a strong presence on sugar estates.

Number of

n & Stewart Inc.

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GREY PHILLIPS, BUNTON, MUNDAY & BLAKE B2102-14P

Management gives 'five to ten years'

THE people of the vast dustbowl just south of the Namibian border "survive purely on the will to survive," Martin Bezuidenhout, organiser of the National Union of Mineworkers (Num), said.

He described a region hard hit by retrenchments in the mining sector. Management gives the industry at most ten years.

The collapse of this sector, central to the economy of the region as a whole, spells disaster for the residents of Namaqualand.

Squeezed off the land by overcrowding, overgrazing and government privatisation schemes, growing numbers of young people are flocking to the mines and towns in search of jobs that simply do not exist.

But out of the poverty and unemployment, a powerful labour movement has emerged.

Four Cosatu-affiliated

trade unions have organised workers in all the major sectors.

The Transport and General Workers Union (TGWU) has made an impact on the significant transportation industry between the Cape and Namibia.

The Commercial, Catering and Allied Workers Union (Ccawusa) began organising at a number of shops in Springbok less than a month ago and already is involved in recognition negotiations at one store.

And Num has started to recruit for the Food and Allied Workers Union.

The four unions share Num's Springbok headquarters and cooperate where possible.

In the recent dispute at Multisave, Ccawusa had the backing of the more established TGWU.

"In our regular monthly meetings with our man-



Martin Bezuidenhout of Num

agement, we demanded that they put pressure on Multisave to negotiate with the workers," Mr Joshua Abrahams, chairman of the local branch of TGWU, said.



Edward Hurling of Ccawusa

He said as a result of the joint efforts of the unions, Multisave management was forced to enter into negotiations with Ccawusa.

Abrahams described a



Joshua Abrahams of TGWU

close-knit labour movement. He and the union's deputy chairman Cornelius Koidom were meeting officials of Ccawusa to discuss how they could cooperate fur-

ther in the negotiations. "We operate in terms of Cosatu's one union in each industry policy."

TGWU wields a significant influence in the region. They have long had a recognition agreement with Jowells transport services, the second largest employer in the area who holds a monopoly on the main route to Namibia.

TGWU, the first independent trade union to operate in the area, began four years ago and now has 250 members in the town.

Martin Bezuidenhout was one of the union's founders. In mid-1984 he invited Num president Cyril Ramaphosa to the area "to see for himself conditions on the mines."

"He offered me a job as a Num organiser. We held discussions on the union and it was decided that I should move across." Since June 1984 Num

has played a catalyst role in the progressive labour movement.

Today it has 5 000 paid up members, 5 400 signed up, and recognition agreements on about 10 mines in the region.

"It has been difficult at times. The old people in the region are conservative. At first they told us they wanted to wait to see how the union turned out before they would join."

"But we had to get enough members to convince the bosses to sign recognition agreements," Bezuidenhout said.

When Num began, mine wages were about R230 a month. "We have now increased that to R400 or more."

The chief problem now facing Num is the growing retrenchments in the industry. Smaller mines are closing, and "management has given the industry 5 to 10 years before resources are depleted."

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Cosatu warning on rents

18-23/6/87 5007A
140A
THE regional secretary of Cosatu, Mr Nic Henwood, said this week the City Council's rent increases due in August would be "vigorously" opposed and could bring workers in confrontation with the State. He said it was highly irresponsible of the council to impose increases on people who could not even pay the current rents.

"Higher rents will place a greater burden on workers, particularly the unemployed. Already people are being evicted on a large scale in Atlantis and other areas.

"The increase will affect thousands of workers who are struggling to make ends meet.

"The people and their organisations should have been consulted before the increase was planned," he said.

According to a City Council press release, rents had been increased due to the higher salaries and administration, insurance, materials and equipment costs.

The Director of Housing, Mrs Sheila Mulder, said another factor was a 19 percent increase in rates.

She said unemployed tenants could have their rentals reduced and be assisted in various ways. People who did not have valid reasons for not paying their rent, would be evicted.

The Manenberg, Heideveld Unemployed Workers Committee (MHUWC) said in a statement the increases were unjust and inhumane.

"We are a group of unemployed persons in Manenberg and Heideveld who are organising co-operatives to support ourselves and our children.

"We are barely able to make ends meet. By increasing the rents, the council is taking the food out of our children's mouths. Some of us receive grants, but even this money is not enough to buy food and clothing, let alone pay another rent increase."

The MHUWC said it demanded an end to evictions, scrapping of rent arrears and that more houses be built.

The increases would range from R2 to R10, according to the council statement.

Rents in Facticeon, the lowest rental area at R12,84 a month, would increase to R14,84. In Beacon Valley, Mitchells Plain, the highest rental area in the Peninsula at R181,51 a month, it would increase to R188,51.

Hotel firings possibly unfair

140A

~~28/4~~ PATRICK BULGER 18/6/87

KYALAMI Ranch Hotel — where 135 workers have been dismissed — was responsible for "a possible unfair labour practice", an Industrial Council hearing found yesterday.

The hearing took place in an attempt to resolve an ongoing dispute in which the Hotel and Restaurant Workers' Union (Harwu) is contesting the validity

● To Page 2

→ B/Day

Hotel in possible unfair labour practice

of the dismissals at the start of the month. 18/6/87

In a letter addressed to the Industrial Court, the Pretoria Industrial Council for the liquor and catering trade yesterday asked for an urgent hearing to resolve the dispute

"The council is of the opinion that the Kyalami Ranch has not conformed to the terms and conditions as laid down in the Industrial Council agreement and that the subsequent actions by Kyalami Ranch represent a possible unfair la-

bour practice," the letter reads

A Harwu organiser said yesterday the union wanted the court to declare the dismissals invalid. It wanted the hotel to reimburse the excess levy for food and accommodation it claims workers have paid over the past few years

The council set down a maximum levy of R85, but the hotel deducted R124 which led to the illegal work stoppage and subsequent dismissal

● From Page 1

B/Day

Cosatu finds pullout methods disappointing

The Star Bureau

LONDON — Pullouts by foreign corporations from South Africa — there have been three this week alone — have not achieved much for black workers, according to the general secretary of the Congress of South African Trade Unions (Cosatu), Mr Jay Naidoo.

In a BBC interview here yesterday he said he had been disappointed by the way foreign companies conducted their pullouts.

ANC reacts to Ford's decision

The Star's Africa News Service

LUSAKA — The African National Congress has reacted to Ford's decision to pull out of South Africa, saying its disinvestment would have little or no effect, because it had merely sold its operation to South African interests.

Multinational corporations pulling out of South Africa would not create an impact on the South African Government unless they severed all direct and indirect business links with the country, a spokesman for the organisation said in Lusaka.

Citing General Motors as an example, he said most companies indulged in "warehousing" by simply putting their South African interests under a different name "until the campaign for disinvestment has died down."

Asked whether Cosatu was revolutionary and communist, as the Government claimed, Mr Naidoo said "We demand the right to share the wealth in South Africa and to the Government that is revolutionary."

"If millions of workers who are struggling for a living wage is communism, then we are communists."

He said following the swing to the Right in the election the Government could clamp down even further on the unions.

140A

THE Commercial and Catering Workers' Union is to conduct an inquiry into discriminatory employment practices following a widespread belief among retail workers that many companies are guilty of such practices.

This follows the national congress of Ccawusa in Johannesburg last weekend

Ccawusa, one of the

'Unequal chances'

By THEMBA MOLEFE

biggest affiliates of the Congress of South African Trade Unions (Cosa-tu), resolved to institute an inquiry into discriminatory employment practices, including selective employment and

training opportunities. The union said it had noted the "widespread belief among retail workers that many companies are guilty of discrimination, even those who officially call themselves

equal opportunity companies"

It has decided not to adopt the Freedom Charter drawn up by the Congress of the People in 1955 at Kliptown because some of its members support the Azanian Manifesto drawn up in

1984 by the Black Consciousness groups

It resolved to discuss the aims and programme of the working class at all levels, starting from the shop floor upwards. "True socialism is fully democratic," Ccawusa said

Ccawusa condemned violence between conflicting organisations involved in the liberation struggle and stressed the need for unity

The union also called for the unbanning of the outlawed organisations, as well as the release of political leaders including Nelson Mandela and Zeph Mothopeng and trade unionist, Moses Mayekiso

Minister of Justice Mr Kobie Coetsee today — Sapa

New union formed by merger

JOHANNESBURG. — A Congress of SA Trade Unions (Cosatu) merger — that of health and education workers — takes place on June 27. The union will have 12 500 paid-up members and will be named the National Education, Health and Allied Workers Union — Sapa.

600 strike

ABOUT 600 members of Numsa at Boart Hard Metals in Springs were yesterday engaged in a sit-in strike.

- The vice-chairman of the Transvaal region of the Transport and Allied Workers' Union (Tawu), Mr Jack Phahlamohlaka, was last week released after spending one year in detention - under emergency regulations.

By Mike Sliuma

Trade unions associated with the Congress of SA Trade Unions (Cosatu) have claimed increased interference in their activities and hardening employer attitudes after recent attacks on the union federation.

Spokesmen for the unions said several employers had taken a new tough line in their dealings with unions because they perceived the climate to be suitable to attack unions, especially after the elections and the State's recent anti-Cosatu propaganda campaign.

Employers are getting tough, claim unions

19/6/87

1404

unions

19

11

The Star Friday June 19 1987

management wage increase offer.

The dismissal of members by a Delmas poultry firm for allegedly singing union songs during working hours, an act described by management as "unhygienic".

In other related developments, the cars of two Cosatu officials were set alight by unknown people at the officials' Johannesburg homes this week. In Durban, the house of the leader of workers who were dismissed by Clover Dairies, Maritzburg, last year was burnt down by "vigilantes".

A spokesman for the Transport and General Workers' Union said an example of hardening employer attitudes was the instant dismissal of 37 workers by a Johannesburg firm with which the union had been dealing informally for more than a year.

The management of the firm, Petford Express Van Lines, had dismissed the entire workforce two weeks ago after workers had inquired about the

alleged dismissal of a senior shop steward.

A TGWU spokesman said management had declined to meet the union, accusing it of being "a group of terrorists and murderers".

Petford's managing director, Mr Herbert Peterson, confirming the break with the TGWU, said the shop steward in question had, in fact, resigned.

"The union belongs to Cosatu and they were bringing politics

into my business. I saw what they did at South African Transport Services and I cannot have that. Since the union came here, our chaps have become lazy," said Mr Peterson.

The union has referred the matter to the goods transport industrial council.

A spokesman said such actions could "only have the most negative results for industrial relations". She said there was no basis to claims that the

TGWU or Cosatu had formal links with the ANC or were involved in "terroristic" activities.

A spokesman for an alliance of four hotel catering unions has reported the theft of vital documents from a union office in Durban.

The spokesman said the documents were to be used in negotiations with the Southern Sun Hotels group concerning wages and the recognition of the unions.

"The alliance condemns this extraordinary break-in and will call on Southern Sun Hotels to commit themselves publicly to the negotiations," said the spokesman.

The unions involved in the alliance are the Commercial, Catering and Allied Workers Union, the Hotel and Restaurant Workers Union and the Natal and Cape Liquor and Catering Workers Unions.

Southern Sun Hotels group

personnel director, Mr P Cum-berlege, could not be reached for comment.

The Food and Allied Workers' Union (Fawu) has also mentioned the following incidents which, it said, were meant to weaken the union:

● The lockout of members at Darry Belle plants in the Transvaal during a wage dispute last week, said by management to be aimed at "inducing" the workers to accept a

management wage increase offer.

The dismissal of members by a Delmas poultry firm for allegedly singing union songs during working hours, an act described by management as "unhygienic".

In other related developments, the cars of two Cosatu officials were set alight by unknown people at the officials' Johannesburg homes this week. In Durban, the house of the leader of workers who were dismissed by Clover Dairies, Maritzburg, last year was burnt down by "vigilantes".

News in Brief *CAF Times 19/6/87* (1401)

Cosatu to sue Buthelezi

DURBAN. — A civil action involving more than R412 000 has been instituted by the Congress of South African Trade Unions (Cosatu) against Chief Mangosuthu Buthelezi in his capacity as Minister of Police in KwaZulu, and against two Inkatha officials. The claim relates to the killing, allegedly by members of Inkatha, of Mr Phineas Sibiya and Mr Simon Ngubane, both members of the then Metal and Allied Workers' Union (Mawu) and former BTR Sarmcol employees, Miss Flora Mnikathi, the daughter of a former Sarmcol worker, and Mr Alpheus Nkabinde, a member of the Mpophomeni Youth Congress in Mpophomeni Township near Howick on December 5 and 6 last year.

2/6/86
20/6/87

1201

300

Sowing seeds of division

LABOUR
AFFAIRS
DICK
USHER



IT'S a bit difficult to comprehend what motivated whoever it was who put out a pamphlet trying to undermine the Food and Allied Workers' Union (Fawu) last week

The pamphlets turned up all over the Western Cape, almost everywhere the union is organised, and were obviously an attempt at sowing seeds of division and mistrust

Fawu is the strongest affiliate of the Congress of South African Trade Unions (Cosatu) in the Western Cape. It was formed from an amalgamation of the Food and Canning Workers' Union (FCWU), Retail and Allied Workers Union and Sweet, Food and Allied Workers' Union in line with Cosatu's policy of one union, one industry

The Food and Canning Workers' Union was established in 1941, later affiliating to the South African Trades and Labour Council. When this broke up in the 1950s FCWU, which at that point had split into two branches under National Party apartheid legislation, played an active role in the formation of the South African Congress of Trade Unions (Sactu)

During these years it has developed a strong and loyal membership, and the utility of distributing what a Fawu spokesman called "disinformation" seems a trifle obscure

The spokesman said it was not the first time it had happened, but was certainly the most widespread

Creating disharmony among workers would, in these economic times, appear to be counter-productive. Divisions among workers can very quickly lead to problems in the workplace which can easily spill over into the community, both of which hamper productivity

At the same time, managements prefer to deal with united, confident unions which can negotiate with a full mandate from membership, rather than unions weakened by division

The major advantage for both parties is the knowledge that agreements so negotiated will be solid and not subject to factional disputes

w/c ARGUS 20/6/87

1404

PFP queries transfer of detained union man

Parliamentary Staff
PROOF of the written medical permission required to transfer the detained information secretary of the Railways and Harbour Workers' Union, Mr Michael Roussos, from a psychiatric ward to John Vorster Square has been demanded by Mrs Helen Suzman.

Speaking in the Budget debate in the House of Assembly yesterday, she said the security police and the Medical Council agreed months ago that a detainee could not be removed from a hospital without written permission from the doctor concerned.

Said the Progressive Federal Party spokeswoman on law and order "I want to know if that written permission was given in the case of Michael Roussos South Africa can ill afford another (Dr Neil) Aggett on the long list of suicides in detention."

She said Mr Roussos was detained under emergency regulations on May 7 following information from another detainee that he was involved in an assault on SA Transport Services employees at Cosatu House.

"The security police don't know whether he is guilty or innocent and neither do I. There is only one way to find out and that's to charge him and bring him to court."

A Supreme Court application

to have him released had been indefinitely postponed, she said, but had resulted in Mr Roussos being re-detained under Section 29 of the Internal Security Act, which provided for much more stringent measures, including solitary confinement.

In a sworn affidavit to his attorney Mr Roussos said he had been stripped naked and interrogated by the security police, said Mrs Suzman.

Mr Roussos's mother had seen him once during the period of his detention and reported that he was in leg-irons, she added.

Police state

Mrs Suzman responded to Minister of Law and Order Mr Adriaan Vlok's attack on the PFP earlier in the debate when he said he did not even understand the difference between an adequate police force to control crime and the term "police state".

"A police state is a country where a knock on the door before dawn is not the knock of the milkman. Now tell me how we differ from a police state," Mrs Suzman said.

"When people like Janet Cherry have been in detention since August 1986, when University of Cape Town administration officer Mr Vusi Khanyile has spent month after month in detention, tell me how we differ from a police state."

Union considering Ford's offer

CP Correspondent

A PROPOSAL by Ford Motor Company to offer workers at its SA Motor Corporation plant a 24 percent stake and two positions on the board of directors is being considered by the newly formed National Union of Metal Workers in South Africa

This emerged from a statement released on Monday by the general-secretary of the National Automobile

and Allied Workers' Union, Les Kettledas

Acting on behalf of Numsa, Kettledas said that once the implications of the proposal had been fully considered and clear proposals had been formulated, the matter would be discussed with the company

Kettledas said Ford's intention to withdraw from South Africa by placing 24 percent of its 42 percent share

in Samcor in an employee trust had been communicated to Numsa

"The trust is offered on the basis that it will give employees a share in the ownership of Samcor and a share in Samcor's earnings at such a time as it becomes profitable

"This is under consideration by Numsa members at Samcor plants in Port Elizabeth and Silvertown, Pretoria" - East Cape News Agency

(140K) C/P 1/20 21/6/87 (22)

600 strikers negotiate over benefits

By SANDILE MEMELA *CP Press*

MORE than 600 Metal and Allied Workers' Union members on a sleep-in strike since Wednesday at an East Rand factory were locked in negotiations with management yesterday

Union sources told *City Press* that the strike had been sparked off when the management of Board Hard Metal in Springs implemented a plan denying long-service workers merit and service increments. These workers included people who have been with the company for over 20 years.

According to Mawu national organiser Peter Dantje management desired to cut off from compensation benefits its workers who have been with the company for over 20 years.

Workers are deeply disgruntled by this as some of them have been in the company's employ for over 30 years.

Hence the workforce has resolved to stay on strike until management is prepared to negotiate with worker representatives without any precondition," said Dantje.

At the time of going to press management officials could not be reached for comment as they were said to be holding talks with shop stewards in an attempt to break the strike.

One of the conditions demanded by management is that the union must agree that workers who have had more than 20 years' service with the company will not qualify for compensation benefits.

The company has not yet signed a recognition agreement with the union.

Mawu is an affiliate of the recently launched National Union of Metalworkers of South Africa - Cosatu's second biggest affiliate.

Political comment and newsbills by P Joboza, headlines and subediting by Jon Swift, all of 204 Eloff Street Ext, Johannesburg

Saftu joins campaign

THE Transvaal region of the South African Film and Theatre Union announced this week it was aligning itself with the "hands off Cosatu" campaign.

The Saftu branch said in a statement the decision had been taken at a special general meeting held in Johannesburg this week.

It said the resolution adopted recognised that "many performers in South Africa identify with, and sympathise with Cosatu in its attempts to represent the

interests of workers in South Africa".

It also noted "recent attempts to misrepresent Cosatu in the media", and added agreement had been reached that "Saftu aligns itself with the 'hands off Cosatu' campaign".

A decision was also made to call for recognition of May 1 and June 16 as worker holidays "and the council of the union was mandated to negotiate with various employers on the basis of this decision". - Sapa.

CAPE Times 20/6/87
140A

Unionist loses action against govt

Supreme Court Reporter

VETERAN trade unionist Mrs Elizabeth Nanna Abrahams has been refused a Supreme Court order declaring invalid restrictions imposed on her when she was released from detention last year

Mrs Abrahams, 61-year-old Paarl branch secretary of the

Food and Allied Workers' Union, is forbidden to leave the Paarl magisterial district

She is also forbidden to communicate with the press except on union matters and from attending gatherings at which the government is, or might be, attacked

Mrs Abrahams, banned for five

years in 1963, argued that the conditions were unlawful, prevented her from carrying out her trade union duties and contravened the Labour Relations Act

Mr Justice H C Nel dismissed her application with costs

Mr J J Gauntlett instructed by Bernadt Vukic and Potash appeared for Mrs Abrahams Mr P Hodes SC, with Mr S A Jordaan and instructed by the State Attorney, appeared for the respondent

THE Pan Africanist Congress of Azania has supported various organisations and trade unions for continuing the liberation struggle and to fight against oppression and exploitation in South Africa.

PAC praises workers

By Joshua Raboroko

representative, Mr Lesaoana Makhanda, recounted the prowess of blacks to fight for dispossession of their land and exploitation

to determine their own destiny. He praised all those who died as "heroes and heroines"

Black Consciousness Movement of Azania, to be charged with responsibility for the uprisings

National Council of Trade Unions (Nactu), the Congress of South African Trade Unions, the South African Black Municipal and Allied Workers Union, youth organisations and the Azanian National Youth

Unity Referring to the state of emergency, he said the South African Government has renewed the stringent regulations, despite protest from the local and international communities

He said the government was in deeper trouble than before because of the state of emergency

He said the PAC will always remember the tears of the children who died in the Soweto uprisings

"The PAC will do everything in its power to establish a nonracial democratic and socialist Azania," he said

ST RABOROKO

1 500 workers to be rehired

THE NUM and President Steyn mine management have reached agreement on the reinstatement of 1 500 workers dismissed on February 2-3.

The miners were dismissed for failing to report for work after "several incidents of faction fighting" in which 39 died and 177 were injured during the previous six weeks.

A NUM-management statement, issued yesterday, said those who signed on at the Teba office before August 17 would be re-employed at the same rate of pay they earned

ALAN FINE

before their dismissal. They would be paid an *ex gratia* payment amounting to two months' wages but would forfeit wages, bonuses, leave pay, overtime and any other benefits (excluding pensions) which would usually have accrued to them had they not been dismissed.

The statement said the two parties had agreed to co-operate in implementing the settlement "so harmonious working and living conditions can be maintained".

Cape Times 24/6/87
SAB fires
340 workers

JOHANNESBURG — SA
Breweries dismissed 340 workers yesterday at the company's Rosslyn plant after a work stoppage.

The Congress of South African Trade Unions said: "The dismissals come at a time of important national negotiations between the Food and Allied Workers' Union and SAB.

"The work stoppage at Rosslyn was over management plans to introduce continuous shifts to keep the plant running for 24 hours a day."

A spokesman for management at SA Breweries, Western Cape, said the dispute between management and workers at Rosslyn which "might develop into a strike". It would not have any impact on Cape Town. — Sapa

By Dan Side

A recent campaign by the Urban Foundation to assist American companies with exit strategies from South Africa was mainly aimed at firms which had already decided on a path of disinvestment, the foundation's executive chairman Mr Jan Steyn said yesterday

Mr Steyn was replying to criticisms in the

US pullout may affect wage levels and unions

By Zenaide Vendeiro

The surge of American companies selling their South African subsidiaries could have a negative impact on wages of employees, affirmative action programmes, relations with unions, and support for community development and social justice projects, says a report by the Investor Responsibility Research Centre (IRRC) in Washington.

The report, reproduced by Rand Afrikaans University's Institute for American Studies, was authored by IRRC director Mr David Hauck, who spent three weeks in South Africa in January studying the mechanics and consequences of American withdrawal from the country

Mr Hauck said although most South Africans interviewed for the report — investment bankers, management consultants, black managers at American firms, unions and "social change" organisations — argued that it was still too soon to tell the effect of American companies pulling out, there was enough evidence to sketch some of the most important consequences

Employment practices would, in most respects, remain the same but there was likely to be a reduction in the size of wage increases until the wage scale at former American firms matched that of other companies in the industry. However, this was less likely to occur if the company was unionised, said the report.

Although some black managers at US-owned firms were concerned that local managements would invest less time and money in training and promoting blacks, others were outspoken in their criticism of the affirmative action record of these companies to date and questioned whether the situation could get much worse

SIGNATORIES 'DID LITTLE BETTER'

"In support of this view, manpower surveys show that in the area of developing black managers, Sullivan signatories, on average, have done little better than the South African industry as a whole"

Labour relations, said the report, would change as the new owners were "likely to display a greater willingness to respond aggressively to strikes by firing strikers and refusing to rehire union activists".

"In the short run, this may make for fewer strikes but farther down the road an embittered labour union movement may seek its revenge in ways that could seriously harm the economy"

Company contributions to community development projects and social change organisations would also drop with the departure of US firms, to perhaps half their former level, concluded the report.

Organisations named as receiving support from American firms included the Legal Resources Clinic (LRC), the Get Ahead Foundation, which provide small loans to blacks attempting to run their own businesses, the Urban Foundation and the South African Institute of Race Relations.

The report said the loss of American corporate support for the LRC and the Urban Foundation could be offset by increased contributions from other overseas sources. However, for other organisations that depended on US companies for nearly their entire budgets — such as "adopted" schools and clinics and the teacher upgrading programme known as TOPS, for example — the ending of American funding "could have a disastrous impact".

● Seven American companies left South Africa in 1984, 40 in 1985, 49 in 1986 and 14 so far this year. Another 16, including Black and Decker, Dun and Bradstreet, and Eastman Kodak, have announced their intention to leave.

Press of a letter circulated on the foundation's behalf on June 2 by the American firm of attorneys Gammon and Grange, which contained a list of suggestions on how best to achieve disinvestment

It was stressed in the preamble that the Urban Foundation was not advocating disinvestment but merely coping with political and economic reality

Said Mr Steyn "Several of these corporations indicated that they were anxious that their assets should be employed in programmes which would benefit the poorer communities in South Africa

"They considered that the foundation, in view of its expertise and its efficient management would be best placed to invest these funds in social responsibility activities that would genuinely benefit particularly the black community"

The Urban Foundation hoped to benefit from proceeds channelled to a not-for-profit, charitable organisation

Mr George Grange, a Washington-based attorney, wrote "the Urban Foundation needs to protect its local and international donor base to enable it to continue its worthwhile activities"

Eight strategies

The letter listed eight strategies for maximising tax and financial advantages in the exit transaction, while accomplishing desirable social responsibility goals"

Mr Grange explained "The various strategies principally involve the use of two exemptions to the prohibition on new investments contained in the new Comprehensive Anti-Apartheid Act (CAAA) — the charitable contribution exemption and the exemption for a firm owned by black South Africans"

The eighth and last plan mentioned called for the foundation to establish an off-shore trust "to receive and administer the assets of one or more SA operating companies divested by a US parent"

The parent firm could donate the subsidiary to the foundation, thus earning a deduction for contributions to charity

The foundation "would then immediately transfer the stock of the operating company to the trust for appropriate consideration"

Mr Steyn said that any benefit the foundation would receive would be used on its stated policy and programmes

Foundation
denies pushing
for disinvestment

14/07
19/85
S/PT

By MOIRA LEVY

THREE of the country's largest trade unions have recently endorsed the historic Kliptown Freedom Charter and included it in their programmes

The National Union of Mineworkers (Num), the National Union of Metalworkers of South Africa (Numsa), the South African Allied Workers Union (Saawu) and the Food and Allied Workers Union (Fawu) have given official backing to the charter

And at least two more unions are known to be considering adopting the charter. A decision is expected soon from the Chemical Workers Industrial Union following discussions at its national meeting in Johannesburg this week

Congress

The giant Congress of South African Trade Unions (Cosatu) is believed to have placed discussion on its policy with regard to the charter on the agenda of its annual congress to be held in July

The ANC's Freedom Charter was adopted on June 26, 32 years ago at a gathering of 3 000

Three big unions support charter

delegates at Kliptown outside Johannesburg

The two-day congress organised under the leadership of the Congress Alliance Movement marked the culmination of months of canvassing by volunteers who travelled the length and breadth of the country collecting peoples' demands

These were summarised into the Freedom Charter, a document that today commands broad popular support and is still hailed as the touchstone of the opposition movement

The country's largest union, the National Union of Mineworkers, formally adopted the Freedom Charter at its Congress in February.

And the newly-formed National Union of Metal Workers of South Africa



The second vice president of Numsa, Mr Percy Thomas: The union plans to set up a workers' charter

(Numsa), the second largest union representing about 130 000 workers, endorsed the Freedom Charter at its launch in Johannesburg in May

Numsa qualified its endorsement of the charter by describing it as just the starting point of the workers' struggle

The 500 delegates at the conference described the Freedom Charter as "containing the minimum political demands for a free and democratic South Africa" and "a good foundation stone on which to start building our working class programme"

One of the projects of Numsa is to draw up a workers' charter, the second vice president, Mr Percy Thomas, said. Demands will be

collected from workers in Numsa and other unions, in much the same way that the Freedom Charter was compiled

Volunteers will canvass workers using structures already established by the union like its shop steward committees, Thomas said

Three weeks ago the giant Food and Allied Workers Union (FAWU) decided at its National Executive Committee meeting to endorse the charter

A union spokesperson emphasised that the statement endorsing the charter went even further, committing the union to work closely with other progressive groupings that share the same objectives.

She said the decision was taken at last month's NEC meeting

At least two unions are known to have decided not to include the charter in its programme. The National Union of Textile Workers (NUTW) and the Commercial, Catering and Allied Workers Union (Ccaawusa) have said publicly that they have not adopted the Freedom Charter

4 TRADE UNIONS MERGE

~~1407~~
25/9/87

THE National Education, Health and Allied Workers' Union, a merger of the four trade unions, will be launched in Soweto on Saturday.

Nehawu is a merger of the General and Allied Workers' Union, the South African Allied Workers' Union, the Health and Allied Workers' Union and the Health Workers' Union.

The union will have 12 500 paid-up members and will affiliate to the Congress of South African Trade Unions (Cosatu).

The launch takes place at the Lutheran Diocesan Centre and will be followed by a rally at the University of the Witwatersrand.

Eight unions in the metal industry came together in May to form the National Union of Metalworkers of South Africa under the banner of Cosatu.

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Cosatu, FCI welcome new labour report

25/6/87

140A

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~~SA~~

ASPECTS of the National Manpower Commission (NMC) report on dispute settlement, collective bargaining and related matters have been welcomed by Cosatu and the FCI.

However, the National Council of Trade Unions (Nactu), SA's second largest union federation, has discounted the report for not addressing what it sees as the crucial issues of the day

A Cosatu statement yesterday described NMC recommendations for the decriminalisation of strikes and picketing, as "positive and sensible".

It said "detentions, arrests and sjambokking of hundreds of striking workers in the past year alone had led to an escalation of conflict

"It is our experience that most strikes can be quickly settled if management recognises grievances and is prepared to negotiate in good faith

ALAN FINE

Government and employers should also note the important role played by unions in effective negotiations," it said

In addition to welcoming the strike proposals, FCI executive director Steve Anderson welcomed the recommendation that non-statutory collective bargaining systems that have developed not be interfered with.

He also expressed approval for a reference in the report saying the public sector should be covered by the Labour Relations Act, but was concerned about the delay in publishing "this very important document"

Nactu general secretary Piroshaw Camay criticised the report for "failing to address exhaustively the issue of rights of workers excluded by the Labour Relations Act, and the interference by the police in trade union matters"

ARC 25/6/87

1408

Union No to council pay offer

Labour Reporter

A CITY Council pay offer of a 10 percent rise has been rejected by the 11 000-member Cape Town Municipal Workers' Association (CTMWA).

The offer has been accepted by the local branch of the all-white South African Association of Municipal Employees, which represents about 6 000 municipal workers

A CTMWA spokesman said members rejected the council's offer as a totally unacceptable response to their demand for a R50 a week across-the-board increase

"Members are dissatisfied and restless and demand that the council reconsider its position immediately," he said

MORE CONCERNED

"We will be meeting the employers on Monday for further discussions"

He said the CTMWA had told the council to go ahead and implement its job evaluation scheme

"We are more concerned about immediate relief for our members through a decent pay increase

"There is a provision in the job evaluation scheme for unhappy groups to contest the evaluation's findings and we will deal with those as they occur," he said

Fawu, SAB row grows

(40A)
25/6/87
Somefont

THE gloves are off between the South African Breweries and the Food and Allied Workers' Union following the dismissal of 340 workers in Pretoria.

The SAB dismissed the workers at the Rosslyn plant on Friday after they refused to work continuous shifts to keep the plant running 24 hours a day.

Fawu said its members objected because they believed the new shifts would interfere with their family life.

By late yesterday afternoon about 1000 workers at the SAB's Denver, Isando and Rosslyn plants had stopped working in protest against the dismissals.

By THEMBA MOLEFE

Meanwhile, the Congress of South African Trade Unions yesterday condemned the dismissals and said they would affect wage negotiations going on with the SAB. They called for the workers to be reinstated.

The SAB's public affairs manager, Mr Gary May, said the workers were dismissed because they had breached an employment agreement by refusing to work.

Mr May said that if, by tomorrow, talks between Fawu and management failed, the SAB would consider recruiting new staff.

He said the Rosslyn plant was one of the biggest in the country and was designed to have a 24-hour operation.

Another reason for the new shifts was to counter the 30 percent extra demand for beer and to curtail looming liquor shortages in the country.

Mr May said Fawu knew about the intention to introduce the new shifts and all its members

at Rosslyn had agreed to them but problems began in February with union refusing to consider the implementation of the system.

He said the system had been introduced in Durban and was working smoothly. The Rosslyn workers would also benefit from a new wage and working hours' package.

He said they would get a 35 percent weekly increase and their hours would be reduced from 45 to 40 a week.

Workers continue legal strike

MORE than 650 workers at Boart Hard Metals' Springs plant have been involved in a legal strike since last Wednesday over service and merit increases, the National Union of Metalworkers of South Africa (Numsa) and Boart said yesterday.

A Boart spokesman said the company was prepared to negotiate "elements" of the increase with Numsa for 1986, and "to negotiate the scheme with all parties concerned for 1987."

In a statement, Numsa said Boart had refused to negotiate service and merit increases in terms of the agreement signed between them.

It said Boart imposed preconditions which were unacceptable to Numsa and workers.

It alleged, too, that Boart management implemented a number of unilateral changes to work practices, which led to stoppages in protest earlier this year. — Sapa.

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Veteran union leader to retire

20/6/81 ALAN FINE

VETERAN trade unionist Lucy Mvubelo, general secretary of the 18 500-strong National Union of Garment Workers (NUGW), is to retire at the end of the month for health reasons.

Her union is poised to merge with the Cosatu-affiliated National Union of Textile Workers (NUTW).

Mvubelo, 67, has been suffering from arthritis and hypertension for some time. She said yesterday her doctor had warned her to retire.

Tom Mashini will replace her from July 1.

Mvubelo has been in the union movement for 34 years, and general secretary since 1956. She is seen as one of the more conservative black union leaders.

She said she supports the merger with the NUTW. Asked whether she had any misgivings about the possibility of the new union affiliating to the militant Cosatu, Mvubelo said she would support whatever course the workers chose.

In line with its "one industry, one union" policy, Cosatu-affiliated health and education worker unions are to merge on June 27. The new body will claim 12 500 paid-up members and will be called the National Education, Health and Allied Workers' Union. Participants include the General and Allied Workers' Union, the SA Allied Workers' Union, the Health and Allied Workers Union and the Health Workers Union.

□ It seems that at last the final 13 categories of job reservation on the mines will be scrapped, following the introduction in parliament of the Mines and Works Amendment Bill by Deputy Economic Affairs and Technology Minister George Bartlett.

He says, however, that no person, irrespective of race, will obtain a certificate of competency under any job category until he has been admitted as a candidate and passed a compulsory exam as prescribed by the Act or its regulations. While government believes that an end to job reservation is desirable, says Bartlett, it must also "honour its undertaking that no legislative amendments would be effected unless alternative safeguarding measures were taken."

He denies that the entrance requirements for certain jobs on mines are another form of work reservation. The Conservative Party, and in particular its Carletonville MP and Mineworkers Union boss Arrie Paulus, are

expected to put up strong resistance when the Bill is debated in the House of Assembly later this year.

□ The 66 000-strong Commercial Catering and Allied Workers' Union (Ccawusa) calls on organised workers to adopt a socialist programme, or workers' charter, that will unite members of rival political organisations.

The programme is intended as an alternative to the Freedom Charter, drawn up by the ANC and allied organisations in 1955, and the rival Azanian Manifesto adopted by black consciousness (BC) organisations grouped in the National Forum in 1984. Ccawusa says its members have different political affiliations, and support for either the BC or Charterist blueprint will seriously divide the union.

At its annual congress next month, however, Cosatu seems likely to follow the lead of its largest affiliates, the mineworkers in the NUM, metalworkers in Numsa and food industry workers in Fawu, and formally adopt the Freedom Charter.

□ Labour consultants Andrew Levy and Associates say between January and May this year 85,5% of all union wage claims it monitored were linked to a demand that June 16 be declared a paid public holiday, 23,5% of the final agreements actually did so.

□ A conciliation board to settle a wage dis-

pute between the Chamber of Mines and the NUM was set up on June 17. The union declared a dispute when the parties failed to agree on wage increases. The NUM wants a 40%-55% increase and the chamber offer stands at 12,5%-17,9%.

□ Ford motor company proposes to put 24% of its 42% stake in Samcor into a workers' trust before pulling out of SA. The trust will give employees a share in the ownership of Samcor and a share in Samcor's earnings when it becomes profitable. Although Cosatu is discussing the offer, its basic attitude is that the decision would be up to the unions directly involved, and that the withdrawing company should provide full information about the state of the company first.

□ Maritzburg OK Bazaars sales assistant Irene Khumalo is acquitted by a regional court magistrate on charges of intimidation. The State alleged that she threatened to assault four women seeking employment outside the store during the OK strike in January, and

□ More than 1 500 mineworkers at Tsumeb Corporation boycott white-owned businesses in Tsumeb in protest against low wages, high consumer prices, sales tax and the bush-war in northern SWA/Namibia. About six shops at Tsumeb relying on the custom of the mineworkers contemplate closing until business returns to normal.

(140A)

A footsie-footsie shift in unions sanctions stance

W. M. M. 26/6-27/87

WHEN Ford announced it was joining the more than 130 American companies which have withdrawn from South Africa since 1985, the newly-formed National Metalworkers Union conducted a withdrawal of its own, hurrying out of the spotlight to consider its response to Ford's move.

Numsa's retreat signalled that a reappraisal or "refinement" is underway of the pro-disinvestment stand adopted by the giant Congress of South African Trade Unions at its founding congress late in 1985.

Formed only last month through the merger of three largely-black trade unions, Numsa is now Cosatu's second-largest member union.

Judging from its adoption of the 1955 Freedom Charter and the socialist slogan "From each according to his ability, to each according to his needs", Numsa is one of the most politically vocal Cosatu unions. It is certainly the union most affected by Ford's decision, as many of its more than 136 000 members work in the motor industry.

But instead of acclaiming the pending withdrawal of Ford as a triumph for Cosatu's declaration in favour of disinvestment, Numsa executives have been locked in consultations to secure the best possible disinvestment deal for their members.

It is one of several signs of a discreet but important re-think in Cosatu on disinvestment and sanctions.

Another is a confidential study carried out for Cosatu on the effect of sanctions by the Johannesburg-based Community Resources Information Centre (Cric).

Evidence of the reappraisal — which may result in formal revision of Cosatu's position at its annual congress next month — first surfaced last year with the withdrawal from South Africa of General Motors.

GM's pullout showed that disinvestment is not necessarily to the advantage of black workers that it can delay rather than advance realisation of their quest for a non-racial and democratic South Africa.

GM sold its share in its South African subsidiary to a local company formed by South African executives. The same men dealt decisively — union leaders would say ruthlessly — with a strike by workers against the way in which GM disinvested.

Launched in protest at the "arrogance" of GM for announcing its withdrawal without consulting workers, the strike was in support of trade union demands for pension payouts, severance pay and worker representation on the board of the new company.

The decision of GM's South African managers to call in police and soldiers and to replace striking workers with labourers drawn from the large pool of unemployed workers played a key role in breaking the strike in a matter of weeks.

GM has since been replaced by the South African Delta Motor Corporation. Not only did Delta managers show they were willing to summon police, but managing director Robert Price told a press conference he was prepared to contravene GM's embargo on selling vehicles to the police

The signs of a union re-think on sanctions pre-date the current furore over the 'leaked' confidential study. By PATRICK LAURENCE

and the army. It shows, as the study commissioned by Cosatu emphasises, that disinvestment can be to the disadvantage of black workers, particularly when the new company is assured of technology and spare parts by the departing company.

So far, as the Cric study suggests, business has probably done more than the unions to plan ahead and minimise the disadvantages to it of sanctions. The same conclusion applies to disinvestment as a particular form of sanctions.

It is against the background of the GM saga that Numsa's cautious response to Ford's withdrawal should be measured.

Ford holds a 42 percent share in the South African Motor Corporation (Samcor). Majority control rests with Anglo American.

Ford has offered to establish a trust for Samcor workers by allocating 18 percent of its share in Samcor to the trust. Its remaining share would be sold to Anglo American.

Apart from one apparently premature rejection by an official on a visit to the US, Numsa is considering its response carefully.

Ford's offer to give workers a share in Samcor through the proposed trust has to be thought through carefully. It is potentially divisive, as many unionists are opposed to attempts by management to co-opt them.

Although Numsa has not indicated what line it will take on the Ford offer, its negotiating position was adumbrated late last year during the GM strike. At the time the three unions which combined to form Numsa, including the Metal and Allied Workers Union and the National Automobile and Allied Workers Union, set out minimum conditions under which disinvestment should take place.

From the departing company, the trio of unions demanded severance pay, maintenance of existing benefits and at least a year's pay. From the new company they required sureties against retrenchment after the takeover and an agreement to recognise and negotiate with representative trade unions. The core of these demands was adopted in a 10-point policy statement last month by another Cosatu union, the Chemical Workers Industrial Union.

Numsa is believed to be worried Ford's withdrawal will serve as a prelude to cutbacks and retrenchment at Samcor — a not unfounded fear given the sharp decline in demand for new cars.

Cosatu's original 1985 resolution declaring support for disinvestment was subject to a single condition to ensure that "the social wealth of South Africa remains the property of the people of South Africa". It could spell out what it means by that high-sounding phrase at its congress next month. To modify or refine a stand is not, however, to abandon it. No wholesale revision is on the agenda.

140A
W/Mail
26/6
2/7/87

Cosatu launch fumbles when officials are run out of town

A PUBLIC launch of Cosatu in Queenstown was halted after three officials were hounded out of the town at the weekend.

Theminkosi Mkalipi, regional vice-chair of Cosatu East Cape, said he and Les Ketteldas, the acting regional secretary, and Hamilton Mlonguzi, the regional treasurer, arrived in Queenstown at 11.15am on Saturday and parked outside the South African Allied Workers' Union office.

Three men in a white minibus drove past a few times before parking and approaching the unionists. Saawu officials said they were security policemen.

The men asked for unionists' names and when they were given, one of them said "Ja, we know you." The car was searched and a Cosatu T-shirt was found in Mkalipi's bag.

"Then they said 'let's go. We want to torture you.' They said 'don't run because we have machine-guns and we will shoot you'," Mkalipi said.

The unionists were taken to the Queenstown police station and photographs were taken of Mkalipi in his T-shirt.

The man who appeared to be in charge and who, according to Ketteldas, gave his name as Major Venter, had made Mkalipi take off his T-shirt. When Mkalipi protested saying it was legal to wear the shirt, an argument had ensued.

Mkalipi had demanded a receipt, which was given, but the man had refused to stamp it. When he (Mkalipi) asked the man for his name and rank he had "gone wild. He started shouting. He said I could go to Grahamstown and get lawyers and pay R5 000 for a court case and that it would not harm them."

"One had a sjambok in his hand and another man kept tapping me on the shoulder with a cane."

Mkalipi said he was asked why he did not "skip" the country and return with Umkhonto weSizwe so that he could be shot. He was also questioned about a trip to London in 1983.

The unionists were then released but Mkalipi said he was first told to remain as he was to be detained under the Emergency regulations.

"They said they did not want to see us in Queenstown again and that we must get out of town without even stopping at a shop."

Mkalipi met up with the others at a shop and while Mlonguzi was buying a softdrink one of the men entered saying he had told them not to stop.

"They followed us right out of town. I have seen this sort of thing on TV now I have seen it in real life," Mkalipi said.

"We have been advised that we have grounds to sue for illegal arrest

By MIKE LOEWE

and we will also be seeking an interdict to prevent Cosatu from being intimidated by these men. We cannot leave it at that. We will go back."

A full report of the incident was read to Major FJM Venter, com-

mander of the Queenstown security branch. He said "It is a fact that we did speak to them. But this talk of sjamboks and canes is a story. It is untrue. It is Standard eight stuff."

It was routine for the security police to check on people not from Queenstown, according to Venter.

Two thousand strike at brewery

By SEFAKO NYAKA

MORE than 2 000 workers at the depots of the South African Breweries have gone on strike in sympathy with the dismissal of 340 workers at SAB's Rosslyn plant near Pretoria.

SAB's representative Gary May said the sympathy strikes at Isando, Denver, Alrode and Wadeville are "illegal and in breach of the agreement" with the Food and Allied Workers Union (Fawu).

May said the strike has resulted in shortages in the Transvaal and the Orange Free State which might get worse unless the dispute is resolved quickly.

He said the company might be forced to engage a new labour force by next week if the issue is not resolved.

The dispute centres around the company's decision to implement a continuous shift system at its Rosslyn Brewery near Pretoria, which would have meant non-stop production, even over weekends.

This would have meant an extra 200m litres of beer per year, May said.

Throughout the negotiations, which started in March, the workers rejected the continuous shift system on religious and social grounds.

"Township funerals take place over weekends. In any case we need to spend time with our families and this can only be done over weekends,"

one of the dismissed workers said.

The workers also feared their new working conditions would have prevented them from attending union meetings over weekends.

Even management's offer, which would have included a 50 percent premium on all shifts worked on Saturday and a 100 percent premium on Sunday, could not entice the workers to accept the offer.

The talks deadlocked in April and the SAB declared a dispute with the union and applied for a conciliation board.

Fifteen evicted

By VUSI GUNENE

IN an effort to break the year-old rent boycott, the Soweto Town Council evicted 15 Pimville families yesterday.

According to a representative of the Pimville Civic Association, police and *kitskonstabels* (special constables) removed fridges and television sets and smashed tables, chairs and wardrobes.

Those evicted include Wonder Nhlapo, who owes R442, Elizabeth Selepe (R531) and Nellie Vanga (R570).

A police representative yesterday said the South African Police had no knowledge of this incident.

FOR THE RECORD

A PORT ELIZABETH magistrate yesterday fined a local End Conscription campaigner and former detainee R100 for attempting to obtain two letters from his detained girlfriend.

Dominique Souchon, 28, pleaded guilty to a charge of contravening the Prisons Act when he went to North End prison in mid-January to take novels to his girlfriend, detained leader of PE ECC, Janet Cherry, 25.

RAYMOND SUTTNER, a Wits university law lecturer detained under Emergency regulations since June 12 last year, applied to the Rand Supreme Court this week for his detention to be declared unlawful. In papers before the court he said reasons for his initial detention had disappeared.

The Minister of Law and Order said in an affidavit that Suttner was a "self-confessed communist" and an office-bearer of the United Democratic Front and his detention should be continued until the end of the

vice and merit increase, the National Union of Metal workers of SA said this week.

Numsa said Boart had refused to negotiate service and merit increases in terms of the agreement signed between the union and the company earlier this year, while Boart said they were prepared to negotiate "elements" of the increase.

JUDGEMENT was reserved this week in a Fort Beaufort case where an SA Police captain has been accused of assaulting eight township residents during the first week of the 1985 State of Emergency.

Former Fort Beaufort station commander Capt Gerrit Grobbelaar pleaded not guilty and the trial was postponed to August 7.

THE remaining five accused in the terrorism trial being heard in the Nelspruit regional court were acquitted this month.

The case included two Lebowan MPs, brothers Matsikitsane and Sekgopelo Ma-

26/6 - 2/7/87
W/Mail

26 to July 2, 1987

140A

W/ Mail 26/7/87 - 2/7/87

THE launch of two industrial unions this weekend will take Cosatu closer to its goal of "one union, one industry".

Unions in the commercial and catering industry meet at the University of Witwatersrand today to form a single industrial union. The new union will be the result of a merger of the Commercial, Catering and Allied Workers' Union (Ccawusa), Hotel and Restaurants Workers Union and the Retail and Allied Workers' Union.

The union will have a signed-up membership of 12 500. There are over 60 000 workers in this sector.

The South African Allied Workers' Union (Saawu) and the General and Allied Workers' Union (Gawu) are expected to shed their members in the commercial and catering sector to the new union, which will be known as Ccawusa and which will be based on the constitution of the existing Ccawusa.

Although Cosatu and Ccawusa officials are tight-lipped about the merger, there are indications that the other participating unions are unhappy about Ccawusa's leading role in the merger and the retention of its name. But Ccawusa representative Salem Valli made it clear in an earlier interview that Ccawusa was not looking at the weekend launch as a merger but as an absorption of the other smaller unions.

The issue seem to have been compounded by Ccawusa's reluctance to adopt a clear political line. A number of delegates at Ccawusa's national conference two weeks ago walked out after some delegates

A marriage of the unions ... but not without missgivings

By SEFAKO NYAKA

moved for the adoption of the Black Consciousness-orientated Azanian manifesto. The conference then reached a compromise position by refusing to adopt either the manifesto or the Freedom Charter.

Ccawusa felt the adoption of one of the documents would split what is the largest union in the commercial and catering sector.

Ccawusa then resolved to work towards the establishment of a socialist programme of action to bind together all workers regardless of political affiliation.

While an enlarged Ccawusa is being launched at Wits, unions in the public sector meet in Soweto to form the 9 000-member National Education, Health and Allied Workers Union (Nehawu).

The unions participating in the Nehawu launch are the Health and Allied Workers' Union, Saawu and Gawu.

Nehawu's launch is seen as the first step towards a concerted effort to organise workers in the public sector. The fact that the new union will in-

totally concentrate on the education and public health sector is indicative of the weak organisation of workers in the public sector. Only a small percentage of workers in the health sector seems to be organised.

In the education field the only people who seem to have been organised are workers at the three English universities. Teachers, nurses, court employees and a large section of workers in the various state departments remain unorganised.

The merger comes in time for Cosatu's first national conference at Wits from July 14-18.

The principle of one union, one industry was a central part of the unity talks that led to the formation of Cosatu in December 1985.

At the launching congress it was decided that the 33 unions then in Cosatu should be given six months to merge into 12 industrial unions.

The six months deadline was not met and early this year Cosatu decided only industrial unions would be able to attend the July national conference. Unions had until April to agree on the details of forming one union in each industry.

The other six industrial unions in Cosatu are the National Union of Mineworkers, the National Union of Metal Workers of SA, the Food and Allied Workers' Union, the Construction and Allied Workers' Union, the Chemical Workers' Industrial Union and the SA Domestic Workers' Union.

The four sectors in which the unions still have not merged are textile workers, municipal employees, transport workers (which will include cleaning and security) and those in the paper and pulp industries.

Merger talks between the unions involved in these sectors appear to be at an advanced level.

Soon after Cosatu's launch the National Union of Textile Workers (NUTW) split, with the splinter group applying for Cosatu membership. The rift seems to have healed and unions in the industry will merge under NUTW leadership.

In the transport sector, following debate on whether public and private transport sectors should be organised under one union, the unions will merge under the direction of the Transport and General Workers Union.

However, the unions will be represented at the conference as an industrial sector and not as different unions within the industry.

The South African Railways and Harbours Workers' Union will attend the conference as an independent union. After the conference it is expected to merge with unions in the transport sector.

Labour report reaction

Dispatch Correspondent

JOHANNESBURG — Aspects of the National Manpower Commission (NMC) report on dispute settlement, collective bargaining and related matters have been welcomed by Cosatu and the FCI

However, the National Council of Trade Unions (Nactu), South Africa's second largest union federation, has discounted the report for not addressing what it sees as the crucial issues of the day

A Cosatu statement described the NMC recommendations for the decriminalisation of strikes and picketing as "positive and sensible".

It said detentions, arrests and sjambokking of hundreds of striking workers in the past year alone, had led to an escalation of conflict.

"It is our experience that most strikes can be quickly settled if management recognises grievances and is prepared to negotiate in good faith. Government and employers should also note the important role played by unions in effective negotiations," it said.

In addition to welcoming the strike proposals, the FCI's executive director, Mr Steve Anderson, welcomed the recommendation that non-statutory collective bargaining systems, that have developed, not be interfered with.

He also expressed approval for a reference in the report, saying the public sector should be covered by the Labour Relations Act, but was concerned about the delay in publishing "this very important document".

The secretary of Nactu, Mr Piroshaw Camay, criticised the report for failing to address exhaustively the issue of rights of workers excluded by the Labour Relations Act, and the interference by the police in trade union matters.

End repression and we will talk - Cosatu

140A
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26/6/87

1985

By PATRICK CULL and
JIMMY MATYU

REPRESSIVE legislation, the state of emergency and detentions without trial had to end before a "conducive climate" for negotiations with blacks could be created

This was the reaction today from Mr Jay Naidoo, national secretary-general of the Congress of South African Trade Unions (Cosatu), to the dramatic new gestures by the Government to get negotiations with black leaders off the ground

The move was announced last night by Dr Stoffel van der Merwe, Deputy Minister of Constitutional Planning and the man appointed by State President P W Botha to set up negotiations

The Government's new constitutional broker has also dropped the "abandon-violence" precondition for talks

In what amounts to an attempt at a dramatic new initiative, Dr Van

der Merwe said he was prepared to talk to people connected with the United Democratic Front (UDF) and that he had no objection to speaking to people in jail or in detention

But Mr Naidoo said the Government could never achieve a permanent and lasting peace through negotiations while people were living under the "iron-heel of repression"

"This cannot be achieved while the decision-making and political power in the country rests in the hands of the white Government and is maintained through repression," he said

Negotiations could achieve the desired goal only if the Government unbanned people's political organisations, released all political prisoners, allowed an unconditional return of all exiles, ended the repressive laws, allowed freedom of expression and political association, ended forced removals, and dismantled apartheid

In a TV interview, Dr Van der Merwe said that in discussions with people he was not going to demand that they renounce violence before he started talks with them

"On the other hand, I am definitely going to think twice before I speak to a person who is publicly committed to violence"

Turning to the UDF, Dr Van der Merwe said that it would be silly to rule out anyone just because they were associated with the organisation

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2/1/87 B Day (152)

1 500 strikers return to work

ANGLO AMERICAN expects 1 500 striking miners at its Bank Colliery near Witbank to return to work today after a miner was killed in a blasting accident last Friday.

NUM spokesman Marcel Golding said 1 500 miners refused to return to the blasting area because management was unable to give assurances it was safe.

An Anglo spokesman said the Inspector of Mines would hold an inquiry on Wednesday but did not disclose how the accident occurred.

(140) JAMISH McINDOE

He said "It is anticipated there will be a full return to work today after Monday's public holiday."

News of the mine accident was disclosed by the NUM yesterday.

The Anglo spokesman said his company did not release statements on mine accidents unless more than one worker was killed in line with an agreement between the Chamber of Mines and the media.

140X 5/16/87
Witbank coal miners end stoppage

About 1 500 National Union of Mineworkers members at Amcoal's Bank colliery near Witbank ended a five-day stoppage yesterday which started after the death of a worker in a blasting accident on Friday, a mine spokesman said

Workers demanded assurances that the mine was safe

The stoppage ended after talks between management and workers' representatives

NUM set to reply on pay

ALAN FINE

29/6/87

THE National Union of Mineworkers (NUM) will tomorrow give the Chamber of Mines its response to a revised wage offer made at a conciliation board meeting last week

Union members met at the weekend to consider the latest chamber proposal, which was 2,5 to six percentage points higher than the previous offer.

Last Thursday's meeting was the first between the two since the NUM declared a dispute more than a month ago.

In what the chamber described as a final offer, split proposals were made by the five major mining houses

The NUM says Anglo American and JCI had offered increases for gold miners ranging from 17% for the highest paid to 23% for the lowest Gold Fields, Gencor and Rand Mines had offered from 16% to 21,6%

On the collieries, Gold Fields and Gencor have offered 15% across the board, Rand Mines 16%, and Anglo from 18,9% to 23,4%.

The NUM's latest demand was for 40% to 50% increases

11/26/87
Beer workers go
on strike in city

By DICK USHER, Labour Reporter

SOUTH African Breweries workers in Cape Town stopped work today in support of workers dismissed in Pretoria — but there is no immediate threat of beer running out.

Strikes involving members of the Food and Allied Workers' Union (Fawu) started at Rosslyn in Pretoria this week.

They spread to Isando and Denver in Johannesburg and Wadeville in Germiston.

In Cape Town workers at the Newlands brewery and the Pinelands depot went on strike this morning.

Mr Gary May, public affairs manager for SAB, said: "We have enough stock to last for some time. Management and monthly-paid workers are running brewing operations."

Mr Jan Theron, general secretary of Fawu, said today the company had forced the issue.

"The strike at Rosslyn was legal, following a ballot, and the workers had no option but to strike or be locked out the next day.

"After this workers were dismissed."

FOR SUBSCRIPTION INQUIRIES — TELEPHONE

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Appeal by Cosatu

Dispatch Reporter

EAST LONDON — The Congress of South African Trade Unions (Cosatu) has called on employers to allow their workers time off work today to commemorate the signing of the Freedom Charter.

The East London chairman of Cosatu, Mr M Menzeleleli, said in a statement Cosatu wanted workers to be allowed off work for between an hour and two hours "to rededicate themselves to a non-racial South Africa".

"More than 30 years ago workers and peace loving South Africans gathered together to draft and formulate their demands towards a unitary and democratic South Africa," he said

"As workers were in the majority of the delegates (at the signing of the charter) they will commemorate that historic day and pay tribute to those who died while endorsing this document."

The statement said that Cosatu had been under "massive attack" nationally

"Cosatu buildings have been bombed and burned and members evicted We strongly condemn the sneak campaigns and attacks against us"

He added that although employers had condemned such attacks, employers had also attacked Cosatu membership through "mass dismissals when workers stay away to commemorate our historic days under which we have lost lives and properties"

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LSD abuse in the last 10

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Cape SAB workers on sympathy strike

CAPE TOWN 27/6/87 Staff Reporter

FOUR HUNDRED South African Breweries employees at the Newlands brewery and Pinelands depot went on strike yesterday in sympathy with 343 workers dismissed at SAB's largest brewery, Rosslyn, north of Pretoria, this week.

This brings to 2 800 the number of SAB workers now striking in sympathy with the dismissed workers, who refused to work a continuous shift — a system which relies on consecutive eight-hour shifts to keep the brewery running continually.

According to Mr Gary May, SAB's manager (public affairs), the company was "deeply concerned" that the striking Cape Peninsula workers were jeopardizing their own employment for an issue "at the other end of the country".

The issue had been handled according to the "highest moral, legal and industrial relations standards".

In an advertisement in yesterday's Sowetan newspaper in the Transvaal, SAB said the 343 brewery workers had broken a contract agreeing to the system before they were employed by SAB.

The 343 workers have objected to their two-day break occurring during the week and only during three weeks out of four.

Spokesmen for the Food and Allied Workers' Union were not available last night for comment on the strike.

Three Cosatu officials hounded out of town

CP Correspondent

A PUBLIC launch of Cosatu in Queenstown was halted after three officials were hounded out of the town.

Thembinkosi Mkalipi, regional vice-chairman of Cosatu in the East Cape region, said he and fellow-officials Les Ketteldas, the acting regional secretary, and Hamilton Mlonguzi, the regional treasurer, arrived in Queenstown at 11.15am last Saturday and parked outside the SA Allied Workers' Union office.

Three men in a white kombi then drove past a few times.

The men parked and approached the unionists and asked the unionists' names. When they gave their names, one man said: "Ja, we know you."

"Then they said: 'Let's go. We want to torture you. Don't

run because we have machine guns and we will shoot you,'" said Mkalipi.

Mkalipi said that they were taken to an office in Queenstown.

