INDUSTRIAL RELATIONS - COSATU

1990

JANUARY - FEBRUARY

SAB takes back workers

Sowetan 3/01/90

ALTHOUGH South African Breweries was able to maintain ample flow of beer while many of its workers were off during a two-month strike at the end of last year, the company has decided to re-employ the same numbers as before and labour levels are "back to normal," according to a Breweries' spokesman

The strike had not shown that the company was overstaffed and that it could meet production targets with less labour, he said

A Food and Allied Workers Union spokesman agreed that SAB had restored its worker levels to those of before the strike and had not cut back on employment levels

Industrial councils facing death by market freedom

(140A)

EDWARD WEST

GOVERNMENT moves towards market related freedoms and emphasis by companies on decentralised management style could mean the end of industrial councils

This was the view of University of Cape Town School of Business's Kate Jowell who quoted Barlow Rand labour specialist Jan Hiemstra in the Indicator publication as saying industrial councils were not expected to survive the next decade

Policies towards increasing market freedom represented an approach that leaned away from social democratic philosophy which underlined systems supporting collective bargaining — particularly at national or industrial level

These policies towards more market freedom brought pressure for privatisation, deregulation and support for developing businesses, bringing pressures to bear on industrial councils, Jowel said

The president now had the power to suspend industry wage agreements and various protective clauses embodied in long-standing Acts of Parliament such as the Machinery and Occupational Safety Act

A second pressure was that several major companies had withdrawn from industry associations because they did not want to be subject to bargaining and strikes at two levels, Jowell said

Demise

Other companies argued that they did not support centralised bargaining in principle, which was not in line with decentralised management style

These companies had hastened the demise of several industrial councils, including the Printing and Newspaper Council, said Jowel

Jowell asked how far government exponents of a freer labour market would be able to push their policies before hitting the countervailing power of collective self-interest

The Cosatu unions were relentlessly persuing centralised bargaining on a number of fronts with or without statutory structures such as industrial councils

The Steel Engineering Industry Federation of SA's success in drawing the Cosatu and Nactu unions into the metal industry and Numsa's growth had greatly improved the bargaining power of the countervailing collective bargaining

Will established black unions seek a coalition with the newer black unions to protect their wider interest in central bargaining? How far will the influence of decentralised bargaining supporters among management really spread, Jowell asked

Parties to industrial relations were creative and adaptable, and the ironies of SA society might prove Hiemstra wrong, Jowell added

B/Day 3/11/90

8-week Sats strike closer to resolution

140A

The eight-week South African Transport Services workers' strike came closer to being resolved late yesterday afternoon

The South African Railway and Harbour Workers' Union — which called for the strike that resulted in the dismissal of more than 22 000 Sats employees — has almost got a mandate to put forward proposals to end the industrial action, SABC radio news reports

A spokesman for Sats said the union had informed management its national executive would meet yesterday to ratify its recommendations Their answer could be received today

The union is responding to Sats's proposals put forward a fortnight ago to break a two-week deadlock in talks aimed at resolving the dispute

No more workers were dismissed yesterday, leaving the total number of dismissals at 22 380

A total of 3 574 workers are still on strike

To date the cost of damage and destruction to Sats property has been estimated at R40 million. — Sapa

Star 4/11/90

The Sats strike may end

Sowetan 14/01/90

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Talks to resolve railway strike likely to resume

STAR 5/11/90 By Drew Forrest

The nine-week railway strike is moving to a climax and there is a strong possibility that talks aimed at resolving the dispute will resume today

SA Transport Services (Sats) senior labour manager, Mr John Smith, said unionists had indicated they were close to finalising their position on Sats proposals tabled a fortnight ago

He added that pressure was mounting on the SA Railway and Harbour Workers Union (Sarhwu)

UNION RIFT

"People are queueing up for the jobs of dismissed strikers and our line managers are pressing us to employ a new labour force"

More than 22 000 workers — more than a quarter of the Sats black labour force — have been fired since the strike started

Sarhwu's long delay in responding appears to indicate a rift within the union over the latest Sats proposals

Sources believe that the union's national leadership is willing to drop demands for an immediate pay rise and the reinstatement of dismissed strikers — issues which Sats regards as non-negotiable

However, regional representatives are seen to be fearful of the worker response if the union backs down on these issues

Yesterday Sarhwu leaders met Cosatu in an apparent bid to hammer out a unified negotiating stance

Management has refused to divulge the exact nature of its latest offer Sats has offered to recognise Sarhwu in Natal once it has registered for the region This would open the way for national pay talks, even as early as April

SATS STRIKE F/M 5/1/90

Desperate days

The Sats strike could soon be over. SA Railway & Harbour Workers' Union spokesman Elliot Sogoni says the union is desperate to settle (140A)

The union appears to have little hope that any of its demands will be met In fact, it appears to have adopted a strategy of damage control, aiming mainly at getting back the jobs of 22 380 sacked strikers (Sats says 3 551 strikers are still employed)

F/M 5/1/90 (140A)

Sogoni says "Sats has not given in to a single demand We are hoping that this being a new year, they will concede something " He says the union's national executive has decided to seek an urgent meeting with Sats to resolve the issue by the end of this week, if possible

The union has agreed to register (it signed an undertaking to do so about 15 months ago) and Sogoni says this is proceeding in Durban and Pretoria He won't give details of union proposals for the talks but suggests the issue will be "returning workers " Sats recently published ads inviting fired strikers to re-apply for their jobs

Sats labour relations director Jan Bredenkamp says both sides have put proposals for the meeting While Sats is prepared to talk about re-employing workers, disciplinary procedures and wage negotiations, it definitely won't be discussing immediate or interim increases "No employer would simply agree to discuss wages twice in the year We are not prepared to set a precedent," says Bredenkamp

Commenting on a major problem with the strike — confusion among union leaders — a Sats source says the outcome of the meeting will depend on who is in charge at the time "It's not too clear who is in charge Some guys are more conciliatory than others "

It's acknowledged in labour circles that the accession of the current leadership — headed by general secretary Martin Sebakwane — has created internal problems The resignations of a number of the union's founders have left a gap, there have also been claims of opportunism and careless politicking This confusion has no doubt been worsened by the wageless Christmas endured by rank-and-file union members

At this stage there is little sign the MDM will intervene as it did to help end the strike and consumer boycott against SA Breweries

The effect of the leadership change has been noted by Sats Says one insider "The previous leadership was more sophisticated and experienced The current lot are less experienced and it shows in negotiations They have created a lot of expectations they cannot satisfy "

Taxi chiefs blame accidents on pressure from Sats strike

Star 5/1/10

THEO RAWANA

SABTA has blamed the Sats strike for the high taxi-related accident rate over the Christmas holiday period

Sabta communications director Mike Ntlatleng said yesterday the strike caused most people to forsake train travel and opt for taxis, which resulted in great pressure on taxi operators

While the actual number of road deaths involving taxis could not be established, the National Road Safety Council (NRSC) reported that holiday period deaths totalled about 250

Belief

Ntlatleng denied that taximen's approach on the roads was influenced mainly by economic considerations, as NRSC deputy director Eric Wise said earlier this week

Wise said the drivers were driven by the belief the more trips undertaken, the bigger the profits

Ntlatleng said "We do not believe that economic considerations, as stated in the Press, were the main causes of the accidents We believe that it is one of the many causes

"Of importance is the fact that the strike by Sats workers has an impact on the number of people using trains Because of the strike, many people found it convenient to use taxis, and as such tremendous pressure was brought to bear on the taxi operators"

He said it was still too early to say by how much the load on taxi operators had increased

Ntlatleng also said most of the minibuses involved in accidents were "unroadworthy vehicles with no road permits or vehicles driven by pirate operators in for quick cash"

Sapa reports Sabta president James Ngcova as saying the research company Project Spear would investigate the causes of road accidents involving mini-buses

It would investigate whether minibuses were suitable for SA transport requirements It would also look into the behaviour of taxi drivers on the roads and their driving skills

□ Sats was awaiting confirmation as to when discussions will resume with the SA Railways and Harbour Workers Union (Sarhwu) to end the nine-week old Sats strike, senior labour manager Jan Bredenkamp said yesterday

He said Sarhwu's legal advisor contacted Sats yesterday and said the union would like to arrange a meeting, but no date had been set

Sarhwu met Cosatu officials on Wednesday and had intended meeting them again yesterday, said sources

Meanwhile, Sats fired another 16 strikers yesterday, bringing the total dismissed to 22 396, according to Sats spokesman Ian Bleasdale

He said there were still 3 596 workers on strike

Rail strike talks resume today

Beweform 5/1/90

NEGOTIATIONS between members of the striking SA Railways and Harbours Workers' Union (Sarhwu) and SA Transport Services management on ways to end the nine-week-old Sats strike are to resume today, according to Sats senior labour manager, Mr Jan Bredenkamp.

This breakthrough in the often violence marked strike came after Sats was contacted yesterday by Sarhwu's legal advisor, Mr Bredenkamp told Sapa

"Sarhwu had a meeting with Cosatu on Wednesday and had intended meeting again with yesterday

"They will contact us today with a view to a meeting to discuss Sats' proposals to ending the strike," Mr Bredenkamp said

Sats presented Sarhwu with proposals last Monday following a deadlock in talks two weeks before

"We discussed the issues of recognition, dismissals and future wage negotiations and made proposals which we don't want to discuss at this stage as they're still on the table," Mr Bredenkamp explained

Meanwhile Sats fired another 16 strikers yesterday bringing the total dismissed to 22 396, according to Sats spokesman Mr Ian Bleasdale

He said there were still 3 596 workers on strike

Strikers had lost about R26 million in salaries and Sats had sustained damage to property in the strike of about R40 million

The dispute began on November 2 last year, when Johannesburg workers downed tools over the issue of wages

The strike soon spread to most of the country

Negotiations began between Sarhwu and Sats but deadlocked in December following Sats' refusal to recognise Sarhwu as a representative union as it was not yet registered with the Department of Manpower

Sats also refused to discuss the issue of wage increases as according to management, increases for 1989 had been finalised earlier in the year

Sarhwu, however, claimed to be representative of the black labour force and demanded the minimum wage be raised to R1500 (1400)

Sats management subsequently began dismissing striking workers

Welcome party

A welcome party will be thrown for top jazz drummer Churchill Jolobe (pictured above) at 1426 Bazabaza Street, Orlando East, tomorrow at 1pm

Jolobe, who arrived in South Africa last month after 26 years abroad, plays for three jazz bands which are held in high esteem abroad - Dudu Phukwana's Zila, Southern Africa Force - led by Joe Malinga of Swaziland - and trombonist Jonas Gwangwa's African Explosion

How the department responds to pro- learning upon

Hopeful signs at rail strike talks

DREW FORREST

NO startling progress was made at yesterday's meeting between railways management and unionists, but the resumption of talks after a three-week hiatus is a vital first step towards settling the rail strike.

At least 16 deaths and R40 million damage to SA Transport Services rolling stock have been linked to the nine-week dispute. Star 6/1/90.

A Sats statement said that at yesterday's talks the SA Railway and Harbour Workers' Union (Sarhwu) sought clarity on Sats proposals tabled on December 18 and pledged to canvas the offer with its members.

The union had agreed to relay members' views to management early next week, the statement said.

Insiders said management had not shifted on its refusal to talk wages or to reinstate all 22 000 dismissed strikers — two key Sarhwu demands — but had modified its negotiating stance

It is understood that Sats has offered to re-employ a percentage of the fired workers according to strict criteria. Those not rehired would be eligible for severance benefits at the discretion of an arbitrator.

The pay issue could be resolved by admitting Sarhwu to annual wage talks on the railways, starting in April, once it is registered and recognised.

To ease the process, Sats is understood to have proposed the negotiation of an interim recognition agreement.

Sources hinted yesterday that, while Sarwhu's national leadership favoured a compromise deal, regional delegates were fearful of a worker backlash if the union backs down on its demands

The Chubby Chick poultry factory has agreed to re-employ 180 of the 400 workers dismissed last year after a lawyers' agreement this week

Lawyers settle poultry battle

By DAN DHLAMINI

140R

C/Press 7/1/90

THE FOOD and Allied Workers' Union (Fawu) won a partial victory this week when management of the Chubby Chick poultry factory agreed to re-employ 180 of the 400 workers fired at Potchefstroom last year

The decision follows a four hour meeting on Wednesday between Chubby Chick and Fawu lawyers about the mass dismissal on November 23 last year

The entire work force was sacked when workers downed tools demanding a living wage and the reinstatement of a fired colleague

The man at the centre of the controversy was Job Bovula who told *City Press* he was fired because he refused to drain a septic tank – a job that was not his

Chubby Chick's factory manager Bertus Herbst would not comment on the septic tank issue

He insisted the workers were dismissed because they participated in an illegal strike

Workers claim they were forced off the premises and casual staff were engaged to fill vacancies

They said that after talks between Fawu representatives and management ended in stalemate, the legal advisers of both parties took over

In a similar incident at Chubby Chick in 1984 Leonard Sikhakhane, secretary of the Nactu-affiliated Food and Beverages Workers Union, was arrested together with some employees and the entire workforce dismissed

They successfully appealed against their conviction and R100 fines and the workers were reinstated

According to the interim agreement between Fawu and Chubby Chick lawyers the company will re-employ at least 180 of the dismissed workers until February 28

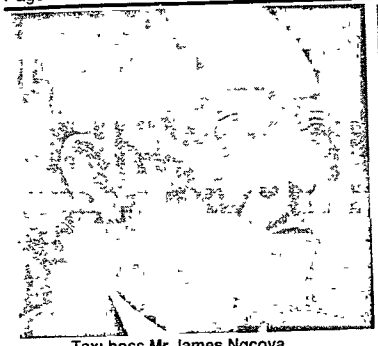
Of the 180 employees 90 will be from those who reside at Fourie's farm and the other 90 from Ikageng

This rules out the company's earlier threat to evict dissident employees residing at Fourie's farm

Fourie is the owner of Chubby Chick Factory and breeds chickens at his farms about 15 kilometres outside Potchefstroom where some of the workers live

The agreement says the union undertakes that the workers will work overtime within the parameters of the basic conditions of the Employment Act provided the union and its members support an application by the company for its exemption from the overtime provisions of the Act

140A



Taxi boss Mr James Ngcoya

Call to end the Sats dispute

By JOSHUA RABOROKO

THE president of the Southern Africa Black Taxi Association, Mr James Ngcoya, has called on the South African Transport Services to immediately resolve the differences it has with its workers.

Ngcoya said it made the call because of the horrifying loss of life and limb

Sabta regretted the destruction of property now estimated at more than R30 million

It also regretted the loss of income suffered by Sats workers and the difficulties the commuters and the general public have been and continue to be subejcted to

"In the light of the untold inconveniences so many thousands of our people are faced with, we also call upon Sabta members to minimise the problems of our people in any way they can

"We recommend to our members to be sympathetic to people who will now have to pay more to commute to work and to adjust the differences accordingly

"Furthermore, we appeal to our members not to increase their fares during these difficult times and not take advantage of the situation

"We would like to remind our members that their now increased burden demands of them to become even more safety conscious and extra careful and courteous to other road users," he said

He said that drivers should not exceed speed limits or compromise safety regulations through overloading

Star 9/1/90 (140A)

Workers at Mondi mills vote to strike

By Drew Forrest

Workers and managers are squaring up for the first major dispute of 1990, with a union announcement that workers at Mondi Board Mills have voted overwhelmingly for a legal wage strike

Mr Ernest Masala of the Paper, Printing, Wood and Allied Workers Union, said 80 percent of 1 700 workers at five Mondi plants had backed strike action in a ballot last week.

Confirming the dispute, Mondi's Mrs Brigid Hopkins said industrial action was expected on the 7 am shift today Mondi had information that the union had no legal strike mandate at plants in Piet Retief and Durban

Mr Masala said the union wanted a 26 percent increase in the current R4,29 hourly minimum wage for the lowest paid workers Management had offered 15,4 percent.

While the union wanted the award backdated to January 1, Mondi had offered implementation from the date of agreement

Other areas of dispute were Sunday rates and the long-service bonus, Mr Masala said.

Mrs Hopkins said Mondi's proposal would bring minimum pay for labourers to R970 a month — "a very good offer"

CAPE TOWN, TUESDAY

Station bloodbath

At least six dead, many hurt in rail strike battle

The Argus Correspondent

Argus 9/1/90

JOHANNESBURG. — At least six people were killed and many injured in clashes between railway strikers and strikebreakers at Germiston station today, according to the Congress of South African Trade Unions (Cosatu) and police.

A legal source at the station complained that in spite of being urged to disperse the vigilantes, police had failed to intervene in the conflict

The source said strikers wearing union T-shirts were being singled out for assault as they alighted from trains

An East Rand police spokesman said the clash happened about 9am

Strikers were apparently waiting at the station when non-strikers arrived in a train

A fight broke out and knives, pangas and stones were used

Riot police used teargas to disperse the mob

Knobkerries

The secretary of Cosatu's Witwatersrand region, Mr Ariel Madelane, said strikers had been attacked with sharp instruments and knobkerries on their way to a meeting at the offices of the South African Railway and Harbour Workers' Union (Sarhwu) in Germiston.

Ambulances ferried dozens of injured workers to the Natalspruit Hospital and the Willem Cruywagen Hospital in Germiston, he said

The conflict is the first serious violence linked to the 10-week strike It takes place as railways management is awaiting a response from Sarhwu to the latest proposals for ending the strike

Sarhwu has pledged to contact the management once it has a mandate from its members and a negotiating meeting could take place this week.

Sats fires 54 more striking workers

Labour Reporter

Another 54 railway strikers were fired yesterday as railways management awaited the SA Railway and Harbour Workers' Union's (Sarhwu) response to its latest proposals for settling the 10-week-old railway strike. (140A)

It is understood that SA Transport Services has offered to re-hire a percentage of the 22 400 fired strikers and to compensate the rest at the discretion of an arbitrator.

It has proposed that Sarhwu apply for registration and then negotiate an interim recognition agreement. Star 9/1/90

Sarhwu has promised to canvass its members and to relay their response this week.

If the current talks fail, Sats is likely to replace the fired strikers with a permanent labour force, resulting in the loss of much of Sarhwu's membership.

Bjelke-Petersen puts off SA trip

MELBOURNE — Former Queensland Premier, Sir Joh Bjelke-Petersen, has delayed a trip to South Africa after being told he is still under investigation following the Fitzgerald inquiry which found evidence of large scale corruption among police and politicians.

Sir Joh and his wife, Lady Flo were to visit South Africa in February as guests of the Government. They will now make the trip in April. — The Star's Foreign News Service.

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Died after giving birth

A 28-year-old woman died in the Park Lane Clinic shortly after giving birth to a baby girl, a Johannesburg inquest court heard yesterday.

Mrs Mala Chetty of Malvern died on December 1 last year as a result of a severe internal haemorrhage, a post-mortem examination found.

A sister at the Park Lane Clinic, Mrs E Airth, said Dr E Pheiffer ordered that an epidural anaesthetic be given to Mrs Chetty because she suffered from high blood pressure.

After the birth, Mrs Chetty said she was in pain. Blood loss was fairly heavy, but she drank a cup of tea she had ordered, Sister Airth said.

Mrs Chetty later died. The hearing continues.

Star 10/9/90

Jackson to hear 'broad base' of views in SA

By David Braun,
The Star Bureau

WASHINGTON — The Reverend Jesse Jackson says he will not restrict his time in South Africa to listening to the views of just one group of people, but will try to meet whoever invites him

He was reacting in an interview to criticism that he was going to South Africa at the invitation of the SA Council of Churches (SACC) and Mr Walter Sisulu of the African National Congress merely to update himself on the changing situation so that he could apply pressure in the United States to increase punitive measures against the country

"The key to making life better for everybody in South Africa is communication I hope the media will play a constructive role in that process and not incite people's fears If we are to challenge people to pursue their hopes and not their fears, we can all make a real contribution," he said in the interview

"The SACC and Walter Sisulu are my primary hosts in South Africa, but it is significant that an even broader base of people have expressed an interest in dialogue It is important that we begin to build bridges where there have been walls, and that we overcome the mistrust and the fear and begin to act out the peace that we hope for

"It is significant that the Dutch Reform Church and the National Religious Broadcasters have also sent an invitation, as has the SA Institute for International Affairs," Mr Jackson said

●See Page 11.

Workers down tools at four Mondi plants

Labour Reporter

About 800 workers at several Mondi Board Mills plants are on strike over wages, in the first major labour dispute of the year

Mr Sakhele Buhlungu of Cosatu's Paper, Printing, Wood and Allied Workers Union said workers were on a legal wage strike at plants in Springs, Belville, Felixton and Piet Retief

Mondi's Mrs Brigid Hopkins said only a small number of Piet Retief workers were affected

Mr Buhlungu said workers in the remaining plant at Umgeni were negotiating with local management, which had threatened legal action if they downed tools However, they were expected to join the strike today Star 10/1/90

The dispute centres on union demands for a 26 percent rise in the current hourly minimum rate of R4,29 Mondi said yesterday its 16 percent offer would bring the minimum wage to R970 a month

In a statement yesterday the union said it believed the company could give a "reasonable" increase In 1988 Mondi had boosted after-tax profits by 75 percent and paid out R52 million in dividends

Mr Buhlungu said Mondi had offered to reopen talks but had indicated that its mandate was exhausted and it could not increase its overall pay offer

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● Tonight! Page 1

Star 10/9/90 -

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● Tonight! Page 1

Mill workers strike for better hourly rate

The Argus Correspondent

JOHANNESBURG. — About 800 workers at several Mondi Board Mills plants are on strike over wages in the first major labour dispute of the year.

Mr Sakhele Buhlungu of Cosatu's Paper, Printing, Wood and Allied Workers' Union, said workers were on a legal wage strike at plants in Bellville, Springs, Felixton and Piet Retief.

The dispute centres on union demands for a 26 percent rise in the hourly minimum rate of R4,29.

Mondi said yesterday its 16 percent offer would bring the minimum labourers' pay to R970 a month.

The union also wants the award backdated to January 1, with Mondi offering to implement it only from the date of agreement.

SAP role at battle challenged

Station alert as bloodbath row erupts

140 A

Star 10/1/90.

Staff Reporters

Police were today on the alert at dozens of railway stations following yesterday's battle at the Germiston Station, amid further allegations that police did not do enough to stop the slaughter.

Yesterday's clash between South African Transport Services workers and strikers left six dead and 67 injured, 12 critically

Unionists have accused police of failing to intervene timeously, but the police have defended their actions and have claimed they prevented more bloodshed than that which had occurred

The Congress of South African Trade Unions (Cosatu) said it would seek a Supreme Court interdict against the SAP and Sats to restrain them from "making further attacks on striking workers".

Police denial

Police today vehemently denied allegations that they had stood by and allowed the clash to turn into a pitched battle between workers and strikers

Cosatu claimed that.

● At 8 45 am two trains carrying striking workers and ordinary commuters arrived at Germiston Station, where they found "huge gangs of as many as a 1 000 armed vigilantes" Dressed in Sats uniforms, the "vigilantes" were armed with

An unknown man, who suffered multiple head injuries during a clash between Sats strikers and non-strikers, lies unconscious at Natalspruit Hospital

● Picture by David Sandison

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- At 8 45 am two trains carrying striking workers and ordinary commuters arrived at Germiston Station, where they found 'huge gangs of as many as a 1 000 armed vigilantes' Dressed in Sats uniforms, the "vigilantes" were armed with pangas, spears, knives and steel pipes
- When the 'vigilantes" threw stones at commuters inside the train, the police fired teargas into the carriages and not at the "vigilantes"
- When the commuters tried to flee the coaches, they were brutally hacked, stabbed and beaten by the "vigilantes"

However Witwatersrand police spokesman Colonel Frans Malherbe said police had prevented many more deaths and dismissed as "absolute rubbish" claims that police had sided with non-strikers

'The police were on standby duties at Germiston Station because of the railways strike No one expected a clash When the fighting started, the contingent on duty was far too small to stop the fighting without placing their lives in danger Reinforcements were called in

It was only when they arrived that the fighting could be stopped Our intervention in fact saved many more people from death and injury We acted very quickly in the circumstances

Ignored warning shots

'Even so, it took 35 minutes to get the mob dispersed There was a mob of about 2 000 people They weren't just looking at the police — they were fighting each other They did not even hear shotgun blasts fired as warning shots," he said

Cosatu said the "vigilantes" wore Sats overalls and were recognised as coming from Sats depots At least four of them were identified as policemen from Germiston

"The blood of the massacred workers is on the SAP's hands as if they themselves had wielded the pangas," Cosatu said

In BBC Television's main news broadcast yesterday, reporter Mr James Robbins said police did nothing to disarm the crowd and made no arrests "They only intervened as people were being beaten and stabbed, firing teargas canisters into the carriages, driving the strikers into the battle"

Mr Makekana Mbuku (45), an injured Sats striker, waits to be attended to at the Natalspruit Hospital while doctors deal with more serious cases in the background ● Picture by David Sandison.

Pools of blood on platforms after clash

Staff Reporters

Pools of blood, shattered glass and hundreds of stones lay on platforms three, four, five and six at Germiston station yesterday after a violent clash between railway workers and striking union members

SA Railway and Harbour Workers' Union (Sarhwu) union member Mr Joseph Ratsie said he was on the 8 am train from Daveyton to Germiston

When they pulled into the station, he said, the train was met by a crowd of railway workers in brown overalls bearing pangas

When the train stopped, the passengers tried to close the door, but windows were shattered when the attackers threw stones Mr Ratsie said four policemen fired teargas cannisters into the coach which passengers threw out again

"Everybody tried to run away We had to get out, but they started to assault us"

A conductor, Mr Nick Rothner, said he saw 11 dead bodies and witnessed people having their arms chopped off by pangas

Conflicting versions of what took place at the station were given to The Star by the injured from their hospital beds

Fourteen injured men were admitted to the Natalspruit Hospital The superintendent, Dr Norman Kerns, said their condition was stable An other five were still being X-rayed

One man had died on arrival at the hospital and another, Mr Sobby Mashego, was airlifted to the Johannesburg Hospital for a brain scan

Twenty people were treated and discharged, Dr Kerns said

An unemployed commuter, Mr Frans Sibisi, who broke his leg and suffered a head injury, said he was forced to jump from a train at Germiston station because he was assaulted by strikers

"I was on my way from Tembisa to Johannesburg when a group of men at Germiston station demanded my train ticket

"After I had produced it, they assaulted me and said I was not supporting the strike," he said

BUSINESS TIMES

Freighting

The four 'rights' that spell success

S. Times 28/1/90

By Robyn Chalmers

COMPETITION, rising costs and a rapidly changing, sophisticated international trading market will be among the challenges facing the forwarding and clearing industry in the 1990s.

In this scenario the efficient management of the movement of goods is fast becoming the most strategic tool for importers and exporters

It seems that the maxim to success in this decade is summed up in the four "rights" Get the right goods to the right place at the right time at the right price

To achieve these goals requires knowledge, expertise and experience to orchestrate the movement of diverse cargoes nationally and internationally Ideally, the clearing and forwarding agent's expertise is an extension of the client's shipping department

Resources

The growing need for the cost-effective application of resources, especially those tied up in stock, has made importers realise the strategic advantages to be gained from door-to-door control of the transport chain

Out of the popular Japanese management system just in time (JIT), there is growing recognition that systematic, planned deliveries eliminate the need for large stock and storage facilities

Renfreight Fowarding SA divisional general manager Eddie Stead says that with the international Lep network of facilities and services available in Europe, America, Asia and Australasia, Renfreight has developed its own door-to-door freight management system

"This service is tailored to satisfy the growing need for cost effectiveness, passing on the potential benefits of JIT management techniques to clients"

Uniserv deputy chairman Barry Saxton predicts that the days of the company warehouse are rapidly ending He says demand for the courier and express parcel services has to be seen in the context of the dramatic changes in distribution that have swept the world

"The sight of a packed warehouse, once a token of a prosperous company is now evidence of costly and inefficient stock holding It represents capital tied up and dormant

Breed

"No company can afford not to alter its distribution patterns to move with JIT management requirements that call for faster stock movement Necessity now dictates that stock levels remain flexible to respond quickly to market demand

"The way to gain that flexibility is not to store bulk in a warehouse at enormous cost, but to have faster transport methods — express delivery by courier"

Mr Saxton says SA is seeing a new breed of distributor What was regarded as cheap transport by standards of a decade ago is now recognised as expensive because of its harmful effect on the company's investment in stock

"Faster movement of goods is recognised as the most important way to contain costs and maintain productivity — as well as improving customer services"

Speed, as always, in the movement, clearing and delivery of goods is critical in this industry As Mr Saxton points out, goods in transit essentially represent dormant resources, and it is here that computerisation has come into its own

The development of the EDI systems in the 1990s will bring about great changes in the international forwarding industry EDI is aimed at the standardisation of documentation, processable through an international computer network

Closer

Mr Stead says the benefits of automation are simplification and speed in the entire documentation process, which will turn the clearing industry into a paperless operation

"Ideally, information covering a particular transaction will be entered at the supplier station and electronically transferred as required around the globe

"The real benefit of the EDI programme is the closer link it will provide with the client Through our systems, we will be able to track and direct the movement of goods from point of supply to destination at the press of a key and with no duplication or errors in data capture"

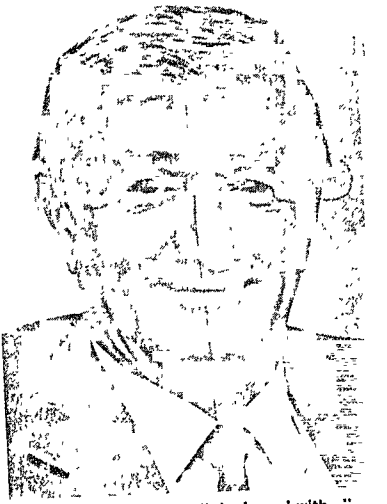
Quality

However, the structural change and growing export sector, driven by current government policy, offer the biggest challenge of this decade

The freight industry in SA has traditionally focused more on import clearing than export forwarding

This came about because of the historical imbalance in numbers between importers and exporters and the diverse and complex range of tertiary import commodities compared with exports which have tended to be homogenous primary products

Mr Stead believes the preoccupation with import clearing is set to change



EDDIE STEAD ... closer links forged with ...

"Exporters are realising that reliability in quality and delivery are the key needs to be satisfied when competing on international markets This is stimulating demand for professional forwarding"

Handling, storage, documentation and shipping of goods for export to sophisticated international markets demand specialist transport and warehousing logistics

Mr Stead says the professional transport and warehousing services offered by the forwarding agent save exporters time, money and hassles, allowing them to concentrate on their primary business

With thousands of metres of general specialised warehousing throughout SA ports, freight is investing sums in the development of facilities

A total of R10-million being spent on what will be the largest and most sophisticated warehousing facility in Richards Bay

In Durban, specialised warehouing facilities have been developed to meet the needs of general and specialised industries, including chemicals products, steel and metals

Mondi workers on wage strike

THEO RAWANA

ABOUT 1 000 Paper, Printing, Wood and Allied Workers' Union (Ppwawu) members at five Mondi Board mills went on a legal strike yesterday in support of their 1989/90 wage demands, the union said

The strike came after the company and Ppwawu failed to reach settlement during negotiations, the union said in a statement yesterday A conciliation board had also failed to resolve the dispute (140A)

Mondi spokesman Brigid Hopkins confirmed yesterday there was a strike at Bellville Mill, Felixton Mill and Springs Mill but not at Durban's Umgeni Mill, while at Piet Retief only some workers were on strike

The Bellville and Felixton mills had been shut Negotiations were continuing with the union, she said B/Day 10/1/90

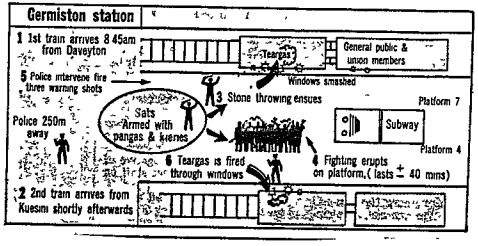
The union was demanding a R1,15 increase to the current minimum wage of R4,29, May 1, March 21 and June 16 as paid holidays, an increase to the annual bonus, a 45-hour week without loss of pay (down from a 46-hour week), and an increase in the shift allowance

Ppwawu said Mondi Board Mills was offering a 63c increase to the current minimum and had not replied to any of the union's other major demands

Seven die as 1 000 workers ambush Sats strikers at Germiston station

14aff

B/Day 10/1/90



Business Day Reporters

SEVEN people were killed when two trains carrying armed Sats strikers to a union meeting were ambushed at Germiston station yesterday by about 1 000 non-striking workers armed with pangas, knives, axes and knobkierries.

More than 40 were injured in the ensuing 45-minute battle.

Witnesses said the non-strikers, many wearing Sats uniforms, began smashing coach windows and stoning the train when it pulled into the station at about 9am

Police said the train was carrying between 500 and 800 striking workers, apparently en route to a South African Railway and Harbours Workers' Union (Sarhwu) meeting at the union's office in Germiston

The non-striking workers who gathered on a platform had been toyi-toying and singing as they waited for the train to arrive

Witnesses, among them Sats conductor Nick Rothner, said fighting broke out as people tried to leave the train

The police spokesman said fighting spread to two other platforms shortly after another train carrying strikers had pulled into the station

"There was fighting all over the station, particularly on platforms five, seven and nine."

A non-striking Sats employee, Saquthe Bhambada, whose arm was broken during the confrontation, said the strikers on the train shouted "leave your job" and "stay away from work" as the fight began.

The police spokesman said police "could not deny" the waiting workers were armed

When police arrived, three shotgun blasts were fired into the air to warn the crowd When this failed to disperse the people, tearsmoke was fired. No other police action was taken

Germiston fire and ambulance teams arrived at the station to treat the injured after the fighting had subsided.

Fire and ambulance deputy chief Paul Kruger said. "We sent three ambulances and a disaster bus — a mobile hospital manned by six paramedics — to the scene.

☐ To Page 2

P.T.O.

Police leave Germiston railway station with a body after fighting between Sats workers and strikers yesterday. Picture ROBERT BOTHA

Sats battle

8/10am 10/1/90 14CA

☐ From Page 1

Dead and wounded were scattered all over the platforms, and we rushed 31 people to Natalspruit Hospital

"There was still a good deal of shouting and uproar while we were there, and people were jumping on and off a train when it pulled in"

Ambulance service employees said most of the injured were taken to the Natalspruit Hospital in Katlehong Two were taken to the Benoni-Boksburg Hospital and others to the Hillbrow Hospital

Natalspruit superintendent Dr Norman Kernes said 41 injured people were brought to the hospital Of these, 14 were admitted and 20 discharged

Sats public relations chief Leon Els said the incident was being viewed in a serious light

"We condemn the violence that happened this morning and we have taken steps at shop-floor level to ensure it does not recur," he said

"Sats appeals to Sarhwu .. to come to the negotiating table to discuss the proposals issued on Friday."

Late yesterday union leaders and representatives of the mass democratic movement said they were considering legal action against Sats police and Sats itself following the violence

Cosatu and Sarhwu accused the police of allegedly failing to intervene, and of siding with the Sats non-strikers on the platform

Reacting to the claim, SAP spokesman Col Malherbe said "Many do not realise Sats has its own security force, and these men wear uniforms similar to those of the SAP"

He suggested allegations were made by witnesses who had mistaken these security men for police officers

Lockout 'pre-empts' strike

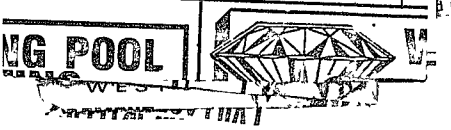
Cape Times 10/1/90

Labour Reporter

A LOCKOUT at the Waltons Stationery Company's Observatory warehouse pre-empted a strike by about 90 workers on Monday, who accepted the employer's final wage offer, a company spokesman said yesterday

According to a Paper, Printing, Wood and Allied Workers' Union spokesman, workers had been given notices immediately terminating their services last Friday

Acceptance of the final wage offer — varying between R35 and R44 a week — was the sole condition for re-employment, the union spokesman said The union, charging that a Conciliation Board had been appointed, but had never sat before the expiry of the 30-day dispute period, was taking legal advice, he added



Cape Times 10/1/90 (140A)

Seven die in SATS battle

Own Correspondent

JOHANNESBURG — Seven people were killed when two trains carrying armed SATS strikers to a union meeting in Germiston were ambushed at Germiston station yesterday by about 1 000 non-striking SATS workers armed with pangas, knives, axes and knobkerries

More than 40 were injured in the ensuing 45-minute battle

Witnesses said the non-strikers, many wearing standard SATS uniforms, a brown overall, began smashing coach windows and stoning the first train when it pulled into the station about 9am

Police said the train was carrying between 500 and 800 armed striking workers, apparently en route to a South African Railways and Harbours Workers' Union (Sarhwu) meeting at the union's office in Germiston

The non-striking workers who gathered on a platform had been doing a toyi-toyi and singing as they waited for the train to arrive

Witnesses, among them SATS conductor Mr Nick Rothner, said fighting broke out as people tried to get off the train

'Stay away'

Police said fighting spread to two other platforms soon after the other train carrying strikers pulled into the station

"There was fighting all over the station, particularly on platforms five, seven and nine"

Non-striking SATS employee Mr Saquthe Bhambada, whose arm was broken during the confrontation, said the strikers on the train shouted "leave your job" and "stay away from work" as the fight began

One of the first injured was non-striking SATS employee Mr Simon Nkwe, who was stabbed near his heart with an assegai

Police said they "could not deny" the waiting non-striking workers were armed

When police arrived, three shotgun blasts were fired into the air to warn the crowd When this failed to disperse them, tearsmoke was fired No other police action was taken

Police said six teargas canisters were shot into the crowd to disperse them, but Mr Rothner said the canisters were shot into the train

Germiston fire and ambulance teams arrived at the station to treat the injured after the fighting had subsided

Deputy fire and ambulance chief Mr Paul Kruger said "We sent three ambulances and a disaster bus — a mobile hospital manned by six paramedics — to the scene

"Dead and wounded were scattered all over the platforms and we rushed 31 people to Natalspruit Hospital

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Ambulance service employees said most of the injured were taken to Natalspruit Hospital in Katlehong Two were taken to Benoni-Boksburg Hospital and others, seriously injured, to Hillbrow Hospital

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SATS public relations chief Mr Leon Els said yesterday "We condemn the violence that happened and we have taken steps at shop-floor level to ensure it does not recur"

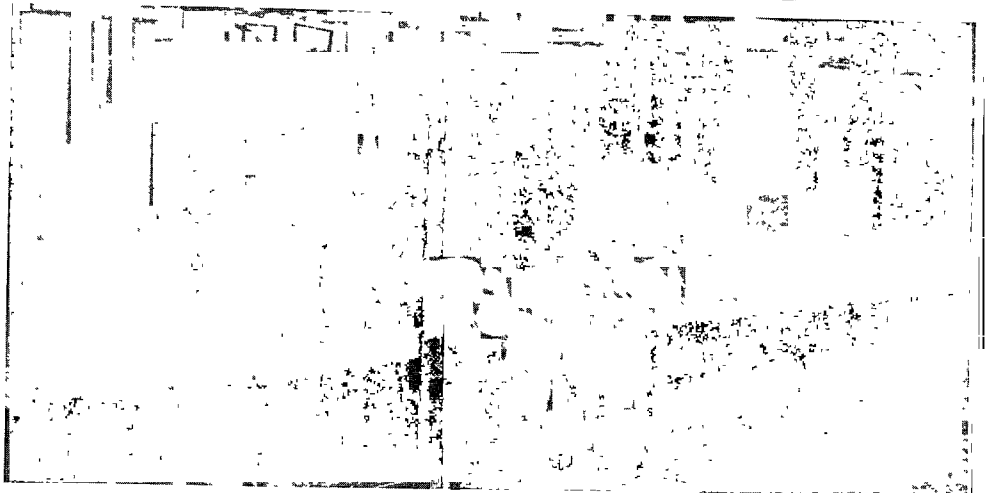
Late yesterday, union leaders and representatives of the Mass Democratic Movement said they were considering legal action against SATS following the violence

Cosatu and Sarhwu accused the police of allegedly failing to intervene and of siding with the SATS non-strikers on the platform

Sarhwu claimed the police allowed non-strikers to attack Sarhwu members and the public

Reacting to the claim, a senior police spokesman said "Many do not realise SATS has its own security force and these men wear uniforms similar to those of the SAP"

He suggested that allegations were made by witnesses who had mistaken these security men for police officers



AFTERMATH .. Police remove the body of a man killed in fighting between striking SATS workers and employees opposed to the stoppage

DAMAGE .. The bloodied interior of a carriage after clashes at Germiston station left seven dead

Violence 'will delay' moves to end strike

JOHANNESBURG — Spokesmen for SATS and Sarhwu said last night that yesterday's violence would delay the union's response to SATS proposals for ending the 10-week strike

SATS spokesman Mr Ian Bleasedale said proposals for ending the strike were presented to Sarhwu on December 18 and January 5 and deal with recognition of Sarhwu as a union and the re-employment of workers

SATS would like to avoid further violence and was taking steps at the worker level to ensure an incident like Tuesday's could not happen again, Mr Bleasedale said

Another 302 sworkers were dismissed yesterday, bringing the total of dismissals to 22 763,

SATS figures indicate the strike has claimed 17 lives to date

Damage to rolling stock is estimated at R38,5 million and the strike has resulted in a loss of over nine million labour hours and R28,5 million in wages, according to Mr Bleasedale — Sapa

Intimidation of non-strikers led to attack witnesses

140A

MANDY JEAN WOODS, CHARLENE SMITH and THEO RAWANA

INTIMIDATION of non-striking Sats workers by striking SA Railway and Harbours Workers Union (Sarhwu) union members led the former to take the law into their own hands to protect themselves, witnesses to Tuesday's bloody war at Germiston station said yesterday

Seven people died and more than 44 were injured when about 1 000 non-strikers, who had gathered at the station as early as 8am, attacked between 500 and 800 union members who arrived on two trains at 8 45am to attend a union meeting in Germiston.

A Sats spokesman said preliminary investigations showed non-striking workers from Germiston "put out a call" for help and supporters from as far afield as Braamfontein and Krugersdrop arrived on Tuesday morning.

"It appears they were fed up with the attacks on them and decided to do something about it. They told us they had asked for protection but were not getting it," he said.

A policeman who saw the fighting said yesterday he was told by a non-striker that they were taking the law into their own hands as they were tired of intimidation.

He said the crowd refused to disperse.

A Sats employee said that over Christmas about 100 workers of a staff of 120 were forced to stay away from work due to intimidation.

However, victims of the riot yesterday told how they fell into an ambush of non-strikers and police and were attacked with pangas, axes, assegais and stones as their trains pulled into the station.

They suffered mostly head and facial wounds. One man had his spine cracked.

Diesel mechanic Klaasen Mehlomakhulu, 52, whi suffered head wounds said the attack took arriving SA Railways and Harbours Workers Union (Sarhwu) strikers by surprise and they could not escape as all platforms were blocked by the attackers

Unprepared

"Before we could get out of the train, the attackers, who included policemen, were upon us, hitting and hacking indiscriminately

"We were both outnumbered and unprepared for the attack. It was only later that police shot teargas to disperse the attackers."

The strike — which has cost R40m in damages and at least 24 lives — was now the bloodiest and the most destructive industrial dispute since the miners' uprising in 1922, DP Transport Affairs deputy spokesman Robin Carlisle said yesterday

The DP has called for a judicial commission of inquiry into the role of management and the union in "what has become an industrial civil war", Carlisle said

The International Confederation of Free Trade Unions, in a fax to the Minister of Transport and the Sats GM, called for a commission of inquiry into what it called a "cold-blooded and brutal attack with the full complicity of Sats management"

The British Institution of Professional Managers and Specialists, which represents 90 000 professional employees called on Sats to recognise Sarwhu, saying the British public had been "outraged" by Tuesday's incident. A similar condemnation came from the SA Congress of Trade Unions in London

Carlisle criticised the "pattern of violence which has come to be associated with Sarhwu's industrial activities" He said. "The silence of the responsible Minister, Dawie de Villiers, and of the government generally is deafening"

He queried why the 1 000 non-strikers were not at work and how the police and security guards allowed such a large group of armed workers to assemble.

An SAP spokesman said the DP's "valid questions" would be investigated

Sarhwu is to bring an urgent application in the Rand Supreme Court today against the SAP and Sats to prevent violence against striking workers.

A Cosatu spokesman claimed Cosatu and Sarhwu had called for discipline from strikers but they had been forced to endure countless incidents of violence directed against them.

The SAP called the allegations directed against it "ridiculous" and "propagandistic" It said allegations that the SAP "assisted so-called vigilantes is an infamous lie"

Following the Sats strike violence in Germiston earlier this week, armed soldiers were posted at stations on th Witwatersrand yesterday These men were on duty at New Canada Picture ROBERT BOTH

Worker killed, home bombed

1409

Sats makes peace bid to end violence

Star 11/1/90

Staff Reporters

One more South African Transport Services worker has been killed and the home of another petrol-bombed in strike-related incidents as proposals to end the strike are under consideration.

Yesterday's killing followed this week's bloody clash at Germiston Station between Sats strikers and non-strikers, which left seven dead and more than 60 injured

Unionists said today that Sats has offered to re-employ half the 23 000 strikers it has dismissed

In its latest proposals, management is also understood to offer severance benefits to strikers who are not taken back, at the discretion of an arbitrator

Sats has also made proposals on SA Railway and Harbour Workers' Union (Sarhwu) key demands for recognition and pay talks

Talks delayed

Management wants the union to register in its strongholds, principally Natal, so that an interim recognition agreement can be negotiated Sarhwu could then join the annual wage talks on the railways, starting in April

A brief meeting was held between Sats management and Sarhwu yesterday, but no negotiations took place and the union asked for talks to be held over until today

Sources have ascribed the union's delay in obtaining a negotiating mandate to division in its ranks

Sarhwu could not be contacted yesterday, but Sats senior labour manager Mr Jan Bredenkamp warned that a decision to "normalise operations" by permanently replacing 23 000 fired strikers would have to be taken within the next 10 days, as the Christmas lull in rail traffic was ending

The latest death brings to 26 the number of people killed in strike-related incidents in the 10-week dispute Damage estimated at millions of rands

We are not amused . . . an albino King Penguin and to conduct them Mr Mostacci, an Italian, is a me Piano Competition. Jury members and journalist

Decision on inquiry in

60 injured

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The latest death brings to 26 the number of people killed in strike-related incidents in the 10-week dispute Damage estimated at millions of rands has been caused by arson attacks on Sats property

Police said today a non-striker, identified as Mr Alpheus Malandzi, was murdered inside his Daveyton, East Rand, home early yesterday — only hours after the Germiston killings

A mob stormed into the house and killed the man, police said

In another incident, unknown assailants petrol-bombed the home of a Sats worker at 11 50 pm on Tuesday night He was not injured

Urgent call

Last night Public Enterprises Minister, Dr Dawie de Villiers, made an urgent call to all involved in the Sats strike to refrain from violence

He said he was satisfied with the way Sats management was handling the strike and satisfied that they were not involved in Tuesday's violence

But the Democratic Party's deputy spokesman on transport affairs, Mr Robin Carlisle, said Sats management was clearly incapable of handling the dispute

He called for a judicial commission to investigate the role of the Sats management and Sarhwu in what he said had become an "industrial civil war"

Mr Carlisle asked how the police could have allowed a group of 1 000 non-strikers, whom they admit were armed, to assemble at Germiston Station

In two violent incidents on the railways yesterday

- Two men, one a Sats employee, were slightly hurt when they were thrown from trains in the Cape peninsula
- Eleven coaches of a passenger train were derailed in Umlazi

Postponed Sats talks to resume today

SUSAN RUSSELL, DANIEL SIMON and EDWARD WEST

TALKS aimed at ending the Sats strike, which were to have resumed yesterday, were postponed until today

A Sats spokesman said Sats and the SA Railway and Harbours Workers' Union (Sarhwu) met briefly yesterday afternoon but Sarhwu asked that the talks be postponed to today

Sarhwu officials said the meeting planned for yesterday did not materialise but that union members discussed their mandate for a proposed meeting today

Meanwhile, Cosatu is expected to bring an urgent application against the SAP in the Rand Supreme Court today following the violence at Germiston station

A lawyer acting for Cosatu said papers were due to be served on the police yesterday (14/11)

In other strike-related incidents, a police spokesman confirmed that a non-striker, Alpheus Malandu, was murdered at his Daveyton home early yesterday morning

Our Cape Town correspondent reports that two men were thrown from trains in the Peninsula

In the first incident, Sats employee Daniel Willemse, 59, was injured when a group of men threw him from a train on Tuesday

Later, Hector Adams, 25, of Bonteheuwel, was also thrown from a train

● See Page 3
● Comment. Page 4

B/Day 14/11/90

SATS worker 'hurled from train'

Cape Times 11/1/90

140A

Staff Reporter

A SATS worker, hurled from a fast-moving train on Tuesday, told yesterday of his terror when he was assaulted by a gang at Philippi station

Mr Dawood Willemse, 59, of Roodeberg Road in Tafelsig, was first sworn at and then assaulted by the gang while on his way to a café near the station about 8 45am on Tuesday

"I was wearing my SATS overall and first one man came up to me and said he saw I was still working for the railways

"Then about 20 other men joined him and they carried me forcibly to the train where they beat me I was lying on the floor of the train and they just kept on kicking me

"Then they tried to throw me out of the door The train was going very fast and I was hanging on to a handle on the outside of the train

"But they kept on hitting and kicking me until I had to let go and fell down next to the railway line just before Manenberg," Mr Willemse told the Cape Times yesterday

He was speaking from his home soon after being discharged from Woodstock Hospital, where he spent Tuesday night He has a broken arm and multiple cuts and bruises

The incident was confirmed yesterday by police, who believe the attack on Mr Willemse and a similar attack the same day are related to the rail strike

In the second incident, 25-year-old Mr Hector Adams, of Bonteheuwel, was thrown from a train by a group of men wearing T-shirts bearing slogans Mr Adams was travelling between Koeberg and Maitland at the time of the attack He was taken to Conradie Hospital and treated for head injuries

Charges of attempted murder are being investigated No arrests have been made

● Sapa reports that about 1 000 SATS strikers held a peaceful march from Salt River to the SATS regional office near Cape Town station yesterday

Their leaders handed a letter to the acting regional manager of SATS for the Western Cape, Mr Danie Barnard, who undertook to forward the letter to the SATS head office in Johannesburg

A local organiser of Sarhwu said the strikers wanted an end to alleged brutality and for negotiations to continue, as they want to return to work

Postponed strike talks resume today

Star Times 11/1/90 (140A)

Own Correspondents

JOHANNESBURG. — In the aftermath of Tuesday's bloody clash at Germiston station, talks aimed at ending the SATS strike which were to resume yesterday were postponed till today.

A SATS spokesman said SATS and the SA Railways and Harbours Workers' Union (Sarhwu) met briefly yesterday afternoon, but Sarhwu asked that the talks be postponed to today.

"Sarhwu will let us know what time we can meet," he said.

Meanwhile, Cosatu is expected to bring an urgent application against the SAP in the Rand Supreme Court today following Tuesday's violence.

In other strike-related incidents, police confirmed that a known non-striker, Mr Alpheus Malandu, was murdered at his Daveyton home by a group of men early yesterday morning So far no arrests have been made

He also confirmed that a train carriage was slightly damaged by arsonists at Philippi station yesterday

'Intimidation' led to battle

Cape Times 11/1/90

140A

'Fed up with the attacks on us' — claim

JOHANNESBURG — Both sides in Tuesday's bloody SATS battle have claimed that "intimidation" by the other side led to the violence that spilled over and burst at Germiston station

Seven people died and more than 44 were injured when about 1 000 non-strikers, who had gathered at the station as early as 8am, attacked between 500 and 800 union members who arrived arrived on two trains at 8 45am to attend a union meeting

SATS said preliminary investigations showed that non-striking workers from Germiston "put out a call" for help and supporters from as far afield as Braamfontein and Krugersdrop turned up on Tuesday morning

"It appears they were fed up with the attacks on them and decided to do something about it They told us they had asked for protection but were not getting it," a spokesman said

No official inquiry will be instituted by SATS into the clash, the spokesman said, but "everything will be done to prevent a recurrence of the incident"

Unionists have claimed that SATS "vigilantes", armed with pangas, spears and knives and wearing SATS overalls, were seen coming from SATS depots on Tuesday

They have accused SATS and police of complacency and assisting in attacks against strikers

SATS has denied "categorically" that management had anything at all to do with Tuesday's violence

Police have also strongly denied any complicity

A policeman who witnessed the fighting yesterday said the crowd of non-strikers were gathered at the station as early as 8am "I saw the crowd there and one of the people in the crowd told me. 'We are taking the law into our own hands No one will help us We're sick and tired of this'," he said

He said the crowd were asked to disperse by a senior police officer but they refused to go

A SATS employee said yesterday that there had been "serious intimidation" of non-strikers at Germiston since the strike began

Over Christmas about 100 workers of a staff of 120 were forced to stay away from work because of intimidation, he said

Victims of the clash yesterday told how they fell into an ambush of non-strikers and police and were attacked with pangas, axes, assegais and stones as their trains pulled into the station

All the victims, speaking from their Natalspruit Hospital beds, are striking members of Sarhwu

Mr Klaasen Mehlomakhulu, 52, said the attack took them by surprise and they could not escape as all platforms were blocked by the attackers "As we pulled into the station, before we could get out of the train, the attackers, who included policemen, were upon us, hitting and hacking indiscriminately We were both outnumbered and unprepared It was only later that police shot teargas to disperse the attackers"

Mr Wilson Mzinyelwa, 47, said SATS was using non-strikers to break the Sarhwu strikers "We know they have promised R200 above the R600 SATS is paying its cleaners," he said

The DP has called for a judicial commission of inquiry — Own Correspondents and Sapa

ASSAULTED ... SATS worker Mr Dawood Willemse, 59, of Tafelsig, who says he was hurled from a fast-moving train.

Picture ANNE LAING

Firebombs, assaults: 85 Sats arrests

ARGUS 12/1/90

The Argus Correspondent

JOHANNESBURG. — Police have arrested 85 railway workers in Soshanguve near Pretoria after information that petrol bombs were being made and people assaulted, a spokesman said.

In another development in the 10-week rail strike, marred by violence which has left almost 30 dead, vital progress was made in the talks last night, but the issue of dismissed strikers remains a stumbling block, according to the South African Transport Serevices.

The talks between Sats and the SA Railways and Harbours Workers Union took place against the background of further violence on the railways, the arrest of unionists and a conciliation attempt by a high-powered Mass Democratic Movement delegation.

AGREEMENT POSSIBLE

Speaking after the meeting, Sats senior labour manager Mr Vic van Vuuren said agreement now seemed possible on wages and union recognition.

But the parties were still widely separated on the union's demand for the reinstatement of all 23 000 fired strikers.

Mr Van Vuuren said further talks would be held today.

Yesterday a Sats conductor was stabbed and burnt to death and a driver stabbed eight times when a Sats bus was attacked in Mobeni, Durban, by a mob. In a second killing a non-striker was murdered inside his Daveyton, East Rand, home. Police said the house was stormed by a mob.

In Pretoria, several union members were arrested yesterday after police "surrounded and occupied our offices", said the union's Mr Peter Munyai.

Confirming the arrests, police liaison officer Captain Reuben Blumberg could not say how many people had been held.

NOT LINKED

Plans to slash Sats orders in the current financial year were not linked to the strike or privatisation, Sats said.

A spokesman confirmed that as a result of cash-flow problems, railway division orders would be axed or held over.

Sats would not confirm reports that these had a contract value of about R100 million

Hardest hit will be orders for rolling stock to be completed both by Sats workshops and outside companies.

Progress in rail strike talks

Strikers held for making petrol bombs

Star 12/1/90

(140n)

Staff Reporters

Police have arrested 85 railway strikers in Soshanguve near Pretoria after receiving information that petrol bombs were being manufactured and people assaulted, a police spokesman said

In another development in the violent 10-week strike which has left almost 30 dead, vital progress was made in the strike talks last night, but the issue of dismissed strikers remains a stumbling block, according to the SA Transport Services

A police spokesman said the arrests were made after police received information that petrol bombs were being made at the Soshanguve Sats offices and that people were assaulted.

Police arrived at the scene and alleged offenders were pointed out and arrested, the spokesman said

The talks between Sats and the SA Railways and Harbours Workers Union (Sarhwu) took place against the background of further violence on the railways, the arrest of unionists and a conciliation attempt by a high powered Mass Democratic Movement delegation

Speaking after the meeting, Sats senior labour manager Mr Vic van Vuuren said agreement now seemed possible on wages and union recognition

Re-hiring offer rejected

But the parties were still widely separated on Sarhwu's demand for the reinstatement of all 23 000 fired strikers Sats has offered to re-employ half of them, with the possibility of severance pay, at the discretion of an arbitrator, for the remainder

Mr van Vuuren said further talks would be held today

Yesterday, a Sats conductor was stabbed and burnt to death and a driver stabbed eight times when a Sats bus was attacked in Mobeni, Durban, by a mob.

In a second killing a non striker, identified as Mr Alpheus Mafandzi, was murdered inside his Daveyton, East Rand, home Police said the house was stormed by a mob

Sats yesterday met an MDM team comprising SA Council of Churches secretary general the Rev Frank Chikane, top UDF officials Mr Murphy Morobe and Mr Mohammed Valli, mine unionist Mr Cyril Ramaphosa, Institute of Contextual Theology director Father Smangaliso Mkhatshwa and Cosatu's Mr Sydney Mfumadi

Issues discussed included strike-linked violence and ways of resolving the 10 week dispute, said Sats spokesman Mr Leon Els

Sarhwu's Mr Peter Munyani said several union members were arrested in Pretoria yesterday after police "surrounded and occupied our offices"

Confirming the arrests, SAP liaison officer Captain Reuben Blumberg could not say how many people had been held

- A memorial service for unionists killed on Tuesday at Germiston station in a bloody battle between strikers and non-strikers will be held today at the Anglican Church in Germiston
- An urgent application by Sarhwu against the Minister of Law and Order was expected to begin at 10 am today An interdict to prevent the police assaulting union members or allowing others to do so was mentioned before Mr Justice M J Strydom in the Supreme Court yesterday

Orders to be slashed

- Plans to slash SA Transport Services orders in the current financial year were not linked to the railway strike or privatisation, Sats said today

A Sats spokesman confirmed that as a a result of cash flow problems, railway division orders would be axed or held over

Sats would not confirm reports that these had a contract value of about R100 million

Hardest hit will be orders for rolling stock to be completed both by Sats own workshops and outside companies

The spokesman added that spending in other areas — for example motor cars — would also be cut.

Preparing for action British m foray by Sa

SA mercena missions to c

By Stephen McQuillan

Mercenaries from South Africa joine elite military force which penetrate drug heartland of Colombia on two s missions, it has been disclosed

In their first foray the ill-fated sol of fortune — four from South Africa six from Britain — planned to attac Andean headquarters of a Cuban-ba terrorist movement which was thre ing to take by force sectors of the l tive but illicit cocaine industry

In a second military incursion a sm group, including two of the original from South Africa, was commission liquidate Colombia's most-wanted m millionaire drug lord Mr Pablo Esc head of the country's feared Medellin tel

But in each odyssey the operation aborted

Bungled plans, misfortune and the s owy machinations of the drug underw

Fawu denial

(140A)

A spokesman for the Food and Allied Workers Union, Mr Isaac Mahlangu, yesterday said not all workers who went on strike last year have been re-employed. Sowetan 12/1/90

Mahlangu was responding to a statement released to newspapers by the South African Breweries that "the company had decided to re-employ the same numbers as before and labour levels are back to normal".

He also denied Fawu had agreed with the management statement

News i

9am, a spokesman for WCA said

The Atteridgeville/Saulsville residents organisation - in conjunction with the newly formed local interim Education Crisis Committee - has invited teachers, parents and educationists to a meeting at the Anglican Church in Ramushu Street at 2pm

Sarhwu takes cops to court

By THEMBA MOLEFE

Sowetan 12/11/90

THE South African Railway and Harbour Workers Union yesterday lodged an urgent application against the Minister of Law and Order and the police following Tuesday's "Germiston station battle".

And a South African Transport Services management team yesterday met leading members of the Mass Democratic Movement to discuss the violence marring the strike.

Among the MDM delegation were the Rev Frank Chikane, Mr Murphy Morobe and Mr Cyril Ramaphosa

In the Sats team was Mr Jan Bredenkamp, a senior labour manager.

The court application, which seeks an order compelling the police to prevent the recurrence of violence on railway stations, was postponed until today.

It will be heard in the Rand Supreme Court by Mr Justice J Strydom.

Attacked

Eight people were killed and at least 67 injured when alleged "vigilantes" wearing South African Transport Services overalls attacked two trains at Germiston Station.

Mr Cyril Ramaphosa 1408

In his founding affidavit Sarhwu general secretary Mr Martin Sebakwane charged that three commissioned police officers manned a charge office at Germiston Station, two of whom are a Lieutenant Killian and a Colonel Van Eck, and several uni-

● To page 2

Sarhwu takes cops to court

From Page 1 (1408)

formed SAP members.

He said Killian told Sarhwu attorney Mr Jonty Joffe that there was no reason for the police to take action to stop the battle because the workers had done nothing wrong.

Sebakwane said Mr Joseph Mobana Ratsie, the second applicant in the matter who was also injured in the incident, said he identified four of the overall-clad men as Germiston-based policemen.

He said they had taken part in the attack.

Sebakwane also charged that Killian and members of the SAP had failed to take proper and reasonable steps to prevent the incident.

He said: "It has become a feature of the dispute (with Sats which resulted in strike action being taken last November 1) that when union members travel by rail they are attacked at stations by Sats employees."

He cited incidents dating from November 7 in which panga and knife-wielding Sats employees allegedly attacked union members.

Sowetan 12/11/90

Police allegedly failed to stop the incidents.

Sebakwane said that if the order was not granted Sarhwu members might suffer irreparable harm.

Sats has undertaken in writing to Sarhwu to ensure that violence on stations would not recur.

* Negotiations between Sarhwu and Sats over the labour dispute resumed late yesterday.

riday, January 12 1990

MDM and Sats meet over strike

A HIGH-profile mass democratic movement (MDM) delegation met Sats management yesterday afternoon to discuss the 10-week-old Sats strike, Sats spokesman Leon Els said yesterday.

Els said the meeting had been fruitful and issues discussed included the strike-related violence, and possible ways of resolving the dispute.

UDF acting publicity secretary Murphy Morobe said last night the discussions were frank and forthright and were aimed at exploring all the avenues that could be taken to resolve the strike.

He said a three-hour meeting took place between Sats and a delegation from the MDM, the SA Council of Churches and Nafcoc.

"The meeting was initiated by Cosatu with the specific view of raising with Sats our concern at the situation arising out of the strike," Morobe said.

Morobe said his delegation impressed on Sats "that the only interest our community has is that the strike be resolved in the shortest possible time".

He said the parties undertook to report back to their various interest groups without prejudicing the negotiations that were still underway

Morobe said his delegation remained resolute in its support of the SA Railways and Harbours Workers' Union (Sarhwu) and its efforts to improve the lot of its members within Sats.

Els said the meeting was held at the MDM's request.

MANDY JEAN WOODS and THEO RAWANA report that Sats and Sarhwu negotiators had "fruitful" discussions at the resumption of stalled negotiations yesterday.

Sats spokesman Ian Bleasdale said progress was made and the two sides would be meeting again today.

Meeting

Sarhwu general secretary Martin Sebakwane said the union had put forward the outcome of its deliberations on Sats proposals.

A meeting planned earlier this week was cancelled in the wake of the murder of seven people when striking union members were ambushed by a mob of about 1 000 non-striking workers on Germiston station.

The 10-week-old strike has seen the death of at least 27 people, with two deaths being reported yesterday.

A Sats bus conductor was burnt to death and a bus driver critically injured when he was hacked with a panga by a mob who attacked the bus and set it alight at Mobeni, Durban yesterday

A Sats spokesman said the matter was being investigated by the police.

Sapa reports a police spokesman said the attack happened at about 6.40am when the bus, chartered privately, stopped to pick up passengers near the turnoff to Umlazi on the old South Coast Road.

He said a mob, armed with knives, surrounded the bus and forced their way in, stabbing the driver and the conductor.

The bus was then set alight and the wounded conductor, who was trapped inside, died in the blaze. A witness said the driver was stabbed about eight times as he fought his way through the mob.

Several union members were arrested at the union's office in Pretoria yesterday, Sapa reports.

SAP liaison officer Cpt Reuben Blumberg confirmed the arrests had taken place in a hall where Sarhwu members were meeting but could not say how many had been arrested or whether they would be charged.

Meanwhile, Cosatu said yesterday it would be holding a memorial service at the Germiston Anglican Church today for those killed on Tuesday.

SUSAN RUSSELL reports from the Rand Supreme Court that an urgent application brought against the SAP by Sarhwu following the clash between striking and non-striking workers on Tuesday was postponed yesterday after counsel informed the judge that settlement negotiations were underway.

Mr Justice Strydom stood the application down until this morning at the request of counsel for both parties

Sarhwu have applied for an interim order interdicting police from assaulting its members or aiding and abetting anyone else from doing so.

Killed

Sarhwu's application follows allegations by strikers that police present at the time did nothing to prevent them from being attacked by armed Sats employees at the station.

Seven people were killed and 47 injured in the violence.

Sats has meanwhile given Sarhwu's legal representatives a written undertaking that it would do everything in its power to prevent a recurrence of Tuesday's violence on its property

In a letter signed on his behalf, Sats GM/managing director Anton Moolman also gave an unqualified assurance that Sats was not involved in the violence in any way

SATS STRIKE (140A)

A costly mistake?

When they eventually go back to work SA Transport Services' strikers are likely to find their obduracy has done their cause more harm than good

If the strike has proved anything, it is that Sats can provide an adequate service, unmarked by delays, despite having sacked 22 000 workers

FM 12/1/90

In a perverse way this merely underlines what the *FM* has been saying all along — that Sats, and many over government departments for that matter, is over-bloated with manpower

To its credit, Sats has already trimmed its labour force considerably but this latest incident shows it can well afford to reach for the pruning shears anew

Business units

Happily, it might do just that Sats has already indicated it may not be prepared to re-employ all of those sacked Sats' five business units (rail, harbours, pipelines, SAA and road transport services) all had to fire workers and have realised they were overstaffed

But, while they are now re-examining their labour needs, final numbers haven't been established, says Sats PR Leon Els These will probably be determined in consultation with the SA Railways & Harbour Workers' Union

He says Sats lived through a strike a few years ago and realised it would be only a matter of time before it was faced with another one

So it made contingency plans

"We took a harder look at productivity and at better working methods," says Els

Sats also took on temporary workers, including school-leavers, and insisted staff must work overtime ■

Peace talks are 'back on line' but 'unsensational'

(140A)

Cape Times 12/1/90

JOHANNESBURG — Talks between the SA Transport Services and the SA Railway and Harbour Workers' Union (Sarhwu) to find ways of resolving the 10-week-old strike were "back on line", SATS spokesman Mr Leon Els said yesterday.

Mr Els said the two parties met yesterday afternoon and would resume talks today

Sarhwu general secretary Mr Martin Sebakwane described yesterday's meeting as "unsensational"

"We submitted our counter-proposals to SATS and they are taking them to their managers for a mandate," he said

He added that Sarhwu filed an urgent court application yesterday for an order restraining alleged police complicity in attacks on striking workers

Meanwhile, "frank and forthright" discussions aimed at exploring possible ways to resolve the strike were held yesterday between MDM delegates, the SA Council of Churches, the National African Federated Chamber of Commerce and Industry (Nafcoc) and SATS.

UDF acting publicity secretary Mr Murphy Morobe said in a statement last night that his delegation impressed on SATS "that the only interest our community has is that the strike be resolved in the shortest possible time"

Mr Morobe said his delegation remained resolute in supporting Sarhwu. — Sapa

SATS strike death toll now 27

CT 12/1/90

Own Correspondent

PORT ELIZABETH — A SATS bus conductor burned to death and a driver was seriously wounded after being attacked by a mob who set the bus alight on the South Coast road yesterday

When the bus stopped near the Umlazi turn-off about 6 40am to allow passengers on board, it was surrounded by a crowd of men armed with knives

Some of the group forced their way on board and stabbed the conductor and the driver before setting the bus alight

The driver jumped out of his door and ran to a shop nearly 100 metres away before collapsing from multiple stab wounds in the chest

The conductor tried to escape but was again stabbed and beaten and was trapped inside the bus where he burned to death

The driver was treated by paramedics of the ambulance and emergency medical services while firemen extinguished the blaze After being stabilised he was transferred to King Edward VIII hospital where he is in a serious condition

'Disaster'

Yesterday's attack brings the total number of strike-related deaths to 27

The Democratic Party's deputy spokesman on transport affairs, Mr Robin Carlisle, said the SATS strike "is now the bloodiest and the most destructive industrial dispute since the miners' uprising in 1922"

"The strike has become a national disaster, which will offset much of the positive progress made by the country over recent months"

The DP condemned the pattern of violence which had come to be associated with Sarhwu's industrial activities They also called on the government to "clearly state how it proposes to deal with the problems which SATS management is clearly incapable of handling"

The DP also called for a judicial commission to be set up to inquire into the role of both management and trade union

P/4
12/1/90

MORE STRIKE VIOLENCE

140A

The Sats strike entered its 10th — and most bloody — week when at least six men were killed and 31 seriously injured in a confrontation between strikers and non-strikers at Germiston station

The violence came at a time when the strike seemed to be winding down (*Current Affairs* January 5) Both sides are claiming that they still want a negotiated settlement

"It's imperative that the union come forward and talk to us," says Sats spokesman Leon Els "The strike must end," says Ariel Mabalane, of Cosatu, a spokesman for the striking SA Railway and Harbour Workers' Union "Both sides must come to the table"

But each side is also sticking to its original wage demand the union is calling for a R1 500 minimum monthly wage and Sats is saying that wages are not negotiable now

Colonel Frans Malherbe, spokesman for the SA Police, called Tuesday's violence the worst yet He said 1 000 people armed with stones, pangas, knobkieries and other weapons fought for 45 minutes before they were dispersed by police firing teargas He said the crowd did not respond to two warning shots fired over their heads

The union claims that at least 30 people were killed and 60 injured in the melee which, it says, was instigated by as many as 2 000 "vigilante" Sats workers who met the strikers' train

Mabalane says the strikers were on their way to a meeting to discuss Sats' latest proposals

Sats sacked 54 strikers on Monday, bringing to 22 461 the total number of workers dismissed so far A total of 3 492 workers are still responding to the union's strike call, according to Sats

It is hiring replacements and keeping trains running with increased overtime for permanent employees and with casual labourers

Sats managers in long discussions over dismissals

Star 27/1/95

DREW FORREST

SA Transport Services managers held a protracted internal meeting yesterday, signalling that an intense debate was taking place over the issue of dismissals in the 10-week rail strike.

The internal discussions were a prelude to another negotiating session with the SA Railway and Harbour Workers Union (Sarhwu) in Johannesburg.

Sats' Mr Vic van Vuuren would not say what progress had been made. Further talks between the union and management are scheduled for today.

In negotiations earlier this week, it emerged that conflict over the fate of 23 000 fired strikers is the key obstacle to settlement.

Sarwhu wants the reinstatement of all the strikers. Sats has offered to re-employ half, with the possibility of compensation for the remainder.

In another development yesterday, an urgent application launched by Sarhwu against the Minister of Law and Order was settled after police gave a written undertaking to the union

The court action followed Tuesday's bloodbath at the Germiston Station. Sarwhu alleged that the police had not intervened to prevent an attack on strikers in which at least six people were killed.

Commissioner of Police General J van der Merwe did not comment on the allegations.

However, he assured the union that it was SAP policy to prevent unlawful action against any member of the public and that all reasonable steps would be taken to ensure the policy was adhered to.

At a memorial service for the victims of the Germiston Station violence, held at Germiston's St Boniface Anglican Church yesterday, unionists called for a commission of inquiry into the deaths and vowed to fight back in defence of workers.

Speakers also complained that no one had yet been arrested in connection with the attack.