"I was ordered to take off my jersey and they took pictures of me in my T-shirt."

The man who appeared to be in charge then made Mkalipi take off his shirt. When he protested, saying it was legal to wear the shirt, an argument ensued.

Mkalipi said he had demanded a receipt, which he was given, but that the man had refused to stamp it.

Mkalipi said he was asked why he did not skip the country and return with Umkhonto We Sizwe so that he could be shot.

The unionists were then released.

"They said they did not

want to see us in Queenstown again and that we must get out of town without even stopping at a shop."

Mkalipi said he met up with the others at a shop and that while Mlonguzi was buying a soft drink, one of the men came in saying he had told them not to stop at a shop.

"They followed us right out of town. I have seen this sort of thing on TV. Now I have experienced it in real life," said Mkalipi.

He said the union was instructing its lawyers.

"We have been advised that we have legal grounds to sue for illegal arrest and we will also be seeking an interdict to prevent Cosatu from being intimidated by these men. We will go back." - East Cape News Agency.

Cosatu praises report

28/6/85
EPI/15
THE Congress of SA Trade Unions this week praised the President's Council report calling for decriminalisation of strike action and picketing as a positive and "sensible voice".

Cosatu said the recommendation came at a time when the industrial relations system was experiencing great pressure due to unwarranted political attacks on workers and the trade union movement.

Cosatu and affiliate unions have consistently called for recognition of the right to strike.

"In the last year alone, hundreds of workers have been detained or sjambokked while on strike," said Cosatu.

Cosatu said it believed that this right should be extended to all workers "It is our experience that most strikes can be quickly settled if management recognises grievances and is prepared negotiate in good faith. The government and employers should also note the positive role played by unions.

"The 'criminalising' of the progressive movement and union-bashing must end," said Cosatu.

'Sympathy strikes' at breweries 2 000 out

Labour Reporter

STRIKES at South African Breweries plants around South Africa continued today with about 2 000 workers involved

Workers at SAB's Newlands brewery and Pinelands depot who went on strike on Friday were still out today

Negotiations are continuing between the management and the Food and Allied Workers' Union (Fawu)

Some production is being maintained at Newlands by monthly paid and technical staff and deliveries are still going out

The strike wave was sparked by the dismissal of 343 employees at the Rosslyn plant near Pretoria over a dispute about the introduction of continuous-process production

Sympathy strikes spread first to plants in the Free State and Transvaal before starting in the Cape

National wage talks with Fawu were halted

Fawu claims that the company walked out of talks while SAB says talks have been postponed until the sympathy strikes — which it says breach the agreement between the two — are ended

Workers at East London plants joined the strikes today

Only two breweries in the Transvaal were reported to be operating but it is understood that workers in Port Elizabeth who were on strike last week have returned to work

No backing down on pay offer Iscor tells Numsa

JOHANNESBURG — Strike-hit Iscor reaffirmed in a telex yesterday to the National Union of Metalworkers of South Africa (Numsa) that it would not back down on its pay offer in the wage dispute at its flagship Vanderbijlpark steelworks

This followed a meeting on Tuesday with Numsa officials to try and break the 10-day-old strike affecting nearly 7 000 workers at the plant

Management said its final wage offer of a 34c an hour minimum wage increase was non-negotiable, and urged Numsa to persuade workers to return.

Numsa's spokesman, Mr Bobby Marie, said the union had reported back to striking workers.

They refused to consider returning

Numsa announced a number of in-house wage agreements with firms in southern Natal

At Feralloys Limited, the union won 15 per cent to 20 per cent increases for members.

Wage hikes of 60c per hour, 27 per cent, on the lowest grade and up to 17 per cent in the highest were achieved at Xpanda Products, Numsa said.

Numsa also met with the National Union of Mineworkers to discuss the dispute at Samancor over warnings issued to workers who participated in the July 14, nationwide strike. —DDC

Breweries:
Cape 30/4/81
SAB strike
not drastic
in W Cape

THE strike that has affected beer production at the Rosslyn plant of South African Breweries near Pretoria has not yet reached drastic proportions in the Western Cape, according to SAB spokesman Mr Gary May.

He said about 470 workers at the Newlands plant and Pinelands depot did not report for work yesterday.

This constituted about 80% of the workforce in the Peninsula, but production and distribution were satisfactory. About 150 workers at the Caledon malting plant were also on strike, he said.

In Johannesburg, the Food and Allied Workers' Union (Fawu) yesterday called for the reinstatement of the 343 SAB workers dismissed 10 days ago as a prelude to negotiations on the dispute which now involves at least 2 950 workers at nine plants.

Mr May said it had been decided not to begin replacing strikers.
— Sapa, Own Correspondent

Beer crisis may spread as SAB and union argue

IRK645 30/6/87
JOHANNESBURG. — The dispute between South African Breweries (SAB) and the Food and Allied Workers' Union (Fawu) has worsened with both sides making public accusations — and the beer crisis now threatens to spread.

At least 2 900 Fawu members at nine plants in the Transvaal and the Cape have stopped work in protest at the company's handling of the dispute with employees at the Rosslyn, Pretoria, plant.

Yesterday Fawu said workers at other plants had pledged solidarity with colleagues dismissed at Rosslyn after rejecting the company's plans for a continuous shift system.

SAB says it is prepared to demonstrate, "in court if necessary", its integrity and good faith in trying to resolve the strike.

Meanwhile, the Congress of SA Trade Unions (Cosatu) said it would intervene if the dispute was not resolved "in the near future".

The National Council of Trade Unions and its affiliate, the Food Beverage Workers' Union (FBWU) have pledged solidarity with the Fawu workers, with FBWU saying it had suspended wage negotiations with SAB at the Chamdor plant.

Johannesburg pubs will start closing from next Monday unless the breweries strike finishes soon and the beer starts to flow again, barmen have warned.

"What's the use of staying open when we have no beer?" asked a barman with 37 years' experience.

"People don't drink just spirits and wine. With no beer we'll just close. This town will be dead from Monday on. You watch."

Plant-level ~~deal~~ wage deal for ~~the~~ metal industry

Argus 30/6/87
Labour Reporter

THE first plant-level wage agreement in the Western Cape metal industry has been signed.

Mr Brian Williams, assistant general secretary of the Metal and Allied Workers Trades Union, said today the agreement had been made with Renak and provided for a minimum wage of R3,30 an hour.

This was nearly 70c higher than the minimum of R2,61 an hour laid down in the industrial council agreement for the metal industry.

"The agreement also provides for a maternity benefit of guaranteed re-employment and paternity benefits, which will give fathers paid time off to attend births and for urgent domestic matters," said Mr Williams.

Paternity benefits would be monitored by worker representatives.

SAB may take legal action

JOHANNESBURG — South African Breweries (SAB) would seek legal opinion over allegations, "bordering on defamation," by the Food and Allied Workers' Union (Fawu), the company said last night

It said it was prepared to demonstrate, "in court if necessary," its integrity and good faith in trying to resolve the strike by its employees

Reacting to Fawu claims that SAB wanted "to win the sympathy of the public in its fight with its workers," SAB's manager of public affairs, Mr Gary May, said "SAB is proud of its business and industrial relations record and would not indulge in the cheap tactics described by the union"

The in-fighting comes in the midst of a strike which has spread to nine SAB operations in the Transvaal and the Cape over the dismissal of 343 workers at SAB's Rosslyn plant following their refusal to accept a system of continuous operation which would mean the brewery would operate around-the-clock daily — including weekends

Yesterday workers at SAB's East London plant and its Caledon malting plant joined workers at Isando, Denver, Alrode, Wadeville, Newlands and Pinelands, striking in sympathy with the Rosslyn employees

The Food and Beverages Workers' Union has suspended negotiations with SAB in sympathy with the striking Fawu members

— About eight workers are reported to have gone on strike in East London but this could not be confirmed with Mr May, to whom local spokesmen had referred inquiries

It is not thought that beer production will be affected as the plant is reported to have been closed for overhaul — Sapa-DDR

INDUSTRIAL RELATIONS - Workers' Organisation
COSATU - ~~and~~ FOSATU, etc.

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Union deadlocked over adopting Charter

IN A lengthy debate at its annual congress yesterday, the Chemical Workers' Industrial Union failed to reach agreement on whether the union should adopt the Freedom Charter as part of its political policy

CWIU general-secretary Rod Crompton says the issue is to be referred back to rank-and-file membership for further discussion "in the interests of unity and democracy"

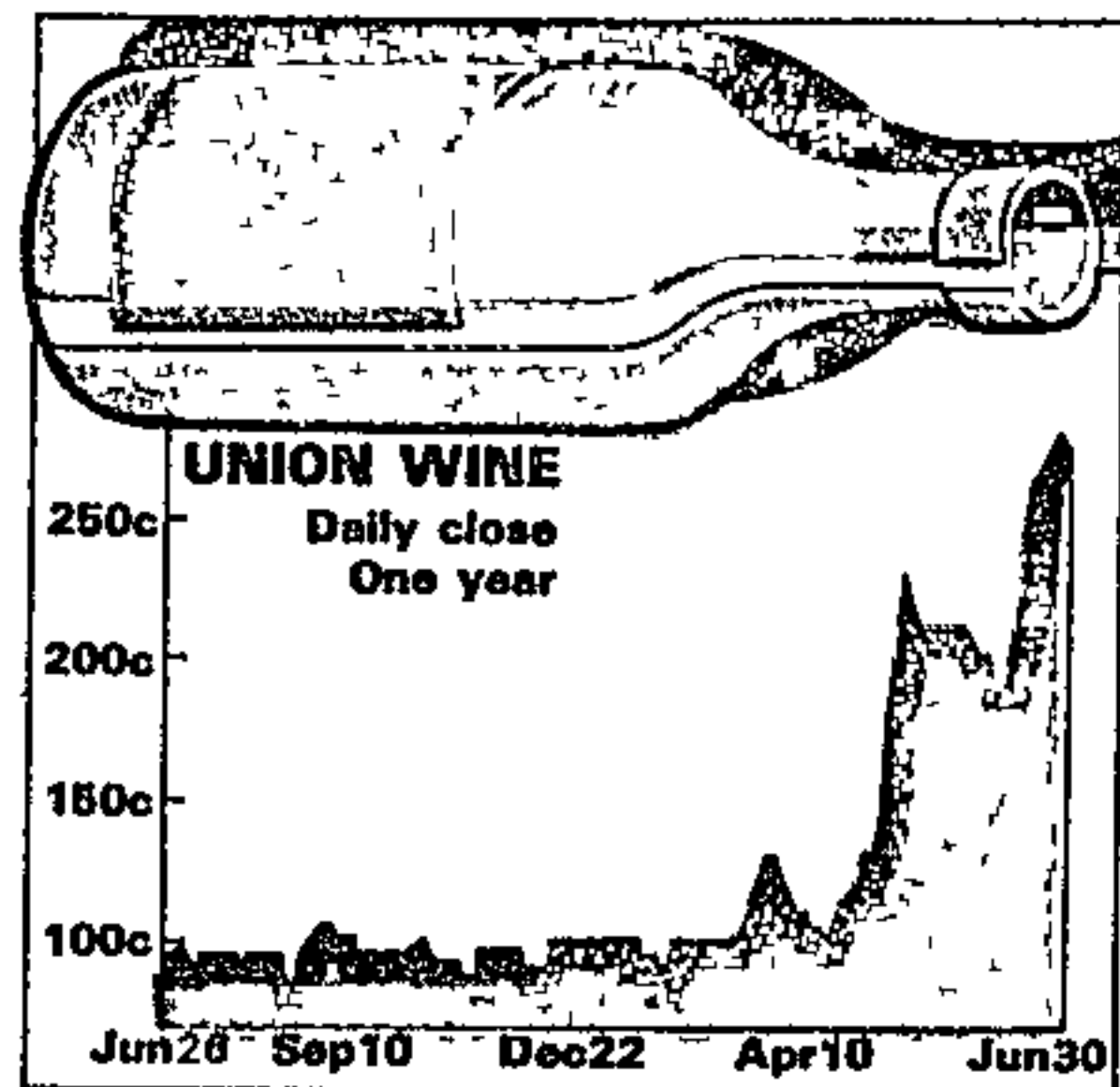
ALAN FINE

The issue promises to be one of the most controversial to be debated at the Cosatu congress later this month, with a number of affiliates having taken differing positions on it

The CWIU congress reached consensus on various principles, including non-affiliation to political organisations, laid down guidelines for "disciplined alliances" with them,

and agreed that "only socialism can solve SA's current political and economic crises"

The congress also noted that "only comprehensive and mandatory sanctions were likely to be effective", and said calls for such sanctions "had been and are being twisted and distorted into ineffective selective sanctions packages", often serving the interests of their protagonists rather than SA's working class



Source: JSE Graphic: JOHN McCANN

Kersaf, Union Wine tie-up?

CHERYLYN IRETON

THE speculated tie-up between Kersaf and Union Wine could bring the formation of a new liquor distribution force controlling about 10% of the market.

The JSE and the liquor industry have, for the past two months, been abuzz with talk of a deal between the two giants.

This is borne out by Union Wine's share price soaring from 80c in February to a high of 280c late last week.

Both Kersaf director Ian Heron and Union Wines chairman Jan Pickard would not comment on the rumours, but stock market analysts are convinced a deal was concluded late last week.

Kersaf's role in the food and beverage sector has been strengthened by the recent Satbel/Squires Foods link-up, which gives it an interest in, among others, Mike's Kitchen, Longhorn, Captain Dorego and various theme pubs.

Union Wines, a member of the Picbel group, has retail liquor interests and a 100% shareholding in Picardi Hotels

Shortage looms as SAB strike grows

Business Day Reporter and Sapa

THE SA Breweries strike intensified yesterday with 700 workers at the Chamdor brewery and the Vereeniging depot joining the strike

And four people were arrested after police dispersed a group of about 100 dismissed SAB workers at the company's Rosslyn plant

The group had demanded entry to the plant to "evict" other workers in violation of a court order preventing them access, unless it was to work

SAB is currently running 50% of planned production

A spokesman said "There will be shortages caused by distribution delays and so-called stock-outs, even though there is beer in the system."

Beer production in Namibia will not be able to offset the SA shortage, South West Breweries marketing manager Ernst Ender said yesterday

SAB had increased orders for Namibian beer, but production facilities in

the territory were not geared to satisfy the demand

"Obviously we will try to fill the gap wherever we can," Ender said

Management said rising intimidation and violence were preventing many employees from returning to work

An SAB spokesman said the company had "a mountain of evidence" of intimidatory actions He said the allegations would be raised at a meeting with the Food and Allied Workers' Union, scheduled for last night

Fawu members have been on strike since June 19 in protest against the introduction of seven-day-a-week production

Worker sympathy stoppages have been reported at about 10 other company plants and depots in the country, REUTERS reports

A-G Meese subject of probe

WASHINGTON — Attorney-General Edwin Meese violated federal law because he failed to get Government Ethics Office approval when investing \$60 000 in a limited blind partnership

This was said by Office of Government Ethics director David Martin in a letter to Congress yesterday

Meese is the subject of a criminal investigation by independent counsel James McKay, who will determine, among other things, whether any of the

money was invested in scandal-plagued Wedtech

The 1978 Ethics in Government Act "contains specific requirements for the creation of blind trusts, including necessity of approval by our office," which Meese did not obtain, said Martin

The ethics law which Meese violated contains criminal penalties But it is not known whether they apply in Meese's

● To Page 2



3 BUSINESS DAILY

0c (45c + 5c tax)
For other prices, see Back Page

Natal, Western Province, Eastern Province 80c (71c + 9c tax)

NUM to start strike ballot after wage deadlock

WAGE negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines deadlocked yesterday and the union plans to start strike ballots at 27 gold mines and 18 collieries next week.

Both sides modified their positions again at yesterday's conciliation board talks. However, disagreement remains on NUM demands for 30% wage increases, increased annual leave, paid leave on June 16, danger pay and improved death benefits.

NUM spokesman Marcel Golding said the union accepted a proposal by the Manpower Department

ALAN FINE

official in attendance for the dispute to be referred to mediation or arbitration.

The chamber, however, turned down the proposal. It could not be reached for comment on this.

The chamber's final offer ranged from 17%-23% on all gold mines except three marginal mines where the offer was 16%-21,6%.

The offer for coalminers ranged from 15% to 23,4%, with differential offers from different groups.

The NUM said it remained committed to reaching an agreement with the chamber.

The chamber expressed regret at the outcome and said it believed the offers are "eminently reasonable" and hoped the majority of NUM members would accept them as such.

Member mines plan to implement increases today that are "slightly lower" than the final offer. They say they were compelled to do this because the NUM represents only 170 000 workers in recognised bargaining units, out of the total 500 000-strong workforce in affected job categories.

The NUM says it is bargaining for about 200 000 members.

UNION FACES SPLIT AFTER BOYCOTT

ALAN FINE

MOVES are afoot to patch up a potential split in Cosatu's third largest affiliate, the Commercial, Catering and Allied Workers' Union (Ccawusa).

The rift surfaced at a merger meeting between Ccawusa and two smaller unions — the Hotel and Allied Workers' Union and the Retail and Allied Workers' Union. The three have, potentially, 90 000 members between them.

The attempt to form a single Cosatu union in the retail and catering sector was marred when the launch went ahead in the absence of delegates representing parts of the 73 000-strong Ccawusa, after a dispute about the membership of some components of the proposed new union.

Cosatu has recognised the new union — which will retain the name Ccawusa for now.

A meeting between leaders of the two groups is scheduled for today.

In another Cosatu merger, the 12 500-member National Education, Health and Allied Workers' Union was formed on Sunday.

It represents mostly non-professionals in the two sectors and is seen as the precursor to a union that will represent all public sector employees

1408

Union clash over merger

By SELLO RABOTHATA

A ROW is raging in the ranks of the Commercial and Catering Workers' Union of South Africa following a weekend merger bid with two other unions in the commercial and catering sectors.

A Press conference held in Johannesburg yesterday was told that a new union was launched in the commercial and catering sectors and will represent 90 000 workers — making it the third largest union in the country

The unions said to have merged are Cawusa, Hotel and Restaurant Workers' Union (Harwu) and the Retail and Allied Workers' Union

Details of the launch were yesterday hotly disputed by Cawusa's Johannesburg branch co-ordinator, Mr Kaizer Thibedi, who claimed that four branches, Cape Town, Klerkorp, Pietersburg and Johannesburg do not recognise the merger at this stage

He said the weekend conference held at Wits University was aborted by the chairman, Mr Makhulu Ledwaba, after a deadlock over credentials which all the unions had to present to a working committee

Mr Thibedi said the four branches were not against the merger and were still willing to talk to the other parties involved. The Johannesburg branch of Cawusa has about 40 000 members and the total number of members is 73 000

Of the other two unions, Harwu has 12 000 and Bawa 5 000 members

Meeting

Mr Thibedi also said the national office bearers and officials were not elected during the conference but after the chairman had closed the meeting and other delegates had left

Mr Papi Kganare the current branch secretary of Orange-Vaal branch of Cawusa who was elected the new union's general secretary, said there are no problems within the union as all decisions were taken democratically and that a quorum was formed at all times

Hospital fees up

THE Congress of South African Trade Union (Cosatu), yesterday reacted strongly to the increased hospital costs which come into effect today at Transvaal provincial hospitals

The increases were announced by Mr

Willem Cruywagen, administrator for the Transvaal at the weekend. He said the decision to up hospital fees for private patients was "purely of an economic nature"

The increase means that lower income people the H2 and H3 patients,

will be affected by the increases which come at the time when most blacks are already reeling under the escalating cost of living

The H2 category are all social pensioners and the unemployed. They will now pay a nominal or inclusive fee of R2 per admission and R2 for outpatient visits. These patients were previously treated free of charge

The H3 category patients will still pay R10 for admission as in the past and R5 for every outpatient visit

Maternity patients coming to Baragwanath Hospital for confinement will pay a nominal or inclusive fee of R40 for confinement. It was previously R25

1/10/89
Cruywagen
1/10/89

Mines deadlocked on wage demands

C.M. 1/17/87

1404

Own Correspondent

JOHANNESBURG.— Deadlock was reached yesterday in wage negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines, and the NUM plans to begin conducting strike ballots at 27 gold mines and 18 collieries next week.

Both sides modified their positions again at yesterday's conciliation board talks. However, disagreement remains on NUM demands for 30% wage increases, increased annual leave, paid leave on June 16, danger pay and improved death benefits.

NUM spokesman Mr Marcel Golding said the NUM accepted a proposal by the Manpower Department official present for the dispute to be referred to mediation or arbitration.

The chamber, however, turned down the proposal. A spokesman could not be reached for comment on this.

The chamber's final offer ranged from 17% to 23% on all gold mines except three marginal mines where the offer is 16% to 21,6%.

The offer for coalminers ranges from 15% to 23,4%, with differential offers from different groups.

Golding said yesterday that the NUM remained committed to reaching an agreement with the chamber.

The chamber expressed regret at the outcome.

Member mines planned to implement increases today "slightly lower" than the final offer. It said it was compelled to do so because the NUM represents only 170 000 workers in recognized bargaining units, out of the total 500 000-strong workforce in affected job categories.

300 000 workers in key industries set to strike

By Mike Siluma

The crucial mining and metal industries face large scale industrial action by nearly 300 000 workers, following a deadlock in wage negotiations between employers and representative unions

Both the National Union of Mineworkers (NUM) and the National Union of Metalworkers (Numsa) announced yesterday they would hold strike ballots for members "in the next few days".

The NUM, which announced its decision after its second conciliation board meeting with the Chamber of Mines was dead-

locked, said it would approach managements for ballot facilities for its 200 000 members affected by the talks

Issues in dispute are

- The NUM demand for a 30 percent across-the-board increase, as opposed to the Chamber offer of increases ranging between 16 percent and 23,4 percent, depending on the nature and profitability of mines
- Danger pay, as well as improvements in holiday leave and death benefits
- The recognition of June 16 as a paid holiday

NUM assistant general secretary, Mr Golding, described the union demands as reasonable.

The Chamber, pointing out that the majority of its 500 000 employees were not members of the NUM, said it regretted failure to reach agreement.

"It is the Chamber's belief that the offers tabled were eminently reasonable and it is hoped that the majority of NUM members will accept them."

Numsa decided on a strike ballot after failing to reach agreement with metal industry employers in the Steel and Engineering Industries Federation last month.

Unions expected to push harder

More strike action likely, claims report

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SMR
1/7/87

More strike action and longer strikes are possible during the second half of this year, when wage bargaining between unions and companies is likely to be extremely tough, according to a mid-year report on bargaining trends.

Produced by Andrew Levy and Associates, the report covers negotiations between January and June and the likely pattern for the rest of the year.

As the year began, one of the major wage disputes in South African labour history, between OK

and the Commercial, Catering and Allied Workers Union (Ccaawusa) was resolved by mediation.

Soon after the Congress of South African Trade Unions (Cosatu) announced its living wage campaign.

OVERTIME

The effects of economic recovery had led to regular scheduling of overtime and, in some cases, the refilling of positions previously lost to retrenchment.

This raised the perceptions of both unions and workers regarding man-

agement's ability to meet big wage increases, leading to greater pressure being applied.

Two major institutional negotiations (mining and metal industries) seemed set for their inevitable disputes in the next six months, with the possibility of national strike action.

Pressure for enterprise level bargaining, consistent with the idea of one union per industry, had continued to be hard pushed by unions. Some groups had granted this, but resistance was expected from others.

New union adopts charter

140A

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SM

11/18/87

By Mike Siluma

A new trade union for retail and catering workers, with a membership of 90 000 and affiliated to the Congress of SA Trade Unions (Cosatu), is calling for the release of political prisoners and has adopted the Freedom Charter

The union, the result of a merger between the Commercial, Catering and Allied Workers' Union (Cawusa), the Hotel and Restaurant Workers' Union (Harwu) and the Retail and Allied Workers' Union (Rawu), will retain the name Cawusa for the next three months.

At its founding congress, Cawusa condemned "physical violence between organisations and people involved in the struggle", and for tolerance of different viewpoints, "no matter how small".

● Not included in the merger, after six months of negotiations, is the Johannesburg branch of the old Cawusa, following a dispute over credentials.

Industrial Court rules against NUM 17

THE Industrial Court has refused to reinstate 17 members of the National Union of Mineworkers (NUM) dismissed during a wage strike at Anglovaal's Hartebeesfontein gold mine in 1985. The strike occurred at the same

ALAN FINE

time as the one at Marievale, which led to the first order by the court that strikers be reinstated. Counsel for the union argued that a similar order be made in this case

Advocate W S le Roux ruled, however, that circumstances differed. He said that while the Marievale workers had conducted themselves in an orderly and "institutionalised" manner, those at Hartebeesfontein had not

BEER STRIKE OVER

The Argus Correspondent

AKS 1/7/87

140A

JOHANNESBURG. The beer strike is over. An agreement has been reached between South African Breweries (SAB) and the Food and Allied Workers Union (Fawu), ending widespread strikes at brewery plants.

An SAB spokesman said the company's employees were returning to work today.

"The company and Fawu have agreed to certain temporary arrangements which will apply until the issue is resolved," said the spokesman. He said a key factor in the agreement is that one of the largest bottling lines, 750ml quart size, at the Rosslyn plant in Pretoria, will go into continuous operation with immediate effect.

"This line will be staffed by employees who were recently engaged specifically to work the seven-day-a-week shift, and casuals."

The 343 Rosslyn workers who were dismissed on June 19 for refusing to sign forms agreeing to the introduction of continuous operation at the plant have been re-instated "on conditions not less favourable than those applicable to them before their dismissal," the spokesman said.

Casual workers

Both parties had agreed that SAB would have the right in the short term to employ casual workers.

At least 3 200 SAB employees at 10 plants or depots countrywide went on a sympathy strike with the Rosslyn workers, resulting in severe shortages of beer.

Quarts are unavailable in the Transvaal and the Free State and cans and dumps are running out. The agreement was made pending the outcome of joint mediation on the question of continuous operation at the Rosslyn Brewery, SAB said.

The strike at Rosslyn started on June 19 when workers downed tools in protest against the proposed implementation of a seven-day-a-week continuous shift system at the plant.

By yesterday, about workers at 10 SAB plants or depots nationwide had joined the stoppage.

SAB accused Fawu of intimidation of workers at Rosslyn, at its Caledon making plant and near its Newlands brewery.

Police confirmed they arrested four people after an incident outside the Rosslyn plant early yesterday.

Emergency supplies

During the strike, an urgent SOS was sent out to South Africa's black neighbouring black states begging for beer.

Appeals for emergency supplies of bottled beer were sent to Lesotho, Swaziland, Zimbabwe and SWA/Namibia to try and ease the threatened beer drought caused by the strike that paralysed local production for 12 days.

Contingency plans were also made to send tankers of beer to Swaziland to be bottled there if the strike continued.

In Zimbabwe, the National Breweries received an order for millions of bottles of beer from the SAB. The order was worth R3-million.

● In Cape Town, Mr John Seton, regional director for the coast, said management and Fawu were meeting to discuss the return to work and the full workforce was expected back today.

A Fawu spokesman said today that wage negotiations would start again shortly.

Sources at the brewery in Newlands said there had never been a complete stoppage in Cape Town.

3 900 SAB staff now on strike

JOHANNESBURG. The strike by South African Breweries workers escalated to nearly 4 000 workers yesterday and barkeepers warned they may have to shut down next week if the taps are not turned back on.

The strike, which began on June 19 over a change to 24-hour production and round-the-clock work shifts, has escalated from about 350 workers to 3 900, SAB spokesman Mr Gary May said.

He accused union members of using violence and scare tactics to prevent non-strikers from going to work. "We are very worried about the innocent people being affected by the actions of striking union members," he said.

He said workers were attacked with knives and stones at a Cape Town station, and employees' cars were burned at the Rosslyn brewery near Johannesburg.

Four people were arrested yesterday at the plant after police dispersed a group of about 100 dismissed SAB workers who had demanded entry to "evict" other workers — in violation of a court order preventing them access unless it was to work.

SAB is currently running at 50% of planned production, Mr May said.

He said SAB, which provides 98% of South Africa's beer, is using management and casual labour in an effort to meet the demand.

Beer production in Namibia will not be able to offset the shortage, marketing manager of South-West Breweries, Mr Ernst Ender, said yesterday. The SAB has ordered supplies from Namibia, but production facilities in the territory are not geared to satisfy the demand. "Obviously we will try to fill the gap wherever we can," Mr Ender said.

Hotels, bars and liquor stores in Cape Town and Johannesburg yesterday reported short supplies of beer.

"What is the use of staying open when we have no beer to sell," lamented a Johannesburg saloon keeper. "With no beer, we will just close. This town will be dead from Monday on."

The Food and Allied Workers Union (Fawu) and SAB management were scheduled to meet last night. — UPI, Own Correspondent and Sapa

Alleged intimidator in court

Court Reporter

A MAN pleaded not guilty in the Wynberg Regional Court yesterday to intimidating workers at Ohlson's Cape Breweries in Newlands by forcing them to stay away from work.

The State alleges that Mr Wennington Nwezo, 43, of Khayelitsha — who was charged and brought to court the day the alleged offences took place — intimidated Mr Michael Tite, Ms Noheza Nembile and Mr Welcome Jubisa yesterday by forcing them to stay away from work.

It is further alleged that he assaulted and injured them by hitting them with an axe or sharp instruments, punching and kicking them.

He is alternatively charged with assault with aggravating circumstances and intimidation in that he threatened to kill, assault and injure them.

The matter was adjourned to July 8. Mr M S Knox was the magistrate Mr M L Sher prosecuted. Mr Nwezo was not represented.

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Mining and metal industries facing a strike

The Argus Correspondent
JOHANNESBURG — The mining and metal industries face industrial action by nearly 300 000 workers, following a deadlock in wage negotiations between employers and representative unions.

Both the National Union of

Mineworkers (NUM) and the National Union of Metalworkers (Numsa) have announced they will hold strike ballots for members "in the next few days".

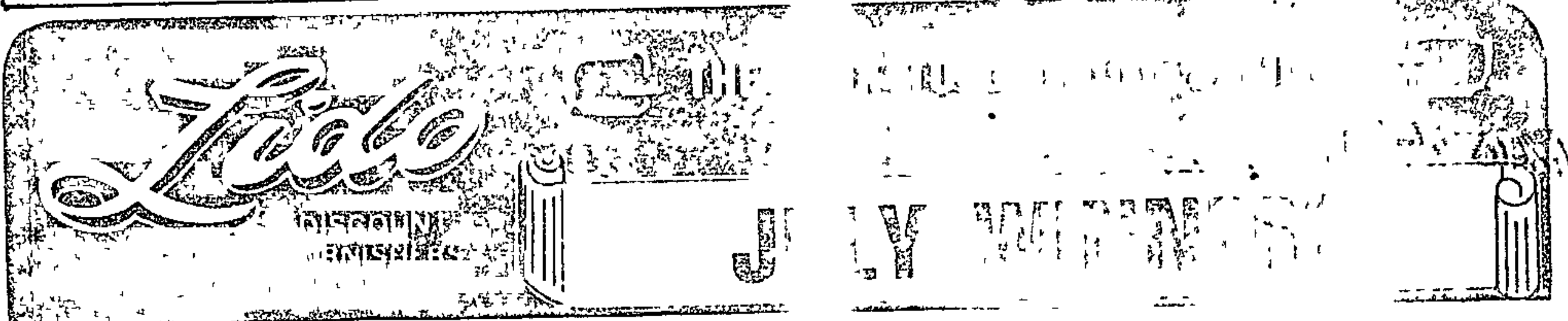
The NUM, which announced its decision after its second conciliation board meeting

with the Chamber of Mines had reached deadlock, said it would approach managements for ballot facilities for its 200 000 members affected by the talks

Issues in dispute are The NUM demand for a 30 percent across-the-board increase, as opposed to the chamber's offer

of increases ranging from 16 percent to 23,4 percent, depending on the nature and profitability of mines

Danger pay, as well as improvements in holiday leave and death benefits and the recognition of June 16 as a paid holiday



New union launched

COSATU came one step closer to its policy of "one union, one industry" with the launch of the National Education, Health and Allied Workers' Union (NEHAWU) last weekend

NEHAWU's formation in Soweto, drawing in 12 500 members from the Health and Allied Workers' Union, the General and Allied Workers Union and the SA Allied Workers' Union, comes two weeks before the second national congress of Cosatu — the deadline set for the implementation of the "one union, one industry" policy.

The first president of the union is Wits University security guard Robert Mkhize. Vice-president is Gladys Mlangeni of Baragwanath Hospital and the general secretary is Yuri Mdyogolo, former SAAWU national organiser

Organising secretary Monde Mditshwa said after the launch the new union had resolved to work with other progressive

groups in the health sector towards the drawing of a "health charter"

NEHAWU also endorsed the Freedom Charter as representing "the minimum requirements for a nonracial, democratic South Africa"

The union's founding resolutions were highly critical of medical practice in South Africa, which Mditshwa said directed most of its funding to curative medicine when most illnesses were preventable.

The union is to hold a special congress before the end of the year to discuss a number of issues it did not have time to resolve at the weekend

Cosatu general secretary Jay Naidoo said after the conference the formation of NEHAWU was the first step to the establishment of a public sector union, which would eventually include post office workers

SATS workers would be incorporated into Cosatu's Transport Union

Motor workers' wages go up

MINIMUM wages of 22 000 motor industry workers are going up in the next few weeks

BMW and the National Automobile and Allied Workers' Union yesterday said they had concluded a two-year wage agreement, offering an immediate 14,6% increase and a further 15% on July 1, 1988.

The BMW decision means nearly every major manufacturer is increasing wages for hourly-paid staff between this week and August 1. The exception is

2/7/87
DAVID FURLONGER
Industrial Editor

Samcor, which raised the wages of its 3 000 Pretoria workers in May

Toyota increased its workers' wages yesterday and Nissan does the same today. Mercedes-Benz, Volkswagen, Delta and Samcor's Port Elizabeth plant will all increase their rates from August 1.

For most companies, the latest rises are the second this year. In nearly all cases, the total increase for the year is around 13%.

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July 2 1987

2/7/87



Fawu in a froth over its 'great victory'

Battle begins to beat backlog as SAB strike ends

1st Day

140A



MEMBERS of the Food and Allied Workers' Union (Fawu) began returning to work at midday yesterday after agreement to end the SAB strike, and the company said it expected stocks to return to pre-strike levels in two to three weeks.

In terms of the temporary settlement, the question of continuous operation at the Rosslyn Brewery will be referred to joint mediation. All dismissed workers have been reinstated.

Volunteers, casual labour and employees recently engaged specifically to work on continuous operations, will do weekend work.

The return to work has, however, been marred at a Cape Town plant. According to SAB industrial relations manager Rob Childs, workers refused to resume production after a shop steward was arrested and charged in terms of the Intimidation Act.

In a statement yesterday, Fawu described the outcome as a "great

ALAN FINE

victory"

Childs said he did not think that statement was correct or constructive. "We prefer to see it as a negotiated compromise between the parties. We must now endeavour to find a mutually acceptable solution."

Fawu said it remained "of the strong view that workers cannot be forced to accept changes in conditions of work."

Responding to SAB allegations of intimidation, Fawu said it "did not operate according to methods of intimidation."

However, "as long as we have antiquated laws that regulate strikes and workers are denied basic rights such as to gather and to picket, and as long as the police and defence force are present at every industrial dispute, it is inevitable there will be incidents."

"In many cases these incidents are due to management or police over-action, and could easily be avoided,"

Strike ballot is 'normal'

A DECISION by the industry's largest union to call a strike ballot was a normal part of the collective bargaining process, the Steel and Engineering Industries Federation of SA (Seifsa), said yesterday.

Seifsa director Sam van Coller was responding to an announcement by the National Union of Metalworkers of SA (Numsa) of plans to ballot more than 70 000 members in 500 factories next week, following the deadlock in

Industrial Council negotiations.

He disputed a number of union assertions about the circumstances of the dispute.

Numsa represented only 20% of the organised workforce, said Van Coller and Seifsa was satisfied in the current economic situation the wage offer made by employers was "very substantial".

ALAN FINE

2/Day

140A

27/87 140A
6/10/87

Call for release of detainees

DIANNA GAMES

THE SA Railways & Harbours Workers' Union (Sarhwu) yesterday called on SA Transport Services (Sats) to secure the release of 150 detainees it said were held by police during the strike

Sarhwu, which is not recognised by Sats, said that since the strike ended last month its members had been harassed and intimidated

It said its offices in East London had been burgled and vandalised

Sats said it was making every effort to maintain labour peace and that it was nonsensical to suggest it was involved in any incidents

It said it had no agreement to press for the release of detained workers and was unable to comment on the arrest of staff

Sarhwu alleged eight workers were arrested earlier this week, other workers had been refused reinstatement and shop stewards had been transferred to far-off working places.

Sow discord

It said Sats had tried to sow discord among workers by offering to pay Andrew Nedzamba his full wages and bonus for the strike period, despite it being his unfair dismissal which led to the strike

Sarhwu said such actions were not in the spirit of the agreement signed between Sats and striking workers' representatives in which it was stated that all workers would be taken back except those found guilty in a law court of criminal charges

But, it said, 76 shop stewards at Jan Smuts Airport were refused reinstatement and were only taken back after legal intervention

Sats countered by saying the problem was solved internally prior to that

It said Nedzamba was technically suspended during the strike as he had failed to collect written confirmation of his reinstatement. He was thus not considered to be on strike and was legally entitled to payment

Police in East London said that "at this stage" they had no record of a burglary of Sarhwu's North End offices but were "looking into the allegations"

Hear workers' side, says Cosatu

Cape Times 2/7/87 (1/cont)
Staff Reporter

ABOUT 150 people attending a lunch-time UDF meeting in Cape Town yesterday were called on by a Cosatu speaker to contact the offices of Cosatu or its affiliates to "hear the workers' side of the story"

Mr. Nick Henwood, regional secretary of Cosatu, also called on all democrats to support the call for an end to attacks on Cosatu

"We demand the right to speak, meet and organize freely," he said, adding that the attack on Cosatu was an attack on democracy in South Africa

He said Cosatu had launched a living-wage campaign to try to defend the living standards of workers

"Workers know what their needs are. They must determine what is a living wage. This should not be determined by the bosses' attempts to maintain profits," he said

A speaker from the Cape Youth Congress, who asked not to be named, called on the youth to join forces with workers

"They (the ruling class) are not going to give us the keys to Pretoria. We must have no illusions about the role of the liberal capitalists," he said



Maggie Oewies Shongwe at the opening of the Domestic Workers' Association's new home at Green Point.

Bright new base for Domestic Workers Association

ARG 45 2/7/87
1408

By LINDA GALLOWAY Staff Reporter

YOU cannot see the building from the street and the gate has no sign on it, but the Domestic Workers' Association's new home is a bright, white building behind the high wall opposite the old Cape Town Art Centre in Green Point

The smell is of wax furniture polish and everything is sparkingly clean

Maggie Oewies Shongwe, chairman and workhorse behind the DWA since 1977, is at the businesslike desk inside the front door

Her plans for the centre are that it will be a haven for domestic workers and their families in the Sea Point area, a training centre where they can fine-tune their many skills and eventually also a creche for their children, a wood-work workshop, a part-time church, a restaurant...

Enthusiasm

She bubbles over with enthusiasm for the project and her aspirations for the forgotten workforce — the people who tirelessly cook, clean, mend and mind

The planned training programmes are already heavily over-subscribed, with courses in first aid and home nursing, cooking (Jewish, Greek and Italian to cater for the cosmopolitan community across the common) and child care

The DWA has about 1 700 members in Sea Point, but barely scratches the surface of the estimated 10 000-strong domestic population in the area

Subs of R1 a month for employed members entitle them to use the facilities at the centre, including calling Maggie when they have a problem with a load of washing, ironing or a recipe

"Domestic work is a professional job and a qualification gives one that much more bargaining power with an employer," says Maggie

Certificate

"One of our members increased her salary by R200 a month by doing a cooking course for which she received a certificate"

Maggie also sees the frustrations attached to the job, transport being just one of them

"On an afternoon off there's no way you can get from Sea Point to Guguletu and back — so there are facilities here where members can come and have a cup of tea. We hope soon to be able to offer videos as well

"For us it doesn't matter that cinemas are all open to us now — our salaries don't allow us to go to movies

"There are no recreational facilities for domestic workers in the Sea Point area and we hope to fill that gap."

Another problem is the frustration of working in a luxury home for 12 hours a day and cooking a slap-up meal for a family before travelling home to the townships to cook the simplest meal one can conjure up on a meagre salary

Independent

"Domestic workers also have to become independent in their own right — if an employer leaves the country or retires and their services are no longer required, there's no pension to fall back on

"Her skills must be developed to cope with that situation, to be able to open a small catering business or a creche

"For that she needs business management skills as well"

Maggie would like to see big business getting involved in training and improved working conditions for domestic workers

"Women executives are that much more efficient because they have a domestic worker at home, sorting out the problems, looking after the children and cooking the evening meal.

"Otherwise they do two jobs, coming home in the evening to household chores, and their work suffers"

The DWA is a worker's organisation, apolitical and dedicated to the betterment of themselves

Maggie hopes employers will support the centre, which is in need of stoves, fridges and equipment for a laundry room, for training purposes

The DWA can be contacted at 419 3758



Former Peninsula Security Guards who have been on strike for

2-7/87

almost a year

Suzn

(scribble)

AN out-of-court settlement was reached between 25 striking security guards and their employer in one of the most drawn-out labour disputes in the Western Cape in recent years.

The workers, all South African Allied Workers Union (Saawu) members, had been on strike since March last year.

They were dismissed in October by the firm, Peninsula Security Guards, but continued living at the firm's hostels at Langa.

This week Mr De Xavier

25 guards settle dispute with firm

(140A)

sacked
Mr F Vali claimed accommodation was a condition for his employment and that his services were not properly terminated. He therefore could not be evicted from the hostel.

Mr Manyasa Ntlazana said he had been sacked because he was a member of Saawu.

The two strikers were granted summary judgment against the eviction order.

Last week, however, an application for summary was granted against Mr Lawrence Ntsizi.

Gouveia, a director of PSG, who brought the application to evict the striking workers, agreed to pay each five weeks' salary of R302,30.

He also allowed them to stay at the hostel subject to certain rules until Au-

gust 1.

About 75 other striking workers who had not been summonsed are still staying at the hostel.

Workers told a Wynberg Civil Court that they had been assaulted and handcuffed before being

DB 2/7/87 (140A) (112)

Numsa to call strike ballot

Dispatch Correspondent
JOHANNESBURG —

The Steel and Engineering Industries Federation of South Africa (Seifsa) has described the decision by the industry's largest union to call a strike ballot as "a normal part of the collective bargaining process."

Seifsa's director, Mr Sam van Coller, was responding to an announcement by the National Union of Metalworkers of South Africa (Numsa) of plans

to ballot more than 70 000 members in 500 factories next week, following the deadlock in industrial council negotiations

However, he disputed a number of union assertions about the circumstances of the dispute

Numsa was the only one of 15 union parties to the council to reject an employer offer of increases ranging from 39c to 72c per hour

But it has said that it represents 80 000 of the

140 000 organised semi-skilled and unskilled workers in the industry, and finds it iniquitous that the major union in the industry has again been over-ruled by minority unions

It also argued that increases offered are below the inflation rate and finds this unacceptable given vastly improved profits in the industry

Seifsa's response is that Numsa represents only 20 per cent of the organised workforce

Chamber of Mines outlines rejection of NUM demands ^(140A) ^{DD} ^{2/7/87}

JOHANNESBURG — The Chamber of Mines rejection of a proposal by the National Union of Mineworkers (NUM) that the current wage dispute be taken to mediation or arbitration was based on a number of factors, the chamber said.

Firstly, the position adopted by NUM negotiators "did not suggest that they were interested in becoming involved in a realistic and serious bargaining process," a statement from the chamber said yesterday.

"The demand for 30 per cent increases for members — although considerably lower than the 40 and 55 per cent demands tabled earlier — was far from reasonable.

"This is particularly relevant when coupled to the union's other requests for danger pay, additional leave concessions, increased death benefit payouts and June 16 as a public holiday."

The Chamber referred to a report on collective bargaining by a labour consultant that pointed out that union-negotiated settlements in the first six months of 1987 reflected increases averaging 16,4 per cent.

"This figure, which exceeds the national norm by between four and five per cent, is well below the average increases offered by the chamber at the conciliation board meeting."

NUM said yesterday it believed the mining industry "made substantial profits that put them in a position to meet the union's reasonable demands for improved wages and working conditions."

Another factor considered by the chamber in rejecting the mediation or arbitration proposal was that it was made one day before the traditional date of implementation of wage increases for employees in job categories one to four.

Implementation of the offer might have been considerably delayed had the chamber agreed to mediation or arbitration, the chamber said.

"It is important to note that the union's members are not the only employees who have to be considered when it comes to increasing wages."

"The NUM represents approximately 170 000 people in recognised bargaining units whereas the industry employees in the region of 500 000 in the affected job categories" — Sapa

Amcoal strike resolved

JOHANNESBURG — A strike at four Amcoal collieries appeared to have been resolved last night following talks between management and the National Union of Mineworkers (NUM). The strike began at Witbank's New Largo Colliery last Friday when 27 workers, said by an Amcoal spokesman to be responsible for an assault on a senior employee, were dismissed.

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CMT Tim's
2/7/87
212
1204

~~Motor-Worker~~
~~wages to go up~~

140A

Own Correspondent

JOHANNESBURG. —
Minimum wages of
22 000 motor-industry
workers are going up in
the next few weeks.

BMW yesterday joined
other major manufactur-
ers in increasing wages
for hourly-paid staff be-
fore August 1. BMW
offered NAAU workers
an immediate 14,6% in-
crease and a further 15%
on July 1 next year. *

Cape Times 2/7/87

Mercedes shuts down after strike

PORT ELIZABETH. — Mercedes-Benz shut down its East London plant last night after union officials and management failed to resolve a strike which started on Monday.

By yesterday 300 workers — the entire paintshop workforce — had downed tools.

The paintshop forms an integral part of the assembly lines and the company closed the other departments, according to a statement released last night.

Although management yesterday accepted worker demands, agreement could not be reached on a date to implement extended shifts. Workers want to start the longer shifts immediately, but the company wants to start on July 6.

Shorter hours had been introduced because of the decline in sales, according to a company spokesman.

The strike is the second to affect the Eastern Cape motor industry this week. Production at the Volkswagen factory in Uitenhage stopped over a wage dispute — also involving paintshop employees. Production was back to normal yesterday.

□ Daimler-Benz to stay — Page 7

CAPG Times 5/17/87

1407

Beer strike is settled

Own Correspondent

JOHANNESBURG. — Members of the Food and Allied Workers' Union (Fawu) began returning to work at midday yesterday after an agreement to end their strike, and SAB said it expected stocks to return to pre-strike levels in two to three weeks.

In terms of the temporary settlement, the question of continuous operation at the Rosslyn Brewery will be referred to joint mediation. All dismissed workers have been reinstated.

Volunteers, casual labour and employees recently engaged specifically to work on continuous operations will do weekend work.

The return to work has been marred at a Cape Town plant, however. According to SAB industrial relations manager Mr Rob Childs, workers refused to resume production after a shop steward was arrested and charged in terms of the Intimidation Act.

In a statement yesterday, Fawu described the outcome as a "great victory".

Mr Childs said he did not think that was correct or constructive. "We prefer to see it as a negotiated compromise between the parties. We must now endeavour to find a mutually acceptable solution."

Fawu said it remained "of the strong view that workers cannot be forced to accept changes in conditions of work".

Mr Childs said that, while he was not acknowledging any union allegations, he thought the company and the union had structured a solid foundation from which to move forward.

Responding to SAB allegations of intimidation, Fawu said it "did not operate according to methods of intimidation".

However, it added, "As long as we have antiquated laws that regulate strikes, and workers are denied basic rights such as to gather and to picket, and as long as the police and defence force are present at every industrial dispute, it is inevitable there will be incidents.

"In many cases these incidents are due to management or police over-reaction, and could easily be avoided."

CCAWUSA ADOPTS CHARTER

140A

2/7/87

Sowetan

THE new look Commercial, Catering and Allied Workers Union, has adopted the Freedom Charter as a working document that lays down the foundation for socialism with the aim of uniting all progressive mass-based organisations.

This was one of the resolutions taken at a conference uniting Ccawusa, Hotel and Restaurant Workers Union (Harwu) and the Retail and Allied Workers Union (Rawu).

The new union represents 90 000 workers and is now the third largest union in the country. It had adopted the name Ccawusa as an interim measure for three months

This was one of the resolutions taken at a conference uniting Ccawusa, Hotel and Restaurant Workers Union (Harwu) and the Retail and Allied Workers Union (Rawu)

The new union represents 90 000 workers and is the third largest in the country. It has adopted the name Ccawusa as an interim measure for three months

In yesterday's *Sowetan* it was inadvertently stated that there was a major clash over the merger. The facts are that members of the Johannesburg branch of



MR. MAKULU Ledwaba . . . president.

Ccawusa had problems over credentials which all the unions had to present to a working committee.

The branch has stressed that it was not against the merger, and was willing to hold further talks.

Other resolutions adopted at the Wits University conference were . . .

- To condemn any violence between organisations involved in the liberation struggle and to encourage democracy both on the shop floor and in the community.

Mr Papi Kganare said the new union was launched in compliance with the Congress of South African Trade Unions' resolution of "one industry, one union" and with the deadline set by Cosatu that only industrial unions will attend and participate in the coming Cosatu national congress.

NR645 3/7/87

7 000 on strike at Volkswagen and Mercedes

Argus Bureau

PORT ELIZABETH. — About 7 000 Eastern Cape workers at Volkswagen in Uitenhage and Mercedes-Benz in East London are on strike.

Volkswagen strikers who resumed work on Wednesday after a three-day stoppage walked out again a few hours later.

The strike was sparked by objections to a new colour-matcher being paid extra money.

Workers demanded equal pay for equal work and downed tools last Thursday. They returned briefly and then walked out again leaving 4 500 hourly-paid employees without work.

1407

The Mercedes plant is expected to reopen on Monday after 340 paintshop workers, demanding longer hours, closed the plant which employs 2 460.

Yesterday an agreement was reached between company officials and the National Allied Automobile Workers' Union that workers would return for normal hours on Monday.

About 1 000 Cadbury workers in three provinces went on strike yesterday in protest against the company's decision to sell its fleet to outside cartage contractors, leaving 52 drivers and assistants redundant from next Friday.

Dispute over court president's 'bias'

140A

W/maul 3-9/7/87

THE president of the industrial court hearing an application for the reinstatement of 1 000 sacked Sarmcol workers has refused an application that he withdraw from the case.

Lawyers acting for the Metal and Allied Workers' Union and the dismissed workers cited Pierre Roux's participation in a labour relations seminar organised by Andrew Levy and Associates — the labour relations

consultancy which advised Sarmcol

"This could indicate a bias to the reasonable lay observer," advocate Martin Brassey told the IC yesterday

Brassey noted the seminar, held in Johannesburg on May 26, was also addressed by Sarmcol's legal team

In refusing the application, Roux said it was part of the work of the Bench to attend conferences of the kind organised by Levy.

Paul Benjamin, senior researcher at

Wits University's Centre for Applied Legal Studies, said it was reasonable for members of the industrial court to

talk from public platforms. However, "the fact that a member of the court gave an address to a group of consultants deeply involved in the same major and ongoing case as the president appears to have been perceived by the union in a certain way."

union in a certain way."

NE BEEN RESTRICTED IN TERMS OF THE EMERGENCY REGULATIONS

Unions to picket oil companies

OIL giants Shell and BP face public criticism when workers from the Cosatu-affiliated Chemical Workers' Industrial Union picket their offices throughout the country next week

The union already has permission from the magistrate to hold the pickets in Durban but is still waiting for permission from the other centres

Durban branch secretary for the CWIU, Pat Horn, said the workers wanted to publicly demonstrate their dissatisfaction with the attitudes of the two multi-nationals. The petroleum companies refuse to intervene in the wage dispute between the union and the South African Petroleum Refinery, the Shell and BP jointly-owned company based on the Bluff, Durban.

On February 26 the CWIU, which has majority membership among the 700 workers, declared a dispute with Sapref after the parties failed to reach

By **BILLY PADDOCK,**
Durban

agreement on wages and working conditions which were to come into force from March 1

A conciliation board was appointed after several meetings between the parties ended in deadlock.

At the same time the CWIU appealed to Shell and BP to intervene in an attempt to resolve the dispute.

"Sapref is an independent company with its own very qualified management independent of either Shell or BP," said Shell's general manager for legal and public affairs, Scollen Channon-Bracher

Says Horn: "Shell and BP are avoiding their responsibility to their refinery employees.

"It is all very well for Shell and BP to invest in expensive advertising campaigns promoting their concern

for the people of South Africa but we believe they should put their own house in order," said Horn



Channon-Bracher said "We would find it highly irregular that the union represented at Sapref should dictate to Shell and BP what our social programmes should entail"

The managing director of Sapref, Andrew Warner, said he had discussed with the union their proposals on social responsibility and his company had made offers regarding these

His plant had a tertiary education programme for their employees and together with Shell and BP "we consider ourselves well in the forefront as far as social responsibility goes".

Shell said they were not unduly concerned about the pickets even though it did add to the complexities

The union will be conducting a strike ballot at the plant today

 140A  w/Mark
3-9/7/87

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The brief beer battle fizzes away

By SEFAKO NYAKA

THE Food and Allied Workers' Union won a partial victory this week when the South African Breweries agreed to reinstate 343 dismissed workers at the Rosslyn plant near Pictoria

The SAB also agreed to take back all the 3 200 workers who went out on a solidarity strike at 12 depots and plants nationwide — and to withdraw interdicts barring workers from entering the plant "save for the execution of their duties pursuant to their contracts of employment"

Workers at the Rosslyn plant went on strike in protest against a proposed seven-day week continuous shift

According to Fawu, the SAB had agreed that only one of the four production lines would operate on the continuous shift system. The line would be manned by workers who were employed about two months ago specifically for a continuous shift and are presently on probation with the company.

These workers have accepted a continuous shift and working on this basis does not represent any change in their conditions of employment.

The shift will not affect the workers who had signed an agreement for a five-day week.

The agreement is in sharp contrast to the SAB's earlier claim that all the dismissed workers had signed an agreement that they would work a continuous shift when the plant came into full operation.

The beer supply in the retail industry had almost dwindled. At pubs in town, "happy hour" discount prices were cancelled. Meanwhile shebeens were forced to charge R1,50 for cans which normally sold at 80c — and would sell only to regular customers.

The strike was reaching alarming proportions, with several non-Fawu plants threatening to come out in strike.

A new union. But not many signs of a new unity

COSATU's third largest industrial union, the Commercial, Catering and Allied Workers Union (Ccawusa), was launched last weekend in bitter acrimony

In a statement issued shortly after the launch, the Johannesburg branch co-ordinator of the original Ccawusa, Kaiser Thbedi, claimed the Johannesburg, Pietersburg, Klerksdorp and Cape Town branches did not recognise the new union

This claim was denied by the Klerksdorp and Pietersburg branches. The Cape Town branch could not be reached for comment.

At its national conference credentials meeting this week, Cosatu recognised the new union, which had adopted the name and constitution of the old Ccawusa

"Cosatu recognises the new union launch as complying with all guidelines of our inaugural conference and the recent decision of the central executive committee. And the delegates from the new union will be represented at Cosatu's national conference in July," Cosatu's general secretary Jay Naidoo said

He said Cosatu views the current problem as an internal matter in the old Ccawusa and would be prepared to intervene in resolving the problem

The new union is a merger between the old Ccawusa, the Hotel and Restaurant Workers' Union (Harwu) and the Retail and Allied Workers' Union (Rawu)

Before the merger, Ccawusa had 73 000 members, Harwu 12 000 and Rawu 5 000. There are a total of 600 000 workers in the industry

The launch, which was scheduled to start on Saturday afternoon, only got underway late on Sunday evening. And even then it was clear that tempers were frayed and relations strained to breaking point

Shortly before the conference opened on Saturday, the Johannesburg branch of the original Ccawusa demanded they be granted more delegates than they had originally been accorded

"We had a problem in determining credentials for participants and that is an issue that led the congress to drag up to Sunday very late in the evening," said the new union's president, Makhulu Ledwaba.

Some delegates from the Johannesburg branch left the meeting in the early hours of Monday morning

At a press conference this week, five executive members, Vivian Mtwa, Willie Lichaba, Glen van Wyk, Cheryl Abrahams and Jeremy Daphne said the Johannesburg branch left after the meeting had ended

They claimed democratic practices were not followed and standard meeting procedures had been broken at the launch. Hence they do not recognise the new union

They claim the branches that remained in the meeting represented only 30 percent of Ccawusa's total membership

In a surprise move Jeremy Daphne, who was elected national negotiation-co-ordinator of the new union, said "after careful thought and analysis it became clear to me that the meeting did not have decision-making powers

"So I do not recognise my own election at that meeting"

Daphne sat throughout the elections and adoption of resolutions

Daphne said if some sections in Ccawusa insist that there was a new union, it was only a highly fragmented and weak alliance of certain branches from Ccawusa and two other unions

"We do not call that unity. All the decisions taken at that meeting are

The new president summed up the rocky weekend launch of Cosatu's third-largest union this way: "The manner in which the congress went on was extremely abnormal" SEFAKO NYAKA reports

null and void"

In announcing early this week, Ledwaba and his new executive were at pains to explain that the actions of the Johannesburg branch members, did not amount to a walk-out.

"There were people who left before the congress ended," said general secretary Papi Kganare

He was referring to the early departure of the Western Cape and Klerksdorp branches, which left the meeting with the permission of all delegates present.