Police undertaking settles union's plea

Cape Times 13/1/90

(140A)

JOHANNESBURG — The urgent application by the South African Railways and Harbour Workers' Union (Sarhwu) against the Minister of Law and Order was settled yesterday when police gave an undertaking to prevent anyone acting unlawfully

The Rand Supreme Court application for an interdict against the minister and the station commander of the South African Police, Germiston station, arose from Tuesday's violence which resulted in seven deaths and more than 40 injuries

The union alleged police had assaulted members and done nothing to stop others assaulting members

The Commissioner of the South African Police, General Johan van der Merwe, gave a written undertaking, which was not made an order of court, and there was no order as to costs

The matter was mentioned in front of Mr Justice M J Strydom

The undertaking does not comment on the allegations made by Sarhwu, which are still under investigation Police said the reason for their failure to comment did not mean the allegations were correct, but that they were still under investigation

General Van der Merwe said that from the information available to him at present, he could assure the union the police had not acted as alleged

He assured the union it was police policy to prevent anyone acting unlawfully against any member of the public

He undertook to take all reasonable steps to ensure this policy was strictly adhered to by all members of the SAP — Sapa

(140A)

Cops pledge to stop attacks on Sarhwu

Sarhwu strikers attend a memorial service for eight workers killed in clashes last week. Some carried weapons. ■ Pic: EVANS MBOWENI

Rail strike may end soon

By CONNIE MOLUSI

THIS week's bloody railway strike took another turn on Friday when the South African Railways and Habours Workers' Union (Sarwhu) was assured by Police Commissioner Gen J de V van der Merwe that police would prevent anyone acting unlawfully against any member of the public

The undertaking was given following Sarhwu's urgent application in the Rand Supreme Court for an interdict against the Law and Order Minister and the Germiston police commander to prevent police assaulting strikers and to direct the police to prevent non-striking workers assaulting strikers

The application was settled on the basis of the police undertaking This was a sequel to the clash at Germiston station between striking Sats workers and their non-striking colleagues

Eight people died and more than 60 were seriously injured as the ten-week strike plunged deeper into confrontation

Amid an outcry in the townships the Mass Democratic Movement (MDM), churches and representatives of black business met senior Sats management this week to voice concern about the spiralling violence, particularly the Germiston clash

The delegation included unionists Sidney Mafumadi and Cyril Ramaphosa, church leader Frank Chikane, UDF's Murphy Morobe and Mohammed Valli Moosa and business leader Sam Motswenyane

By late Friday an end to the strike seemed possible when negotiations had narrowed to the question of re-employing more than 22 896 workers dismissed since the strike started

Hopeful signs for end to railways strike soon

140A

Labour Reporter

Talks at the weekend failed to settle the 11-week-old railway strike, but there are hopeful signs that a resolution may be imminent.

SA Transport Services' Mr Vic van Vuuren said unionists were to report back to members before a further negotiating session tomorrow.

He would not comment on the talks, but Sats is believed to have given ground on the dismissal of 23 000 strikers, the key obstacle to settlement.

Before talks re-opened late last week, the SA Railway and Harbour Workers Union (Sarhwu) was pushing for full reinstatement of strikers, while Sats had offered to re-employ half.

White worker anger over the strike has resurfaced in a statement by the SA Confederation of Labour (Sacol), South Africa's largest white worker grouping.

Sacol's secretary, Mr Nic Celliers, said the federation would appeal to the Government to block overseas funds for "unrestrained action" by Cosatu, to which Sarwhu is affiliated.

Supporting Sats' handling of the strike as "positive and fair", Mr Celliers said he had information that "politicking" lay behind the strike and related violence.

"It is known that strikers and demonstrators are bused in large numbers to where their presence is required for publicity purposes," he said.

Star 15/11/90

Railway union obtains police assurances

B/Day 15/1/90 (140A)

SUSAN RUSSELL

AN URGENT court application brought against the police by the South African Railway and Harbours Workers Union, after the clash between striking and non-striking Sats workers at Germiston station last week, was settled on Friday

The application was settled on the basis of a written undertaking given to the union by SAP Commissioner Gen J de V van der Merwe

In the undertaking Van der Merwe said allegations by strikers of police involvement were still under investigation and he could not comment on them.

He gave the assurance "that members of the SAP were in no way involved either as alleged or at all, in assaulting or aiding and abetting or permitting any assault upon any members of the union"

He also gave the assurance that he would take reasonable steps to ensure that the SAP would act "in accordance with their duty to prevent any person perpetrating any unlawful act against any member of the public".

Sarhwu initially launched an urgent application against the Minister of Law and Order last Thursday for an interim order interdicting police from assaulting any of its members

They were also seeking an order directing the police to take all reasonable steps to ensure that union members were not assaulted by anyone else

Sarhwu general secretary Martin Sebakwane said the union was pleased with the undertaking

☐ BENJAMIN COCKRAM reports that strike leaders, at a memorial service in Germiston on Friday, condemned Sats and the police for their part in last Tuesday's clash between strikers and workers at Germiston station

About 200 people attended the service at St Boniface Anglican church to commemorate the nine people killed

Sats talks on tomorrow

TALKS between the South African Transport Services and the SA Railway and Harbour Workers' Union which resumed on Saturday morning will continue tomorrow.

"The Sarhwu delegation has asked for postponement of the talks until Tuesday afternoon at 2pm," Sats spokesman Mr Leon Els said in a statement. (140A)

He added that both parties had agreed not to divulge any details of Saturday's discussions. Sapa.

Sowetan 15/1/90

Mondi strike still on - union

THE strike at four Mondi Board Mills by about 800 Paper, Printing, Wood and Allied Workers Union members is still continuing, a statement from the union on Saturday said

The strike started on Tuesday after Mondi and Ppwawu failed to revolve a wage dispute

"The union has organised workers at the five paper board mills of Mondi (Springs, Bellville, Umgeni, Felixton and Piet Retief) and wages and other conditions of service are negotiated centrally for these workers

"At Springs, Bellville and Felixton the strike has caused a total shutdown of the mills and in Piet Retief a majority of workers are on strike," the statement said

Ppwawu said managements' claim that the situation at Umgeni was normal, is not correct

"While workers have not yet joined the strike, they are involved in a process of discussions to ensure that when they do join the strike major problems do not arise"

The statement added that "management is doing all in their power to intimidate, harass and confuse the workers so that they do not join the strike" (140A)

Intimidation of workers by management had also been reported from Piet Retief, the union claimed

No meeting had been arranged between the two parties at this stage "Management insist that they have reached the end of their mandate, but the union believes the company can give a better increase.

Workers at Mondi Paper in Richards Bay have voted to take legal strike action some time next week in support of their wage demands, the statement concluded.

Management could not be reached for comment

Sats strike may end

INDA

DISCUSSIONS yesterday between Sats and the SA Railways and Harbour Workers Union ended with an undertaking from Sarhwu to provide a written answer to Sats proposals this morning, according to Sats spokesman, Mr Leon Els.

Details of the proposals and counter-proposals are confidential in terms of an agreement between the two parties, Mr Els said

The talks are aimed at ending the 11 week industrial action that has been described by the Democratic Party as the bloodiest and costliest strike since the miners' strike of 1922.

Twenty seven men have reportedly died and scores of others have been injured

Serious

In the last serious incident, nine men were killed and at least 67 injured when strikers were attacked at Germiston station, allegedly by non-strikers, when they arrived for a union meeting on January 9

Over 22 000 workers have been dismissed during the action by Sarhwu that initially aimed at an across-the-board increase for members that would result in a R1 500 a month minimum wage

Damage to Sats property resulting from strike related violence has cost a reported R38,5 million and workers have lost a reported R41 million in wages during the action

There had been no dismissals or incidents of violence this week, another Sats spokesman, Frikkie Stevenson, said earlier

Sarhwu could not be reached for comment - Sapa.

The thorny problem of unlocking funds to boost housing

B/Day 17/1/90 140A

LINDA ENSOR

IMAGINATIVE schemes are being devised to unlock the huge investment funds of life offices for investment in the low-income housing market. However, direct investments of pension and provident funds for this purpose are becoming increasingly unpopular among trade unions and life offices alike.

Life offices have billions of rands of investment funds available annually But the major proportion goes into the stock market.

Neither life offices, investing on behalf of policyholders, nor unions whose pension and provident funds are invested on behalf of their members, are prepared to accept the lower rates of return from housing project investments

Workers, as investors in the funds, naturally wish to receive a maximum return, but as recipients of housing loans from the funds also desire a subsidised rate of interest.

Geoff Schreiner, national organiser of the National Union of Metalworkers of SA (Numsa), in an article in the November issue of Trustee Digest, expressed Numsa's view on the issue, saying "Numsa does not believe that workers' money in pension and provident funds should be used to subsidise housing needs. The state and employers should subsidise housing Numsa does, however, accept that a portion of pension and provident fund assets should be invested in community projects, provided that such investments do not jeopardise returns to members of the fund"

Numsa, Schreiner says, is considering investing part of the assets of more than R3bn in the funds in which the union is represented. Projects to be considered are investments in the purchase of land for housing low-cost building activities, rental accommodation and rural developments, and in financial institutions prepared to provide small loans.

"The union will not negotiate further on individual housing loans from any particular pension and provident fund until a housing allowance (from employers) has been agreed to This is to ensure that workers are not called upon in any way to subsidise their own homes."

Life offices have been criticised for not using the massive funds at their disposal to assist in solving the housing crisis. Their response that this is not justified by the lower rate of return from such an investment is the same as that of the trade unions.

As Dick Geary-Cooke, executive director of the Life Offices Association, says, "Life assurers look after the interests of their policy- and pension holders and it is their fiduciary duty to these people to maximise returns the rates of return from housing projects do not justify the investment.

"The problem is to create a situation in which instruments used to fund low-cost housing give a market-related return and are themselves marketable. And to be marketable they must carry a guarantee that the money will be repaid."

Certain life assurers — Liberty Life, Sanlam and Southern Life — contributed to the establishment last year of the Urban Foundation Loan Guarantee Fund, set up with an initial capital of R20m injected by Western governments, international companies and SA corporations.

The contribution was an interest-free five-year loan, which, while small in relation to total investment funds available to life assurers, represented about 10% of the Loan Guarantee Fund (LGF)

Franz Pretorius, the Urban Foundation's GM of project finance, says the investment by life offices in the LGF "is a very positive step by that industry The Urban Foundation's R20m LGF enables the short-term insurance industry to underwrite R350m of R1bn worth of mortgages to be granted by banks and building societies under this scheme."

However, the life offices do not see it as their responsibility to devise such initiatives

Expanding on union objections to the use of provident funds, Taffy Adler of the Labour and Economic Research Centre, in a paper last year to the conference on affordable housing, said. "It has become increasingly common to look to trade unions and their influence over pension and provident funds as a solution"

Adler said it had been suggested that the approximately R65bn under the control of pension and provident funds (the industry now estimates the figure at R100bn), instead of being invested on the stock exchange, could be directed under union pressure to the housing market.

"Workers in some provident funds have agreed to a small loans facility for housing purposes at the 'official' interest rate (of 16%). Given that the fund could have been earning a return on investment of, on average, around 20%, this of course represents a subsidy by the benefit fund to the individual borrower"

He says trade unions are thus becoming more wary of any attempt to use pension funds for housing, which should, he believes, be subsidised by the state and employers.

"While union trustees should be prepared to use the monies in these funds for socially responsible investment, such investment should not be to the detriment of the members of the fund. Funds will remain willing to invest in the provision of housing, but will now require guarantees in relation to the returns and security of their investments."

Apart from the problem of the general rate of return on the fund, there is also the question of equity

This was pointed out by Chris Bösenberg, senior manager, Group Benefits Evaluations at Sanlam, which has been involved in provident fund housing schemes.

"To do it equitably, one must arrange for the loan to affect only the lending member's benefits, otherwise all members will suffer from receiving a return on the total fund which is lower because the loan to the member is made at a lower rate of return than that earned on the total fund. That would mean that members were subsidising the loan or that employers would have to do so by making a greater contribution.

"The fairer way would be to credit the member with the lower rate but this would mean that his total retirement benefit would be less. He would eventually be paying for the subsidisation somewhere else."

Matthew Nell, acting CE of the Urban Foundation's FHA Homes, believes the problem of a reduced benefit could be addressed by regarding the house as a source of security and possible revenue for the member who would rejoin the fund after repayment of the loan.

Another aspect of the equity question, Bösenberg adds, is the fact that legislatively only 25% of a provident fund can be made in loans. "The majority of members will be excluded by the restriction."

Bösenberg confirms the trend away from the use of provident funds directly for housing loans, but says another way in which they could be used is by investing an amount in building societies on condition that they make it available to members for housing loans.

"Building societies are quite amenable to that solution as it means they have security and it also means the fund earns normal rates of return. The other advantage of this is that there is a rollover of the investment every three years and the fund is free to make a new investment."

Nell says several schemes for channelling life office funds are under consideration at the moment.

He says life assurance companies could perhaps adopt the UBS scheme of securitisation of mortgages through the issue of stock on a portfolio of mortgage bonds. This step to develop a secondary mortgage bond market was not developed specifically for low cost housing.

The knotty problem persists The Urban Foundation estimates that 127 000 housing units will have to be built each year over the next 20 years to house black urban families The current housing backlog stands at about 800 000 units

Until solutions are found, the investment funds of life offices will continue to find their way onto the stock exchange, while shanty towns mushroom and overcrowding reaches intolerable levels.

LETTERS

P.T.O.

(140A) (270) (275) (452)

D-day for bid to end SATS strike

JOHANNESBURG — Discussions between SATS and the SA Railways and Harbour Workers' Union (Sarhwu) ended yesterday with an undertaking from the union to give a written answer to SATS proposals today

According to SATS spokesman Mr Leon Els, details of the proposals and counter-proposals are confidential in terms of an agreement between the two parties

The talks are aimed at ending the 11-week industrial action that has been described by the Democratic Party as the bloodiest and costliest strike since the miners' strike of 1922

More than 27 men have died, scores were injured and more than 22 000 workers have been dismissed The action by Sarhwu was initially aimed at a R1 500-a-month minimum wage

Damage to SATS property resulting from strike-related violence has cost a reported R38,5 million and workers have lost an estimated R41m in wages during the 11 weeks — Sapa

STRIKERS RETURN Striking and laid-off SATS workers march to Salt River station after a meeting in the suburb to discuss vigilante violence which left one dead and three injured yesterday Pictures RICHARD BELL

FEARS EXPRESSED . . . Reaction unit officer Captain H Jordaan listens to striking workers appeal for police protection from vigilantes after a mass meeting in Salt River yesterday

WAITING FOR THE TRAIN . . . Reaction unit policemen at Salt River station yesterday shortly before accompanying 500 striking and laid-off SATS workers home by train.

From page 1

Fellow strikers identified the dead man as Mr William Sibongile Rala, of Site B, and the assaulted man as Mr Mncedisi Ngcibi, also of Site B

During violent clashes yesterday at Mutual and Koeberg stations, two men were badly beaten

SATS strikers Mr Mlungusi Ndwaluna and Mr Mandisi Mkiti, both of Guguletu, said about 20 men armed with "swords", metal pipes and axes stormed towards them when the train arrived at Koeberg station

According to a commuter interviewed by the Cape Times, and who did not want his name mentioned, passengers alighting at Mutual station about 7 55am were indiscriminately attacked by a group of men

"I just heard screaming and saw people running in all directions About 20 people were just hitting and hitting at the passengers"

SATS spokesman Mr Brian Lotter yesterday rejected union claims that there had been a meeting between non-strikers and management on Monday at which plans were made to disrupt attendance at yesterday's Salt River meeting

Police reaction unit members accompanied 500 strikers on the train returning to Khayelitsha after their meeting yesterday and when fears of further attacks were expressed

Man dies in battle on city station

CAPE TIMES 17/1/90

140A 152 270 275

A MAN was killed and several others were injured when SATS strikers and workers clashed at Nyanga station last night.

Emergency services personnel said strikers were waiting for workers as they returned from work about 8pm

The dead man and several injured men were found when ambulances arrived on the scene Ambulance men "could not work" because of the continuing violence

Police referred inquiries to the SAP public relations directorate, saying the incident was unrest-related.

Earlier yesterday violence erupted at two Peninsula railway stations when commuters were allegedly beaten and striking and non-striking SATS workers clashed

Strikers later claimed that non-striking workers tried to stop them from attending a meeting in Salt River.

A Khayelitsha man involved in the strike was murdered in his home about 2am yesterday and another was allegedly abducted and assaulted

To page 3

Star 08/1/90

Impasse in rail strike continues

The 11-week railway strike is dragging on, with both sides hinting the other is at fault for the impasse.

Yesterday the SA Railway and Harbour Workers Union replied in writing to Sats proposals tabled last week

These apparently centre on the vexed issue of 23 000 workers dismissed for striking

On SABC TV news last night Sarhwu's Mr Martin Sebakwane said the union had made "substantial movement" in the search for settlement, and was looking to Sats to do the same.

Responding, Sats' Mr Vic van Vuuren said managements's latest proposals represented a "significant shift" and "a great step towards settlement".

Further talks are likely today.

— Labour Reporter

Peaceful

ABOUT 500 SA Railway and Harbour Workers' Union members were released in small groups from the precincts of the Boksburg Methodist Church by police, after a service to commemorate those workers killed in the union's 11-week-old strike ended peacefully yesterday afternoon.

Two found 'hacked apart': Sats strike death toll rising

By DALE KNEEN
Crime Reporter

Argus 18/1/90

TWO men have been hacked to death in Nyanga, bringing to five the death toll in two days of Sats strike violence

The bodies of the two unidentified men were found in an unnamed street in Nyanga at 10am yesterday, said police liaison officer Captain Hendrik Opperman

Police said the two had been stabbed several times and it appeared they had also been "hacked apart" with an axe.

Two people died in Khayelitsha and a third in Nyanga during clashes between strikers and non-striking workers on Tuesday

Last night, three strikers were forced out of Ikhweze Hostel in Langa by an armed mob, apparently after Sats workers had held a meeting at the hostel

Today, police refused to comment on reports that armed policemen were travelling on trains to protect groups of strikers and non-strikers

Captain Opperman said the Commissioner of Police for the Western Cape, General Flip Fourie, had decided to release no information on police actions on trains.

Commenting on the strike violence, UDF publicity secretary Ms Cheryl Carolus said the attacks on strikers appeared to be carefully planned She criticised police for failing to take action against "armed gangsters".

Meanwhile, it is reported from Johannesburg that a Sats worker has been shot and wounded while walking on a footbridge at the Doornfontein railway station

The 47-year-old man, who was shot in the stomach, is in the Hillbrow Hospital.

Sats spokesman Mr Leon Els said it was hoped strike talks between management and union would resume today.

Although there has been movement by both sides in the dispute, the issue of 23 000 fired strikers apparently remains an obstacle to settlement.

Cape Times 18/1/90

Police protect rail strikers on city train

140A

Labour Reporter

HEAVILY armed policemen yesterday "rode shotgun" on a train ferrying striking railways workers in a stepped-up security operation to prevent strike-related violence on city suburban lines

At least one man was killed and several others were injured when non-striking workers and strikers clashed at Nyanga station on Tuesday night

Armed policemen ushered striking workers into two or three railway carriages at Salt River station about 1.40pm yesterday after some 300 workers returned from a union meeting in a nearby hall

Some workers clutched sticks and others handed out pamphlets announcing a memorial service for Sarhwu members killed at Germiston station on January 9

As the train pulled into other stations, strikers jumped on to platforms to dance impromptu "toyi-toyis" and trade slogans

The police contingent — carrying shotguns, teargas launchers and batons — watched impassively as workers danced on the platforms

Rail gangs working next to the line gave a mixed response to the shouts and clenched fists of the strikers, with some returning the salutes and others making rude gestures.

A police van raced alongside the train between Philippi and Mandalay stations

The trip ended free of incident at Khayelitsha station

Railway strikers and Sats to discuss new proposals

B/Day 18/11/90

EDWARD WEST and GRAHAM RUSH

NEGOTIATIONS between the SA Railway and Harbours Workers Union (Sarhwu) and SA Transport Services (Sats) to end the 11-week-old strike will resume at 10am today

Sarhwu officials said the Sats management team arrived late yesterday at the union's offices to reply to Sarhwu's written response to Sats' proposals, but union officials had already left

A Sats spokesman said last night Sats had received the written reply on Sats proposals from Sarhwu yesterday

He said the proposals by Sats were "dramatically different" to those put forward to Sarhwu on December 18

Intensify

(140m)

In Boksburg yesterday, a UDF spokesman expressed the organisation's support for Sarhwu's demands for a living wage and a halt to Sats's privatisation

At a commemoration meeting for Sats' strikers killed since the strike began, he urged over 500 Sarhwu strikers at the meeting to intensify their support for Sarwhu's strike campaign "in all forms necessary"

The meeting was closely monitored by a large number of policemen

Sapa reports a Sats worker was shot and wounded after a group of people alighted from a train at the Doornfontein railway station yesterday

Witwatersrand police liaison officer Capt Eugene Opperman said the man had been walking on the footbridge at the station when a train stopped on the platform below

A group of people stepped off the train and a shot was fired which may have originated from the group, Opperman said

The 47-year-old man was shot in the stomach and was recovering in the Hillbrow Hospital where his condition was satisfactory

"At this stage the police are unable to confirm whether the incident is related to the Sats strike," Opperman said

Sapa also reported that in another incident yesterday a goods train carrying timber and coal to the Natal South Coast left the rails near Umgababa.

A Sats spokesman said three locomotives and nine loaded trucks left the rails on the main line between Durban and the South Coast early on Wednesday morning

According to initial reports, the train was still in an upright position

Teams on the spot were clearing up and the line was expected to re-open at 6pm yesterday

TRADE UNION LEADERSHIP FM 19/1/90 (140A)

Expanding in a vacuum

Events at Sats and Breweries show some unionists playing anarchic politics

Two high-profile strikes have recently been orchestrated by the respective union leaderships in what can only — most softly and kindly — be described as a messy and unsophisticated fashion Tactically, they have been a disaster they have brought no benefits to the workers, rather the reverse, and there have been deaths and associated violence

The question is whether the Sats and Breweries disputes (and at least one other) demonstrate an alarming trend towards industrial yobbism, or whether something even more sinister — perhaps a desire to see a wider social upheaval arise out of local conflicts — is coming into play

At the very least, the union members have been let down Many of those who have lost their jobs may not find work again, and it is not putting it too strongly to suggest that any State corporation facing up to privatisation must welcome with open arms an invitation to lay off staff

Just what does it all say about the calibre of leadership of certain unions? Are these merely isolated cases of less-than-astute comprehension of what is actually possible round the bargaining table? If so, how did they achieve such prominence at all?

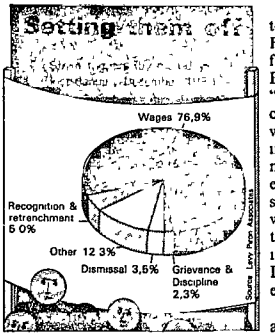
The strike by the SA Railway & Harbour Workers' Union (Sarhwu) has wreaked havoc Aside from the deaths, transport disruption and damage to property running at R40m, about 22 460 workers have been sacked in the 11-week strike

It needs to be said that the facts of the appalling clash between strikers and non-strikers at Germiston last week have yet to emerge But it was to defuse precisely such bloody incidents that the negotiating process was evolved and written into law

Sats' Bredenkamp ... warned of raising expectations

Meanwhile, the strike continues, despite a series of hot signals in recent weeks that a settlement is at hand (see *Current Affairs*) What, in theory, does the union want?

Privatisation — because it affects job security — and the prospects of it are expected to be a continuing source of industrial conflict this year But while the Mass Democratic Movement (MDM) has said it will back unions which oppose lay-offs that inevitably result from privatisation, in the current dispute Sarhwu has never really made this a major issue At the moment the union (or at least some of its spokesmen) seems desperately to want to settle, though in doing so to create the impression that it has not simply capitulated. There has *not* been a great deal of solidarity expressed with the Sarwhu strike by the bigger mainstream unions — suggesting how isolated the transport union has become



Indeed, as with the unpopular pre-Christmas strike at SA Breweries, when matters seemed to everybody to have got out of hand, leading lights of the MDM have been called in to seek to facilitate a deal between the union and Sats management Which implies deficiency somewhere — unless these strikes were deliberately allowed to run away as a cynical means of keeping the bigger political pot on the boil That seems unlikely — the blame rests with the union leadership, which is not to say that it was not subject to political flights of fancy

The Breweries strike effectively ended once the MDM pulled the plug of township support from the Food & Allied Workers' Union (Fawu) The black National Taverners' Association and Ukhamba Liquor traders refused to support Fawu's beer boycott, complained about harassment and intimidation and said the union was acting "unreasonably" At the end of the eight-week SAB action, Fawu's 5 500 strikers went back to work with no more than the company was finally prepared to offer — a R5,45/hour minimum wage (16% rise) where the union was demanding R6,50 (38%)

Fawu even waived its rights under a landmark Appeal Court ruling which states that overtime work is voluntary It must be pointed out that Fawu's wage demand was part of a package which included a 100% medical aid subsidy, more annual leave and bonuses — which the company said amounted to a "ludicrous" 150% increase in all

Yet it was not that the union's demands for improved conditions were too unreasonable or surprising, simply that it tried to go too far, and that with a company generally accepted to be one of the more progressive in industrial relations

The company decided to draw the line against Fawu As SAB public affairs manager Adrian Botha put it at the time "There comes a time in collective bargaining when it is constructive, indeed necessary, for final positions to be taken" Cracks in the strike soon began to appear as workers decided for themselves that the SAB increase wasn't that bad. In other words, the leadership was out of touch

In the case of Sarwhu, a basic problem relates to a change in leadership a couple of years ago which saw new helmsmen led by general-secretary Martin Sebakwane replace what to many was a more efficient leadership (in the industrial bargaining sense) under Mike Roussos The union simply doesn't appear to hang together under Sebakwane A Sats spokesman recently told the *FM* it was not clear who was in charge at Sarhwu (and, therefore, how near or far off a resolution might be), adding that the previous leaders were more sophisticated and experienced, "and it shows in negotiations"

Granted, Sarwhu is a fledgling union which has yet to be registered — yet another of the badly handled issues that has bedevilled the entire dispute. Having signed an undertaking to register the union as a prelude to recognition 14 months before the strike erupted, Sarhwu hadn't done a thing about it, then it tried to make it a dispute issue. (Like the other 12 unions that Sats bargains with, Sarhwu has to be registered in order to take part in wage negotiations)

A brief look at the genesis of the strike shows up its ill-thought-out nature Sats completed its wage round back in June (four months before Sarhwu came out on November 1) Labour relations director Jan Bredenkamp said Sats had nevertheless taken into consideration the Sarhwu/Cosatu "living wage" demand before increasing the minimum R600/month by 26% for an average of 10% Bredenkamp said at the time they were then suddenly hit by a Sarhwu

FM 19/1/90 (140A)

demand for a R900 increase on top of the R600

Since the Sats Conditions of Service Act prevents the granting of two wage increments in one year, Bredenkamp then warned the union it was raising false expectations among its members by claiming that further negotiations were possible Moreover, the strike was illegal

So, from the outset the union — or its leaders — behaved unprofessionally It hadn't learnt a basic lesson — to live to fight another day Perhaps its leaders should have noted the advice given by the ANC in a major statement on the need for tactical flexibility while retaining strategic goals

That, incidentally, was the general approach of the so-called "workerists" in the days of Fosatu, before it metamorphosed into the "populist" Cosatu in 1983 and became more political in the broad sense Now the tide is turning back to workplace issues once again — though it appears that certain second-tier leaders at least have yet to assimilate this lesson It is their constituency which is paying the price in terms of lost jobs.

Labour academics and others point out, however, that it would be simplistic to generalise from the particular experiences of the Sats, Breweries and Everite strikes — or the leadership battles that plagued the old commercial and caterers' union, Ccawusa, making retail sector wage agreements difficult to establish in recent years

But these disastrous strikes cannot simply be put down as isolated cases of amateurish bargaining or internal union squabbles A potentially more worrying development for industrial relations in the foreseeable future springs from the pull of politics The extent to which the leaders of maladroit unions have allowed themselves to be persuaded by political considerations needs to be seen against the role being played by the major figures of the union movement as a whole

Cosatu and its big guns, like Cyril Ramaphosa, Jay Naidoo and Sydney Mafumadi, have in the past year or so been playing a largely political role in MDM/ANC activity This is expected to continue, which leads some labour relations practitioners to observe that it could have a direct influence on union functioning The dual roles and shifted responsibility of these union leaders, says Levy Piron Associates, leaves a distinct void "Because of the lack of second-tier leadership in many of the large unions (for example, the NUM), organisational problems are becoming evident"

Sarhwu's Sebakwane . . . out of touch?

The temptation to generalise ought to be resisted large unions such as Numsa and Actwusa, and the CWIU, are effectively run and growing because of their structural strengths

Levy Piron, however, says in its due-to-be-published outlook for labour in SA "Only when political responsibility is lifted from the union movement will they be able to return to their traditional role of attending to shopfloor issues In the interim, they find themselves in a transitional period when their role and rallying points are very closely aligned to the political aspirations of their constituency and wider outside influences"

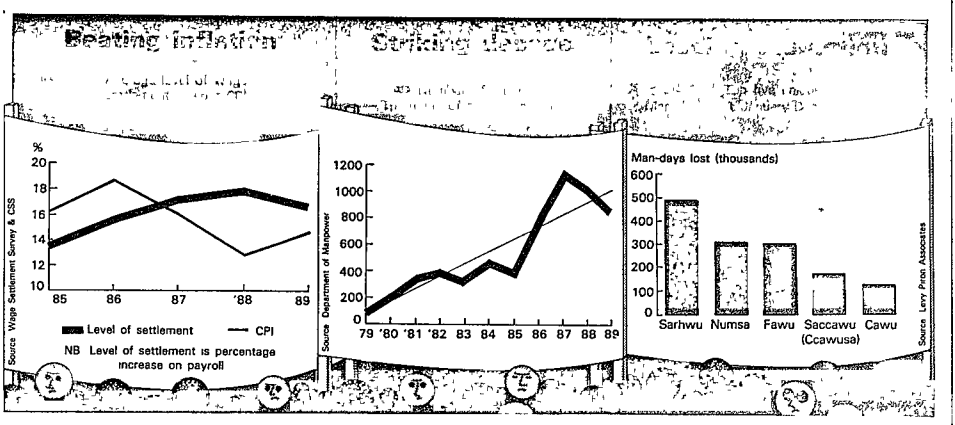
Therefore, "Political motivation will continue to be an essential mobilising point for union organisation, as well as being a particularly important factor for union organisers, but how far this will stretch into the rank and file as a primary industrial relations concern is uncertain, given the current state of political turmoil and change in SA It is difficult to ascertain whether or not shopfloor sentiment is behind the political rhetoric so often expressed on union platforms"

Levy Piron expects, in the light of experiences at Sats, SAB and Everite, that "unions will review the realities of their demands before going on strike, and a more sober evaluation of the ability to win a 30% increase through strike action will be made, as well as a closer examination of the costs of lengthy strikes where minimal gains are made

"It is thus anticipated that towards the end of the year, although the bargaining environment will be a tough one, more circumspect use will be made of strike action in wage disputes" (see graph)

So important union figures are drawn away from their workplace responsibilities by the momentous events taking place in the society as a whole A vacuum is created in which certain personalities expand in importance and, perhaps, pursue their own political aims without the requisite pragmatism of the leaders whose places they have taken A cycle of destructive action occurs, broken only by the realities of the economy and, at worst, hunger and worklessness

Surely, if there are not to be further debacles on a Breweries and Sats scale, there will have to be further and firmer intervention by the MDM Indeed, such a scenario helps to explain why the MDM has become involved in these disputes at all Obviously, the State of Emergency and unrest of the Eighties have played contributory roles in the small-scale anarchy that has plagued some union disputes But at the same time the problems equally lie with union leaders who have neither the capacity to lead constructively nor the tactical vision to understand where one dispute ends and another begins ■



SATS STRIKE (140A)

Too many delays

SA Transport Services and the SA Railway & Harbour Workers' Union went into another round of talks on Tuesday as the *FM* went to press. Despite hopes on both sides that this unhappy strike would be resolved deep cynicism remained.

Three issues were to be discussed. Only one — the jobs of about 23 000 fired workers — was likely to be decided. The remaining two — Sats' demand that the union register and the union's demand for R900 more a month — are likely to be addressed soon in any case. F/M 19/11/90

The union had already agreed to register (though it procrastinated absurdly on the issue) and it should, therefore, join the other 12 unions when Sats starts the annual wage negotiations in March.

The latest talks were overshadowed by the brutal fighting at Germiston station last week — a thousand-strong mob of non-strikers attacked a trainload of strikers and passengers, resulting in six deaths and many serious injuries. Neither side covered itself in glory that day and on Tuesday all seemed to be aware of the need to show responsibility and make progress.

It is about time. Sats has lost R38m in arson damages — mostly coaches set alight — and union members have lost R41m in wages. So far Sats has offered to re-employ less than half the strikers. This could be a source of movement in the talks

Sarwhu, meanwhile, has lost credibility among its supporters — to the extent that Cosatu's Post and Telecommunications Workers' Association actually downed tools in protest against the chaos on the trains and in support of a demand for the Post Office to provide transport.

At the time of going to press, neither party was prepared to reveal much of the internal bargaining (a good sign, indicating a degree of trust), but after such bitterness it will not be easy to restore goodwill. ■

Strike-hit Sats agree to talks

W/Mail 19/1/90 (140A)

By PHIL MOLEFE

THE South African Transport Services (Sats) and the South African Railway and Harbour Workers Union (Sarhwu) yesterday agreed to call in a mediator in an attempt to resolve the 11-week strike.

Sats representative Leon Els told the *Weekly Mail* that a mediator has been appointed and would start work today.

The decision follows a meeting held in Johannesburg yesterday between union representatives and Sats

"Sats proposed mediation in an attempt to completely settle the dispute," said Els

He said Sarhwu had accepted the proposal.

"A mediator must facilitate the two parties to bring an end to the dispute and both parties have agreed to that," he said.

He was unable to give further details as an agreement had been taken not to disclose the contents of the talks.

The strike, which has been characterised by violent clashes, has so far claimed the lives of 28 people.

EC focuses on Eastern Europe

SA barely figures in Strasbourg session

By Stanley Uys

LONDON — The European Parliament's week-long session in Strasbourg which ended today was so preoccupied with events in Eastern Europe that South Africa scarcely figured on the agenda, Dr Bhadra Ranchod, South Africa's ambassador to the EC, said yesterday.

Speaking from Strasbourg, where he has been attending the session, Dr Ranchod, a former Dean of the Faculty of Law at Durban-Westville University, said the usual emergency motions calling for action against South Africa were absent

The only reference to apartheid was contained in the usual declaration by the incoming president of the European Commisson in this case, the Irish Foreign Minister Mr Gerard Collins

"Even the declaration's reference to South Africa was mild," said Dr Ranchod "It repeated the Commission would pursue an 'active policy to end apartheid,' but stressed it wanted to see a peaceful resolution to conflict in southern Africa"

The declaration said the objectives of the 12 member-states of the Commission "remain the achievement, through peaceful means, of a democratic and multiracial system in South Africa We will maintain our pressure on the South African Government in order to promote the changes which we have repeatedly stood for

"We will reconsider it (pressure) only with clear evidence that these changes have been obtained It is the firm belief of the 12 that only broad-based negotiations bringing together the true leaders of the South African people can result in a lasting settlement"

Dr Ranchod said this was a clear indication "that the Commission recognises the efforts being made to promote negotiations in South Africa leading to the dismantling of apartheid

"The European Commission is not prepared to support groups that promote violence, and it also accepts that it is for South Africa to negotiate the settlement that is best suited to its needs"

Haggie worker shot dead

Labour Reporter

Another worker has been killed in inter-union conflict at Haggie Rand's Germiston plant

Haggie said a member of Cosatu's National Union of Metalworkers, Mr Julius Nkosi, was shot dead in Katlehong last week

Five Haggie workers have died and eight have been injured in conflict between Numsa and Inkatha's United Workers Union since last September.

Numerous meetings have failed to halt the violence.

Management said it had tried to set up a meeting between the unions on Wednesday, but that a disagreement over who should attend had led to Numsa's withdrawal

Star 19/1/90

More go on in M

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B/Day 19/1/90 (140A)

Sats and Sarhwu agree to mediation bid to end srike

ADELE BALETA

SATS and the SA Railway and Harbours Workers Union (Sarhwu) have agreed to mediation in an attempt to end the nearly three-month-old strike that has claimed at least 27 lives

After talks yesterday which lasted an hour, the parties decided on mediation on wage increases, the dismissal of more than 22 000 strikers, recognition of the union, and Sats' disciplinary procedure, management and the union said.

The meeting was held to discuss the union's response to management's proposals tabled on December 13

"At the discussions Sats proposed mediation. The purpose of this is to facilitate a complete settlement of the dispute. Sarhwu accepted and mediation will begin as soon as possible," a Sats statement said

When talks deadlocked on December 4, Sats had rejected a union proposal for mediation on all items. Sarhwu had earlier turned down a Sats proposal for arbitration on the dismissals

Management has consistently refused to discuss the question of wage increases

Sats spokesman Vic van Vuuren denied Sats had softened its position by proposing mediation He said "A lot of water has gone under the bridge since we turned down Sarhwu's mediation proposal in December

"The parties have moved since then What is on the table now is very different Both parties now see in mediation scope for settlement"

Van Vuuren said privatisation was not an issue for mediation but a question for the future Casual workers employed by Sats on a daily basis to fill posts left vacant by strikers would continue to work until the outcome of the mediation.

Sarhwu spokesman Eliot Sogoni said the union felt optimistic about mediation, but he added that the reinstatement of workers was a central issue

He said at the weekend Sats had proposed re-employing all dismissed workers, but this was turned down by the union Earlier, Sats proposed 50% of the workforce be re-employed and the remainder receive compensation at the discretion of an arbitrator

In another development, Sogoni said a British National Union of Railwaymen delegate Jeff Revell, who arrived at Jan Smuts Airport yesterday, was prevented from leaving the airport's customs department and was due to be deported last night.

Sogoni said Revell, who visited SA during the 1987 Sats strike, was informed he had been placed on the visa exemption list

Comment from Home Affairs department was not available.

☐ Our Cape Town Correspondent reports that two unknown men were hacked to death and a further eight injured during a fight between striking and non-striking Sats workers in Nyanga on Wednesday night.

Meanwhile, police were investigating whether the deaths of five people this week in attacks in the Guguletu, Nyanga and Khayelitsha townships, were strike-related

☐ Cosatu said yesterday four of the Sarhwu members killed in last week's clash at Germiston station between striking and non-striking Sats workers would be buried tomorrow

It has emerged that not ... condolences to the two families".

Mediation nod in Sats strike

THE South African Railway and Harbour Workers Union and South African Transport Services yesterday agreed to go for mediation in their 11-week-long dispute as more people were reported dead in continuing strike-related violence.

Yesterday's South African Police unrest report said seven men were hacked and stabbed to death in the Cape Peninsula since Tuesday.

This brings the death toll to at least 35 since the strike began last November 1. Hundreds have been injured in the violence.

Sats spokesman Mr Frikkie Stevenson said Sarhwu accepted management's proposal to go for mediation and that a mediator had been appointed.

140A

Cape Times 19/01/90

FM 19/1/90 (140A)

MONDI STRIKE (140A)

Paper cracks

FM 19/1/90

A fierce wage tussle at Amic's four strike-hit Mondi board mills could affect the divisional bargaining structures

The *FM* learns that Mondi is keen to see a return to plant-level bargaining — much against the wishes of the Paper, Print, Wood & Allied Workers' Union The union feels the move would divide its membership and weaken its bargaining position

The union alleges the company's desire to decentralise bargaining emerged after it noticed that competitors — Sappi, Nampak and Carlton — had scored better packages from the union in plant-level negotiations

The company does not deny that it wants to negotiate at plant level but it dismisses the claim that it came to this position after watching the progress of its competitors

Meanwhile the strike goes on It is likely that the outcome, if handled with rigidity (which appears to be current in Cosatu), could end badly yet again for a Cosatu union

For one thing, Mondi, like SA Breweries, is simply not prepared to pay more — come boycott or bloodshed or whatever else the union can throw into the struggle Mondi representative Brigid Hopkins says the firm's offer "is a very good one" and that it won't be offering more. Mondi is prepared to discuss shuffling the package

The union is demanding a R1,15 increase (26%) on a minimum of R4,29 an hour

The union is basing its demand on the belief that the company can afford to pay more It points to Mondi's healthy profits (investors received R52m in 1988, up R22m from 1987) It also says Mondi's paper and packaging sector is in a powerful monopolistic position and is, therefore, better placed to pay up.

(This contradicts the union's view that the activities of Mondi's competitors have influenced its behaviour)

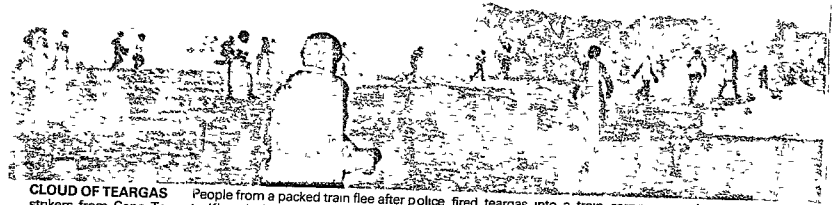
The union, perhaps shrewdly, has also claimed to have information that Mondi has not stockpiled, except possibly at the Piet Retief plant This means that at least three mills are not producing, maybe not supplying. The company concedes that three plants are at a standstill.

Company officials feel their offer is presentable. it will take the minimum wage to R970 (that's for pushing a broom)

In the end it might all come down to the strength and flexibility of the union's leaders and membership The leaders seem keen to play out different strategies and tactics; some members are very experienced, with some branches recognised in the mid-Seventies It's unlikely that they will place themselves in an inflexible all-or-nothing position (as the Sats and SAB workers have done)

The strike seems to be spreading. On Monday, the union brought out workers at Mondi's pulp and lino board plant at Richards Bay while 100 workers at Rand Mines' Lotzaba forest plantation in the eastern Transvaal have been on strike since early this month However, the company has disputed the effect of the strike at Richards Bay, saying that production has not been disrupted and that only 160 out of 712 employees are on strike The union claims 300 are out

In another development, the union says striking members were locked out of the Mondi Springs plant last Friday after demonstrations The union claims the lock-out is a forerunner to the employment of scabs It remains to be seen who will budge first. ■



CLOUD OF TEARGAS People from a packed train flee after police fired teargas into a train carrying mainly striking SATS strikers from Cape Town to Khayelitsha

Picture: BENNY GOOL

TEARGAS VICTIM This woman and her baby were caught in the teargas fired at a train carrying striking SATS workers to Khayelitsha The woman emptied the contents of the baby's bottle over the child to ease the irritation caused by the teargas

Picture: BENNY GOOL

Teargas fired at train

CAPE TIMES 22/1/90 (140A)

Staff Reporters

A SPECIAL train carrying mainly SATS strikers returning from a city centre march was yesterday stopped and teargassed by police after reports that carriages were being wrecked

Police said they were told that "at least one carriage was set alight and "more than 50 windows were broken and the train damaged

"After the train was stopped there was riotous behaviour and aggression and stones were thrown at police and their vehicles from the train

"The crowd refused to calm down and when teargas was subsequently used the crowd moved from the train The fire was then extinguished and the damage ascertained

'Eleven carriages were damaged including ceiling panels which were ripped out and flung through the window as well as wall panels The damage is conservatively estimated at R50 000 '

The incident happened between Nyanga and Philippi stations

A Central Fire Brigade spokesman said a 'malicious false alarm was reported at Nyanga railway station at 1 45pm Five fire engines were sent from Mitchells Plain but no fire was found he said

Two city freelance photographers Mr Benny Gool and Mr Mike Hutchings said there had been "singing and dancing all the way on the train before it was flagged down" by policemen

Mr Gool claimed police had then fired teargas

He had fled from the train and sheltered in nearby bushes from where he saw special constables entering the train to collect teargas canisters Police collected items of clothing and shoes which were left on the train, he said

A police van then slowly drove alongside the train which continued to Philippi station while other policemen remained on board he said

Mr Hutchings said it was just chaos as people were trying to get out of the train All I could see was teargas

Earlier, more than 2 000 SATS strikers supported by a large contingent of students brought Adderley Street to a halt at lunch time when they marched on the Paul Sauer Building to demand 100% reinstatement of dismissed workers

Official permission for the march had been granted by the Chief Magistrate of Cape Town

Bearing banners proclaiming Scrap the LRA and 'South African Railway and Harbour Workers Union (Sarhwu) says down with the wage freeze strikers and students were escorted by police as they marched from St George s Cathedral

A letter demanding reinstatement was handed to the SATS Western Cape labour relations manager Mr Manie Engelbrecht at the entrance to the Paul Sauer Building

Mr Dullah Omar who was in the delegation, told Mr Engelbrecht the strikers were concerned at the violence surrounding the strike They undertook to do everything in their power to prevent further violence and appealed to SATS to do the same

Mr Engelbrecht declined to com

Star Mon (1) 20/1/90

Bid to end violent SATS strike begins

140K

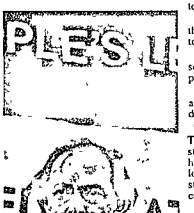
JOHANNESBURG — SATS and the SA Railways and Harbours Workers' Union began mediated talks here yesterday and will continue today.

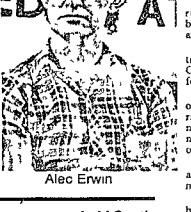
Mr Charles Nupen, director of the Independent Mediation Service of SA (Imssa), who has been appointed mediator, said talks were held yesterday morning in an effort to settle the violence-plagued strike

He said the positions of the parties were clarified 'and an initial exchange of views had taken place

"The parties have chosen 'at this stage not to disclose the contents of their discussions but are committed to continuing the mediation process and will meet again at 9am on Saturday (today)" — Sapa

Economy 'needs more than slogans'





Alec Erwin

Ideological sloganising will not ensure a viable economy in post-apartheid South Africa, warns Cosatu's national education officer Alec Erwin. SOUTH presents a summary of his paper delivered at the recent Paris Indaba

THERE is a great potential for conflict over differing views of the economy — present and future

If we are to restructure the post-apartheid economy we shall have to learn to confront the issues and not the ideological paradigms,

The present debate is characterised by much rhetoric which cannot be dismissed because it reflects on reality

The support for socialism and the use of Marxist-Leninist language reflect a very real discontent with the present economic circumstances

On the side of capital, free marketeers abound and their viewpoint is given considerable space in the media

This, in turn, reflects capital responding to the economic problems it faces

Our present economy has massive structural problems which confront us with stark issues

Official statistics place the number of unemployed in the region of 800 000 while other estimates range from one million to 3,5 million More serious still is the high percentage of young literate people who are unemployed

Housing crisis

More than half of all wage earners earn less than the minimum subsistence level

The official housing shortage estimate is 11 million units but we really have no definite idea of the extent of the problem

The housing crisis is not the normal one of any developing society but one criminally exacerbated by apartheid which physically destroyed existing housing stock and then froze construction for more than a decade

The effects of this policy and the existing group areas policies are devastating

We know that the population growth rate is high with the rate of urbanisation still higher

There is a critical shortage of health facilities for the majority of the population This deficit co exists with very sophisticated facilities for a minority

The situation means that people are highly vulnerable to epidemics, South Africa's involvement in destroying the economies of neighbouring states increases the danger of a sub-continental epidemic

There is also an absurd shortage of educational facilities Profound structural distortions have occurred as a legacy of apartheid

To confront and overcome problems of such massive proportions will demand of us that we break out of our uncomfortable preconceptions and develop innovative policies

Our solutions lie neither in free-market capitalism nor in centrally planned command economy socialism

Cosatu has a socialist conception of the economic policy packages that will be necessary to solve our economic problems

However, it is important to define what is socialist

Our policy must be aimed at developing economic and social programmes that most effectively develop and benefit our whole society

This means there must be particular but not exclusive development for the working class majority in our society

Central to our thinking is the development of a democratic political process that will entrench mass participation and involvement in the formulation and implementation of economic policy

In these broad dimensions we are unashamedly socialist.

Our challenge is to develop inclusivist programmes that will build a productive prosperous, ecologically stable and culturally vibrant society where each citizen benefits in meaningful measure

We have to open up the agenda of debate to go beyond ideological cliches if we are to avoid a future economy where mass poverty exists side by side with minority affluence Such a society cannot be democratic and must collapse into renewed oppression and bitter conflict.

There are three important areas of policy that help pave the way for a more informed interaction between capital and labour

The first is to understand the nature of the strong opposition to the present economic policies of capital and the state

At the centre of such policies is the belief that a free market economy which entails privatisation and deregulation is a cover for the more narrow concerns and interests of capital and the state to retain productivity and shed obligations respectively

There is no coherent thinking about the effects of such policies on the wider society

This means these policies are a systematic attack on the working class because they have manifest impact on wages and employment with no gains made elsewhere

These policies are going to exacerbate conflict, particularly bearing in mind the Labour Relations Act (LRA) and the attack on the industrial councils which is undermining negotiating forums

The dismantling of existing platforms of negotiation increases the potential for conflict between capital and labour

The LRA and the attack on unions through privatisation and deregulation have polarised the capital labour relationship

If we could attain a more considered approach based on negotiation within credible fora then certain potential within privatisation and deregulation could be developed

An important component of privatisation is the question of managerial accountability

If deficits are met by a state subsidy this will have an effect on managerial style

We will have to accept that while the present economic policies of capital and the state and the extreme concentration of economic power within a handful of conglomerates will be the starting point of capital they will be totally unacceptable end points for the workers and the broad liberation movement.

We have to confront the issue of whether an inflow of foreign capital and aid will be a solution in a post apartheid economy

A popular wisdom has developed that our problems are caused by sanctions and disinvestment and will be shed with an inflow of capital and aid There is much talk about a Marshall Aid plan for Southern Africa

This is a dangerous expectation Its inability to occur on the scale envisaged by its proponents will delay the vital task of restructuring our domestic economy

Even without apartheid the South African economy will not attract massive capital or aid

Instead, we face a serious problem of capital outflow

We should not underestimate the long term significance of events in the USSSR and Eastern Europe

These economies with a superior infrastructure and more skilled manpower will present very attractive investment prospects to Western capital

Our future is too important to be left in the realm of a war of slogans

This is not to abandon analysis or to deny very real differences

However we have to be clear what these differences are and to what extent negotiations will narrow them

We must effect a rapid shift to research and mandated debates on policy

Within Cosatu and its major affiliates systematic research and policy discussion are taking place

The first phase of the Economic Trends project which focussed on the structural problems of the economy has been completed A second phase looking at the complex issue of restructuring the economy is in process

At the same time corporations are starting to establish more contact both with economists in the MDM and with the liberation movement.

The debates around the constitutional guidelines and the Workers Charter will also help the debate and formulate policy

A successful restructuring depends on perestroika (restructuring) uskoraie (an acceleration of improvements in living standards) and glasnost (democratic participation and openness)

Our present economy can be characterised by a high cost low wage manufacturing economy

The present economic policies of both capital and the state will perpetuate such a growth or non-growth path

The challenge facing Cosatu is to restructure the existing economy to a low cost high wage growth path

Such a change hinges on an increase in productivity

However in achieving an increase in productivity we would also lid e to lower relative prices of manufactured goods in order to expand products of the basic social infrastructure and consumer goods to meet mass needs

Strategic

This must raise incomes through rising wages and increased wage value

Such an economic turnaround requires a coherent strategic plan and conception in key areas

- investment policy which would link foreign investment to technology and markets which will increase employment and make us increasingly competitive on international markets
- a science and technology programme
- a manpower programme that integrates our skill needs and which is related to education
- health and welfare
- environment
- recreation and tourism

Such planning cannot be piecemeal It will have to learn from planning experiences in socialist and capitalist mixed economies

This raises the central question on nationalisation

In directing production the judicial control of assets by the state is not the complete answer to this question

The answer also does not lie simply in the unfettered ownership rights of free market capitalism or the bureaucratic control arising from the state

There will have to be social control over production effected through a range of ownership forms and where the market plays a critically important role

The most important lesson we should learn from current events in the world is that as economies using undemocratic structures develop, the forces of democracy will begin to break through South Africa's future will not be stable unless it is democratic

The processes of planning that will restructure and develop our economic future must be effected by democratic structures that exist not only at a national level but at regional and local levels and more importantly within the institutions of the wider civil society and within all processes of production

set to continue in new decade

people Decent housing, health and education remain the privilege of a select few

A major headache is the high and rising rate of unemployment combined with a huge urbanisation rate and a rapidly growing population

The reform strategy of the state and capital means that organised labour faces the challenge of how to prevent a divided working class — a result of what Cosatu education officer Alec Erwin calls the 30/70 percent solution

In terms of this, 30 percent of the population has adequate access to resources while the rest lives an impoverished existence

Cosatu, with community organisations, will have to intensify efforts to organise the unemployed and to campaign for a living unemployment benefit

Cosatu has recognised the need to restructure the economy within a democratic state as an urgent issue It wants to intensify discussion about the economy and develop a clear plan for this restructuring

The discussion would centre on the economic models, the stimulation of economic growth and the redistribution of resources and wealth

Cosatu and its major affiliates are presently engaged in ongoing research into the economy This research is likely to have a profound influence on the policy of the organised labour movement in the 1990s

Militancy

The current pre negotiations climate on the political front is likely to have profound implications both in terms of shopfloor militancy and union policy

It is in the interests of organised labour to strengthen not only its own structures but that of the MDM as a whole to hasten the end of the apartheid state At the same time it should ensure that a settlement is not foisted on the people and that working class interests are advanced

The Cosatu congress in July identified the need to prepare for the post apartheid society Such preparations must include discussions on the constitutional guidelines

Also of critical importance to the future of the labour movement is the call by the Cosatu congress for extensive discussion about a Workers' Charter which will guarantee the basic rights of workers in the post apartheid state

Following this discussion, the labour movement intends to hold a special congress to draw up such a charter

But it is still unclear how this will dovetail with the call by the Workers' Summit for workers to draw up their own Labour Act

More broadly, a major challenge facing the trade union movement and community organisations is how to develop a working class consciousness which could ensure that the transformation of South African society continues after apartheid has been ended

South NEWS (140A) 20/12 - 18/1/90

Breakthrough in metal dispute

By CHIARA CARTER

A DECISION to withdraw allegations of irregularities in the formation of the giant Metal, Electrical and Allied Workers' Union of South Africa (Meawusa) has cleared the way for the new union to begin functioning

The withdrawal of the allegations is highly significant because moves are underway to form a single giant metalworkers' union in South Africa

The International Metalworkers' Federation wants to convene unity talks for metal-sector unions in South Africa in the new year

These talks are expected to include Meawusa and the National Union of Metalworkers of South Africa, Cosatu's second largest affiliate

The vice president of the Electrical and Allied Workers' Trade Union (Eawtu), Russel Sabor, this week withdrew the complaint lodged by Eawtu with the labour registrar in October

The complaint effectively blocked Meawusa from operating since it was formed from a merger of several Nactu affiliates in July

Objections

The withdrawal of the complaint followed a decision by the Cape Town region of Eawtu to endorse a recommendation by the union's national executive council that the union participate in Meawusa despite what was described as "severe irregularities"

It is understood that the objections to Meawusa were based on the key issues of who controlled the union and who had the power to employ officials

A source said that Eawtu had withdrawn its objections in the interests of facilitating national unification in the sector, but still held the view that the merger was "unprocedural and fraudulent"

He said the alleged irregularities included the absence of a credentials committee, no verification of unions' membership, the absence of a constitution or guiding document defining who could be delegates and voting by members of unions not party to the merger such as the United African Motor Workers

Meawusa, the first Nactu affiliate to be formed from a large merger of unions in the federation, claims to have a signed-up membership of 110 000

This has been disputed by observers

It is dominated by proponents of Black Conciousness — unlike the Africanist orientation of Nactu

Tombstone for Mkwayi

SOWETO — ANC leader Andrew Mlangeni, above, at the weekend blamed the government for the sudden death last year of the wife of his Robben Island colleague, Wilton Mkwayi

Mlangeni, a former Rivonia trialist recently released with six other ANC leaders, said the tension, anxiety and uncertainty about her husband had contributed to Mrs Irene Mkwayi's ill-health and subsequently to her death

He was speaking at the unveiling of a tombstone for Mrs Mkwayi, inset on left, who died before her husband was released in October

Mrs Mkwayi died in December last year, a few months after she had married Wilton Mkwayi in the Pollsmoor Maximum Security Prison near Cape Town

Bloody strike nears end

By CONNIE MOLUSI

BY late yesterday negotiations on the railway strike was on the verge of a breakthrough – the re-employment of thousands of fired workers being the stumbling block

This turn in the 11-week strike marked by violence came after the South African Transport Services (Sats) in tough negotiations with the South African Railways and Harbours Union (Sarhu) this week agreed to take back 22 896 dismissed workers

Sats agreed to re-employ all dismissed workers after initially insisting on employing only 50 percent

Cosatu treasurer Ronald Mofokeng said at a Boksburg memorial service for eight railway workers who died in strike-related violence in Germiston last week that "the retreat of Sats on taking back all the dismissed workers is a victory, which has to be consolidated by demanding a reinstatement without loss of benefits"

Lack of agreement between parties on whether workers should be re-employed, in which case they will lose their long service benefits, or whether they should be reinstated without loss of benefits, was referred to a mediator

The strike, which has been dubbed "industrial civil war" because of the level of violence, has seen more than 22 people killed and scores injured

Sats has agreed to the union's demand of recognition, provided Sarhwu registers with the Department of Manpower, enabling Sarhwu to participate in this year's annual wage negotiations

While tension seems to be easing in the Transvaal, one striker has been killed and another seriously injured in an attack in the Cape Peninsula The two men, William Sibongile Rala and Mncedisi Ngcibi, were part of a group of workers on their way to a union report-back meeting in Salt River

C Press 21/1/90

Unions gain foothold in Transkei

(140A)

By Drew Forrest

South African trade union inroads into the Transkei have been highlighted by what may be the first negotiated agreement between a union and management in the homeland.

The deal, between the Food and Allied Workers Union and Ohlsson's Brewery Transkei (OBT) in Butterworth, follows unprecedented labour turmoil in the Transkei and moves to give statutory recognition to unions.

It provides for the trial reopening of the plant, closed last month when the 300-strong workforce was fired after sustained labour unrest.

OBT, which is owned by SA Breweries, has signed an interim recognition agreement with Fawu. It will negotiate full recognition once the union has a majority in the plant.

The company has also undertaken to phase in pay-parity with SAB's South African workers over an 18-month period.

Most of the fired workers will be re-employed on final warning Star 22/1/90

Professor Nic Wiehahn is probing Transkei labour law and is expected to recommend official recognition of unions when he reports to government

Union accuses Mondi of unfair tactics

Star 22/1/90 Labour Reporter 140A

Production has been slashed at five strike-hit Mondi plants and management is putting pressure on workers to accept its wage offer, says Cosatu's paper union

Mr Sakhele Buhlungu, of the Paper, Printing, Wood and Allied Workers Union, said output had been hard hit at board mills in Belville, Fellxton, Springs and Piet Retief, where a total of 1 000 workers were still out

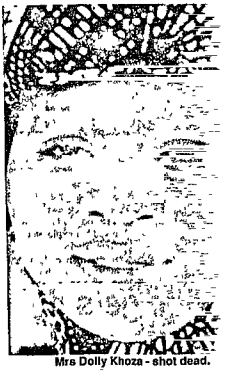
A partial strike following a separate pay dispute at Mondi's Richard's Bay pulp mill was also having an effect, as union members performed vital tasks, he said

Mr Buhlungu said Mondi was trying to disrupt the strike by offering to backdate its pay offer to January 1 if workers refrained from striking

Responding, Mondi's Mrs Brigid Hopkins said production had resumed at all the mills

She confirmed that workers had been evicted from the Belville plant This was because they had breached a strike agreement by interfering with production

Woman killed in SATS strike



Mrs Dolly Khoza - shot dead.

140A

Sowetan 22/01/90

By JOSHUA RABOROKO

A student was shot dead and three children seriously burnt in three separate incidents as violence sparked by the SATS strike flared in the West Rand township of Kagiso at the weekend.

This brings to 37 the number of people killed in the labour unrest so far

Mrs Dolly Khoza (26), of 6138 Kagiso, a student reading social work at Rand Afrikaans University, was asleep when she was shot in the head on Friday night.

A petrol bomb was also hurled into her house.

Flames

Her two children Keto (2), Guguletu (4) and husband Bevans Khoza, an employee of SATS in Johannesburg and a relative narrowly escaped death when flames engulfed their bedroom while shots were fired in the house

In another incident in the township Maria Phakedi (11) and Thami

To Page 2

Krish Naidoo gets a death threat

LAWYER Mr Krish Naidoo yesterday received a death threat from a person claiming to be Mr Geoff Dakin, the president of the South African Cricket Union, he has revealed to the *Sowetan*

Naidoo said he had charges with the police at John Vorster Square immediately after the telephone call in the morning

Naidoo said the man said he knew the people who were out to get him (Naidoo) and who were prepared to kill Efforts to trace the call proved

To Page 2.

THE AFTERMATH Some of those who escaped injury at Friday's Jan Smuts Airport fiasco carry shoes belonging to scores of anti-cricket tour protesters which were left behind when people fled from police dogs unleashed at them as they arrived to demonstrate against Mike Gatting's English "rebel" team

Pic MBUZENI ZULU

P.T.O

Woman dies in SATS violence

Sowetan 22/01/90

From Page 1

(3), were severly burnt when their homes was petrol-bombed, apparently by the same group. The two children were admitted to Leratong Hospital where their condition is said to be improving Their father Victor is an employee of Sats.

Another employee, Mr Albert Mashitha, had his house petrol-bombed causing damage estimated at more than R2000 as violence against Sats employees spread in the township.

It is understood that the latest victims of the spreading violence were attacked by radical groups for not participating in the 11-week strike that has claimed many lives. Several homes of Sats employees have been attacked and their homes destroyed since the strike started

A spokesman for the SAP directorate in Pretoria yesterday could not confirm the incidents and neither were they contained in their unrest report. The unrest report said that in Soweto,petrol bombs were thrown at living quarters of the Sats workers and no one was injured No arrests were made Damage was negligible, the report said

Mr Johan Khoza, whose sister-in-law was shot dead, told the *Sowetan* yesterday that while they were asleep at 1am on Friday there was a sudden explosion Shots were fired.

"I managed, with the help of my brother, to lock the children in a separate room while we tried to put off the inferno of flames that had engulfed the house We later discovered that my sister in law was lying dead in a pool of blood on her bed," he said

Mrs Maureen Phakedi, whose two children were burnt, said petrol bombs were thrown into her bedroom by a group that was travelling in a combi. The children got injured as the family tried to extinguish the fire

"I battled with my husband to save our children from the fire that was spreading into the house and during the process I also suffered minor burn wounds on my hands. It is through the grace of the Lord that we are alive," she said.

formed a broadly based, conservative political force through the merger of their once-hostile parties

CAPE TIMES 23/1/90 (140R)

Mondi strike talks

JOHANNESBURG — Representatives of management and the Paper Printing Wood and Allied Workers' Union (PPWAWU) meet tomorrow to resolve a strike the union claims has halted production at four Mondi board mills

Star 23/1/90 (140A)

First union inroads into Transkei

By Drew Forrest

South African trade union inroads into Transkei have been highlighted by what may be the first negotiated agreement between a union and management in the homeland

The deal, between the Food and Allied Workers Union (Fawu) and Ohlsson's Brewery Transkei (OBT) in Butterworth, follows unprecedented labour turmoil in Transkei and moves to give statutory recognition to unions

It provides for the trial reopening of the plant, closed last month when the 300-strong workforce was fired after sustained labour unrest

MAJORITY

OBT, which is owned by SA Breweries, has signed an interim recognition agreement with Fawu and will negotiate full recognition once the union has a majority in the plant

Ppwawu and Mondi to meet on strike

ADELE BALETA

THE Paper Printing Wood and Allied Workers Union (Ppwawu) and Mondi management will meet tomorrow in an attempt to settle the two-week-old wage dispute at four of the company's board mills and one pulp mill

The union proposed the meeting be held to discuss the wage dispute and tension that was developing between the parties at the various mills.

A total of 1 300 workers are striking at Mondi Board mills at Bellville in Cape Town, Felixton in northern Natal, Piet Retief in the Transvaal and Springs on the East Rand

Workers at the company's Richard's Bay pulp mill stopped work in a separate wage dispute on January 15

Employees went on strike after a conciliation board meeting last year failed to resolve the dispute.

In a statement yesterday the union said management, while agreeing to the meeting, was not interested in discussing issues that were likely to give rise to violence.

Mondi public affairs manager Brigid Hopkins said production was halted for a short while at three of Mondi's mills, but had resumed at all five mills, although not to full capacity.

She said skeleton staffs were operating and casual workers had been employed. (140A)

Workers at the Umgeni Board mill were not on strike The union has alleged management there is responsible for intimidating union members and trying to make them sign a separate wage agreement.

The Umgeni strike ballot did not give a mandate to strike, Hopkins said Ppwawu said they had rejected management's call for negotiations to resume at plant level.

Mediation to end railway strike will resume today

ADELE BALETA

MEDIATION aimed at resolving the 12-week-old Sats strike resumes today following two meetings last week between Sats, the SA Railway and Harbours Workers Union (Sarhwu) and mediator Charles Nupen of IMSSA (Independent Mediation Service of SA).

IMSSA director Nupen said yesterday the mediation issues revolved around Sarhwu's recognition, the union's participation in the collective bargaining process and the problem of dismissals

The union has demanded the reinstatement of the more than 22 000 strikers dismissed since the start of the industrial action on November 2 last year, while management has offered to re-employ the workers.

At the close of mediation on Saturday, both parties agreed to report back to their constituencies on the progress of the talks, Nupen said.

He said mediation was also set down for tomorrow, but the process may be extended Sats and Sarhwu had agreed not to disclose the contents of discussions under mediation.

A Sarhwu spokesman said the house of union member Richmond Boetie, who is on sick leave, was petrol-bombed on Saturday morning No-one was injured and there was minimal damage to the Sats-owned house in Orlando

A management spokesman said there were no dismissals yesterday

Damage to Sats property since the start of the strike totals R38,5m.

Charles Nupen, of Independent Mediation Service of SA, is acting as mediator between labour and management in the Sats strike. Picture CATHERINE ROSS

140 A

Star 24/1/90

Hotel workers stage protest and refuse to serve rebel cricketers

War of words on tour prospects

By Michael Shafto

Rival camps on the controversial English rebel cricket tour clashed verbally today on whether the tour could succeed

Mr Krish Naidoo, general secretary of the National Sports Congress, said he believed the rebel tour was already "as good as dead But South African Cricket Union managing director Dr Ali Bacher countered by saying ' All the indications are for a good tour '

About 300 protesters — members of the Commercial, Catering and Allied Workers Union, including hotel workers — demonstrated against the cricketers at their Sandton hotel yesterday

They marched through the Sandton Sun hotel and said they refused to serve the cricketers Security personnel, waiters, cooks, maids, doormen and most other personnel on the morning shift joined in the demonstration

But the rebel cricketers shrugged off the protest

Captain Mike Gatting said "We are not too concerned We will always find a bed to sleep in We can get food elsewhere and I'm sure someone will serve us a beer somewhere '

He said there were the "odd few' who criticised their presence in South Africa, but many more" who welcomed them

On the success of the tour, two conflicting views were presented

Mr Naidoo of NSC said

"The tour is already as good as dead

"As a direct result I am confident that within two years South Africa will once more take its rightful place in international sport — provided we produce the goods '

By "the goods ', said the anti-tour organiser, he meant the "acknowledging by all reasonable minded South Africans that we have made mistakes and sit down together and look at things realistically

Speaking on the eve of the first tour match between Mike Gatting's team and the Combined Bowl XI, starting in Kimberley on Friday, Mr Naidoo said ' It is the duty of all sportsmen, administrators and ordinary fans both black and white, to implement that programme

Mr Naidoo said he believed that by August such a sports summit meeting would already have taken place

Even at this late hour I appeal to Ali Bacher and the SACU authorities to call off this tour — and help us plan for the future '

Dr Bacher of Sacu said

The SACU remains highly optimistic that the tour will be an outstanding success and will not be shipwrecked by the actions of anti-tour demonstrators, Dr Ali Bacher said yesterday

Ticket sales were going briskly, morale among the English players was high and their form was outstanding

There is a lot of heat in the air at the moment, said Dr Bacher, "but despite this the morale of the players remains good They are fortunate to have sound and cool leadership in Mike Gatting, and their preparation, according to veteran cricket lovers, is the most professional seen in this country for many years

"That's two points in the tour s favour already Thirdly, ticket sales around the country are going briskly In Bloemfontein and Port Elizabeth tickets for the respective one day Tests there are expected to be sold out by the end of the week In Durban, people were queueing yesterday at 5 am and by the close of business 5 000 tickets had been sold "

At this stage, the English appear stronger with the ball

140A

EDWARD GRIFFITHS ON THE SPORTS SCENE

B/Day 24/1/90

THE English cricketers staying at the Sandton Sun had better be wearing their helmets, pads and batting gloves when they go for breakfast this morning. An identity crisis looms large

Now that the SA Commercial, Catering and Allied Workers Union (Saccawu) has declared the tourists will not be served food, one question demands an urgent answer.

Will the waiters and waitresses be able to distinguish between the normal guests they must serve with a smile and the cricketers they must not?

Without tell-tale kit, this task of recognition might prove beyond them So soon in the tour, the Englishmen are hardly household faces.

The consequences of a player being accidentally served his scrambled eggs and orange juice are too catastrophic to contemplate

What a wonderfully ridiculous, sadly divisive, situation the various political fireflies have now created

Never mind, that is their right. The tour, however, goes on and 16 English cricketers who accepted an invitation to play in this country (that's all) will soon be doing just that

Moreover, the evidence of their first four days' training suggests this well-balanced and happily determined squad will live up to their promise. Under an angry sun, they have worked extremely hard No word of a lie.

Much of this resolve can be attributed to the respect Mike Gatting evidently commands among his squad After Kim Hughes, the vagaries of world cricket have dropped another prize captain into the grateful lap of SA cricket

Nonetheless, this man, for whom the word "pugnacious" could well have been invented, may need to bat as well as he leads. For, at this early stage, the English appear stronger with the ball, rather than the bat, at hand

Perhaps the nets have been literally cramping the batsmen's style or, may-be, today's first middle-practice will help shake off some more cobwebs gathered during the past three months playing on a bite-less indoor carpet.

But it is the bowlers who impress Consider Neil Foster, Graham Dilley, Greg Thomas and John Emburey would very likely be automatic choices for the Springboks had they been born in this land

Then, there is another, perhaps not so well-known, yet no less dangerous, bowler Paul Jarvis is somewhat shorter than Joel Garner, but he has a fast ball through in a manner which will unsettle

Indeed, locals planning a strategy along the lines of victory in a first Test shootout on a green Wanderers pitch, followed by a flat draw at Newlands — a 1-0 series win, thanks very much — may just have to think again Alongside the aforementioned, Donald, Van Zyl and a third seamer look dodgy.

As a tour squad, Gatting's tourists appear to have settled well, despite the obviously strained and unusual circumstances which surround them here and their families at home

Anxieties have been exacerbated by dramatic, plainly scandalous reports appearing in British newspapers These men came to play cricket, that's all.

The sooner this week of training, this strange, tense week in limbo, is over the better Then, the cricket, the pitifully misunderstood cricket will begin

Industrial action 'not ruled out'

14.09

Unions plan move against Barlow Rand

B/Day 24/11/90

ALAN FINE

REPRESENTATIVES of six Cosatu unions met yesterday to begin planning a large-scale campaign against Barlow Rand for this year because of the corporation's status as the leading opponent in SA of centralised collective bargaining.

Numsa spokesman Geoff Schreiner said he could not rule out widespread industrial action as the culmination of the campaign by the unions, which represented "tens of thousands of Barlow Rand employees at scores of plants".

The other unions involved are the National Union of Mineworkers, the SA Clothing and Textile Workers' Union; the Paper, Printing and Allied Workers' Union (Ppwawu), the Food and Allied Workers' Union, and the Chemical Workers' Industrial Union

Talk of an anti-Barlow Rand campaign surfaced last year when subsidiary Nampak and other large companies forced the withdrawal of the employer organisation from the printing industrial council, causing the collapse of the council just as Ppwawu was about to join it

This will probably force Ppwawu to accept the decentralised, plant-level bargaining favoured by Barlow Rand

Explaining the rationale behind the campaign, Schreiner said unions strongly believed the future of industrial relations depended on setting up "equitable" collective bargaining structures. In the union view, centralised bargaining was most appropriate

"It is clear Barlow Rand is engaged in a systematic effort to destroy the industrial council system"

Schreiner said a number of metal-sector Barlow subsidiaries had withdrawn from the annual council negotiations between unions and Seifsa, and there was now talk that the entire Barlow Rand group in the industry would apply this year for exemption from the council agreement

He declined to detail tactics planned for the campaign, as some unions still had to discuss them internally.