The Western Cape delegates had to leave early because of the long journey and Klerksdorp "was depending on public transport"

According to Ledwaba, the "chair declared the meeting closed because the manner in which the congress was going on was extremely abnormal. To try and contain the situation the chair had to declare the meeting closed"

Some delegates objected to the ruling. At that point, he said, "the delegates from the Johannesburg branch started going out and they could not come back again"

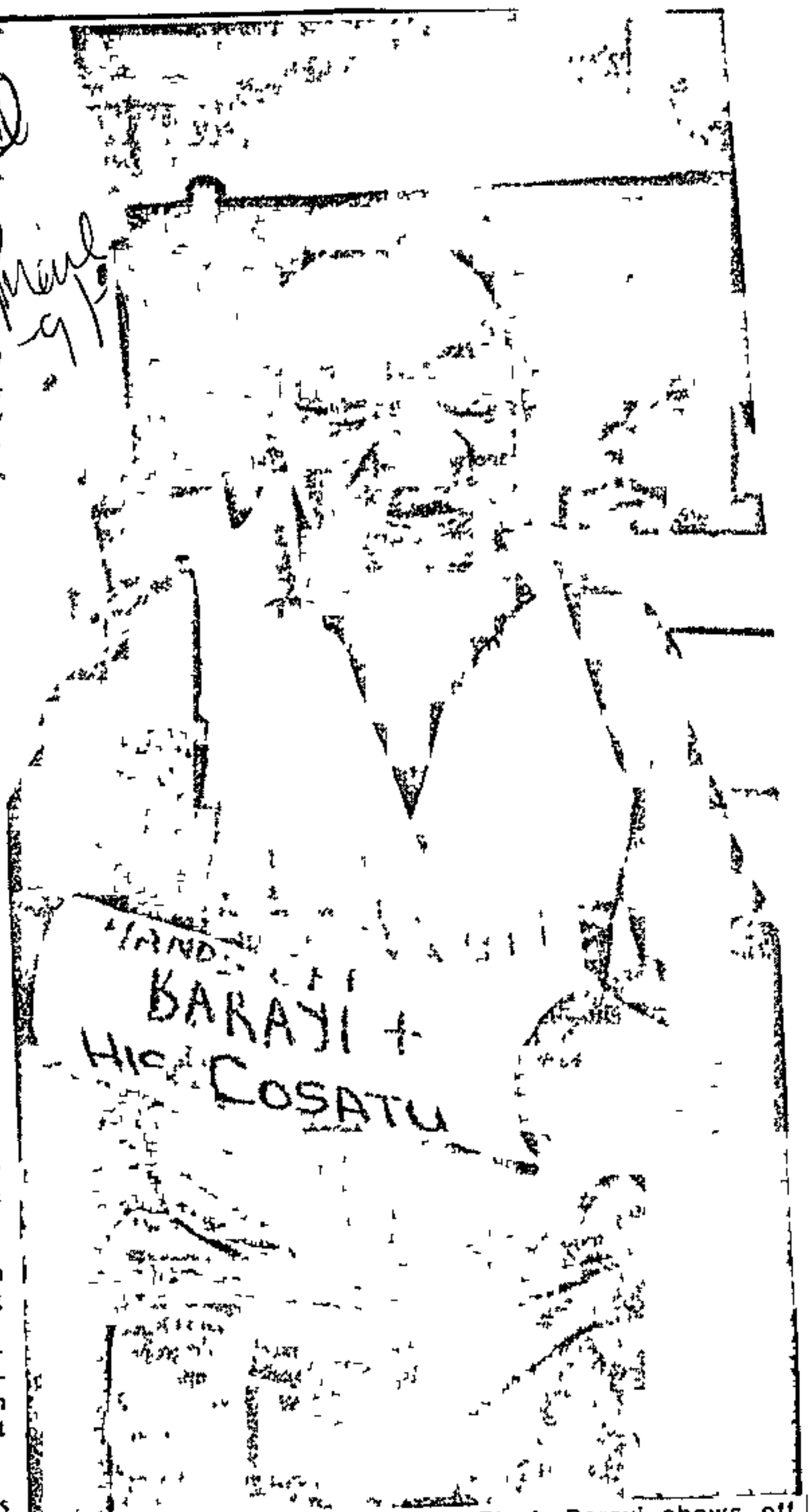
"That cannot be regarded as a walk out. The Johannesburg branch was still represented because not all of them left the room"

With over 40 000 members, the Johannesburg branch of the original Ccawusa makes up almost half of the workers involved in the merger

But only a small section of the delegation left the meeting and it is doubtful if they command much support amongst the branch itself

The tension first surfaced at the Ccawusa annual conference leading up to the merger, centring around the question of whether the Freedom Charter and/or the Azanian Manifesto should be adopted

Several delegates abstained from voting on the resolutions taken at the conference and in a bid to "maintain unity in the union delegates decided against adopting the either the Freedom Charter or the Manifesto



Heavy-handed Cosatu president Elijah Barayi shows off the broken arm he ended up with after being assaulted in Klerksdorp last Friday while returning from a union meeting. Barayi claims the men who assaulted him were policemen. Police spokesmen have denied any knowledge of the incident. Picture: SANTU MOFOKENG, Afrapix

A large section of the old Ccawusa delegation was pushing for the adoption of the charter and it was clear at that conference that the fragile compromise stance wouldn't survive

The branches that remained after the Johannesburg branch left the merger meeting adopted the charter as a "working document that lays down the foundation for socialism with the aim of uniting all progressive mass based organisations"

The union also condemned violence between organisations involved in the liberation struggle and called for the

unbanning of all banned organisations and the release of ANC leader Nelson Mandela, PAC leader Zeph Mothopeng and National Union of Metalworkers of SA general secretary Moses Mayekiso

Other officials of the new union are Herbert Mkhize (vice president), Dinah Nhlapo (treasurer), Mxolisi Godana (national organiser, commercial section), Alan Horwitz (national organiser, catering), National Education Co-ordinator Jay Naidoo (national education co-ordinator, no relation to Cosatu's general secretary)

A student swipe at academics

W/ Mail 3-9-77

By MONO BADELA

ONE of South Africa's youngest and most vociferous political organisations has advised workers to be wary of intellectuals and academics with their "half-baked theories" on political struggle.

Rapu Molekane, general secretary of the South African Youth Congress, told black workers who attended the launch of the newly established National Education, Health and Allied Workers Union (Nehawu) at the University of the Witwatersrand at the weekend that these academics confuse workers with "half-baked theories of a working class struggle in their attempt to cause divisions within the workers' movement".

He said some of these intellectuals with "workerist tendencies" had introduced "confusing jargon" like "worker control", "populist" and the "workers' charter".

"These so-called socialists should be isolated," he said. "The criterion for having people working for trade unions should not be a university degree. We are not rejecting the intellectuals as such, but we are against those who want to hijack the people's struggle."

The Freedom Charter, said Molekane, was not in conflict with socialism. "The charter is actually laying the basis for socialism."

Molekane said Sayco was against the idea of the United Democratic Front or those leaders in prison entering into dialogue or negotiation with the government. "Prisoners cannot enter into negotiations, only free men can negotiate. Why is this racist regime turning a deaf ear to our demands?"

140A

FOR THE RECORD

One more bitter day during the longest dispute

Weekly Mail Reporter HOWICK

THE local subsidiary of a giant British-based transnational corporation has admitted that its reason for sacking almost 1 000 black workers — sparking off the longest and most bitter South African labour dispute involving a foreign company — was partly to "smash" their union.

The admission was made by John Sampson, administrative manager of the local subsidiary, BTR Sarmcol, under cross-examination by lawyers acting for the Metal and Allied Workers' Union (Mawu). He was giving evidence this week at an industrial court hearing at the Edendale Centre.

Mawu, which represented 98 per cent of the Sarmcol workers when they were sacked for going on a legal strike in May 1985, has applied to the industrial court for full reinstatement.

They are arguing that the strikers, who were protesting Sarmcol's refusal to recognise their union, were unfairly dismissed.

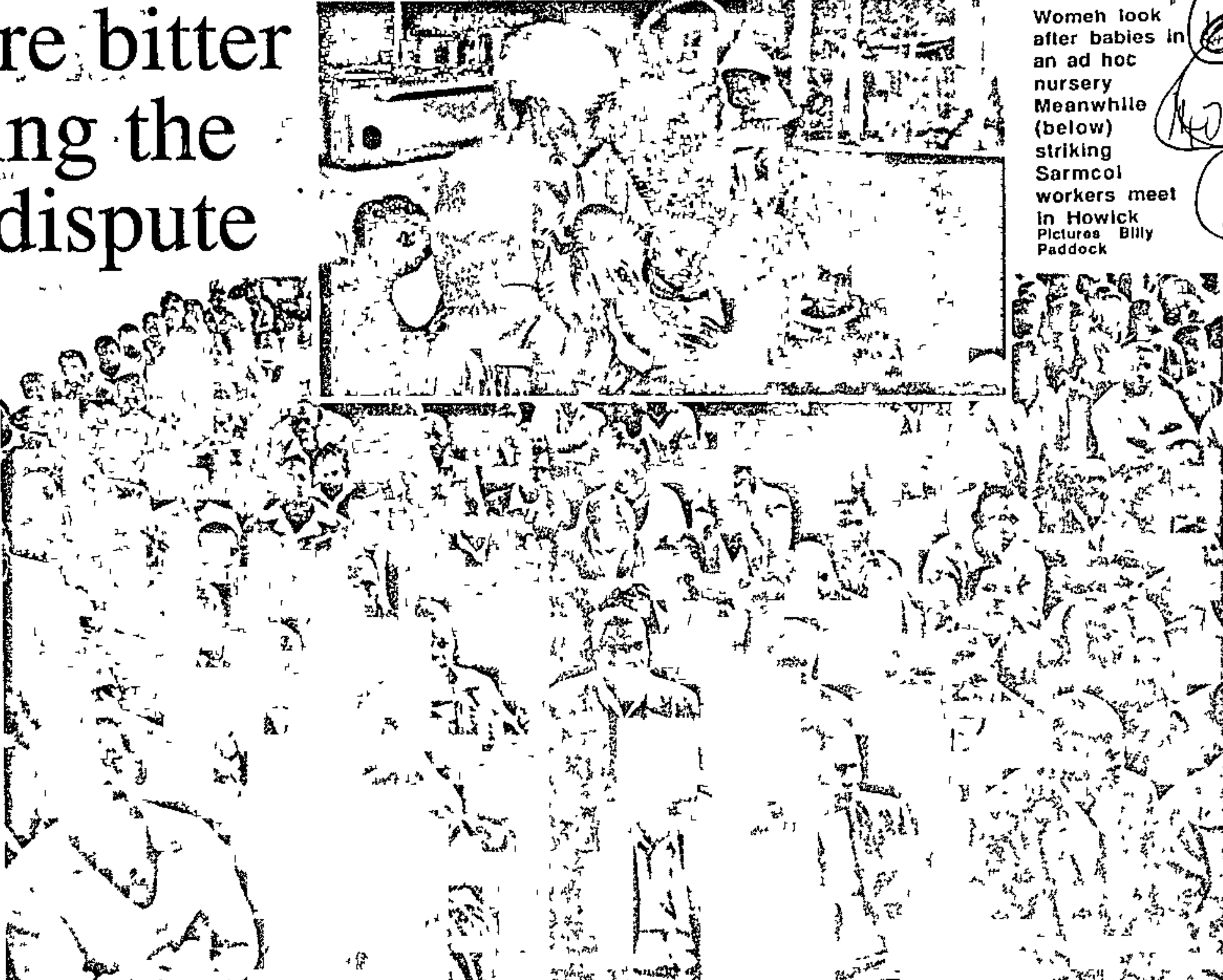
Asked by union advocate Martin Brassey if Sarmcol's decision to dismiss the strikers, "reflected a desire to smash the union", Sampson told IC president Pierre Roux "That is to some extent partially true".

Sampson went on to explain that the company had shown no profit in the four months prior to the dismissals because of a series of work stoppages and go-slows in which, he said, the union had displayed an "impossible" belligerence.

Sarmcol is controlled from London by British Tyre and Rubber (BTR), which also owns Dunlop's parent company in the UK.

In their application, Mawu is arguing that the dismissals and Sarmcol's failure to recognise Mawu, despite its overwhelming support in the Howick plant, constitutes a breach of the European Community and the International Labour Organisation codes of conduct for companies operating in South Africa.

In reply, Sarmcol management argues that the May 1985 strike was disruptive and resulted in "disorderly, aggressive and intimidatory action", and it was entitled to dismiss the workers under common



Women look after babies in an ad hoc nursery. Meanwhile (below) striking Sarmcol workers meet in Howick. Pictures: Billy Paddock

law for breaching their conditions of employment.

Sarmcol and the union have been in conflict virtually from the day it began organising workers at the plant in 1974. For the next decade the company flatly rejected Mawu's demands for recognition, saying the union had the support of only 35 per cent of its workers.

Union officials argue that the union's arrival in Howick coincided with a major mechanisation drive which by 1983 had cut Sarmcol's workforce from 4 500 to just over 1 000. Management used selective retrenchment to keep Mawu's membership down, they say.

Finally, in 1983, Mawu took the company to the industrial court, and won an out of court settlement won access and stop-order facilities. Within

a month the union had the paid up support of more than 90 per cent of the Sarmcol workers.

Now legally entitled to recognition, Mawu battled for two more years without success. In April 1985, a union ballot came out in favour of a strike which began on April 30 after a Conciliation Board hearing had failed. Sarmcol fired the strikers three days later.

Throughout the hearing there has been evidence of co-operation between management and the police.

Mawu shop steward Lawrence Zondi told the court at the start of the hearings last year he was interrogated by police before the strike on company premises, in an office alongside that of Sarmcol industrial relations officer Steve van Zyl, a former police man.

And Sampson admitted receiving a tip-off from security police in Durban that foreign television correspondent Peter Sharp was travelling to Howick to cover the dismissals.

Sampson passed on the information to police in Howick. "It was a tense period," he explained. "Any intelligence which could have a bearing on security was important."

Sarmcol, which produces industrial hosing and conveyor belts and is the only local supplier of much of its output, is "a strategic industry".

"The police in Howick had a particular responsibility to protect the factory. In the tense period of the strike we thought it might be necessary (to call in the police)."

Police intervention did not materialise, he added, but if the police had gone to the factory, they could have

armed themselves from an armory on the company premises.

Sampson also referred to advice given to Sarmcol by the labour relations consultancy Andrew Levy and Associates. Six weeks before the strike, Sarmcol executives met a member of the consultancy and was strongly influenced by suggestions that Sarmcol sack the entire workforce for striking, then selectively re-hire, keeping out the shop stewards.

A note from that meeting in Sampson's handwriting was handed to the court. It reads: "Strike two weeks would not fire or re-hire for two weeks more acceptable to the UK — clean surgical issue. If not broken by two weeks we could have a trickle back and lose shop stewards, by closing gates then perhaps fire after due warnings, obtain a new workforce."

And this week Sampson said that Levy had assured Sarmcol that although international reaction to the mass dismissals was likely to be "heavy" — possibly including approaches to the European Parliament, the ILO and the UN general assembly — there would be little actual leverage on the company.

Levy referred to the failure of previous international campaigns, specifically those around the Wilson-Rowntree and Liberty Life disputes, the court heard. Sampson said "The UN has no say in our affairs in this country." — Agenda Press.

The company town with one in fifteen out of work

EVERY day this week, shop steward Philip Dladla has led his 1 000 rubber worker colleagues to the Edendale Ecumenical Centre to listen to an Industrial Court application to reverse their firing two years ago.

Every night he has led them back to a community shattered by the decision of BTR Sarmcol to dismiss them.

With no other permanent industrial employment in the area, their township, Mpophomeni, is virtually a Sarmcol company town.

Most of the dismissed workers — with an average of 25 years service at Sarmcol — have never worked anywhere else. Neither have many of the other adult males among Mpophomeni's 15 000 people.

Although Sarmcol's average R78,20 weekly wage is about R20 below the central Natal average, it was Mpophomeni's main source of income.

Without it, the community is literally starving.

A health screening project set up by the Metal and Allied Workers' Union (Mawu) after the strike has formally diagnosed fully a quarter of Mpophomeni's children as "malnourished", and a further third as "under-nourished".

Among this latter group is Dladla's son, eight-year-old Mkufulu.

"The incidence of malnutrition will increase in proportion to the time their fathers are unemployed," according to a report of the health pro-

WEEKLY MAIL REPORTER

The tiny local cemetery, says Dladla, has had to accommodate a great many more small graves in the last two years.

Sharing the graveyard with the bodies of the children are those of senior Sarmcol shop steward Phineas Sibiya and three adult residents killed by black vigilantes late last year in a bloody invasion apparently aimed at

breaking community support for the court battle to force Sarmcol to reinstate the 900 strikers.

No one has been charged with the deaths, but the families of the four victims are suing the Inkatha movement and KwaZulu Police for R400 000 damages.

Dladla is careful to tell anyone visiting Mpophomeni that he speaks for the workers only because Sibiya was killed.

To guard against further attacks,

residents have appointed "marshalls" to watch for suspicious outsiders, and area committees to organise defence.

With his wife and three children, Dladla survives, like his colleagues, on the R2 a day they earn from the co-operatives they set up with the help of the union. Their silk-screening co-op prints most of the T-shirts for South Africa's labour movement, and they also have a vegetable growing co-op — Agenda

MEETINGS

Looking at COSATU

Jay Naidoo (Gen. Sec)
8 p.m. Sat 4th July

Focus on NUM

Cyril Ramaphosa (Gen. Sec)
2.00 p.m. Monday 6th July

Venues: John Moffat Building (WITS)

Issued by WITS SRC

South African Jewish Board of Deputies
CLUB 44
Invites you to hear

Dr Tom Lodge

(Department of Political Studies University of the Witwatersrand)

who will speak on

"Certain Aspects of Recent Developments in Black Politics"

at The Connoisseur Hotel,
Wednesday 15 July at 8 00 pm
Entrance and refreshments R3 00
To ensure seating please
telephone 331-0331
by no later than 13 July

No union nod for Charter

W/ mail 3-9-78 (40A)

TWO HUNDRED delegates to the annual congress of the Chemical Workers Industrial Union failed to reach agreement this week on the adoption of the Freedom Charter.

The major debate on the union's political policy was whether to adopt a workers' charter, a working class programme or the Freedom Charter. The union's general secretary, Rod Crompton, said the issue would be referred to its 30 000 members.

"The union," said Crompton, "supported the call for a cessation of international diplomatic, financial, tourist, travel and sporting props to apartheid and its businessmen. The union called on countries abroad to stop accepting South African emigrants, to stop allowing workers for South Africa to be recruited in their countries and for the implementation of the arms embargo."

Chamber's alleged refusal to go for arbitration



**MARCEL Golding . . .
NUM's assistant general secretary.**

THE National Union of Mineworkers will begin holding a strike ballot among its 200 000 members on Monday following the Chamber of Mines' refusal to go for arbitration over the current wage dispute.

Num's assistant general secretary, Mr Marcel Golding, said yesterday that the ballot will be held at 27 gold mines and 18 collieries through the country. The union has 260 000 paid-up members at the mines.

If the workers vote for the strike the mining industry would experience one of the biggest industrial actions which could involve 370 000 Num members.

A STRIKE BALLOT AT MINES

By **THEMBA
MOLEFE**

Mr Golding said Num had 370 000 signed-up members in the mines and that in terms of the wage dispute the ballot would involve the

200 000 who are paid-up members

Num decided on the ballot after the second conciliation board talks with the chamber reached a deadlock this week.

Management has refused the union's

demand of a 30 percent across-the-board increase and instead offered between 16 percent and 21,6 percent for gold mines and between 15 percent and 23,4 percent for collieries.

The chamber has, however, agreed to reduce working hours to an average 94 hours a fortnight.

Mr Golding said the union also demanded 30 days' leave for miners. The chamber allows its employees 14 days leave a year.

He said underground miners were earning a minimum of R229 a month and surface workers received a monthly minimum of R195 in the gold mines.

In the coal mines underground workers earned a monthly minimum of R205 and surface workers R195 a month.

*NUMA
Sweeter
3/7/89*

CCAWUSA AFFAIR

By SELLO RABOTHATA

THE row within the ranks of the Commercial, Catering and Allied Workers Union continued to rage yesterday with some national officials claiming they do not recognise the outcome of a conference at which a merger with two other unions is alleged to have taken place.

The union's general secretary, Mr Vivian Mtwa, and other national officials, Mr William Dichaba, Graham van Wyk, Jeremy Daphne and Cheryl Abrahams, yesterday released a statement stating Ccawusa's position regarding the merger congress which also included the Hotel and Restaurant Workers Union (Harwu) and the Retail and Allied Workers Union (Rawu) which was held at Wits University last weekend.

Approach

Mr Mtwa said at a Ccawusa congress between June 12 and June 14 an approach towards the merger congress was clearly decided upon. The Ccawusa congress was marked by severe tensions and a hard line adopted by the branches holding the majority opinion, according to Mr Mtwa. He said after thoroughly analysing the merger congress, they have concluded that basic democratic practices were not followed, standard meeting procedures were broken and the constitution was not adhered to.

He said problems faced at the merger congress were

- The determination of credentials was carried out in an ad hoc and inconsistent manner, with the method of determining membership being changed just before the congress was about to begin,

A row is raging within Ccawusa following a congress at the weekend in which three unions in the retail and service sector had to merge. Since this congress allegations have been flying left, right and centre on the decisions.

The Sowetan has unfortunately been caught in the crossfire where we are being accused by both factions in this dispute of supporting the other in our attempt to present both sides of the story.

In the interests of our readers, and the thousands of Ccawusa members in the country, we try to present both sides of the argument on this page. Unfortunately we could not get Mr Makhulu Ledwaba who was elected president at the congress at the weekend.

However, we have reproduced comments he and his colleagues made at a Press conference earlier this week.

- The congress was formally closed soon after opening. A second meeting was then opened about 45 minutes later with a Ccawusa branch official officiating the opening. The chair of the congress was then asked to chair the second meeting.
- The second meeting was attended by only four of the eight Ccawusa branches, representing about 30 percent of all Ccawusa membership.
- Individuals from the four Ccawusa branches consistently went against the Ccawusa congress mandate, agreeing to change the name of Ccawusa after three months.
- Individuals from the four Ccawusa branches spoke on all the Harwu resolutions with no mandate whatsoever.

Mr Mtwa said "The second meeting was simply a meeting and in no way was it a merger congress or a decision making body of any kind. The fact that there were many disruptions before the closure of the congress was unfortunate, but does not legitimise the second meeting. As such all decisions taken at the second meeting are null and void.

"Consequently we are in fact the national officials and general secretary of Ccawusa, democratically elected through the Ccawusa

structures. We see the people elected as good comrades but do not recognise them in their newly elected positions."

He said they were fully committed to one united union under the Congress of South African Trade Unions (Cosatu). Ccawusa has no argument with Harwu and Rawu and looks forward to forming one powerful union with them in the near future.

The Johannesburg branch of Ccawusa has also distributed pamphlets to members "setting the record straight" and calling for a special Ccawusa congress to sort out problems faced at the merger congress.

Pamphlet

The pamphlet also states that the merger congress was unconstitutional, totally undemocratic without a mandate and divisive. As such all decisions taken are null and void. The branch cannot go along with the meeting, its decisions and does not recognise the merger and new office bearers.

Ccawusa's national negotiator, Mr Jeremy Daphne, who was elected negotiation co-ordinator of the new union this week told a Press conference that after much thought, he had decided to relinquish the position. He also claimed the meeting was unconstitutional. Ccawusa still recognises Mr Makhulu Ledwaba who was elected president of the new union, as its president.

Mr Kaizer Thibedi, Johannesburg co-ordinator, yesterday said the Ccawusa branches that rejected the weekend decisions were Johannesburg, Pietersburg, Western Cape and Klerksdorp. These, he said, represent more than two thirds of Ccawusa's membership.

He said the four represented 44 000 of the union's membership of 66 000.



CCAWUSA general secretary: Mr Vivian Mtwa.
Pic MBUZENI ZULU



MR CHRIS Burgess, managing director of Trador Cash and Carry, signs an agreement document between Cawusa and Trador.

days after a runaway mental patient
the front court of Buckingham Palace

Merc factory strike over

EAST LONDON — The Mercedes Benz factory here, which was closed on Wednesday after a work stoppage, will reopen on Monday. An agreement was reached between representatives of the National Allied and Automobile Workers' Union and the company, company officials said yesterday. The 800 workers would return to resume normal working hours.

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CAD 7/9/87 3/7/87

1 000 Cadbury workers strike

Own Correspondent

JOHANNESBURG. — About 1 000 Cadbury workers in three provinces went on strike yesterday, protesting against the company's decision to sell its fleet to outside cartage contractors as a cost-cutting measure.

A statement released by the Food and Allied Workers' Union (Fawu) yesterday said the sale of the vehicles would render 52 drivers and van assistants redundant from July 10.

Cadbury's general manager, Mr John Perrot, said from Port Elizabeth: "We had negotiated that no people would lose jobs as the cartage companies would take over the workers.

"The problem was that Cadbury was paying a higher rate."

CARE TINTS

3/7/82

14DA

FCI criticizes union crackdown

Own Correspondent

JOHANNESBURG — Organized industry has told government any crackdown on the black labour movement would be wrong, and that unions' political activities will not normalize till their members are given an effective say in running the country.

These views are contained in a Federated Chamber of Industries (FCI) memorandum sent to the Minister of Manpower, Mr Pietie du Plessis, on May 15 — during the SATS strike and soon after the events at Cosatu House

which raised fears that a crackdown was imminent

The FCI criticizes the approach of the "security establishment" that unionists will not be harassed and/or detained "as long as they are involved in 'bona fide trade union activities'"

It says such a view is out of touch with reality in that "it gives rise to a dangerous mode of thinking which suggests that the political dimensions of industrial relations issues can be resolved by using physical force against a few communist agitators and revolutionaries"

It is many employers' experience that the leaders of organizations like Cosatu and the

National Council of Trade Unions are not communists threatening free enterprise, but legitimate representatives of organized employees' views

The FCI says there is an urgent need for serious and open discussion to clarify the roles of the Manpower Department, the security establishment and employers in industrial relations

Industry has accepted it will become involved in the larger black struggle for political rights and greater economic welfare

The FCI called for a reduction in confrontation on all sides

Neither the minister nor the Director-General of Manpower could be reached for comment.

CALL 1045 31 107

Cosatu No to business tie against apartheid

Own Correspondent

LONDON — The secretary-general of Cosatu, Mr Jay Naidoo, has ruled out the possibility of working with business against apartheid

In an interview here, Mr Naidoo said that even under the state of emergency there was no indication that business was prepared to go further than verbal condemnation of apartheid

"A lot of their profits have accrued very directly out of apartheid," he said.

Mr Naidoo said Cosatu rejected the claim by foreign companies that their codes of conduct had assisted the struggles of workers in South Africa

"The fact that you can de-racialize a canteen system and build houses for a few dozen workers does not change the structure of apartheid and they have made very little impact on that"

ward oriented" such as Bangladesh, India, Zambia and Ar- steel and cheap labour is not doing the same



Workers fight to control their own lives

W/CARGAS 4/7/83
1607

THE main message that seemed to emerge from the South African Breweries strike was that the workers were not prepared to accept unilateral changes in their conditions of employment

Relatively early in the strike Jan Theron, Food and Allied Workers' Union (Fawu) general secretary, said the company had made it clear that the introduction of continuous processing was non-negotiable.

"All they were prepared to talk about was the conditions under which it would be introduced," he said

"SAB attempted to force the issue by threatening a lock out when workers refused to accept this

"Their options were to strike or be locked out."

Another unionist pointed out that the growth of the Congress of South African Trade Unions (Cosatu) was based on building structures through which workers could control their daily lives — "a democratic process where we are challenging the arbitrary rule of management in the factories".

"Unilateral moves to impose any process in a factory are seen as attempts to erode worker organisations," he said

Among unionists there's also some elation that the compensation package being offered by the company comes fairly close to meeting several demands of the Cosatu living wage campaign

● A monthly minimum wage of R877,50,

● A reduction in the working week from 45 to 40 hours, and

● The creation of about 80 new jobs

But one has to wonder what the IR staff at SAB thought about the "Facts About The Beer Shortage" newspaper advert

Fawu immediately called it a ploy to capture public sympathy — and why the SAB monopoly would need to appeal to the loyalty of their captive market is a trifle difficult to understand — which was hotly denied by SAB

The advert, which would appear to have been motivated by marketing rather than IR considerations, immediately introduced an additional dimension into the situation

There was also the claim by SAB that all the workers had signed contracts "agreeing to this system before they were employed", which Fawu said they were unable to prove when challenged

SAB responded by claiming this approached defamation and public affairs spokesman Gary May said yesterday the contracts would probably be laid on the table at some later stage

In the end, Fawu claimed that "breweries workers nationally won a great victory"

LONDON — Cosatu general secretary Jay Naidoo has ruled out the possibility of working with business against apartheid.

Business no help in struggle Cosatu

B/Day (140A) 3/17/87

In an interview with the briefing paper, Southscan, Naidoo said that even under the state of emergency there was no indication that business was prepared to go farther than verbal condemnation of apartheid.

"A lot of their profits have accrued directly out of apartheid."

"Cosatu rejected the claim by foreign companies that their codes of conduct had helped in the worker struggle.

"The fact that you can de-racialise a canteen system and build houses for a few dozen workers does not change the structure of apartheid and they have made very little impact on that."

"The only company that has come out against the government and its attacks on Cosatu has been Shell and they have done that for their own reasons — because they are under international pressure — but employers as a whole remained remarkably silent during the whole attack on Cosatu and one feels that they were actually looking forward to a situation where they would have a docile labour movement."

"Although we have met with employers and put concrete demands, they have never met any of those demands, so there is no possibility of us talking of forging an alliance with them."

Charting a course

Among the items for discussion at the Congress of SA Trade Unions' (Cosatu) forthcoming national conference are sanctions, disinvestment, and policy on the issue of company share offers to union members

Despite the apparent quandary these matters have landed the unions in, indications are that Cosatu's stance in favour of sanctions will, if anything, be tightened. Clearer



NUM's Ramaphosa ... unions are part of the struggle

guidelines are also expected to be presented to member unions on the question of becoming shareholders in divesting companies involved in local management buy-outs.

But the main item on Cosatu's agenda on July 13-14 is the formal adoption, for the first time, of a clear political direction. Specifically, debate will centre on the Freedom Charter, the political "blueprint" drawn up by the African National Congress (ANC) and allied organisations at the "Congress of the People" in Kliptown in 1955. Already this year key Cosatu affiliates, such as the miners (NUM), metalworkers (Numsa) and food industry employees (Fawu) have come out in support of it. Far more interesting, however, is the fact that debate on the charter will be held "in the wider context of building socialism."

Even though some on the Left see the

FINANCIAL MAIL JULY 3 1987

Freedom Charter as inconsistent with socialism — the right to strike, for example, is not enshrined in it, nor does it mention "workers' control" — top unionists maintain there is no contradiction. For instance, in a recent interview, NUM General Secretary Cyril Ramaphosa said that the Freedom Charter contains only the "minimum demands" of the people. Whether or not it is a socialist document is debatable. "It does not lay down a socialist programme and at the same time it is not pro-capitalist," Ramaphosa said, adding that his members "reject a capitalist system because they have experienced its hardships."

Ramaphosa, and by extension Cosatu, holds that if correctly interpreted the charter does envisage the right to strike. This is how he understands the section in it which says "All who work shall be free to form trade unions and to elect their officers and to make wage agreements with their employers."

Ramaphosa asks "How else do you get a wage agreement if you cannot use your economic muscle (the strike weapon)?"

Similarly, on the question of workers' control, he understands the phrase "the wealth of our country shall be restored to the people," contained in the charter, as follows "To me restoration of wealth to the people amounts to control."

The union movement represented by Cosatu has abandoned its former wariness of adopting a clear political position because of its members' different political persuasions, and because of the once-strong "workerist" approach, which held that politics should be subordinated to shopfloor issues. General Secretary Jay Naidoo believes "Non-political unions are not only undesirable, they're impossible (in the current climate)."

Among the matters related to this position will be the definition of "progressive" organisations that Cosatu might support in "disciplined alliances." The federation is still on guard not to sink completely into "populism" (as opposed to "workerism") and so become subsumed in the broader national movement in which the UDF and ANC have taken positions.

So the content of what Cosatu means by socialism will be interesting. Given its likely adoption of the Freedom Charter as a "guiding document," however, Cosatu is unlikely to adopt a full-blown socialist programme — which in any case contradicts the charter. It remains to be seen how the call by Ccawusa, its commercial and catering affiliate, and certain metalworker affiliates, who want a new worker-cum-socialist charter, is resolved. The dominant tendency could well follow Ramaphosa's attitude, which is that "trade union struggle is not an alternative route to the SA of our vision, but rather an indispensable part thereof."

A separate workers' party, therefore, is not on Cosatu's agenda — reflecting, perhaps, its acceptance of the limitations of organised labour in terms of numbers, and its relatively new existence compared to the older national movements. ■

SAB STRIKE

Much ado about nothing

SA Breweries and the Food and Allied Workers Union (Fawu) were due to meet to try to resolve the week-old Rosslyn strike as the *FM* went to press. A quick breakthrough, ending a looming beer shortage, seemed unlikely. Yet both sides were keen on talks or, more likely, a series of talks to resolve their deadlocked dispute.

The company said on Monday that the fate of the 343 employees — dismissed on June 19 for refusing to work under its new "continuous production" system — was not final. Nor had management taken a decision about what to do with the 2 950 (and growing) workers who joined in a sympathy strike at its other plants around the country. The total workforce is around 10 000.

At issue is the company's implementation of a new system of "continuous production," which SAB points out its Rosslyn plant was designed for. All employees were "advised" from the outset that the system could be introduced at any time, maintains company spokesman Gary May. Herein lies the rub.

Fawu General Secretary Jan Theron, on the other hand, says it's "absolutely untrue" for SAB to claim (as it did in newspaper advertisements last week), that all workers signed contracts agreeing to the continuous shift system before they were employed at Rosslyn. The company began doing this only fairly recently with new employees, Theron concedes.

The company is quite happy to have this wrangle sorted out in court if it should come to that, maintaining that the workers were informed throughout.

In its ads, SAB outlined what seems to be quite acceptable pay and other conditions under the continuous system — in this case tied to a "core" biological brewing process "which you don't shut off," and around which its other divisions (packaging, transport) must be geared as volumes build up.

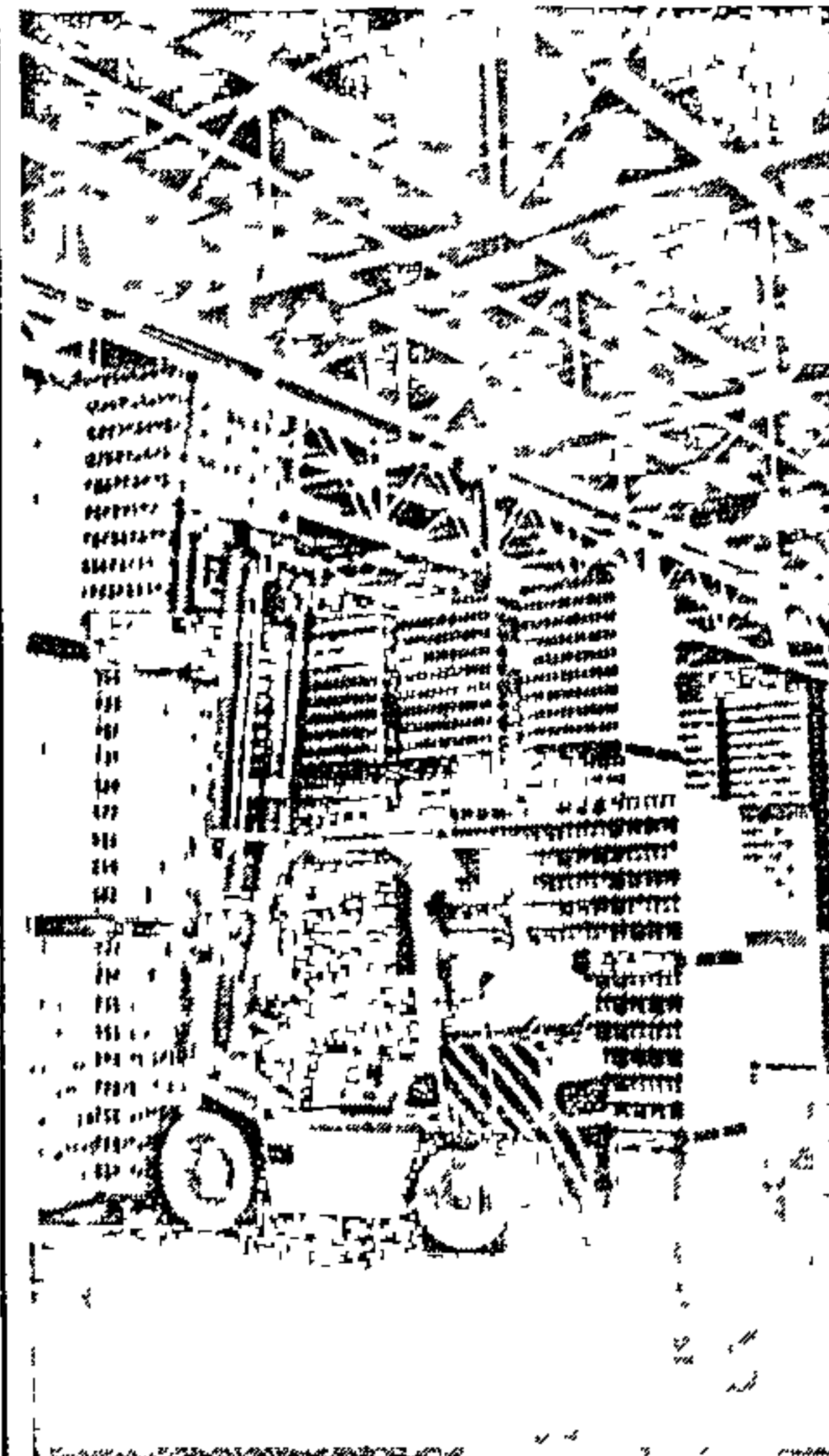
The company says continuous production would enable it to produce an additional 210 Ml of beer a year — significant in relation to SAB's current total production of 650 Ml and "the demand is there." Since the strike, the company estimates planned production is about 50% down, but no serious shortages have been experienced in "white" bottle stores so far.

Its Rosslyn plant is "crucial" to beer supplies in the Transvaal and the Free State. By Monday, the company said it had taken on casual labour to boost production of cans and dumpies. However, the supply of quarts was "critical" as beer in this form accounts for around 70% of sales. Blacks account for the biggest sales and are most affected by the shortage, which was marked in Soweto's she-

bens last weekend.

SAB says it is at a loss to understand what precipitated the strike. A spokesman says there are 40 companies in SA which currently operate on the continuous shift system. Moreover, there is a Cosatu union organised at each one.

The Rosslyn "worker's package" includes "substantial inconvenience allowance amounting to a minimum salary increase of 35%." A floor-sweeper on wage grade 1, for example, will earn R202 a week plus four weeks bonus (R11 340 per annum), a machine operator, grade 5, gets R291/week plus four weeks bonus (R16 296/per annum), the work week is reduced from 45 to 40 hours, 80 new jobs will be created and 70 promotions will be made, a three-day weekend at every fourth week, and two days off during the week in other weeks, three weeks' paid annu-



Rosslyn plant ... less to shift

al leave for workers with less than five years' service, thereafter four weeks, 12 paid holidays, including May 1 and June 16.

But wages are not the burning issue this time. Rather, it seems to centre on the unions' jealously guarded right to be involved in any changes to existing conditions of employment. According to Theron, the

changes are being forced on the workers. "Our article of faith is that you do not change conditions without negotiations with the representative union."

Theron concedes that the question of continuous production had been raised by the company in February, but he was evidently under the impression that the matter was postponed until their next round of annual wage talks. Later, however, Theron claims, the company said it wanted to "separate out" the continuous shift question from its annual talks with the union. And "this is what got peoples' backs up from the start."

Although aware of the production advantages of continuous shift work, the union is concerned that a precedent (changed conditions unilaterally imposed) is being set.

There seems to have been a breakdown in communication somewhere along the line. For, according to Theron, the union was agreeable to the idea, mooted earlier, of a joint study with management of the continuous system — but emphatically not if it were first and unilaterally imposed. The company, however, claims that the union ignored its formal proposal to this effect.

The annual SAB wage talks were broken off last Thursday because of the stoppage. The union claims the workers took a strike ballot that day, which was 92% in favour of the stoppage. The company counters that only 55% took part in the ballot. SAB had set an ultimatum — midday Friday June 19 — for a return to work. The ballot result came just after the deadline, which meant some workers were deemed to have been dismissed. Others had agreed to the new shifts but nonetheless voted for a strike, placing them in an odd, but legal position.

SAB had declared a dispute with the union in April over what it saw as a separate wage issue. It had applied for a conciliation board, which was not instituted within the 30-day limit.

The rest, as they say, is history.

Given both sides' willingness to negotiate an end to the strike, clarity will no doubt emerge over the range of complex issues involved.

These are whether or not Rosslyn workers signed any undertaking, whether they knew what they were signing, whether the union was by-passed in implementing the new shift system and, related to it, the company's right to implement the new process, to what extent union members are concerned about the social implications, the status of "enterprise bargaining" whereby the unions are seeking one set of negotiations for one company, and whether a political protest aspect is involved. ■

Naawu wage accord

THE National Automobile and Allied Workers' Union and BMW South Africa have entered into a two-year wage agreement

Naawu and BMW said in a joint statement that the annual negotiations on a general wage increase and on conditions of employment have been concluded and that new wages become effective from this week

The wage increase amounts to 14,6 percent for the period up to July 1988, and a further 15 percent from July 1988 until the end of June 1989.

For the next 12 months the minimum wage will be R3,75 an hour. However, most of BMW's employees are graded at a level higher than the minimum job grade.

Naawu and BMW nevertheless agreed to have discussions next year, but only on employment conditions other than wages - Sapa

140A

Press

5/7/87

Wage deal signed

140A

88

9/1/87

9/1/87

5/2/87

THE first plant-level wage agreement in the Western Cape metal industry has been signed.

Brian Williams, assistant general-secretary of the Metal and Allied Workers' Trade Union, said this week the agreement had been made with Renak and provided for a minimum wage of R3,30 an hour.

This was nearly 70 cents higher than the minimum of R2,61 an hour laid down in the Industrial Council agreement for the metal industry.

"The agreement also provides for a maternity benefit, guaranteed re-employment and paternity benefits, which will give fathers paid time off to attend births and for urgent domestic matters," said Williams.

Paternity benefits would be monitored by worker representatives. — Sapa.

Confused by retrenching

CP Correspondent

CONFUSION has arisen over the retrenchment of 26 Food and Allied Workers' Union employees at Johannesburg's Nutritional Foods on March 13.

The company has allegedly proposed to re-employ some of the employees by sending letters to their homes asking them to return to work.

According to a Fawu spokesman, Nutritional Foods was delaying the recognition of their union despite the fact that they commenced correspondence with the company in August last year.

"They told us that we were not a registered union but, after acknowledging that we were, they engaged delaying tactics. We even sent our stop-order forms to prove that we possessed a majority affiliation at the company.

"Instead of negotiating with us, they decided to carry out the retrenchments without consulting us. We have written a letter to them for a meeting which had been scheduled for Tuesday, but they never responded," said the spokesman.

So far two of the employees have gone back to work. The two are alleged to have been those who were retrenched in April because they had reached pensionable age.

They were taken back on the understanding that they were only being employed on a temporary basis.

One employee, who arrived back on Monday from the rural areas, said he got a message that he was wanted back at work.

When *City Press* contacted K Morris, the managing director of Nutritional Foods, he said: "We have taken the matter before the Industrial Court for a settlement. They have not yet informed us of the date of a hearing."

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Talks to end strike

CP Correspondent

NEGOTIATIONS between senior Post Office officials and members of the Post Office and Telecommunications Workers' Association to end a week-long strike of Post Office workers in East London began this week.

The president of Potwa, Vusi Khumalo, said more than 1 000 workers had gone on strike in sympathy with three workers dismissed from the Post Office in January.

He said about 400 workers had gone on strike last Wednesday, which spread from East London to Port Elizabeth.

However, the Post Office public relations officer in Port Elizabeth, R Strydom, said he did not think the figure was as high as a 1 000 and that the strike was largely among technical labourers or construction workers. — Elnews,

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THE SAB strike is over - something the Food and Allied Workers' Union regards as a "great national victory for the workers."

This follows an agreement reached between SAB and Fawu. A key factor in the agreement is that one of the largest 750ml bottling lines at Rosslyn will start operating continuously with immediate effect.

Fawu said that in terms of the SAB settlement, the dispute concerning continuous work at the Rosslyn plant would be referred to mediation.

All dismissed workers at Rosslyn would be reinstated "on conditions not less

AGITATION

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favourable than those applicable prior to their dismissal, and the other plants which have been on strike in solidarity with the dismissed workers at Rosslyn would resume work.

Fawu said before taking industrial action, workers at Rosslyn had offered to work overtime on Saturdays to help overcome the production shortfall and SAB had now agreed to the offer.

In addition, one out of the four production lines will work on a continuous basis. However, this line will be manned only by workers who SAB employed some two months ago specifically for continuous shifts and who are presently on probation with the company," said Fawu.

Fawu said workers who were employed on the basis of a five-day week and who never agreed to work on a continuous basis would not be required to do so.

"We must emphasise that this is not a final settlement," said Fawu.

"We are of the view that workers cannot be forced to accept changes in conditions of work and hope that SAB will now accept this."

An SAB spokesman said the company hoped the mediation would lead to "a speedy and lasting settlement, which would be in the best interests of SAB employees, customers and the South African beer drinker."

Although there were still shortages, the beer stock situation should begin to improve substantially - but "it will be some time before everything returns to normal," said the spokesman.

The strike at Rosslyn started on June 19 when workers downed tools in protest against the proposed implementation of a seven-day-week shift system.

Police confirmed that they arrested four people after an incident outside the Rosslyn plant early yesterday.

'Business must agree to demands'

BUSINESS management in South Africa must accede to reasonable requests or demands by its black workers, said Frank Meinlges, the information officer for the Congress of South African Trade Unions.

Meinlges' comment came after the dispute between one of Cosatu's affiliates, the Food and Allied Workers' Union and South African Breweries

The dispute, which developed into a strike last week by over 3 000 Fawu members at nine SAB operations in the Transvaal and Cape, arose as a result of the dismissal of 343 workers at SAB's plant at Rosslyn after their objection to a system of continuous operation.

Although SAB claims that the workers at Rosslyn had agreed in contracts to work on a continuous shift

system, Fawu described these claims as "false".

Asked to comment on the stance taken by Fawu, Meinlges said "In keeping with the present general worker tradition in South Africa of challenging management on conditions of work, Fawu members have surfaced to reveal the kind of attitude of employers in this country that has been prevailing over the decades.

"The workers have built the prosperity of this country with their toil. Now all we are asking for is simple fair play, justice and understanding," said Meinlges.

The striking members of Fawu were supported by another trade union, the Food and Beverages Workers' Union (FBWU), which has 300 members employed by SAB, halted negotiations

with SAB in sympathy with those workers already on strike.

Meanwhile, a mid-year report on collective bargaining trends released earlier this week, makes the point that strikes in South Africa that extended over four weeks indicated "the solidarity and militancy of labour at the moment, as well as the ability to sustain extremely lengthy strike action."

tem at the plant. Within hours, workers at a depot and a plant on the Witwatersrand stopped work in sympathy with the Rosslyn staff.

By yesterday about 3 200 workers at 10 SAB plants depots nationwide had joined the strike in sympathy.

Almost from the outset SAB had experienced critical shortages of 750ml bottles of beer, and at the weekend the Reef experienced a wave of panic-buying.

Yesterday, SAB accused Fawu of intimidation of workers at Rosslyn and at the Caledon malting plant and near its Newlands brewery.

Police confirmed that they arrested four people after an incident outside the Rosslyn plant early yesterday.

Sarmcol dispute in its 25th month

By S'BU MNGADI

THE long-drawn dispute between BTR Sarmcol and the Metal and Allied Workers' Union (now the National Union of Metal Workers of SA) entered its 25th month when an Industrial Court hearing resumed at Maritzburg's Edendale Lay Centre.

The dispute is centred around the legality of the two-day strike by Sarmcol's 1 000 employees in May 1985

Numsa alleged that the subsequent dismissal of strikers by the giant multinational company was unlawful.

BTR Sarmcol, on the one hand, alleged that the strike action was disruptive and resulted in "disorderly, aggressive, violent and intimidatory industrial action".

As a strategy for survival, pending arbitration, the union embarked on a large-scale co-operative project - the Sarmcol Workers' Co-operative.

Sawco's projects include a T-shirt screening unit, farming, a newsletter and a cultural group

From the proceeds of Sawco and donations from sympathetic bodies and individuals worldwide, Numsa has been able to supply strikers with food parcels in order to keep them fed and united.

Since May 1985, there has been sporadic incidents of violence involving the strikers and about 800 scabs.

December last year saw two senior Numsa shop stewards and two Numsa supporters being fatally attacked by busloads of people who invaded the Mphophomeni township at night.

Subsequently, a civil case involving more than R412 000 in damages, was instituted by the families of the deceased against KwaZulu Chief Minister MG Buthelezi, in his capacity as the homeland's Police Minister.

Ccawusa office burgled



MR KAISER Thibedi,
Johannesburg branch
secretary of Ccawusa.

THE Commercial, Catering and Allied Workers' Union suffered another set-back when the office of its Johannesburg branch were broken into and computers containing important information stolen at the weekend.

Branch secretary Mr Kaiser Thibedi described the theft as "very strange" and said it happened when Ccawusa was going through a critical stage when there was division in the union. He said officials discovered that two computers and a typewriter

were missing at the Lekton House office yesterday morning. They were apparently removed on Saturday night. Ccawusa shares the top floor offices with the National Council of Trade Unions.

Officials said it was also strange that the Nactu's telex machine, which was in the same room as one of the computers, was left intact. The 40 000-strong Ccawusa branch is opposed to a merger of Ccawusa with the Hotel and

Restaurant Workers' Union and the Retail and Allied Workers' Union which took place in Johannesburg last week.

The merger, which supposedly resulted in the formation of a new union, was undemocratic and the Ccawusa delegates who are part of the proceedings acted unconstitutionally, the Johannesburg branch has said.

The branch's opposition to the merger has resulted in Ccawusa's split with two factions using the same name.

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Metal workers vote on strike

CAT & Temp 5/11/87
Staff Reporter *(Signature) 1400*

A STRIKE ballot for workers in the metal industry will start today in more than 500 factories.

Shop stewards of the recently formed super union, the National Union of Metalworkers of South (Numsa), will act as balloting officers. They attended meetings in Numsa offices around the country on Saturday to make final arrangements and to receive the boxes and papers for the ballot.

The ballot will be open to non-members as well as Numsa members.

Counting will take place on Thursday at the union's branch offices.

Women trailing in involvement in trade unions

By Pat Devereaux

Personal conflict and oppression hamper women workers' involvement in trade unions, members of the National Union of South African Students heard this weekend at a Nusas womens' conference at the University of the Witwatersrand

Speaking on organising women in the work place, Ms Adrienne Bird of the National Union of Metal Workers of South Africa (Numsa) said "Women workers' demands differ from men's demands but trade unions are beginning to focus on their needs"

She stressed that women played a major role in the work force and pointed out that in order to take control of their lives they needed to participate in unions

"Three major unions have won national agreements for maternity benefits in the metal industry, in the textile industry and on the mines — which is a step beyond what women workers have achieved overseas," said Ms Bird

She added that the Congress of South African Trade Unions (Cosatu) had included the women workers' perspective in its recent "Living Wage" campaign

"Often women have to make difficult choices," said Ms Bird, citing an example of a woman worker whose husband demanded she return home to look after their child while she was participating in a factory strike

In closing, Ms Bird pointed out there were many areas in which women's working conditions needed to improve

"We have to stop sexual harrassment of women workers and negotiate for child care centres in the work place," she said

Metal workers to vote on wage strike today

By Mike Siluma

1408 7/87

About 80 000 members of the National Union of Metalworkers (Numsa) in nearly 500 factories will start voting today on whether to go on a wage strike or not, the union said

In a statement, Numsa said shop stewards who would act as balloting officers met at various points around the country yesterday to make final arrangements and to collect balloting papers and boxes

Numsa said balloting would be open to members and non-members, and added it believed "the vast majority of metal workers oppose the agreement reached by the metal industry employers and 15 other unions"

According to legal advice available to the union, non-members would be entitled to take part in any industrial action following balloting, whether they were Numsa members or not

Numsa decided on a strike ballot after the collapse of wage negotiations with metal industry employers in the Steel and Engineering Industries Federation last month

Other unions involved in the talks accepted an employer offer of increases of between 39c an hour at the bottom rate and 72c for artisans

Numsa demanded new minimum rate of R4 plus an across-the-board R1 hourly increase, a halt to income tax deductions from members' pay packets and the recognition of May 1 and June 16 as paid holidays

For the fourth time in as many years, Numsa has declined to sign the industry's wage agreement due to members' dissatisfaction with increases offered by employers

The counting of votes will take place on Thursday

We weren't

Angry part-time nursing sisters at their working conditions changed 11 not informed.

Their leave system and the number altered, a sister said, when they were "own affairs" form of rule.

Previously the part-timers had full Administration rules and regulations were placed under the central government, she said. This meant the Service Act and the Public Service Act

Instead of working three days a week they were required to sign into work. Those who continued unwittingly to work were late last month that they were

Previously the part-time sisters had long service, but this, too, had regulations. Some sisters found they

New name for

Pretoria Correspondent

The newly formed all-white offshoot of the Ned Geref Kerk (NGK), the Afrikaanse Gereformeerde Kerk (AGK), has "provisionally" changed its name to the Afrikaner-Protestante Kerk (APK), its leader, Professor Willem Lubbe, announced at the weekend

"We have no wish to cause offence. Without our knowledge, another Church has already registered the name. Our new name will, however, first have to be ratified at our first synod in three months' time," Prof Lubbe said.

He was responding to objec-

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Aussies launch first

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July 1987

Cosatu House raid: policeman tells of shooting

By Inga Molzen

A Special Task Force policeman — one of three men who penetrated the Congress of South African Trade Unions' building during the Sats strike in April — said yesterday he shot a railway worker after his colleague was attacked with an axe

This evidence was placed before Johannesburg magistrate Mr G F Krause yesterday during the trial of Mr Julius Nango (29) of Delmont Hostel, Germiston

The court heard that people inside Cosatu House, which was in darkness at the time, were warned to leave the cordoned-off building within 10 minutes

Mr Nango, who had been refused bail and appeared to be unrepresented in court, pleaded not guilty to attempting to murder Sergeant Chris Welgemoed on April 22

The unskilled railway worker disputed that he was among a group of 20 to 30 people whom policemen said "stormed down" on them after orders to clear the building were given

Mr Nango denied wielding an axe, which was described in detail by police witnesses as "home-made with a 6 cm-wide, double-edged blade" The axe was not presented as an exhibit

Mr Nango said he was injured after leaving a meeting

He said "I wasn't even expecting to be shot at There were policemen standing on either side of the doorway I was shot in my stomach while leaving"

Constable Frederick Blacquire said a crowd armed with pickhandles and knobkerries "stormed down" at him and his two colleagues in the foyer

He fired two shots at Mr Nango after he saw him standing over his colleague, Sergeant Welgemoed, who had fallen after being repeatedly hit with various weapons

Constable Blacquire said had he not fired the shots, "we could have been injured — seriously"

He said, however, he could see no injuries or bruises on Sergeant Welgemoed

After firing the shots, he said the aggressive crowd "seemed to calm down"

Earlier Constable Blacquire said that although they were told on entering the building that "the people we wanted were on the first floor", they saw a crowd on the ground floor

The blue trousers and pale-coloured shirt worn in court yesterday by Mr Nango were identified by the police as the same clothing he wore when admitted to hospital

The hearing was postponed to July 21

ere suspects

formed of Mr Nchabeleng's death and of the fact that the deceased had been arrested by his men and taken to Sekhukhune Police Station

The post mortem report revealed that Mr Nchabeleng (59) was severely beaten and that this led to a state of unconsciousness in which he suffocated He died within 12 hours of his arrest

Counsel for the Lebowa Minister of Police, Mr J H Wessels, requested that evidence about assaults at Sekhukhune Police Station on the eve of Mr Nchabeleng's death be considered inadmissible

Mr Abraham Debeila testified last week that he was sjambokked in the police station garage in which Mr Nchabeleng was allegedly interrogated

Mr Wessels argued that Mr Debeila's evidence of assault "has nothing to do with the death"

Mr Nugent responded "You are inquiring into the death of a man alleged to have been assaulted at the police station The fact that people are assaulted in the police station is clearly relevant."

Magistrate Mr N C Nkoenyanne ruled that evidence of the earlier assault was not relevant to the inquest

The hearing was adjourned until July 27

Man admits stabbing boy to

COSATU STANDS FIRM

By KHULU SIBIYA

THE Congress of South African Trade Unions, the largest federation of unions in this country with a paid-up membership of 769 000, will once more adopt a high political profile at its second national congress at Wit's University from July 14-18. A look at the proposed

resolutions gives a clear indication that Cosatu has not wavered from its original commitment to political campaigns — especially in tandem with other progressive democratic organisations.

At a pre-launch Press conference in Johannesburg this week, the outgoing national executive said the government and employers had repeatedly demanded that Cosatu remained aloof from politics. Cosatu general-secretary Jay Naidoo said there was no doubt that the government and employers made the plea from a desire to safeguard their own interests.

"If this were not the case, why have they made no concrete moves towards dismantling apartheid and moving towards democracy, and why have they victimised political organisations supported by our members?" asked Naidoo.

He said Cosatu's political stance was not a sudden spur of militancy or a dramatic change of direction for the progressive trade union movement, but grew "out of experiences of struggles that went before, and from the growing militancy of workers in the factories and the townships".

"We reiterate that it is our legitimate and democratic right as a representative trade union federation to address the political demands of our members," said Naidoo.

He said that, since Cosatu was formed, it has linked up with other progressive democratic organisations to mount important political campaigns calling for:

- An end to the state of emergency
- An end to apartheid
- Release of political prisoners and detainees
- Unbanning of banned organisations
- Creation of a climate for democratic activity

He said Cosatu's alliance with other organisations was based on the understanding that no political and economic transformation was possible without the participation of these organisations.

"That is why we have met with the ANC and called for its unbanning, as we believe they have an indispensable role to play in the quest for a new social order in South Africa," said Naidoo.

Naidoo said that, for the past 19 months, the government had launched a direct assault on Cosatu aimed at crippling the federation and totally disrupting the operations.

"These attacks on Cosatu have been supplemented by violent attacks from the tribally based sweetheart union, Uwusa, and vigilante forces. In many cases, workers have been killed or injured," he said.

At least 1 544 delegates are expected to attend



Jay Naidoo

Detainee released

JENNY BOBERG

91/4571
THE release from jail of Michael Roussos, education secretary of the SA Railways and Harbours Workers Union, was secured yesterday when the Rand Supreme Court declared his arrest and detention to be unlawful.

The application for his release was brought by his wife, Maria Pavlicevic. The Minister of Law and Order, the Commissioner of the SAP and the commanding officer of John Vorster Square, named as respondents, were ordered to pay costs, including costs of two counsel.

Roussos, who was detained on May 7, 1986, under the emergency regulations, was transferred to detention under the Internal Security Act on June 11 this year.

In an affidavit, a Brigadier Erasmus

● To Page 2 →

Court finds unionist's detention to be unlawful

said he had, on that date, formed the opinion that Roussos had committed the crime of subversion.

He said Roussos was part of a committee which had resolved that certain Sats workers be taken to Cosatu House to be murdered. That committee had also issued instructions for trains and signal boxes be set alight.

Mr Justice Leveson said, however, there was no evidence that the acts alleged had been accompanied by the intention to bring about constitutional,

political, social or economic change in SA. And, he said, that intention was an essential ingredient of the statutory crime of subversion.

Mr Justice Leveson said "Mere evidence of an act does not import evidence of a specific intent."

Without evidence of such an intention, it could not be said there was a reasonable foundation for the belief that the crime of subversion had been committed by Roussos.

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● From Page 1

Bl Day 7/7/76
NUTW call to Cosatu

(140A) **ALAN FINE** *(140A)*

THE National Union of Textile Workers (NUTW), a Cosatu affiliate, has called on Cosatu not to identify with any one black political grouping and, in particular, not to adopt the Freedom Charter at its congress next week.

In a statement yesterday, NUTW general secretary Elias Banda disclosed the union's national congress resolved last week that unions and their federations should "accommodate within them the differing views of workers as to how best to proceed in the liberation struggle".