Barlows Group human resources GM Andre Lamprecht said it was wrong to say the group was attempting to destroy the industrial council system

"The group is, and always has been, managed on an operationally decentralised basis, and the collective bargaining structures follow this business structure"

He said the group had a history of dealing with the unions on this basis since the Wiehahn days For quite some time, there was a happy congruence between the group's decentralised structure and the unions' then aversion to centralised bargaining

Barlow Rand Group businesses had a good record of labour stability.

"It would be a pity if an ill-conceived campaign such as this one damaged the stability they have enjoyed, and the relationships they have built up with their employees, individually and collectively"

Lamprecht said the view that centralised structures were more equitable was open to debate

● See Page 3

Troops

Hotel workers refuse to serve cricketers

Business Day Reporters

WORKERS at the Sandton Sun hotel were yesterday allegedly given written notice that they were in breach of their contracts for illegal work stoppages when, on two occasions, about 200 black staff members toyi-toyied and sang while demonstrating against the rebel English cricketers being accommodated in the hotel

Southern Sun Transvaal Regional Director Evan Andropolous last night denied that warnings were given to staff

A source, who declined to be identified, said yesterday the protesting staff were told disciplinary action could be taken against them

Black staff at the hotel will no longer serve the rebel cricketers staying there, SA Commercial, Catering and Allied Workers Union (SACCAWU) vice president Chris Mohulatsi said yesterday

Late yesterday afternoon about 200 hotel employees toyi-toyied in the hotel following a similar protest in the morning

Andropolous denied that a second demonstration had taken place

There was no visible police presence at the protest but in-house security staff appeared to be monitoring it

Southern Sun Industrial Relations director Carl Ludick met SACCAWU representatives after staff returned to work The latter said the meeting went smoothly

Ludick said staff had presented no grievances to management prior to the protest and the work-stoppage was unexpected

The rebel cricketers were out practising during the protests but tour manager David Graveney said at the cricket ground he was pleased the incident had been peaceful

Rebel Eng. ~~SA cricket~~ captain Mike Gatting said last night he had instructed his players "not to get involved" in any demonstrations that spilled onto the playing

☐ To Page 2

B/Day 24/1/90

Cricket tour

B/Day 24/1/90

☐ From Page 1

fields or the pitch during the tour.

Gatting also said that he expected demonstrators to remain within the law.

Transvaal coordinator of the MDM anti-tour campaign Moss Mashishi said another demonstration wold be held outside the hotel this afternoon

He said Transvaal anti-tour protestors would be bussed to Kimberley on Friday to join the local demonstration.

Law and Order Minister Adriaan Vlok said yesterday government recognised the right of people to oppose the tour but also recognised the right of people who did not.

He said he had, in an effort to prevent possible violence, invited certain people opposed to the tour to meet him.

But the SA Council on Sport said yesterday its executive committee had decided not to attend a meeting with Vlok and had called on him to prohibit the tour.

Vlok said the possible cancellation of the tour was at no stage an issue for discussion.

● See Back Page

Union conflict at Haggie Rand plant still unresolved

ADELE BALETA

A DATE has not yet been set for a meeting to resolve the conflict between Inkatha's United Workers Union of SA (Uwusa) and the Cosatu-affiliated National Union of Metalworkers of SA (Numsa) at Haggie Rand's Germiston plant

Five workers have died and eight have been injured in inter-union conflict at the plant since September last year

Haggie Rand's efforts to hold a meeting on January 17 with the unions to try and resolve the issue failed when Numsa withdrew at the last minute over a disagreement about representation at the meeting

A management spokesman said there had also been three attempted shootings, eight voluntary resignations believed to be associated with the violence, and 11 workers had left the plant without giving reasons

The latest death occurred earlier this month when Numsa member Julius Nkosi was shot dead in Katlehong

Uwusa spokesman A B Shundu said the battle between the unions began in September when Numsa embarked on an overtime ban.

He said Numsa workers had tried to intimidate Uwusa members to join the industrial action "Our policy is negotiation and we do not support Numsa in the overtime ban Our aims and objectives on the shop floor are different from Numsa's," he said.

A Numsa spokesman denied its members had been intimidating other workers, saying many Numsa members had not taken part in the overtime ban. He said Uwusa members had, unprovoked, attacked Numsa members.

Numsa pulled out of the January 17 meeting after a request that shop stewards from the Germiston and Jupiter plants be present was turned down by management

The company spokesman said management believed it was not necessary to have Jupiter shop stewards at the meeting as there was no violence at that plant.

But the Numsa spokesman said the union felt there was the potential for the conflict to spread to the Jupiter plant.

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140A

B/Day 29/1/90

NUMSA PLAN TO IMPROVE BARGAINING

ALAN FINE (140A)

THE 210 000-strong National Union of Metalworkers of SA (Numsa) has called a special conference for February 10 to plan a more co-ordinated collective bargaining strategy in the four main sectors in which it is involved.

Convener Bernie Fanaroff said the conference was also designed to further democratise Numsa's participation in the collective bargaining process.

A pre-conference discussion document circulating within the union said despite important victories, there was a lack of co-operation between the sectors — motor assembly, motor components, engineering and tyre and rubber — in advancing the "living wage campaign".

An example raised in the document, that the motor assembly sector planned for strike action while the engineering sector settled without striking, suggested in future Numsa intended to plan large, simultaneous strikes.

Demands

It said there were differing regional strategies, weaknesses in some local and factory structures, and a feeling in parts of the union that the living wage campaign should be downgraded so that priority could be given to the campaign against the Labour Relations Act (LRA).

In addition to addressing these matters, the conference is also to discuss the type of demands to be put to employers during the year, taking into account the different circumstances in different sectors.

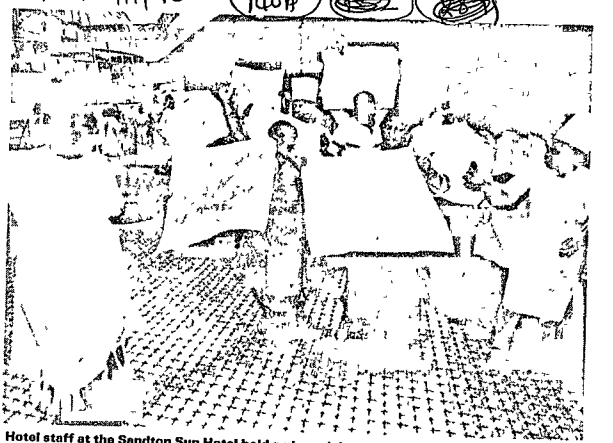
Suggestions listed included a R1,50 an hour across-the-board increase; improved job security through compulsory negotiation of retrenchments, high severance payments, and LIFO being the only criterion for lay-offs.

It was proposed the issue of job creation be addressed through limits on temporary labour and overtime. Exemptions from industrial council agreements should be opposed

The draft proposed a R300 a month housing allowance and opposition to racial laws hindering housing development It also addressed the issues of the LRA, proportional representation on industrial councils, education and training, maternity leave and retirement benefits

Union conflict

B/Day 24/1/90 (140B)



Hotel staff at the Sandton Sun Hotel hold a placard demonstration yesterday against the "rebel" English cricket tour to SA.

Picture: ROBERT BOTHA

Star 25/1/90 · (140A)

Lone placard at hotel says: Gatting, we love you

Crowds picket cricketers

By Stan Hlophe

Members of the Anti-Tour Campaign (ATC), the National Sports Congress, the Commercial Catering and Allied Worker's Union and the Alexandra Students Congress staged a peaceful protest outside the Sandton Sun Hotel against the visiting English cricketers last night

During the demonstration about 200 protesters holding placards toyi-toyied outside the hotel for about two hours

This was the second demonstration at the hotel within a week

On Monday the hotel's workers staged a similar demonstration against the cricketers

Fielding questions . . . English cricket captain Mike Gatting is surrounded by media representatives and members of the National Sports Congress after he was presented with a petition at the Sandton Sun hotel last night. Second from left is Tebogo Malinga, a 13-year-old Alexandra cricketer who stated his opposition to the tour during the press conference.

● Picture by Ken Oosterbroek.

Low profile

Police kept a low profile while traffic officers took charge of traffic approaching the hotel Plain-clothed policemen mingled with the crowd and two busloads of demonstrators from Alexandra were allegedly rerouted by Morningside police

Some of the placards read Gatting stop batting", "No normal sport under apartheid", "Gatting old chap, what are you getting?", "Ban racist tours", "Rebels are racists", "Apartheid is not cricket" and "Ali Bacher promotes sports apartheid."

One poster placed against a window on the top floor of the hotel, however, read "Gatting, we love you"

One of the organisers of the demonstration later handed a petition to Mike Gatting after the cricketer was spotted in the hotel foyer

When asked if he would consider the petition handed to him, Gatting said "I would like to read it when there is peace"

Asked to comment about the tour, he said "If you want to talk about cricket, yes, but if it's about politics, you'd better ask the politicians"

At a press conference held after the demonstration, ATC publicity secretary Mr Moss Mashishi said the demonstration was called to express outright condemnation of the tour. He added that the organisers of the protest hoped to meet Gatting and his men face to face.

Mr Mashishi said that while there was a lot of talk about helping the underprivileged and South African Cricket Union managing director Dr Ali Bacher claimed the tour had the blessing of the community, the majority of the people of South Africa were prepared to take peaceful action to stop it

Part of the petition read "Honourable captain, we as Alexandra students, part of the dominated suffering under apartheid, see ourselves as part of the struggle for a free society, free from exploitation and oppression"

Opinion

Preconceptions must go to provide for innovation

CAPE TIMES 25/1/90 (140A)

Part 1 of extracts from a much-discussed paper by Cosatu education officer ALEC ERWIN to a Paris conference attended last month by ANC leaders, South African businessmen and unionists.

TO CONFRONT and overcome the massive structural problems of our economy will require that we break out of our comfortable preconceptions and develop innovative policies

Our solutions lie neither in free-market capitalism nor in centrally planned command economy socialism

Cosatu has a socialist conception of the economic policy programmes which will be necessary to solve our economic problems However, it is important to define economic and social programmes which must develop and benefit our whole society This means there must be particular, but not exclusive, development for the working class majority in our society

Secondly, central to our thinking is the development of a democratic political process that will entrench mass participation and involvement in the formulation and implementation of economic policy

Mass poverty

In these broad dimensions, we are unashamedly socialist But our challenge is to develop inclusivist programmes that will build a productive, prosperous, ecologically stable and culturally vibrant society where each and every citizen benefits in meaningful measure

We have to open out the agenda of debate beyond ideological clichés if we are to avoid a future economy where mass poverty exists side by side with minority affluence Such a society cannot be democratic and must collapse into renewed oppression and conflict

There are three important areas of policy which help pave the way for a more informed interaction between us The first is to understand the nature of the strong opposition of Cosatu to present economic policies of capital and the state At the centre of such policies is a belief in a free market which, it is held, entails privatisation and deregulation

Shed obligations

In our view, the free market solution to all our economic problems, which is systematically pumped through our media, is providing a cover for very much narrower concerns and interests of capital and state

In short, the concern of capital is to cut costs to retain profitability and that of the state is to shed its obligations to solve its fiscal problems There is no coherent thinking about the effects of implementing such policies in the wider society

The effect is that such policies constitute a systematic attack on the working class in particular because they have manifest impacts on wages and employment with no gains made elsewhere There are also other long-term costs of present policy which are not being considered These policies, therefore, are going to increase conflict, particularly bearing in mind the Labour Relations Act and attacks on industrial councils, undercutting negotiation forums

Narrow interests

If we could attain a more considered approach based on negotiation within credible forums, then certain potentials within privatisation and deregulation could be developed There is a component of privatisation which is important and that is the question of management accountability for its actions If deficits are met by state subsidy, then this must have an effect on managerial style when compared to a situation of a self-financing enterprise

Equally with deregulation, if it is applied to removing protection of narrow interests, then important changes could be affected These issues are more complex and more fruitful to the wider society However, at present these potential positive measures will not emerge

We will have to accept that, while the present economic policies of capital and the state, along with the extreme concentration of economic power within a handful of conglomerates, will be the starting points of capital, they will be unacceptable end points for workers and the broader liberation movement

The second task is to confront the issue of whether an inflow of foreign capital and foreign aid will be a solution within our post-apartheid economy Particularly around the issue of sanctions a popular wisdom has developed that our problems are caused by disinvestment and sanctions and that our problems will, therefore, be solved by a future influx of foreign aid and capital There is a lot of talk about Marshall Aid-type plans

Such a growth path expectation is dangerous It is dangerous because it is unlikely to happen on the scale envisaged by its proponents This will only serve to delay the vital restructuring required in our domestic economy For the structural reasons outlined in other papers here and identified by our own research work, the South African economy, even without apartheid, will not attract massive or sustained capital or aid inflows We face a much more serious problem of a capital outflow

We should also not underestimate the long-term implications of events in the USSR and Eastern Europe These economies — with a superior infrastructure and vastly more skilled manpower — will offer very attractive investment prospects to Western capital

We must start now on the work of restructuring and developing our economy rather than delaying in the expectation of a foreign aid

☐ *A concluding extract will be published tomorrow*

Fawu boost in Transkei

140A

THE Food and Allied Workers' Union (Fawu) is set to step up its recruitment drive in the Transkei over the next few months and boost its overall membership beyond the 100 000 mark

The union has already signed up about 7 500 members — more than a third of a potential membership of 19 000 — in the homeland

A Fawu spokesperson said that while some of these members, such as those at Tanda Milling in Umtata were of long standing, most had joined the union since Transkei ruler General Bantu Holomisa adopted a more sympathetic attitude towards the labour movement

The spokesperson said demand for membership was so great that Fawu was sending 10 000 membership forms to its East London branch

Among Transkei companies where Fawu has won majority membership is the giant Magwa tea corporation in Lusikisiki

This week Fawu signed an interim agreement with Ohlsson's Breweries in Butterworth which has been plagued with labour unrest since last year

Fawu members in the Transkei will fall under the East London branch but Fawu is considering opening an office in the Transkei

The dramatic growth of membership in the Transkei means the union will have to debate within its ranks the thorny question of registration

Presently there is no question of registering since Fawu does not recognise the Transkei as an independent state

Several other Cosatu affiliates are also making major inroads in the region

They include the National-Union of Metal Workers of South Africa which has been assisting Fawu sign up members

Meanwhile, the Transkei is preparing to adopt new labour legislation this year

Together with KwaNdebele, the homeland has commissioned Unisa's Professor Nic Wiehahn to investigate labour disruptions, with a view to drafting new legislation

Another homeland government has also drafted new labour legislation

Enoch Mabuza's Kangwane is set to pass labour laws which include the extension of trade union rights to domestic and farm workers - excluded from labour legislation in South Africa

South 25/11/90 - 3/11/90

25 to January 31 1990

South LABOUR

Ppwawu, bosses meet in bid for calm

South 25/1/90 – 31/1/90

THE Paper, Print, Wood and Allied Workers' Union (Ppwawu) is to meet management this week in a bid to resolve tensions which have developed at four plants where more than 800 Ppwawu members have been on strike for the past fortnight

A Ppwawu spokesperson said the union had proposed a meeting because it wanted to avoid violence in the strike

Workers have been barred from the premises at Bellville and Germiston

The workers downed tools earlier this month after a breakdown in wage negotiations

They are demanding an increase of R1,15 on the current minimum hourly wage of R4,29.

The company has offered a 63 cents increase on the hourly rate based on a 46-hour working week or a 64 cents increase based on a 45-hour week

A shopsteward at the Bellville plant said workers at the mill had rejected this as they wanted a 45-hour week with no loss of wages.

The workers also want an increase in the shift allowance at the plants which operate non-stop throughout the year, and March 21 and June 16 as paid holidays.

Ppwawu has claimed that the company has been trying to persuade workers at a fifth plant, the Umgeni mill, not to join the strike.

The company has denied this and said the mill was operating "normally"

The strike has developed into a battle to protect centralised bargaining at the company.

A spokesperson for Ppwawu said management was attempting to persuade workers at individual plants to sign a document saying they accepted management's offer.

(1409)

The spokesperson said this was an attack on the national bargaining procedures won at the plant two years ago.

There is a partial strike at Mondi Paper Pulp Mill in Richards Bay.

Meanwhile, about 250 Ppwawu members are poised to down tools at the BruPly sawmills in Elgin and Stellenbosch, but the company has threatened legal action on the grounds that this would represent a repeat strike — outlawed by the Labour Relations Act.

A Ppwawu organiser said the company was claiming that a two-hour stoppage last year was also in connection with wage demands, but the union had denied this

140A

BUSINESS

A new glasnost creeps into a less-shy Gencor empire

Gencor pursues a new policy of openness — and admits 18 000 jobs have been lost at its gold mines. ANN FRIEDMAN reports

THERE has been a new policy of *glasnost* in Gencor South Africa's second largest mining house has over the past few months been adopting a very open attitude to publicity

One of the things the corporation's gold division is open about is the extent to which it has cut back its labour force, as part of its attempt to contain cost increases

It is not the only mining house to have cut employee numbers Rand Mines this week admitted it had done so too, but refused to disclose by how much

The National Union of Mineworkers views the current level of retrenchments in gold mining as a major problem

At Gencor's gold mines, employee numbers dropped to 78 000 in September last year from around 95 000 in September 1988 — an 18 percent cut Since then, however, the situation has stabilised with the corporation's gold mines now employing between 78 000 and 80 000 people, Gengold managing director Gary Maude said this week

Retrenchments account for only 20 to 25 percent of the jobs which have been lost Voluntary retirement and transfers account for the rest.

Maude stressed costs have been reduced proportionately — labour cuts have contributed about 40 percent of the reductions in costs, with the other 60 percent coming from controlling other factors such as wastage And the retrenchments have included about 10 percent white workers

The attempt to contain costs has been successful for Gengold working costs per kilogramme of gold were reduced by 2,2 percent in the December quarter, after rising by only two percent in the September quarter This helped working profits for the 13 Genmin gold mines rise by seven percent over the quarter to R194-million — where in the March quarter last year working profits fell by 21 percent to R157-million

Maude said a gold price rise was certain, but he was optimistic about this year, even if the gold price did not go up, because Gencor's mines were now producing efficiently

Gengold's labour force cuts last year were part of a deliberate long term strategy, which stands in contrast to those of the other mining houses Maude argued last year that what Gencor was doing in a planned manner was what the other mining houses might find themselves doing this year in response to circumstances

"We took a view in mid-1988 that the gold price would not improve for the next 18 months in real terms and we worked through the implications that we would have to reduce the tonnage milled and we would therefore have to reduce the number of people we employed "

The planned cuts gave time for proper negotiation with trade unions, Maude said

But NUM assistant general secretary Marcel Golding said the union was not entirely satisfied with the way Gencor had proceeded with retrenchments and was in dispute with the group's Kinross mine

Mines plan on a five-year basis but many workers were given only two months' notice of retrenchment And severance pay was in some cases as low as three days' for every year of service, Golding said

The union believed it should have a say in manpower and production levels, he added

About 60 percent of the workforce on Gencor's 13 gold mines is unionised, although this ranges from 95 percent at a mine such as Grootvlei to as low as eight percent at Beatrix, according to Maude

Gencor mines may see some further retrenchments or transfers in future, since certain of its mines are due for closure or for production cuts

About 600 jobs will go at Stilfontein, which employs around 5 000 people, and is to be mined more selectively Marievale is being closed down over the coming 18 months to two years Bracken has run out of gold and is on a planned path to closure over three to four years Its workforce is down to about 2 500

But the outlook is much brighter for Gencor's other mines such as Oryx and Unisel

It is also opening a new mine, Weltevreden, which is expected to start up next year

Maude cautioned it would need a gold price of $650 an ounce before Gencor could return to bringing in new projects at the kind of rate seen 15 years ago

However he said developments at Weltevreden and Oryx mines would result in increased employment and in three years' time the labour force could be back to 95 000

140B 200 160

South 25/1/90 - 31/1/90

Support demos for Sats strikers

By CHIARA CARTER

WIDESPREAD factory protests against SA Transport Services (Sats) are planned to take place in the Western Cape next week.

The protests are intended to express solidarity with striking Sats workers and to protest a 15 percent hike in train fares due to be implemented next week

Next Thursday has been declared a "Day of Action" with protests at stations throughout the Peninsula, marches in industrial areas, factory meetings and the beginning of blacking action against Sats.

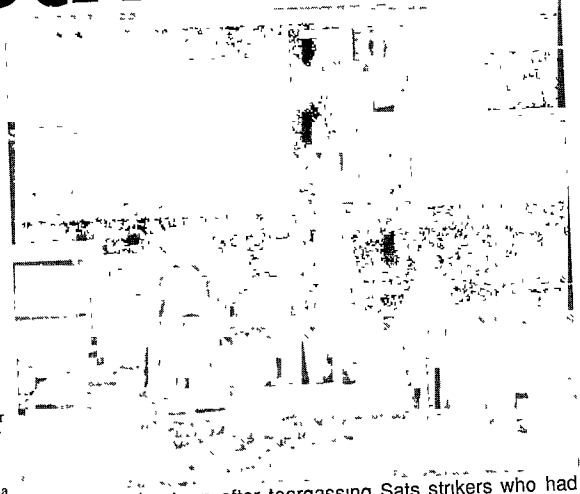
The demands of the Sats strikers are among the demands which will be taken to parliament by a people's march organised by the MDM's Defiance Campaign Committee to coincide with the opening of parliament the following Friday

This Saturday the South African Railway and Harbour Workers' Union (Sarhwu) is holding a lunchtime rally at Sr Francis in Langa - the centre of anti-strike vigilantes

Another march and rally will take place in Khayelitsha the following Saturday

Meanwhile, mediation in the 11-week dispute between the Sarhwu and Sats continued this week

The union is demanding that Sats agree to recognise Sarhwu, that the minimum wage be increased to R1 500 and that Sats agree to reinstate all workers dismissed during the marathon strike



Police board a train after teargassing Sats strikers who had earlier taken part in a march through central Cape Town

Poor conditions, low pay the reason, claim operators

Sowetan 25/1/90

400 taxi drivers sign up with trade union

140A

By JOSHUA RABOROKO

MORE than 400 taxi drivers in the Vaal Triangle have joined the Transport and General Workers Union

They joined the union because of low wages and poor working conditions, they say

This was confirmed by shopsteward Mr Oupa Radebe, who said drivers did also not enjoy statutory rights such as the Unemployment Insurance Fund and sick leave

They were not members of any pension, medical or provident fund schemes

Fines

Drivers were also fired without proper inquiries being held

He said taxi drivers were often made to drive unroadworthy vehicles

When traffic officials imposed heavy fines the drivers had to pay the fines.

"Our employers force us to pay these fines saying we are responsible for the offences

"Most of our colleagues have lost their jobs because they did not have money to pay the fines

"They did not earn a living wage," Radebe said

He said most taxi operators were tempted to steal money from their employers because they were paid so poorly

The drivers also worked long hours, "just to make our masters rich"

According to Radebe, most drivers earned R100 a week although a lot of them were married and had families to support

"Because of these factors, we found that by joining a union our rights are protected and we have a vehicle through which our grievances can be voiced," he said

A spokesman for the union yesterday confirmed that about 460 taxi drivers had joined

The union will be meeting with different taxi associations in the area to negotiate with them about workers' problems

Demands

If the move was unacceptable to the employers, the union would show its strength, just like it did against other managements that failed to meet workers' demands

A Cosatu spokesman said the congress's affiliates would soon enter the townships, where, he said, workers were not earning a living wage and conditions were deplorable

A taxi-owner, who did not want his name mentioned for fear of reprisals, said that although owners of taxis were not "union busters", they did not think it was wise for taxi drivers to join a trade union

Taxi-owners were not making enough money in the industry, he added

He conceded that the drivers were not paid high wages, but added that "they make enough through theft and misuse of our vehicles"

'Significant' SATS, union talks progress

Cape Times 26/11/90

(140A)

JOHANNESBURG — Significant progress was made in negotiations between SA Transport Services and the SA Railways and Harbour Workers' Union, which ended at 4am yesterday, mediator Mr Charles Nupen said.

In a statement issued early yesterday Mr Nupen, of Independent Mediation Services of SA (Imssa), said "The parties will report back to their constituencies on the progress made in negotiations"

He said he was unable to disclose any other information but a further statement would be issued today

The mediation, which is aimed at ending the 12-week-old SATS strike, resumed at 10am on Wednesday following a marathon 14-hour mediation session on Tuesday

Wednesday's mediation seems to have ended positively with "significant progress" having been made in a gruelling 18-hour session, with the parties taking only short breaks between sessions

SATS and Sarhwu decided on mediation last Thursday.

Both parties have agreed not to disclose any information on the issues under mediation

The three-month-old strike has claimed the lives of more than 30 people in clashes between supporters and non-supporters of the strike

Violence and attacks on SATS property — which have caused damage of about R40 million — have characterised the dispute since workers downed tools on November 2 last year — Sapa

Cosatu calls for low cost/ high wage growth path

CAPE TIMES 26/1/90

140A

The second and last extract from a paper read by Cosatu economic adviser Alec Erwin to the Paris conference last month which was attended by ANC leaders and South African businessmen and trade unionists.

OUR present economy can be characterised as a high cost/low wage manufacturing economy The present economic policies of both capital and the state will perpetuate such a growth path or, more likely and realistically, a non-growth path

The challenge Cosatu is addressing is to turn this direction around and restructure the existing economy to a low cost/high wage growth path Such a link hinges on an increase in productivity

However, in achieving an increase in productivity, the objectives would be to lower relative prices of manufactured goods to expand production of basic social infrastructure and consumer goods to meet mass needs This must raise incomes through rising wages and increased wage employment

Need for planning

Such an economic turnaround or restructuring requires a coherent strategic plan and conception in key areas The key areas are

- ☐ Investment policy which would link foreign investment to technology and markets, which will increase employment and make us more and more competitive on international markets
- ☐ A science and technology programme
- ☐ A manpower programme which integrates our skill needs and which is related to education
- ☐ Health and welfare
- ☐ Environment
- ☐ Recreation and tourism

The stress here is the need for such planning to be coherent and integrated and not piecemeal This planning process will have to learn from planning experiences in both socialist and capitalist mixed economies

Centrally planned economic policies are not appropriate to either the political situation or the economic resource base of the economy We are researching and discussing parametric planning that will effect a restructuring of the economy

This raises the central question of nationalisation The socialist and capitalist experiences of nationalisation require us to go into a very much more detailed and disaggregated approach to this problem

In directing production, the judicial control of assets by the state is not the complete answer to this problem Neither is the unfettered ownership of free-market capitalism nor the bureaucratic control arising from the state's judicial ownership

New policies

There will have to be social control over production effected through a range of ownership forms and where the market plays critically important roles We are going to have to forge new policies

The conclusion I wish to make is of central importance The processes of planning that will restructure and develop our economic future must be effected by democratic structures which exist not only at a national level but at regional and local levels, but, more important, both within the institutions of the wider civil society and within all processes of production

Sats, union agree to end strike

By Drew Forrest (140R)

SA Transport Services and the SA Railway and Harbour Workers Union have reached agreement on all disputed issues in the three-month rail strike and will formally sign a settlement deal tomorrow

This was announced today by Mr Charles Nupen, director of the Independent Mediation Service which has been mediating in the dispute

In terms of the agreement, Sats will recognise Sarhwu and bargain on wages and conditions in areas where the union is registered

The agreement also provides that 11 strikers, including 23 000 who were fired, will be re-employed if they apply for their jobs between January 31 and February 6

Both Sats and Sarhwu will report to their "constituencies" today before signing the agreement

Other terms of the deal are

- Strikers will receive their 1989 annual bonus and will be reinstated on the Sats pension scheme, but will forfeit benefits for the period of the strike
- Past disciplinary records will be disregarded and workers will not be disciplined for striking
- Evicted strikers will be reinstated in Sats hostels

The strike was one of the bloodiest and costliest in South African history, leading to over 30 deaths and R40 million damage to Sats rolling stock

Star 26/11/90

SATS STRIKE (140A)

It takes time

Mediation in the seemingly interminable Sats labour dispute was going well, according to a key source on Tuesday Should the process bring a solution, mediation will have proved to be a vital element of the industrial relations system

Mediation is often confused with another resolution mechanism, arbitration Charles Nupen, mediator in the Sats dispute and head of the Independent Mediation Service of SA (Imssa), says both mechanisms entail agreement by the parties to bring a third party in to assist with resolution of the dispute "The difference is that in mediation the third party plays the role of facilitator, the terms of resolution being ultimately determined by the parties themselves In arbitration, however, the parties say to the third party 'Make a decision for us, and we agree that the terms will be binding on us'"

Leading labour lawyer John Brand says "While both arbitration and mediation have come to be widely used, choice of one or the other method depends on the nature of the dispute Generally arbitration is used when there is a dispute about existing rights, or an interpretation of an existing right, particularly where there is an objective or definite answer" FM 26/1/90

He gives the example of a dispute suited for arbitration being that over whether a worker falls into one grade or another in terms of an agreement, or whether a dismissal is fair or not However, a dispute over paying a worker more would be a dispute over a new right, and suited more towards mediation The rights a party is seeking to establish are new rights, where there is no precedent "In this instance, a neutral outsider is preferred to facilitate agreement on the new right"

"The Sats dispute is a classic case of a dispute over new rights," says Brand, "the recognition of the union, a new wage and working regimen, and where the company is not obliged to agree to anything"

Brand suggests that the Sats strike lends itself to the current process of mediation, as mediation is suited to identifying real disputes and real issues

"By imaginative means, a mediator is able to find out what real possibilities of settlement exist — what is frequently referred to as the 'real bottom line' which is often quite different to adopted public stances"

An example would be that workers who want pay upfront at the end of a strike may demand strike pay, the company publicly says it will never give strike pay The imaginative solution might be to allow the workers

FM 26/1/90 (140A)

to cash in their leave

Meanwhile, sources in Sats indicate that a major obstacle in the strike is likely to be removed

The *FM* learns that Sats is prepared to take back all 23 000 fired strikers, as a gesture of reconciliation and also because in the current political climate, finding replacements is virtually impossible

Apparently the intervention of the MDM brought a measure of stability to the Sarhwu negotiating team Meanwhile, Sats has promised to investigate how 1 000 armed non-strikers managed to congregate at Germiston station before attacking a train-load of strikers and commuters, in which six people died

MONDI STRIKE (140A) (12)

Union setback

Another strike-hit company, Mondi, has managed to deflect labour's most potent weapon — its ability to halt production.

Mondi spokesman Brigid Hopkins says production at all five of the company's strike-affected board mills resumed this week under the emergency power of casual labour and remaining staff This obviously means a drop in the skills level at the workface, yet it represents a major blow (after the SAB and Sats strikes) to Cosatu's Print, Paper, Wood & Allied Workers' Union

In another setback for the union, Mondi has been able to get members at the Umgeni plant to accept the company offer — though Hopkins stresses that this is strictly on an individual basis and does not subvert the current standing agreement The union was unable to win a strike ballot at the plant

Union sources describe the move as "a big setback" but suggest it would be wrong to see the union as caving in Most workers at four of the plants are still on strike and production is far from normal, say union officials The decision is likely to bring internal argument but the union remains in a relatively well-organised and powerful position nationally F/M 26/1/90

Mondi has been keen to see an eventual break-up of divisional bargaining in favour of returning to plant level bargaining, and the Umgeni plant was seen as a weak point in union resistance to the plan

It would be sad indeed if the strike became violent Worker violence in both the SAB and Sats strikes wreaked hardship on strikers Fawu lost hands down and Sarwhu is fighting a rearguard action in its current strike

The Mondi strike, however, is showing signs of not degenerating into chaos Mondi has wisely (like SAB) resorted to legal lockouts at Bellville and Springs (and court orders were not needed, as the union accepts this as management's right) The union has also stressed its commitment to nonviolence

It is likely that the dispute will return to a straight fight over wages

This will be interesting as the gap is narrower than in other recent disputes the union wants R1,15 (26%) on the minimum rate of R4,29 an hour, while the company has made a final offer of 72 cents (16,8%). The company offer would bring the monthly minimum to R970

Meanwhile, strike action increased slightly at the Richards Bay pulp mill with 200 union members out Last week Mondi said only 160 out of 712 employees were on strike ■

(1604) (182) (200)

SATS poised to recognise Sarhwu

By CHARL DE VILLIERS

THE SA Transport Services (SATS) is poised to negotiate interim recognition of the SA Railways and Harbour Workers' Union (Sarhwu) after a violence-racked 84-week strike that cost at least 27 lives and millions of rand

Following a marathon mediation effort, SATS and Sarhwu yesterday arrived at a basis of settlement to end the strike, mediator Mr Charles Nupen said yesterday

The proposed settlement will become effective only when the parties meet in Johannesburg today after returning to their constituencies for final ratification before signing, he said

The agreement provides for.

- Re-employment of all dismissed and striking workers on the same conditions of service applying to them at the start of the strike if they return by February 6,
- The commencement of negotiations in terms of an interim recognition agreement as soon as the strike is settled;
- SATS to recognise Sarhwu and bargain wages and conditions of service with the union in regions where it registers under the Labour Relations Act,
- Workers to be paid their 1989 annual bonus and reinstated in the SATS pension scheme, but with the loss of benefits for the period of the strike;
- Paying out of leave pay accrued since the strike started,
- Past disciplinary records to be disregarded and no disciplinary action to be taken against former strikers — excepting in cases where workers convicted of serious acts of violence;
- Reinstatement of workers evicted from SATS hostels, and
- Arbitration under the auspices of the Independent Mediation Services of SA on any unresolved disputes arising out of the return to work.

Violence involving clashes between striking and non-striking workers — dubbed SATS-inspired "vigilantes' by the union — and police action claimed at least 25 lives

The dispute hinged on Sarhwu's demands for recognition by SATS, a R1 500 minimum monthly wage and an end to privatisation of SATS

Workers lost R45 million in wages and damage to SATS property reached the R38,5m mark. Almost 23 000 of the more than 26 000 strikers were dismissed.

Commenting on the proposed settlement, acting director of the UCT graduate school of business Professor Frank Horwitz said it was "encouraging to see that mediation had assisted with facilitating the move towards reconciliation"

Welcoming the end of the strike, Anglo American Corporation director Mr Bobby Godsell also complimented the role of mediation in bringing the parties to settlement

New era dawns on railways

Strike all but settled and union recognised

DREW FORREST

IT HAS been a long, slow, painful and costly birth, but a new industrial relations era may finally be emerging on the railways

After a week of gruelling mediation by the Independent Mediation Services of SA, it was announced yesterday that SA Transport Services and the SA Railway and Harbour Workers Union (Sarhwu) had agreed to settle the bitter, three-month rail strike

The settlement will only take effect once it is signed in Johannesburg today, but informed observers say peace looks in the bag Sarwhu was set to report yesterday to its members, notably in the strike centre of Natal

Leading to more than 30 deaths, many in pitched battles between strikers and non-strikers, the loss of R44 million in wages, R40 million in damage caused to Sats rolling stock and seven derailments, the dispute may be the costliest since the 1922 Rand Rebellion

It prompted a peace plea by the Minister of Mineral and Energy Affairs Dr Dawie de Villiers and the direct intervention of the Mass Democratic Movement.

Reason wins

But the settlement, which called for major concessions by both sides, is a victory for reason and the spirit of compromise

At the heart of the battle lay the recognition of Sarwhu, an issue underlying three rail strikes in as many years Worker pressures over pay and a new disciplinary code, and Sats' dismissal of 23 000 strikers, were complicating factors

Under the final settlement, Sats has agreed to recognise and talk wages with Sarhwu in areas where it is registered under labour law The union has applied to register for its southern Natal stronghold, and interim recognition talks will kick off as soon as the strike ends

Sarhwu initially pressed for a R1 500 minimum wage, but as Sats had already negotiated rises of up to 27 percent for its 80 000 black workers last year, it was never likely to enter fresh pay talks

After an internal tussle, allegedly between national leaders and hard-line shopstewards in the regions, the union dropped its pay demand

But the settlement deal opens up the possibility that Sarwhu will bargain for its southern Natal members when official railways pay talks start in April

Although Sarhwu has only broken through on recognition in Natal, there can be little doubt that it is the future voice of black railmen

'Tame' union used

Its main opposition, the Sats Black Trade Union (Blatu), is said to have been promoted by management in the early 1980s to keep "radical" unions at bay Virtually wiped out in southern Natal, it is threatened with dwindling support across the country

If Sarhwu yielded most on pay, the main climbdown on the dismissal of strikers — a survival issue for the union, as a sizeable chunk of its membership was on the line — has been by management

In proposals before Christmas, Sats offered to re-employ only half the fired workers The loss of accumulated benefits also appears to have been at issue Under the settlement, all strikers have been re-employed and reinstated on the Sats pension scheme, although they will forfeit pension benefits for the strike period

Sats has also agreed to ignore workers' past disciplinary records and not to treat the strike as a disciplinary issue — although it reserves the right to take action against workers convicted in court of violent acts

No simple explanation can be offered for the extremely violent character of the strike

Long-fermenting worker grievances in the absence of negotiating channels, the duration of the strike, the fact that many Sats employees and casual workers blunted the strike weapon by maintaining services, and the exposure of a far-flung rail network to sabotage are all factors While "scabs" have certainly been a major target of violence, most of those killed appear to be strikers and commuters

A sinister development in recent weeks was the emergence of a heavily armed non-striking vigilante band centred on the Braamfontein railway station, which ambushed trains carrying striking workers at Braamfontein and in Germiston.

Questions were raised about the police role in the violence, with Sarhwu alleging that the SAP acquiesced in, and may have actively promoted the Germiston attack

The police denied this, saying they moved to quell the violence as soon as the necessary reinforcements arrived

The union also complained that police in certain centres, notably Pretoria, were preventing strikers from meeting.

While Sarhwu suggested that the vigilantes were an official strike-breaking force, there is no evidence that senior Sats management connived at or even knew in advance of the attacks. The possibility that white Sats supervisors were involved cannot be discounted, however

Whites complain

Whites were said to have led an assault on union offices in Empangeni, and sources said supervisors must have known when the vigilantes took time off work for their attacks

Whites, who played a central strike-breaking role, complained bitterly of intimidation during the strike and one white rail union approached Minister of Law and Order Mr Adriaan Vlok for increased police protection

Later South Africa's largest white labour grouping, the SA Confederation of Labour, announced that it would call on the Government to cut off funding for "unrestrained action" by Cosatu unions

Sats employs as many whites as blacks — 80 000 in each case — and white rail unions are a significant force in the Sats Labour Council.

One of the main tasks now facing management will be to sell the strike settlement, and in particular the terms on re-employment, to its white workers and their representatives

Print workers' R750m benefit fund carved up

S/Times 28/1/90 140A

By Robyn Chalmers

SEPARATE employee benefit funds have been set up for printing industry workers as a result of liquidation of the R750-million National Industrial Council (NIC) pension fund

The NIC-administered pension fund was liquidated when the SA Printing and Allied Industries Federation (Sapaif), representing 75% of employers, withdrew from the council last year

Easier

Sapaif executive director Chris Sykes says the various employee benefit funds, including medical-aid and pension funds, will be administered by the SA Typographical Union (Satu), which represents workers

Mr Sykes says the pension scheme, by far the largest of the funds, will be structured differently

"We have changed from a defined end-benefit to a money-purchase scheme. This is because a money-purchase fund is easier to administer and requires no guarantees from any particular organisation or employer

"Employers will have trustee representation on the funds in their own right. Although primararily Satu will administer the funds, Sapaif will have some say"

Criticism

The federation will continue to provide services to its members, including training and industrial relations advice, but will no longer negotiate with workers on the behalf of its members

Mr Sykes says Sapaif has applied to become a Section 21 company, which means it will no longer be an employers' organisation in terms of the Labour Relations Amendment Act.

The new company, to be called the Printing Industries Federation of SA, should come into operation within the next few months

Mr Sykes says the company is considering setting up its own medical-aid scheme and pension fund, as some members are not happy with the Satu arrangement.

After Sapaif withdrew from the NIC in August 1989, it was criticised by the Paper, Printing, Wood and Allied Workers Union (Ppwawu)

The black union had applied for membership to the council two months before Sapaif decided to pull out.

Ppwawu accused the federation of trying to prevent it from gaining access to a national bargaining forum and the huge pension fund

The trade union produced documents which it alleged pointed to a plan by firms, including Kohler, Consol and Barlow Rand subsidiary Nampak, to prevent Ppwawu from joining the council for fear of national strikes, political demands and the hijacking of Satu by Ppwawu.

Minutes

Mr Sykes says newspaper reports on the documents at the time — last October — did not accurately reflect the situation.

"The documents were minutes of a meeting which took place at the Midlands Chamber of Printing We were discussing the pros and cons of Ppwawu's application, but the slides which were used were taken out of context and used verbatim.

"We withdrew from the NIC because it could no longer serve our members' needs Ppwawu's application was a catalyst, nothing more."

Sapaif's withdrawal from the council effectively caused its collapse and destroyed Ppwawu's plans for centralised collective bargaining in the industry

This is one of the primary reasons for the current large-scale campaign being planned against Barlows by six Cosatu unions

The unions believe Barlows is encouraging the dissolution of the industrial council system in order to open the way for decentralised, plant-level bargaining

It is believed that Ppwawu and five other Cosatu affiliates have issued ballot papers to union members to see whether they will support industrial action against Barlows

The Sats strike is over!

By SOL MORATHI 140A

THE COSTS of the longest-running strike in the history of South African Railways have been heavy – but the settlement has been hailed as a victory for all South African Transport Services (Sats) workers

The strike which began in October last year, was marked by assaults mass dismissals arson attacks, deaths and destruction of property

Innocent people some not employed by Sats lost their lives and property Families of Sats employees were also caught in the crossfire

About 37 people among them children were killed in strike-related incidents and hundreds of South African Railway and Harbour Workers Union (Sarhwu) members and strike breakers were injured

Sarhwu general secretary Martin Sebakwane gave a diary of strike-related incidents in an affidavit which alleged police failed to intervene

- On November 6 1989 strikers were attacked at Mzimhlophe station in Soweto
- Strikers were attacked at Benoni's Dunswart station on November 7 20 and 27
- On December 7 scores of commuters were injured when a group of armed non-strikers attacked a train at Braamfontein station Police did nothing to prevent the attack
- On December 8 non-strikers attacked strikers at Langlaagte Once again police did nothing to prevent the attack
- The same day strikers were attacked at New Canada station
- On Decemeber 11 strikers were attacked at Luipaardsvlei hostel outside Krugersdorp The attackers were allegedly accompanied by police and
- On December 12 a Sarhwu worker was attacked at Johannesburg station in the presence of police They allegedly told the worker to return to work or they would allow his attackers to kill him

One other victim of the violence that became part of the Sats strike

Sats lost R40 million during the longest strike in its history but the settlement has been hailed a victory for all workers.

A victory for workers in spite of violence

Another serious confrontation between non-strikers and strikers occurred at Germiston station on January 9 this year

Eight people were killed and many seriously injured when the train they were travelling in was ambushed by non-strikers

Before Friday s agreement 22 900 workers had been dismissed

Sats suffered losses of R40 million in destroyed or damaged stock

The resolution to the strike signed by representatives of Sats and Sarhwu in Johannesburg yesterday is being viewed as a victory for Sarhwu by labour organisations

The strike ended with Sats agreeing to recognise Sarhwu and to unconditionally reinstate strikers

But those convicted of acts of violence may be subject to disciplinary action

Sats has also agreed to negotiate wages and conditions of service with Sarhwu in areas where it obtains registration under the Labour Relations Act

Sarhwu has applied for registration in southern Natal and will apply in other areas in the near future

It was also agreed that all dismissed workers return to work in the same grade job and at the same wages as applied to them before the strike if they return before February 6

Workers will receive an annual bonus for 1989 and will be reinstated in the Sats pension scheme

However they will forfeit benefits for the strike period

Strike mediator Charles Nupen said the date workers returned to work would be taken as the date employment began for the purpose of "calculating future leave and sick pay benefits

Leave accrued when the strike began would be paid out said Nupen

Sebakwane said the settlement was not only a victory for the negotiators but one for the workers

Sebakwane said there were rumours certain white Sats employees were not happy about the settlement agreement but he indicated Sarhwu would vigorously pursue the policy of one industry one union

This is a victory for all Sats workers and the whites who are allegedly unhappy about the recognition of our union should acknowledge this

The agreement reached today is the real test for the future," he said

The strike revolved around three major issues

- Sarhwu wanted official recognition as a union but Sats said it must register before it could be seen as representative
- The union demanded a minimum wage of R1 500 a month (300 percent up from the present R600), and
- Sarhwu wanted all workers sacked during the strike to be reinstated.

Haggie Rand offer

ADELE BALETA (140A)

HAGGIE RAND management has met National Union of Metalworkers of SA (Numsa) representatives to discuss Haggie's offer to facilitate a meeting with Inkatha's United Workers' Union of SA (Uwusa) on inter-union violence at the Germiston plant. B/Day 29/11/90

In a statement Haggie MD John Milburn said management rejected Numsa's suggestion at Friday's meeting that the company was favouring Uwusa and so could not be an impartial facilitator.

Five workers have died and eight have been injured in inter-union conflict at the plant since September when Numsa embarked on an overtime ban.

Union comment was not available at the time of going to press.

Strike has boosted Sarhwu, says spokesman

(140A) (28) (28) Star 29/1/90

By Drew Forrest

Membership of the SA Railway and Harbour Workers Union (Sarhwu) leapt during the railway strike and the union expects to win recognition countrywide within a year

SA Transport Services has agreed to recognise Sarhwu and bargain with it where it is registered The union has applied for registration in southern Natal

But speaking after settlement was clinched on Saturday, general secretary Mr Martin Sebakwane said the union was poised to register in many other areas

Mr Sebakwane said there had been a flood of defections from the rival Black Trade Union

He also stressed that in terms of the settlement, Sats could not extend wages negotiated in its Labour Council this year to Sarhwu members

As Sats had a uniform wage policy, Sarhwu's southern Natal pay package was likely to be adopted countrywide

Key features of the settlement are the re-employment of all 23 000 fired strikers, the reinstatement of strikers on the Sats pension fund and the waiving of strikers' disciplinary records

Sarhwu lawyer Mr Jonty Joffe said other "breakthroughs" include Sats's agreement to submit disputes over the return to work to outside arbitration Railways law aimed to keep such processes internal

Strike settlement is hailed as a victory for SA's industrial relations

B/Day 29/1/90

ADELE BALETA

SATS and the SA Harbours and Railways Workers' Union (Sarhwu) have hailed the settlement ending the strike by about 26 000 workers as a victory for SA's industrial relations

But complex problems remained, and the real test of the settlement lay ahead, the parties said.

The agreement, signed on Saturday, was reached after 12 weeks of intense negotiations between the parties and the union had accepted Sats's request that a mediator be appointed to facilitate the ending of the strike.

The dispute involved recognition of Sarhwu, wage increases, the new disciplinary code and dismissals

Sats agreed to re-employ dismissed workers and recognise and negotiate wages with Sarhwu in areas where it was registered

The union had applied for registration in southern Natal The parties were committed to negotiate interim recognition once the union had registered

A major stumbling block for the union was to obtain a guarantee to negotiate wages, as workers were adamant they would not drop their minimum wage demand of R1 500 a month

140 B

Pressure

While Sats management felt no major concessions were granted, Sarhwu believed it won a major victory in the guarantee that if talks on interim recognition stalled, Sats would recognise the union for the purposes of collective bargaining and conditions of employment 14 days after registration.

"This puts pressure on them to conclude a recognition agreement One of our worries was once we went back to work, recognition talks would drag on," Sarwhu lawyer Jonty Joffe said

Sats's most "significant concession" was that if Sarhwu was not registered by the start of wage talks, management would not extend wage settlements with other Sats trade unions to areas where Sarhwu had applied for registration

This would counter problems over membership tussles between Sarhwu and Sats' sweetheart union, Blatu

Sats senior manager Jan Bredenkamp declined to comment on potential problems involving separate wage agreements with Blatu and Sarhwu

He said the possibility of in-fighting between Sarhwu and Blatu was real, with both unions fighting for members

But Joffe said Sats had reaffirmed its policy not to have a differential wage structure

Recognition

"The effect of the settlement is Sats cannot conclude an agreement with Blatu until they have negotiated with us What they negotiate with us in southern Transvaal would apply to all our members"

The union is processing registration applications throughout the country and believes it will obtain national recognition by the end of the year

All strikers will be re-employed in the same grade and job and at the same wage applied to them at the date of their dismissal Pension benefits will be paid back to them and those eligible will receive pro-rata bonuses They will not be paid for time on strike

Although the union has lost length of service benefits, there was protection for union members in terms of retrenchment and promotion

The union believed there was a major advantage in re-employment, as a cause of the strike was the application of the new disciplinary process The agreement to re-employ effectively wiped out employees' disciplinary records, Joffe said

Sats said there would be problems regarding white unions' acceptance of Sarhwu's eventual recognition

Star 29/1/90 (140A)

About turn on central negotiations

By Drew Forrest,
Labour Reporter

The threatened Cosatu campaign over the bargaining policies of South Africa's largest industrial group, Barlow Rand, is not without irony

Barlows stands accused of trying to undermine central bargaining, and particularly of "pulling the plug on industrial councils, the prime forum for industry-wide negotiation

Six Cosatu unions — in the metal, mining, chemical, paper, textile and food sectors — are likely to mount the campaign, which was approved by the Cosatu national executive committee last year

In the early 80s, Barlows' taste for factory-level bargaining coincided happily with black union suspicion of the industrial council system Anglo American, accused of trying to drive unions into the councils, was then the object of union ire

Unionists say in the immediate post-Wiehahn period, small black unions were outgunned in the industrial councils by white labour, but they now have the numbers, and the power, to exert an influence

Industrial councils also provide a social security safety net whereas none is provided by the State, they argue

"Without central bargaining, there can be no industry-wide benefit or training schemes," one unionist said this week

Behind the union campaign lie perceptions that Barlows subsidiary Nampak played a key role in forcing the collapse of the printing industrial council last year, just as Cosatu's paper union was due to join it

Leaked documents highlighted employer concerns that the union would use the council to win credibility, make political and social demands and mount industry-wide strikes

A number of Barlows firms, notably in the electronics sector, have also quit the Steel and Engineering Industries Federation, apparently over objections to "two-tier bargaining" at plant and industry level

Unions say by forcing them to reach separate agreements at hundreds of plants, Barlows is seeking to dissipate their power and resources, a claim the group denies It points to the examples of Britain and Australia, where decentralised bargaining has sapped union strength

Beyond saying that it would welcome talks with the unions on the threatened campaign, Barlows would not comment But the group has argued that its companies are managed on a decentralised basis and that bargaining merely follows that approach

Stressing that subsidiaries in the food, metal and mining sectors do in fact participate in central bargaining, it strongly denies there is a group-wide strategy to sabotage the industrial council system

Cape Times
29/1/90

End of SATS strike hailed but test to come

Own Correspondent

JOHANNESBURG — SATS and the SA Railways and Harbours Workers' Union (Sarhwu) have hailed the settlement ending the strike by about 26 000 workers as a victory for SA industrial relations, but complex problems remained and the real test of the settlement lay ahead, the parties said

The agreement, officially signed on Saturday, was reached after 12 weeks of intense negotiations between the parties and after a SATS request that a mediator be appointed to facilitate the ending to the strike was accepted by the union

The dispute involved the recognition of Sarhwu, wage increases, a new disciplinary code and the dismissal of 23 000 workers

Among other clauses SATS has agreed to re-employ the 23 000 dismissed workers and recognise and negotiate wages with Sarhwu in areas where it is registered The union has so far applied for registration in southern Natal The parties are committed to negotiate interim recogntion once the union has registerd in the area

Same grade

A major stumbling block for the union was to obtain a guarantee to negotiate wages as workers were adamant they would not drop their minimum wage demand of R1 500 a month

A union spokesman said SATS's most "significant concession" was that if Sarhwu was not registered by the start of wage talks, management agreed not to extend wage settlements with other SATS trade unions in the areas where Sarhwu had applied for registration

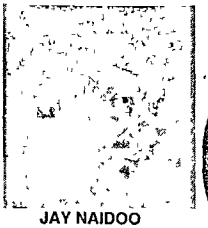
All strikers will be re-employed in the same grade and job at the same wage applied to to them at the date of their dismissal Pension benefits will be paid back to them and those eligible will receive pro-rata bonuses They will not be paid for their time on strike

Sats strike deal

It's back to work

Sowetan 29/11/90

140A



JAY NAIDOO
...Cosatu

THE bloody 12-week SA Transport Services strike officially ended on Saturday with the signing of a settlement agreement by Sats and the SA Railway and Harbour Workers' Union.

The strike claimed the lives of at least 30 people, left hundreds injured and resulted in a loss of wages for strikers of at least R41 million.

Sats and Sarhwu both described the settlement as a major

SA Press Association

breakthrough in labour relations in South Africa

The key figure in the settlement of the dispute, director of Independent Mediation Service of SA Mr Charles Nupen, thanked both parties at the signing of the agreement for their "constructive approach to a trying time".

The breakthrough came after gruelling four-day mediation sessions totalling 48 hours after Nupen was called in last week.

In terms of the agreement, the 23 000 fired strikers may apply for re-employment and Sats will recognise Sarhwu as a representative trade union following registration with the Department of Manpower.

This will guarantee Sarhwu's participation in Sats' wage negotiations in April.

No gains were made by Sarhwu in terms of its original demand of a minimum monthly salary of R1 500.

The union's general secretary Mr Martin Sebakwane, however, described the resolution of the dispute as historic and "a victory

● To page 2

P.T.O.

Sowetan 29/1/90

It's back to work

● From page 1

for the union in many respects".

On the issue of Sarhwu's wage demands, Sebakwane said: "After two months of a very bitter dispute, both parties had to reconsider their positions."

Cosatu general secretary Mr Jay Naidoo said the resolution of the strike had important implications for future relations between Sahrwu and Sats and "had laid the basis for a sound relationship between the union and Sats".

Sats labour manager Mr Jan Bredenkamp said he was thankful the dispute had been settled and expressed hope it would form the basis of a future sound relationship between the company and the union.

The most significant gains made by Sarhwu are its guarantee of participation in future wage negotiations, the re-employment of dismissed workers - a stumbling block in negotiations in which Sarhwu demanded reinstatement - and the union's pending recognition.

Sats public relations officer Mr Leon Els said: "All strikers will be re-employed under certain conditions.

"They will have to sign re-employment contracts, their pension benefits will be paid back to them and those eligible will receive pro-rata bonuses."

The strikers will not be paid for their time on strike.

Fired workers have to re-apply for their jobs between January 31 and February 6 this year.

They will be employed in their same jobs, in the same grade and at the same wages.

Those who are members of the Sats housing scheme have to pay arrear instalments owed by them over a 12-month period.

Those re-employed will lose their years of service and will be hired as temporary workers for two years whereafter they may apply for permanent employment.

Police fire gas at 1 500 unionists bystanders

Cape Times 30/1/90

JOHANNESBURG — Police fired teargas to disperse about 1 500 SA Railways and Harbours Workers' Union workers and bystanders brandishing knobkerries and chanting angrily outside the Johannesburg railway station yesterday afternoon

The small contingent of police was almost encircled as bystanders joined a group of about 400 Sarhwu members who had just come from a meeting, and just outside the eastern entrance to the station teargas was fired

The crowd fled in all directions

The gathering was apparently spontaneous, with workers angry and emotional after a union meeting

By 4pm, with the crowd dispersed, the situation was quiet

Meanwhile, police confirmed that teargas and batons were used to disperse a crowd of people in Wanderers Street yesterday afternoon

A spokesman said the group of 500 or so men who had left Lecton House around 3 30pm constituted an illegal gathering "One teargas canister and a baton drill were used to disperse the group after police warned them to do so

"No injuries were reported to the police" — Sapa

Teargas and batons used after meeting

140A

Police yesterday used teargas and batons to disperse a crowd of about 1 500 Sarhwu workers and bystanders making their way to Park Station after a union meeting

Workers brandishing knobkerries danced and chanted outside Lekton House in Wanderers Street, as the officer in charge of the small police contingent called over a loudhailer: "Where is your leader?"

A bottle was hurled from an upstairs window and, moments later, teargas was fired, the police moved forward and the crowd fled — Staff Reporter and Sapa

Star 30/1/90

Union requests meeting with Mondi

ADELE BALETA

THE Paper Printing Wood and Allied Workers Union (Ppwawu) has proposed a meeting with Mondi in an attempt to break the deadlock over wages and working conditions that has affected four Mondi Board mills and a pulp mill, a union spokesman said yesterday.

Mondi spokesman Brigid Hopkins said the telex proposing the meeting had not been received late yesterday.

The parties reached a deadlock last week after they refused to move on their positions. The union is demanding a minimum wage increase of R1,15 an hour, while management is offering 64c on the current minimum hourly rate of R4,29

This applies to four of the company's board mills

The parties are also at a deadlock over a separate pay dispute at the Richards Bay pulp mill where 400 workers have stopped work. Management has offered 66c an hour increase on the minimum rate and the union wants R1,10 an hour

Hopkins said strikers had not responded to yesterday's 3pm deadline to accept Mondi's offer to backdate their offer to January 1

B/Day 30/1/90

yesterday. CAPE TIMES 31/1/90 (LOD)

Union, Mondi to meet

JOHANNESBURG — Mondi Board Mills management and representatives of the Paper Print Wood and Allied Workers' Union have agreed to meet tomorrow to discuss ways of resolving their wage dispute

Solidarity action in Mondi dispute

ADELE BALETA 140A

MORE than 200 employees at Mondi plants and client companies have taken action in solidarity with the 1 400 wage strikers at four Mondi board mills and the Richards Bay pulp mill, a Paper Printing Wood and Allied Workers' Union (Ppwawu) statement said yesterday

About 100 workers at Waltons Stationery — a Mondi client — stopped work yesterday to support Ppwawu members on a wage strike at the Felixton, Springs, Piet Retief and Bellville board mills and at Richards Bay. Employees were given until 1 30pm to return to work. Management comment could not be obtained

The statement said more than 100 workers at Mondi's waste paper division plants in Alrode and Tulisa Park stopped work for half-an-hour on Monday. And last week there were demonstrations at five Pretoria plants.

Mondi has offered 64c an hour on the minimum for board mill employees and 66c for Richards Bay workers. The union has demanded R1,15 an hour and R1,10 an hour respectively

Mondi management could not be reached late yesterday.

B/Day 31/1/90

Cosatu to study amended labour act

JOHANNESBURG — A Congress of SA Trade Unions team is studying the proposed amendment to the Labour Relations Act and will issue a statement on completion of the study, spokesman Mr Neil Coleman, said yesterday

"Our LRA working committee will meet this week to discuss the campaign and we will issue a statement after that," Mr Coleman said

The Labour Relations Amendment Bill goes some way towards addressing union objections to two aspects of the 1988 amendments that sparked outbreaks of shopfloor militancy

Based on the recommendations of a National Manpower Commission report commissioned by Manpower Minister Mr Eli Louw, it was completed late last year.

It shows that the government intends scrapping that part of Section 79 (2) of the LRA which transfers to unions the onus of proof, in the event of litigation, that members and officials were not acting with union authority in causing financial loss to companies during unlawful strikes

It is expected the bill will become law in the next session of Parliament, which opens on Friday.

Tongaat workers' strike deadlocked

ARGUS 31/1/90

Tygerberg Bureau

STRIKING workers at Tongaat Mushrooms outside Durbanville today refused to go back after management insisted they return to work before talks could start

The workers went on strike yesterday, claiming the company was hiding behind agricultural legislation to avoid industrial laws, and refused to recognise the Food and Allied Workers' Union (Fawu) to which the workers belonged

A spokesman for the workers, Mr Andrew Langevelt, said today the managing director, Mr Derek Chaplain, insisted the workers return to work before negotiations could start.

Workers, however, demanded talks first

Asked for comment, Mr Chaplain referred The Argus to head office in Johannesburg

Mr Richard Baker, managing director of Tongaat Mushrooms in Johannesburg, confirmed that the workers were still on strike but that workers' representatives and management were holding discussions to find out what the grievances were

He said he was not aware of any deadlock before negotiations could start

Asked to comment on allegations made by workers, he said he wanted first to find out which complaints were legitimate

"At this stage it does appear that some of the complaints are not justified, particulalry regarding medical services"

Mr Baker said there was a full-time nurse and a doctor visited the factory twice a week

Sats dispute toll now 22 380 sackings

B/Day 3/11/90

THE Sats strike has entered 1990 with 22 380 workers fired in the eight-week-old dispute which has left at least 16 people dead and scores injured

Sats will continue dismissing the remaining 3 551 striking workers, according to spokesman Ian Bleasdale

No strikers were fired yesterday, but dismissals were expected to continue today

The SA Railway and Harbours Workers' Union (Sarhwu) is expected to contact Sats this week with a set of proposals aimed at ending the dispute which has led to the dismissal of about a quarter of Sats' black labour force

Sarhwu officials were unavailable for comment yesterday as they were in a meeting

Bleasdale said Sats's re-employment programme in Natal had been proceeding "very slowly, but we're hoping it will pick-up soon"

"We are also considering instituting the programme in areas other than Natal"

He said that no reports of violence or damage other than a fire at a station near Mamelodi early yesterday morning had been reported to him recently

"Things are quiet and we're waiting for Sarhwu to contact us — hopefully later today (yesterday)," Bleasdale said

Wages lost by striking workers so far totalled about R21m and damage to Sats property stood at R39m

This figure, however, only applied to damage to "rolling stock" and excluded damage to property other than railway coaches, Bleasdale said

The total breakdown of dismissed workers is

- ☐ Natal — 12 128
- ☐ Southern Transvaal — 6 439
- ☐ Northern Transvaal — 1 517
- ☐ Western Cape — 1 011
- ☐ Free State — 611
- ☐ Northern Cape — 504
- ☐ Northern Natal — 170 — Sapa

Sats strikers throughout SA begin their trek back to work

AFTER the resolution of the SA Transport Services (Sats) strike, 7 500 workers returned to work on Wednesday and yesterday

Sats labour relations senior manager Vic van Vuuren said workers throughout the country had been returning since Wednesday

There had been a "few hiccups" but no major problems

Van Vuuren said some of the "hiccups" had occurred in Durban

Representatives of the SA Railway and Harbours Workers' Union (Sarhwu) could not be contacted as they were holding meetings in Durban, a switchboard operator at Sarhwu's Johannesburg office said

Natal was where most of the 26 000 striking workers were dismissed

Workers have been given six days in which to reapply for their jobs

The re-employment follows a 13-week strike that ended on January 27

Hundreds of small re-employment centres have been established nationwide

Van Vuuren said he thought most workers would re-apply for their jobs However, "some just won't come back", he said.

"Considering the type of strike and past experience, most workers will be back — but some may have found alternative work." — Sapa.

B/Day 2/2/90 (140A)

A long way to go, says Cosatu

STAR 3/2/90 (140A)

LEADERS of the Congress of SA Trade Unions grouped intently round a radio at the federation's Johannesburg headquarters yesterday and took copious notes, but displayed little emotion as the changes were announced.

(140A)

Cosatu general-secretary Mr Jay Naidoo emphasised that, although the unbanning of the ANC and the SACP were "significant and a victory for our people", the Internal Security Act, Supression of Communism Act and the emergency remained on the statute book.

"If De Klerk is sincere about creating a climate of free debate and building a new South Africa, he must meet the demands of the Harare Declaration," he emphasised.

Rail strike was "unnecessary"

140A

C/Press 4/2/90

A labour relations expert believes what the recent Sats strike achieved did not justify the costs in terms of damage and human suffering. CONNIE MOLUSI assesses the repercussions of the 13-week strike

Sarhwu general secretary Martin Sebakwane ...it's the union the workers chose.

THE settlement ending the 13-week-old railway strike has been hailed by the South African Transport Services (Sats) as a victory for both sides, heralding a new era in industrial relations for South Africa

But the cost in human suffering and damage to property was horrific The strike left a trail of death, destruction, maimed people and bitter memories

There were more than 30 deaths – many in pitched battles between strikers and non-strikers – R44 million was lost in wages and R40 million damage was caused to Sats rolling stock, apart from seven derailments

The dispute was so bitter it was dubbed "industrial civil war" and went on for so long it became the costliest since the 1922 Rand Rebellion Yet it need never have happened, according to Unisa School of Business Leadership associate director of labour relations Dawie de Villiers

He did not think the strike was a breakthrough "What was achieved by the strike does not justify the cost that was paid both in terms of human life and damage to property

"It is tragic that when South Africa is trying to move forward to a new era of peace, we have to kill each other before finding a solution over issues which could be settled at the negotiating table," said De Villiers

"I find it difficult to understand what Sats senior manager, labour relations, Jan Bredenkamp means when he says 'the strike established a new era for labour relations' It has not changed any principle for industrial relations All we had was a deterioration of the industrial relations climate," said De Villiers

He could not understand why Sats had to make registration of the South African Railways and Harbours Workers' Union (Sarhwu) a pre-condition for a recognition agreement Almost every second company in South Africa dealt with unregistered unions, so the practice was already established in industrial relations in the country

As an industrial relations practitioner, he found it difficult to believe Sats refused to speak to a union that represented the majority of workers

Commenting on the violence which occurred, De Villiers said that in a strike emotions were bound to get out of control But it was the responsibility of both parties to try to prevent violence from escalating, he said

At the centre of the dispute was the recognition of Sarhwu – an issue which became central in the 1987 railway strike

The outcome of the most recent strike in a sense represents a turning point in the relationship between Sats and Sarhwu, as the 1987 strike ended without union recognition being achieved

Sarhwu has also dropped demands for a wage increase, which will be discussed at the annual negotiations in April

Bredenkamp said the settlement was significant in several respects The most important for him was that "it is the first time a State department operation has undertaken to recognise a Cosatu affiliate"

Sarhwu general secretary Martin Sebakwane agreed with Bredenkamp's views on the significance of the settlement Sarhwu was a South Africa Congress of Trade Unions (Sactu) affiliate, founded in 1936, which had since then been fighting for equal conditions with white railway workers

"The history of the living wage battle within Sats is historic After so many battles the railways have finally agreed to deal with a union of the workers' choice Within the period of Sarhwu's existence management had dealt with 'sweetheart' unions but through struggle management had to accept Sarhwu as a reality," said Sebakwane

He admits the strike has some political overtones "Of course Sarhwu is part of the Mass Democratic Movement (MDM), committed to democracy and freedom in this country, and will continue to vigorously pursue the ideals and policies which advance the national democratic struggle

"In this particular dispute Sarhwu was addressing itself to the immediate demands of its members, without which their living standards would decline seriously," said Sebakwane

Since the depression of 1933 Sats had given white workers sheltered employment as part of the State strategy in dealing with the problem of poor whites, he said There had been rules and regulations to protect white privilege with gross wage disparity of about 90 percent, with black workers being the lowest paid

The union's winning of re-instatement of workers – although with certain conditions – represented a victory Dismissal of workers would have eroded the union's membership and ruined any further efforts to get support among workers

A distinguishing factor in the most recent strike was that conditions for re-employment were not unilaterally determined by management but there was bargaining before acceptance of the conditions

Sarhwu's recognition is a threat to the future existence of the "sweetheart" railways Black Trade Union (Blatu) which is said to have been promoted by management to keep away radical independent unions

Director of the University of Port Elizabeth Industrial Relations Unit Mark Anstey said Sats and Sarhwu had already gone through two rounds of protracted and violent disputes, from which they could draw a lot of experience to prevent any further such conflict

Parties should develop coherent internal structures that allowed speedy consultation for the purpose of drawing up mandates during strikes

Sats and Sarhwu both had to develop experience of collective bargaining

Sebakwane admitted experience in collective bargaining was missing "Sats workers have no experience of negotiations, because there have never been genuine negotiations at all This dispute presented both Sats and ourselves with a new area of genuine negotiations based on the acceptance of Sarhwu as a reality – a victory which took 53 years of struggle to achieve."

Anstey said the strike had a major lesson for the country not only in industrial relations, but also with regard to wider issues currently in South Africa – that negotiation is a very painful learning process

We're not biased, Haggie tells union

Labour Reporter (140A)

Management of Haggie Rand's Germiston plant has rejected a union charge of bias in inter-union conflict which has led to five deaths among the workforce since September.

The National Union of Metal Workers (Numsa) recently refused a management offer to mediate in the conflict between its members and those of the Inkatha-linked United Workers Union of SA (Uwusa), saying it was not satisfied with the company's impartiality.

A Haggie spokesman said the company had given unpaid time-off to the 37 Uwusa members at the plant after a member of the union had been killed. They had later ambushed rival unionists, but the company could not have foreseen this, he said.

Management had also asked police to act on complaints that Uwusa supporters were loitering outside the factory.

In a statement last week, Numsa said proposals for tighter security and protection for its members had been discussed at a general meeting and would be sent to management.

Scaw strike ends

In a statement last week, Numsa said proposals for tighter security and protection for its members had been discussed at a general meeting and would be sent to management.

Scaw strike ends

A one-day wildcat strike last week by workers at Anglo American's giant Scaw Metals plant ended when management explained that the firm's appeal procedures had not been used, Anglo said in a statement.

The National Union of Metalworkers (Numsa) said about 3 000 workers at the Germiston factory downed tools when an internal hearing cleared a white security officer accused of assaulting a union member. Anglo says 1 200 day shift employees took action.

Anglo said that after threatening a manager, the worker concerned resisted the security officer's attempts to escort him from the works area. STAR 5/2/90 (140A)

● JCI has confirmed a legal wage strike by 200 workers at a Wadeville subsidiary, Stonestreet and Hansen.

But Mr Dave Butcher, managing director of JCI's industrial arm, Lennings, denied Numsa claims that workers at nearby Tilley Macmill had downed tools in sympathy. The latter strike was over a disciplinary issue, he said.

strike was over a disciplinary issue, he said.

'Coates won't pull out'

Fears that British-based Coates Brothers might be planning to disinvest sparked a factory demonstration at the firm's Durban plant on Friday. STAR. 5/2/90 (61) (140A)

This followed a half-day stoppage at the printing ink manufacturer's Cape Town plant on the issue earlier last week, said the Chemical Workers Industrial Union. About 300 workers are employed at both sites

Coates' British parent, Coates Plc, recently came under the effective control of French petro-chemical giant Total, and the union believes Total's large US holdings could lead to disinvestment pressures. It wants Coates to negotiate a disinvestment procedure — a demand the company has refused.

The firm's Durban manager, Mr Dennis Jordan, said that Coates Plc chairman Mr John Youngman was in South Africa and had assured shop stewards that disinvestment was not on the cards. — Labour Reporter.

SOWETAN, Tuesday February 6 1990 Page 4

Call for more reform

FW must now tackle main issues - Nactu

SUCH fundamental issues as the redistribution of land and one-man-one-vote have not yet been addressed by State President FW de Klerk, the National Council of Trade Unions said yesterday.

By LEN MASEKO

Reacting to De Klerk's announcements, Nactu said it believed De Klerk could open the way to genuine negotiations if he addressed the two issues as well as the question of protection of minority rights.

The question of redistribution of land and one-man-one-vote was the fundamental matter which gave rise to conflict in South Africa, the federation said.

However, Nactu welcomed the unbanning of the ANC, PAC and South African Communist Party; lifting of restrictions on political organisations and individuals, suspension of the death penalty and the release of certain political prisoners.

We believe these measures will assist the liberation movement and trade unions in organising openly and in broadening of democracy Nactu said.

The Congress of South African Trade Unions (Cosatu) said such "repressive laws" as the Internal Security Act and the Suppression of Communism Act would still prevent free political activity.

While De Klerk's announcements were significant and "a victory for the people of South Africa, they still fell short of the fundamental steps needed to end to the political conflict in the country," Cosatu said.

Peace

The cornerstones of apartheid, still remained intact. The Group Areas Act, the Land Act, the Population Registration Act and many other repressive laws still remained in the statute books, Cosatu said.

The organisation said: "What De Klerk has announced still does not create the climate of free political activity call for in the Harare Declaration."

South African will never know peace as long as our people do not have the right to decide their future. The only solution is for all South Africans - black and white - to unite and commit themselves to build a non-racial democratic and united South Africa.