"If we want to adopt the programme of one organisation or another, then clearly we will wind up with one union for each political tendency," he said

NUTW call to ~~USAW~~

(140A)

ALAN FINE

~~1/28/87~~ B/Day

7/8/87

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Cosatu debates Freedom Charter

ALAN FINE

THE FIRST national congress of the Congress of South African Trade Unions (Cosatu) since the organisation's launch 19 months ago kicks off next Wednesday — with debates on political policy and sanctions and disinvestment promising to be the most important items on the agenda.

But anyone hoping that next week will produce Cosatu's final word on those subjects — and absolute clarification of what they mean — is likely to be disappointed.

While Cosatu's positions will become more focused than those expressed at the inaugural congress, the issues and the debates surrounding them have themselves become far more complex.

Unresolved

Hence resolutions adopted will probably reflect a great deal of consensus, as far as they go. But it is likely that underlying subtleties will remain unresolved.

For example, the Freedom Charter seems most likely to be adopted as a basis of Cosatu policy. Most of the organisation's largest affiliates have done so individually, as have many of the smaller ones. But a close reading of their attitudes shows apparently minor but actually important differing emphases.

At the same time, the textile union and one faction of the Commercial, Catering and Allied Workers' Union, on the other hand, oppose adoption, while the chemical

union has so far failed to reach consensus on the issue.

For others which have adopted it, the historic document is no longer accepted as the be-all and end-all of political policy.

For example, the National Union of Metalworkers of SA (Numsa) — which is probably closest to what can be called the middle ground in Cosatu — in adopting the Charter described it as containing "minimum political demands".

But the union also resolved that it should be complemented by a workers' charter, and stressed "working class leadership" of the struggle. This is, at least in part, a result of a compromise between differing views.

Numsa also stated its commitment to socialism, although it has not spelt out precisely what kind of economic structures it favours in a post-apartheid SA.

But there certainly is a view that nationalisation of industry is no guarantee of labour interests. Many Cosatu unions, having gained an increasing say in workplace decisions, would resist having these gains reversed merely because managements are State-appointed.

The political debate has important implications for Cosatu tactics today, in particular its relationship with, and relative status in relation to, SA's Charterist political organisations.

On the question of international economic pressure against SA, there is wide acceptance in Cosatu that American and European sanctions employed thus far have been ineffective at best,

harmful at worst. The research document commissioned by Cosatu and reported in this newspaper last month reflects this. But it has probably been misinterpreted by some, including the US State Department, to mean that Cosatu is likely to drop its support for all such pressures.

Rather, in principle, unionists would like to devise measures whose effects would be both prompt and relatively painless for their members. Their cost of implementation should not outweigh their benefits.

The challenge for Cosatu is to work out what these are and, if they exist, to ensure that they are feasible in the complex world of international politics and high finance. The alternative is a call for unrealistic, meaningless and/or self-destructive action. It is a great responsibility, as Cosatu's views are increasingly being seen as pivotal among foreign anti-apartheid groups.

Growing talk

On disinvestment, the Ford offer will come under great scrutiny. And this debate will be of interest to local and foreign corporations, with growing talk about staff shareholding schemes and labour involvement in management structures.

The dilemma is between increased, though minority, clout within companies or becoming associated with unpopular management decisions.

At the end of it all, though, the key for participants and interested observers alike will be to appraise what the probable militant and angry resolutions really mean for the future direction of what has emerged as one of the key organisations on SA's political and economic stage.

Black businessmen have been told that 'some of South Africa's greatest hopes lie in the wisdom, courage and strength of the labour movement to effect changes'. SAM MABE reports from Johannesburg

Land 'a pathway to black business'

THE goals and strategies of black businessmen would be non-starters if they did not follow the path of national redress for the land that was taken away from them, says the managing director of Co-ordinated Marketing, Mr Reuel Khoza

pathways that could lead black business out of the crossroads

He also suggested the establishment of serious think-tanks to deliberate on the production of guidelines towards a common goal

He told more than 800 delegates that the challenge facing black businessmen was to act more like "a political as well as economic pressure group" He said the fundamental

challenge was however, to come into being He said black business had played no role in resisting the systematic dispossession and denial of opportunities for blacks, because by definition, black business does not exist

The machinery of economic repression had ground black economic activity into oblivion, he said

"We cannot be at the crossroads as business people because we have yet to start

our journey Black business has been stifled and legislated out of existence since the late 1890s," he said

He said the black man was dispossessed of his land as a strategy designed to rob him, of his self-sustaining capacity and to make him depend on employment from the white man

Today, some of South Africa's greatest hopes lay in the wisdom, courage and strength of the labour movement to effect changes

Organisations such as the Congress of South African Trade Unions and the National Council of Trade Unions set the labour relations agenda of this country "They make the music, they do not dance to it"

He said that in the education sphere, blacks had become active and had sought to set the educational agenda through efforts such as "people's education"

Another speaker, a senior

research fellow at the University of Zululand, Mr Paul Zulu, called on African traders to review seriously their relationship with their employees

He said they should encourage their employees to belong to unions so as to empower them to engage in healthy bargaining positions

He said that in a country where capitalism was associated with racism, Nafcoc could afford to steer clear of this association

Delivering a keynote speech at Nafcoc's 23rd annual conference whose theme is "Black business at the crossroads - Challenges for the nineties," Mr Khoza listed the land question as one of the

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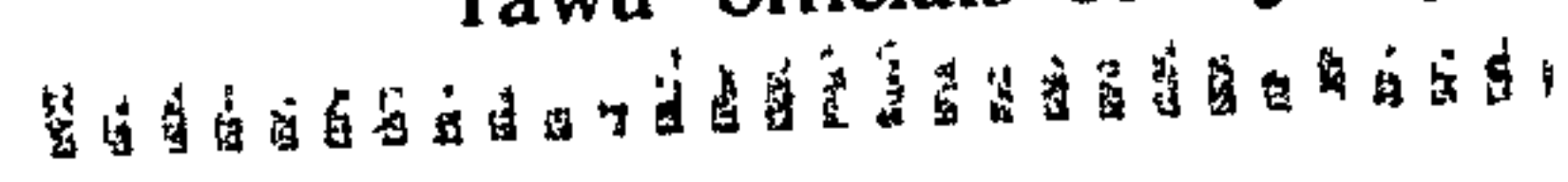
2/7/87

Ccawusa officials

THE work stoppage by over 500 Transport and Allied Workers' Union members at Lebowa Transport, Seshego, entered its seventh day yesterday with management and the union deadlocked over worker demands.

A meeting between the two yesterday ended without progress after workers refused to allow negotiators to proceed before the release of six worker leaders detained at the weekend.

Meanwhile, the threatened stoppage by about 200 other Lebowa Transport workers at Namakgale, Phalaborwa, yesterday was postponed to today. The central committee of the National Council of Trade Unions (Nactu) is due to meet with senior Tawu officials soon.



CAPL TIMES 7/7/87 X

Zimbabwe beer

set to pour in

FROM MICHAEL HARTNACK

HARARE. — Staff at Zimbabwe's National Breweries depot in Bulawayo yesterday resumed loading the first consignment of beer for South Africa after an unexpectedly swift reversal of policy by Mr Robert Mugabe's government.

Zimbabwean officials halted the departure of the beer exports over the weekend, fearing grave political embarrassment to Mr Mugabe in his quest to have comprehensive mandatory sanctions imposed on South Africa internationally.

Zimbabwe's National Breweries maintains an order for 1,1 million cases of lager — worth nearly R4m to the country in desperately-needed hard foreign currency — was sealed more than a month before the recent strike by South African Breweries' workers.

The first thirst-quenching Zimbabwean consignments may now cross the Limpopo today. They will be off-loaded at Messina, according to sources here, and the lorries re-loaded with the high quality packaging material needed for the next consignment. Due to the foreign exchange crisis here, such packaging is unobtainable in Zimbabwe.

A spokesman for National Breweries would yesterday only say that "the matter had been resolved".

8/18 **UNION TO SEEK AFFILIATION**

EAST LONDON — The 8 000-strong National Union of Railway Workers (Nurw) is to seek affiliation to the Congress of SA Trade Unions (Cosatu) next week during Cosatu's second national congress in Johannesburg.

The resolution was adopted at the Nurw's national executive council meeting on June 20.

^{5/10/84} national organiser B Nondula said. Cosatu is the largest federation of unions in the country with paid-up membership of 769 000.

Nondula said workers in all Nurw regions recognised Cosatu as the only internationally accepted federation which was supposed to stand for unionised and non-unionised workers in SA. Sapa.

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Metal, mining industries braced for huge strike ballot

ALAN FINE

EMPLOYER spokesmen for SA's metal and mining sectors were yesterday tight-lipped about contingency plans to deal with a possible "yes" vote in the strike ballots being conducted in the two industries.

About 80 000 members of the National Union of Metalworkers of SA (Numsa) are casting votes in 500 plants this week over an employer offer of increases ranging from 39c to 72c an hour.

Union sources believe that, in the event of a positive vote, the industry could be hit by industrial action early next week.

Balloting is expected to be completed today and results known by Friday. Numsa leaders will meet at the weekend to consider them.

Steel and Engineering Industries Federation of SA (Seifsa) director Sam van Coller said "We will await the outcome of the ballot and the union's deliberations." He said there would be employer meetings this week.

An additional complication in this dispute is that Seifsa has reached agreement with the other 14 unions in the industry, and the agreement has already been submitted to the Manpower Department for gazetting.

Manpower Director-General Piet van der Merwe said the agreement was still being translated, and would not be published this week.

Gazetting would affect the legality of a strike.

Seifsa has made no indication that it plans to reopen talks with Numsa, the largest metal union, to reach a separate accord. A draw-out test of strength could be in the offing.

The union says thousands of non-Numsa members have asked to participate in the ballot. The outcome of any strike could be crucial in determining whether Numsa increases its relative strength in the industry.

Up to 200 000 miners at 25 gold mines and 19 collieries are also being balloted this week by the National Union of Mineworkers (NUM) on whether to strike over offers by the Chamber of Mines for wage increases ranging from 15% to 23.4%. Other aspects of conditions of employment are also in dispute.

NUM assistant general secretary Marcel Golding said the votes would be counted at the weekend, after which the union's executive would meet to consider the result and decide on further steps and their timing, if any.

Chamber of Mines industrial relations advisor Johann Liebenberg would not say whether the chamber planned to initiate another round of negotiations.

Spokesmen for the five mining groups involved said balloting had proceeded uneventfully.

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Northern Transvaal regional chairman, Mr Jack Matlala, said issues to be discussed include

By MATHATA TSEDU

- The adoption of the Freedom Charter by Cosatu.
- The merger between Cosatu and two other unions — and the adoption of the Freedom Charter by the new union, and
- The continued affilia-

tion to Cosatu by Ccawusa

The venue of the meeting will be announced later, but Mr Matlala said it was likely to be in Seshego. About 2000 members from Louis Trichardt, Pietersburg, Potgietersrus, Phalaborwa, Tzaneen and Burgersfort are expected to attend

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By MATHATA
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(UEOA) SOUTHERN 8/7/87

Ballot accusations

THE National Union of Mineworkers held a wage strike ballot among its 200 000 members yesterday while a legal battle over a similar action between the National Union of Metalworkers and several companies seemed to be looming.

The Num's ballot at 35 gold mines and collieries entered its second day today with the union accusing the Anglo-American Corporation of discouraging workers in the Cape and Klerksdorp areas from voting.

The Num decided on the ballot after the collapse of wage talks between the

union and the Chamber of Mines

- A spokesman for Numsa said that although their ballot, which began on Tuesday was continuing at 500 companies, the union was experiencing difficulty with getting voting facilities at several other plants.

He said some managements were telling workers not to vote because they were members of Numsa.

"The law allows any worker in the metal industry to vote in the ballot even though they are not members of the union."

8/7/87
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Mugabe tells companies to switch routes

HARARE — Shipping and forwarding companies were yesterday warned by PM Robert Mugabe to make the necessary adjustments to divert import and export routes from SA to Mozambican ports and other countries.

Answering a question in the House of Assembly, he said some companies still preferred SA routes to the Mozambican routes, despite government's stand, the Ziana news agency reported.

"Our political position is we must as much as possible divert our routes to Mozambique and other routes and this political position of government apparently is not appreciated by these companies.

Government did not want to be ignored and might take action to correct the situation. — Sapa.

Mugabe also warned those who always cried for more foreign investment in Zimbabwe that they were inviting more exploitation of the country's resources because dividends and profits made by foreign companies would have to be remitted outside the country. — Sapa.

Boards veto upsets NUM

ALAN FINE

THE National Union of Mineworkers (NUM) yesterday protested against the Minister of Manpower's refusal to appoint conciliation boards in two cases in which the Industrial Court had found dismissals to be unfair and had made temporary reinstatement orders

The protest is based on a recent development at Gold Fields' Kloof gold mine, and on an earlier case at Rand Mines' Durban Roodepoort Deep, where a total of 352 workers could not apply for permanent reinstatement orders because of failure to appoint a board

The Labour Relations Amendment Bill before Parliament will, when passed, remove the Minister's right to block conciliation board applications

NUM assistant general secretary Marcel Golding described the Minister's action as "irresponsible and not supportive of the industrial relations system"

A Gold Fields spokesman said the company had not yet received a copy of the judgment, and attempts to reach Rand Mines for comment were unsuccessful.

At next week's Cosatu congress

The spirit will remain

THE most eagerly awaited decision from next week's Congress of South African Trade Unions' second National Congress is the one with probably the least chance of being taken

A leaked review of the impact of sanctions, compiled for Cosatu by the Community Research and Information Centre (CRIC), has led to a flurry of speculation in business circles that the federation is backing away from its 1985 founding resolution endorsing of sanctions — and that next week's national congress will acknowledge this

Reluctance by the National Union of Metalworkers of SA (Numsa) to accept a portion of Ford's shareholding in the SA Motor Corporation (Samcor) as part of Ford's pullout from South Africa has added to the speculation

End result

But while the Cosatu congress will debate sanctions, and could even change its founding resolution, the end result is unlikely to please anti-sanctions groups either locally or abroad

Swamped by the flood of "told-you-so" analyses of Cosatu's attitude to sanctions in the wake of the leaking of the CRIC document in London was a statement by Cosatu General secretary Jay Naidoo "We re-iterate that Cosatu supports all forms of international pressure against apartheid

"Our resolution (at Cosatu's December 1985 founding congress) called for economic pressure to be intensified

"This pressure has become all the more important since the State President's announcement that the white electorate has given him a mandate to suppress even harder the representative organisations of workers and our people. Certainly workers are calling for firmer action

Support

"Cosatu rejects speculation by major employers that the federation is backing down on the issue — the only time we will call for this pressure to cease is when apartheid is dismantled and conditions are created for the practice of democracy"

From elsewhere too have come indications of increased, rather



Mr Jay Naidoo, general secretary of Cosatu

than decreased, support for sanctions

Numsa, on the face of it the most logical of Cosatu's affiliate to enter next week's congress with a plea for softening the tough sanctions position, has found little reason to do so

Numsa (or the unions which joined together into Numsa this year) was badly mauled last year when its members at General Motors went on strike against the company's decision to sell out to local management

The "new" management (same men, new titles) quickly demonstrated the advantage of working for foreign business. The strike at GM (now Delta) was broken by a combination of flat

management refusal to negotiate and massive police intervention — at management's request

Delta MD Robert Price was adamant from the start that the new company would not, as GM had done, deny its vehicles to the security forces

Shares

More recently, Numsa has been offered a number of shares. While acceptance of the shares would achieve for Numsa one of the demands it made to GM last year (seats on the new board), and Anglo American will almost

certainly agree to a second (that the new company negotiate with representative unions), negotiations are continuing

Although Numsa has released no details, in the GM withdrawal last year union demands included

Guarantees against retrenchment, severance pay (the unions argued that GM was terminating their employment), pay-out of group pension and insurance scheme contributions

Quite how these demands would link in to Ford's withdrawal — particularly as Anglo is already the major shareholder — is not yet clear

But, while anti-sanctions lobbies argue that disinvestment

will mean massive unemployment, Numsa has seen almost 200 000 metal industry jobs lost in the last three years — most of them before the current wave of sanctions took off, through mechanisation and corporate mergers

In his statement, Naidoo referred to 300 000 jobs lost in metal manufacturing in the last three years, and attributed these primarily to the trend of capital investors away from manufacturing and into the stock market

Wealth

A fundamental assumption of the original Cosatu resolution was that withdrawal of investments should hurt the government and its business supporters, not employees. "The social wealth of South Africa remains the property of the people of South Africa," according to the founding resolution

Anything which fails to fulfil this criterion does not constitute disinvestment, the unions argue, and the federation will oppose it

At its national congress two weeks ago, the Chemical Workers' Industrial Union rejected recent withdrawals as "corporate camouflage"

"What is taking place in South Africa is not disinvestment," CWIU general secretary Rod Crompton said afterwards

"Rather, it is little more than corporate camouflage which often allows the disinvested company to increase its support for the SA regime"

The 200 Chemical Union delegates set out a package of minimum conditions for "acceptable disinvestment" — conditions including proper notice to workers, disclosure of details of the pull out, bona fide negotiations and payment guarantees

For opponents of sanctions this is semantics, and Cosatu has in fact backed away from its original endorsement of sanctions

The terminology, however, matters little to the unions, which believe that companies which have already pulled out did so in obedience to the letter of the pro-sanctions argument, while ignoring its spirit

The sanctions debate at the Cosatu congress will therefore concentrate on adjusting the letter

The spirit of their sanctions resolution will remain — *Agenda Press Services*

Who are members

WHEN 1 544 delegates gather at the University of the Witwatersrand of the second Cosatu congress next week, they will represent an audited, paid-up membership of 769 909 workers — more than 300 000 up on the federation's 450 000-plus membership at its launch 19 months ago

In addition, the federation has an estimated 1 million additional signed-up members

Since its launch in Durban in December 1985, Cosatu has established nine regional structures: Wits, Western Cape, Natal, Highveld, Western Transvaal and Northern Transvaal

The federation has 20 000 shop stewards and 21 local shop stewards councils

Cosatu unions, in order of size (figures constitute paid-up membership) are:

National Union of Mineworkers 261 901

National Union of Metalworkers of SA 130 796

Commercial, Catering and Allied Workers' Union 86 519

Food and Allied Workers' Union 65 278

SA Railways and Harbours Workers' Union 37 292

Construction and Allied Workers' Union 35 446

National Union of Textile Workers 30 538

Chemical Workers' Industrial Union 29 859

Paper, Wood and Allied Workers' Union 25 310

Transport, Cleaning and Security Sector Union (due to merge before Congress 21 459)

Municipal Sector Union (merger delayed) 18 983

National Education, Health And Allied Workers' Union 9 197

In addition, the National Unemployed Co-ordinating Committee, forerunner of an eventual Unemployed Workers' Union will send 20 observers and the Post Office - Telecommunication Workers' Association (Potwa) will send 10

A speaker from the National Namibian Workers Union has been invited, as have observers from the Organisation of African Trade Union Unity (OATUU) and trade union centres in Sweden, Norway, Finland, Denmark, Holland, India, the Philippines, African countries and a number of socialist countries which Cosatu has not named

Charter debate will be 'heated'

POSSIBLY the most important item on the Congress of SA Trade Unions' agenda next week is endorsement of the Freedom Charter

But the question is not whether Cosatu will endorse the charter, but in what form

Adoption was virtually guaranteed five months ago when the mineworkers voted for the charter

Despite this, the charter debate is likely to be heated with at least four interpretations, the first for non-acceptance

"If we want to adopt the programme of one organisation or

another, then we will wind up with one union of each political tendency," argues National Union of Textile Workers' General Secretary Elias Banda NUTW will be calling on Cosatu not to adopt the charter

The second call is for straight endorsement

The National Union of Mineworkers (NUM), Cosatu's biggest single union accepted it unconditionally as "a guiding document in the struggle against national oppression and economic exploitation"

The Food and Allied Workers'

Union (FAWU) took a similar position. On a straight vote, this position would almost certainly win

The third is for a worker programme

The National Metalworkers Union of South Africa (Numsa), hammered out a compromise at its founding congress in May, and accepts the charter as "containing the basic minimum demands for a free and democratic South Africa"

However, Numsa is pushing for a working class programme, with the charter

Similarly the Commercial,

Catering and Allied Workers' Union (CCAWUSA), after some particularly ugly infighting at its merger with unions representing hotel, restaurant and retail workers, endorsed the charter as a "working document" — leaving open the possibility of amendments

The fourth argument is that whatever the shortcomings of the Freedom Charter, if it is interpreted "correctly", it more than adequately represents the minimum demands of the people

The unions' debate on the charter falls within the broader debate on how to build socialism

All sides agree that it is not essentially a socialist document

NUM's Cyril Ramaphosa counters that the clause "all who work shall be free to form trade unions, to elect their officers and to make wage agreements with their employers", implies the right to strike

"How else do you get a wage agreement?"

He argues that the clause "the wealth of our country shall be restored to the people" amounts to workers' control

He added that while the charter does not lay down a socialist programme, neither was it essentially pro-capitalist

Metalworkers' strike looms

THE first results in the nationwide strike ballot of about 80 000 metalworkers, which became available yesterday, reflect a more than 80% vote in favour of strike action in support of National Union of Metalworkers of SA (Numsa) wage demands.

10/7/87
A spokesman for Numsa's Witbank branch, which includes employees of the giant Highveld Steel and Vanadium complex, said 5 783 out of 7 030 voters cast a "yes" ballot.

6 Day
Counting of votes in the union's larger regions — the Witwatersrand, Pretoria, the Vaal and Natal — is expected to be

ALAN FINE

completed this morning. The result in the eastern Cape is expected only on Saturday.

However, a spokesman for Numsa's Vaal branch said there appeared to be a large majority in favour of strike action in that region, and another union representative told Sapa a "substantial" vote in favour of industrial action was expected.

He said he "can't rule out a strike throughout the industry". A final decision on strike action is due to be made by the union's executive over the weekend.

NUM men face probe

10/1/81
WESTERN Deep Levels Management is holding an inquiry into the conduct of the National Union of Mineworkers (NUM) branch committee at the mine's South Division, according to an Anglo American statement.

The inquiry follows allegations made by "a large number of senior black supervisors that the branch committee has been orchestrating a campaign aimed at undermining the supervisors' authority".

According to the statement, the supervisors allege they have been intimidated and that employees have been encouraged to disobey their instructions.

"This has resulted in an increasing lack of discipline among employees and a serious threat to the safety of underground employees," it says

It says that on Monday evening a confrontation developed between workers

and supervisors, who were unable to go underground because of danger to their personal safety. Management closed the shaft on Tuesday morning in the interests of safety.

"After gathering evidence, management met with the NUM regional committee on Wednesday. The regional committee gave its full co-operation and the two parties agreed that disciplinary inquiries would be held against all employees who might have been guilty of misconduct."

These employees will be suspended, with pay, until inquiries have been completed, and normal operations were due to be resumed last night.

The NUM could not be reached for comment.

Alan Fine (MADA)

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□ The second national conference of the Congress of SA Trade Unions (Cosatu) on July 14-18 is expected to be marked by tough bargaining in the closed sessions over the question of adopting a formal political position (*Current affairs* July 3).

The textile worker affiliate (NUTW), wants Cosatu *not* to adopt the Freedom Charter. NUTW general secretary Elias Banda says unions and their federations should "accommodate within them the differing views of workers as to how best to proceed in the liberation struggle." To go ahead and adopt the programme of one organisation will mean winding up with one union for each political tendency, he says.

Recently, Cosatu's chemical union affiliate, the CWIU, decided at its annual conference that it would not be in the interest of unity and democracy to adopt either the Freedom Charter or any other workers' programme. However, it was decided that only socialism could solve the current political and economic crises in SA.

Cosatu's largest affiliates, the miners (NUM), metalworkers (Numsa) and food sector members (Fawu) have adopted the

Freedom Charter

□ Strike balloting commences among union members employed in two key sectors of the economy — mining, and steel and engineering

The NUM is threatening a strike following the failure of conciliation board attempts to resolve the wage dispute between the union, which wants a 30% increase, and the Chamber of Mines, which is offering 22%. Some observers believe the NUM is banking on an improved last-minute offer, as happened last year, to pull it from the brink of a strike.

The result of Numsa's strike ballot was expected on Thursday, and NUM's later in the week.

□ The CWIU applies for magisterial permission in various centres around the country to hold public demonstrations during the second week of July aimed at highlighting Shell's and BP's "lack of concern for the workers they jointly employ at Sapref," SA's largest petroleum refinery.

The CWIU believes that Shell and BP (both of which have, ironically, adopted "progressive" employer attitudes) are

avoiding their responsibilities towards their refinery employees by refusing to try and settle a wage dispute which started on February 26. The companies each hold 50% of Sapref.

□ Negotiations between postal workers body Potwa and Post Office (PO) officials continue in a bid to end the 10-day PO strike in Port Elizabeth, Kirkwood and East London. PO spokesman Ben Rootman says a total of 1 140 workers are on strike, apparently in sympathy with three employees dismissed in January. He claims no essential services are affected by the strike, although the New Brighton post office has been closed and postal deliveries in the township have ceased.

Potwa, incidentally, will have observer status at the Cosatu conference.

□ Mudslinging between Sarhwu and Sats continues as Sarhwu claims Sats was involved in burglary and vandalism at Sarhwu offices.

Sats denies the allegation. Eight Sarhwu members of the elected committee representing workers during the recent strike have been detained.

140A

DETENTION CHALLENGED

AN URGENT Rand Supreme Court application to have the arrest and detention of Michael Roussos, education secretary of the SA Railways and Harbours Workers Union, declared unlawful was brought yesterday by his wife, Maria Pavlicevic.

The Minister of Law and Order, the Commissioner of the SAP, the Commanding Officer of John Vorster Square and the Superintendent of Johannesburg Hospital were named as respondents.

Pavlicevic said in an affidavit that on June 11, Roussos was transferred from detention under the emergency regulations to detention in terms of Section 29 of the Internal Security Act.

A certain Warrant Officer Joubert "made it quite clear that the reason why Section 29 was being invoked .. was that the detainee had challenged the police in court, and that

11/18 JENNY BOBERG
Section 29 would prevent him from bringing such applications in the future", she said.

Counsel for Pavlicevic, I Mahomed SC, argued that in terms of Section 29, a person above the rank of Lieutenant Colonel had to make the decision to arrest a detainee.

He said the "purported" detention was unlawful because Section 29 detentions were for interrogation purposes. Roussos had not been interrogated for some weeks

In any event, he said, Roussos had repeatedly told the police about his involvement in the Sats strike

Pavlicevic said she was gravely apprehensive about the harm solitary confinement or further interrogation could do to Roussos

Argument continues today.

(140)

SATS document reveals strategy to 'neutralise' Cosatu

By VUSI GUNENE

THE South African Transport Services has for the first time admitted collusion with the police during the 11-week strike by 16 000 workers.

Weekly Mail is in possession of a document in which Sats outlines its strategy to discredit and "neutralise" the South African Railway and Harbour Workers' Union (Sarhwu) and the Congress of South African Trade Unions (Cosatu) during the strike which ended last month.

The document was sent to some Sats' clients two weeks ago to get their assessment of how management handled the strike which, according to the report, Sats initially hoped would "sweat itself out".

The strike was the longest and most bitter in the public sector. Six workers were killed in police action and the union was accused of "necklacing" non-strikers. Several Sarhwu members are presently in detention and are expected to face murder, assault, arson and intimidation charges related to the strike.

"To refute Sarhwu's claims in the press and to keep the initiative in terms of press coverage, an operational centre was established at Headquarters from where the flow of information and the co-ordination of activities were controlled," the document states.

It lists the following themes which were used to "neutralise" Sarhwu and Cosatu

- Workers were unhappy about the strike and intimidation
- Sats had supermajority workers who could pull (the) wagon through the drift
- The strike was caused by an insignificant amount of R80
- The policy of "no work, no pay" was communicated as non negotiable throughout.
- Contingency planning was such that Sats could carry on indefinitely
- Workers were returning to work.
- Workers would not be excluded from working areas and steps were taken to limit intimidation. This in-

places of work to "keep outsiders out" and workers ignorant of what was happening outside their work place.

It was also aimed at keeping workers physically happy but psychologically unhappy, the document states.

According to the document, "liaison with the SAP and other departments involved" was undertaken in order to handle the matter "on a co-ordinated basis" at government level.

"The (police) forces rendered assistance to maintain order because of damage and arson to Sats property."

Questions posed to clients included whether workers had "enough reason" to strike, whether the general image of Sats had been marred as a result of the strike and whether Sats "handled the strike correctly".

Meanwhile, a statement released by the deputy secretary of Sarhwu, Themba Khuzwayo, alleged Sats was not abiding by the spirit of the agreement signed by Sats and Sarhwu.

According to the agreement all workers would be reinstated except for those found guilty of criminal charges in a court of law. In addition it was agreed that no worker would be victimised for participating in the strike and that workers were free to elect their own representatives.

In spite of these agreements, Khuzwayo claims

- Seventy-six shop stewards at Jan Smuts Airport were refused reinstatement and only taken back after the intervention of a lawyer
- A qualified bus driver in East London was given the job of digging trenches.

Responding to Sarhwu's claims, a Sats representative said yesterday that the agreement allowed Sats to transfer workers to "other places".

He refused to respond to incidents at Jan Smuts Airport and East London, saying they were "individual cases". Commenting on detained workers he said Sats could not inter-

THE

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WORLD NEWS

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Quarter million workers vote to strike

ANC trio shot in Swaziland

MORE than 280 000 workers in the metal and mining industries have voted to go on strike to resolve wage disputes in the industries

But whether the workers will go ahead with the strikes will be decided at two crucial meetings at the weekend and early next week.

The National Union of Metalworkers of SA (Numsa) is expected to hold report-back meetings at the weekend

And officials of the National Union of Mineworkers (NUM) meet on Monday to discuss the pending strike

The union is almost certain to call a special congress to decide whether to go on strike or not.

NUM strike ballot results show that over 80 percent of the more than 200 000 union members employed at 27 goldmines and 18 collieries covered by the Chamber of Mines agree-

By SEFAKO NYAKA

ment, favoured strike action to resolve the dispute with the chamber.

The NUM and the chamber deadlocked over:

- A 30 percent wage increase across the board
- A five year death benefit pay-out
- Danger pay
- Thirty days paid leave
- June 16 as a paid holiday.

The chamber has in the meantime gone ahead with introducing the final package offered to the union when they deadlocked at the Conciliation Board on June 30

The package includes an increase of between 17 and 23 percent on all but three of the goldmines and between 15 and 23,4 percent on coalmines

At the same time over 70 percent of the 85 000 Numsa members at 500 factories also voted in favour of a

strike Numsa, incorporating the Metal and Allied Workers' Union, deadlocked with Seifsa over national wage negotiations two weeks ago

Fifteen other unions in the metal council which negotiated with Seifsa agreed to accept the employers' increase offer of between 39 cents and hour and 72 cents per hour for artisans

Mawu also demanded paid holidays on May 1 and June 16, which Seifsa rejected

Other demands were for an end to Pay As You Earn deductions, a 40-hour week with no loss of pay, job security, improved maternity and paternity leave and trade union rights

Meanwhile several strikes are looming in the chemical industry after wage talks with the 30 000-strong Chemical Workers' Industrial Union (CWIU) deadlocked this week

THREE suspected African National Congress members — two men and a woman — were shot dead by three whites yesterday as they were travelling by taxi from Mbabane Airport to Mbabane.

An informed Swazi police source said it had been learned that the woman and a male colleague had met the third man, who had come off a flight at 2pm yesterday, and taken a taxi.

Shortly afterwards a BMW car which had been trailing the taxi, overtook them on a country road and forced the taxi to stop.

Three white men jumped out of the car and fired shots at the occupants of the taxi, killing the two men in the back seat. The woman tried to run away but was also shot dead.

Roadblocks have been set up on major roads leading to South Africa. — Sapa

* THE CONTENTS OF THIS NEWSPAPER HAVE BEEN RESTRICTED IN TERMS OF THE EMERGEN

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Weekly Mail

10-16/7/87

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BATTERED — but still bouncing.

That's how the Congress of SA Trade Unions emerges from its infancy at its first national congress in Johannesburg this week.

Since its launch 19 months ago, Cosatu's membership has grown from 430 000 paid up members in 33 unions to over 769 000 paid-up members in 13 industrial unions or sectors.

At its launch in November 1985, Cosatu committed itself to merging its 33 unions into one union per industry by June 1986. The mergers have been slow — most of them only happening in the last few months — largely due to the need for unions to lay aside differences, old allegiances and sometimes old rivalries.

But single industrial unions have now been formed in the mining, metal, food, commercial and catering, public, domestic, transport and construction sectors.

In the municipal and paper sectors the final mergers will only be completed after the congress, due to take place over three days at the University of the Witwatersrand from Wednesday.

This — the biggest and most representative gathering of workers this country has seen — will be the first since the launch of Cosatu in November 1985 in Durban.

In an interview this week, Cosatu's general secretary, Jay Naidoo, praised those workers who have been "willing to look beyond labels and names in order to build organs of unity in the national industrial unions".

Fifteen years ago the black trade union movement was so weak that few took it seriously.

Even after the Natal strikes of 1973 had given rise to new unions for black workers, the then Minister of Labour commented that "Bantu" trade unions had no "necessity for existence" and would wither away.

In cases where workers went out on strike the police would be called in and would disperse the strikers using sjamboks or teargas.

Industrial action was sporadic and related mostly to shopfloor issues. The workers' demands were not linked to community demands like high rent, transport and electricity.

Now Cosatu is one of the most important organisations in the country — in terms of both trade union and political issues. In the face of repression that has driven many of its political allies underground or semi-underground, it has transformed the union movement from being an important element in the broader political struggle to what is probably the most central element.

This has gone a long way towards the unionists' goals of putting worker issues in the forefront of the political struggle and workers themselves in the driving seat.

Before the launch of Cosatu there were five different trade union groupings: the Federation of South African Trade Unions (Fosatu), Council of Unions of South Africa (Cusa), Azanian Confederation of Trade Unions (Azactu), Trade Union Council of South Africa (Tucsa) and unions affiliated to the United Democratic Front (UDF).

Since then the Fosatu, UDF and some independent unions have joined Cosatu, Cusa and Azactu have merged to form Nactu and Tucsa has disbanded, some of its member unions going over to Cosatu. Cosatu is now the biggest federation in the country, and in fact the biggest in South

cont

Bombed.
Banned.
Shot at.
Abducted.
Murdered.

Weekly Mail

140A

10-16 / 7/87



A hero's welcome for general secretary, Jay Naidoo, at Cosatu 1985 launch

Picture Afrapix

STILL KICKING

DESPITE A YEAR OF ADVERSITY, COSATU'S CONGRESS THIS WEEK IS UNLIKELY TO ADOPT A MEEKER LINE

REPORTS BY
SEFAKO NYAKA

African history

Progressive trade unions have always had to deal with state repression, but this was normally in the form of intimidation, harassment and open government alignment with employers. The advent of Cosatu has seen the most concerted effort to crush the labour movement by the government, by the rightwing and by some employers — particularly during the two States of Emergency that have been declared since its launch.

At a Mawu congress in Durban last November a worker was killed and several injured when police fired on workers leaving the meeting. More than 750 trade union leaders and workers were detained during the emergencies and every Cosatu campaign since then has been banned or disrupted.

The "Living Wage Campaign", launched in April to promote "a living wage for all", was never allowed to get off the ground as blanket bans were imposed on meetings.

The campaign was even labelled a Communist plot by SA Transport Services during the height of the railway workers' strike.

The following month, Cosatu and its affiliates were unable to hold a single of its planned May Day rallies this year after police impose a fresh spate of meeting bannings.

Security Forces have twice placed Cosatu House, in central Johannesburg, under siege, raiding the premises, detaining workers and officials, confiscating documents and causing extensive damage. The first raid occurred in April after a clash between striking railway workers and Security Forces that left six of the workers dead. The second, just a week later, came after police claimed to have found four "necklaced" railway workers.

Since then, Cosatu offices in Welkom, Witbank, Kroonstad and Klerksdorp have been vandalised in mysterious circumstances.

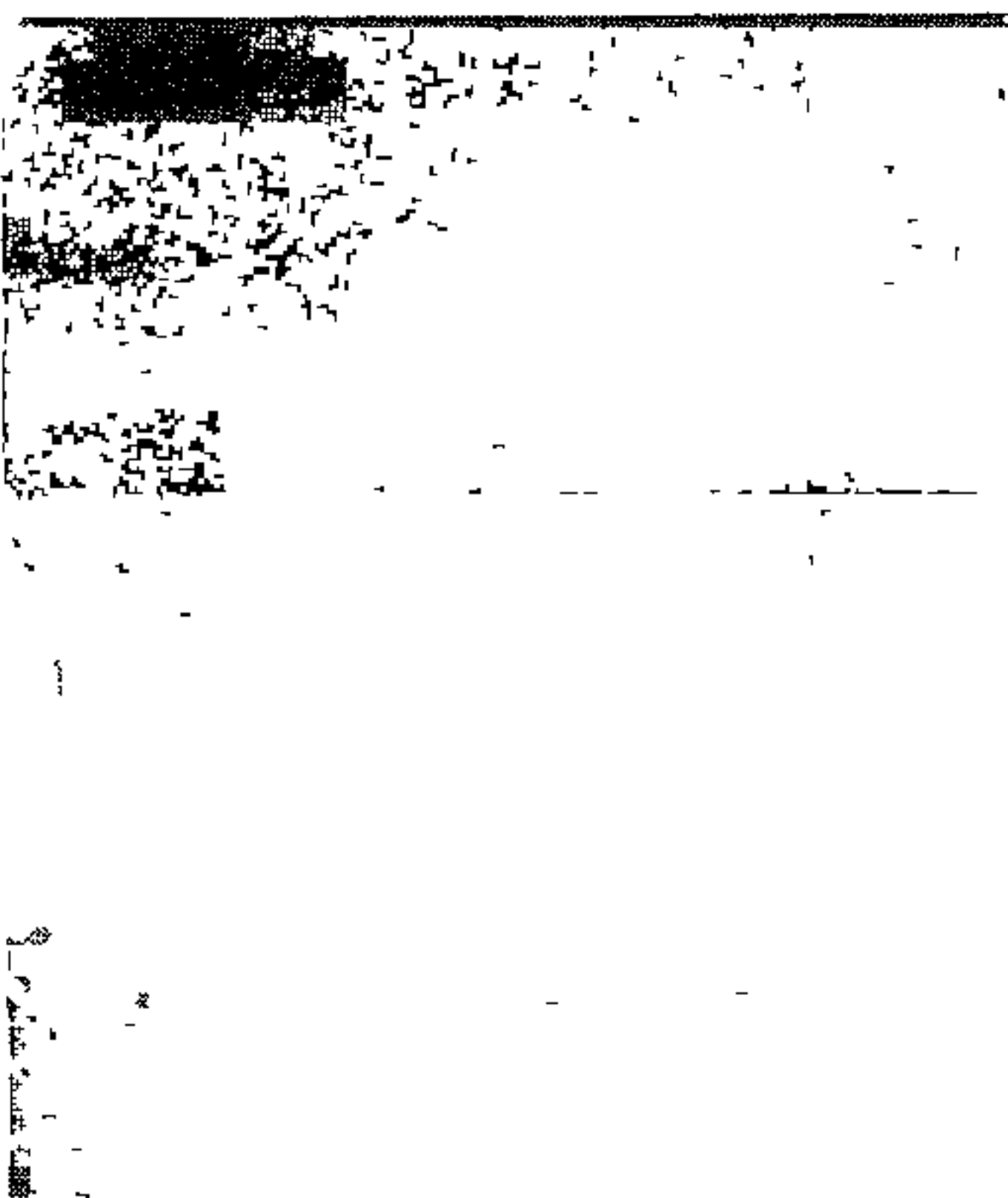
When Cosatu printed a document listing the attacks on its members and offices countrywide, police raided the offices and confiscated the publication.

On the other hand, a flood of state propaganda was released to coincide with the attacks on the federation. Cosatu featured on television and in the rightwing press in a way it had never been able to before.

Workers demonstrated their disapproval of the attacks with a countrywide stayaway on May 5 and 6. The stayaway was timed to coincide with the all-white parliamentary election.

On the night of May 6, two powerful bombs exploded in the basement of Cosatu House, causing serious structural damage. The federation has been unable to use its headquarters since then.

On May 26, Cosatu launched the "Hands Off Cosatu" campaign with the support of other progressive organisations including the militant South African Youth Congress.



Frank Meintjies ... further action

Picture: ANNA ZIEMINSKI, Afrapix

The Inkatha-linked United Workers' Union of South Africa (Uwusa) and vigilante groups countrywide have also been accused of participating in attacks on Cosatu.

An organiser of Cosatu's biggest affiliate, the National Union of Mineworkers', was murdered in his office in Vryheid by people allegedly from a rival union. The NUM has obtained an interdict restraining Uwusa officials from further assaulting members of the mineworkers' union.

A few months ago five shopstewards from another Cosatu affiliate, the Metal and Allied Workers' Union, were abducted and killed.

Cosatu had compiled a bulky dossier of alleged Uwusa attacks on its members in Natal and the East Rand.

At the same time, links between organised workers and youth are better than they have ever been. Sayco president Peter Mokaba addressed the congresses of several Cosatu unions including the giant Numsa.

SANCTIONS: DESPITE THOSE 'LEAKS', EXPECT NO CHANGES

COSATU'S controversial research report on the effects of disinvestment and sanctions, prematurely leaked in London a few months ago, will be discussed. But, despite media speculation, no major shift in the federation's policy is likely.

The report, compiled by the Community Research and Information Centre for Cosatu, indicated in its preliminary findings that economic problems like retrenchments had been worsening before sanctions began.

"This is because bosses who are making big profits are not investing in job-creating ventures," the report said. It found that R10-billion (equal to about 3-million jobs) has left the country in the form of disinvestment.

The report, although not officially adopted by Cosatu, prompted some newspapers to proclaim that the federation had changed its stand on disinvestment and sanctions.

This was denied by Cosatu's information

Sector	Union	Paid-up members
Mining	NUM	261 901
Metal	Numsa	130 796
Commercial	Ccawusa	56 000
Food	Fawu	65 278
Railways	Sarwhu	34 411
Construction	Cawu	36 291
Textiles	NUTW	30 538
Chemical	CWIU	29 859
Paper and pulp	Pwawu	23 310
Transport	TGWU	18 281
Municipal	Still to merge	16 697
Public sector	Nehawu	9 197
Domestic	Sadwu	9 402

There has also been joint action with the UDF, the National Education Crisis Committee, the South African National Students Congress and other student, women and community groups.

Together with the UDF and the South African Council of Churches, Cosatu launched the "Campaign for United Action" in December last year. The campaign was subjected to severe Emergency restrictions.

And the union flexed its muscles repeatedly during this period with large-scale stayaways and strikes.

Last year an estimated 1.5-million workers took May Day as a public holiday. This year 2.5-million people, including 1.5-million workers and 1-million students, stayed home on May 1 and June 16 despite the threat by many employers not to pay those who did not report to work.

The past 19 months has also seen Cosatu engaged in the retail and public sectors' biggest strikes: the Pick 'n Pay strike in 1986 and the OK and railway workers' strikes this year.

The SA Railways and Harbours Workers Un-

ion strike underlined an important breakthrough for Cosatu into the public sector, where union organisation has met heavy-handed repression in the past.

Just last week, what threatened to be an extremely complicated strike in the beer, retail and consumer sectors was settled in less than a week after workers countrywide downed tools in sympathy with their dismissed colleagues at the Rosslyn Brewery near Pretoria.

On the other hand, the strikes at BTR Sannet and Clover Dairies, both in Natal, remain unresolved after months of conflict.

Other setbacks for Cosatu include the failure of the planned stayaway on July 14 last year in protest against the attack on trade union movement the first few days of the second Emergency.

Cosatu also has had to look at the divisions and differences between rural and urban situations, women and men, the employed and unemployed youth and workers and poor and rich.

"As a democratic movement we must address ourselves to these differences and contradictions particularly where they arise in organisations," Naidoo said this week.

The congress, which takes place within the context of the State of Emergency, will be taking decisions that will guide the federation in the next two years.

But its major task remains one of those set out at the Cosatu launch: the building of trade union unity and the building of one federation in SA.

"Now that we have consolidated our own organisation into industrial unions, we can concentrate on building Cosatu into the only federation in the country," Naidoo said.

He said the problem between Cosatu and the National Council of Unions (Nactu) was based on the principle of non-racialism.

"For us, and for the Nactu leadership I think the principle is an important political one."

"More than ever before, it is crucial to bring white workers into our ranks. Whether white workers know it yet or not, our policies are the only way out of the nightmare of racism and fascism for the whole working class," he said.

officer, Frank Meintjies, in an interview this week. "If there is a shift after discussion of the report, it will be towards firmer action to isolate the apartheid regime," he said.

He said the survey was launched to promote a better understanding of the issues and how to implement the campaign.

At its launching conference two years ago, Cosatu came out in support of "all forms of international pressure on the South African government — including disinvestment or the threat of disinvestment".

Cosatu said such measures were an essential and effective form of pressure on the South African government.

"If this government remains intransigent in its racist, anti-democratic and anti-worker practices, then this pressure will have to increase as an act of solidarity with our struggle for liberation from exploitation and oppression," it said.

Cosatu also said that terms of a pull-out had to be negotiated with the workers "to ensure that the wealth created by workers remain in the country under worker control".

The issue came to the fore last October when workers at the financially beleaguered General Motors plant in Port Elizabeth downed tools and began a sit-in.

Although the action was to protest the company's refusal to negotiate the terms of its disinvestment from South Africa, observers interpreted it as dissatisfaction over the loss of jobs. The sit-in and a picket was broken up by the police.

"The actions exposed GM and belied their claim that their pull-out was an anti-apartheid move," Naidoo said.

It is almost certain that Cosatu will endorse its earlier stand on disinvestment or sanctions or call for firmer action, Meintjies said.

Weekly Mail

10-16 17/27

14c A

From health to calls for 'defence'

A WIDE range of resolutions on contentious issues can be expected, from migrant labour to health to the need for "defence" strategies against vigilante attacks.

The conference is also expected to put a clearer figure on what they consider a "living wage" to tie in with the campaign around the issue which is expected to go national.

Repression and recent attacks on Cosatu will also feature prominently.

There might be a resolution calling for the establishment of "defence units" within Cosatu. This will be in line with the "hands-off Cosatu" campaign started after the bombing of Cosatu House earlier this year.

The idea of defence units was mooted by South African Youth Congress president Peter Mokaba at the Numsa launch a few weeks ago.

On the international scene the federation is bound to set clearer guidelines on co-operation with international trade union federations.

After its launch Cosatu severed ties with several overseas donors, especially those in the United State because of President Ronald Reagan's policy of constructive engagement.

The organisations had close ties with the US State Department.

Cosatu is also certain to forge greater unity with Namibian workers.

A delegation of Namibian unionists visited Cosatu last year to learn more about trade union structure.

The Inkatha-linked United Workers' Union of South Africa is also to come under attack during the discussion on "tribalism and tribal unions".

Uwusa is likely to be excluded from unions whom Cosatu can co-operate with.

The likely menu: The Charter plus talk of socialism

COSATU is likely to adopt the Freedom Charter at its congress, thus aligning itself firmly with what is known as the "progressive democratic movement".

The fact that four of the federation's biggest affiliates — the National Union of Mineworkers, the National Union of Metalworkers of South Africa, Food and Allied Workers' Union and the Commercial Catering and Allied Workers' Union — have now adopted the 32-year-old, once-banned Charter is indicative of its popularity among many workers.

Although the NUM's and Numsa's resolutions adopting the Charter differ slightly (Numsa hopes to supplement the Charter with a "Workers' Charter", using the Freedom Charter as a basis) "they both emphasise different aspects of the workers' struggle against apartheid and capitalism for national liberation and socialism," Cosatu's general secretary, Jay Naidoo, said this week.

"They both insist that the Charter be widely discussed among workers and that a worker understanding of the Charter and democracy must be developed in struggle," Naidoo said.

He said both resolutions reflect the direction that workers are moving in and the main debate that is going on within Cosatu.

"The birth of Cosatu has placed socialism firmly on the agenda of the democratic movement.

"Our members are acutely conscious of the ravages of the capitalist system which is unable to meet the demands of the majority and accumulate wealth in the interests of a tiny minority."

Although some of the resolutions taken at Cosatu's launching conference make clear political demands and commit the federation to political campaigns with other progressive democratic organisations, there was no clear guideline on co-operation with other organisations.

At its fifth annual conference the NUM noted that Cosatu's resolution on non-affiliation to political organisations and co-operation with other "progressive" organisations was too loose and often led to misinterpretation.

The NUM then adopted the Charter as a guiding document in "the struggle against national oppression and economic exploitation".

This shift into the political arena was not new. What will be novel is the federation's narrowing down of organisations it can co-operate with, without compromising its principles and policy of non-racialism.

"The fact that Cosatu is likely to sharpen its definition of "progressive" organisations is almost certain to see a closer — and more open — co-operation with the United Democratic Front — particularly those in the "progressive democratic" camp — to mount important political campaigns calling for

- an end to the emergency
 - an end to apartheid
 - the unbanning of banned organisations and the release of political prisoners and detainees
- Naidoo emphasised that in South Africa "you cannot be a trade union that truly represents your members without being involved in politics."
- This stand has made big business wary of Cosatu and several businessmen are known to have told Cosatu this much in response to the union's advertisements calling on business to defend democracy.
- "We reiterate that it is our legitimate and democratic right as a representative trade union to address the political demands of our members," Naidoo said.

There were fears that the question on the Freedom Charter might develop into the divisive debate between "workerists" and "populists", but resistance to adopting the Charter seems to be found mainly in sections of the leadership and not among the workers.

Underlying both the "workerist" and "populist" minority positions is a lack of confidence in the organisation, strength and vision of millions of workers in the country, Naidoo said.

Naidoo said the federation's politics is formed "by our broad understanding that it is mass organisations that built on the principles of democracy and accountability that is the force for radical social transformation.

"We must work against cabalism, where a small clique presumes to have the power to direct an organisation without being accountable, disciplined and loyal to the democratic organisation."

He also warned against "free-floating" individuals who speak for the oppressed without a mandate and make pronouncements from outside mass organisations.

He also criticised those people outside mass democratic organisations who make "objective" pronouncements on mass struggle.

"These people, located mainly in academic journals and service organisations are accountable to no-one but themselves."

associated with the company as a consultant

'Yes' to Numsa strike

10/7/87

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JOHANNESBURG — The first results in the nation-wide strike ballot of about 80 000 metalworkers, which became available yesterday, reflect a more than 80% vote in favour of strike action in support of National Union of Metalworkers of SA (Numsa) wage demands. A spokesman for Numsa's Witbank branch, which includes employees of the giant Highveld Steel and Vanadium complex, said that 5 783 out of 7 030 voters cast a "yes" ballot.

associated with the company as a consultant.

'Yes' to Numsa strike

10/7/87

NUMSA
10/7/87

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140A

LABOUR AFFAIRS
DICK USHER



Congress of S African Trade Unions set to celebrate its first year

NEXT week's big event is Cosatu's first national congress since its formation.

There's been a lot of water under the bridge since the unions involved in several years of unity talks finally met in Durban for the formation of the Congress of South African Trade Unions

Numbers have swelled and the federation now claims almost 800 000 paid-up members. It is also very close to its goal of forming one national union in an industry, a task that took considerably more than the six months originally (and somewhat optimistically) allocated.

A further major step forward has been the organisation of the living wage campaign which, in conjunction with the drive towards national industrial unions and alliances with community organisations, is a move to firmly establish Cosatu in the leadership of the working class.

Bigger, nationally-based unions are seen as necessary to add muscle to the demands of the living wage campaign. Community organisations have acknowledged worker leadership and, at one meeting, a spokesman from the South African Youth Congress (Sayco) acknowledged that student assumptions of their primary role had been a mistake.

But Cosatu has also been encouraging members to take a more prominent role in community affairs.

The federation was launched under a state of emergency, which still persists. It and its affiliates have been subjected to a series of attacks, some of the most severe occurring in Natal, and its national headquarters was bombed. The launch of the living wage campaign saw it subject to fresh attacks.

Meetings and publications dealing with the campaign were banned, and one of the conditions imposed on the May Day rally in Athlone was that speakers should not deal with the subject.

At a recent meeting Cosatu regional secretary Nic Henwood said the campaign was feared because it encouraged workers to critically examine South Africa and its extremes of wealth and poverty, workers could democratically discuss and decide on their role in demanding and securing a living wage that could purchase the basic necessities and arbitrary decisions of management about wages and working conditions would be questioned and challenged.

In the meantime, on the principle of organising the unorganised, Cosatu and affiliate South African Railways and Harbours Workers Union took on the country's biggest parastatal and won.

At next week's congress the Freedom Charter will almost certainly be adopted as a basis of federation policy, in spite of misgivings among some unions or elements within unions.

Property sales

(1401)

Bus service stopped after 400 arrested

Cap 7/11/82

JOHANNESBURG. — Black commuter buses serving Sebokeng and surrounding areas were halted and more than 400 black transport workers arrested during a sit-in at their company's depot.

The company, Vaal Transport, said in a statement that it had called in police, who arrested 438 workers for trespassing, when employees refused to leave the premises after negotiations over an industrial dispute on Thursday night.

The privately-owned company said the dispute, involving about 85% of its workforce, began on Wednesday.

Managers said they had offered to discuss the workers' grievances with them again yesterday, although they had already started an illegal strike.

Police said many of the workers were being released after paying R20 fines.

But the company said none of the workers — many of them drivers — had come back to work, and it had cancelled services between Sebokeng and nearby industrial and town areas.

The Council of Unions of South Africa, to which the transport workers' union is affiliated, said it had been unable to contact shop stewards to find out what sparked the dispute.

The company said police intervened because "both management and the police were concerned about the protection of company property and vehicles and the safety of company personnel not involved in the action".

A policeman was slightly injured during the arrests when he was struck on the head by a bottle, police said. — Reuter

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SA police also said the Vu- death," the report said -
kuzenzela School, also in Sapa

Strike drags on

THE two-week-old strike by Post Office workers in the Eastern Cape is still on.

More workers have joined the strike, bringing the number of strikers to about 2 000, the Post and Telecommunication Workers' Association said.

The Eastern Cape regional executive of Potwa said in a statement it had a meeting scheduled with the Postmaster-General today and hoped to resolve the situation. - Sapa.

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12/17/87
1040A

**Unions meet today on
strike ballot results**

B/Ow *160.A*
ATLAN FINE

THE national executive committees of the National Union of Metalworkers of SA (Numsa) and the National Union of Mineworkers (NUM) are to meet today to consider the results of the strike ballots held in their industries last week.

Final results of both are expected this morning.

Nums spokesman Bernie Fonaro said yesterday it appeared the yes vote would be about 95%.

And a NUM spokesman said it was unlikely any strike action would begin in the mining industry before Monday, July 20.

Cosatu makes no bones about its stance

140A

13/7/87

WITH the ominous cloud of Government action hanging over "militant" trade unions the Congress of South African Trade Unions holds its national congress over four days beginning on Wednesday. Cosatu, with a membership of 769 000, has made no bones about its political stance.

"Our launch congress resolutions make clear political demands and commit us to political campaigns with other progressive democratic organisations," says the federation.

Cosatu says further "The Government and employers have repeatedly demanded that Cosatu remain aloof from politics. No doubt the Government and employers make this plea out of the desire to safeguard their own interests."

Moves

"If this were not the case, why have they made no concrete moves towards dismantling apartheid and moving towards democracy, and why have they victimised political organisations supported by our members?"

But then there is what the Government says through the Minister of Manpower, Mr Pietie du Plessis.

"Certain trade unions regard the labour field as a battlefield where political aspirations could be realised."

Speaking at a labour relations symposium in Pretoria last week Mr du Plessis said the Government was watching closely efforts to politicise issues in the labour field, and if unhealthy developments crystallised, will

not hesitate to adopt counter-measures.

It is any observer's guess what these counter-measures would be but an analysis of both the Government and the unionists' arguments set the scene for a head-on collision.

The Government bases its argument on its own policies and resorts to the usual claim that certain groups of individuals are trying to create a revolutionary climate in the country.

Said Mr du Plessis "It is a disturbing fact that certain trade unions or trade union groups were moving deeper into the political terrain. In the process, use is made of misrepresentation, intimidation and blackmail."

He said it appeared that certain of these groups had degenerated into pressure groups with aims which had little to do with the welfare of members. A revolutionary climate had developed which was exploited to attain ends which threatened the orderly existence of the population at all levels.

Mr du Plessis said the irony was that it was workers who suffered most in the process.

Cosatu, even other trade unions and trade union groups, see it differently.

"Our political stance is not a sudden spurt of militancy or a dramatic change of direction. It grows out of experiences of struggles that went before and from the growing militancy of workers in the factories and the townships," says



COSATU leaders at the Press briefing announcing Wednesday's national congress. From left: Mr Jay Naidoo, general secretary, Mr Sidney Mafumadi, assistant general secretary, Mr Chris Dlamini, vice-president, and Mr Frank Meintjies, information officer.

FOCUS

By THEMBA MOLEFE

Cosatu

The federation insists that it is its legitimate and democratic right as a representative trade union group to address the political demands of its members.

It says that Cosatu's alliance with other organisations is based on the understanding that no political and economic transformation is possible without the participation of the organisations.

Release

This argument could be linked to political campaigns by both trade unions and community groups to call for an end to the state of emergency, an end to apartheid, the release of political prisoners and detainees, the unbanning of outlawed organisations and the creation of a climate for democracy.

Four of Cosatu's affiliates have adopted the Freedom Charter as representing their members' minimum political demands for a democratic society.

These are the National Union of Mineworkers, the National Union of Metalworkers of South Africa, the Food and Allied Workers' Union and the Commercial, Catering and Allied Workers' Union.

Cosatu says the adop-

tion of the Freedom Charter by its affiliates sharpens the debate within its ranks on the path to a new democratic society where the workers are recognised as the leading force and the interests of the working class take priority.

The issue of the Freedom Charter, a document adopted by the Congress of the People in Kliptown in 1955, appears to bother the Government which links it to the outlawed African National Congress presently engaged in a "war" with the State.

This is perhaps what gave rise to the Government's belief that certain trade unions were trying to create a climate for revolution.

The Government has also accused Cosatu of being an ANC affiliate and that the ANC had communist links and was prepared for a communist takeover.

Cosatu has denied that it was an ANC affiliate and said that it had met the organisation and called for its unbanning as it believed the ANC had an "indispensable role to play in the quest for a new social order in South Africa."

However, Cosatu goes to its congress with the determination to boost its Living Wage Campaign and the Hands Off Cosatu Campaign.

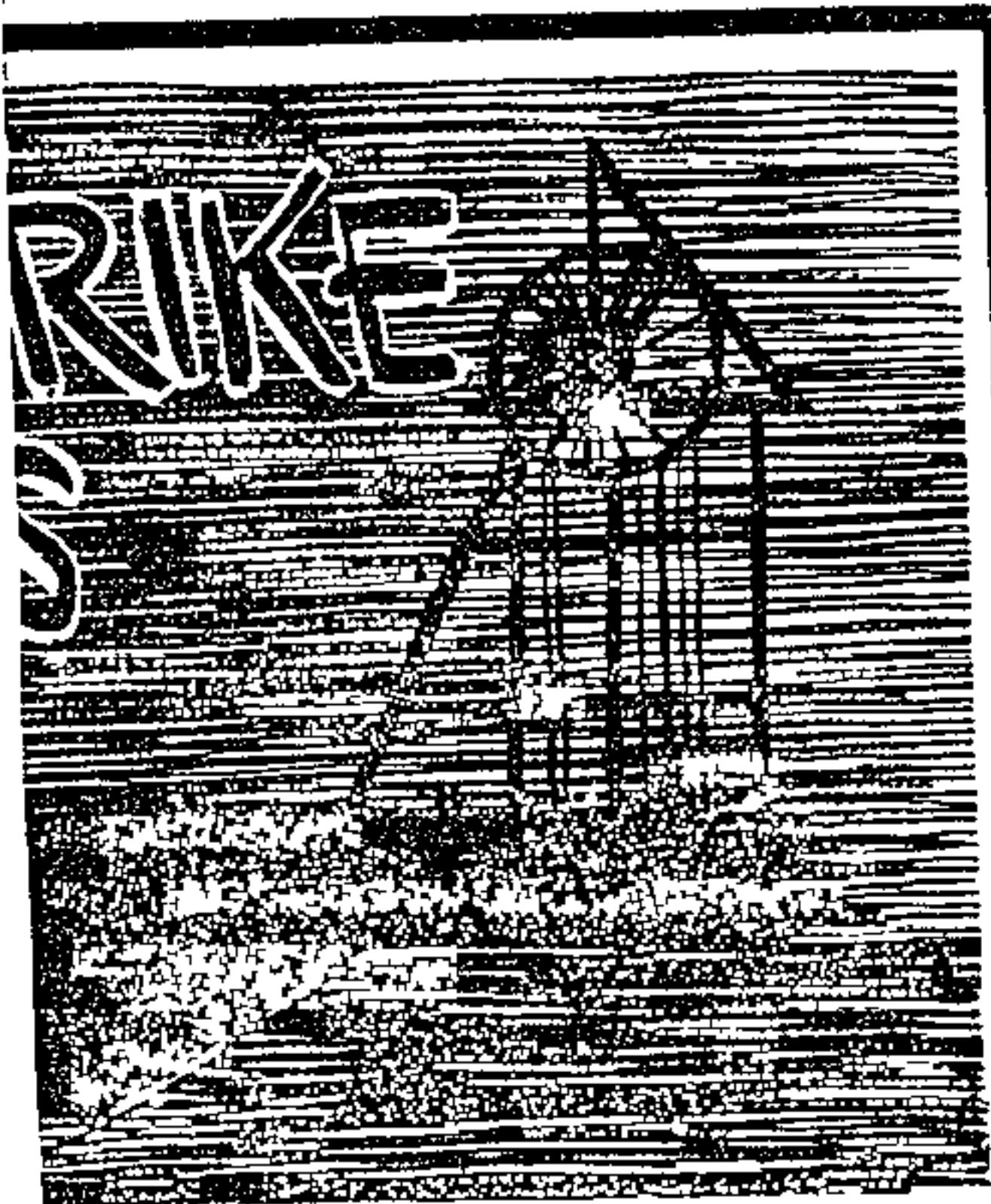
The Hands off Cosatu programme, the federation says, comes at a time when "there is a systematic attack on democratic forces, including Cosatu."

It goes to congress when "Cosatu House stands bombed and uninhabitable."

Cosatu says in conclusion "The Pick 'n Pay strike, the OK Bazaars strike, the mine disputes, the railway dispute and the South African Breweries dispute demonstrate the ever-rising confidence and power of workers in the arena of industrial relations."

The congress will be held at the University of Witwatersrand.

Among the guests will be a Namibian worker representative, and observers from Europe, India, Central and South America, socialist countries and the Philippines who, according to the federation, have already sent messages of support and have indicated they would attend if granted visas.



THE *Sowetan* today remembers journalists around the country who are in detention.

- Zwelakhe Sisulu, Editor of the *New Nation*, who has been in detention under the emergency regulations for 209 days.
- Mxolisi Jackson Fuzile, *Veritas News Agency*, who has been

TOP

Ccawusa merger under attack

THE recent merger between the Commercial Catering and Allied Workers' Union and two other unions and the acceptance of the new union by the Congress of South African Trade Union, were severely criticised and rejected at a Ccawusa meeting held in Seshogo yesterday.

By MATHATHA TSEDU

Transvaal, who attended the highly charged emergency meeting, also rejected the Freedom Charter as a political guideline for the union. Tempers flared as revelations were made that Ccawusa members from other branches who are in favour of the

merger had been visiting members during the week without consultation with the national executive. Amid the chanting of Freedom songs and slogans, speakers who denounced "arbitrary decisions" by union officials and who emphasised the principle of worker control, were wildly shared. Stress was laid on the devious effect

of the adoption of the Freedom Charter to the exclusion of other political documents such as the Azanian People's Manifesto. Workers said decision on the documents could only be taken after a thorough decision at shop floor level and not when paid union officials deemed it opportune.

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DD 13/7/87

DAILY DISPATCH, MONDAY,

Strike ballot a threat to Cape motor industry?

Union officials to consider results today

Dispatch Correspondent

PORT-ELIZABETH — If a strike is called this week by the Metal and Allied Workers Union (Mawu), it could affect some 13 factories in the Port Elizabeth-Uitenhage-East London area, a union spokesman confirmed at the weekend.

Strike ballots were held, nation-wide last week, among 80 000 workers affiliated to Mawu at 500 plants and were counted on Saturday. The results are to be considered by union officials today.

The union spokesman said "a few thousand workers in the Eastern Cape stood to be affected should a strike be called.

Mawu is an affiliate of the newly-formed National Union of Metalworkers of South Africa (Numsa), which in turn forms part of the Congress of South African Trade Unions (Cosatu). The union spokesman said the ballot was called as a result of a

"wage-related dispute" which arose in April.

It followed a negotiation deadlock between Numsa and the industrial council.

Numsa was the only one of 15 unions parties to the council to reject an employer offer of increases ranging from 39c to 72c per hour.

It argued that the proposed increases were below the inflation rate and, considering the industry's vastly improved profits, found them unacceptable.

Should the strike be called, the Mercedes-Benz plant in East London could be affected.

Earlier this month, 2 800 workers downed

tools after a disagreement over longer working hours.

The dispute was settled after two days.

Yesterday, the public affairs manager for Volkswagen in Uitenhage, Mr Ronnie Kruger, said Mawu workers were employed mainly in the motor component manufacturing industry.

Should a strike be called, he said, motor component manufacturers were unlikely to be affected directly.

"We believe at this stage it will not affect us," he said, adding that workers in the National Automobile and Allied Workers (Naawu), the major motor manufacturing union, were not

included in the ballot.

Mr Kruger said Naawu and the Metal Industry Combined Workers Union (Miewu), which mainly comprises reworkshop workers and panel beaters, were also Numsa members.

The Dispatch's Johannesburg correspondent reports that the national executive committees of Numsa and of the National Union of Mine-workers (NUM) are scheduled to meet today to consider the results of the strike ballots held in their respective industries last week.

Final results of both are expected this morning.

However, a Numsa spokesman, Mr Bernie Fanaroff said yesterday that it appeared there would be about a 95 per cent yes vote by the 80 000 workers at 500

plants in the metal industry.

He said a decision on strike action would be taken at the executive meeting, and it was likely it would begin later this week.

A spokesman for the NUM, where a substantial "yes" vote is also expected, said it was unlikely that any strike action would begin in the mining industry before Monday July 20 at the earliest.

Management spokesmen have declined to say whether they plan to propose a reopening of negotiations before any possible strike action occurs.

Full scale industrial action by black miners over wages has been averted every year since 1984 through last minute talks leading to settlement.

Cape Times 13/7/87

Major strike looms as miners decide

JOHANNESBURG. — A threat of major labour unrest in South Africa loomed yesterday after union officials said about 80 000 metal workers had voted overwhelmingly in favour of a strike.

A more serious showdown is possible in the crucial mining industry, where 200 000 workers are voting to decide whether to go out.

Both disputes centre on wages and work conditions.

Officials of the newly-formed National Union of Metalworkers of South Africa (Numsa) told reporters yesterday that about 95% of some 80 000 workers, almost all of them black, had supported a strike in a ballot whose final results are expected today.

A decision on what action to take would follow soon. If a strike is called, about 400 companies will be affected in the metal and allied industries, including car manufacturers.

Numsa, which was formed earlier this year through the merger of seven unions, says it is the second-biggest union in South Africa, but not all of its claimed membership of 130 000 are involved in the dispute.

A strike by the metalworkers would pale in importance by comparison with a strike in the coal and gold mines, which provide more than half of South Africa's total export earnings.

The 200 000 miners now taking part in the strike ballot work in 27 gold mines and 18 collieries nationwide and represent nearly half the total number of miners in South Africa.

In previous years scattered strikes in the mining industry have been accompanied by considerable violence.

The results of the miners' strike ballot will be known this week. Union officials say privately that large numbers have voted in favour of strike action.

South African trade unions, legalized less than 10 years ago, have increasingly flexed their muscles in recent years. — Sapa-Reuter

Deadlock looming over strike

E.P.
13/7/87
140A

By KIN BENTLEY

A DEADLOCK is looming between unions affiliated to the militant Congress of South African Trade Unions (Cosatu) and the authorities over possible strike action this week centring on Cosatu's drive for a minimum wage and improved work conditions.

It was learnt today an expected strike by 80 000 workers in the metal industry, including several thousand in the Eastern Cape, might be made illegal through the publication of a special Government Gazette this week.

A strike is also imminent in the gold and coal-mining industry — responsible for about half of South Africa's total export earnings.

The result of a ballot by 200 000 members of the National Union of Mine-

workers (NUM) is expected to be known this week — and officials say they are likely to decide in favour of a strike.

An official of the Industrial Council (IC) in Johannesburg said today the metalworkers' strike would become illegal if, as is expected, a special Government Gazette, containing an agreement between management and the other unions, is published urgently.

He said agreements such as that signed by the Steel Engineering Industries Federation of SA (Seifsa) and the other unions — and by the Minister — last week, were usually only published three to four weeks after the Minister signed them.

However, it was believed the Minister would publish them on an "emergency basis", thereby making the strike action by the 80 000 workers illegal.

A national ballot by members of the National Union of Metalworkers of South Africa (Numsa), a Cosatu affiliate, was held last week.

Twelve Port Elizabeth factories, mainly in the motor component manufacturing industry, are expected to be affected should officials on Numsa's executive committee in Johannesburg decide today to call the strike — legal until such time as the wage agreement is published.

Union poised for court action

Metal strike is outlawed by govt notice

14/7/87 B Day 140A

PLANS for a legal strike by 80 000 metalworkers were thrown into disarray yesterday with the disclosure that a notice renewing the old industrial council agreement, which expired on June 30, is to be gazetted today.

In terms of the Labour Relations Act, any strike which occurs during the currency of an industrial council agreement over any matter covered by that agreement is illegal.

But it appeared last night that a late-night urgent interdict against the Minister of Manpower might be sought.

A legal spokesman for the National Union of Metalworkers of SA said he was investigating the possibility that procedures for gazetting the notice had not been properly followed.

Unionists and employers were expecting chaos this morning even if the strike was called off. News of the notice came through only late yesterday — too late for Numsa leaders to inform members of the new development.

ALAN FINE

The union had decided earlier in the day that strike action should begin today after the 95% yes vote in last week's strike ballot.

Numsa spokesman Peter Daantjies said yesterday afternoon the strike would probably be called off unless it was lawful. "Going ahead with an unlawful strike would give employers and government the opportunity to smash it," he said.

But he said it would be impossible to inform members at 500 plants before they embarked on strike action.

The renewal notice will effectively reintroduce the pre-June 30 status quo, pending the gazetting of the new agreement which employers say is expected on Friday.

Numsa was the only one of 15 unions not to sign the new agreement on June 9. However, it is the largest union in the sector, and has previously attacked what

● To Page 2

Govt outlaws metal strike

14/7/87

it sees as the legal anomaly which can force it to be bound by agreements reached by "minority unions".

And a labour lawyer said the notice could bring the official industrial relations system into disrepute.

However, Manpower director-general Piet van der Merwe said it was a normal thing to do when agreements expired. He said pension fund and other employee benefits could be adversely affected if there were, for a period, no agreement governing them.

He said the notice was enacted at the request of the employers.

Steel and Engineering Industries Federation (Seifsa) director Sam van Coller said the employers' organisation had submitted the new agreement in a "perfectly proper manner" and according to normal procedures.

He said one "could get into a lengthy debate" over this aspect of the law, and Seifsa had discussed it with the union over the years without reaching agreement.

Van Coller said there "will obviously be a period of uncertainty" this morning at metal plants, but he hoped it would not last too long.

He did not expect managements to

take disciplinary action against workers who went on strike this morning in ignorance of the new development.

He said Seifsa had earlier advised members not to dismiss workers, and to contact the organisation if they were contemplating doing so.

□ The counting of last week's strike ballot of 7 000 Numsa steelworkers at Iscor's flagship Vanderbijlpark plant had not been completed by late yesterday, Iscor's industrial relations manager Cornelius Howatt said.

HAMISH McINDOE reports the steelmaker's Pretoria and Newcastle plants, which employ about 1 500 Numsa members, are not expected to be hit by the Numsa strike ballot.

Said Howatt "The union is not strongly represented at either steel centre. Only 8% of Pretoria's workers and a third of Newcastle's are members."

In the event of a strike, Iscor would use non-Numsa steelworkers to keep Vanderbijlpark operational.

The steelmaker produces about 70% of SA steel output.

● From Page 1

Metal industry strike unlawful after old agreement gazetted

By KIN BENTLEY

A STRIKE by thousands of workers in the metal industry, scheduled to start this morning, became unlawful at 9am today when a notice renewing an old Industrial Council agreement was gazetted.

But the union concerned is expected to challenge the validity of the notice in court today.

The move to gazette the old agreement — by the Minister of Manpower, Mr Pietie du Plessis — effectively renders unlawful a legal strike by some 80 000 metal workers, who voted in favour of industrial action last week.

The clamp will be effective from today until June 30 next year and is expected to be amended by the Minister on Friday.

In Johannesburg, a spokesman for the National Union of Metal Workers of South Africa (Numsa), Mr Peter Dantjies, told Sapa shop stewards nationwide had reported that workers began striking today.

It is not known whether workers in PE are striking.

"We are waiting for the outcome of our Supreme Court application on the validity of the notice before deciding on what course of action to follow in the strike," said Mr Dantjies.

A spokesman for the Industrial Council in Johannesburg said today he did not think the union had a "dog's chance" of having the notice invalidated because it had been signed by the overwhelming majority of the unions concerned.

Negotiations for a new agreement in the industry were successfully completed between employers, represented by Seifsa, and 14 of the 15 unions on June 9.

However Numsa, which says it represents the majority of metalworkers, rejected wage increases of between 39c and 72c an hour.

After conciliation procedures failed to break the deadlock, the union conducted a ballot last week in which 95% of workers who took part decided to embark on a legal strike.

Numsa is demanding a new basic minimum rate of R4 an hour and an across-the-board increase of R1.

● Some 200 000 mineworkers are poised to stage a legal strike after voting "overwhelmingly" in favour of industrial action, following a deadlock

NOT
EWE POST
14/7/87

Cosatu has a full agenda

14014
S.M.C.
14/7/87

By Mike Siluma

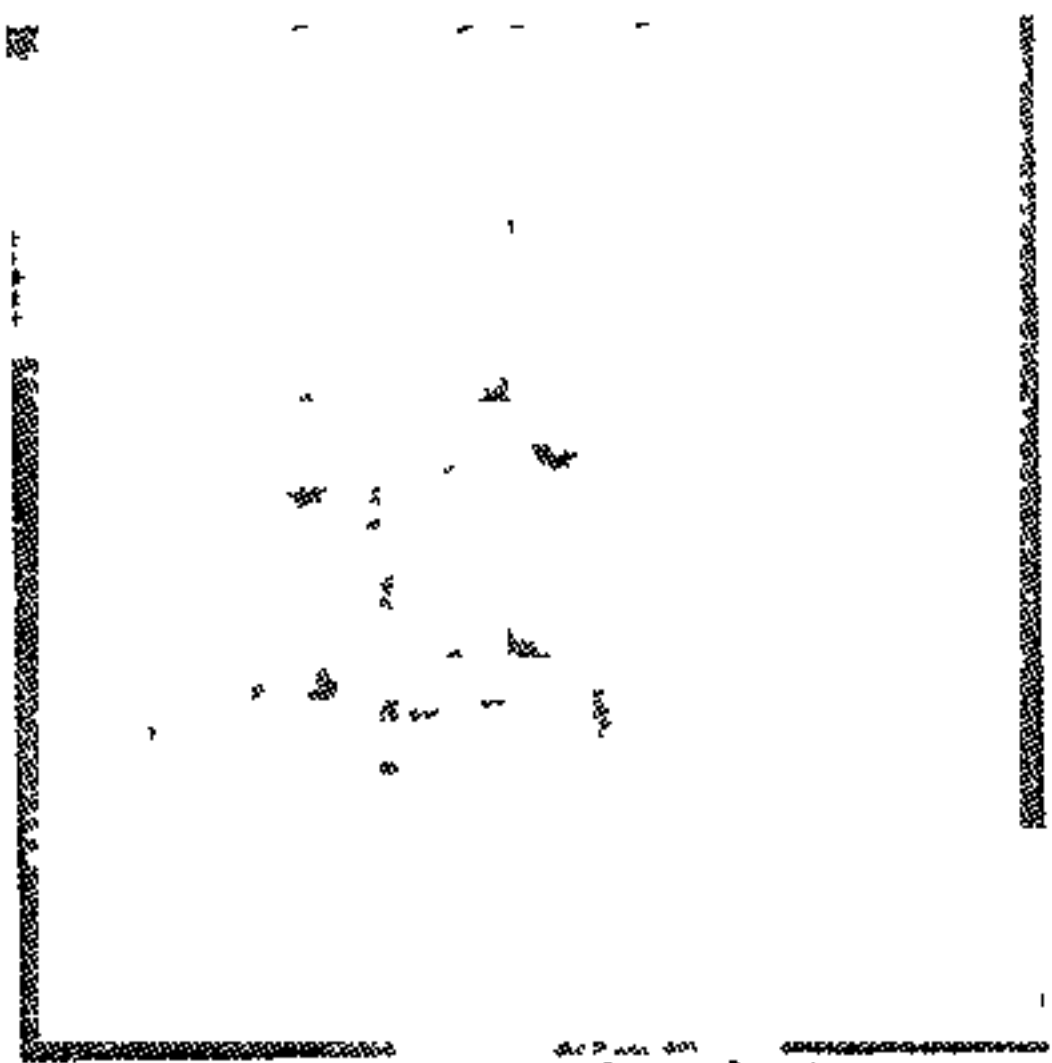
The second annual congress of the Congress of SA Trade Unions (Cosatu) in Johannesburg tomorrow is expected to have a profound impact on the political and economic life of South Africans

The 1428 delegates will discuss some of the most controversial issues, such as disinvestment and sanctions, repression of the union movement, trade union unity and the battle for a "living wage"

They will also have to make decisions on the migrant labour system, the right to strike, unemployment and a political direction for the country's biggest labour federation

Deliberations will take place against the backdrop of the most violent atmosphere the independent labour movement has had to function in. Scores of Cosatu leaders and members have been killed and their property attacked in the 18 months of Cosatu's existence

The organisation's headquarters,



Mr Naidoo . no policy deviation

Cosatu House, was badly damaged by a bomb attack, forcing affiliate unions to seek temporary accommodation in various parts of Johannesburg

But according to Cosatu general secretary Mr Jay Naidoo, the federation is not daunted by the attacks on it. It will forge ahead with the course it set itself when formed in 1985 — to become a weapon of the workers both on the shopfloor and the broader society

On the political front, he said, the congress will be charged with mapping out guidelines for the federation's strategy in the liberation struggle and the kind of organisational alliances it will form in the process

Central to the debate on political policy will be the Freedom Charter, which has already been adopted by a number of major affiliates as a minimum programme for the building of a socialist South Africa

Closely linked to political policy will be the burning issue of economic sanctions, on which Cosatu was recently rumoured to have changed its strategy

Mr Naidoo said the report quoted as an indication of Cosatu's change of policy on disinvestment was in fact one of many commissioned by the federation to help it work out a "more decisive" policy on the matter

"The position of Cosatu is that in the light of increasing political attacks on us, we will call for much stronger and decisive action against the State. There will be no deviation from existing policy

"The congress will seek ways to streamline our position on sanctions and to find ways to defend our gains."

Mr Naidoo accused employers of "using State legislation against us, while being vocal about their opposition to apartheid". Examples were the dismissal of thousands of miners by the Impala Platinum Mine, near Rustenburg, and plans by some companies to relocate to the "bantustans"

Also due for special attention at the congress is the "living wage" campaign, seen as the first step in redistributing the country's wealth

In addition, delegates will discuss trade union unity, a question addressed, to a large extent, by the formation of about 30 unions into Cosatu

Mr Naidoo said while the 700 000-strong Cosatu was committed to forming one national union federation, incorporating unions at present outside the organisation, it would not compromise on its founding principles of non-racialism, workers' control and industrial unionism

thereafter 15 or 18 days

(35) (140A) STAK 14/7/87
Judge rules unionist's detention unlawful

Court frees top Sarhwu official

By Lesley Cowling

The national organiser of the South African Railways and Harbours Workers' Union (Sarhwu), Mr Michael Roussos, was released from detention yesterday after a Rand Supreme Court judge ruled in his favour.

Mr Justice G Leveson yesterday declared Mr Roussos's arrest and detention under section 29 of the Internal Security Act unlawful.

He found that the police should not have detained him under the Internal Security Act and did not have the "jurisdictional facts" on which to exercise the power of arrest under the Act.

Mr Roussos was arrested on May 7 this year — at the time of the South African Transport Services (Sats) strike — in terms of the emergency regulations.

On May 26 an application for his release was launched, but on June 11, six days before his case was due to be heard, he was detained under Section 29 of the Internal Security Act.

Brigadier Gerrit Nicholas Erasmus said in an affidavit he had detained Mr Roussos under section 29 because, as a member of Sarhwu's coordinating committee, he had allegedly issued instructions that trains be burnt, traffic disrupted, Sats employees intimidated, and five people murdered.

The Internal Security Act authorised the detention for interrogation — of anyone who committed or knew of such crimes or intended to commit such crimes, he said.

Giving judgment yesterday, Mr Justice Leveson said if the facts given by the brigadier were

true, then Mr Roussos was guilty of common law crimes and intimidatory acts. But this was not enough to make him guilty of any of the crimes specified in section 54 of the Internal Security Act — and therefore eligible for detention under section 29.

The judge said these crimes only fell under the Act when they were committed with certain intentions, including the intention to promote or bring about any constitutional, industrial, social or economic aim or change, or with the intention to put in fear, or demoralise, the general public, a particular population group or the inhabitants of a particular area of a country.

Mr Justice Leveson said that even if Mr Roussos had committed these crimes and they had had such effects, it had not been shown that this was what he intended.

He rejected argument by counsel for the authorities, Mr B Berman, that the encouragement of the strike showed an intention to bring about industrial change.

"Workers strike for better working conditions, higher wages or shorter working hours and have often been known to strike in sympathy with a dismissed worker — such objects are not in themselves unlawful," he said.

He noted that the Sats strike had resulted from the dismissal of a worker.

Mr Justice Leveson also awarded costs to Miss Maria Benita Pavlicevic, wife of Mr Roussos, who brought the application for his release.

● The decision by the court could have important consequences for members of Sarhwu still in detention under section 29.

(120)R

SOWETAN, Wednesday, 23rd April 1987

Threats don't scare us — Cosatu

THE Congress of South African Trade Unions is not worried by threats and warnings recently made against "political" unions by the Minister of Manpower and Public Works, Mr Pietie du Plessis.

In a statement released yesterday by Mr Frank Meintjies, Cosatu's information officer, the federation said it appeared Mr du Plessis wanted to indicate who may or may not be involved in politics. The statement said Cosatu did not apologise for its political stance.

The 769 000-strong federation was reacting to a speech made by Mr du Plessis in which he told a symposium in

Pretoria that he was watching closely efforts to politicise issues in the labour field. He said he would not hesitate to adopt counter-measures if unhealthy developments crystallised.

Political problems

Cosatu called "on all concerned and democratically minded South Africans" to involve themselves in the resolution of the political problems facing the country.

"It is the political actions of the Government, together with the disastrous economic policies of business, that have caused such conflict

and hardship in South Africa. This is why there has been a widespread opposition to apartheid in South Africa and internationally.

"Our membership bear the brunt of apartheid, and are using the organisation they have built to speak out on problems such as housing, transport, urban rights and even the vote. This is legitimate, particularly because Government repression drastically limits avenues for political repression," the statement said.

It added that attacks on Cosatu in recent months had gone a long way to making the federation's members more politically conscious.

CAP Times 14/7/87

Metal workers' strike plans in disarray

Own Correspondent

JOHANNESBURG — Plans for a legal strike by 80 000 metalworkers were thrown into disarray yesterday with the disclosure that a notice renewing the old industrial council agreement, which expired on June 30, is to be gazetted today

In terms of the Labour Relations Act, any strike which occurs during the currency of an industrial council agreement over any matter covered by that agreement is illegal

But it appeared last night that a late-night urgent interdict against the Minister of Manpower might be sought.

A legal spokesman for Numsa said he was investigating the possibility that procedures for gazetting the notice had not been properly followed

Unionists and employers were expecting chaos this morning even if the strike was called off. News of the notice came through only late yesterday — too late for National Union of Metalworkers of SA (Numsa) leaders to inform members of the new development

The union had decided earlier in the day that strike action should begin today after the 95% "yes" vote in last week's strike ballot

Numsa spokesman Mr Peter Daantjies said yesterday afternoon the strike would probably be called off unless it was lawful. "Going ahead with an unlawful strike would give employers and government the opportunity to smash it," he said

But he said it would be impossible to inform members at 500 plants before they embarked on strike action

NUM to strike

The renewal notice will effectively reintroduce the pre-June 30 status quo, pending the gazetting of the new agreement which employers say is expected on Friday

Steel and Engineering Industries Federation (Seifsa) director Mr Sam van Coller said the employers' organization had submitted the new agreement in a "perfectly proper manner" and according to normal procedures

He did not expect managements to take disciplinary action against workers who went on strike this morning in ignorance of the new development

He said Seifsa had earlier advised members not to dismiss workers, and to contact the organization if they were contemplating doing so

□ Members of the National Union of Miners voted "overwhelmingly" for strike action, NUM spokesman Mr Marcel Golding said last night

He said a date for the strike had been decided upon, but it would not be made known at this stage

"Of the more than 200 000 members who went to the polls, the overwhelming majority came out in support of a strike on coal and gold mines," Mr Golding said

Results showed 95,77% were in favour of strike action. Other results were still awaited

Mr Golding said that a strike at the Bank Colliery at Witbank, which started on Friday in protest against the dismissal of union shift stewards, continued yesterday, with some 1 000 workers striking

— Sapa

100
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100
140A

Thousands of metalworkers on strike

News

14/7/82

14/7/82

14/7/82



Mr Pietie du Plessis

JOHANNESBURG. — Thousands of workers began strike action at metal and engineering plants across the country today as lawyers for the National Union of Metalworkers of South Africa (Numsa) planned urgent Supreme Court action to challenge a Government Gazette that will make the strike illegal.

Numsa spokesman Mr Peter Dantjies said shop stewards from all union branches around the country had reported that workers began striking today in spite of an announcement last night that an extension to the old wage agreement for the metal industry would be gazetted today.

"We are waiting for the outcome of our Supreme Court application against the gazette before deciding on what course of action to follow," said Mr Dantjies.

He said the union estimated that 80 000 workers, who last week voted in favour of a legal strike, had already started industrial action

Spokesmen for the Steel and Engineering Federation of South Africa (Seifsa), the employers' organisation, were not immediately available for comment on the extent of strike action in the industry

Mr Paul Benjamin, a spokesman for Numsa's attorneys, confirmed that papers were being prepared for an urgent application in the Rand Supreme Court to declare the gazette invalid

The hearing was expected to take place later today.

Mr Dantjies said shop stewards reported a heavy police presence at the giant Middelburg Steel plant near Witbank, but said there were no indications of any confrontation

Want undertaking

Last night, Numsa said the Minister of Manpower, Mr P T C du Plessis, had not complied with the regulations in the Labour Relations Act in making the strike unlawful

"Because we believe he has not complied with the regulations, we plan to ask him for an undertaking not to publish the agreement in the Government Gazette

"If he refuses, we will have to ask the Supreme Court to interdict him," said a Numsa spokesman.

"There is an overwhelming support among our members for strike action and we believe there is much support among workers in other unions, who are unhappy with the agreement"

The spokesman said the Minister intended to renew last year's agreement today and amend it on Friday, making the strike illegal as from today "We believe the employers have asked him to do this"

Seifsa said in a statement last night that the industry had been operating without an agreement since July 1 "because of procedures involved in publishing a new agreement"

"No" to increases

Negotiations for a new agreement in the industry were successfully completed between employers, represented by Seifsa, and 14 of the 15 unions on June 9

However, Numsa, which says it represents the majority of metalworkers, rejected wage increases of between 39c and 72c an hour.

After conciliation procedures failed to break the deadlock, the union conducted a ballot last week in which 95 percent of workers who took part decided on a legal strike

Numsa is demanding a new basic minimum rate of R4 an hour
(Turn to Page 3, Col 3)

P.T.O. →

NUMS 14/7/87

Thousands out on strike

(Continued from page 1)

hour and an across-the-board increase of R1.

Meanwhile, about 200 000 mineworkers are poised to stage a legal strike after voting 'overwhelmingly' in favour of industrial action following a deadlock in talks between the National Union of Mineworkers (Num) and the Chamber of Mines.

STRIKE DATE DECIDED

Num spokesman, Mr Marcel Golding, said last night that the union's national executive committee had met to evaluate the results of last week's strike ballot and to decide on an agenda for forthcoming strike action.

He said a date for the strike had been decided on, but it would not be made known at this stage.

"Of the more than 200 000 members who went to the polls, an overwhelming majority came out in support of a strike on coal and gold mines," said Mr Golding.

Results showed 95,77 percent (representing 191 543 voters) were in favour of strike action. Other results were still awaited.

Mr Golding said a strike at the Bank Colliery at Witbank that started on Friday in protest against the dismissal of union shift stewards, continued today with about 1 000 workers striking.

CAPE STRIKE-FREE

● Strike action by Numsa and the Metal and Allied Workers Union (Mawu) has not reached the Western Cape yet, according to a Cape Town Chamber of Industries spokesman.

Mr Ian Newall, the chamber's industrial relations officer, today said that as far as he could establish, no metal or related industries have been affected by the strike called in other parts of the country for pay increases.

Mr Newall said Mawu, which had not signed a wage agreement with employers, had to hold a strike ballot to have a legal strike and none had been taken in the Western Cape.

B/Day 15/7/87

~~(scribble)~~

140A

GOVERNMENT has refused a number of European and North American trade unionists permission to enter

Unionists refused visas

SA to attend the annual congress of the country's biggest labour federation.

Congress of South African Trade Unions (Cosatu) press officer Frank Meintjies said yesterday visas had been denied to delegates from Canada, Denmark, Finland, the Netherlands, Norway, Sweden and the US.

Cosatu opens its annual congress at Wits University in Johannesburg today amidst a strike by thousands of metal

workers and reports of a looming strike by some 200 000 workers on the country's gold and coal mines.

Meintjies said the following European unionists had been refused entry to the country:

Kaare Sandegran, a top Norwegian union official; Stig Malan, president of a large Swedish labour federation; Kjeld Ajkaer, a Danish unionist, Wouter van der Schaff of the Netherlands, Pertti Viinonen of Denmark, and

Gerald Larose of Canada.

American unionists denied entry were Don Strill, Ken Zinn, Bill Lucy and Shirley Carr.

The congress is expected to debate key resolutions on Cosatu's political programme as well as its attitude to economic sanctions and disinvestment.

It is widely expected that the federation — the largest and most militant in the country — will adopt the Freedom Charter — Sapa

Cosatu warns employers, 'You will pay'

(140A)

STAL 157167

South Africa's employers have been warned of dire consequences if they continued to remain silent in the face of State attacks on the Congress of SA Trade Unions (Cosatu), the federation's president, Mr Elijah Barayi, said in Johannesburg today.

Mr Barayi told about 1 500 delegates to Cosatu's second annual congress that the "deafening silence" of employers in the face both physical and statutory attacks on the federation "does nothing to dispel our belief that there is an alliance between capital and the apartheid state".

Referring to the banning of the federation's "living wage" campaign, rallies and attacks on Cosatu property, Mr Barayi warned employers that "they will pay the price of keeping quiet in the face of these

actions".

Cosatu Press officer, Mr Frank Meintjies, said visas had been denied to trade union delegates from Canada, Denmark, Finland, the Netherlands, Norway, Sweden and the United States.

Those included Mr Kaare Sandegran of Norway, Mr Stig Malan of Sweden, Danish unionist Mr Kjeld Ajskaer, Mr Wouter van der Schaff of the Netherlands, Mr Pertti Vinenen of Denmark and Canadians Mr Gerald Larose and Mrs Shirley Carr.

Americans denied entry included Mr Don Strill of the United Automobile Workers and Mr Ken Zinn of United Mineworkers Union.

The congress, will be attended by about 1 500 delegates from Cosatu's 13 industrial unions

Union may challenge illegal action notice

Numsa, Seifisa bitter as strike called off

15/7/87
SPAC 140A

By Mike Siluma

The National Union of Metalworkers (Numsa) yesterday called off its strike as the union and the employer body involved, the Steel and Engineering Industries Federation (Seifisa), exchanged bitter accusations.

Numsa also accused the Government of "rank abuse" of industrial relations procedures through its publication of a notice in a special Government Gazette which made the strike illegal.

Just hours after calling off the strike by a claimed 60 000 members, Numsa demanded the resignation of both the secretary of the metal industry's industrial council and the Minister of Manpower, who, it claimed, had acted irregularly by extending the old wage agreement.

Numsa said it would continue to investigate the legality or otherwise of Monday's Gazette. The matter may be taken to the Supreme Court at a later date.

"To allow for an orderly shut-down, Numsa informed employers, Seifisa, of the date of commencement of the strike. Seifisa clearly used the notice given to it to manipulate the situation. Numsa will

not in future give notice of its intended action," said a union spokesman.

However, Seifisa said in a statement that the union had negotiated in bad faith and had engaged in unfair labour practices. It accused the union of, for four years, failing to adapt its demands during negotiations and making only marginal adjustments during this year's talks; making purely political demands and refusing to sign annual wage agreements.

"Seifisa has advised the union that, by seeking to pressurise employers in recommencing negotiations, it is attempting to place in jeopardy relations between employers and other trade unions (which have reached agreement with Seifisa)."

Numsa members voted to strike after the union had failed to reach agreement in industrial council negotiations with Seifisa. Numsa, the biggest single union sitting on the council, was the only one of the 15 unions not to sign this year's agreement.

The Director-General of Manpower, Dr Piet van der Merwe, said it was coincidental that the notice was issued at the same time the strike started.

Numsa has called on employers not to lock out workers when they return to work today.

1401A
15/10/74

Numsa calls off one-day strike

Dispatch Correspondent

JOHANNESBURG —
The National Union of Metalworkers of South Africa (Numsa) yesterday decided to call off the one-day strike by up to 60 000 members at nearly 500 plants

It said it feared dismissals and government action against strikers on the grounds that they considered the strike unlawful

Numsa and Seifsa have accused each other of committing unfair labour practices during the wage dispute that led to the strike

The union has also made bitter allegations about collusion between employers, the Minister of Manpower and Public works, Mr Pietie du Plessis, and the industrial council aimed at making "a perfectly lawful strike illegal"

And it has accused the council of withholding vital documents, an action it says torpedoed plans for a Supreme Court challenge to the legality of yesterday's notice renewing last year's agreement. The renewal effectively made the planned strike illegal

Seifsa's director, Mr Sam van Coller, said he was "naturally pleased" at the decision to call off the strike

Both he and the Director-General of Manpower, Mr Piet van der Merwe, have denied any impropriety in the gazetting of the notice. The council chairman, Mr Ben Nicholson, said the council acted properly and the decision regarding the renewal notice was made by the Minister alone

CAT Trucks
15/7/87

Numsa calls off its strike

14011

Own Correspondent

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Numsa and Seifsa have accused each other of unfair labour practices during the wage dispute that led to yesterday's strike

The union has also made bitter allegations about collusion between employers, the Minister of Manpower and Public Works and the industrial council aimed at making "a perfectly lawful strike illegal"

And it has accused the council of withholding vital documents, an action it says torpedoed plans for a Supreme Court challenge to the legality of yesterday's notice renewing last year's agreement. The renewal effectively made the planned strike illegal

Seifsa director Mr Sam van Coller said he was "naturally pleased" at the decision to call off the strike.

Challenging the lawfulness

Both he and Manpower Director-General Mr Piet van der Merwe have denied any impropriety in the gazetting of the notice. Council chairman Mr Ben Nicholson said the council acted properly and the decision regarding the renewal notice was made by the minister at ...

"The union said last night it was still considering challenging the lawfulness of yesterday's Government Gazette. But it appeared the strike was, to all intents and purposes, over

Numsa condemned the minister's action in promulgating the renewal notice. It said he was obliged to consult with both employer parties and trade unions to minimize industrial unrest. It said his conduct "has resulted in confusion and a situation of possible escalating conflict and unrest"

Mr Van der Merwe has said the renewal of agreements was a normal procedure

Numsa spokesman Mr Bernie Fanaroff, although unhappy at the turn events had taken, said he thought the one-day stoppage had demonstrated the union's muscle. He believed this would pay dividends in future years

Seifsa said the union had not negotiated in good faith

17265 15/7/87

Go back to work
metal workers told

JOHANNESBURG. — The Metal and Allied Workers Union is calling on its members to return to work until the legality of the Government Gazette proclamation making strike action illegal has been resolved.

In a statement last night, the National Union of Metalworkers said that the Metal and Allied Workers Union (Mawu) — now part of the metalworkers' merger, Numsa — was calling on the Minister of Manpower to resign because of "his failure to exercise his power and authority in a responsible manner as a Minister responsible for promoting industrial relations and industrial peace".

Mawu said that several employees had been engaged in lockouts and that if the gazetted agreement was indeed legal then the lockouts were illegal.

The union called on metal industry employers not to lock out employees and to allow an orderly return to work. — Sapa.



Cosatu president Elijah Barayi outlines the union's role to delegates.

Picture Philip Littleton

Cosatu's future role

COSATU should aim at consolidating its gains in order to move forward and play a leading role in the struggle for national liberation and socialism, president Elijah Barayi said yesterday.

He told more than 1 400 delegates at Cosatu's second congress that the union made no apologies about linking workplace and societal issues. He said the working class could not remain independent from "other sectors of the democratic movement" operating in schools, universities and townships.

Referring to affiliates which had adopted the Freedom Charter, he said the congress should confront fully the question of Cosatu's political programme

The secretariat's report, delivered by general secretary Jay Naidoo,

ALAN FINE

said affiliates were in growing conflict with employers as economic conditions deteriorated. He said SABC and Sats attacks on the union represented part of an "integrated attack" on Cosatu.

On the political front, he said, employer opposition to the elimination of the rule of law had been ineffectual, timid and hesitant.

SAPA reports that some of the resolutions expected to be discussed during the three days call for an international ban on the purchase of SA gold, platinum and diamonds and an end to foreign bank loans to SA.

The draft resolutions also call for foreign companies, which plan to disinvest, to give 12 months' notice and generous severance pay to their workers.

no pupils at Langa High.

Funeral arrangements

would lead the service, now

'We've come to bury Botha'

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CREATIVE

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- * ensure that Community House is a vibrant centre

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Closing date for applications is 29 JULY 1987. Successful applicants will be interviewed on 7, 8, 9 and 10 AUGUST 1987 to start as soon as possible

AMID mounting tension between the country's labour movement and the government, the Congress of South African Trade Unions has delivered a blunt message "We have come to bury Botha, not to praise him".

Within minutes of the official opening of Cosatu's first national congress on Wednesday at Wits University in Johannesburg, the national president, Mr Elijah Barayi, and the general secretary-general, Mr Jay Naidoo, had the 1 500 delegates roaring support for the federations' defiant refusal to back away from the "legitimate political role" of trade unions in this country.

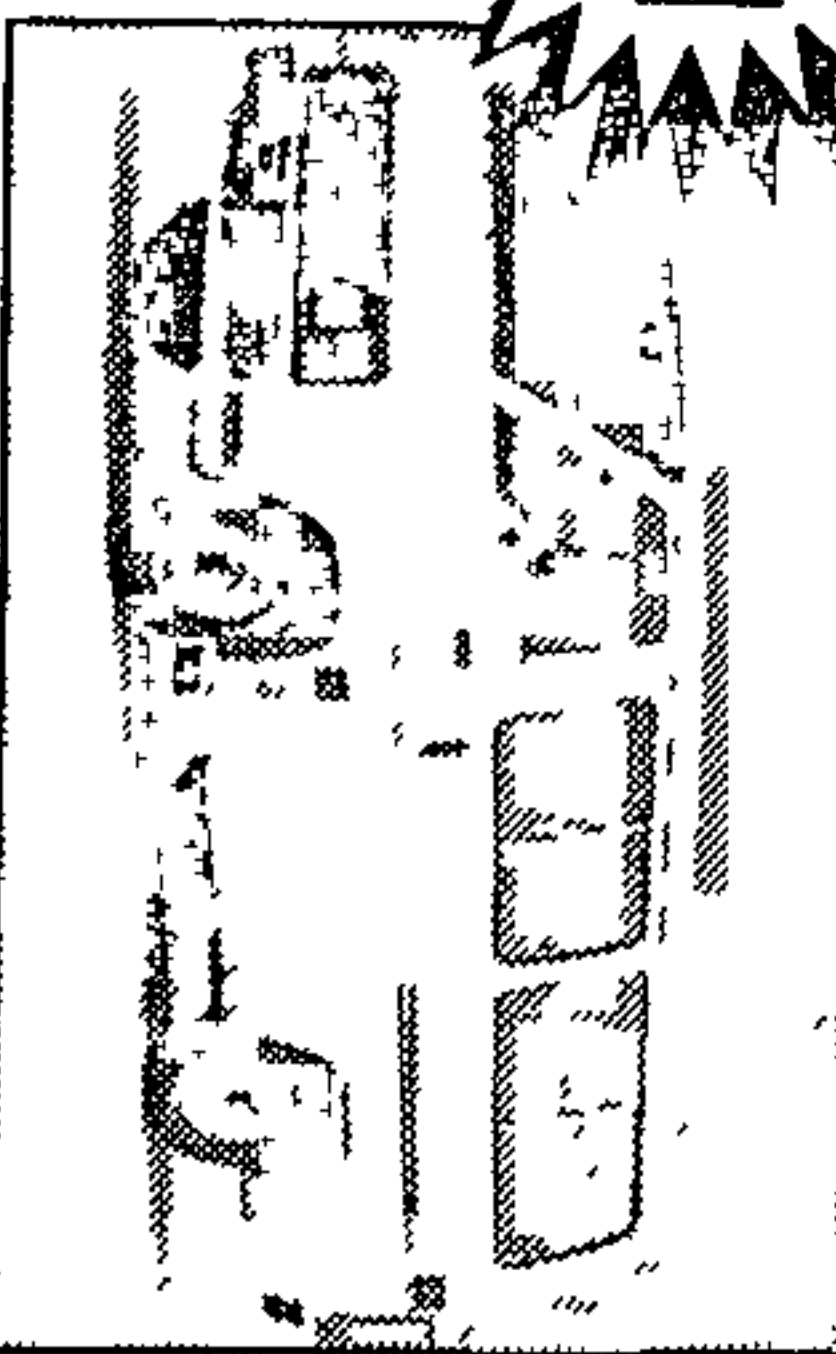
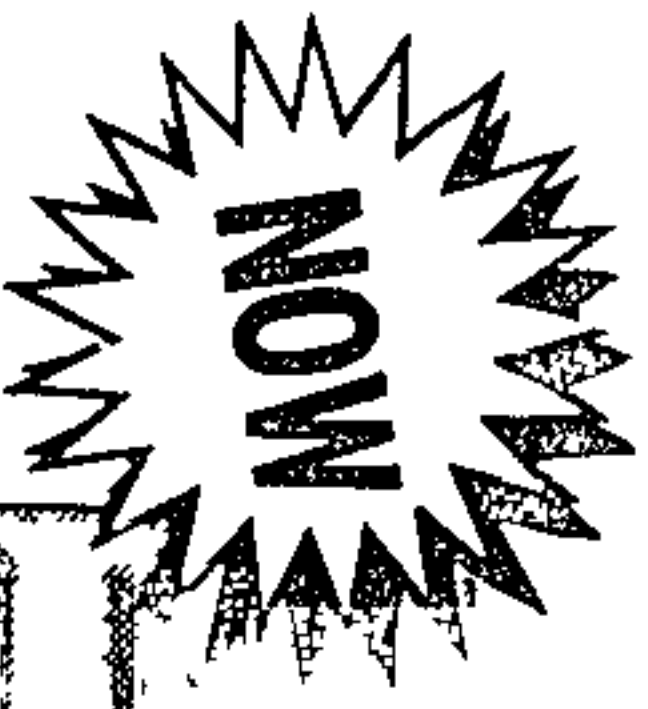
"Politics, and especially the lack of even the most basic democratic rights of the majority, is a bread and butter issue for our class," Barayi said in his presidential address.

"It is a fundamental question — and we are obliged to answer it. The solution to this problem has to come, and can only come, from the democratic movement under the leadership of the working class," Barayi added.

Naidoo told delegates "The consolidation of links between Cosatu and community-based structures is essential not only for defending our organisation but also for building real working class leadership in the mass democratic struggle."

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months, but the membership of affiliates has actually grown."

Since its formation in December 1985, Cosatu's audited membership has increased by more than 500 a day, every day.

Speakers on the opening day included Murphy Morobe of the UDF, Peter Mokaba of the South African Youth Congress (Sayco) and Albertina Sisulu of the Federation of SA Women (Fedasaw).

Exuberance

The mood of exuberant confidence on the congress's first day — punctuated by songs and chants in praise of socialism and the African National Congress — came despite Tuesday's abrupt

cancellation of a strike by 60 000 metalworkers in the face of an 11th hour government move to outlaw it.

Nunsa metal section secretary Bernie Fanaroff said at the congress that "given the current mood of our metalworkers, further action is inevitable."

He predicted industrial action by about 25 000 Nunsa members over deadlocked house agreements with the country's major steel producers excluded from the National Industrial Council agreement — the cause of the strike.

Target

Among the targets of future industrial action will be the government run Iscor — at whose Vanderbijl Park plant, almost 6 000 of the 7 000 black workers voted on Tuesday to strike. Fanaroff said Nunsa had been flooded with applications for membership. During its strike ballot 1 000 signed up at the Vanderbijl Park plant alone.

Two days before effectively banning the Nunsa strike, the Minister of Manpower, Mr Pieter du Plessis, warned that the government would not hesitate to act against "politicised unions". — Agenda News Service

Messages of support

MESSAGES of support and praise from the African National Congress, the South African Communist Party, the South African Congress of Trade Unions (all banned and exiled), and Nam trade union movements in the Soviet Union were read out at the second

By **THEMBA MOLEFE**

national congress of the Congress of South African Trade Unions yesterday.

The four-day congress, held at the University of the Witwatersrand, is being attended by 1403

delegates from 13 unions affiliated to the 700 000-strong Cosatu

In its message the ANC congratulated Cosatu for being a "solid pillar" in the struggle for democracy and non-racialism in South Africa and called on all workers to join and defend the federa-

tion

The ANC said it was aware of forces trying to crush Cosatu and praised it for resisting the pressure

The Organisation for African Trade Unity said in its message that it supported Cosatu in

● To Page 14

140A. Some time
16/7/87

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• To Page 14

140A

Journalist
16/7/87

'Politics is a bread-and-butter issue for the working class'

No solution without ANC, Cosatu delegates are told

By Mike Siluma

No peaceful and lasting solution to South Africa's political problems is possible without the participation of the African National Congress (ANC), delegates to second annual congress of the Congress of SA Trade Unions (Cosatu) heard yesterday

About 1500 delegates from Cosatu's 13 industrial unions are taking part in the Johannesburg congress, which is expected, after two days of deliberations, to give political, social and economic policy direction to the federation's 712 000 members

Delivering his presidential speech, Mr Elijah Barayi said the federation made no apologies for "connecting issues on the shop floor and issues facing workers in society as a whole"

"Politics, and especially the lack of even the most basic



Mr Elijah Barayi politics is a bread and butter issue for the workers

democratic rights for the majority of our people, is a bread-and-butter issue for the working class

"Our history and experience has shown us that the working class cannot be independent from sectors of the democratic movement which have occupied and transformed schools, universities and the streets of our

townships into trenches of struggle," he added

The State could not speak of negotiations before releasing political prisoners, allowing the safe return of political exiles and unbanning the ANC

Mr Barayi's position on negotiations with the Government was supported by the acting publicity secretary of the United Democratic Front, Mr Murphy Morobe, and the president of the SA Youth Congress (Sayco), Mr Peter Mokaba

Mr Morobe said the oppressed "refuse to be hoodwinked by Chris Heunis and Stoffel van der Merwe with their semi-sweet talk about reforms"

"On the one hand they talk of 'new dispensations' and 'reforms' while on the other they tacitly support vigilante death squads, (and) are poised to kill by hanging 32 of our compatri-

ots," said Mr Morobe, referring to the 32 people at present in death row for politically linked murders

Mr Morobe praised Cosatu for demonstrating that it was "not prepared to be beaten into submission by the racist regime", despite attacks by the State

Other speakers were the Rev Frank Chikane, general secretary of the SA Council of Churches and Mr Ben Ulenga, of the Namibian Mineworkers' Union. Guests included the general secretary of the Southern African Catholic Bishops' Conference, Father S'Mangaliso Mkhatswa

● Messages of support included those from the ANC and the SA Congress of Trade Unions. In a Press statement, the National Council of Trade Unions wished the congress "fruitful deliberations"



Delegates singing union songs during a break in deliberations at the Cosatu congress

Union accuses EL knitwear firm of victimisation

1409
16/7/87

Dispatch Reporter

EAST LONDON — The South African Textile and Allied Workers Union (Satawu) has accused a knitwear firm here of victimising workers under the guise of retrenchment

The manager of Beatrice van Tresckow Knitwear, Mr L. Wium, rejected the allegation and said the decision to retrench had been based simply on the fact that there had been export losses to the company because of sanctions

According to the statement issued by the secretary of the union, Mr M Nyembezi, the union obtained majority membership at the factory early in 1986 and subsequently insisted that the company recognise the union

Mr Nyembezi said the company responded by a "lockout" which left the union no option but to take the company to court

He said the union won the case and the company was committed to negotiations through their lawyers

He said after Mr Wium had seen that the workers supported Satawu, he invited the organiser of the Garment Workers Union to organise the workers within the factory

He said the workers then told the organiser they were members of Satawu and therefore "did not need any management inclined union"

Mr Nyembezi said this resulted in the company announcing the retrenchment last month

of some 40 active members of Satawu

He claimed that the dismissal amounted to victimisation because the accepted procedure wasn't followed.

The company had retrenched irrespective whether an employee had long service and had retained the services of many people, preferably coloureds, because they were not union members

That again left the union with no option other than to consider legal action against the company

He said the union viewed this "as a lesson to many naive managements who were 20 years behind times as far as labour relations were concerned"

He said Satawu was determined to fight harassment, victimisation and exploitation until managements committed themselves to proper worker/management relationships

Mr Wium said he did not see the point of Mr Nyembezi's statement because he had personally given Mr Nyembezi the opportunity of addressing the workers at the factory today

"I am sure if there are any misunderstandings they will be cleared up today," he said.

The company was started last year on the West Bank by a young designer who now employs 200 people

Before flying to England, a company spokesman said she was determined to open more markets in England and Europe

CAP 16 Ticks 16/7/82 1407

Cosatu poised to become key apartheid foe'

JOHANNESBURG — The Congress of South African Trade Unions (Cosatu) yesterday launched its annual congress with a warning that the country's biggest labour federation was poised to become a key force in the fight against apartheid

In his opening address, Cosatu's president, Mr Elijah Barayi, told 1 500 delegates gathered at the University of the Witwatersrand that Cosatu made no apologies for connecting factory-based issues with political demands

The Cosatu president also dispelled speculation that the federation would review support for disinvestment and economic sanctions announced at the federation's launch in November 1984

Mr Barayi emphasized that Cosatu's resolution on sanctions and disinvestment was a non-violent means to fight apartheid

Jobs lost

"In the light of growing attacks against us, workers are calling for more decisive and mandatory measures against the regime," he said "Thousands are losing jobs through rationalization and mechanization, not disinvestment"

Cosatu had consolidated its organization by forming 12 national industrial unions out of the 33 unions that participated in its launch

Membership had grown from

JOHANNESBURG — The South African Catholic Bishops' Conference (SACBC) yesterday said it appreciated the "constructive" role of Cosatu in improving the lot of workers

In a message of support to the national congress of Cosatu, the SACBC said Cosatu's launch in November 1985 had been a historic moment for South Africa's workers

"It signalled the beginning of a new drive towards greater unity, and greater unity means greater strength.

"Despite recent well-orchestrated harassment and intimidation, you have become an important rallying point in the struggle for social justice

"Many of your leaders have suffered detention suffering need not dampen one's determination but can be an impetus to increase one's resolve" — Sapa

450 000 to 712 000 paid-up members The total signed-up membership was nearly one million, Mr Barayi said

Resolutions calling for a 40-hour work week, a living wage of R450 an hour, six months' paid maternity leave and public holidays on May 1, March 21 and June 16 have also been tabled

□ A top United Democratic Front official emerged from hiding yesterday to tell the Cosatu congress that workers in South

Africa had become the most powerful force in the fight to end apartheid

Mr Murphy Morobe, acting publicity secretary for the UDF, told delegates that "Cosatu has grown into a giant that no exploiter can ignore"

Mr Morobe condemned the banning of rallies designed to launch Cosatu's Living Wage Campaign earlier this year as well as attempts to brand the campaign a "government plot"

"Why has the government not branded the unbridled profiteering of the huge monopolies which have recorded huge profits of 30 to 50 percent over the last year

We grow the food and harvest the crops to feed our fat masters yet we and our children go hungry every day," he said

Mr Morobe, who has been in hiding since a swoop on anti-apartheid activists at the time of the declaration of the state of emergency in June last year, also took the opportunity to air publicly the UDF's opposition to any form of talks with the Nationalist government

Reacting to a recent statement by the Deputy Minister of Constitutional Affairs, Dr Stoffel van der Merwe, that he would be prepared to hold talks with the UDF, Mr Morobe said "If the government of this country seriously wants to talk we must tell them they must know what they did to the ANC in 1960 and they must realize that organization represents the majority of South Africans" — Sapa

Metal strike deferred

As the *FM* went to press, the National Union of Metalworkers of SA (Numsa) called off its strike against the metal industry pending a ruling on the legality of the strike

Having followed the procedures entitling it to stage a legal strike after its deadlocked wage talks with Seifsa, Numsa was bowled a googly on Tuesday, the day its strike commenced

It came in the form of a renewal notice published by Manpower Minister Piet du Plessis, extending the life of the old agreement covering the metal industry. In terms of the Labour Relations Act, this immediately rendered illegal any strike on any matter covered by the agreement

While the timing of the renewal notice appeared suspicious to some — the old agreement expired on July 1 — Manpower Director-General Piet van der Merwe tells the *FM* that renewal notices are nothing



**Manpower's Van der Merwe ...
renewal notices are not new**

new, 86 were published last year. And, since the amended agreement was due three days later the old one had to be in force

By lunchtime on Tuesday, Numsa said that according to an incomplete survey about 50 000 of its members had downed tools around the country. A Seifsa spokesman said employer members had been advised not to sack strikers

The union was awaiting advice from its lawyers, who had been instructed to seek Supreme Court action to counter the Minis-

ter's notice. The call for publishing the notice to continue the old agreement would have had to have been initiated by the industry industrial council, and not the employers

According to Seifsa, negotiations for a new main agreement in the metal industry were successfully completed on June 9 between the employers and 14 of the 15 affected trade unions. The industry had been functioning without a valid agreement since July 1 because of the procedures involved in publishing a new agreement. This it announced on Monday, adding that it had been advised by the industrial council that a renewal notice would be published on Tuesday

Numsa members, meanwhile, had voted overwhelmingly to take strike action from July 14, having rejected Seifsa's final offer in the national negotiation

According to the union, "the employers had rejected all the union's demands and offered across-the-board increases. These represent increases which will again leave workers well behind the increase in the cost of living"

Seifsa said on Tuesday that although it was prepared to meet the union to discuss the situation, it "is not in a position to continue negotiations". Its reasons are that proper negotiation procedures have been finalised, Seifsa's final offer was accepted by 14 out of 15 unions representing over 80% of unionised participating employees, the Minister of Manpower has renewed the agreement with effect from July 14 and will publish the amendments effective from July 20, and that the union has representation in about 500 of Seifsa's 3 200-member firms covered by the main agreement

While the union rejects the charge, Seifsa claims the union has not negotiated in good faith and this amounts to an unfair labour practice. To back up this claim, Seifsa maintains that the union has not been prepared to "adapt" its demands in the past four years of negotiation and made only "marginal" adjustments this year, it has made various "purely political" demands which employers cannot resolve, and the union has been content to let its members benefit without signing

Seifsa says the union at no stage objected to the publication of the agreement by the minister. Numsa spokesman Peter Daantjies responds "how could we hold strike ballots if there was no objection?" He further contends that it was "the intention of the minister to interfere in the first national legal strike in the metal industry"

According to Seifsa, the union is committing another unfair labour practice by seeking to press it into resumed negotiations which jeopardises the other unions' relationship with the employers

Among the new provisions to be included in the main agreement on Friday are the following: 12,4% increases on scheduled artisan rates and 17,6% for general labourers, and annual leave bonus adjustments amounting to raises of up to 1,6% more, giving general labourers an overall increase

of 19,2% against an inflation rate of 17,2%. Among the the union's additional demands which the employers have rejected are a reduction from 45 hours to 40 hours of work a week without pay loss, no PAYE deductions, paid paternity leave, and paid holidays on May 1 and June 16

Daantjies says "The employer offer only concentrated on wages, we want a full package. To reject our call for a 40-hour week, for instance, as 'political,' is nonsense"

□ In the wage dispute between the Chamber of Mines and the National Union of Mineworkers (NUM), meanwhile, the union has set a date for a legal strike at 27 gold mines and 18 collieries after most of last week's ballot results overwhelmingly supported one

The strike date will probably be made known after Cosatu's conference this week — assuming there are no last-ditch moves to forestall it

17/7/87
FM

(G) Mawu
17-23/7/87
(40A)

Despite the Gazette, Vaal metal workers may still down tools

By SEFAKO NYAKA

IN the wake of this week's abortive one-day strike by up to 60 000 workers at 500 plants in the metal industry, over 6 000 workers at the parastatal Iron and Steel Corporation (Iscor) in Vanderbijlpark will go out on strike next week.