Scaw strikers return to work

ADELE BALETA

ABOUT 3 000 strikers at Scaw Metals in Germiston returned to work after management's assurance that an appeal could be made against a disciplinary finding that cleared a white security officer of assaulting one of them, a management spokesman said. B/Day 6/2/90

He said the National Union of Metalworkers' of SA (Numsa) members stopped work on Thursday after a white security officer who had assaulted a black employee was not dismissed at a disciplinary hearing

Numsa said in a statement the worker was assaulted after allegedly failing to obey an instruction by a white foreman.

The worker resisted the security officer's attempts to remove him from the work area.

Employees went back to work after being told the existing appeal procedures had not yet been used

☐ At least 200 Numsa members at JCI's Wadeville subsidiary Stonestreet & Hansen embarked on a legal wage strike on February 1, the union and management confirmed.

Numsa called the strike over management's "refusal to negotiate in good faith with the union".

Strikes raise personal insurance debate

B/Day 6/2/90 (140A)

LINDA ENSOR

THE incidence of violence during industrial action such as the Sats strike has created difficulties for insurance companies and employers providing group personal accident cover for workers.

Firstly, the problem is whether a dismissed striking worker is still an employee qualifying for insurance cover and, secondly, whether this applies in the event of his reinstatement, or an industrial court finding that the dismissal was an unfair labour practice

John Haenen, technical director of broking firm Willis Faber Enthoven, says in terms of definitions in group personal accident policies, an employee remains an employee — and is covered — regardless of whether or not he is going about his employer's business

But Ian Lockie, regional manager for AI Insurance's African and Middle Eastern operations, says most policies exclude strikes and riots from cover, meaning injuries caused directly by a a strike would not be covered

Jan Hattingh, deputy MD of PFV Industry, Mining & Energy, says companies have recently dismissed workers after protracted negotiations with trade unions failed

"In these circumstances, the claims arising from the injury or death of striking workers who have been dismissed, even though they may be subsequently reinstated, are likely to be repudiated by the insurers if the injury or death occurred during the interim period"

In spite of this, however, Hattingh believes employers might be obliged to meet personal accident claims for injuries sustained during the strike if the dismissed workers are reinstated, as opposed to being re-employed

Sats senior labour relations manager Vic van Vuuren says Sats agreed to re-employ, not reinstate, its striking workers Those striking workers who had not been dismissed would be able to make insurance claims, but since the strike was an illegal one, some might be repudiated.

Dismissed workers injured while on strike would have no right to claim, but representations would be "sympathetically" considered

Anti-Labour Act moves mount

STAR 9/2/90 By Drew Forrest (140A)

Cosatu is to hold rallies and congresses of members nationwide to assess new employer proposals on changes to the Labour Relations Act (LRA), the National Union of Metalworkers' Mr Jeff Schreiner said yesterday.

The rallies would discuss the progress and future direction of talks with employers on the LRA, as well as a programme of protest action for this year

In a bid to re-start LRA talks with Cosatu/Nactu, the employer body, Saccola, has tabled new proposals These include the creation of an expert working group, with union and employer representation, to probe the issue of the protection of strikers from dismissal

On the issue of interdicts against strikes, Saccola suggests the Industrial Court applies Supreme Court tests for the granting of urgent relief

FM 9/2/90 (140A)

POST OFFICE FM 9/2/90

Warning signals (140A)

Postal and related services could be hit by a strike by the Post Office & Telecommunications Workers' Association (Potwa), affiliated to Cosatu

Officials and union representatives were locked in discussion earlier this week The union is demanding a minimum wage of R1 100 a month — up R578 from the present minimum The union also wants a R400 across-the-board increase The decision rests with Public Enterprises Minister Dawie de Villiers, his reply is expected in early March.

Potwa has about 16 650 members. Discussions with the other six Post Office associations, representing about 41 500 members, are still going on

Senior personnel manager Pieter Senekal says the Post Office wants to avoid a confrontation, as previous action had adversely affected labour relations — "especially between the workers and the first line of supervision " But he warns that if strikers are fired, re-employment is not guaranteed.

The importance of mail, telephone and other services means that casual labour must be employed during a strike. Senekal says such strike-breakers "naturally cannot be easily dismissed after a strike has been resolved There is thus no guarantee that the Post Office will be able to take back dismissed staff immediately "

Should the union decide to call a strike, says Senekal, "the Post Office might be compelled to withdraw stop-order facilities for Potwa members who will receive no salary during that period "

Union spokesman Sizwe Matshikiza accused management of negotiating in bad faith by issuing such threats and by putting up notices in the workplace asking workers "to be patient " He says there would only be a strike if a proper mandate is received from members in a ballot ■

Haggie seeks help on inter-union violence

B/Day 9/2/90

ADELE BALETA

WIRE-ROPE manufacturing giant Haggie Rand had sought intervention from the SA government, the KwaZulu government and Seifsa in a bid to resolve inter-union violence at its plants, a company spokesman said yesterday

He said letters were sent last week to Law and Order Minister Adriaan Vlok, KwaZulu Chief Minister Mangosutho Buthelezi and Seifsa asking for their co-operation in ending the conflict that had left one worker dead at the Jupiter plant and five others dead at the Germiston plant Six workers had also been injured

The spokesman said concern over the deaths had prompted the move

Attempts by the company to meet the Cosatu-affiliated National Union of Metalworkers of SA (Numsa) and Inkatha's United Workers' Union of SA (Uwusa) to discuss the violence were unsuccessful

The unions have not yet responded to company telexes sent on February 2 requesting another meeting to discuss conflict that arose in September when Uwusa opposed Numsa's call for an overtime ban

The spokesman said the dead and injured were Zulu and the company believed Buthelezi's help might ease the situation

Labour strife hits major sawmills

STAR 12/2/90 By Drew Forrest (140H)

Labour conflict is mounting in the paper and wood industries, with strikes erupting at three more plants and at least eight others facing industrial action

Cosatu's Paper, Printing, Wood and Allied Workers Union, involved in most of the disputes, says the unrest reflects hardening employer attitudes on pay

Last Thursday, about 500 workers launched a legal strike at Sappi's giant Ngodwana mill Mill manager Mr Alan Tubb said workers demanding a 35 percent rise had rejected Sappi's 16 percent offer

On the same day, a total of 470 workers downed tools over pay at Mondi sawmills in Stellenbosch and Elgin Mondi says another five timber products plants are in dispute or poised for strike action

A five-week strike at three other mills continues

Strike ballots were also held last week at three paper waste factories in the group

Mondi's Mr Alan Young said the unrest sprang from workers' mistaken perceptions of the group's profitability.

"Because of tumbling export prices, we see an increasingly difficult time ahead," he added. "Our approach has been to consolidate wages at the level of inflation"

NUM hails Kinross 'victory'

STAR 13/2/90

(140 A)

By Drew Forrest

The National Union of Mineworkers has hailed as a major victory a Supreme Court ruling on the conduct of the Kinross gold mine disaster inquiry

Last week, the court ruled on a NUM application, brought in November last year, challenging the presiding inspector's refusal to let the union question witnesses at the inquiry two years ago The inspector, the Government Mining Engineer and the mine opposed the application

A total of 177 miners died in the disaster, the worst in South Africa's gold-mining history

At the inquiry, the mine argued that the inspector had no discretion to allow the NUM to ask questions.

The NUM said the court "decisively rejected" this, finding that in this case the inspector had to consider whether union cross-examination of witnesses would aid the inquiry

On a union plea that the inquiry finding be set aside and a new inquiry held, the court ordered the application be referred to a trial at which oral evidence would be heard

large ...
ons were seized, a senior military official said yesterday

CAPE TIMES 14/3/90

Numsa wage demand

THE National Union of Metalworkers of SA (Numsa) will demand a R2 an hour minimum increase in all sectors at this year's national wage negotiations This decision was adopted at the 22 000-strong union's first national bargaining conference held in Johannesburg at the weekend.

Numsa to put plan to Haggie for protecting unionists

B/Day 15/2/90 (140A)

ADELE BALETA

THE National Union of Metalworkers of SA (Numsa) and Haggie Rand management will today discuss union proposals aimed at tighter security and other protective measures for members at the Germiston and Jupiter plants, a Numsa spokesman said at a Johannesburg Press conference yesterday.

Inter-union conflict between Cosatu-affiliated Numsa and Inkatha's United Workers Union of SA (Uwusa) has led to the deaths of six workers at Germiston and another at Jupiter Six others have been injured in the violence

The Numsa spokesman said the union had decided to lift its overtime ban because management had agreed to a meeting to negotiate wage increases for various grades of employees. 139

Numsa's overtime ban — which was opposed by Uwusa — was called to back a demand that wage increases given to certain grades at Germiston be extended to the same grades at Jupiter

The Numsa spokesman denied Uwusa's allegation that the violence had broken out because Numsa attempted to force the overtime ban on Uwusa He said the industrial action began in July, two months before the conflict started.

Proposals to be discussed at today's meeting included transport home for night shift employees, tighter security at company gates, the monitoring of loiterers on the premises and that Numsa members who had resigned out of fear for their lives be allowed to resume their duties as soon as the situation had normalised

Numsa will also call for an immediate end to investigations of its members by company officials allegedly posing as insurance agents

He said the union was considering meeting Uwusa — which was unavailable late yesterday — to discuss the violence.

In another development, 477 Numsa members at Brollo Africa in Elandsfontein on the East Rand went on strike this week to protest against management's recognition of Uwusa, which had only 15 members at the plant

Numsa Wits regional secretary Roly Xipu said the company was using the Labour Relations Aact to allow a minority union with a violent history to gain access to and recognition at the factory.

The company is to make an urgent application in the Pretoria Industrial Court today to decide on the fairness of Numsa's action

No agreement yet in sawmill strike

By DAVID YUTAR ARGUS (1401) 15/2/90
Labour Reporter

THE STRIKE by workers at the Stellenbosch factory of Bruply Sawmills Cape has entered its second week with no sign of an agreement between management and the Paper, Printing, Wood and Allied Workers Union, (Ppawu) being reached

About 350 workers from the Stellenbosch plant and 80 at the Elgin plant have been striking since Wednesday last week

The dispute is over wage increases and conditions of employment

BROKEN DOWN

Negotiations started last October but have repeatedly broken down

Yesterday striking workers picketed outside the Stellenbosch plant after management obtained a court order prohibiting them from entering the premises and intimdating employees who wished to work

A spokesman for the union said it was dissatisfied with the court order as it wanted to settle the matter out of court

Interdict restrains strikers at Sappi

Argus 15/2/90

The Argus Correspondent

PRETORIA — Striking Sappi workers in Springs have been prohibited in terms of an interim interdict obtained in the Pretoria Supreme Court from intimidating or threatening persons leaving or entering the factory's premises.

Sappi Fine Papers (Pty) Ltd, Geduld Road, Springs, was granted the temporary interdict against the Paper Printing Wood and Allied Workers Union and Sappi's striking employees, following an urgent application heard by Mr Acting Justice Roos

The judge ordered the second respondents, 1 081 employees, to show by February 27 why they should not be finally interdicted

In his affidavit Mr R W F Clay, general manager of Sappi Fine Papers, said the workforce, which embarked on a strike on Tuesday at 6am, "invaded the Sappi premises" and refused to leave.

He said that while on the premises they engaged in acts which endangered the safety of other workers and seriously impeded Sappi's business activities.

Mr Clay said he did not have any problems with Sappi workers engaging in a strike, but submitted that the conduct of the strikers was illegal and unlawful.

Numsa focuses on economic future

STAR 16/2/90 (140 A)

Numsa members whoop it up during the 1988 national metal industry strike The union's new bargaining strategy paves the way for co-ordinated strikes across sectors.

South Africa's economic future was an underlying concern of the National Union of Metalworkers' trailblazing bargaining conference last weekend. DREW FORREST reports.

As with many developments in the labour field, the National Union of Metalworkers first national bargaining conference last weekend has a deeper significance than meets the eye

More than 200 delegates from all sectors of the 220 000-strong union met in Johannesburg in a bid to hammer out a common bargaining platform for the engineering, motor component, auto assembly and tyre and rubber industries in national negotiations this year

Details of proceedings, termed "historic" by unionists, were not disclosed, but delegates are said to have adopted a demand for a R2-an-hour minimum wage rise in all Numsa-organised industries

The engineering, motor and rubber sectors are likely to face common demands on a range of other issues, including

- The overhaul of the industrial council system to make it more democratic and to extend its coverage to all workers

Numsa complains that although it has more members than all the other council unions put together, it is still outvoted on key issues

- Job security A major Numsa worry is the growing use of temporary labour
- Job creation
- Industry-wide training schemes that allow workers to acquire enough basic education to qualify for skilled work
- The Labour Relations Act The union will seek an employer undertaking not to use "anti-union" provisions

The adoption of a common negotiating platform for the whole union is a vital step in Numsa's push to centralise bargaining and boost its power through greater unity

In the past, each sector has gone its own way

The plan now is to hold a second conference in June where the whole union will decide whether to strike or settle in each sector — raising the possibility of co-ordinated strike action across industries

But the conference had a broader, political aim The intention was clearly to give an economic dimension to the shaping of South Africa's future

In a keynote speech, Dr Bernie Fanaroff, national organising secretary, said Numsa's demands should aim to mobilise workers for a new, democratic order

Warning against 'economism" — a preoccupation with wages rather than the economic system as a whole — he said the union had to lay foundations for revamping the economy on socialist lines

Stressing that national negotiations had a key role in this restructuring process, Dr Fanaroff accused Barlow Rand of undermining the industrial council system with Department of Manpower backing.

And as socialism could not be built in one factory, workers had to overcome "factory tribalism" — an excessive concern with plant-based issues — and participate fully in national campaigns

In a searching critique of union practice, Dr Fanaroff said factory organisation in Numsa had never been weaker and this was a reason so many strikes were being lost

We can't win anything this way Especially, we can t help to build socialism, he said

Numsa s long-term aim, Dr Fanaroff said, must be to reshape the metal and all other industries to provide living wage and a decent life for all Union demands on job security, training and job creation were basic to this process, he stressed

SA unions to march

Cape Times 16/2/90

140A

JOHANNESBURG. — Anti-privatisation marches by unions attached to the public sector will take place in most of the country's major centres tomorrow.

Mr Floyd Mashele, president of the Post Office and Telecommunications Workers' Association (Potwa), said in an interview yesterday that applications had been made since the beginning of the week to local authorities in Johannesburg, Pretoria, Bloemfontein, Port Elizabeth and Durban for the rallies.

The marches will take place under the banners of Potwa, the SA Railway and Harbours Workers' Union, the SA Municipalities Workers' Union and the National Education, Health and Allied Workers' Union.

In the interview, Mr Mashele said he believed privatisation of public sectors would involve the loss of jobs, increased tariffs and the deterioration of services. — Sapa

PENDING STRIKE FM 16/2/90

Dawie's dilemma

Post Office fears of a strike by Cosatu's Posts & Telecommunications Workers' Association, which has more than 16 000 members, have failed to materialise The union decided to give Public Enterprises Minister Dawie de Villiers the opportunity to respond to wage demands.

However, the association will hold marches on Saturday in major centres to publicise their opposition to privatising the Post Office Assistant general secretary Tlhalefange Sekano says the union fears privatisation will see most of its 17 000 members being laid off. (Most are "temporary employees." Sekano says this is despite the fact that they contribute to various employee schemes)

The union also fears post and telephone services will become more expensive and cause added hardship for members, many of whom have relatives in homelands

It has notified the minister of these fears and expects a reply with his response to their wage demand

The *FM* learns that De Villiers has been asked by Post Office officials to ensure that black workers are granted market-related increases. (140A)

B/Day 16/2/90

More workers joining strike, says Ppwawu

ADELE BALETA (140A)

MORE than 100 Paper, Printing, Wood and Allied Workers' Union (Ppwawu) members at Mondi Plywood in Boksburg went on a wage strike yesterday, joining at least 3 000 union members in the paper and pulp industry involved in separate wage disputes, a Ppwawu member said yesterday

Mondi management was unavailable late yesterday to confirm the strike

The union spokesman said members at Mondi waste paper plants at Tulisa Park and Alrode were set to strike this week over wages and working conditions

Management had not yet indicated willingness to reopen negotiations on the wage dispute at three board mills — Piet Retief, Felixton and Springs — and at the Richards Bay pulp mill A total of 1 000 workers were striking at the mills

Sappi's Springs Enstra mill GM Ralph Clay said there had been no further developments on the wage dispute there

Sappi's Ngodwana mill manager, Alan Tubb, said a meeting held with Ppwawu representatives on Wednesdaay failed to resolve a separate wage strike by about 1 000 workers No further talks were scheduled

The situation at Sappi's Novoboard mill in Port Elizabeth where 450 Ppwawu members were striking over wages remained unchanged, a union spokesman said

Mercedes-Benz — a gift from the workers

B/DAY 16/2/9

(140A)

NEIL YORKE SMITH

NELSON Mandela is to get a top-of-the-range Mercedes-Benz — worth about R200 000 excluding GST — from Mercedes-Benz SA (MBSA)

Mandela is expected to accept the gift, but there appears to be a dispute as to who is going to foot the bill

National Union of Metalworkers of SA (Numsa) regional secretary Msiteli Nonyukela said MBSA would pay for the car, but a company spokesman said payment details were still to be arranged

Nonyukela said MBSA had agreed "to provide a car for Mandela after workers demanded the company provide a car for him", he said

"We said we would not go to work until the company agreed to provide Comrade Mandela with a car for his personal use, as well as for his use in the struggle," Nonyukela said

An MBSA spokesman yesterday confirmed the arrangement but denied MBSA granted the request to avoid possible strike action

"We recognise the esteem in which most employees hold Mandela and are prepared to grant the request," she said

The size, colour and model of the car are still to be decided on

Nonyukela said the workers wanted to give Mandela the biggest available four-door model

"We think the 500SE model would be best," he said

Nonyukela said Mandela did not yet know he would receive the vehicle, but was expected to accept it as a gift from the workers

Strike set to end today

Star 19/2/90 (152) Labour Reporter (140 A)

A strike arising out of union rivalry at Brollo Africa in Elandsfontein is set to end today following Industrial Court action by the company.

Nearly 500 National Union of Metalworkers members downed tools on February 8 over a demand that the company withdraw stop-order facilities for the Inkatha-backed United Workers Union.

Refusing the demand, and a call to stop consulting Uwusa, as being "improper and unfair", the company applied for urgent relief from the Industrial Court.

Brollo said strikers had agreed to return to work today, and to comply with the company's recognition agreement.

Employers, union to meet

Star 22/2/90 Labour Reporter (140A)

Unionists and managers are to meet tomorrow in a fresh attempt to break the seven-week strike impasse at three Mondi board mills.

The Paper Printing Wood and Allied Workers Union said that although it had cut its pay demand from R2 an hour to 72c for the lowest grades, Mondi was still refusing to shift from its offer of 64c.

At a meeting at the weekend, management had agreed to the demand of no work, no pay and no disciplinary action during March 21 and June 16 stayaways.

The union said Cosatu would attend tomorrow's talks.

Strikes at Mondi board mills in Springs, Felixton and Piet Retief are part of a wave involving more than 4 000 wood and paper workers.

This week, Sappi management agreed to mediation in an attempt to settle the pay strike at its Enstra mill.

Swazi PM warns on crime

MBABANE — Swaziland was in the grip of a frightening crime wave, Swazi Prime Minister Mr Obed Dlamini told delegates at the opening of a two-day crime symposium at a top hotel near Mbabane yesterday Star 22/2/90

He said a trail of murders, armed robberies, housebreakings and the brazen theft of motor vehicles in daylight had become a daily routine.

As a result there was a growing feeling of public insecurity Costs of security and insurance were escalating

Mr Dlamini said new investors were less likely to be attracted to Swaziland because of the crime situation and, as a result, revenues from company tax would be proportionately reduced.

He said revenues were badly needed for the construction of essential infrastructure, including roads, houses, hospitals and schools

Mr Dlamini said any slowing down in the economy would cause a further scarcity in job opportunities, resulting in more people resorting to crime — Sapa

Sacked after joining union

THE Paper, Print, Wood and Allied Workers' Union is taking legal action on behalf of 25 Atlantis cane workers who were fired earlier this month allegedly for joining the union. Star 22/2 - 28/2/90

The workers, who were employed at Weavers' International, earned between R40 and R50 a week.

A Ppwawu spokesperson said the company had refused to speak to the union which then threatened court action if the workers weren't reinstated.

Two days before the deadline for reinstatement, the factory was burnt down. (140A) (8895)

Now the unions move in on the 'nationalise' row

140A

W/Mail 23/2 - 1/3/90

By EDDIE KOCH

SOUTH Africa's powerful labour movement plans to intervene in the public debate that has raged since Nelson Mandela announced he favoured nationalisation of key sectors of the economy.

"The Congress of South African Trade Unions (Cosatu) will enter the debate in a big way," the federation's general secretary Jay Naidoo told the *Weekly Mail*

"As a mass working class constituency, we intend to have a decisive role to play in shaping the nature of a post-apartheid economy."

Cosatu commissioned a team of leading economists and academics two years ago to research key areas of the economy. This study will now be speeded up to facilitate debate and decision-making in the the labour movement.

Mandela's recent restatement of long-standing ANC policy on nationalisation has caused a panic on the Johannesburg Stock Exchange and a barrage of outrage from business leaders.

"Our view is that the primary objective of the ANC's policy on nationalisation was to enable a democratic government to have access to resources in order to redress the inequalities caused by apartheid," said Naidoo.

"The juridical ownership of enterprises is, however, not as crucial as the need to ensure that workers have a say in determining policies that a democratic government will take on the economy and a range of other issues that affect our members such as housing, education, investment and job creation."

A ferment of thinking within Cosatu, as well as the African National Congress, is underway, says industrial sociologist Duncan Innes in the latest edition of his newsletter *Labour Brief*. This is due to three factors.

- Rank and file members of some big unions in Cosatu, who see capitalism as being responsible for their poverty and immiseration, are demanding even more radical socialist programmes than those outlined in the Freedom Charter
- Leaders of all the main resistance groups are experiencing a need to refine old policies — many of which were adopted in the 1950s — as a result of the collapse of socialism in Eastern Europe.
- The government's sudden lurch away from repression in favour of negotiation has forced the ANC to consider the feelings of liberal businessmen and Western governments, whose support it will need when it comes to bargaining over a new constitution

"We are committed to building a productive economy and ensuring that a substantial part of the wealth generated is used to develop an accepted standard of living for all, in particular black workers and the unemployed," said Naidoo

"We are prepared to enter into negotiation with whoever — employers as well as the apartheid state — to discuss these objectives."

Eight-week strike at Mondi plants ends

Labour Reporter

AN eight-week strike by members of the Paper Printing Wood and Allied Workers' Union (Ppwawu) at Mondi Board Mills plants across the country has ended after the union and management reached a settlement.

A Ppwawu spokesman said a settlement agreement which would apply to all five Mondi mills had been signed last Friday between the union and Mondi.

The spokesman said management had "shifted significantly" on the demands and had also agreed to drop its demand for plant level negotiations.

The agreement will be backdated to January 1 and among the agreed demands were a 45-hour working week, a 72c an hour increase (up from 62c), minimum bonus of R870 (up from R639) and May 1 to be a paid holiday.

'Historic victory' for Sats strikers

South 1/2-7/2/90 (140A)

From MONO BADELA

JOHANNESBURG. — The settlement that ended the 13-week bloody dispute between members of the South African Railway and Harbour Workers' Union (Sarhwu) and the South African Transport Services (Sats) has been hailed by Sarhwu general secretary Martin Sebakwane as "an historic victory".

Key features of the settlement hammered out last week are the re-employment of all 23 000 fired strikers without loss of pension benefits and the waiving of the strikers' disciplinary records.

Sebakwane said other "breakthroughs" included Sats' agreement to submit disputes over the return to work outside arbitration.

Sarhwu made no gains in terms of its original demand of a minimum monthly salary of R1500 but Sats has indicated it will re-negotiate wages in April

Sats has also agreed to recognise Sarhwu and to bargain with the union where it is registered.

Membership

The union has already applied for registration in southern Natal Sebakwane said Sarhwu was poised to register in many other areas.

Although the strike had been very costly, it had been "a tremendous boost" to the union which has 50 000 members.

"Membership has leapt during the strike and the union expects to win recognition countrywide," he said.

Sebakwane said there had been a flood of defections from the rival Black Trade Union (Blatu).

"There is overwhelming support for Sarhwu, with thousands leaving Blatu. Stop-orders forms are pouring in," Sebakwane said.

While the settlement is a major breakthrough in industrial relations at Sats, Sarhwu remains firmly opposed to taking part in the Labour Council.

Sebakwane said this was because the council was "undemocratic and discriminatory"

F/M 2/2/90 (140A)

UNION RIVALRY

Echoes of Natal

Labour violence that echoes the conflict in Natal has appeared on the East Rand. The fighting last month, between the Inkatha-linked United Workers' Union of SA (Uwusa) and Cosatu's National Union of Metalworkers of SA (Numsa), left five dead and at least eight severely injured

The violence occurred close to the Haggie Rand plant at Germiston and in nearby Katlehong township Haggie was the scene of a major inter-union confrontation in the last quarter of last year. (It has been suggested that Haggie's flagging financial performance in 1988 was related to the firm's pugnacious attitude to labour. (*Companies* March 24 1989).

But the immediate causes of the current violence relate to a dispute at the firm's two wire-rope plants. In September, Numsa's call for an overtime ban was opposed by Uwusa

At the company's Jupiter plant, also on the East Rand, 232 workers were fired in October after striking illegally in favour of a ban on overtime and against the amended Labour Relations Act

Numsa sources claim that violence was avoided at Jupiter because Inkatha followers, who are also Numsa members, agreed to the overtime decision Numsa claims 70%-

F/M 2/2/90 (134)

80% membership at Germiston and Jupiter.

Numsa says that since Uwusa made its appearance at the Germiston plant in May, it has been warmly received by management in an effort to promote a divide-and-rule strategy. As an example, Numsa alleges, management ran a "weapons training" programme to which it invited Uwusa unionists. "This is where the shooting started," claims a Numsa source, who also alleges that Uwusa members at Germiston are favoured.

Haggie denies the claim that it favours Uwusa in any way, and says the weapons training is for security personnel only.

Haggie management says it has made an enormous effort to end the conflict MD John Milburn says the stewards "appeared more interested in blaming each other, ig-

F/M 2/2/90

noring our pleas"

Uwusa spokesman Duke Senakgomo says the violence started after Numsa members attacked Uwusa members who refused to join the overtime ban "Since we believe in negotiations, we have a different ideology. When the stayaway was imposed on the shoulders of SA last year, we decided not to abide. Anyway, it's not part of our policy."

He denies that Uwusa members take part in the vigilante attacks "We have heard such rumours, but we are anti-violence."

He says that though Uwusa enjoys the same principles and other close links with Inkatha, "most of our members are not Inkatha members." He said Uwusa was not favoured by the company, which has "never taken sides."

Fears of Coates disinvestment

ALAN FINE

THE Chemical Workers' Industrial Union (CWIU) has begun agitating for negotiations on disinvestment procedures with British-owned Coates Brothers, fearing that the company plans to pull out of SA.

However, company spokesmen denied any disinvestment plans were afoot.

A CWIU spokesman said the union was demanding negotiations, and also wished to meet the chairman of British parent company, Coates plc, who was on a visit to SA B/Day 2/2/90

But Coates plc chairman D J Youngman was refusing to meet either union officials or employees.

The spokesman said workers at the Cape Town plant of the printing ink producer had staged a protest work stoppage this week during Youngman's visit.

He had since travelled to the company's Durban plant

CWIU claims to represent 80% of the 250-strong workforce of the firm, which is 68% owned by Coates plc.

The union has a standing policy of attempting to negotiate disinvestment of subsidiaries with foreign-owned companies (140A)

The spokesman said concern had arisen when the union learned of a restructuring of ownership of the British parent, with ownership tranferring to French company Orkem

Local and British Coates spokesmen denied any knowledge of plans to disinvest, and Youngman could not be contacted yesterday.

However, Coates SA Durban GM Dennis Jordan said the union had been demanding discussions on a disinvestment procedure.

The company's response had been that there was no need for these talks as there were no disinvestment plans.

The CWIU spokesman said that the Sterling Drug experience (where the disinvestment happened soon after the parent company was taken over by Kodak) meant the union would not accept assurances that the restructuring would not effect the SA operations

Strike at Anglo plant

STAR 2/2/90 (140A) (152)

By Drew Forrest

About 3 000 workers yesterday downed tools at Anglo American's giant Scaw Metals plant in Germiston, according to the National Union of Metalworkers (Numsa).

Management could not be contacted last night, but Numsa said the strike was sparked when a company hearing cleared a white security official who assaulted a union member.

Workers wanted the immediate firing of the official and the head of security, who chaired the hearing.

Assault was grounds for summary dismissal in terms of Scaw's disciplinary procedure, Numsa said.

The union said the job of security personnel was to protect the factory "not interfere in labour relations".

● Numsa said 200 workers yesterday launched a legal strike at JCI's Stonestreet and Hansen in Wadeville over "management's refusal to negotiate in good faith". And about 250 members at the group's Tilley Macmill had downed tools in solidarity. Management comment could not be obtained.

FM 2/2/90 (140A)

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FM 2/2/90 (140A)

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240 go on strike

ELIDA Ponds, a subsidiary of multinational Unilever South Africa, was hit by a wage strike at its Wadeville plant yesterday.

The Chemical Workers Industrial Union (CWIU), which represents the strikers, has accused the firm of promoting racial conflict by employing "white scabs."

Unilever had not yet released a statement by late yesterday

About 240 Ponds employees embarked on a legal strike yesterday morning - more than a month after the conciliation board failed to resolve the wage dispute between the two parties, according to the CWIU

Attitude of Putco boss leads to strike

PUTCO bus company management on Monday confirmed that 387 workers are on a three-day strike, demanding the removal of the divisional manager at their Wynberg depot

Putco general manager Mr Isaac Tait said transport services in the Wynberg area (close to Alexandra township) came to a halt on Friday after the workers, including drivers, downed tools

Tait said the workers objected to the manager's attitude, but declined to name him

He said management had issued a report after investigations into workers' grievances against the manager, but the workers insisted on his removal from the depot

Tait said workers on Friday turned down management's offer to re-investigate the matter and went on strike He added that yesterday the workers also rejected an arbitration proposal from management

Tait described the strike as illegal and said Putco would not remove the manager from Wynberg

In a statement, the Alexandra Civic Organisation said workers wanted the manager to be removed from his post because he refused them permission to participate in meetings and other protest actions in Alexandra township

They also protested Putco's proposed policy of charging children the same fares as adults

Tait denied Putco proposed charging children the same fares as adults

The ACO will hold a mass meeting at the Nobuhle Hall today to discuss transport problems in the township

The Zakheni Transport and Allied Workers Union, which was negotiating with Putco on behalf of the workers, could not be reached for comment

Since January, Putco has been hit by a series of strikes in Soweto, Edenvale, Boksburg, Mamelodi, Soshanguve, and Dubigeon, as well as its "homeland division". - Sapa

Sowetan 27/2/90

(143)

WM 2/2/90 - 8/2/90 (140A)

Police confront a Sarhwu demonstration at Cape Town station late in January Picture ADIL BRADLOW, Afrapix

Some hopeful omens in the ending of the bloodiest strike

If a strike as bitter as the railways one could be ended with both sides pleased at the solution, then there's good reason for hope elsewhere in our society, says EDDIE KOCH

IF last week's peace pact between the South African Transport Services and its black workers ended the bloodiest strike in South Africa since 1922, it was also a dress-rehearsal for the kind of settlement that could put an end to apartheid

"The agreement was an indication of what can occur in other sectors of society," says Charles Nupen, the mediator who played a leading role in brokering the treaty

"It was the first time that the state (as the owners of Sats) and an organisation of the Mass Democratic Movement participated in an extensive process of negotiation and then arrived at a result that both parties are please about"

The three-month strike by 26 000 workers which left at least 27 people dead and cost more than R100 million, involved the main players as well as the key issues in South Africa's unfolding political drama

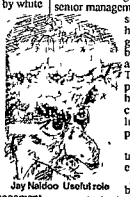
The cabinet discussed the strike at its first meeting of the year, which was held to deal mainly with the issue of national negotiations, and the government made a crucial decision there to put an end to the conflict

The police force, or at least some of its members, were implicated in fanning the violence that led to last month's massacre on Germiston station, where seven union members died

There is compelling evidence to suggest that vigilante groups, made up of non-strikers, were encouraged by white supervisors and policemen to engage in the brutal confrontation at Germiston and in other incidents

Throughout the strike, the Conservative Party vociferously condemned any talk of negotiating with the South African Railway and Harbour Workers Union (Sarhwu), helping to foment the right-wing disquiet that fuelled some of the violence

The Mass Democratic Movement (MDM) sent high-powered delegations to meetings with Sats to urge that management reopen talks with the union



Jay Naidoo Useful role

The Congress of South African Trade Unions (Cosatu), with its extensive experience in collective bargaining, played a crucial role in persuading the leadership of Sarhwu as well as hard-line members of the union that there are times when strategic compromises are necessary

The Democratic Party, through its public statements and intense behind-the-scenes lobbying, helped persuade members of management that it was vital to seek a settlement

While all of South Africa's political actors played a role in the drama helping either to fan the conflict or resolve it, their demands reflected national political issues

Sarhwu demanded that Sats talk to it as the majority union for black railwaymen, rather than to the Black Trade Union (Blatu), which it labelled a "sweetheart union" This echoed the MDM's insistence that real negotiations can only take place between the government and *bona fide* black leaders

The behaviour of sections of the police and conservative black vigilantes during the strike matched the role played by similar groups during the up surge of civil strife in Natal over Christmas

There was a gap between attempts by senior management of Sats to enter into serious talks with Sarhwu, and the intransigent approach adopted by its regional managers and white supervisors This coincided with the problems the cabinet is having in getting its security forces to fall in line with the negotiation process

The CP's condemnation of the agreement that ended the strike as government capitulation before radical groups' was a draft of what the party's response will be when the cabinet starts talking to members of the African National Congress

"The settlement has all the features of the radical transformation taking place in South Africa We are seeing and end to age old prejudices, beliefs and attitudes in white society and at the top levels of the government and this is opening new opportunities," says Sarhwu general secretary Martin Sebakwane

Jan Bredenkamp, head of labour relations for the railways was also optimistic about the lessons that the settlement held for the future

"There were more than 20 meetings between us and Sarhwu during the strike Obviously some common ground and the basis for future co-operation must have been established in the process of such intensive talks

Bredenkamp highlighted the constructive role played by the Cosatu and the MDM delegations, two crucial constituencies in the national negotiation process, in resolving the dispute

"The MDM representatives made us aware of how strongly the black community felt about the strike and about Sats We have established a contact with them and have a certain freedom to phone them and ask for help," he says

"Jay Naidoo (Cosatu general secretary) also played a very useful role Socially and in the corridors during the mediation sessions we found him a very constructive person"

Asked if the government's reform programme and commitment to negotiations had prompted Sats to renew the negotiations that ended the strike, Bredenkamp said "I would think so It was not due to politics alone It was taken into account on our side I'm sure it influenced Cosatu and the MDM Dawie de Villiers (Minister of Transport) was always kept in the picture After the Germiston incident, his call for the parties to return to the table emphasised the value of negotiations"

However, the implementation of the strike settlement is already demonstrating the power of right-wing forces that are opposed to a negotiated settlement

Said Sebakwane "Already, with the return to work that is taking place this week, we are seeing the stubbornness with which some members of the ruling class are clinging to there past"

He said regional managers in parts of the Transvaal this week refused to recognise the agreement and declined to reinstate workers when they turned up at their depots

In Durban and Delmas, where union members staged a triumphant return to work, there were confrontations between strikers and non-strikers Police were called in and used heavy-handed methods to disperse the crowds

Bredenkamp acknowledges that senior management would have to convince some regional managers of the value of the settlement

"There are individuals here and there who are putting up some stuff resistance to it" he says

But he notes Sats is holding extensive report back meetings with local managerial staff to explain the need for a stable relationship with Sarwhu.

As part of the same effort, Sats has upgraded its collective bargaining team and has placed human resources managers as well as industrial relations officers in each of its regions

Bredenkamp acknowledges some supervisors may have been involved in planning the Germiston attack.

"The main impetus came from the non-strikers who were afraid we could do nothing to protect them But I do

● Continued overleaf

THE IMPLICATIONS OF THE HISTORIC RAIL STRIKE SETTLEMENT W/Mail 2/2 — 8/2/90.