The Metal and Allied Workers' Union (Mawu), which merged with other unions to form the National Union of Metalworkers of SA (Numsa), is expected to keep the date of the strike secret after a Government Gazette torpedoed Tuesday's strike.

On that day, Minister of Manpower Pietie du Plessis renewed an expired Industrial Council agreement, reached between metal industry management and 14 out of the 15 relevant trade unions, making the strike illegal.

But the Iscor talks were conducted in terms of a house agreement which falls outside the Industrial Council, so the Iscor plants at Vanderbijlpark and Pretoria are not covered by the promulgation.

Mawu's demand for a two-structure negotiating process — at industrial and at plant level — has been a hotly debated issue between the union and the employer organisation, Seifsa. The union has managed to sign several in-house negotiation agreements.

Other plants not covered in the agreement renewed by gazette on Tuesday are Anglo's Highveld Steel, Samancor's Ferro Metals, Ferro Alloys, Union Steel Corporation and Manganese Metal.

But Seifsa director Sam van Coller said his organisation has always maintained it was not possible to bargain in good faith on two levels on the same issue.

Close to 100 percent of the Iscor workers voted to go out on strike and ballots are planned at the Pretoria and Newcastle plants.

"The ballots were jointly monitored by management and the union and there will therefore be no accusations that the ballots were rigged," a Mawu representative said.

Mawu has accused the other 14 unions in the metal industry, which are mainly white and represent a minority of metal workers, of having sold out year after year, thus blocking the union from going out on a legal strike.

In the past, workers at the parastatals had to accept wages negotiated with white unions. But last year Mawu won the right to negotiate at plant level with Iscor.

After the minister blocked this week's strike, Mawu accused the minister, the council and employers of having "acted secretly and attempting to create an illegal strike situation".

According to Mawu, more than 95 percent of the workers in the metal industry had voted in favour of strike action and the union had then duly

given the employer organisation, Seifsa, 24 hours' notice of a strike.

The action followed deadlocks with Seifsa over wages, working conditions and planned holidays.

The fact that the strike date will be kept secret must be worrying Seifsa because they will not be able to arrange for an orderly shut-down.

Seifsa's director said it was regrettable that Mawu might have to resort to secret strike dates.

"I certainly felt that Mawu's behaviour in giving us 24 hours' notice was proper and correct," he said.

He denied that Seifsa had colluded with the minister to abort the strike.

Mawu, he said, knew the minister had taken a decision to gazette the agreement and they could have taken their objections to the minister before the agreement was gazetted.

He also denied Mawu's accusations that there is no right to strike in the metal industry.

140A

~~2019~~



Freed Sarhwu

man is expecting police action

17/7/87

B. Day

● ROUSSOS Picture Sue Flood

PATRICK BULGER

FREED SA Railway and Harbour Workers' Union (Sarhwu) education secretary Mike Roussos yesterday broke his silence for the first time since his release and said he "fully expected" police to take further action against him

Speaking at a Press conference at Wits University, Roussos, one of the key figures during the strike by 17 000 Sats workers, denied police allegations about his role in intimidating and necklacing Sats workers.

Roussos was detained the day after the white election and released on Monday this week. He was originally held under Section 3 of the Internal Security Act, but was later transferred to Section 29 which provides

for incommunicado detention for the purpose of interrogation

Roussos and general secretary Ntai Sello called on police to release 35 other Sarhwu officials

"The continued detention of these people is illegal. If the police have any evidence of illegal acts committed by these people, then this should be brought before a court of law. Alternatively our people should be released," a Sarhwu statement said

The union called on Sats — which doesn't recognise Sarhwu — to agree to a national ballot as "a step forward towards recognition of our union"

Barayi sets militant tone at Cosatu congress

By SEFAKO NYAKA and VUSI GUNENE

IF the three Emergencies were aimed at silencing militant unions, all that massive strong-arm effort appears to have failed

The second annual conference of the Congress of SA Trade Unions got off to a defiant start at the University of the Witwatersrand this week.

Cosatu reiterated an openly political stance. The tone was set by Cosatu president Elijah Barayi when he declared "We make no apologies about connecting issues on the shopfloor and issues facing workers in society as a whole

"Politics, and especially the lack of even the most basic democratic rights for the majority of our people, is a bread and butter issue for the working class"

The solution to the lack of political representation can only come from the democratic movement under the leadership of the working class, Barayi said

The issue of political direction and alliances among Cosatu affiliates has, at the most, previously been discussed in whispers

That was until the National Union of Mineworkers made one of the most explicit statements ever made by a union when at its February conference it adopted the Freedom Charter as a guide in the struggle against exploitation and oppression.

Since then there has been much debate on the socialist content of the charter.

Three other unions, the Food and Allied Workers' Union, the Commercial Catering and Allied Workers' Union and the National Union of Metalworkers' of SA have since also adopted the charter

It was expected that the main discussion at this week's conference would centre around socialism

When the exiled South African Congress of Trade Unions (Sactu) said in a support message that although it welcomes the widespread discussions on socialism, this should not be elevated and adopted as a Cosatu policy, there were many gasps in the audience.

In messages, the outlawed African National Congress and South African Communist Party gave similar advice to the 1 500 delegates.

The priority of Cosatu should be the strengthening of the federation and all the interests of the workers, Sactu said.

Jubilant Cosatu delegates leave Wits University during a break in the union's second annual conference

Picture. GIDEON MENDEL, Afrapix

Bishops send their support

THE Congress of South African Trade Unions has struggled for human rights for all, Southern African Catholics Bishops Conference said in a message of support read at Cosatu's second annual congress.

"We are encouraged by Cosatu's commitment to a democratic and non-racial South Africa," the statement read.

The church's solidarity with the workers' movement could not be overruled as the majority of church members were workers and belong to industrial unions.

In saluting the courageous leadership of Cosatu, Sactu urged Cosatu to strengthen its shop floor base.

"Your interest should be in strengthening Cosatu and fighting for the interest of all workers," Sactu said

The resolution adopting the Freedom Charter, echoed by speakers at the Congress, also called for greater unity between Cosatu and other pro-

gressive community organisations. Resolutions as well as constitutional amendments were yesterday being considered by delegates behind closed doors

Peter Mokaba, president of the 700 000-strong South African Youth Congress, told delegates from 13 industrial unions that "the workers as a sector should build together with oth-

er sectors such as youth and women a strong united democratic front which must become the first phase of building national unity against apartheid and imperialism"

The charter, he said, "calls for the people's democracy, government by the people. But the core of the people in this epoch is the working masses and particularly the proletariat"

Cosatu is expected to resolve to "uphold and advance the leadership of the working class in the struggle for the establishment of a socialist society, where worker's control of government and industry will be enforced in a liberated South Africa"

In seeking alliances with other community and political organisations, the Congress is likely to resolve to "consistently fight for demands, organisation and action which will promote the leading role of the organised working class in the united front alliance"

Although Cosatu will take a clearer political line it is expected to resolve not to affiliate to any political organisation.

This does not stop the federation from working closely with a "community-based organisation that has a proven record of struggle and a constituency to which it is answerable"

Reiterating the call for a united front, Murphy Morobe, publicity secretary of the United Democratic Front, said the "concept of the united front must represent a new and highly dynamic approach to our understanding of the tasks facing the mass democratic movement."

"For us leadership of the democratic movement is not understood purely as trade union leadership.

"We believe that leadership is essentially political leadership. It is working-class leadership not only of itself, but also that within and of the national liberation movement."

Morobe said this means "mass working class leadership of the UDF itself".

Morobe warned the workers against university intellectuals who "come into our unions and pretend to be with us in the things we are fighting for.

"They speak of democracy and worker participation and yet they do work to undermine the very democratic processes they shout about

"We must not allow our movement to be divided by such political deviants," Morobe said

Speaking on the proposed negotiations by Dr Stoffel van der Merwe with "black leaders", Morobe said: "Our position remains the same. If the government seriously wants to talk they know where the ANC is. The unbanning of the ANC and the release of political prisoners amongst other things is to us not a debatable issue."

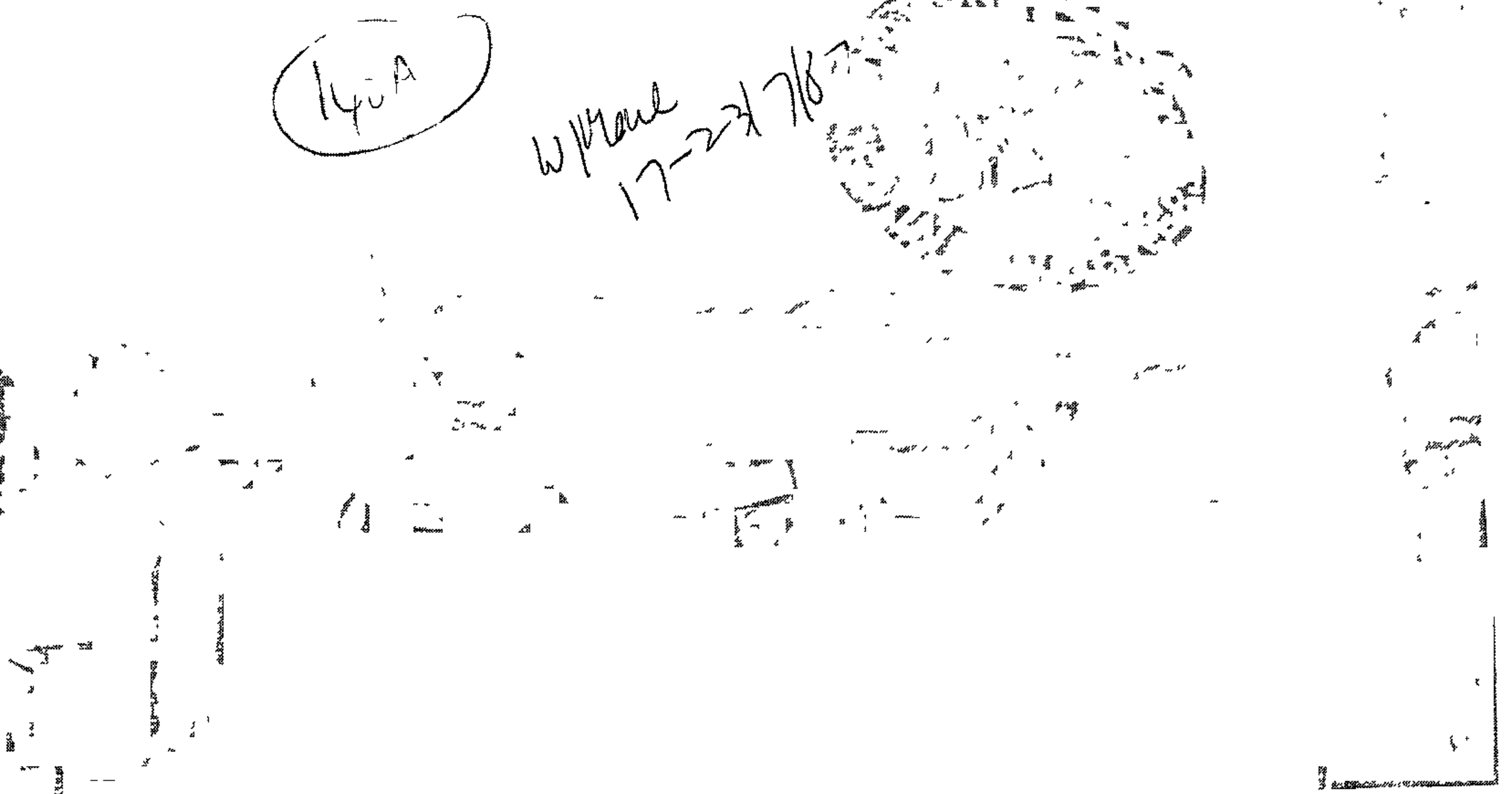
A message from the ANC read at the congress saluted Cosatu as a "solid pillar in the democratic movement in its entirety".

The congress got off to a quiet, almost wordless start when some of the translation microphones failed to function.

The translation was to have been simultaneous in three languages.

The high-tech instruments appeared to have given in under the vigorous foot-stomping and chanting before the conference.

The efficiency of the conference organisers was evidenced when the mikes were repaired within minutes.



Sarhwu claims State, police attempting to undermine it



By Carina le Grange

SAR 17/1/87

There was a deliberate attempt by the State and police to undermine "legitimate union work" of the South African Railways and Harbours Workers' Union (Sarhwu) by the detention of its leaders, Sarhwu education secretary Mr Mike Roussos said yesterday.

Mr Roussos was released from detention this week after a court application by his wife, Ms Benita Pavlicevic. Mr Justice G Leveson found Mr Roussos's arrest and detention under section 29 of the Internal Security Act was unlawful.

In an affidavit, Brigadier Gerrit Nicholas Erasmus said Mr Roussos had issued instructions that trains be burned, traffic disrupted, South African Transport Services (Sats) workers be intimidated and five people murdered.

DELIBERATE

Mr Justice Leveson said that if the claims were true, Mr Roussos was guilty of common law crimes and not eligible to be held under the Internal Security Act.

Yesterday, Mr Roussos and Sarhwu general secretary Mr Ntai Sello said they would welcome charges being brought before an open and unbiased court. Mr Sello has previously been detained and about 35 other unionists are still in detention.

Mr Roussos said union members had been harassed, detained, intimidated and prevented from joining the union, which our union regards as a deliberate attempt by the Security Police, encouraged by the State, to undermine the union.

Food union threatens strike action

JOHANNESBURG. — The Food and Allied Workers Union (Fawu) said on Wednesday there was a threat of a national strike by 25 000 workers in the milling and baking sectors after wage talks deadlocked last weekend.

Fawu said the dispute involved the Premier Group and Sasco, two of

the big three staple food producers. Negotiations with Tiger Oats were due to start soon.

The union said employers had rejected a demand for a R62 a week across the board increase. It said talks had broken down after employers revised their offer to R22 a week and then dropped it back down to R18 a week

when the union rejected that offer.

A spokesman for Premier said last night the company was not expecting strike action at this stage as there had been no official declaration of a dispute, and she was expecting talks to continue later this month.

She said the figures

quoted by Fawu were not altogether accurate as there were separate negotiations for each of four Premier divisions. However, the reported offers and demands were in the region quoted.

The minimum wage in the milling and baking sectors is R120 a week — DDC

LOOK for longer strike

CAPE TOWN 6/7/75

Piles of garbage not a city health hazard yet

Municipal Reporter

DELAYS in refuse removal are not expected to have any impact on health in the city "for some time", the city's Medical Officer of Health, Dr Reg Coogan, said yesterday.

Rubbish bags have piled up in several suburbs since most of the city's 1200 cleansing workers began an apparently spontaneous work-to-rule on Monday, in terms of which they still collect refuse but less efficiently.

"I will not begin to be worried for another week," Dr Coogan said "It's less likely to be a hazard in winter."

Mr John Ernstzen, general secretary of the cleansing workers' union, the Cosatu-affiliated Cape Town Municipal Workers' Association (CTMWA), flew back to the

Cape Town problem yesterday from a Cosatu conference in Johannesburg.

Mr Ernstzen issued a statement yesterday in which he said the union "understands and fully supports its members" in their "spontaneous work-to-rule".

The union's demand was for a living wage, he said, and the workers involved were those who had to do "the dirtiest of work to keep the city clean but they receive the lowest pay".

"Their families suffer with them," Mr Ernstzen said.

Workers had felt they had to take matters into their own hands, yet their action was "in no way illegal". The disruption in services which the work-to-rule caused "highlighted the fact that workers were (in

the past) always prepared to make additional sacrifices and worked more than the rule required", he said.

Dr Coogan said fly-breeding was the main danger from uncollected refuse. This, particularly in crowded sub-economic areas, could lead to an increase in enteric disorders and would eventually effect the infant mortality rate.

The City Health Department has over the years opposed several cost-saving suggestions that refuse should be collected weekly instead of twice weekly.

□ Meanwhile an unemployed 54-year-old Scotsman from Ottery, Mr Ken Smith, has offered to collect refuse in his own suburb for the present workers' wages.

Moville Point

AR645 17/7/87 (140A)

Pay talks deadlock: 25 000 set to strike

By **DICK USHER**
Labour Reporter

THE staple food industry faces the threat of a national strike by more than 25 000 workers in the milling and baking sector after wage talks deadlocked.

Talks in the milling industry involve the Premier group and Sasko, while negotiations at bakeries owned by Premier are also deadlocked.

Talks with the third giant in the market, Tiger Oats, are expected to start soon.

The deadlock was announced by the Food and Allied Workers' Union (Fawu). A union statement last night said the planned industrial action would be the first on such a huge scale in the industry.

Fawu's demands for an R80 increase, which would raise the weekly minimum to R200, had been turned down.

CALL TO REVISE

Employers asked workers to revise their demands substantially before they could make any significant move on their own offer.

"The talks broke down after bosses revised their offer by only R4 in response to workers dropping their demand by R18," said Fawu.

"When workers refused to make any more concessions, bosses withdrew their additional R4 offer, pushing their mini-

mum down to R138 This has angered workers who are demanding immediate action"

Fawu said the companies were "clearly in a position to meet workers' demands"

Sasko profits had increased by 31 percent to more than R30-million last year

Premier had also boosted its trading profit by 22 percent to R152-million this year.

BIG PROFITS

"The huge profit increases have been accompanied by spiralling food prices Latest figures indicated that food prices, which increased by 28 percent nationally, were the main contributors to inflation," the Fawu statemen said Fawu.

The union claims that the huge profits made by the companies are directly dependent on the workers

The staple foods produced by these companies — including mealie meal, margarine, edible oil and flour — were largely consumed by the working class

"Workers also point out that the co-operation between the milling companies over wage rates has effectively kept rates very low," said Fawu

"It is worth noting that while bosses compete fiercely for market share, they team up against the union when it comes to wage negotiations."

Fire destroys union office

JOHANNESBURG. — Fire totally destroyed offices of the Metal and Allied Workers' Union (Mawu) in the Southern Life building at Krugersdorp early yesterday. The fire was limited to the floor which Mawu occupied, as well as to adjacent offices. The police are investigating the possibility of arson.



CHE 11/15 187/27

Strikers act while Cosatu confers

CAT Trumps

18/7/87

140A

JOHANNESBURG — A rash of labour disputes has broken out in major centres in the country even though labour leaders are away at the annual congress of the country's biggest labour federation

While about 1 500 delegates from affiliates of the 700 000-member Congress of South African Trade Unions debated key policy resolutions at Wits University in Johannesburg, strikes by thousands of workers were in progress in Johannesburg, the Eastern Cape and Cape Town

Cosatu's biggest affiliates have also threatened massive industrial action in the mining, metal and food sectors of the economy that could involve more than 300 000 workers

Some of the major strikes and disputes around the country that featured this week included

□ A mass strike on Tuesday by up to 60 000 members of the National Union of Metalworkers of South Africa. The strike was called off after it was made illegal by a government decree,

□ A three-week-old strike of post office construction workers in East London, Port Elizabeth, Grahamstown, Somerset East, Queenstown, King William's Town, Stutterheim, Humansdorp and Plettenberg Bay now involves at least 1 600 workers,

□ A two-day stoppage by guards employed at a major security firm in Johannesburg left a number of buildings in the CBD unprotected,

□ The black work force at the Wit-

watersrand Technikon has been on strike since Wednesday in protest at the dismissal of a colleague,

□ In Cape Town, about 1 200 refuse removers are involved in a work-to-rule,

□ Another strike in Cape Town was resolved when about 400 workers at Consol Glass and Packaging yesterday agreed to return to work,

□ In Johannesburg, Mwasa and Perskor averted a dispute in the newspaper industry after agreeing on recognition talks yesterday,

□ An apparent wild-cat action by about 400 student nurses hit Tembisa Hospital on the East Rand yesterday,

Strike ballot

□ The 370 000-strong National Union of Mineworkers has threatened to stage a legal strike at mines and collieries after annual wage talks broke down,

Another Cosatu affiliate, the Food and Allied Workers' Union, has announced that 25 000 workers in the milling and baking sectors could ballot for a strike after wage talks broke down last weekend

According to Fawu, the food workers are demanding an R80-a-week increase across-the-board and a minimum wage of R200 a week

If NUM, Numsa and Fawu go through with their plans, industry could be faced with nation-wide legal strikes involving more than 300 000 workers — Sapa

Cape Times 18/7/87

Dustmen to clear restaurants, hospitals

1160A Staff Reporter

CAPE TOWN'S dustmen have agreed to work this weekend to clear rubbish from restaurants and hospitals, even though they are on a work-to-rule.

The City Administrator, Mr Gys Hofmeyr, said last night that he was not sure whether the weekend work amounted to a departure from the work-to-rule.

The City Council was very grateful that cleansing workers had agreed to remove refuse from hospitals and restaurants this weekend, since a health hazard would otherwise arise, Mr Hofmeyr said.

Mr John Ernstzen, general secretary of the Cape Town Municipal Workers' Association, could not be reached for comment last night.

The work-to-rule is still in progress, and negotiations between the union and the council will resume officially early next week.

Cape Times 18/7/87
SA Attache leaves

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Cosatu calls for total sanctions

JOHANNESBURG. — About 1 500 delegates to the Congress of South African Trade Unions (Cosatu) annual congress have adopted resolutions in favour of "total and mandatory sanctions", disinvestment and the Freedom Charter.

Cosatu's executive committee said yesterday that delegates had reaffirmed Cosatu's stand in favour of sanctions and disinvestment.

The resolution on sanctions calls for a ban on loans to the government and business in South Africa and a halt to travel abroad by South African tourists, businessmen and government officials.

It also demands the withdrawal of SAA landing rights, an end to the recruitment of skilled workers overseas, a halt on emigration by South Africans and a ban on tours by South African sporting teams and individuals.

The final resolution made no mention of calls for a ban on gold and platinum bought by foreign states that were included in a draft resolution to the congress.

Mr Jay Naidoo, who was re-elected general secretary, said the congress had also come out in full support of disinvestment.

"We will conduct a campaign to ensure that companies pulling out will

negotiate the terms of the withdrawal. We will also contact our international allies to ensure that multinationals who are disinvesting comply with the demands of the workers of South Africa," said Mr Naidoo.

Asked about the possibility of workers accepting shares or sitting on the boards of companies that withdraw from South Africa, Mr Naidoo said: "Forms of working-class participation within the present parameters of the apartheid system are not acceptable."

Cosatu's political policy will be shaped by its adoption of the Freedom Charter, drawn up by the ANC and allied organizations in 1955.

While formal affiliation to any political organization was ruled out, it is clear that the federation has shifted strongly towards an alliance with the United Democratic Front (UDF).

Mr Naidoo said the congress had ruled out any form of co-operation with the UDF's rival, the Azanian People's Organization (Azapo), which he said adhered to a black consciousness position.

The final resolution said only that the fight against "national oppression" and "capitalist exploitation" were complementary and called for full discussion on socialism, democracy and the Freedom Charter within Cosatu. — Sapa

Support for mandatory measures

Cosatu rejects selective sanctions

140A
20/7/87 B Day

TWO resolutions, on sanctions and disinvestment respectively, have emerged as the most controversial decisions adopted by the second Cosatu congress.

On Friday the organisation rejected the selective sanctions applied thus far by Western governments as having been ineffective as a form of pressure on SA. The resolution also said such sanctions could cause serious regional unemployment and often served the interests of the "imperialist states" applying them.

Instead, Cosatu has come out in favour of compensatory and mandatory sanctions as "the only ones which are likely to bring effective pressure to assist in bringing about non-violent change in SA"

It has listed a number of measures it says it will support, including stopping international loans to government, local government and business, diplomatic isolation, stopping emigration, tourism and overseas trips by businessmen and government officials, preventing local capital being invested and skilled labour recruited abroad, and implementation of the UN arms embargo.

Debate on disinvestment, according to Cosatu leaders, focused on dealing with the withdrawal of foreign companies. But they said the organisation still supported disinvestment.

It was resolved these companies

ALAN FINE

should give Cosatu "adequate notice" of their intentions, and they should negotiate with the representative union the terms of their withdrawal.

The resolution does not state what union demands in such circumstances should be. It does say that disinvestment, as carried out so far, has amounted to "corporate camouflage which often allows these companies to increase their support for the SA regime".

The congress adopted the Freedom Charter, which it said encompasses the minimum demands of the majority and lays the basis "for the building of a non-exploitative society". The congress also decided Cosatu should consider applying for affiliation to the Organisation of African Trade Union Unity, and called for implementation of UN Resolution 435 in Namibia.

It rejected RSCs and warned Cosatu would take action if employers began deducting rents from wages in terms of the proposed Bill before Parliament.

The congress laid down minimum employment conditions for domestic workers, decided to fight for social security benefits for the unemployed, as well as help to organise them, and spoke out against attacks on Cosatu and other forms of repression.

~~NUM~~ NUM must
free worker'

JOHANNESBURG. —
The National Union of
Mineworkers was or-
dered to release a mine
employee and not to in-
terfere with the freedom
of movement of this per-
son, or any of Randfon-
tein Estates Gold Mining
Company Limited's
other employees.

This interim order was
granted by Mr Justice C
Margo in the Rand
Supreme Court on Fri-
day night after an urgent
application. The return
date of the rule nisi is
September 18.

There was no appear-
ance for the union.

Mr J Munnik, who ap-
peared for the appli-
cants, Johannesburg
Consolidated Invest-
ments, the owner of
Randfontein Mine, said
a copy of the notice of
motion had been telexed
to the University of the
Witwatersrand after it
had been established all
the NUM office bearers
were attending the Co-
satu Congress at the uni-
versity.

Oral evidence was led.

— Sapa

Cosatu votes for Freedom Charter, 'total sanctions'

Dateline. JOHANNESBURG

THE Congress of South African Trade Unions (Cosatu), at its annual congress attended by about 1 500 delegates, has adopted resolutions in favour of "total sanctions", disinvestment and the Freedom Charter.

The resolutions were adopted during the congress at Witwatersrand University at the weekend

Cosatu's executive committee told reporters at a Press conference that delegates had reaffirmed Cosatu's stand in favour of "total and mandatory sanctions" and disinvestment.

The resolution on sanctions calls for a ban on loans to the Government and business in South Africa as well as a halt to travel abroad by South African tourists, businessmen and Government officials.

Further demands

It also demands the withdrawal of SAA landing rights, an end to the recruitment of skilled workers overseas, a halt on emigration by South Africans and a ban on tours by South African sporting teams and individuals.

The final resolution made no mention of calls for a ban on gold and platinum purchased by foreign states, included in a draft resolution.

Mr Jay Naidoo, who was re-elected as Cosatu's general-secretary, said "We will conduct a campaign to ensure that companies pulling out will negotiate the terms of the withdrawal. We will also contact our international allies to ensure that multi-nationals who are disinvesting comply with the demands of the workers of South Africa"



Re-elected members of Cosatu's national executive committee, from left: Sydney Mafumadi (assistant secretary-general), Chris Dlamini (vice-president), Elijah Barayi (president) and Jay Naidoo (general-secretary).

No mention was made of the specific terms which Cosatu would demand of disinvesting companies, but Mr Naidoo said these would be left up to individual affiliates affected.

Asked about the possibility of workers accepting shares or sitting on the boards of companies which pulled out, Mr Naidoo said: "Forms of working-class participation within the present parameters of the apartheid system are not acceptable"

Policies would be shaped by its adop-

tion of the Freedom Charter, drawn up by the ANC and allied organisations in 1955, as a "guiding document".

The congress also decided to set up permanent structures which would encourage alliances with other "progressive" political and community organisations in South Africa.

The resolution adopted stipulated that Cosatu's allies should have policies which promoted the interests of the working class as well as a belief in democracy and non-racialism. — Sapa

AP 645 20/7/87 (140A)



Delegates to the Cosatu congress which ended in Johannesburg at the weekend were entertained with a number of worker plays. Above is a scene from a play by members of the Tembisa Youth Congress

Cosatu seeks PoW status for captured ANC members

140A
 SPAR 20/7/82

By Mike Siluma

The Congress of SA Trade Unions (Cosatu) has called on the Government to spare the 32 people at present in death row for politically linked murders, and to extend prisoner-of-war status to captured members of the African National Congress

At a weekend Press conference attended by the 700 000-strong federation's national executive committee members, general secretary Mr Jay Naidoo said delegates had decided "to support the campaign to save the 32 presently on death row, and to campaign for the abolition of capital punishment"

South Africa's biggest worker federation also endorsed the Freedom Charter and pledged support for "comprehensive and mandatory" sanctions against the Government

The last two resolutions are likely to see closer co-operation between Cosatu, the United Democratic Front and other anti-apartheid groups, and will give a boost to the international campaign to isolate the South African Government

In adopting the Freedom

Charter, Cosatu said it reflected "the views and aspirations of the majority of oppressed and exploited, in our struggle against national oppression and economic exploitation"

It said "The struggle against national oppression and capitalist exploitation are complementary to each other and part of an uninterrupted struggle for total liberation"

Mr Naidoo said the sanctions decision was taken "to provide a very decisive guide to our international allies who have committed themselves to isolate apartheid"

The congress had noted that "the capitalists have been supportive of the apartheid regime's policies and remain the State's most trusted partner in maintaining oppression and exploitation"

The sanctions resolution was building on Cosatu's founding principles, which supported "all forms of international pressure on the South African Government, including sanctions"

Cosatu's new sanctions provides for

● The stopping of loans and

credit to the South African Government, businessmen, municipalities and "bantustans"

● Stopping South African tourists, businessmen and State officials travelling overseas

● The withdrawal of landing and airspace rights to South African Airways

● Halting the investment of South African capital abroad

● Opposing the recruitment of skilled labour overseas

● Stopping sporting groups and individuals from visiting and playing in South Africa, and preventing South Africans from playing sport overseas

Cosatu decided "disinvestment, as is currently being carried out by multinational companies, amounts to nothing more than corporate camouflage, which often allows these companies to increase their support for the South African regime"

According to Mr Naidoo, the decision to support sanctions had been taken because the Government had "placed itself on a collision course with organised workers (and was) seeking to destroy the democratic trade union movement. We are giving notice that we

intend to challenge that"

Other resolutions included rejecting regional services councils and the National Statutory Council "in whatever form or guise", demanding the inclusion of domestic workers into the Labour Relations Act, to work towards the formation of a national union for the unemployed and to seek the immediate release of "all detainees, especially all members of Cosatu affiliates and officials". Delegates also resolved to "call on management to resist government's interference in industrial relations for political gains"

The executive was re-elected and is Mr Elijah Barayi (president), Mr Chris Dlamini (first vice-president), Mr Makulu Ledwaba (second vice-president), Mr Maxwell Xulu (treasurer), Mr Sydney Mufamadi (assistant general secretary) and Mr Naidoo

● Organisations which pledged support to the congress included the ANC, the Pan-Africanist Congress, the SA Congress of Trade Unions, the National Council of Trade Unions and the Southern African Catholic Bishops' Conference

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Township residents support dustmen

Staff Reporter

HUNDREDS of Manenberg High School pupils yesterday dumped bags of rubbish in and around the township's two rent offices to show their support for the dustmen involved in a labour dispute with the City Council.

Yesterday's events started about 11am, when small groups of pupils marched on the Duinefontein rent office, carrying bags of refuse, which they dumped on the lawn outside the building.

Later an estimated 400 pupils marched down Manenberg Avenue to the township's other rent office.

By then a large crowd of Manenberg residents were gathered outside the office and shouted protests about high rents and uncollected rubbish.

When a van and a Caspir appeared the crowd dispersed.

20/7/87

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Cosatu favours mandatory not selective sanctions

140A

JOHANNESBURG — Two resolutions, on sanctions and disinvestment respectively, have emerged as the most controversial decisions adopted by the second Congress of South African Trade Unions (Cosatu) congress.

On Friday the organisation rejected the selective sanctions applied thus far by Western governments as having been ineffective as a form of pressure on South Africa. The resolution also said such sanctions could cause serious regional unemployment and often served the interests of

the "imperialist states" applying them.

Instead, Cosatu has come out in favour of compensatory and mandatory sanctions as "the only ones which are likely to bring effective pressure to assist in bringing about non-violent change in South Africa".

It has listed a number of measures it says it will support. These included: stopping international loans to government, local government and business; diplomatic isolation; stopping emigration, tourism and overseas trips by businessmen and govern-

ment officials; preventing local capital being invested, and skilled labour recruited, abroad; and the implementation of the United Nations arms embargo

Cosatu leaders said debate on disinvestment focused on dealing with the withdrawal of foreign companies.

It was resolved these companies should give Cosatu "adequate notice" of their intentions, and they should negotiate with the representative union the terms of their withdrawal.

The congress adopted the Freedom Charter,

which it said encompasses the minimum demands of the majority and lays the basis "for the building of a non-exploitative society". The congress also decided Cosatu should consider applying for affiliation to the Organisation of African Trade Union Unity, and called for the implementation of United Nations Resolution 435 in Namibia.

It rejected Regional Services Councils and warned Cosatu would take action if employers began deducting rents from wages in terms of the proposed Bill before Parliament.

JOHANNESBURG — The National Union of Mine Workers (NUM) was ordered to release a mine employee and not to interfere with the freedom of movement of this person, or any of Randfontein Estates Gold Mining Company Limited's other employees.

This interim order was granted by Mr Justice C. Margo in the Rand Supreme Court last night after an urgent application. The return date of the rule nisi is September 18.

There was no appearance for the union.

NUM ordered to release suspected spy

Cosatu Congress there.

Mr J. A. Geldenhuis, the manpower manager at the mine, said he was telephoned by Mr Jimmy Vithi, a NUM official whom he knows well.

Mr Vithi said Mr Justice Tsukulu, another NUM official, wanted to speak to him.

a member of the security department was held by NUM members for two nights, assaulted and accused of being a spy.

The mine has an illegal strike in progress at present, Mr Geldenhuis said, and NUM could declare a legal strike at any time.

Mr J. A. Geldenhuis be- EAST LONDON

detective. The man had been investigating a fraud case, which had had nothing to do with NUM, and had been told to make observations at a particular point.

He was on duty at 9 am on Thursday, but when Mr Barnard went to see him at 2 pm yesterday, he had vanished, the court was told.

Mr Geldenhuis said that when he spoke to Mr Tsukulu he asked if the man was with NUM officials of his own free will, to which he got no response.

"Mr Tsukulu merely said they had him in a

COSATU'S positions on the burning issues of the day are not easy to define even after its policy decisions last week — as a large number of local and foreign journalists discovered at its post-congress Press conference.

As expected, the highlights of the congress were the debates on sanctions, disinvestment and political policy and alliances. And they certainly did produce a clearer posture than existed before.

But the final resolutions still leave a number of questions unanswered — reflecting, perhaps, Cosatu's position as a fast-growing organisation attempting to come to grips with labour's role in the process of change in SA.

On sanctions and disinvestment, Cosatu has taken some note of a well-researched document commissioned from a local service organisation which analyses the probable effects of various types of sanctions. And there is clear unhappiness that the organisation has had little say over international campaigns for sanctions.

Cosatu accepted that the selective sanctions measures implemented so far have done little, if anything, to advance the anti-apartheid cause, and, indeed, often merely serve the interests of the imperialist states" implementing them. In addition, the resolution states, they "can cause serious regional unemployment".

It goes on to argue that only comprehensive and mandatory

The Cosatu congress still leaves some vital questions unanswered

sanctions can assist in the process of peaceful change

Leaving aside debate on whether this is correct, the resolution leaves unsaid how the "imperialist states" can be persuaded to implement these comprehensive sanctions, which will harm those countries' national interests. It also gives no guidance on what overseas lobby groups (and, indeed, Cosatu) should aim for should this best-case scenario be unachievable.

Support

But it was Cosatu's resolution on disinvestment that gave rise to the most heated question-and-answer session at last Saturday's Press conference.

Briefly, the resolution reaffirms Cosatu's support for "effective pressure on the SA political and economic system" and its view that "SA's social wealth should remain the property of SA's people". And it notes that disinvestment so far was "nothing more than corporate camouflage".

But discussion at the congress

ALAN FINE

centred on the clause stating "where disinvestment takes place companies must give Cosatu adequate notice . . . so that bona fide negotiations can take place".

General secretary Jay Naidoo said the resolution should be read to mean Cosatu supported disinvestment. But again the theme was that the labour movement wanted more control over purported anti-apartheid economic measures.

The resolution does not, however, specify what unions should demand of withdrawing companies.

The original congress motion listed a number of demands, mostly related to employment security, but these were scrapped — apparently because consensus on their contents could not be reached. Nevertheless, some foreign companies can expect to hear about them.

The demands included unions should be given full information on the nature of disinvestment and any remaining licensing and franchise arrangements, new owners

should continue to recognise the affected union, no benefits may be prejudiced and control of pension funds should be transferred to the union, monetary compensation of one month's pay for each year of service; and five years' guaranteed employment under the new ownership.

Questions that still remain are what form of disinvestment is acceptable to Cosatu, how much power unions have over disinvesting companies to enforce their demands, given the GM experience, and, again, what to do in the absence of a "best-case" scenario?

'Minimum'

After an apparently spirited debate, the congress adopted the Freedom Charter as encompassing "the minimum demands of the democratic majority which lay the basis for the building of a non-exploitative society".

In doing so, Cosatu formally aligned itself closely with charterist political, student and community organisations and, indeed, resolved to establish joint structures

at local, regional and national level with them. Sources say about two-thirds supported the resolution without reservation.

Opposition ranged from those who wanted the charter to be complemented by a workers' charter, to others who believed it would be divisive to adopt any particular political programme.

Behind these positions are differing attitudes to tactics and strategy, and the degree of independence labour should maintain from nationalist political organisations. In addition, although the debate is still in its formative stages, they reflect varying views about future political and economic structures.

Precisely how the congress will change Cosatu's approach to political campaigns remains to be seen.

Its most successful endeavour has probably been its living wage campaign — with affiliates winning increases well above the national average. And the mineworkers' campaign against migrant labour and hostels promises to bring significant improvements to their quality of life in the medium term. Both are decidedly workplace issues.

But the organisation has never shed away from taking militant political positions — and often actions. The extent to which Cosatu implements a sensible and pragmatic blend will determine how crucial a role it plays in SA's future.

1408

The Star

Cosatu tries some wishful thinking

ON THE FACE of it, the 700 000-strong Congress of SA Trade Unions would seem to be shooting itself in the foot with the strong stand on sanctions and disinvestment it adopted at its annual conference just ended. There has now been reasonable time to assess the effects of overseas economic action against South Africa and it is clear that these effects are very mixed. They can and do cause hardship among workers while hardening rather than softening white political attitudes.

Cosatu concedes that the selective sanctions so far applied by Western governments have been ineffective and could cause serious regional unemployment. Instead it favours "comprehensive and mandatory" sanctions. It sees effective economic pressure as the best remaining means to bring about a transition to democratic government "in a peaceful manner, with the least pain and suffering by the people and who are already having to endure extreme suffering".

If such sanctions, amounting to total diplomatic and economic isolation, were attain-

able they might indeed have a rapid effect on policies here — one way or another. But this is an imperfect world ruled largely by national self-interest and the profit motive. Even if some Western governments are pressured into applying tougher economic measures there will be others which won't be, and companies happy to fill market gaps or lend themselves to sanctions evasion.

Cosatu's stand will be read by activists abroad as a signal that blacks here are ready to suffer hardship for the sake of liberation. But the end result is still likely to be more of the same piecemeal pressures — and inconclusive results.

Similarly unrealistic is Cosatu's call to end all international loans to South Africa. The prosperity of everyone in this country, with its huge unemployment problem and fast-growing population, depends on rapid growth; growth needs capital. To scare off capital inflow — even at the level of individual businesses — seems highly likely to accentuate black hardship while providing no easy fix.

Union blames right wingers

THE National Union of Metalworkers of South Africa believes that right-wing groups were responsible for the burning of its West Rand office last week in a bid to drive the union out of the "white" Krugersdorp town.

A Numsa spokesman said yesterday that the office was gutted in the early hours of Friday morning after threats from a right-wing group.

The spokesman said all vital documents containing membership lists, negotiation records and subscriptions were destroyed.

"The incident was calculated because the

office was first broken into and the documents were either removed or burnt.

"This also happened when officials were away at the Congress of South African Trade Unions' congress in Johannesburg," he said.

The union says the attackers wanted to destroy Numsa following its growth in strength and membership in the last two months.

Numsa is the second largest union in the Cosatu camp, second only in size to its fellow affiliate, the National Union of Mineworkers which has a membership of 370 000.

21/11/87
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(140A) DD 21/7/87

Cosatu no to union affiliation

Dispatch Reporter

EAST LONDON — The Congress of South African Trade Unions (Cosatu) has rejected an attempt by the National Union of Railway Workers (Nurw) to affiliate with Cosatu.

This was confirmed here yesterday by the national organiser of the Nurw, Mr B Nondulo, following an attempt by his delegation to address Cosatu's national congress in Johannesburg last week.

Two railway unions, the South African Railway and Harbour Workers' Unions (Sarwuh) and Transport and General Workers' Union (Tgwu), are affiliated to Cosatu and the Nurw wanted to present its case to Cosatu.

Mr Nondulo said a letter was drafted to Cosatu for affiliation and a 17-man delegation was chosen to present it on Tuesday.

On arrival at Wits University, we were met by two marshalls who asked us what we wanted. We told them we were the Nurw delegation and that we had come to register.

"They told us that there was already a Co-

satu affiliate, Sarwuh, to represent the railway workers.

"Mr Alec Erwin, who introduced himself as Cosatu's education secretary, arrived and told us that there was another railway union represented. He took our letter and asked us to come back.

"We went the next day and three of our delegates were sent in to get a reply.

"We had to wait for the credentials committee comprising the president, Mr Elijah Barayi, the general secretary, Mr Jay Naidoo, the assistant secretary, Mr S Mafumadi, and the first vice-president, Mr Chris Dlamini.

"The committee told us they did not have the authority to allow us to address the congress as Sarwuh represents the railway workers.

"They referred us to Sarwuh delegates who rejected us."

NUM moves toward strike

THE National Union of Mineworkers (NUM) yesterday disclosed details of the wage dispute involving up to 7 000 workers at four De Beers diamond mines.

The union notified management earlier this week that it intended to apply for a conciliation board — the first step towards possible legal strike action.

NUM assistant general secretary Marcel Golding said the company had offered increases of 15%, 13% and 12,5% for three categories of mineworkers respectively. This was in response to union demands for a 30% across-the-board increase.

Golding said the offer failed to

ALAN FINE

compensate workers for increases in the cost of living. Other conditions of employment are also in dispute.

Increases were due in May or June, depending on the mine involved. It is understood increases will be backdated to their due date should agreement be reached.

A De Beers spokesman said the company hoped further negotiations would occur. He said De Beers wages were high in the mining sector.

The minimum starting rate was R408 per month, and the average monthly wage of black miners in the company was R855, including overtime and other payments, he said.

CAPE TOWN 22/7/87

Refuse men not ready to move it

Municipal Reporter

STACK up your uncollected rubbish in your old black bag and growl, growl, growl. The dustmen's work-to-rule is set to continue for another week at least.

Mrs Eulalie Stott, acting chairman of the City Council's executive committee, emerged yesterday from the first official negotiations with the cleansing workers' union since the work-to-rule started last Monday, to say that negotiations had "not yet been completed".

"Certain proposals were put to us, and we will be very happy to consider these," she said. "We have set next Tuesday as a tentative date for our next meeting with the union."

She believed the work-to-rule would continue, yet there had been no animosity during or after the negotiations.

The work-to-rule had not spread beyond "certain sections" of the city's cleansing workers, she said.

Mr John Ernstzen, general secretary of the Cape Town Municipal Workers' Association, said the question of when the work-to-rule would stop depended on the reaction of workers when union officials reported back to them on the negotiations.

He had said the work-to-rule was unlikely to stop till the two parties had come to some agreement, and he confirmed that the next negotiation meeting would be on Tuesday.

Neither he nor Mrs Stott would disclose what issues were discussed yesterday, or what proposal the union had put to the council.

It was reported earlier that the council had offered a 10% wage increase, while the union was unwilling to accept increases of below R50 a week, which could mean increases of up to 44%.

(about R4 000).

CAT 7/18/87

Miners may strike

JOHANNESBURG. — A legal strike of more than 7 000 workers is looming in the diamond-mining industry after the National Union of Mineworkers yesterday declared a dispute over the annual wage negotiations.

Reports by Own Correspondents, Sapa-Reuter-AP and UPI

140A

(about R4 000).

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Miners may strike

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Reports by Own Correspondents, Sapa-Reuter-AP and UPI

CAPE TOWN 22/7/87

Iscor strike widens

Own Correspondent

JOHANNESBURG —
Another 150 Iscor workers joined 6 500 of their colleagues on strike yesterday as the action spread from the Vanderbijl Park plant to the corporation's Glen Douglas dolomite mine near Meyerton.

And, according to the National Union of Metalworkers of SA (Numsa), about 1 000 members at Samancor in the Eastern Transvaal stopped work yesterday after the dismissal of an undisclosed number for their participation in last week's industry-wide metal strike.

Iscor management yesterday said they had no intention of improving the 34c-an-hour wage offer which triggered the action.

An Iscor spokesman said the company could continue for "a couple of weeks" without suffering ill-effects.

OTHER PEOPLE

Free: The man accused of disrupting the elections

A precedent-setting court case freed unionist Mike Roussos this week. Most surprised was Roussos himself. GAVIN EVANS reports.

TRADE unionist Mike Roussos, freed this week in a precedent-setting court case, has two special reasons to cheer

First, he got out just in time to attend the Cosatu congress

Second, he's able to be with his wife for the birth of their first child.

But the 31-year-old South African Railways and Harbours Workers Union leader said his walk into the sunlight from Pretoria Central Prison on Tuesday afternoon came as a "complete surprise" because he had no knowledge of the application for his release

"I was getting used to the idea of a long stay and had no idea my detention was being contested," he said

While the case was being argued in the Rand Supreme Court, Roussos said he was told by the security police there was no way they would let him go, because he "would be over the border within ten minutes".

Instead within hours of his release he was back at his post, completing last minute preparations with his 69-member delegation for the Cosatu congress

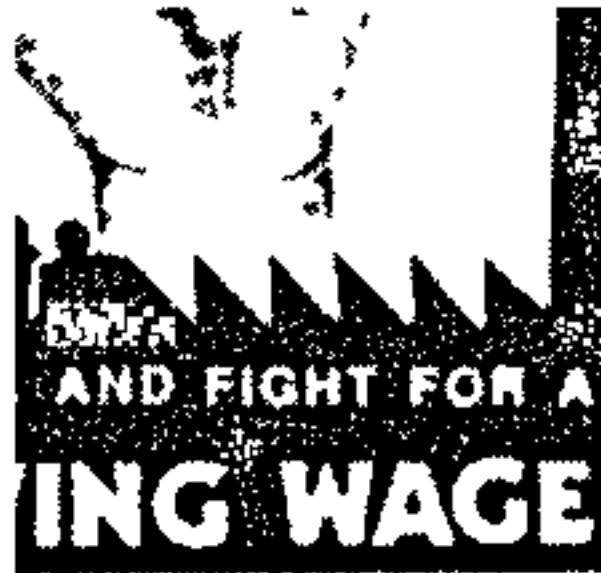
Roussos was detained under Emergency regulations outside Cosatu House on May 7 during the height of the SA Transport Service strike. When an application for his release was launched he was redetained under section 29 of the Internal Security Act — just after his lawyers told him the union he helped to build had won gains and ended its strike. For the next five weeks he was completely cut off from the outside world and denied access to his lawyers, other visitors or reading material

He said he was interrogated 17 times for a total of about 70 hours. In a court application for release, he stated that during this time he was forced to stand naked, was threatened and physically harassed.

"What they were trying to get out of me was that the union had been engaged in criminal activities and that the aim of the Sats strike was to disrupt the elections and generate unrest — which was complete nonsense

"It was clear they were desperately trying to build a case against the union in order to undermine Cosatu in general and Sarhwu in particular," he said.

Shortly after Roussos was detained, Sarhwu general secretary Ntai Sello was released after five months



Trade unionist Mike Roussos ... astonished to be free

Picture ERIC MILLER, Afrapix

in detention, but 35 union members, including the president, Justice Langga, are still being held

"In October last year we had 9 000 fully-paid-up members. By the end of the strike this number had risen to 36 000, with thousands more signed up

"Our main task now is to strengthen the union and consolidate the membership. The release of the 35 would make a big difference," he said.

Justice Geoffrey Leveson's precedent-setting decision to declare Roussos' detention to be wrongful and unlawful rested on an essential point of law. That to detain someone under suspicion of subversion it is necessary to allege that the detainee's intention was to bring about constitutional, political, social or economic change.

In an affidavit, Brigadier Gerrit Erasmus said he had detained Roussos under section 29 because, as a member of Sarhwu's coordinating committee, he had been party to various illegal acts

But the judge found that even if these facts were true, it was necessary to allege they were committed with subversive intent. Otherwise charges could be brought under common law.

"Workers strike for better working conditions, higher wages or shorter working hours and have often been known to strike in sympathy with a

dismissed worker. Such objects are not in themselves unlawful," he said

He ordered Roussos's immediate release and awarded full costs to his wife, Benita Pavlicevic, who had been detained last year

Roussos, who studied chemical engineering at Wits University in the Seventies, played a leading role in the National Union of SA Students and the Young Christian Students. In 1977 served as SRC vice president. In 1980 he completed an honours degree in Industrial Sociology and the following year lectured at Wits on trade unions. For the past five years he has been a full time union official

In 1985 he was elected Sarhwu national organiser and later became the union's education secretary. He has also served on the United Democratic Front general council

Roussos said that since 1982 his house and vehicles have frequently been vandalised and on one occasion shots were fired through his bedroom window while he was sleeping. After the partial Emergency was declared two years ago he stayed away from home in order to avoid detention

"I had several close escapes so when they finally got me it came as no surprise and I was well prepared," he said

Now he is back at home and hopes he will be left in peace long enough to see the birth of his first baby, due early in September

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Members of the SA Railways and Harbours Workers Union

militancy'



A member of Num's Western Transvaal branch takes part in Cosatu's cultural day at the congress last week

Union for unemployed?

COSATU is to give renewed attention to the formation of an unemployed workers union

About 20 observers from the National Unemployed Coordinating Committee attended last week's congress

The general secretary of Cosatu, Jay Naidoo, told delegates 'We must acknowledge that the material assistance offered to these comrades is not sufficient to meet their projected needs

Naidoo said the elements used to wage these attacks were mainly from the ranks of the unemployed. Bosses were using the unemployed as scabs to break major strikes

While organised unemployed workers are to be given observer status on local shopstewards and affiliate unions agreed to campaign for a 40 hour week and overtime bans thus creating more jobs —

much of the activity of Cosatu and the unemployment workers union will be directed at the establishment of co-operatives. These will be jointly controlled by shopstewards councils and unemployed workers structures, and of a national co-operative movement

While advocating comprehensive sanctions the congress spotlighted specific areas of the international campaign to isolate South Africa by calling for full diplomatic isolation of the country, an end to loans and credits not only to the central government but also the municipalities and homelands and South African businesses, a ban on all immigrants from South Africa, as well as a ban on recruitment of skilled workers to South Africa

The congress also called for a ban on overseas investments by South

Africans, the withdrawal of landing and overflight rights to SAA and a ban on overseas travel by government officials, tourists and businessmen

The congress also voted to "actively support the campaign to save 32 compatriots on death row"

The campaign, launched two weeks ago by the South African Youth Congress, was initially supported by the National Union of Mineworkers, three of whose members are among the 32.

Cosatu also voted to support a campaign to force the government to sign the Geneva Convention protocol on the treatment of prisoners of war and to observe them in its treatment of captured members of the ANC's armed wing Umkhonto weSizwe

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Christian health care

Project

SOUTH REPORTER

FIFTEEN "people's doctors" with school education of between Std 3 and Std 9 have begun to give much-needed health care in Khayelitsha.

Armed with the most basic medical supplies, the community health workers, as they are properly known, are often the only health care available for people in Khayelitsha. Khayelitsha has only two temporary state-run clinics. These are not open over weekends. The community health workers have become crucial to the community, especially at night and over weekends, according to Dr Ivan Toms, who is training them as a project of the South African Christian Leadership Association (SACLA).

The project was started after the SACLA clinic in Old Crossroads was taken over by the SADF on June 16 last year and the staff made to leave. At that stage, clinic staff were treating 175 medical and 65 dental patients a day, six days a week.

"Through the community health workers we can avoid a similar situation where people are deprived of essential medical attention in a situation of unrest. When there is unrest in the townships, outside doctors cannot always go in. These health workers live in the community and are selected by the community they serve. They are trained for six weeks and have regular sessions with qualified doctors afterwards," said Toms.

He felt the democratic selection by the community was essential if the programme was going to be progressive and facilitate real community development and health. "This is a very slow and sometimes difficult process because of divisions in the community, but it is required otherwise this project will be doing things for the community which does not facilitate and give them power. We recognise and use the community structures in the areas we work in, be that street or area committees. Our only criterion for health workers is that they should not be linked to the power structure in the community, like the children or wives of headmen."

So far 15 community health workers have been trained and SACLA intends to have 51 working in Khayelitsha, Mbekweni and Montagu/Ashton by March next year. Each worker is trained in both preventative and curative aspects of health and serves about 2 000 people.



Dr Ivan Toms

Church 'can't be neutral'

THE CHURCH can't be neutral in the face of the state's attempts to smash Cosatu, the country's largest federation of trade unions, the Durban-based Drakona group has said. Drakona, a joint project of the African Methodist Episcopal, African Presbyterian, Anglican, Evangelical Lutheran, Methodist, Presbyterian, Roman Catholic and the United Congregational Churches in the Durban area and the Belydenende Krings in Natal, outlined repression against Cosatu.

Dignity

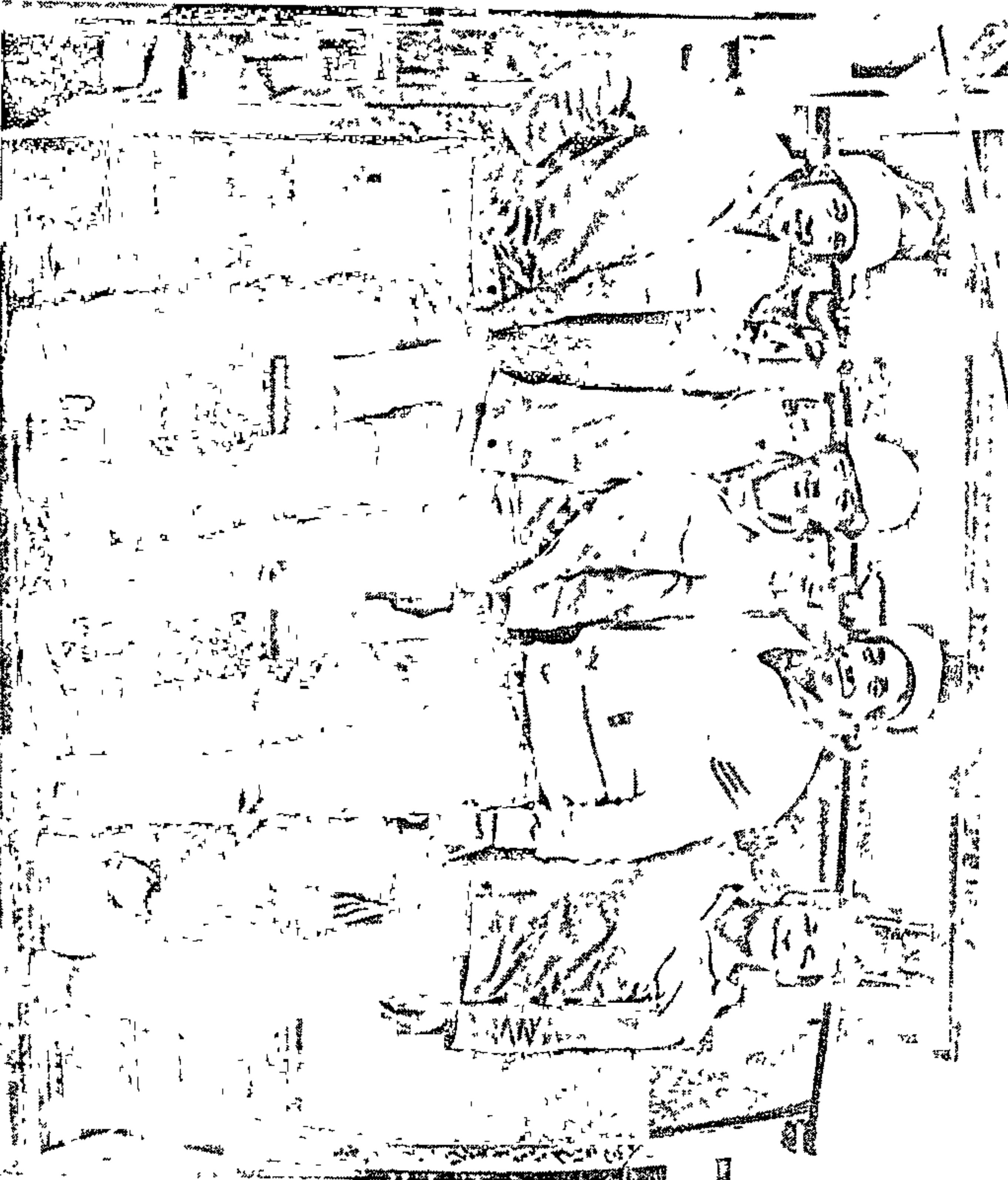
"God's will is that worker rights and their dignity be honoured by all. A Christian concept for justice today cannot be divorced from a commitment to workers. If the government succeeds in destroying Cosatu then no organisation or individual is safe," Drakona said.

It suggested various responses Christians could make to this threat against Cosatu and non-racial and democratic organisation. Pray for Cosatu, its affiliates and all workers. Discuss in groups a Christian response to at-

- lacks on the worker movement
 - Contact Cosatu offices and ask for their side of the story
 - Invite workers or trade unionists to speak to your congregation
 - Spread the facts to your social action group, Justice and Reconciliation Committee, parish council and congregation, school friends and colleagues
- ### Campaigns
- Encourage your friends and family to discuss how they can support Cosatu campaigns
 - Allow trade unions to use your church halls for meetings
 - Encourage workers in your congregation to share with others thoughts on working conditions and wages
 - Encourage worker participation in the running of your parish.
 - If you are an employer, ensure that your labour practices are just and fair. And especially allow easy access to representative trade unions.
 - If you are a worker, find out about trade unions which can represent your interests.

Tired of being 'treated like dirt'

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Cape Town garbage collectors have really very little to smile about, but they are hopeful that the current negotiations with the City Council will bring increases in their pay packets

Picture BIEN KARLIE

BY AYESHA ALLIE
THE City Council's cleansing workers say they are tired of being "treated like dirt".

"We are doing the most uncomfortable and unpleasant of jobs and yet our wages are the lowest.

"We work with dirt and we are being treated like dirt," a worker complained.

The more than 1 200 workers have been on a go-slow since last week after the council refused to meet the demand of their union for a R50 across the board increase.

They are all members of the 11 500-strong Cape Town Municipal Workers' Association presently engaged in wage talks with the City Council.

According to Mrs Eulalie Stort, the chairperson of the council executive committee, the increase offered by the council would push up the minimum wage to R112,62 a week.

Not satisfied

But garbage collectors are not satisfied and several workers interviewed at a Cape Flats depot of the council told of their long years of service and the low wages they earned.

One worker said he had worked for the council for 16 years and had a wife and four small children to support.

He went home with R86 a week after all deductions such as tax, pension, medical and union fees were made.

Another worker went home with R70 a week after all deductions.

He said the money left over after paying his bills was "just enough for food to last till Monday".

He said working as a garbage collector was actually a humiliating job as people looked down on him.

Mrs G Moses said her husband took home R39 every week after deductions.

They have six children "so there's never enough money".

A worker said councillors should try to survive on so little money.

"We have to work in cold, wet and dirty conditions yet our wages don't show we're working so hard," he said.

The workers said the council did not provide them with decent raincoats or safety boots. They said they had to buy shoes often because of the nature of the work.

"We're not protected against the rain. They give us raincoats through which the water seeps and leaves us wet for the rest of the day. We have to go into drains when it rains. They don't even give us gloves when it comes to digging dirt."

A supervisor said the council no longer provided special medical care for cleansing staff which he felt was necessary because of their working conditions.

Time consuming

The City Engineer, Mr Des Riley, said that before the work-to-rule, the cleansing staff had worked so fast that they could go home early.

"The returning to the depots for lunch is tremendously time-consuming," he said in comment on the go-slow.

Mr Riley said the workers only received medical treatment when they were injured while working.

He said the council was prepared to negotiate with them should they take up the medical treatment issue.

"They receive a dirt allowance of 11 cents an hour and protective clothing twice a year," he said.

The general-secretary of the Cape Town Municipal Workers Union, Mr John Ertzen, said talks were continuing with the council even though it had rejected the union's demand of a R50 across the board increase.

He said the union understood and supported the action of the workers.

Garbage collection is considered an essential service and an outright strike by such workers is illegal.

During the go-slow the workers start at 6.30am and stop work at 4.15pm even though refuse have not been collected in all the areas.

The areas mainly affected by the go-slow included Manenberg, Bonteheuwel, Westridge and Eastridge in Mitchell's Plain, Wynberg, Ottery, Claremont and Mowbray.

COSATU NATIONAL CONGRESS

Cosatu's second national congress was held at the University of the Witwatersrand in Johannesburg



Cosatu president Elijah Barayi

The 'right to shopfloor

IF THE Minister of Manpower, Mr Pietie du Plessis, was looking for a way of reinforcing the political enmity of the country's major trade union grouping, he found it last week by effectively banning what had been planned as South Africa's biggest-ever legal strike literally hours before the start of the Congress of South African Trade Unions' second national congress.

From the first words of the opening speech by Cosatu president Elijah Barayi on Tuesday, "we have come to bury Botha, not to praise him", the congress was a defiant reaffirmation of the union's belief in shopfloor militancy and their right to pursue explicitly political objectives.

"Politics, especially the lack of the most democratic rights for the majority, are a bread and butter issue for the working class," Barayi told the 1 500 delegates at congress at the University of the Witwatersrand.

"It is a fundamental question — and we are obliged to answer it. We make no apology for connecting issues on the shopfloor with issues facing workers in society as a whole."

Its aggressive trade union and political policies have paid dividends. Cosatu's paid-up membership has almost doubled to 712 000, rising an average 500 a day since its launch 19 months ago. These figures, Cosatu general secretary Jay Naidoo told a pre-congress press conference, represent only paid-up members. Signed-up membership stands at about 1,7 million.

Delegates to the three-day congress accepted Cosatu's growth and its position as the dominant trade union grouping in the country and as "an effective national opposition to the policies of the ruling class" as sufficient vindication of its militant founding principles to consolidate and streamline those founding principles, rather than contemplate any major changes.

Despite widespread speculation that the federation was backpedalling on sanctions, under the impact of disinvestment, delegates actually beefed up their founding resolution.



Delegates from Cape Town's Municipal Workers Association at Cosatu's congress in Johannesburg last week

Probably the most important factor in Cosatu's revised position on sanctions and disinvestment appears to be the federation's demand that it and "the mass democratic movement" must define the terms of the international economic pressure.

Having been outflanked by General Motors sellout to the far less sympathetic South African management of Delta, the unions are determined to stamp their interpretation on what constitutes "real disinvestment" on the campaign.

And its response to current sanctions strategies has been formally acknowledged that "selective sanctions packages currently applied will not be effective against capital or the state." It would be more likely to benefit Western countries than those they were designed to assist, and could cause serious regional unemployment.

If the wording echoes the arguments of anti-sanctions lobbies locally and abroad, the thinking behind it does not. Rather than backing away from sanctions, as was widely anticipated by local businessmen and the media,

the union federation questions the basis of selective sanctions.

The form of the campaign has largely been defined by "imperialist states", delegates argued at the congress, and serve their interest rather than those of the community they were apparently intended to serve, black South Africans.

Cosatu decided the sanctions campaign had to be extended as "comprehensive and mandatory sanctions are the only sanctions likely to bring effective pressure which will assist in bringing about a non-violent, truly democratic and non-racial South Africa."

In a separate vote on disinvestment, delegates demanded of foreign companies pulling out that they give workers and their unions "adequate notice" — which Naidoo said would be "up to a year", and guarantees, as a pre-condition of any sellout, that the status quo with regard to trade unions be retained by new owners.

"The government's response to political pressure from organisations making up the national democratic

movement has been to attack us — to try to hurt us," says Cosatu assistant general secretary Sydney Mufamadi.

"Its response to international pressure has been, like that of its allies, to similarly try to hurt us by redirecting that pressure at us."

"Our obvious response is to resist — to try to ensure that the gains we have made in these companies are not lost."

The federation, adds Mufamadi, does not see equity shareholdings — as offered to Cosatu's car workers as Ford — as part of the process of establishing worker control. The congress did not actually pronounce on the issue of worker or union shareholdings — either in response to the Ford offer or to a broader suggestion from Anglo American's Gavin Relly last week.

Endorsement of the Freedom Charter — formulated as a blueprint for post-apartheid South Africa by the outlawed African National Congress and its allies and adopted by them in 1955 was, by the start of the Cosatu congress last Tuesday, a foregone conclusion.

In the past five months the federation's three biggest unions, the National Union of Mineworkers (NUM), the National Union of Metalworkers of South Africa (Numsa) and the Food and Allied Workers Union (Fawu), have granted the document various forms of acceptance, as have a number of smaller unions.

Although the National Union of Textile Workers went into the congress with a call on other affiliates not to adopt the "political programme of any one political trend", Naidoo said after a post-conference that acceptance of the charter had been unanimous.

A second Freedom Charter resolution, put forward by Numsa, which coupled endorsement with a call for an explicitly socialist "worker's charter", was dropped after a heated three-hour debate.

Num's successful argument for unconditional endorsement does not however mean that post-apartheid socialism is off the Cosatu agenda.

What the argument was about was how to achieve it and who should define the terms of transformation to socialism.

The congress moved to formalise the federation's position in the national liberation movement, by approving the establishment of permanent local and national structures of co-operation with "other sectors of the democratic movement" both to facilitate an anti-apartheid alliance and to promote a principle Cosatu sees as vital — the leadership of the working class in that alliance.

And it based its definition of progressive organisations with which Cosatu should have an alliance on, among other criteria, whether or not such organisations were non-racial — thus effectively further isolating the racially-exclusive Azanian People's Organisation.

Despite their warmth towards the UDF and its youth congress affiliate, delegates voted against affiliation to any political organisation "at the present time" — *Agenda Press Services*.

Cosatu siege — man in court

A FORMER employee of the South African Transport Services appeared briefly in the Johannesburg Magistrate's Court on Tuesday on a charge of attempted murder.

Mr Julius Mango (25), of Delmore hostel in Germiston was not asked to plead and the case was postponed to July 28 at the request of his attorney. Bail was fixed at R1 000.

The State alleges that

he attempted to murder Mr Chris Andries Welgemoed, a member of the South African Police with an axe on April 22 this year near Cosatu House on April 22 this year.

Mr Mango originally appeared with two other men, Mr Masakeng Mantlaka (22), and Mr Mathulathi Blek (23), also of Delmore hostel.

Charges against the two men were withdrawn at a previous hearing.

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23/7/87

FEELTISE GO-S. OW ALL'S city and Sea Point

year
Mrs 23/7/82

By DICK USHER, Labour Reporter

COUNCIL workers in the central business district and Sea Point have joined the cleansing staff work-to-rule, threatening large accumulations of rubbish in the city centre and suburbs along the Atlantic seaboard.

About 90 percent of cleansing staff are now working to rule, according to Mr Johnny Ernsten, general secretary of the Cape Town Municipal Workers' Association (CTMWA), which is pushing for a R50-a-week across-the-board pay increase for its 11 500 members.

Workers in Sea Point joined the action today. The CBD work-to-rule started with yesterday's dayshift.

Last weekend employees agreed to work overtime as usual to clear rubbish from restaurants and hospitals but whether they will do the same this weekend is now in doubt.

Pressure in Council

Workers said they would discuss this with their shop stewards.

Dayshift workers in the CBD said they had joined the action, which is in its 10th day, to increase pressure on the City Council to meet their pay demands.

The council has offered a 10 percent pay increase.

Action by nightshift workers appeared to be less solid with some saying they had been "persuaded" by their foremen not to take part.

Discussions with the city's Executive Committee ended inconclusively this week but are expected to resume on Tuesday.

It appears that the absence of the chairman of the Executive Committee, Mr. Dick Friedlander, and the deputy-chairman, Mr. Louis Kreiner, has so far hampered the talks.

"AWARE"

The work-to-rule, which was organised by CTMWA members but officially backed by the union, started early last week.

A municipal spokesman said "We are aware that the work-to-rule is spreading but are not yet in a position to comment

**STRIKES HIT 8
E CAPE PLANTS**

ALAN FINE 24/8/87

MEMBERS of the Chemical Workers' Industrial Union (CWIU) at eight eastern Cape plants went on strike yesterday, a spokesman for the union's regional branch said.

He said they were protesting at the recent lock-out and subsequent dismissal of 88 CWIU members at Associated Glass Works (AGW), a Philips subsidiary.

Companies affected, according to the union, are Pilkington Shatter-prufe and Plascon Paints (two plants each), Electric Lamp Manufacturers of SA, Allied Colloids, Shell and Mobil.

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It's clear that there are gaps and silences in Cosatu's policy on disinvestment, adopted at last week's second national congress in Johannesburg.

The gaps are a mark of debates in progress and of questions which will have to be answered within the federation and its affiliates. Two of the major issues which will need clarifying are the share ownership issue and the practical demands which unions intend to make of companies planning to disinvest.

The resolution on disinvestment is rather thin, it does not, for example, call explicitly on foreign companies to disinvest.

But the disinvestment resolution should be read together with the sanctions resolution.

Cosatu came out in favour of comprehensive and mandatory sanctions "as the only sanctions which are likely to bring effective pressure which will assist in bringing about a non-violent, truly democratic and non-racial South Africa."

The sanctions resolution expressed support for a range of measures, such as the stopping of loans and credit to the state and business, diplomatic isolation, a stop to South African capital being invested abroad and to South Africans emigrating abroad.

Cosatu's new policy on sanctions and disinvestment is clearly an attempt to respond to the effects of these so far and to shape international campaigns. The sanctions resolution points out that "the organised working class in South Africa have not had control of sanctions campaigns," while both resolutions, and the resolution on international policy, emphasize the need for South African workers to ally with their counterparts internationally.

Despite the gaps, clearer policy on sanctions and disinvestment is intended to enable Cosatu to intervene more decisively to shape the direction of international campaigns than it has done so far. Two main areas in which it could shape debate are the call for comprehensive, rather than selective sanctions, and in the call on disinvesting companies to negotiate pullouts with trade unions rather than selling out "behind the backs of the workers".

Some gaps and silences in Cosatu's disinvestment call

Cosatu's resolutions on disinvestment have ended 'about-turn' is imminent, but there are still areas yet to be addressed. HILARY JOFFE reports

In choosing support for comprehensive sanctions, Cosatu rejected the option of selective or strategic sanctions which observers predicted might be on the cards. Against selective sanctions, the resolution argued that "as currently applied, (they) will not be effective against capital or the state can cause serious regional unemployment and often serve the interests of imperialist states rather than the South African working class."

But the policy may pose the problem for Cosatu that, with comprehensive sanctions unlikely to happen, the federation will be limited in its ability to shape international campaigns by supporting some sanctions rather than others.

But the resolutions on sanctions and disinvestment are not just intended for foreign consumption. More importantly, perhaps, they are attempts to address the problems which workers and trade unions have increasingly been facing, particularly in relation to disinvesting companies.

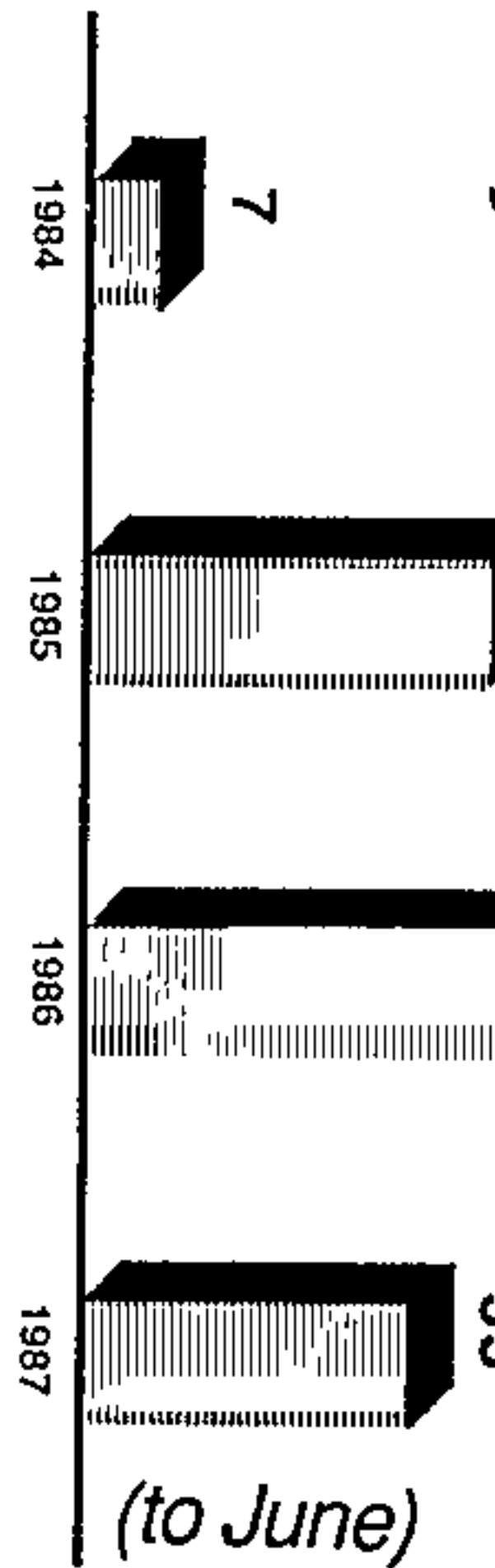
And it's here that major policy questions will have to be resolved by the federation and its affiliate unions.

The disinvestment resolution reiterates policy made at Cosatu's first national congress in 1985, that the federation is committed "to ensure that the social wealth of South Africa remains the property of the people of South Africa for the benefit of all."

But it does not suggest what forms of wealth holding might be acceptable.

Perhaps the most central clause of the resolution for disinvest-

Number of US companies pulling out each year



ing companies to "give Cosatu adequate notice of their intention to pull out of SA so that bona fide negotiations can take place."

But there is no mention of the notice period or the terms and conditions which the federation and its affiliates would favour.

This surprised some observers since the original motion did set out such terms and conditions. And two Cosatu affiliates, Numsa and CWU, have within the last year drawn up sets of demands for presentation to disinvesting companies.

There are a number of reasons for the silences in the resolution on these issues. Dealing with the situation is fairly new for the unions and some of them haven't even been directly confronted with it yet.

The General Motors pullout and strike in October last year raised some of the issues for the first time.

And the Ford pullout only a month ago brought the question of share ownership to the fore.

The repression which the federation and its affiliates have faced has probably slowed down the process of debate.

The debates are relatively new ones. And given that Cosatu, as a federation, does not negotiate directly with employers, it has to be careful about the extent to which it limits the negotiating options for its affiliate unions.

Majority feeling at the congress was that the federation should draw up guidelines for its affiliates, setting out general principles, rather than specifying fixed conditions in policy statements, according to Cosatu general secretary Jay Naidoo.

The affiliates themselves operate in different industries and under different conditions. Thus it is probably no accident that guidelines for disinvestment have come from the unions which operate in industries such as motor vehicle manufacture and oil refining where multinational companies have been an important factor.

For Cosatu's affiliates in the food industry and in mining, the issue of trade sanctions may well be more salient than that of disinvestment.

Naidoo sees two significant aspects to the resolution. One is its assessment of the disinvestment which has taken place so far. "Disinvestment as it is currently being carried out by multinational companies amounts to nothing more than corporate camouflage ..."

The other, says Naidoo, is the call for disinvesting companies to give notice and negotiate. "Obviously this has to be expanded," he says. The congress saw much debate, though not division, he says, on the terms which unions should demand and on the equity issue. Delegates agreed that there was a need for more rigorous

discussion and there was not sufficient time or information at the congress for this.

"The actual terms and conditions of withdrawal are issues which must be negotiated by the affiliates, though Cosatu will be drawing up guidelines," Naidoo says.

A starting point for discussion of such guidelines may well be the clauses dropped from the original motion. Demands included that companies should give 12 months notice of the intention to disinvest, should provide full information to unions, and the new owners or managers should recognise and negotiate with representative unions.

The departing company should guarantee that workers' benefits, such as pensions, were not prejudiced, should pay workers one month's pay for each year of service, should guarantee employees' earnings for five years from the date of withdrawal or sale and should pay proceeds of royalty rights, franchises, etc into a trust fund nominated by the union.

These clauses expand on the set of demands outlined in November last year by a joint executive meeting of the three major unions (Naawu, Mawu and Micwu) which subsequently formed the National Union of Metal Workers (Numsa), now Cosatu's second largest affiliate with 131 000 members. The clauses closely parallel the detailed set of demands to disinvesting companies contained in a document drawn up by the 30 000-member Chemical Workers' Industrial Union earlier this year.

The question of share or equity options offered to workers by disinvesting companies (or, for that matter, local companies) is an even newer one for the unions and is being treated cautiously. While Cosatu is clearly rejecting the idea of worker directors, there is debate on which forms of share ownership would advance worker interests.

The tendency in many of the share ownership schemes has been that companies offer shares to individual workers. Naidoo argues "this does not give workers any degree of control over decision-making struc-

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Nonetheless, he says, there is discussion in Cosatu on the various forms of share ownership for workers and the federation hopes to develop guidelines for affiliates.

Naidoo would only say the issue would be rigorously discussed.

However, there has already been research and thinking on the issue, and one proposal circulated within the federation earlier this year was of a National Worker Trust.

In terms of this proposal, workers would not sit on boards of directors but would continue to rely on collective bargaining power to improve their conditions. Shares would be treated simply as income earning assets and held in trust for workers collectively. The trust would receive money from, inter alia, shares acquired from disinvesting companies and its beneficiaries would be Cosatu members and members of the Unemployed Workers' Union.

It could provide benefits such as financial assistance for the starting up of production cooperatives, creche and child care facilities and community clinics. It could help individual workers with supplementary unemployment benefits and education grants.

But this is only one of the options. No doubt more thinking and research will precede Cosatu guidelines which address some of the gaps in its disinvestment policy.

doing so. At the new job, Clara's boss says, "However, get caught up again, same way." However, as Olshan makes clear, this is the result of Clara's complex life. (Less of a South African parallel here.)

A competent and well-crafted novel that can be read with enjoyment for itself, and with profit for the oblique light it casts upon the

WHILE I WAS The reward of a cooler climate

The Editor should have teaching experience at primary/secondary/teacher training level, especially with pupils using English as a second language. He/she should also, preferably, have experience of working on books from manuscript development through to final books, rewriting materials, copy editing, drawing up artwork and cover briefs, proof reading, preparing promotional copy, and working with writers and teachers.

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EDITED BY
RICHARD RIVE

This volume

Miners plan biggest-ever 'secret' strike

BY VUSI GUNENE

THE central executive committee of the National Union of Mineworkers will meet on Monday to finalise details of a strike which, if it cannot be averted, will be the biggest-ever legal strike in the mining industry.

The NUM has decided to keep the date of the strike secret after an extraordinary Government Gazette scuttled a planned strike by 80 000 workers in the metal industry last week.

NUM vice president and Cosatu president Elijah Barayi told delegates to Cosatu's second national conference at Wits University last week that the union was definitely going to go on strike.

Two weeks ago, 97 percent of the more than 200 000 NUM members employed at the 27 gold mines and collieries covered by the Chamber of Mines agreement voted for strike action to resolve the dispute with the chamber.

Talks with the chamber deadlocked at the Conciliation Board on June 30. Demands on which the NUM and the chamber could not reach agreement were:

- A 30 percent wage increase across the board
- A five-year death benefit pay-out
- Danger pay
- Thirty days paid leave
- June 16 as a paid holiday.

Unless the chamber agrees to mediation, the strike is expected to begin late next week.

The chamber turned down a mediation proposal soon after the conciliation board deadlock.

Although the strike will cover gold and coal mines only, another strike is looming in the diamond mining industry. The NUM has declared a dispute with De Beers, opening the way to a legal strike.

In another development, the NUM met the Consolidated Murchison and Antimony Mines at a Conciliation Board hearing in Pretoria yesterday in an attempt to resolve a wage talks deadlock involving 2 000 workers.

NUM assistant general secretary, Marcel Golding said talks deadlocked about a month ago, when the union refused management's offer of a 20 percent increase.

He said the union had tabled a number of demands, including a wage increase of 55 percent and an improvement on working conditions.

Golding said 20 percent was management's first and final offer, to cover the wage increase and improved working conditions.

The NUM's demand for 55 percent was for the wage increase only, and did not include improved working conditions such as shift allowances.

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COSATU

Political game plan

The policies adopted by the Congress of SA Trade Unions (Cosatu) at its second national conference last week to a large extent merely formalise the political position it has inexorably drifted into over the short period of its existence. So, for example, its declaratory support of sanctions and disinvestment was tightened, as expected, and the Freedom Charter embraced as its "guide" (FM July 3)

Perhaps surprisingly, though, the federation's executive said there was "unanimous support" among the 1 400 delegates for sanctions and disinvestment. Surprising, because a leaked Cosatu-commissioned study a month ago cast doubt on their efficacy. But even more so because it is generally assumed the unions would not want the companies — which after all employ them and, in a sense, provide their *raison d'être* — to simply up stakes and go — thereby quite probably to swell the ranks of the unemployed (who Cosatu is busy organising into a separate union)

From a purely industrial relations perspective, some leading experts in the field feel that "worker militancy over the past year has outstripped worker organisation and that this has inhibited the unions' effectiveness." They argue that "tactical astuteness" has been foregone in some key disputes, notably the Sats strike last March/April, which could have been better handled if compromises had been accepted — on the "living to fight another day" principle. This would have been the "workerist" approach of Fosatu, Cosatu's forerunner.

Yet Cosatu unions continue to win significant improvements to minimum wage agreements and other conditions — above the national average — as well as holiday concessions, and wider bargaining rights. Despite being somewhat displaced by the more immediately-felt "Hands off Cosatu" campaign (in the wake of various attacks on its members and property), the federation's gains, under the banner of the "Living Wage Campaign," are significant.

And clearly — for the Cosatu leadership at least — precipitating the downfall of "national oppression" and "capitalist exploitation" takes precedence over other considerations — including the building of socialism. "I am here to bury P W Botha, not to praise him," said Cosatu president Elijah Barayi in his opening address.

Significantly, fraternal messages of support from the African National Congress (ANC) and its trade union wing, Sactu, advised (to some astonishment among the delegates) against adopting socialism as Cosatu policy. "Your interest should be in strengthening Cosatu and fighting for the

interests of all workers," said Sactu, sounding curiously akin to the old Fosatu strategy of consolidating factory-floor gains in the first instance.

Cosatu said it wants all foreign companies to "actively withdraw" from SA, but these companies should give the union "timeous notice" of their intention to do so. The idea seems to be that "in each plant the workers will negotiate with management and arrive at a decision" (based on whether the union feels the company should go).

Members of Cosatu's central executive committee, announcing the resolutions taken after two days of closed debate, were pressed by journalists. How would it improve the workers' lot if foreign companies left?

Their reply centred on the need to get rid of the present government. Sanctions and disinvestment, they said — real sanctions and not half-measures or "corporate camou-



Cosatu's Naidoo, Barayi and Dlamini ... tough questions

flage," which is how they describe company withdrawals to date — are part of that pressure. The union movement was for the first time "giving direction," so feeding into the international sanctions campaign. "The organised workers of SA are saying these measures must be implemented," said general secretary Jay Naidoo.

His deputy, Frank Meintjes, explained "We're faced with the choice of either closing the companies down or accepting something that allows the system to continue. What would happen if these calls (for total sanctions) were applied across the board? There's no other way out, we cannot wait to replace this regime. Perhaps the question should be, 'if the factories close down, will the government be able to survive?'"

In line with its support of comprehensive, mandatory sanctions, the union federation is to try to "close the loopholes" left by current measures. Among the targeted areas are

The FM brings its readers the most news, comment and interpretation possible under the new regulations restricting publication of certain matters.

It does not believe that the restrictions are necessary or in the public interest, but will obey the law.

ending all foreign loans and investment, SAA landing rights, immigration and cultural contacts — that is, "areas normally excluded from the sanctions campaign."

Disinvesting companies, the executive said, should be "compelled" to negotiate with the unions before pulling out. But, it was asked, how would they be compelled? This would depend on the strength of the union directly involved at the plant, on the international campaign, and could involve sympathy strike pressure. The aim of such negotiations would be for the union to be fully informed of the nature of the withdrawal, to ensure recognition rights later for the union directly involved, to secure benefits such as control over pension funds, compensation, and five years of guaranteed employment by the new owners.

Cosatu also adopted a hard line against workers being offered equity participation in the companies they work for. "The forms of worker participation being offered are not acceptable under current conditions," said Naidoo, adding in the same breath, "we're seeking greater control over our lives." In effect, the executive agreed that equity participation is a "contradiction" so long as the apartheid system remains intact.

By adopting the Freedom Charter and locating SA's largest union federation (712 000 paid-up members) firmly within the "charterist"

camp, some suspect that Cosatu is sowing the seeds of trouble for itself, given the existence of other black political tendencies in its ranks. However, it was declared that "there is no conflict between the struggle for national liberation and socialism," and it was resolved to develop a "coherent working class understanding of the demands of the Freedom Charter and encourage the fullest discussion on socialism and democracy within our structures." And, "Cosatu must remain independent and not affiliate to any political organisation within the democratic struggle at the present time." At any rate, after "substantial debate" on it, said Naidoo, "there were no objections to our political policy as resolved."

The major developments flowing from the congress, according to Naidoo, were

- The definition of a clearer political direction,

- A decisive guide to international allies seeking to isolate apartheid, and
- The decision to forge closer links with other "anti-imperialist," Third World trade unions.

If its resolutions seemed like leading to conflict with the State, Cosatu was unfazed, stating "The State has already placed itself on a collision course with Cosatu, and we have given notice that we will defend ourselves."

See Leaders

(140A) please page

The main area of debate: Was it militant enough?

THERE were few shocks at the end of the second annual conference last week of the Congress of South African Trade Unions

The only major surprise was that a conference running as much as six hours behind schedule finished on time.

"The fact that we managed to break at 11pm on Friday indicates the degree of near unanimity that existed on issues put before congress," said assistant general secretary Sydney Mufamadi.

In fact, most of the expected resolutions were referred to the central executive committee, which is the highest decision-making body when the national conference is recess.

Delegates differed on a number of issues, but the differences were mostly on whether a particular resolution was militant enough.

One thing the delegates were agreed on, however, was that they had gone to the conference expecting the federation to take a clear political stand.

To this end Cosatu adopted the

Freedom Charter — as "containing the minimum demands of the democratic majority in the country", said secretary general Jay Naidoo. Cosatu's adoption of the charter was not surprising when one considers it had already been adopted by the four largest industrial unions in the federation: the National Union of Mineworkers, National Union of Metalworkers, Commercial, Catering and Allied Workers Union and Food and Allied Workers Union.

Since its inception, Cosatu has been committed to "working in alliance with other progressive and democratic organisations".

But at most the alliance was a paper one, with no clear guidelines for Cosatu's 13 affiliated industrial unions.

With the adoption of the charter, Cosatu has committed itself to clear and definite principles of forming alliances, without compromising its stand on non-racialism.

Naidoo said the charter was seen as laying the basis for the building of a non-exploited society.

SEFAKO NYAKA and VUSI GUNENE on the concluding hours of the Cosatu conference

"The freedom charter encompasses the minimum demands of the democratic majority," he said.

"The immediate task facing Cosatu at the moment is to develop a coherent working class understanding of the charter while encouraging the fullest discussion on democracy and socialism within the federation's ranks."

Cosatu's adoption of the charter is qualitatively different from the adoption of the Charter by other, smaller organisations, which range from political groups to soccer clubs.

Cosatu, with its 1.6-million signed up members, is mass-based, with many of its members playing an active role in community organisations.

And the demands contained in the Freedom Charter could be seen to have been incorporated into some of

the campaigns launched by Cosatu or its affiliates.

For example, the charter's demands for "work and security" are reflected in Cosatu's "living wage" and "hands-off Cosatu" campaigns.

The demands of the National Union of Mineworkers for the scrapping of the migrant labour system are another example.

The fact that NUM members brought their wives to live with them on the mines is a clear echo of the charter's call for "houses, security and comfort".

"When the charter demands that 'the people shall govern', it presupposes that the majority of people, who are obviously the workers, shall govern," Naidoo said.

"It is also clear that it lays the basis through which the worker organised under Cosatu and the broader working class is able to assume leadership and ascertain the leadership of the working class in the struggle for national liberation."

He said Cosatu's view is that the

struggle against apartheid is complementary to the struggle for socialism.

"And the path in our struggle is a struggle for democratic demands. In achieving those demands we see ourselves as bringing ourselves closer to a non-exploitative society."

By adopting the Freedom Charter and making it a working class document, Cosatu was ensuring the changes that came through as the charter was implemented would represent working class interest.

Other resolutions include:

- Forging links with Namibian workers and affiliating to the Organisation of African Trade Union Unity.

- Supporting the economic struggle of domestic workers and the unemployed.

- Working towards the establishment of a single trade union federation in the country.

- The release of detainees and political prisoners and

- The rejection of the regional councils and efforts to use employers to break the rent boycott.

Call for elected local government

COSATU rejected the proposed national statutory council, regional services councils and primary local authorities in a resolution taken at last week's congress.

The federation demanded instead the introduction of a democratic system of local government which would provide for the needs of all.

The regional service and local authority systems, said Cosatu, form part of the government's policy of "own affairs" and "general affairs" which incorporate "dummy structures such as community councils and management committees" and will operate on a strict racial basis, fitting with the pattern of Group Areas laws — and, in line with the tricameral system, would cause division among workers.

The union noted the economic climate that workers find themselves in and said the call for a rent boycott was legitimate "under the circumstances". It expressed concern about the government's announced intention to compel employers to collect rent "on behalf of councillors".



Spurred on by the minister's remarks, mineworkers chant slogans as they march to the Cosatu cultural rally. Picture: WENDY SCHWEGMANN, Reuters

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The minister helped fuel the anger

IF anyone fuelled worker militancy and defiance at Cosatu's second annual conference last week, it was Manpower Minister Pietie du Plessis.

A few days before the conference Du Plessis warned unions not to dabble in politics.

And a day before the conference began he blocked a strike by 80 000 workers in the metal industry by renewing an expired Industrial Council agreement reached between metal industry management and 14 out of the 15 relevant trade unions.

Cosatu's president Elijah Barayi was the first to respond to Du Plessis when, in his opening address, he declared that Cosatu made no apologies about connecting issues on the shop-floor and issues facing society as a whole.

"Politics, and especially the lack of even the basic democratic rights for the majority of our people, is a bread and butter issue of the working class," he told over 1 400 wildly cheering delegates.

Barayi's remarks, and messages of support from hundreds of organisations throughout the world — including the exiled SA Congress of Trade Unions, the banned African National Congress and SA Communist Party and "the workers in Moscow" — only served to heighten the mood of the delegates.

The anger of the 262 delegates from the National Union of Metalworkers of SA clearly rubbed off on to the other delegates.

Du Plessis' controversial gazetting of the agreement was seen as a direct assault on the unions' basic right to strike.

The pending strike by the 260 000 members of the National Union of Mineworkers also served to charge

By SEFAKO NYAKA and VUSI GUNENE

the already electric atmosphere.

Anger had been building up long before the conference, in reaction to constant attacks on Cosatu members and offices countrywide, culminating in the killing of six railway workers and the bombing of Cosatu House.

It is therefore understandable that the most rigorous debate at the three-day conference centred on ways and means of countering the state attack on the labour movement.

What was expected to be a reception for delegates at a Johannesburg hotel the day before the conference turned into a massive rally.

The event turned into five hours of chanting and shouting of anti-government slogans.

The singing and chanting continued at the six hotels the delegates were booked into. Every night, for the duration of the conference, workers would sing and dance in the streets, drawing curious stares from onlookers perched on balconies of buildings adjacent to the hotels.

The police kept their distance, except on Saturday morning when a group of over-zealous policemen confiscated the keys from the driver of a bus in Braamfontein.

The keys were returned about 20 minutes later as Cosatu lawyers were about to file an urgent interdict restraining police from interfering with the delegates.

Although the mood at the conference was one of militancy, there was evidence of a high degree of discipline and restraint on the part of the delegates and the marshalls.

Nobody, including Cosatu's national office-bearers, was allowed

anywhere near the conference without producing an identity tag.

Two-way radios were used to communicate information between the marshalls at the gates, the parking lot and those inside the hall.

Before the conference some observers feared delegates might split down the middle between "populists" and "workerists".

The differences were there, but they were dealt with in a spirit of unity brought about by the "workers' commitment to fight for the realisation of goals set in our resolutions," assistant general secretary Sydney Mufamadi said.

"Obviously there are differences. There will always be differences, it is a dialectical tension that exists in any democratic organisation," said general secretary Jay Naidoo.

"To imply that those differences would result in splits shows no understanding of working class politics."

"If what we have done up to this stage is not enough for our sceptics, then nothing will be."

Naidoo said the fact that Cosatu has achieved a number of mergers is seen as a victory not only for the workers in Cosatu but for workers internationally.

"If one looks at the situation internationally in the trade union movement, one will find some unions after 50 or 60 years have still not achieved the rationalisation of unions that we have achieved in 19 months."

"That in itself is a resounding victory for the working class."

And there was no better victory than the standing ovation the workers gave the national office bearers when they announced the resolutions at the Cultural Day on Saturday morning.

● See story PAGE 17

(Handwritten initials)

(Handwritten number 140A)

TENSIONS RISE AGAIN ON THE LABOUR FRONT ...

PE strikes wave after six months lull

By **EDYTH BULBRING,**
Port Elizabeth

AFTER a six-month lull, Port Elizabeth has been hit by a wave of strikes.

At least 14 companies in the area have been brought to a standstill by strikes since the beginning of July.

Marthaenne Finemore, deputy director of the University of Port Elizabeth's Industrial Relations Unit, said this week since the General Motors strike at the end of last year, the unions had been "quiet". She described the latest bout of strikes as "quite unusual".

"The GM strike was smashed by management; workers lost their jobs and were completely pulverised," she

said, adding that the union defeat discouraged others from striking.

The recent strikes seemed not to have much in common, she said.

They did not appear to be tied to Cosatu's "giving wage" campaign, even though wages in Port Elizabeth had not kept up with inflation.

One cause of the strikes might be improved economic conditions in Port Elizabeth, she surmised.

"A lot more companies are getting involved in production lately. Earlier on this year, things were so bad that a

strike would have made no difference to management. They didn't want production anyway. Now workers can see what sort of effect the strike is having."

Over a thousand workers belonging to the Chemical Workers Industrial Union downed tools only yesterday in Port Elizabeth in protest against the lock out and subsequent dismissal of 88 union members earlier this month.

Eight factories were affected including Pilkington Shatterproof, Plascon, Mobil and Shell.

Other strikes include a three day dispute at Cadbury's, which was resolved, and two short-lived strikes in which workers were dismissed. The first, at Associated Glass Works, concerned the employment of retrenched workers. The second took place at the Savage and Lovemore construction company and centred on allegations that management had violated an agreement about working

conditions. A two-day SA Breweries sympathy strike ended when the dispute was resolved nationally, but there seems to be no end to the strike of Post Office workers, which has affected over 2 500 black workers.

The strike began in East London over the alleged unfair dismissal of two workers, sympathy strikes have spread throughout the Eastern Cape.

Other companies hit by strikes include Mercedes Benz in East London, the Isaac Brothers Furniture Company and Busaf and Dorbyl Steel in Port Elizabeth, and Volkswagen in Uitenhage.

140A (210) W/Minie
24-30/7/87

An interview, of sorts, with the man who speaks for the railway workers

(WHEN DID THEY LAST HOLD A MEETING? HE CAN'T RECALL)

DISINVESTMENT has the undoubted effect of unemployment and is therefore contrary to the aims of a true trade union, according to the secretary general of the Black Trade Union of the SA Transport Services (Blatu), Martin Matloha.

Matloha said although Blatu has more than an understanding for the reasons which give rise to calls for disinvestment, "Blatu as a responsible union fighting for the welfare of the black workers and their families cannot unconditionally support disinvestment".

Blatu's statement is in direct contrast to the Congress of SA Trade Unions' call for increased pressure, including sanctions and disinvestment, if it has become clear that the "government is not prepared to accept the legitimate demands of the democratic majority".

And other claims — that his was the union that "attained victories" for railway workers at the end of their recent seven-week strike, for example — contrast with the contention of the SA Railway and Harbour Workers Union (Sarhwu), whose lawyers negotiated the settlement that ended the strike.

It became apparent that Matloha did not prepare the answers to the *Weekly Mail* questions on his own when a Mr Joubert (who claimed he was assistant secretary of Blatu) phoned to enquire why the interview had not yet been published.

"We have put a lot of work in answering the questions you submitted to Matloha," Joubert said.

Throughout discussions, Matloha insisted questions be asked and answers supplied in writing only. He refused a direct interview or to have his picture taken.

"My members know me. For security reasons I will not have my picture taken," he said.

Asked what Blatu's policy was on homeland and migrant labour, Matloha said for his union, "as a true trade union, which gives preference to the interests of its members, the system of migrant labour is preferred above unemployment, misery and poverty".

Martin Matloha claims his union represents railway workers, but can't remember when last he held a general meeting. SEFAKO NYAKA reports

He said although the system was far from acceptable, "at least the migrant labourer has an opportunity to earn an income for his family, which would otherwise have been left destitute".

He declined to respond to a comment that misery, poverty and unemployment were perhaps a direct result of the homeland policy and migrant labour system.

While acknowledging that blacks have "no or very little political representation in South Africa, Blatu again has a clear understanding why certain unregistered unions favour political affiliation".

But Blatu, as a registered union, "is strictly prohibited from doing so under the Labour Relations Act," he said.

Blatu is open-minded about the concept of industrial unions, "but has grave doubts whether the interests of individual workers could be served to the same extent as had they been represented by a smaller union with expert knowledge of their service or working conditions".

On the right to strike, Matloha said while Blatu, in principle, believes it is every worker's right to sell or withhold his labour, Blatu "is of the opinion that as a strike is essentially a trial of strength between the workers on the one hand and the employer on the other, the withholding of labour must be done in a very responsible manner.

"In the case of South Africa where unemployment is rife and where in certain spheres of employment strikes are prohibited by law all consequences, especially for the workers and their families — they are running the risk of losing everything — must be seriously considered before strike action is implemented."

Matloha is also adamant it was his union that negotiated the re-employment of railway workers last month.

"The negotiations that Blatu held with Sats management and the Minister of Transport formed the basis of the agreement."

The agreement, he stresses, was between the legal representatives of the three striking workers, "not Sarhwu (the South African Railways and Harbours Workers' Union), not Cosatu"

He said he had no evidence that the lawyers who negotiated the re-employment were engaged by Sarhwu.

"Even if that is the case, technically speaking and legally speaking the lawyers were representing three people. Never mind who pays what."

He said throughout the strike his union was holding report-back meetings and informing "members", who he claims represented three-quarters of the striking workers, about the progress of the strike.

According to Matloha workers re-applied in their hundreds for membership of Blatu "after the recent strike action in the Southern Transvaal region with its catastrophic results for the strikers as well as for the instigating trade union."

"They (the workers) are now fully aware that they have been misled and that Blatu is the trade union which attained the victories on their behalf."

Matloha said his union is democratic and ensures worker control through.

But he seemed hesitant when asked when last his union held a general meeting.

Last Friday the corridor in the building where Sarhwu have their offices was filled with members and some were told to come back after the Cosatu congress.

- Matloha lists Blatu's victories as
- the introduction of a widows' pension and group insurance scheme
 - parity in pension benefits and service conditions and
 - the appointment of black staff on a permanent basis.

Ccawusa members in court

WDA
Sowetan 24/7/87

THE owner of a butchery in Jeppe Street, Johannesburg, yesterday denied that he was anti-union, and that he was against the Commercial Catering and Allied Workers' Union in particular.

Mr William Ming also denied that he had fired some of his employees because they were members of the union. He also denied that he had offered money to influence his employees to stay out of the union.

Mr Ming made the denials at the trial of eight members of the union who appeared at the Johannesburg Magistrate's Court on two counts of intimidation.

The State alleges that the eight members intimidated Mr Ming's

employees on February 23 this year and also intimidated staff at Ntwane Butchery in the city the following day.

The union members, who have pleaded not guilty, appeared before Mr G F Krouse. They are represented by Mr Peter Harris.

Mr Ming told the court that about 9am on February 23, a group of men and women entered his shop shouting and screaming "shisa", "shaya" and "hamba".

He said one of them was Miss Elizabeth Mkhonto whom he knows well.

This was on a Friday, a busy day, he said. His employees — four men and seven women — got scared and reluctantly left his shop in the

By MANDLA
NDLAZI

company of the shouting group, he said.

Mr Ming said the group appeared violent. He said he knows that "shaya" means to hit, "but did not know the meaning of "shisa". He said "hamba" means "go".

Mr Ming said the group spoke to his employees in a language he did not understand. They later left singing with their clenched fists raised high. His staff, he said, returned at 5pm and told him they had come from the offices of the union.

He said he told them to go because he was busy and did not have time to talk to them.

He said he took his staff back when they all returned on Monday. He did not know he said, whether they were all members of the union. Mr Ming said he knew Miss Elizabeth Mkhonto and Miss Mirriam Dlamini but did not know the other six accused in the dock.

Cross-examined by defence counsel, Mr Harris, Mr Ming said he was "very upset" when his staff left with the group. He said he knew that unions in the country were legal. He was not anti-union, but his employees should take instructions from him, he said.

Mr Ming denied having made money offers to his employees to stay out of the union. He

said he was wrongly interpreted that he hated unions. He said he had stated that they should not make unreasonable demands.

Mr Ming said he knows Miss Mkhonto, accused number six and Miss Dlamini, accused number seven. The two, he said, bought furniture from him at some stage.

In answer to a question by the magistrate, Mr Ming said he did not use the incident to get rid of trouble makers at his shop. Answering a question by Mr Harris, he said he did not report the incident to the police but he was subpoenaed to give evidence.

The case was remanded to August 20, and the accused are out on bail.

Electrical workers join city go-slow

Staff Reporter

CAPE Town City Council electrical workers have joined the work-to-rule by refusing the council to meet demands for a R50-a-week pay rise

The general secretary of the Cape Town Municipal Workers' Association, Mr John Ernstzen, said today the association was told that electricity department workers had decided to work to rule and not to work overtime

"The solution to the problem is now clearly in council's hands. The union has over and over again stressed the seriousness of the problem of workers who cannot make ends meet

"It cannot be helped if workers take matters into their own hands

"No problem"

"We will be meeting the council's Exco again on Tuesday next week and we expect council to come up with something definite and reasonable," Mr Ernstzen said

The city electrical engineer, Mr Fred Daniel, said "This has not yet been brought to my attention

"If it is so, I do not foresee any problems in regard to electricity supplies in normal circumstances

"However, we could have problems if there is bad weather and storms, and lines are broken and workers are required to work overtime.

"We will play it ear and see what happens."

The council has offered workers a 10-percent across-the-board increase which the union has rejected

MEGUS
24/7/82
1401
BBS

Unions say no to profit sharing

140A
BARNEY MTHOMBOHI

Offers by employers to introduce profit-sharing schemes for black employees has received an emphatic thumbs down from organised labour.

"We reject that outright," said Mr Cyril Ramaphosa, who heads the country's biggest union, the National Union of Mineworkers (NUM).

Employers, mainly big corporations, have been told rather to pay better wages and improve working conditions schemes and see them as an attempt by employers to co-opt workers, thereby weakening the strength of the movement.

The offer by Ford, for instance, to turn over certain shares to employees of the company to be formed after its decision to disinvest in South Africa has been described by Cosatu general secretary Mr Jay Naidoo as unacceptable.

Sanlam, Pick 'n Pay and Anglo American are devising schemes which will give their employees a stake in the companies — and a share in company profits.

Mr Gavin Relly, chairman of Anglo American, has told shareholders that the corporation intends establishing a profit-sharing scheme for employees.

Mr Ramaphosa, Anglo

● To Page 2

Profit-sharing 'no'

● From Page 1

American's fiercest rival across the bargaining table, said yesterday that employers would find no takers among unions for such a scheme.

"We reject that outright," he said. "They are trying to come up with half-measures (for) further exploitation."

The national organiser of the Commercial, Catering and Allied Workers' Union (Ccawusa), Mr Jeremy Daphne, said his union had "grave reservations" about such schemes.

He said the issue was still being debated in the union "But the general feeling is that we as a trade union don't support profit-sharing schemes. We don't see it as a genuine attempt by management to improve the lot of workers. It's more an attempt at co-option."

"Management should rather concentrate on paying workers a living wage and improve their working conditions."

Mr Naidoo, referring to the Ford offer, said it did not make sense or serve workers' interests to have some of them sitting on boards of directors of big companies while the situation in South Africa remained unchanged.

Mr Relly said the desire to engage employees in a share participation scheme on a wider scale had been encouraged by the developing practice for workers in many industrialised countries to hold equity in the enterprises in which they work.

"In South Africa, the wealth-creating processes of the First World must arrive at a durable synthesis with the needs and aspirations of the Third World," said Mr Relly.

Mr Rene de Wet, Pick 'n Pay's personnel director, said the supermarket chain had operated a profit-sharing scheme for its senior staff "for years".

Pick 'n Pay employees, he said, held about 11 per cent of the company's shares.

The company was seeking to increase this ownership to 50 percent.

This would be done by splitting Pick 'n Pay shares, which are expensive — and therefore beyond the reach of ordinary workers — and by lowering years of service which qualify a worker for the scheme from 10 to either seven or five years.

CAP 7/1/13 23/7/10/1 (1601)
Striking workers fired

JOHANNESBURG. — The National Union of Metalworkers of South Africa (Numsa) is planning legal action to protect about 2 000 members who have been threatened with dismissal at Samancor plants in Meyerton and Witbank. Numsa spokesman Dr Bernie Fanaroff said a number of workers had been dismissed and others issued with warnings at Samancor's Ferrometals plant after the national strike in the metal industry last week.

Cape Times 25/7/87
1401

Power workers' sympathy strike

Staff Reporter

ALTHOUGH hundreds of Electricity Department workers went on a "go-slow" strike yesterday in sympathy with the dustmen, it is unlikely to affect residents unless there was a major power failure, the City Electrical Engineer, Mr Fred Daniel, said

Mr Daniel said the action by his staff would only effect ratepayers if, as in the case of a big storm, a major power failure occurred and extra staff were required to work overtime.

10% increase

The staff joined about 1 000 Cleansing Department workers who have been working to rule for 11 days. Municipal officials yesterday admitted to rubbish piling up "in virtually the entire council area"

About 90% of the 1 200-member cleansing staff and several hundred of the 2 400 Electricity Department workers are working to rule in support of a R50-a-week across-the-board pay increase.

The City Council has offered a 10% increase.

The Cape Town Municipal Workers' Association (CTMWA) secretary, Mr John Ernstzen, said the solution to the problem now lay in the council's hands.

"The union has over and over again stressed the seriousness of the problem of workers who cannot make ends meet. It cannot be helped if workers take matters into their own hands"

The CTMWA would meet the executive council again on Tuesday, and he expected the council "to come up with something definite and reasonable".

The Cleansing Department workers' "go-slow" means they return to their depots for their 30-minute lunch break and finish at 4pm, resulting in their being unable to service allotted areas. Before the work action they would eat on the job and finish by 2.30pm, Mr Ernstzen said.

A council spokesman appealed to householders to keep refuse within their own yards on collection days.

Saldanha

Sea Harvest CAPF TmpS 25/7/82 strike ends



A WORK stoppage at the Saldanha Sea Harvest factory was called off yesterday after the Food and Allied Workers Union (Fawu) concluded wage talks with management.

However, many workers did not report for duty yesterday, after they left the premises on Thursday, unaware that negotiations had been concluded.

Workers said about 700 day-shift and 300 night-shift workers struck over pay and other grievances.

The general manager of Sea Harvest, Mr Louis Penzhorn, said only about 180 workers were involved.

Workers had said they were unhappy with their wages, with "smear pamphlets" distributed by management aimed at discrediting Fawu, with the fact that their wages were meant to increase from July 1 and because they were working a three-day week.

BLACK WORKERS CAUGHT BETWEEN POLITICS AND JOBS

INDUSTRY in South Africa has witnessed a growing contradiction between the political goals of black union leadership and the immediate concerns for job security on the part of its membership.

This growing conflict of interests has taken the form in recent times of violent clashes within the workers' own ranks. Nowhere are the combating forces in unionism more sharply defined than in the vital mining industry.

This is emerging as one of the key battlegrounds of the country's political agony.

On the one hand, the super-federation Congress of South African Trade Unions (Cosatu) and the National Union of Mineworkers (NUM) are under pressure to play a key role in the wider political struggle in South Africa.

In the general absence of structures for the political representation of black interests, the union movement provides a vital organisation base for articulating and supporting what black South Africans regard as their political mission.

On the other hand, the interests and priorities of the workforce are focused mainly on immediate job security in the present context of high unemployment and an over-supply of unskilled labour in the country.

Surveys of employee attitudes within the gold mining industry have revealed that most mineworkers cite job security and protection from dismissal as their chief reason for joining trade unions.

A lesser proportion emphasise the securing of better wages, while even fewer claim to join the union to fight for "workers' rights" or against "oppression".

Crisis

Ordinarily, as in Western Europe, unions adopt a lower profile at times of poor economic conditions, waiting for better days to drive home wage and other demands when their members are less vulnerable.

In South Africa, by contrast, depressed economic conditions have coincided with a deepening political crisis, one which black unions cannot afford to ignore if they wish to be seen to support the general cause of the disadvantaged black population.

As a result, two contradictory forces are operating within the labour movement.

Cosatu's recent pledge at its second congress to support mandatory sanctions and further disinvestment to end apartheid presents a direct challenge to the job security of its individual members, many of whom have already been re-trenched — on collieries,

Surely no
trade unionist
should be asked
to pay this high
personal price!

26/7/87
SIT
140A



By **KENT McNAMARA**
an independent
labour consultant

for example, as international coal sanctions begin to make their impact on the industry.

Union leaders have also applied their workplace muscle on mines to protest against detentions and the state of emergency, thus making individual employees vulnerable to dismissal in ensuing strike actions.

Already, some members have withdrawn their trust and confidence in unions which have been unable to protect them from dismissal during industrial actions.

This does not mean that mineworkers are not dis-

satisfied with certain aspects of their employment conditions. Several indigenous problems can be identified which do at times have the effect of fuelling political discontent on mines.

A long-standing grievance, for example, has been the general lack of promotional opportunities on mines which traditionally require large numbers of unskilled manual labourers and employ few supervisory and skilled staff.

The presence, for many years, of job reservation confining the issue of blasting certificates to whites has served to aggravate this problem.

The unskilled majority not only harbours these frustrations of unfulfilled aspirations, but is also engaged in the most strenuous, arduous and dangerous work in mining and, not surprisingly, has responded enthusiastically to union activities in general.

Benefits

Unskilled workers have also launched numerous attacks on senior supervisory blacks on mines, expressing their resentment of the privileges and benefits enjoyed by these higher-category employees, who are also more reluctant to take part in strikes and industri-

al actions.

The general conflict between wider political objectives and narrower job security has accordingly penetrated down into the workers' ranks in the form of an internal crisis of solidarity between the so-called "populists" and the "workerists".

Violence

This solidarity crisis has been the basis for the majority of the inter-group clashes that have broken out in recent times, often in the context of efforts by union supporters to enforce boycotts of liquor services on mine premises. During 1986 alone, at least 118 mineworkers were killed in inter-group violence.

This ongoing crisis within the mineworkers' ranks is likely to persist — and to intensify — as the country's political crisis deepens and the mining industry, with its strategic role in the economy and its large scale of operations, continues to present a key target for political action.

It is essential that a meaningful political solution be negotiated in South Africa to ensure that industry, and particularly gold mining, is allowed to continue uninterrupted to generate wealth and so contribute to the financing of

the massive price tag of reform.

Already, mineworkers themselves pay a high personal price through their daily labours in the difficult and hazardous underground stopes so that the country can obtain the foreign exchange upon which it and all its citizens so greatly depend.

That these employees should also be expected to bear so greatly the brunt of the country's political agony is an intolerable double burden which should be avoided at all costs.

The responsibility for averting this human cost is a mutual one, shared by trade unionists, industry management and politicians.

Confidence

Union leadership, for its part, should review the consequences of its decisions and policies for the wellbeing of its members.

Industry management, on the other hand, needs to clarify and formulate a wider role for itself in contributing to a resolution of the country's political problems.

The politicians, finally, must generate the necessary confidence and initiative in developing and negotiating a new and lasting political accommodation.

THE Congress of South African Trade Unions has rejected an attempt by the National Union of Railway Workers to affiliate

This was confirmed in East London by the National organiser of the NURW, B Nondulo, following an attempt by his delegation to address Cosatu's national congress in Johannesburg last week

Two transport unions, the South African Railway and Harbour Workers' Union and the Transport and General Worker's Union, are affiliated to Cosatu and the NURW wanted to present its case to Cosatu for possible affiliation

Nondulo said a letter was drafted to Cosatu for affiliation and a 17-man dele-

Cosatu 'rejects' railway union

140A



gation was chosen to present it on Tuesday

"On arrival at Wits University, we were met by two marshalls, one black and one white, who asked us what we wanted. We told them we were the NURW delegation and that we had come to register

"They told us that there was already a Cosatu affiliate, Sarhwhu, to represent railway workers. The white marshall said

he feared Cosatu would split if we were allowed to address the congress"

"Alec Erwin, who introduced himself as Cosatu's education secretary, arrived and told us that there was another railway union represented. He took us inside and showed us a book and the seats allocated to the delegates. He took our letter and asked us to come back the following day

"The next day three of our delegates

were sent in to get a reply. We met Erwin, who asked us to go in for what would possibly be a favourable response

"We had to wait for the credentials committee comprising the president, Elijah Barayi, the general-secretary, Jay Naidoo, the assistant secretary, Sydney Mafumadi, and the first vice-president, Chris Dlamini

"The committee told us they did not have the authority to allow us to address the congress as there was already an affiliate, Sarhwhu, who represent the railway workers. They referred us to Sarhwhu delegates and when asked if they agreed to allow us representation, they rejected us," he said - Sapa

WORKERS ARE BEING FORCED TO ACCEPT CHARTER

Project, to look into the sphere of labour. The BWP was responsible for the establishment of the Black Allied Workers' Union and marked the resurgence of trade unionism. Although the statute books were silent, strikes were often viciously suppressed. The biggest strike under these conditions was in 1973 in Durban. The strike demonstrated the potential of united workers. Baton charging, arrests and detentions followed the '73 dock workers' strike. That this strike occurred in Durban was not a coincidence. Writers of history will know that Durban was the nerve-centre of relevant political thinking and organisation. Both Saso and Bawu had their headquarters in Durban. These facts are necessary in order to understand the development of unions as they exist today.

It may be validly argued that Bawu had embarked upon an ambitious and mammoth task in trying to organise all the workers in SA under one union.

**By MUNTU MYEZA
Publicity Secretary
of Azapo**



The task was even more difficult as black consciousness was operating in a vacuum created by the death of political activity, that the country had to be organised in its entirety at all levels, and that the guiding principle was, and still is, the fostering of black solidarity.

The tasks needed to be done in our struggle have produced a more dedicated, more motivated and more tenacious breed of cadres as those who broke the virgin ground in the nascent days of black consciousness.

The formation of trade union federations is not the best but it is a necessary development from the beginning made by the Black Workers' Project.

The brinksmanship tactics which resulted from the ambivalent legal status of trade unions have been somewhat alleviated by their being granted legal standing by the government.

The legalisation of trade unions after the recommendations of the Wiehan Commission is not to be interpreted as a gesture of goodwill on the part of the government.

The government discovered an old truth - that trade unions are necessary shock absorbers in every society, particularly those with a capitalist economy.

It will be recalled that only a few years ago the issue of the registration of trade unions was very topical and contentious. The unions were justifiably wary of the desire by government to control them.

It is also important that trade unions realise that trade unionism is not, in itself, an instrument of change. The workers themselves must transform the union into a strong catalyst for change.

This trend to make unions work as an instrument for change has been clearly understood and, hopefully, will continue unless a negative tendency that is festering in a union federation is immediately nipped in the bud.

The tendency or proclivity we are referring to is the coercion of trade unions in the Cosatu federation to adopt the "Kliptown" Charter, also known as the Freedom Charter.

There is nothing wrong with people believing in anything that satisfies them. However, it becomes dangerous when ideas held by some persons are foisted on workers.

The trend seems to be that every trade union within Cosatu MUST adopt, or be seen to be adopting, the Kliptown Charter.

Where the motions for the outright adoption of this document is not realised, the media and Cosatu create the impression that it has been adopted.

It is history now that unions like the National Union of Mineworkers, the National Union of Metalworkers of SA and the Commercial Catering and Allied Workers Union of

The same people who run to Dakar, to Lusaka, to London are the same employers who deny workers a living wage and seek a perpetuation of the status quo.

SA are said through the media and other bulletins, to have adopted the Kliptown Charter.

That the recent Cosatu congress also adopted the Kliptown Charter does not gainsay these facts but serves to confirm them.

A look at the manner in which NUM adopted the document will demonstrate this. At the NUM congress, a delegate from the Wits region proposed that NUM should take a clear political stand.

After a lot of arm twist

ing invective and veiled intimidation about necklacing, the document was adopted.

What is striking is that the president of NUM promised that the education department would teach the workers about the document. This was striking in that the workers were being asked to adopt a document they did not know.

Numsa adopted the Kliptown Charter with the note that it is limited and went further to say that a workers' document has to be drawn up.

Despite this the media continues to mislead the public in saying that the Kliptown Charter was adopted *holus bolus* by Numsa.

Ceawusa said clearly that it would adopt neither the charter nor the Azanian People's Manifesto.

At the supposed merger of Ceawusa, Harwu and Rawu, the meeting was aborted and when all had left save a minority, the meeting was unconstitutionally opened and the Kliptown Charter was adopted. This has resulted in serious disquiet within the unions.

It is this negative trend - that seems to be gaining momentum - that the workers must stop.

One would wonder why it is so important to have the charter adopted by as many unions as possible. Various organisations are also climbing on this bandwagon of adopting the charter.

The UDF will be joining the chorus on the August 20. What we are seeing is

the smoke so where is the fire?

The plan it is said goes something like this. When all or most of the unions and organisations have adopted the charter, a "Congress of the People" will then be called which will adopt the charter for the umpteenth time.

Why is the adoption so important?

To answer this question one needs to retrace the history of this document some what.

It is instructive to know that the charter is not the only such document in its own time.

In 1944 the Ten Point Program was adopted by

After a lot of arm twisting invective and veiled intimidation about "necklacing", the document was adopted.

the Non European Unity Movement.

The Ten Point Program has basically the same demands as the charter.

Was it therefore necessary to adopt the charter when a document which had more or less the same demands was available? The answer is no. But the charter was intended to be everything to everyone.

Whites were supposed to feel that their aspirations were accommodated.

This is the reason which made it possible for the con-

gress of the Kliptown congress to invite the National Party to the Congress of the People.

Of course the National Party did not attend but even if it did it would not have had difficulty with respect to adopting the charter.

Only its bigoted superiority complex prevented it from attending. At the end of the circus like Treason Trial of 1956 the trial judge found that this document was not a communist document and acquitted the 156 accused.

Even Chief Albert Lutuli said he was not a communist loud enough to earn the Nobel Peace Prize. On this aspect there are many parallels in history.

The invitation to the National Party to the Congress of the People gives an indication of what it is to be understood by the people.

The Africans through the ANC, the coloureds through the Coloured People's Congress, the Indians through the South African Indian Congress and the Whites who could not get enough votes to be in Parliament through the Congress of Democrats and the whites in Parliament through the National Party.

So when the charter sets its demands like the People shall govern, shall share the wealth of the country, it refers to all the above people through their representatives.

Recently at the Dakar conference the ANC and a mixed bag of whites representing whites who do not

influence enough people to gain meaningful seats in Parliament, agreed that there should be a mixed economy (the same as we have now) and a negotiated settlement.

People are entitled to their views but what galls is when pretence is made by the media controlled by whites and sectional interest groups want the world to believe that these are the views that represent blacks as a whole.

Black workers have made significant gains in the worker arena but we are wary of attempts to use the might of the workers to achieve aims which will re-

It is instructive to know that the Charter is not the only such document in its own time.

gress the gains.

The same people who run to Dakar, to Lusaka and to London are the same employers who deny workers a living wage and seek a perpetuation of the status quo.

The jet setting politicians who spend hundreds of thousands of rands to have time with the ANC are not doing so out of the goodness of their hearts. They are doing so to protect their interests.

Their interests are to continue making profits at the

ho then is

Downing for all races

26/7/87
140A

Iscor strike is continuing

THE LEGAL wage strike of nearly 7 000 workers at Iscor's plant at Vanderbijlpark is still continuing, though workers at the Glen Douglas Dolomite Mines have returned to work after downing tools illegally this week.

Meanwhile, Iscor management met Numsa representatives at the Newcastle plant where the company's wage offer was clarified to the workers

Iscor's public relations manager, PM du Plessis, said the legal strike at Vanderbijlpark of between 6 400 and 7 000 workers was continuing despite negotiations with the union on Monday.

Iscor is not covered by the main agreement for the steel and engineering industry and has a separate house agreement with the Metal and Allied Workers' Union - which recently joined other metal unions to form Numsa

Wage talks between Mawu and Iscor ended in a deadlock this year with the union demanding a 75 cents an hour increase across-the-board and Iscor offering 34 cents.

Iscor's spokesman said on Monday that Numsa's wage demands would amount to an overall wage cost increase in excess of 70 percent. - Sapa.

brief detention of the two.

doctors to help trace her husband.

'You don't work, no pay'

CP Correspondent

A MEETING between Post Office officials and representatives of the Post and Telecommunications Workers' Association has failed for the second time this week to find a solution to end a three-week-old Post Office strike in the Eastern Cape.

At a meeting in Pretoria, Potwa insisted that workers in the Eastern Cape would only return to work

when 60 workers, who were dismissed during the past three to four weeks, were re-instated and that workers be paid their full salaries for the duration of the strike.

A Post Office spokesman in Pretoria said Post Office management could not meet these demands.

"Our door is still open to discuss any reasonable requests," said the spokesman.

Vusi Khumalo, president of Potwa, said Post Office management has

claimed that workers were unaware of the fact that they would not receive their wages and that Potwa need to set the record straight.

"Our workers are fully aware of this as they were issued with the ultimatum of 'no work, no pay'," said Khumalo.

Khumalo added that management has decided to review all unfair dismissals from 1985 to the present and would put all valid cases on a waiting list. — Elnews.

Political comment and newsbills by P Qoboza; headlines and subediting by Jon Swift, all of 204 Eloff Street Ext, Johannesburg.

1634

(Handwritten notes: a circled signature, 'C/Pren', '26/7/87', and 'FOIA')

DRIVING SCHOOL
3 BOX 3

away by police, who had pig

Congress.

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SUITS NOW D...

Go-slow threat to health

By JOHN YELD
Municipal Reporter

CONDITIONS in the poorer areas of Cape Town are deteriorating because of the go-slow by cleansing workers, according to the city medical officer of health, Dr Reg Coogan.

However, he says because of the cold weather the health situation is "not yet out of hand".

Dr Coogan said there was a noticeable deterioration in the cleanliness of the streets and rubbish was piling up in the backyards of flats.

He said: "Because of the cold weather it has not yet reached the fly-breeding stage nor has there been an increase in the numbers of rodents."

As the work-to-rule by city refuse workers entered its third week today, city engineer Mr Des Riley said essential cleansing operations at hospitals and restaurants were maintained at the weekend and there was no change in the refuse removal situation.

Officials of the Cape Town Municipal Workers Association are due to meet the the council's executive committee tomorrow for further pay talks.

POWER CUTS

Staff in the city electrical engineer's department indicated last week that they would join the go-slow.

Certain areas on the Cape Flats were without power yesterday but suggestions that delays in restoring supplies were because of the work-to-rule have been dismissed by city electrical engineer Mr Fred Daniel.

AR 643 27/7/87

Lock-out at door factory is resolved

Labour Reporter

A LOCK-OUT at Coroma Doors in Parow affecting about 70 workers has been resolved.

Workers said they had stopped work last week after management interrupted a meeting called by shop stewards to report back on their regular monthly discussions with management.

They had been told they would not be paid for the time they were at the meeting

"Management had said we could not have a report-back but we needed to hear what had happened so we held a meeting

"Then they came in and said 'no work, no pay' so we told them 'no pay, no work'

"We said we would go back to work this morning, but when we arrived the gates were locked," a worker said.

The men are all members of the Paper, Wood and Allied Workers' Union (Pwawu), which is negotiating a recognition agreement with Coroma.

A Pwawu spokesman said the workers had now undertaken not to take any further industrial action until the company signed the agreement.

This should take place early next month

A management statement said the strike by the majority of the weekly-paid workforce was over the workers' alleged dissatisfaction on certain issues in the negotiation of the recognition agreement.

Metalmen threaten to cripple the industry

ALAN FINE

140A

THE National Union of Metalworkers of SA (Numsa) yesterday threatened to bring SA's entire ferrous sector to a standstill if a dispute with Samancor is not settled satisfactorily.

Numsa is due to meet today with the National Union of Mineworkers (NUM), which also has members in the sector, to discuss united action.

Numsa spokesman Bernie Fanaroff said the unions would "comply with the law" in taking any sympathy action. He said the NUM had already been in contact with Gencor — Samancor's parent company — over the issue.

The dispute came after the industry-wide metal strike on July 14, when Samancor issued disciplinary warnings to workers at its two plants. A number of workers became liable for dismissal.

The warnings were issued because Samancor believes the strike there was unlawful, according to manpower manager Jan Erlank. This is because the company operates in terms of its own in-house agreement with the union.

Numsa argues that despite this the strike was lawful, as Samancor is affiliated to Seifsa — the employer party to the dispute. Fanaroff said Samancor was the only company in the industry to respond to the strike in this way.

2-day PO stoppage on cards

28/7/87
DURBAN — About 16 000 Post Office workers are planning a countrywide two-day work stoppage, starting today, in support of demands for parity in pay for unskilled workers, as well as to show solidarity with striking PO workers in the eastern Cape.

C E Holmes, regional director of Post and Telecommunications in Durban, said yesterday he had no comment "at this stage".

Themba Majozi, chairman of the Natal branch of the Post and Telecommunication Workers' Union (Potwa) said the 12,5% pay hike that came into effect on July 1 made very little difference in

Potwa *B Day*
Own Correspondent

the pay packets of unskilled workers.

"In spite of a promise that there will be parity for the unskilled workers, there is still a big disparity. It seems there is parity in the ranks only but not in the pay packets, where it counts most."

"The decision to stop work was taken after a day-long meeting of Post Office workers in Durban on Sunday."

Potwa's other branches decided on the strike action several weeks ago, but were holding on pending the decision of the Natal region at the weekend.

Stolen Cosatu car, briefcases found

Labour Reporter

THE thieves who made off with a car belonging to the Congress of South African Trade Unions (Cosatu), Western Cape, later abandoned the car in Salt River, complete with three briefcases which had been stolen from the car earlier in the day

The stolen vehicle was found by police hours after appeals for its return appeared in the local press

Shortly after the theft, a top Cosatu official appealed for the return of the car, because it was "the property of Western Cape workers" and had "not been insured"

The thieves also returned three briefcases marked with the Cosatu logo, "An injury to one is an injury to all", which were stolen earlier

Cosatu regional secretary, Mr Nick Henwood, said yesterday police found the car about five blocks from the branch office in Salt River last Thursday evening, two days after the car was stolen in broad daylight

He said although the briefcases, Cosatu key-rings and report-back booklets from the second national congress were found in the car, the spare wheel, the car radio and some tools were taken

Mr Henwood said "We are relieved to get our car back and grateful that our documents appear not to have been taken"

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Kirtland, was arrested on Thursday evening after taking the baby to a hospital and trying to claim the infant as her own.

The next day she led police to the mountains, where Mrs Ray's mutilated body was found.

UPI

Langa: Govt 'willing to talk'

HOUSE OF REPRESENTATIVES. — The government was willing to negotiate the future of Langa High School, the Minister of Education and Development Aid, Dr Gerrit Viljoen, said yesterday.

Speaking in the committee stage of the budget, he said the registration of pupils was an attempt to provide them with better educational opportunities.

A false impression had been created that his department was not willing to take part in talks, he said. — Sapa

682/D

Stolen Cosatu car, briefcases found

CAPE TIMES 28/7/87

Labour Reporter **1409**

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**USH II
MIPETITION**

**Daring
daylight
robbery**

Staff Reporter

A WOODSTOCK

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Cape Times 28/7/87

Cape Times 28/7/87

Police shooting: Damages award

Refuse strike: Meeting today

Supreme Court Reporter

THE Minister of Law and Order has been ordered to pay damages of R20 766 and the legal costs of the mother of a 16-year-old Langa boy who lost his right eye after being shot by uniformed police.

Mr Acting Justice B Hoberman said the shooting was "prima facie wrongful and unlawful and, if not intentional, was negligent".

Evidence was that on the evening of October 19, 1985, the boy was waiting with a companion opposite the Washington Road bus terminus for a friend, who had taken pants to a local tailor for mending.

He and his friend noticed a number of police vehicles parked on a sandy circle, with uniformed policemen carrying "long guns" standing by.

Three buses arrived, filled with mourners who had attended the funeral in Guguletu of certain "comrades" shot by police. The mourners disembarked, "speaking very loudly" about what they had seen at the funeral.

Soon after the mourners had passed and while the boy was facing away from the circle, he heard shots, turned to see where they were coming from and was shot in his face, shoulder, neck and back.

Both his friends were hit as well, and all took shelter in a nearby toilet. The boy was taken to hospital after some delay and his badly wounded eye subsequently had to be removed.

The judge remarked that evidence led on behalf of the Minister about police activities at the time was "quite inconclusive". He said he was unable to infer from the absence of a record of the shooting in the police "occurrence book" that Langa police were not involved.

He added that he found it "strange" that no one who could testify as to how the various local policemen were engaged at the time of the shooting had been called as a witness.

Mr J Krige, instructed by Buchanan Boyes, appeared for the boy's mother Miss A M de Swardt, instructed by the State Attorney, appeared for the Minister.

Municipal Reporter

THE dustmen's two-week work-to-rule may end today if negotiations between their union and the City Council over a wage dispute are successful.

City Engineer Mr Des Riley confirmed yesterday that Mr Richard Friedlander, the chairman of the executive committee, would head the council negotiating team at the meeting today.

Mr Friedlander accompanied the mayoral entourage to Madeira recently. In his absence, Mr Louis Kreiner was left in charge of Exco, and when he fell ill Mrs Stott led the team. She expressed some unwillingness to make major decisions in the absence of Mr Friedlander and Mr Kreiner.

On Friday, council electricity workers joined the work-to-rule.

Mr Peter Rist, head of the Parks and Forests Branch, quashed speculation yesterday that workers from his branch would join the work-to-rule this week.

"I have had no reports of a go-slow at all. Everything is normal," he said.

Mr John Ernstzen, general-secretary of the Cape Town Municipal Workers' Association, could not be reached for comment late yesterday.

Rands and cents may pay your fare, but a Toyota Corolla gives you a lot more fun to share. So, if you're looking for the best value for money transport around get out of the

B1 Day 29/7/87

Iscor fails in attempt to break strike

ALAN FINE

TALKS yesterday between Iscor and the National Union of Metalworkers of SA (Numsa) failed to break the stalemate in the wage strike by 6 500 workers at the company's Vanderbijlpark plant

According to Numsa spokesman Bobby Marie, Iscor's chief negotiator said he had been instructed by the Iscor board to advise the union to persuade members to return to work

Marie said Iscor had not revised its offer at all. A return to work in the immediate future was unlikely, and the strike had become a trial of strength

Management had also explained it was concerned at the possible effect of a separate Numsa deal on Iscor's relationship with the other nine unions it deals with. These are mostly artisan unions, and agreement with them has been reached

"This confirms our belief that the company has a very cosy relationship with them," Marie said

He added management had not given any ultimatums and had expressed appreciation for Numsa's peaceful conduct of the strike

An Iscor spokesman confirmed Numsa's report on the meeting. He said negotiators had agreed to report back to top management on the discussions



A SECTION of the 200-strong Tawu delegation at the union's national convention on Monday

Samancor strike in a deadlock

THE strike by 1000 Numsa members at Samancor's Witbank plant seems far from ending

The workers downed tools last week in protest against the company's disciplinary action against Numsa members who took part in a legal strike which was stopped by a special Government decree on July 14

The Minister of Manpower published a special *Government Gazette* on that day making the strike which involved 80000 workers in the metal industry illegal

The workers had voted for the action in a ballot at 500 plants after talks between Numsa and the Steel Engineering Industries Federation of South Africa (Seifsa) broke down over wages

Samancor, one of the largest ferro-chrome producers in the world, had either dismissed, or

threatened to fire, workers at its Witbank and Meyerton plants saying the dispute involved Numsa and Seifsa and not the company

A Numsa spokesman said yesterday that in spite of meetings held with the company the strike was far from ending because of management's refusal to shift from its position

About 3000 workers at Anglo American's Highveld Steel in Witbank also went out on a solidarity strike with the Samancor workers last week

• The National Union of Metalworkers of South Africa and Iscor management yesterday held a meeting in Pretoria in an attempt to resolve the wage strike by about 7000 workers which entered its ninth day at Vanderbijlpark today

Meeting

The outcome of the meeting will be known later today as both teams were still locked in talks by late yesterday

Numsa spokesman, Mr Bobby Marie, said the union was open to negotiating the settlement of the dispute

He said the union still stood by its demand for a 75 cents an hour increase for its members who went out on a legal strike after a ballot at the plant two weeks ago

Iscor's public relations manager, Mr Piet du Plessis, said yesterday that he would issue a statement on the outcome of the meeting today

Nactu rejects leaflet denouncing Charter

THE 300 000-strong National Council of Trade Unions has rejected a pamphlet issued in its name in which it allegedly called on workers to reject the historic Freedom Charter.

Nactu said in a statement that it categorically and vehemently denied having produced or distributed the leaflet in some townships

The pamphlet said that workers should reject the Freedom Charter (adopted at the Congress of the People in Kliptown in 1955) and develop a worker's manifesto

History

The statement read "Nactu wishes to unequivocally state that the federation has not rejected any historical document, be it the Pan African Manifesto, Azanian People's Manifesto or the Freedom Charter"

"We cannot and will not ever reject the history

and contribution to the struggle for national liberation made by all organisations and individuals

"At the last national council meeting of Nactu it was agreed that worker should develop a worker's manifesto to ensure that worker rights and interests are

protected now and in the future

"This is a commitment which Nactu will carry out and has invited all workers organisations to contribute to this public debate," Nactu said

It said the pamphlet was a deliberate attempt to sow division and confusion among work-

ers and should be rejected with contempt

• The largest union federation in the country, the Congress of South African Trade Unions, with a membership of 712000 workers, adopted the Freedom Charter as its guiding document at its second national congress this month

Labour briefs

THE 500 Medical University of South Africa strikers have ended their week-long strike

Workers returned to work after management met their demands for a R375 starting salary Their previous average monthly earnings were R243,50

A spokesman for the university confirmed that the dispute has been settled. He said members of the workers' committee were presently working on new scales for all workers who were involved in the dispute

• The Building, Construction and Allied Workers' Union is to take legal action against an Industria, Johannesburg company over severance benefits for its 200 members following its closure yesterday

BCAWU general secretary, Mr Narius Moloto, said the union and Andcor, a construction concern, reached a deadlock yesterday after management said it would pay workers one week's severance pay for every year they worked

He said the union demanded three months pay

for every year of service

Mr Moloto said the BCAWU was taking Andcor to the Industrial Court with a view of instituting legal action

Mr Moloto said 700 of the union's shop stewards would attend an intensive training seminar soon The shop stewards come from both the construction and civil engineering sectors

He said a meeting to consider a demand of a minimum R4,50 an hour for its members would also be discussed at a meeting to be held shortly

• Members of the Commercial, Catering and Allied Workers Union (Ccawusa) at all CNA plants in the country are to hold a wage negotiation report-back meeting at the weekend

Also to be discussed is the present conflict in the union caused by a merger with other smaller trade unions a month ago

A spokesman said the venue was still to be confirmed

Trial officials see bombed building

29/9/68

The bombed former headquarters of the Congress of South African Trade Unions (Cosatu) in Johannesburg's Jeppe Street came under the spotlight yesterday when court officials held an inspection in loco.

The central figure at the inspection was Mr Julius Nango (29), formerly employed as an unskilled labourer with the South African Transport Services, who is charged with attempted murder.

The State alleges that he struck Sergeant Chris Welgemoed with an axe on April 22.

He pleaded not guilty.

Leading the officials were Johannesburg regional magistrate Mr G R Krause and the prosecutor Miss J Prinsloo. They were accompanied by Mr H J B Claassens, counsel for the defence, and members of the security police.

The team entered the building at 268 Jeppe Street which was devastated by a bomb blast in the early hours of May 7.

After the 30-minute inspection of the scene — where policemen clashed with striking railway workers, trade union members and other occupants — the team of officials moved back to the Johannesburg Magistrate's Court building where a police video of events was screened.

The film showed blood marks leading from the street in the union headquarters and some people who had been arrested when police stormed the building in the late afternoon.

No evidence was led in the trial which continues today.

Although Mr Nango was granted bail of R1 000 last Tuesday after being held in custody for three months, he has not yet paid bail.

Court officials, lawyers and policemen inspect Cosatu's wrecked headquarters yesterday.



NUM warns on national strike

JOHANNESBURG — A top official of the National Union of Mineworkers (NUM) has said that a national strike by at least 200 000 workers in the mining industry could take place "any day now"

NUM's General Secretary, Mr Cyril Ramaphosa, said union officials and shop stewards from all gold and coal mining regions in the country had met to discuss strike action

"We met to discuss our mobilisation strategy and to prepare our members for the strike which could take place any day now," Mr Ramaphosa said. He declined to reveal the exact date of the strike

The union has already balloted 200 000 members on gold and coal mines affiliated to the Chamber of Mines, who voted in favour of a legal strike after annual wage

negotiations with the Chamber deadlocked earlier this year.

Meanwhile, NUM and management of De Beers Consolidated Mines failed to resolve a dispute in the diamond mining industry during talks yesterday, said Mr Ramaphosa

The union is now waiting for the date of a conciliation board hearing to be announced

While South Africa's mines are faced with possible industrial action in the near future, labour conflict has erupted on three Gold Fields copper mines in SWA, Namibia

The General Secretary of the Mining Mineworkers' Union of Namibia (MUN), Mr Ben Ulenga, said 4 600 workers were involved in a stoppage at three of Tsamab Corporation Ltd's mines. Sapa

Go-slow: Dustmen stick to guns

*Cape Town
29/7/72*
263
100A
262

Municipal Reporter

THE work-to-rule or go-slow by most of Cape Town municipality's cleansing and electrical workers is set to continue at least till Friday, in spite of yesterday's round of negotiations.

Dr Stanley Evans, the town clerk, said afterwards that "the council's further offer" had not been accepted.

Mr John Ernstzen, general secretary of the 11 500-strong Cape Town Municipal Workers' Association, said after the meeting that "nothing that happened there altered the situation".

The result of yesterday's meeting would be reported to a full shop stewards' meeting today, Mr Ernstzen said, "and we will see the council's executive committee again on Friday"

Action by his union's members had been spontaneous but not unlawful, he said. "The matter could be settled overnight if council made a reasonable offer"

If the pay dispute is not resolved on Friday, an odd situation will arise. Council workers who belong to the smaller South African Association of Municipal Employees (SAAME), which organizes mainly white workers, will get the 10% August increase they accepted, while CTMWU workers holding out for more will get no immediate increase.

Court visits Cosatu House

1409
29/7/87
direction

THE bombed former headquarters of the Congress of South African Trade Unions in Johannesburg's Jeppe Street came under the spotlight yesterday when court officials held an inspection in loco there.

Leading the official was Johannesburg magistrate Mr G F Krause and the prosecutor, Miss J Prinsloo. Among them was Mr H J B Claassens, counsel for the defence and a number of security police.

The team entered the building at 268 Jeppe Street and saw the shattered windows and the floor that was devastated by a bomb blast. The central figure in the inspection was Mr Julius Mango (25), a former employee of the South African Transport Services (SATS) who is charged with attempted murder.

Video

The State alleges that Mr Mango chopped a policeman, Mr Chris Andries Welgemoed with an axe on April 22 this year at Cosatu House. He has pleaded not guilty.

After the inspection, which took about 30 minutes, the team officials moved back to the Johannesburg magistrate's court building, where a police video was screened.

140A

Bl Day

Iscor says it will not back down on pay offer

ALAN FINE and HAMISH McINDOE

30/7/77

STRIKE-HIT Iscor yesterday reaffirmed in a telex to the National Union of Metalworkers of SA (Numsa) that it would not back down on its pay offer in the current wage round for workers at its flagship Vanderbijlpark steelworks.

This follows a meeting on Tuesday with Numsa officials to try and break the 10-day-old strike affecting nearly 7 000 workers at Vanderbijlpark.

Management, in a telex to the union yesterday, said its final wage offer of a 34c an hour minimum wage increase was non-negotiable, and urged the union to convince members to return to work.

Numsa spokesman Bobby Marie said the union had reported back to striking workers on management's stance. He said they had expressed anger and had refused to consider returning.

Numsa announced yesterday a number of in-house wage agreements with firms in southern Natal.

At Feralloys, the union won 15% to 20% increases for members.

Wage increases of 60c an hour, 27% on the lowest grade up to 17% in the highest grade were achieved at Xpanda Products in Pinetown.

Numsa has also met with the NUM to discuss the dispute at Samancor. The dispute is over disciplinary warnings issued to workers who took part in the July 14 nationwide metal strike.

16 000 PO workers in stayaway

GRETA STEYN

MORE black Post Office workers stayed away yesterday on the second day of a countrywide strike that caused scores of post offices to close and continued to disrupt mail deliveries.

A PO spokesman said the number of workers on strike rose to about 16 000 yesterday from just over 13 000 on Tuesday. The PO's black workforce numbers 30 000. Most workers are expected to be back at work today.

The PO "had coped with the situation in white areas" and deliveries had continued, he said.

Worst hit areas were the Witwatersrand, where 85% of workers were on strike, northern Free State (96%) and the eastern Cape (77%).

Blaney
KWA 30/7/87

A Relly thumbs-down to Cosatu's 'hands-off' call

By SEFAKO NYAKA

THOSE who promote sanctions and disinvestment cannot expect their appeals for support against state attacks to be treated sympathetically, according to Anglo American chairman Gavin Relly.

He was responding to an open letter from the Congress of SA Trade Unions addressed to employers more than a month ago, calling for support in defending the federation from a concerted attack from the state and rightwing elements.

Several Cosatu offices and those of its affiliates were destroyed by arsonists in mysterious circumstances. In some cases union office workers were hounded out of town through physical threats.

The attacks culminated in the killing of six railway workers and the bombing of Cosatu House.

Cosatu then wrote open letters to employers and a number of democratic organisations calling for their "support in defence of democracy".

Relly's is the first known response from an employer. Organisations, including the UDF, have come out in support of Cosatu and vowed to defend the federation from attack.

In his letter, Relly said supporting political policies which have the effect of undermining the economy in which the industrial relations system operates while calling for the defence of the system is both illogical and detrimental to the interests of all South Africans.

"We cannot therefore be expected to treat sympathetically the appeals for support of those, including trade unions and trade union federations, who promote sanctions and disinvestment, the more so when such advocacy is part of a wider political programme inimical to the very survival of the free enterprise system of which we form part."

Relly sent a copy of his reply to Dr P J van der Merwe, director general of the Department of Manpower.

Collective bargaining, Relly said, has in many instances achieved the orderly resolution of conflict, "but the procedures have not been uniformly followed in all cases by your member unions and there have been precipitate actions which have not assisted the cause of constructive labour relations".

Relly's reply is expected to harden further Cosatu's resolution to challenge the "bloody alliance between capital and the state to divert and subvert our struggle for freedom".

In its letter, Cosatu asked employers whether they wished to stand for a free, democratic society where differences are allowed, or "do you wish to remain silent and watch Cosatu convicted?"

Delegates at last week's congress, in dismissing a Cosatu/business political alliance, noted that "employers have tacitly supported these campaigns of terror and smear campaigns the state and rightwing elements have mounted against Cosatu in particular and the labour movement in general. We, as workers, including our children, do not want to defend the apartheid system, which is a crime against humanity."

Relly said "fragile workplace democracy" taking root in the mines and factories needs to be strengthened and not weakened.

The negotiating process needs to be enhanced and not suppressed and interpersonal relationships preserved,



Anglo's Gavin Relly: No sympathy for unions who call for sanctions

not polarised.

"Those of whatever persuasion who jeopardise these processes through violence, intimidation and sabotage should be brought to account on specific charges in a court of law," he wrote.

Relly was included in the delegation of businessmen that met with the ANC in Lusaka in 1985.

W/ mail 140A 24-30/7/87

NEWS FOCUS

ALAN FINE

THE Cosatu-affiliated Chemical Workers' Industrial Union (CWIU) has sent a letter to at least 26 multinational companies with which it deals setting out a series of stringent demands to be negotiated should those companies decide to disinvest.

This development represents the most detailed union position ever spelt out on the issue

Details of the letter were disclosed by an industry source.

The demands relate largely to job security for workers and disclosure of information. Forms of disinvestment are also discussed

The letter, written by CWIU general secretary Rod Crompton, proposes a discussion forum between the union and the companies to thrash out the issues

It has precipitated something of a storm among employers; they have begun responding in a variety of ways, and are still trying to fathom the union's motives

The CWIU has demanded one year's notice of disinvestment, during which time negotiations should take place

Demands include payment of one month's separation pay for every year of service, wages to be guaranteed for one year after closure, and company loans to employees to be written off.

SA union sets conditions for disinvestment

The CWIU wants full disclosure on all aspects of the disinvestment arrangement, including reasons for disinvestment, details of the sale of assets and destination of proceeds, details of any remaining financial and business connections in SA, copies of any contracts of sale of assets and details of the winding-up of the company

The union wants companies to pay, to the pension or provident fund, contributions for each worker up to retirement age. Future control of the fund should be negotiated.

Where a company withdraws completely, it should pay over the proceeds of the sale of assets to a CWIU trust fund.

Where partial disinvestment (including, presumably, a local management buyout) occurs, the union demands to know the names of the new owners, the pre-sale value of

shares and the selling price, copies of any agreements of sale, and details of remaining business connections such as royalties, franchises and licence fees

The letter says the new owners must sign an agreement to disclose details of profits regularly to the CWIU, and they must guarantee that conditions of employment will be no less favourable than before the sale.

They must recognise the CWIU, and where a change in ownership occurs in the future, this must first be negotiated with the CWIU during a similar one-year period.

A canvass by Business Day of some industry spokesmen, most of whom did not wish to be named, disclosed there had been, or would be, a variety of responses to the letter.

Some, such as Unilever and Ciba Geigy, say they do not plan to with-

draw from SA, so there is no point in discussing the matter.

Others are likely to respond in a more hostile manner — criticising the demands as unrealistic and slamming the union for associating with Cosatu, which has called for disinvestment from SA.

But, as employers mull over the matter behind the scenes, other ideas are emerging. Some believe if they are able to produce an agreement with the CWIU, this might serve to reduce foreign pressures on them to disinvest.

They might even require, as a *quid pro quo*, that the CWIU call on overseas pressure groups to desist from lobbying against them

Others are aware that a stiff agreement built into company policy might discourage takeover bids, while the threat of an impending agreement could hurry prospective buyers into a quick deal

Some employers say they are "exasperated" at the union's attitude. Others, though, are wondering whether this is not, in reality, a backdoor attempt by the union to discourage multinational withdrawals from SA.

Crompton, in response to these observations, said the union would make a full statement shortly.

However, he said, many employers had misunderstood the letter and seemed to be ignorant of the situation regarding disinvestment.

25/7/81

Agony

145R

Impala strike may boost platinum

20/7/87 B1 Day (182) (140A)

A WORK stoppage by most of the black workforce at Impala Refineries at Springs threatens to send the London platinum price into a trading band of \$610 to \$615 oz.

It was fixed at \$603,50 yesterday afternoon

Impala Platinum MD Don Ireland disclosed yesterday 1 300 workers, two-thirds of the workforce, were on strike. Management was attempting to negotiate a settlement with the National Union of Mineworkers (NUM), which represents the strikers

The price of platinum was fixed in London yesterday at a two-month high of \$608,75 oz Reuter attributed the break above the \$600 level to rising tension in the Gulf and news the EC plans tighter car exhaust emission controls

But the Impala stoppage is an important added factor because it could rupture the supply pipeline to world markets

Although the metal price closed below the opening fix of \$608,75, it gained a net \$5 on the day and the underlying sentiment in the market is bullish

Reuter reports analysts saying buying resistance was expected between \$610 and \$615. Chartists predict the next major target at around \$625.

The NUM says the strike began at the weekend

According to Impala, it was triggered by the return to work of a black employ-

ALAN FINE and HAROLD FRIDJHON

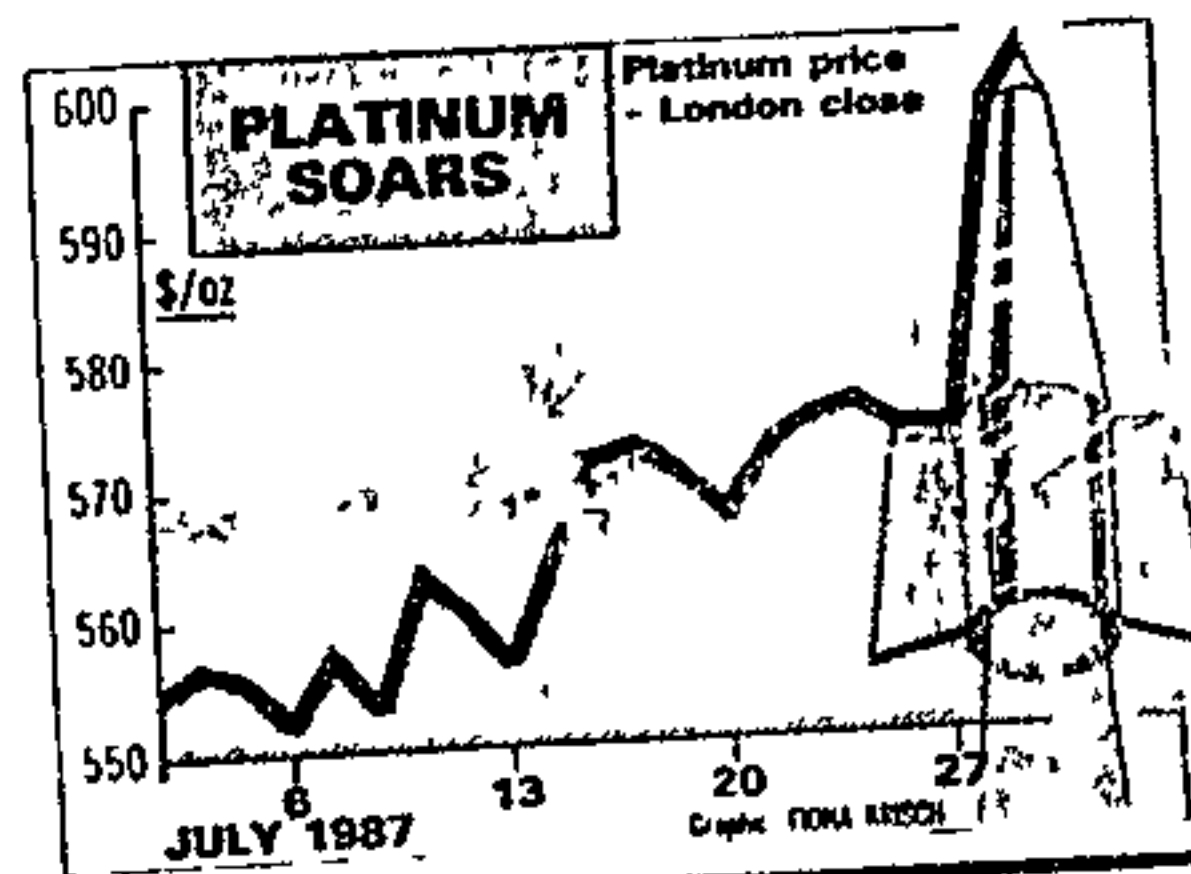
ee after a month's suspension as a result of disciplinary action

NUM assistant general secretary Marcel Golding confirmed this He said the individual was a member of the Inkatha-backed United Workers' Union of SA (Uwusa) and had been engaged in "disruptive activities"

His presence, said Golding, was an obstacle to harmonious labour relations at the plant

Ireland said the refinery had so far managed to maintain normal production with the aid of a skeleton staff He hoped for a settlement soon and thus no disruption to platinum supplies

Uwusa could not be reached for comment



THE DFP

Business De

50c (45c + 5c tax)
For other prices, see Back Page

Natal, Western Province, Eastern Province 80c (71c + 9c tax)

Union sets pull-out preconditions

401x) \$/day 30/7/87 (200)

THE Chemical Workers' Industrial Union (CWIU) has asked at least 26 multinational chemical companies for a meeting to discuss an extensive list of demands the union would like met should the companies disinvest from SA

Demands in the widely distributed letter, disclosed yesterday by an industry source, include various guarantees regarding workers' job security

The document, written by union general secretary Rod Crompton, does not address the issue of whether the union considers disinvestment a positive or negative policy.

The union has asked for at least 12

ALAN FINE

months' notice of withdrawal, during which time the demands would be negotiated

They include one month's separation pay for each year of service, no less favourable employment conditions to be introduced and an undertaking that any new owner will continue to recognise the union

Some companies have responded to the letter saying they have no intention of leaving SA so any discussion would be pointless

Others have dismissed the letter as "absurd", given the CWIU's affiliation to Cosatu, which supports disinvestment.

The union has demanded disclosure of all details of any disinvestment arrangement, particularly in the case of local buyouts

It also proposes that, in the event on a total withdrawal, proceeds from the sale of assets should be transferred into a union-nominated trust fund

The union will hold a Press conference on the matter soon

● Full details of the letter and employer responses are on Page 7

Iscor deadlock

24-30/7/87
as 7 000

continue strike

By SEFAKO NYAKA

TALKS between Iscor management and the National Union of Metalworkers (Numsa) remained deadlocked yesterday as 7 000 workers continued their legal strike at the giant Vanderbijlpark plant.

And yesterday the strike spread to Iscor's Glen Douglas dolomite mine near Meyerton when 150 workers downed tools.

The corporation's workers, who represent more than 30 percent of the total work force at the parastatal, came out on strike last Monday after a 97 percent vote in favour of the action.

Iscor is not party to the steel and engineering industry's main wage agreement, whose controversial extension last week aborted a national wage strike by 60 000 workers in the metal industry.

Iscor, like some 10 other plants, has a house agreement with the union.

Talks between Numsa and Iscor broke down after workers rejected a management offer of a 34c an hour increase, demanding instead an increase of 75c an hour.

Other demands include:

- May Day and June 16 as paid holidays.
- Maternity and paternity leave
- Full-time shop stewards.
- A 40-hour week and
- An end to tax deductions from wages.

Iscor recently signed an agreement with nine other recognised unions, mainly white. The agreement includes:

- A 12,5 percent pay rise.
- Improvement in shift allowance, vacation leave and maternity benefits.

An Iscor representative yesterday said no Numsa members would receive the increases, implemented on July 1.

Workers at Iscor's Newcastle and Pretoria plants have decided to stall possible strike action "for tactical reasons", a Numsa representative said.

The strike is however expected to snowball next week after the results of strike ballots at Middelburg Steel, Highveld Steel and Uscor Vaal are made known.

Numsa has also declared a dispute at 10 Metal Box factories and six Van Leer plants.

This week Numsa shop stewards meet in Johannesburg to decide what action to take after last week's abortive strike.

Meanwhile, in Witbank, Samancor management was yesterday locked in talks with Numsa in a bid to end the strike by 1 000 workers at Ferrometals alloy plant.

The workers went out on strike after several of their colleagues were dismissed for downing tools after Manpower Minister Pietie du Plessis declared last week's strike illegal.

The workers were expected to sign "warning forms" and when they refused they were dismissed.

Seifsa director Sam van Coller said his organisation has advised its members not to dismiss any worker who engaged in strike action last week.

In Ladysmith 600 BTR Dunlop workers returned to work this week, ending a five-week legal wage strike.

The workers accepted an improved offer by management which included a 23 percent an hour increase. The increase would push the minimum wage to R2,75 an hour.

Drama at Cosatu House recalled

AN "explosive" situation, when gunshots were fired and people were wounded at the former headquarters of the Congress of South African Trade Unions, was recalled in the Johannesburg Magistrate's Court yesterday.

The court was also told of a confrontation between a crowd of people and the police near Doornfontein railway station on April 22 this year.

Some policemen were injured in the confrontation and some of the injured people fled to Cosatu House, the court was told.

Mr Julius Mango (25), appeared before Mr G F Krause on a charge of attempted

By MANDLA NDLAZI

murder. The State alleged that he chopped Sergeant Chris Andries Welgemoed with an axe in Cosatu House.

Mr Mango, a former South African Transport Services employee, has pleaded not guilty. He was not represented when three State witnesses gave evidence at a previous hearing.

The three witnesses were recalled yesterday and cross-examined by defence counsel, Mr H J B Claasens, assisted by Mr B McBride.

Among the three witnesses called for

cross-examination was Warrant Officer A Cronje and Constable F E Blacquire.

Constable Blacquire said he was among the police who entered Cosatu House on April 22. He said it was an "explosive" situation, but he did not fear for his life because he was "trained" for such events.

He said he heard people in Cosatu House shout and he saw Mr Mango, who was carrying an axe, retreat as he was shot twice. He said Sergeant Welgemoed had just passed him and when he saw him fall after he was hit.

Constable Blacquire said he himself was not hit and he did not see Warrant Officer Cronje being hit.

(Proceeding)

1407
30/7/87
Somerset

Mattress workers lay down tools

By SEFAKO NYAKA

MORE than 1 000 furniture manufacturing workers in Johannesburg downed tools yesterday after the dismissal of over 400 workers at the Transvaal Mattress Company (TMC) in Booyens early this week.

The company, which is part of the Afcol and South African Breweries group, has a closed shop agreement with the National Union of Furniture and Allied Workers (Nufaw), affiliated to the National Council of Trade Unions (Nactu).

The agreement forces all employees at the company into automatic membership of Nufaw. The agreement was signed before Nufaw joined Nactu from the defunct Tucsa.

The 400 TMC workers — who are members of the Paper Wood and Allied Workers' Union (Pwawu) and the National Union of Metalworkers (Numsa) — were dismissed on Tuesday after an hour-long stoppage over the dismissal of two workers, including a Pwawu shop steward.

Yesterday a joint Pwawu/Numsa delegation was locked in negotiations with the employer organisation, the Transvaal Furniture Manufacturers Association. According to Pwawu general secretary Jeremy Baskin, since March "thousands of furniture workers have been fighting to join Cosatu" but were prevented from doing so by the closed shop agreement with Nufaw.

He warned management that the days of "tame closed shop agreements are over".

Pwawu will be holding a meeting at the Regina Mundi Church on Sunday to formulate a response to the agreement.

W/Ment
AK - 2/1/87
(140A) (1003)

Iscor steeled for strike

GRETA STEYN

WORKERS at Iscor's Newcastle steelworks are to go on strike on Monday over a wage dispute, after a strike ballot held by the National Union of Metalworkers of SA, (Numsa), an Iscor spokesman said yesterday

He said about 1400 Numsa members would down tools out of a total workforce of 4500.

The wage dispute arose over Iscor's offer of 34c an hour minimum wages and the union's demand for 75c an hour. About 6500 workers at the corporation's Vanderbijlpark steelworks have been on strike over the issue since July 20

11/DA
2/30
1/10

3/17/87

31/7/87
**'Real risk
of violence'**

JENNY BOBERG

COFFEE producer T W Beckett and Company Ltd yesterday brought an urgent Rand Supreme Court application to prevent its 284 striking workers from chasing "scab" labour away.

T W Beckett security manager M Redelingshuys said after the company had reached deadlock in wage talks with Food and Allied Workers Union representatives, the workers went on strike yesterday.

He said workers had gathered at the company's entrance and prevented casual labourers from entering. The workers had disrupted security and there was a real risk of violence.

The matter was stood down until today.

Potwa plans to report back on ~~govt~~ govt strike action

GRETA STEYN

POTWA, the black post office workers' union, had planned nationwide rallies for this weekend to report back on government action on this week's strike, a union spokesman said yesterday.

He said a number of the union's members had been detained at Denilton, east of Pretoria, and that workers' homes had been raided on Wednesday night.

The police have been asked for confirmation of the detentions.

The spokesman said about 80% of post office workers had returned to work yesterday after a two-day strike called in solidarity with 1 700 striking post office workers in the eastern Cape. A post office spokesman said most workers outside the eastern Cape had returned to work.

The Department of Post and Telecommunications has applied to the Supreme Court for an urgent interdict "to prevent Potwa from further influencing workers to strike".

The spokesman said the union would respond to the application on Monday.

3/1/87 B. Day

~~POTWA~~

POTWA

~~POTWA~~

31/7/87

STRIKE OFF AT IMPALA

ALAN FINE

THE strike by 1 300 workers at Impala Platinum Refineries at Springs ended early yesterday after negotiations between management and the National Union of Mineworkers (NUM). (ISA) (UDA)

According to the company, production was not affected during the strike, which began at the beginning of the week and ended when night-shift employees returned to work at 1am.

Impala said the NUM "accepted that the employee who had been the cause of the stoppage would remain at work". The strike began when the employee returned to work after having been suspended for a month, allegedly for assault.

The NUM has said the dispute was part of the ongoing conflict between Cosatu affiliates and the Inkatha-backed United Workers Union of SA in the region.

A union spokesman confirmed the settlement. The union planned to discuss disciplinary procedures with management.

Sasol and union differ widely over stoppage

3/7/67
140A
6/10/67

THERE are widely-conflicting management and union claims over a brief work stoppage by members of the Chemical Workers Industrial Union (Cwiu) at Sasol, Secunda, yesterday.

The stoppage was precipitated by the implementation of R100 a month wage increases. Wage negotiations recently reached deadlock and the Cwiu said workers were angry that adjustments were made prior to settlement.

A Cwiu spokesman said workers decided last night to stage a brief protest stoppage. Nightshift workers did not report for work, while the morning shift reported only about 11am.

The spokesman said police fired teargas and rubber bullets at workers gathered at their hostel in the Embalenhle township.

ALAN FINE

Sasol said, however, that employees were victims of "gross intimidation by a gang of trouble-makers, apparently instigated by union members"

He said. "Residents of Embalenhle were obliged to call for assistance from the SAP."

He disputed Cwiu claims that 5 000 workers were involved in the action, saying that 60% of the 6 000-strong workforce reported for duty.

The Cwiu denied allegations of intimidation. It is now involved in three separate disputes with Sasol over May Day and June 16, wages, and now "unilateral implementation of increases"

The Secunda police commander could not be reached for comment.

SOWETAN, Friday, July 31, 1987

Tawu leader is 'held'

By MATHATA TSEDU
THE Northern Transvaal regional organiser of the Transport and Allied Workers Union, Mr Rhodes Makama, was detained by security police on Tuesday minutes after coming out of negotiations with Lebowa Transport.

Shop stewards who were with him at the time said security police had demanded reference books at the gate of the Chuene Resort — the venue for the talks.

"Mr Makama said he did not have his reference book but when he identified himself the police told him to get into their kombi. Minutes later they drove off with him although there were other people still coming out," one witness said.

Mr Makama was later taken to the union's offices by four security policemen who searched the office after jumping through the office partitions. A typewriter and other documents were taken.

Angry

Tawu's general secretary, Mr Esau Rangkolo, reacted angrily to the detention and said it would "definitely have a bearing on our relations with Lebowa Transport."

"While Lebowa Transport management professes to be interested in negotiations with the union, we are witnessing a situation in which our entire negotiating team is being whittled away by police detentions. We wonder whether it is a coincidence that police should only be interested in our members and officials when we start serious dealing with Lebowa Transport," he said.

Tawu's talks with management came after a 22-day strike by Lebowa Transport workers in Seshego during which 14 Tawu members and shop stewards were detained under emergency regulations. Mr Makama played a vital role in the negotiations to resolve the dispute which ended with management agreeing to negotiate a recognition agreement with the National Council of Trade Unions.

Wage talks stalemate

NEGOTIATIONS between the City Council and the Cape Town Municipal Workers Association (CTMWA) again ended in stalemate earlier this week following a demand of a R50 across-the-board wage increase by the union.

Workers of the council's ~~sanitation~~ ^{cleaning} department, to back up the demand, have been on a go-slow for more than two weeks and have now been joined by workers of the electricity and roads branches.

The general secretary of CTMWA, Mr Johnny Ernstzen, said the union and the council would meet again on Friday.

Mr Ernstzen said there was nothing that the union could do to alleviate the situation.

"We can only say the matter is in the council's hands" Mr Ernstzen said.

Mr Ted Doman, public relations officer of the council, said he could not comment on the negotiations until after further discussions were held between the council and the union.

Mr Doman said although workers at the electrical department had joined the work-to-rule, their action was not yet evident.

Santa 30/7-5/8/87

'Areas Act used to bar union'

40A

EAST LONDON - The National Union of Metal Workers in South Africa (NUMSA) has accused the municipality here of using the Group Areas Act to prevent the union from holding its meeting in the City Hall at the weekend.

A Numsa spokesperson said they had to look for an alternative venue. "This is not the first time the municipality has refused to give us the hall in the city

"On May 1 we booked the Orient Theatre for a May Day rally, but the municipality told us at the eleventh hour that the place was in a white area and, in terms of the Group Areas Act, we should apply for a permit," he said.

He said, however, that a magistrate, approached for a permit, informed the union that one was not required as

the meeting was not illegal

"But the municipality insisted that we should apply to the Department of Constitutional Development and Planning for a permit. We could not do anything because it was too late and the rally failed," he said

The director of the East London municipality's department of cultural and environmental affairs, Mr A D Janse, said "not at any stage did we refuse access to the hall"

He said the City Hall was the only place exempted from the Group Areas Act and was available for anyone who wants to use it

"If people say they have been refused access to the City Hall it must be due to a misunderstanding"

Out in the cold: The black miners

W/press
140A 31/7-408

BLACK mineworkers have had little say in negotiations to end the job colour bar on the miners.

The National Union of Mineworkers, which represents 262 000 mainly black workers, has been largely excluded from the process since its formation in 1982.

The Chamber of Mines feared that including the NUM would sink any hope of agreement with the all-white Mine Workers' Union.

But the NUM made clear its strong feelings on the issue. Cyril Ramaphosa, general secretary of the NUM, made an unprecedented appearance before the parliamentary standing committee in September 1986 to argue that a Bill to abolish the colour bar and to protect white workers was contradictory. Ramaphosa was particularly emphatic with regard to the discriminatory potential of clauses (nA), (nB) and (nC),

saying they were unnecessary in the light of existing health, safety and training safeguards.

His position, for once, coincided with the preference of the chamber. But neither could claim to rally the votes of thousands of white miners in key mining constituencies — unlike Arrie Paulus, who was sent to parliament as a Conservative MP on the eve of his retirement as MWU general secretary.

BUSINESS IN PROFILE

THE president of the Chamber of Mines, TI "Naas" Steenkamp, speaks to HILARY JOFFE about labour relations in the mining industry and proposed amendments to the Mines and Works Act

What is your reaction to the National Union of Mineworkers' threat of a legal strike?

Increases ranging from 17 percent for category eight employees to 23 percent for category one employees were implemented on July 1 this year. We sincerely hope that the NUM will not carry out its threat to strike as these increases are in excess of the average increases other unions have negotiated over the past six months and were well received by the employees.

What is the purpose of maintaining the Chamber of Mines as a unified bargaining unit if every year the various mining houses make different wage offers?

The chamber industrial relations

system is flexible and supple and needs to be so to satisfy the needs of its members. There have been occasions in the past when the individual members wished to make different wage offers to the NUM and the chamber industrial relations system coped admirably. This year the increases did not differ. All the mines that are chamber members implemented the same percentage increase.

What plans are there to set up an industrial council?

The chamber and nine trade unions and officials' associations reached an agreement last year to establish an industrial council for the mines and the employees that wish to regulate their relationship on a more formal basis. The constitution of this industrial council is currently being finalised.

Only employers and unions that voluntarily wish to be subject to the jurisdiction of the industrial council will be members.

The amendment to the Mines and Works Act seems to give the minister discretionary power to decide who is entitled to a blasting certificate. What are your views?

This is a misinterpretation of the Mines and Works Amendment Bill. The provisions the Bill will introduce into the Mines and Works Act will give the minister the right to appoint a committee to advise him on the entry qualifications for certificates of competency, provided that these qualifications may not discriminate on the basis of race or colour. The cham-

What changes does the chamber want to see to the legislation regarding the job reservation issue?

The chamber would have preferred the "scheduled person" definition to be excised clearly from the Act without any new provisions being added.

What will the chamber do if the legislative changes are not satisfactory?

The chamber will now want to see whether the minister actually appoints the advisory committees the law will permit him to establish and if he does, how these committees will function before considering any action. However, we have had repeated assurances from the minister that he will invoke these provisions only for health or safety reasons. We take him at his word and are confident that the provisions will not be used in any retrograde manner.

Now that influx control has been abolished, what is the chamber doing about working towards a settled mine labour force?

Manning mines with migrant employees is not the most efficient or desirable method of manning and various mining houses are pursuing a variety of plans to make their mines less dependant on migrant labour and to provide jobs to more employees who reside with their families on the mines or in near proximity to the mines. For many years to come mines will, however, remain dependant on migrant labour.



Naas Steenkamp

ber's main objection to this new provision is that in our view it is not necessary to consider new entry qualifications. The qualifications required for certificates of competency are well defined and have been used for many years to ensure that persons who acquire the certificates are competent.

Will employment practices in the mining industry alter very much with the change in legislation?

Yes. The 13 jobs currently reserved for persons of certain specified races will legally be opened to persons of all races and gradually persons of all races will in fact be employed in these 13 jobs.

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THE ECONOMY

THE statutory job colour bar, which has been entrenched in the mining industry since the 1890s, will probably be scrapped this year — on paper at least.

Unless the Department of Mineral and Energy Affairs or the cabinet lose their collective nerve before the expected Conservative Party onslaught, the Mines and Works Amendment Bill, now in the second reading stage in parliament, will theoretically kill the last legally prescribed industrial colour bar before the year's end.

None of the parties most closely involved are happy about the manner of the Bill's passage. True, the Amendment Bill scraps the notorious "scheduled persons" concept whereby the necessary certificates of competency required for entry to the more skilled mining jobs are denied to black miners. But other sections of the new Bill give the minister of mineral and energy affairs key discretionary powers.

The ultra-rightwing white Mine Workers' Union believe that the new ministerial powers have been introduced to please the Chamber of Mines. The largest trade union on the mines, the 300 000 strong National Union of Mineworkers, argued that its mainly black membership would suffer discrimination due to the specific wording of the Bill.

The Bill contains three controversial new clauses, 12(1) (nA), (nB) and (nC). Clause (nA) empowers the minister to issue new mining regulations laying down the qualifications required by candidates for training for the newly-opened certificates of competency, in particular the blasting certificate, the key certificated skill of the underground miner. These qualifications may, for the first time, stipulate the educational standard, linguistic proficiency and physical health required of would-be miners.

The second clause (nB) allows the minister to appoint advisory committees to guide him in matters on which he wishes advice, including apparent-

Exit the colour bar. But will it still haunt the mine shafts?

The colour bar is likely to leave the statute books this year, if the cabinet don't lose their collective nerve. But there's good reason to believe that the new dispensation won't make much difference. **WILMOT JAMES and JEFF LEVER report**

ly issues arising from clause (nA) and the question of "overtraining" which some unions regard as the secret intention of the Chamber of Mines.

Clause (nC) requires that the minister, in setting up these advisory committees, should consult organisation(s) representing the majority of holders of certificates of competency, other mining trade unions and representatives of mine owners. The first part of this clause thus requires the minister to consult the MWU, since the union represents some 63 percent of holders of blasting certificates.

The ministerial powers and their vagueness with regard to actual implementation reflect the complicated genesis of the Bill in the years since the Wichahn Commission. The government accepted for the most part the Wichahn recommendation that the colour bar be scrapped. Implementing this in the mining industry was left up to employers and trade unions to negotiate within a "reasonable time".

The key problem, as dictated by Wichahn and accepted by all trade unions except the MWU and later the NUM, was to negotiate job security and other safeguards for the existing white mine labour force while scrapping statutory job reservation. The government indicated it would approve any such deal provided it com-



Black miners' leader Cyril Ramaphosa not consulted

Picture: TREVOR SAMPSON, AFP

manded an industry consensus.

The latter possibility, however, never seemed more than a pious hope in the light of the stand of the MWU and Arrie Paulus, its redoubtable general secretary. Paulus demanded the retention of the colour bar, denying that a shortage of white miners existed.

When the chamber and the mining unions got down to serious talks on a package which would include a request to the minister to scrap the scheduled persons clause in the Mines and Works Act, the MWU attended as observers only.

Part six of the Wichahn report on the mining industry recommended that the abolition of the job colour bar go hand in hand with a restructuring of the mines' industrial relations system, buttressing employment security guarantees for white employees. The way to do this, argued Wichahn, was to form of a mining industrial council in terms of the Labour Relations Act, giving employer/union collective agreements greater credibility and enforceability.

The opening rounds of negotiations after 1981 were spent on fruitless arguments over the issue of an industrial council, with the chamber willing but a number of unions at most lukewarm. A spirit of urgency was only injected into the talks by the initiative of the Department of Mineral and Energy Affairs, which first set a target deadline of December 31 1985 for an agreement. When that failed it produced its first draft Mines and Works Amendment Bill in January 1986. This proposed to give the MWU such power to regulate entry to scheduled jobs by way of an obligatory mine labour selection board. The chamber and nine union negotiating partners were galvanised into signing a comprehensive three part agreement in

July 1986.

This chamber/union agreement came up with an interlocked series of proposals. Both chamber and union signatories would request the scrapping of the racially discriminatory aspects of the M&W Act. In return, the unions were guaranteed their closed shop, participation in an industrial council and the protection of a formal 'Industrial Council Security of Employment Agreement'.

Besides conceding standard union demands regarding equal pay for equal work and maintenance of uniform training requirements, the security agreements also offered the protection of a Dismissals Appeal Board and most important, a mechanism to monitor and stop to cases of alleged 'overtraining' for certificates of competency by mine managements.

Observing that these guarantees were worthless, the MWU and its much smaller ally of convenience, the Technical Officials Association, refused to touch the agreement.

By July 1986 the upshot was that while mining employees were being offered two separate forms of job security protection — one in the form of a much watered down draft M&W Amendment Bill with the ministerial powers, the other an employer/trade union collective agreement with the statutory backing of the Labour Relations Act. Both, however, entailed the scrapping of job reservation, in its explicit form at least.

The snag for the unions which had signed the agreement with the chamber was that the latter has intimated it will not proceed with its side of the bargain if a new M&W Act is implemented in a way which amounts to racial discrimination. The minister in turn hinted last year that his discretionary powers need not be put into operation if the proposed mining industrial council and the accompanying agreements worked satisfactorily.

Who is then to move first? Given the continued hold out of the MWU and the political threat from the right, the government seems likely to appoint committees and amend the mining regulations in the light of their advice. The chamber, in the meantime, will watch developments and consider whether or not to implement one or more aspects of its agreements with the nine mining unions.

Whether the upshot of present moves is thus training control mechanisms instituted by government or by a mining industrial council, the consequences will probably be similar. A slow move away from the rigid colour division of the past.

Something similar has happened in other areas of the white workforce where black advancement has not been blocked by the requirement of certificates of competency. After the six artisan unions operating on the mines in 1981 agreed to the indenturing of black apprentices, mine management began the integrated training of black apprentices. In 1985 some 140 black apprentices were newly indentured in mining, compared to 1 560 whites indentured. Similarly, by 1986 blacks in official occupations formerly considered "white jobs" constituted around 10 percent of the total number of officials.

Given the likely constraints on training black workers for blasting certificates in particular, no rapid shift in black/white employment patterns in jobs hitherto reserved for scheduled persons over the next five years is likely to materialise, other things being equal.

● Wilmot James is a lecturer in the Department of Sociology, University of Cape Town, and Jeff Lever is in the Department of Sociology at the University of Stellenbosch.