Hopeful omens

● From previous page

accept some of our guys are not angels certain people could have capitalised on this (the insecurity of the non-strikers) We have to eradicate this kind of thing in the future"

If such efforts by Sats succeed in isolating the pockets of right-wing resistance to the settlement, they will provide invaluable lessons for South Africa's political leaders in the future

Bredenkamp notes that Sarwhu is also experiencing serious problems in keeping its side of the bargain In Pietersburg, for example, just a few days after the agreement had been signed hundreds of workers came out on strike for the first time

"This shows that they have a lot of work to do to show their members that an agreement involves discipline and commitment They will have their work cut out, especially in the highly politicised climate of Natal," he says

The ability of Sats and Sarwhu to manage these problems will be a measure of the prospects for a peaceful settlement to South Africa's wider conflicts

THE January killings at Germiston station, together with the extraordinary capacity of 26 000 workers to sustain their protest for three months, were the factors that turned the railway strike in favour of the union

Evidence that white Sats personnel and policemen had been involved in planning the attack on striking workers heightened international interest in the strike and threatened to put a dent in the government's reform image

"It was at this point that Dawie de Villiers intervened and urged management to put an end to the battle It was the blood of those comrades that bought us victory," says Sarhwu general secretary Martin Sebakwane

"Within Sats there was a division between the 'hawks' and the 'doves' For a long time the 'hawks' had supremacy When Germiston happened it shocked them and gave the 'doves' the upper hand"

Jan Bredenkamp, labour relations manager for the railways, told the *Weekly Mail* that this assessment of the incident was correct.

"I had always been saying to my colleagues that the longer the strike kept on going, the bigger and more politicised it would become Germiston played a role in convincing them of that," he said

Sats' failure to break the strike with a strategy of mass dismissals and offers of

'These guys are incredibly resilient'

selective re-employment was another factor that helped Sarhwu extract concessions from the company

"The mines (Anglo-American) dismissed 40 000 workers in 1987 and the National Union of Mineworkers' strike crumbled But this one didn't," said Bredenkamp "These guys are incredibly resilient I don't know where it comes from"

Although Sats insists that it did not backtrack on any of its collective bargaining principles in signing the deal, the union has emerged with some substantial gains

A major cause of deadlock in the original dispute was management's insistence that the union first register before negotiations on recognition and substantive issues such as wages could begin

"Sats agreed to enter into immediate negotiations on an interim recognition agreement, which they previously refused to do," said Sarhwu attorney Jonathan Joffe. "And we have secured effective guarantees to negotiate wages in April this year"

Joffe notes that even if there is no agreement on recognition between the parties, the strike settlement obliges Sats to bargain with the union on wages within 14 days of it being registered.

Other gains for the striking workers include

- No reduction in job grades, wage levels, pension rights, bonuses and housing benefits
- Payment for accrued leave, which will provide strikers with cash after going without it for three months
- All workers evicted from their hostels will be readmitted

While the mass dismissals failed to break the strike, they had a negative effect on the attitudes of non-strikers and white supervisors.

"The impression was created among temporary workers that they enjoyed a measure of security And as part of Sats' tolerance of right-wing activity, no disciplinary action was taken against those supervisors involved in violence. This gave them the impression they had a mandate to attack striking workers," said Joffe

"This has now presented Sats with a huge problem A backlash from these elements could create a disaster when the workers return to work over the next week."

Bredenkamp highlighted the constructive role

Nelson Mandela — not the one to secure the man's release, mind you, but the one to secure the first TV interview

F/M 2/2/90 (140A)

MONDI STRIKE

Sympathy action

The tendency of management to make a single "final" offer in wage negotiations faced a critical test this week The Paper, Print, Wood & Allied Workers' Union set in motion a string of solidarity strikes to pressurise the Mondi board division.

The union says that on Monday over 100 workers at Mondi's waste paper plants at Alrode and Tulisa Park, and at Mondi Richards Bay, stopped work for half an hour, following lunchtime demonstrations

On Tuesday morning another 100 workers at Waltons head office in Johannesburg also embarked on a solidarity strike They were given until early afternoon to return to work.

The union says over 900 workers demonstrated at five Pretoria plants last week, including Lion Match and Nampak Corrugated, and that meetings at the weekend had decided on more action

Meanwhile, Mondi board mills have agreed to the union's request to meet on Thursday

A union spokesman says. "It is clear that if employers are going to continue the trend of adopting such negative attitudes then industrial relations can only deteriorate. One should take careful note that the language of the Sats management has significantly changed after 12 weeks of solid strike action It is regretful (sic) that we do not hear this language from the beginning."

The sympathy action is interesting, as it takes place over a surprisingly realistic wage demand

The union last week called for a 19% increase at Mondi — only 2,2% higher than the company's offer. Whether this signifies a trend in this year's round of industrial bargaining remains to be seen.

In keeping with the tendency towards tougher employer bargaining in recent years, Mondi says its 16,8% offer is its only and final one.

The union maintains, however, that this is unreasonable, even meanness. It says its research into company finances shows that directors gave themselves a 94% increase at the end of 1988, when after-tax profits rose 75%

"It's not as if the company can't afford to pay," says a union representative

Meanwhile, the union's strike continues at four of Mondi's five board mills. It halted production at three plants when the strike broke out on January 9

The company has managed to employ casual labour, but says production and supply are affected

Mondi said earlier that the relatively low wage demand, and the fact that there has been no intimidation of "scabs," showed union flexibility and its desire to see a reasonable conclusion to the dispute ■

(140B) FM 2/2/90

SATS STRIKE

End of the line

It is unlikely that the first recognition agreement between Cosatu's SA Railway & Harbours Workers' Union (Sarhwu) and Sats last Wednesday will encounter any further obstacles

The 12-week strike cost the 26 000 strikers R45m in lost wages, and Sats R38,5m in damage to property Worst of all, 29 people were killed and the Democratic Party describes the dispute as the bloodiest since 1922

Predictably, there are claims of a union recognition "victory" But the truth is that Sarhwu (under a different leadership, and under pressure from Sats) agreed in writing 14 months ago to follow registration procedure for formal recognition — and failed to do so

It took an MDM-Cosatu delegation to step in and stabilise the latest negotiations

The union vehemently denies it had to subject itself to interference, but it will be hard-pressed to explain the presence of Cosatu heavyweights Jay Naidoo and Cyril Ramaphosa *at every stage* of the final mediation procedures

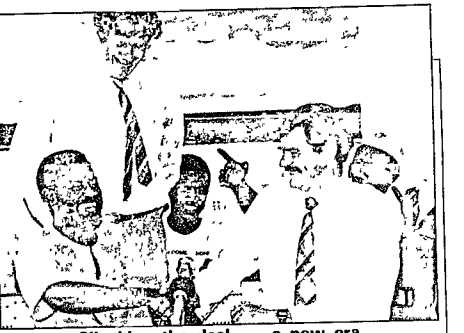
So what was the strike really all about? Certainly, when it erupted on November 2, Sats scoffed at the wage demand of R1 500 a month Why should it treat with seriousness demands by a union which could not get its act together to register? However, Sats' authoritarian response — to fire the strikers — was provocative

An irony, according to Sats sources, is that it was middle-level managers, not the white supervisors, who agitated for the firings "The foreman at the bottom simply wanted his men back, saying that he had worked with them for a long time and that they were 'good guys' It's the people in middle management who often feel most threatened by black advancement," says one insider

A labour expert suggests the strike "was really the final burst of frustration over working conditions, salaries and wages It was a bit like an unguided missile waiting to explode"

He suggests that Sats' black employees were trapped by a conservative white bureaucracy and this built up enormous frustration But Sats sounded more conciliatory towards the end than at the beginning

There are other processes at work Sats sources suggest that with parts of the organisation due to be privatised in April, pressure was on the industrial relations managers to see a speedy resolution to the strike One problem was the hostility of the 12 mainly white unions in the Sats Labour Council



Clinching the deal ... a new era

Monday's incident, in which police took action against a crowd of dancing Sarhwu members in Johannesburg, has displeased Sats — apparently they will ask the police to keep a low profile in future

Responding to criticism of the settlement, Sats MD Anton Moolman explained it in terms of a new era in labour relations, where disputes are to be settled through negotiation He said the strike had resulted in a no-win situation all round ■

LRA draft changes will 'worsen tensions'

By Drew Forrest

Draft changes to the Labour Relations Act failed to take account of concerns repeatedly voiced by the labour movement and would exacerbate workplace tensions, the Congress of SA Trade Unions said yesterday

And, it added, the South African Consultative Committee on Labour Affairs's (Saccola) support for the changes raised the question of whether it was in cahoots with the Government.

At the same time, Nactu leader Mr Cunningham Ngcukana warned that workers were preparing for further mass action against the LRA. Union plans were linked to progress in forthcoming talks on the Act with Saccola, he said.

Cosatu said unilateral changes that did not take account of the labour movement would not bring industrial peace, and it called for full union involvement in rewriting the Act.

Besides the revision of Section 79(2) of the Act and time limits for dispute resolution, other provisions fell short of demands. The planned extension of the "cooling off" period before a legal strike aimed to restrict workers, it said.

Mr Ngcukana said the Bill failed to address union demands on issues such as the definition of unfair labour practice, interdicts against strikes and long delays in appeals

NUMSA

NUMSA members welcome the unbanning of the SACP, ANC, PAC and the lifting of restrictions from COSATU and other organisation.

140A

This is a victory for the working class in particular, and all people of South Africa generally who have unceasingly fought for this day.

The unbanning of the SACP in particular, has great significance for the working class in South Africa, a victory towards the struggle for socialism in South Africa.

South 3/2 - 14/2/90

We welcome the lifting of the emergency restrictions but demand the complete scrapping of the regulations.

We are extremely dissatisfied that De Klerk fell short of releasing Comrade Nelson Mandela, and we demand his immediate release!

LONG LIVE SOCIALISM!

ISSUED BY THE NATIONAL UNION OF METALWORKERS OF SA

Sats faces post-strike morale challenge

S/Times 4/2/90

140n

THE end of the bloody 12-week railway strike raises possibly the biggest challenge of all — rebuilding the workforce.

The SA Transport Services (Sats) strike ended last Saturday when a settlement was signed in Johannesburg with the SA Railway and Harbour Workers Union (Sarhwu).

Sats labour group manager Willie Coetzee believes the strike is best explained by picturing a triangle — the corners being Sats management, the Labour system and Sarhwu.

He says that from Sats management's point of view, there were two unique features of the strike.

"We cannot exclude people from the premises as other organisations can because we have open trains and public places. In addition, we provide essential services which we cannot suspend. We have to operate trains and harbour facilities.

Charles Nupen 48 hours of talks to settle strike

"Although I am not of the old school which believes that there can be no union activity in organisations which provide essential services, I do hold that the uniqueness of Sats must be taken into consideration."

Dr Coetzee says that compared with the private sector there is a view that there is no labour system at Sats. But it has a labour council under the chairmanship of Nic Wiehahn, it has collective bargaining and it recognises 12 trade unions representing about 130 000 people.

The last element of the triangle is Sarhwu, the black trade union representing about 30 000 workers out of a workforce of 175 000 Until now, Sarhwu was not registered under the Labour Relations Amendment Act (LRAA) and Sats refused to recognise it.

One of the supposed breakthroughs of the settlement was that Sats agreed to recognise the union if it registered. The organisation decided in 1988 that it would not register

It took the intervention of the mass democratic movement (MDM) and Independent Mediation Services director Charles Nupen to achieve what Sats and Sarhwu could not.

After 12 weeks of no pay for strikers and widescale destruction, both sides were more than ready to settle.

Mr Nupen, a former Legal Resources Centre lawyer, was the immediate choice as mediator After 48 hours of negotiation, going through until the early hours of the morning, he managed to get the two parties to agree.

Sarhwu has hailed the settlement as a victory for the union, but it lost dismally in many senses — not least the destruction, violence and loss of life which were part and parcel of the strike.

The union withdrew all its demands and succeeded in gaining re-employment of 23 000 sacked strikers. However, these workers will revert to being temporary workers for two years, although they keep their housing and pension benefits.

The 26 000 strikers have gained almost nothing materially

But in psychological terms, the settlement may well be the breakthrough it has been described as. It marks a mellowing in Sarhwu's attitude and, to a lesser extent, by Sats.

Dr Coetzee says that as gruesome as it was, it took the strike to weld the three parties and achieve a better understanding between Sats and the union.

"I believe Sarhwu has realised that we are not trying to smother it with the labour system, but that we are trying hard to be an equal-opportunity company

"We all realise that we will fall under the LRAA within two years We must now work together to prepare for that. The priority is to overcome antagonism and build a united workforce."

He admits that it will be difficult to appease 149 000 employees — 54 000 are black — who did not strike. These workers bore the brunt of the strikers' frustration and rage. The houses of many were houses burned, some non-strikers were killed and the rest were threatened with violence.

Dr Coetzee believes it will take a couple of months before the resentment is overcome, but he says time heals.

No plan to quit SA — Coates

ALAN FINE

COATES PLC chairman John Youngman has accused the Chemical Workers' Industrial Union (CWIU) of attempting to stir up trouble by spreading unfounded rumours that the company intends to disinvest from SA (140A)

Against

Youngman is on a visit to Coates SA — a subsidiary of the British-based printing ink supplier. He said as far as his company was concerned there were absolutely no plans to pull out of SA

The recent takeout of Coates PLC by a French multinational would have absolutely no effect on his board's policy, which was firmly against disinvestment

Coates SA owns two plants — in Durban and Cape Town — and the CWIU says it represents 80% of the 250-strong workforce.

The union said last week that Youngman had ignored its requests to meet officials and shop stewards, and this had added to their fears that a withdrawal was in the offing

The CWIU has been demanding of local management for more than two years that it, along with other multinationals, negotiate a disinvestment procedure with the union.

Youngman said he had met shop stewards in Durban on Friday The only reason he had not responded to requests sooner was his tight schedule B/Day 5/7/90

He said the company's position on negotiating a disinvestment procedure was unchanged — there was no point, because disinvestment was not an issue

Coates chairman slams union on 'disinvestment'

Cape Times 5/2/90 (140A)

Own Correspondent

JOHANNESBURG. — Coates PLC chairman John Youngman has accused the Chemical Workers' Industrial Union (CWIU) of attempting to stir up trouble by spreading unfounded rumours that the company intends to disinvest from SA.

Youngman is on a visit to Coates SA — the subsidiary of the British-based printing ink supplier He said as far as his company was concerned there were absolutely no plans to pull out of SA.

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The CWIU has been demanding of local management for more than two years that it, along with other multinationals, negotiate a disinvestment procedure with the union

Youngman said he had actually met with shop stewards in Durban on Friday. The only reason he had not responded to requests sooner was because of a tight schedule

He added the company's position on negotiating a disinvestment procedure was unchanged — there was no point because disinvestment was not an issue

Merger likely between Sactu and Cosatu

STAR 6/2/90 (140A)

By Drew Forrest

The ANC's trade union wing, the SA Congress of Trade Unions (Sactu), is likely to merge with Cosatu, Sactu president Mr Stephen Dlamini said yesterday in Lusaka

Although never banned, Sactu was driven into exile in the 1960s during a Government crackdown on its leaders The unbanning of the ANC clears the way for it to re-establish itself in South Africa

Mr Dlamini, formerly imprisoned on Robben Island, said there would have to be talks between Sactu and Cosatu on the possibility of a merger

As Sactu was the longest-serving federation, it was the "kingpin" and any amalgamation of the two bodies should bear its name, he said

A union spokesman said the future of Sactu had been under debate in the Mass Democratic Movement for more than a year.

MAJORITY VIEW

Although Cosatu has no official stance, the majority view is that Sactu has no further role and should disband, with members being absorbed into the local union movement

"Defenders said Sactu could be useful on the international front But many of its government contacts in Eastern Europe have been discredited," the spokesman said.

Wits University sociologist Professor Duncan Innes said a merger was likely to be one of the first issues addressed by the ANC in re-establishing a legal presence in South Africa

Cosatu and Sactu policies were substantially the same, notably on political unionism and non-racialism, he added

140A

Labour laws: unions still not happy

STAR 6/2/90

Measured against trade union demands, impending changes to the Labour Relations Act revealed last week are small beer Rapid progress in union-employer talks on the changes seems the only way further mass unrest over the legislation can be averted, reports **DREW FORREST**

The labour movement has garnered the first fruits of its Labour Relations Act campaign with the disclosure that the Government is to drop some controversial provisions

The amending Bill is based on last year's National Manpower Commission inquiry, which was clearly influenced by the "Saccola talks" between employers and Cosatu/Nactu on the Act and by 18 months of widespread worker protest.

Unions saw the controversial 1988 amendments to the Act as an attempt to weaken them and undermine industrial action Two general strikes, a consumer boycott, and a national overtime ban were the result.

The Cabinet still has to consider aspects of the Bill, and further changes are possible, says Mr Joel Fourie, director-general of the Manpower But the aim is to enact it during this session of Parliament.

The key proposed change is the scrapping of section 79 (2), which shifts onus of proof on to unions facing damages actions arising out of illegal strikes. The section has never been used, but unions fear it could expose them to crippling damages claims.

In what is seen as a sop to conservative white unions who wanted 79 (2) retained, Government drafters have left the rump of the clause, which creates a statutory liability for damages Lawyers say this is largely symbolic because employers have a common law right to sue for strike damages

The Bill also relaxes the time limits in statutory dispute-settling procedures. Labour lawyers believe time limits should be altogether scrapped as a technical obstacle to dispute settlement, but view the change as a positive step

A final revision extends the statutory "cooling off" period before a lawful strike, which Cosatu has attacked as a backward step aimed to curb workers' right to industrial action

In terms of the labour movement's overall complaints about the Act, the changes are minor In the Saccola talks, unions demanded sweeping changes to the legislation.

These include the granting of union rights to the public sector, and domestic and farm workers, one labour law for South Africa and the homelands, immunity of legal strikes from interdicts, and the reframing of the unfair labour practice definition to exclude sympathy strikes and intermittent strikes on the same issue

The National Manpower Commission last year called for representations on a planned revamp of the entire Act, and the unions aim to influence the reshaping of the law through the powerful employer lobby

To the extent that the current Bill reflects employer-union consensus in the Saccola talks on both section 79 (2) and the issue of time limits, the strategy has paid dividends

But agreement on the central union demands will be more problematic if and when the talks, which are now stalled resume

Employers are known to believe that interdicts over strikes are sometimes necessary, but they concede that industrial and courts often grant orders in non-urgent circumstances Sources say they favour a tightening of court rules for the granting of urgent relief

On the unfair labour practice issue, employers agree that the current definition is too rigid, but say account must be taken of concepts such as irreparable damage through strike action.

Some observers are pessimistic about the Saccola process, saying conflicting employer and union interests preclude consensus on key issues

But the talks may be the only way further mass worker action over the Act, threatened by the unions late last year can be averted

The Star and its Code

By HARVEY TYSON, Editor-in-Chief

The Star's Standard

Man thrown from moving train dies

Labour Reporter

A man has been killed and seven injured after being thrown from moving trains in incidents linked by police to a dock-workers' strike in Cape Town.

Sapa reports that a man was killed when he was flung from a train between Netreg and Bonteheuwel stations yesterday Seven were injured on Monday, one critically, in similar incidents.

According to Sapa, police said it appeared that strikers had clashed with workers breaking a strike by about 300 SA Stevedores' employees

The strike, which started on Monday, is reported to have brought the Cape Town harbour to a standstill It centres on the system of payment in the docks, said a Transport and General Workers Union spokesman, who could give no further details.

Management said further meetings with the union would take place in an effort to settle the dispute.

... of Utopia. The fair is held annually by the City and Suburban Rugby Union.

City firm fires 114 'illegal' strikers

By BRONWYN DAVIDS
Tygerberg Bureau

ARGUS 3/2/90

140A

MORE THAN 114 National Union of Metalworkers of South Africa (Numsa) members have been dismissed by the Multi Mech company in Epping after being on an "illegal" strike since Monday

The workers demanded that a 50 percent across-the-board pay increase be put into effect immediately and that management pay their "sick pay", which must in turn be claimed from the motor industry

A spokesman for the workers, Mr Tennysen Zangashe, said "We have demanded a 50 percent across-the-board increase because the wages they are paying here are below the breadline

Mr Zangashe said the last wage negotiation was in August last year when a wage of R120 a 45-hour week was negotiated for general workers and R186 for operators

Multi Mech general manager Mr G J van Niekerk said employees were being paid according to the negotiated rates

"Discussions were held with representatives of the workers, but they insisted that the demands must be met first before they would go back to work

"Numsa representatives were asked to take the necessary steps to ensure that their members ceased their illegal industrial action and return to work by 2pm on Tuesday If not, their services would, unfortunately, have to be terminated

"After communication with Numsa, the time limit was extended to 3pm to assist them in solving their problems. We, however, had not further feedback from them"

Unbannings could cause shifts in the unions - Innes

Sowetan 7/2/90

140A

By DREW FORREST

PRESIDEN F W de Klerk's watershed February 2 announcement will lead to intensified political pressures on the black trade union movement, believes labour analyst and Wits University sociologist Professor Duncan Innes.

Innes says an ANC-Cosatu alliance is a distinct prospect. But unionists suspicious of the ANC and the SA Communist Party (SACP) can be expected to seek independent political bases, perhaps through the creation of a Labour Party, he adds.

"Some say the unbanning of the ANC will enable Cosatu to redirect its attention to the shop-floor - I don't agree," said Innes, editor of the *Innes Labour Brief*.

"Returning political organisations have no formal structures here. They know they have black union backing and will try to mobilise them to support their aims."

Labour sources say Government moves have thrust two issues to centre stage: the future of the ANC's labour wing, the 40-year-old SA Congress of Trade Unions (Sactu), and the role of the SACP.

Although never banned, Sactu was forced into exile when its leaders, mostly ANC members, were jailed, banished or died in detention in the 1960s.

It is known to have told activists to organise workers into Cosatu, and now enjoys largely symbolic support - notably among Cosatu's "populists". With Cosatu it shares the principles of non-racialism, political unionism and shop-floor mobilisation.

Sactu president Mr Stephen Dlamini said this week from Lusaka he expected Sactu and Cosatu to merge, but clearly viewed his organisation as the senior partner. Any amalgamation would have to bear Sactu's name, he said.

Some local unionists fear a repeat of recent developments in Namibia, where former exile John ya Otto, installed as general secretary of National Union of Namibian Workers at a controversial AGM last year, has enforced policy favouring Swapo over the labour movement

Sactu's role has been intensely debated within the MDM, unionists say. One argument, that the movement could be useful on the international front, had been weakened by the discrediting of its Eastern European government contacts.

Within Cosatu, the majority view was that it had no further role and should disband, with Sactu members being absorbed into local unions, the sources said.

What of the SACP, unbanned after 40 years? "Many unionists who look to a socialist future see the need for a strong SACP to promote workers' interests," was one union man's comment.

A... change as ANC enters labour arena

(1404)

Major shifts and realignments can be expected in South Africa's labour movement following the lifting of bans on the ANC and SA Communist Party
DREW FORREST reports.

An ANC-Cosatu alliance is on the cards as the labour movements realign under new political pressure, says labour analyst Professor Duncan Innes. Other unionists may look to forming a Labour Party.

President de Klerk's watershed February 2 announcement will lead to intensified political pressures on the black trade union movement and an ANC-Cosatu alliance is a distinct prospect, believes labour analyst and Wits University sociologist Professor Duncan Innes

Unionists suspicious of the ANC and the SA Communist Party (SACP) can be expected to seek independent political bases, perhaps through the creation of a Labour Party, he adds

"Some say the unbanning of the ANC will enable Cosatu to redirect its attention to the shopfloor — I don t agree," said Professor Innes, editor of the *Innes Labour Brief*

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What of the SACP, unbanned after 40 years? "Many unionists who look to a socialist future see the need for a strong SACP to promote workers' interests," was one union man's comment

"They see it being independent of, but not a counter to, the ANC, their alliance is pretty solid"

Professor Innes believes that despite the SACP's recent endorsement of democratic freedoms, including full trade union rights, elements within the union movement will remain hostile to it

The party's critics include those fearful of inroads into union independence and ultra-leftists scornful of its apparent retreat from revolution

These were likely to seek independent political homes, either by creating a Labour Party or through alliances further to the left, Professor Innes said

"Some people would like to set up a 'workerist' party," he said "At least two international revolutionary organisations are active in trying to take over the ground vacated by the SACP

De Klerk speech aftermath . . . (ICO) ARGUS 9/2/90

'Pressure on black unions'

Major shifts and realignments can be expected in South Africa's labour movement following the lifting of bans on the ANC and SA Communist Party.

The Argus correspondent in Johannesburg reports

TRADE

PRESIDENT De Klerk's watershed February 2 announcement will lead to intensified political pressures on the black trade union movement and an ANC-Cosatu alliance is a distinct prospect, believes labour analyst and Wits University sociologist Professor Duncan Innes

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Centre stage

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Weakened

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The party's critics include those fearful of inroads into union independence and ultra-leftists scornful of its apparent retreat from revolution

Alliances

These were likely to seek independent political homes, either by creating a Labour Party or through alliances further to the left, Professor Innes said

"Some people would like to set up a 'workerist' party," he said

"At least two international revolutionary organisations are active in trying to take over the ground vacated by the SACP"

De Klerk speech aftermath . . .

ARGUS 9/2/90

'Pressure on black unions'

Major shifts and realignments can be expected in South Africa's labour movement following the lifting of bans on the ANC and SA Communist Party.

The Argus correspondent in Johannesburg reports

TRADE

PRESIDENT De Klerk's watershed February 2 announcement will lead to intensified political pressures on the black trade union movement and an ANC-Cosatu alliance is a distinct prospect, believes labour analyst and Wits University sociologist Professor Duncan Innes

Unionists suspicious of the ANC and the South African Communist Party (SACP) can be expected to seek independent political bases, perhaps through the creation of a Labour Party, he adds

"Some say the unbanning of the ANC will enable Cosatu to redirect its attention to the shopfloor — I don't agree," said Professor Innes, editor of the Innes Labour Brief

"Returning political organisations have no formal structures here They know they have black union backing and will try to mobilise them to support their aims"

Centre stage

Labour sources say government moves have thrust two issues to centre stage the future of the ANC's labour wing, the 40-year-old South African Congress of Trade Unions (Sactu), and the role of the SACP

Although never banned, Sactu was forced into exile when its leaders, mostly ANC members, were jailed, banished or died in detention in the 1960s

It is known to have told activists to organise workers into Cosatu, and now enjoys largely symbolic support — notably among Cosatu's "populists"

With Cosatu it shares the principles of non-racialism, political unionism and shopfloor mobilisation

Sactu president Mr Stephen Dlamini said this week from Lusaka he expected Sactu and Cosatu to merge, but clearly viewed his organisation as the senior partner

Any amalgamation would have to bear Sactu's name, he said

Some local unionists fear a repeat of recent developments in Namibia, where former exile John ya Otto, installed as general secretary of the National Union of Namibian Workers at a controversial general meeting last year, has enforced policy favouring Swapo over the labour movement

Weakened

Sactu's role has been intensely debated within the MDM, unionists say One argument, that the movement could be useful on the international front, had been weakened by the discrediting of its Eastern European government contacts

Within Cosatu, the majority view was that it had no further role and should disband, with Sactu members being absorbed into local unions, the sources said

What of the SACP, unbanned after 40 years?

"Many unionists who look to a socialist future see the need for a strong SACP to promote workers' interests" was one union man's comment

"They see it being independent of, but not a counter to the ANC — their alliance is pretty solid"

Professor Innes believes that despite the SACP's recent endorsement of democratic freedoms, including full trade union rights, elements within the union movement will remain hostile to it

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"At least two international revolutionary organisations are active in trying to take over the ground vacated by the SACP"

140A

UK firm accused of discrimination

ADELE BALETA

THE Chemical Workers' Industrial Union (CWIU) has accused UK multinational Reckitt & Colman of discriminatory practices at its Elandsfontein plant on the East Rand B/Day 9/2/90

In a statement yesterday the union said the company had retrenched eight female employees from the plant's canteen

The union demanded their transfer to the factory where, according to the CWIU, jobs were available which were currently filled by male temporary workers "The company refused on the grounds the factory was not geared to employ women

"As there is no objective reason why women cannot do the factory jobs, we can only conclude the company discriminates against female workers purely on the grounds of sex," the statement said

A company spokesman refused to comment.

The CWIU statement said Reckitt & Colman was also attempting to jeopardise current negotiations on the Labour Relations Act by using "strong-arm tactics"

Last year the company terminated the CWIU's recognition agreement which had given workers full strike rights "Workers can only conclude that any agreements made with employers are worthless," the union said

'CP lacks support for stayaway call'

B/Day 9/2/90

ALAN FINE

TWO trade unionists representing close to 200 000 white metal, building and railway workers predicted yesterday the CP would be unable to mobilise substantial support for a work stayaway in protest against new NP policies

They were responding to CP spokesman Koos van der Merwe's disclosure on Wednesday that the CP was considering calling on its estimated 900 000 supporters to stage a stayaway and cripple public services as part of a strategy to force government to call another white election

However, credence given by the Mineworkers' Union (MWU) to the CP call suggests that serious divisions loom within the ranks of organised white labour

Public Servants Association (PSA) president Colin Cameron issued a strong warning to members against participation in a stayaway, while the whites-only SA Confederation of Labour declined to comment at this stage

Federation of Sats Trade Unions general secretary Abraham Koekemoer said he was reluctant to comment as federation members included all shades of political opinion

But, he said, "I am not so sure the CP will get the support they think they will" He believed even among the CP supporters, most had an overriding loyalty to their employer and their jobs

He had received calls from CP supporters who said such action would be wrong after they had criticised Cosatu and Sarhwu stayaway and strike tactics

Therefore only a small minority of white railwaymen were likely to support a stayaway call, Koekemoer said

Confederation of Metal and Building Workers' Unions (CMBU) director Ben Nicholson agreed that only "the lunatic fringe" would heed the CP call He said few would allow this issue to directly affect their livelihood through lost wages

"Responsible conservative (with a small c) members are not prone to accepting stayaway calls They would rather express their views in less confrontational ways, like by petitioning their MPs," he said

But MWU general secretary Peet Ungerer said it was clear his members were extremely upset, and the white backlash would be strong

He stopped short of publically supporting the call, saying this was a matter his executive committee would almost certainly discuss later this month

Cameron said it would be extremely improper and illegal for public servants to consider jeopardising these services

Immigration rate is nearly 1 000 a month

GERALD REILLY

PRETORIA — Immigrants arrived to settle in SA at the rate of nearly 1 000 a month in the first 11 months of last year, according to Central Statistical Service

The net gain in January-November was 5 947 — 10 412 immigrants and 4 465 emigrants B/Day 9/2/90

In the same 11 months in 1988 the gain was 2 340 — 9 588 immigrants and 7 248 emigrants

The figures indicate a slowdown in the numbers leaving SA — a trend that is expected to continue

Gained in the 11 months were 1 296 professional, semiprofessional and technical workers, among them 342 engineers and 51 medical doctors

Most emigrants in January-November were headed for the UK (1 290), followed by Australia (1 157)

140A

NUMSA

members welcome the unbanning of the SACP, ANC, PAC and the lifting of restrictions from COSATU and other organisations.

This is a victory for the working class in particular, and all people of South Africa generally who have unceasingly fought for this day.

The unbanning of the SACP in particular, has great significance for the working class in South Africa, a victory towards the struggle for socialism in South Africa.

We welcome the lifting of the emergency restrictions but demand the complete scrapping of the regulations.

We are extremely dissatisfied that de Klerk fell short of releasing comrade Nelson Mandela, and we demand his immediate release! Long live socialism!

(Issued by the National Union of Metalworkers of SA)

W/Mail 9/2 - 15/2/90

Numsa wants R2 an hour increase

STAR 12/2/90 (140K)

By Drew Forrest

The 220 000-strong National Union of Metalworkers decided at its first national bargaining conference at the weekend to press for a common R2 an hour minimum wage increase in the engineering, rubber and motor industries

More than 100 Numsa delegates met in Johannesburg to formulate common demands for all union sectors in this year's national negotiations.

Conference decisions were not disclosed But sources said a demand for a R2 an hour "living wage" increase in all sectors was adopted

In a keynote speech, Numsa spokesman Dr Bernie Fanaroff said this year's strategy was to consolidate a union capable of national bargaining.

A conference in June will decide whether the union will strike as a whole or settle in each sector.

The conference, a key step in the union's drive to centralised bargaining, opens up the possibility of co-ordinated strike action across the sectors

Demands for job creation, industry-wide training and job security were basic to the restructuring of the metal industries, Dr Fanaroff said.

Pick 'n Pay waits for union response

ADELE BALETA

PICK 'n Pay wage negotiations with the SA Commercial, Catering and Allied Workers' Union (Saccawu) were progressing well, the supermarket chain's GM labour relations Frans van der Walt said yesterday

Management was waiting for the union's response, expected this week, he said B/Day 14/2/90

Since the start of negotiations in November last year, Saccwu has dropped its demand of a R260 a month across-the-board increase to R190 (140A)

Management has moved from R95 to R125.

Pick 'n Pay has also proposed the minimum wage be increased from R750 to R800 for new employees

The across-the-board increase would affect 14 500 permanent employees and would also be extended to more than 8 000 casual workers

The union has also demanded March 21 as a paid public holiday

Van der Walt said managment had proposed a change in the working conditions of cashiers — currently allowed two days off a month.

Pick 'n Pay had suggested these workers be given only one day off a month in line with other employees and that they be paid an extra R30 in lieu of a day off.

Saccawu comment was not available late yesterday

Numsa sets national wage demand

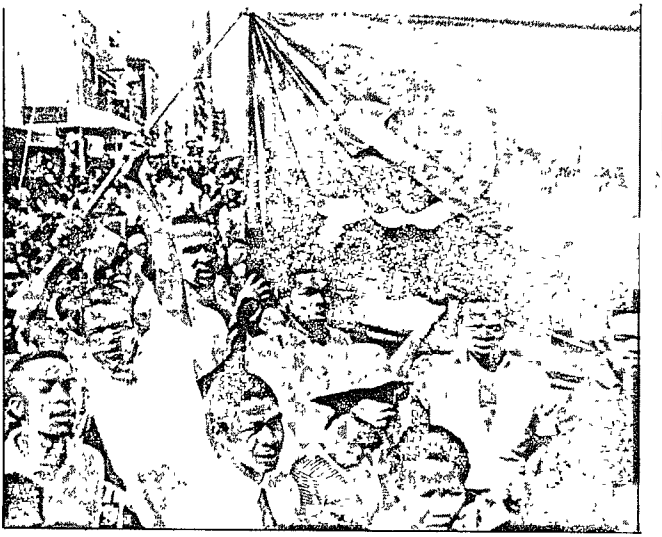
B/Day 14/2/90 (140A)

ADELE BALETA

THE National Union of Metalworkers of SA (Numsa) will demand a R2-an-hour minimum increase in all sectors at this year's national wage negotiations

This decision was adopted at the 22 000-strong union's first national bargaining conference held in Johannesburg at the weekend Other demands were expected to be announced this week, a Numsa spokesman said

The spokesman said a conference scheduled for June would decide whether the union would strike uniformally or settle in separate sectors



"Forward to a socialist South Africa" . . . SA Communist Party proposals could play an influential role in Cosatu's workers' charter campaign.

(140A)

Protecting the workers: a new charter campaign

Through its "workers' charter" campaign, launched this week, Cosatu aims to keep workers' interests firmly on the national agenda **DREW FORREST** reports

In a South Africa suddenly pregnant with political possibilities, the labour movement is determined to keep worker claims to the forefront — and Cosatu's workers' charter campaign is part of this thrust.

In its Constitutional Guidelines, the ANC proposed the incorporation of a charter in the country's future constitution Draft charters were issued last year by the SA Communist Party and Sactu, the ANC's labour arm, and will be used as chopping-blocks for debate within Cosatu

Cosatu's launch of the campaign at a weekend central committee meeting attended by ANC leader Mr Nelson Mandela is the climax to years of often acrimonious debate

Initially the workers' charter demand was closely associated with independent socialists within Cosatu and was viewed with suspicion by "populists" as an attempt to supplant the Freedom Charter In 1985, sections of the SACP attacked the charter proposal of Cosatu's metal union as "workerist"

There is now general consensus in the unions that workers' demands need to be articulated and codified in the transition to a new order

At the same time, the Constitutional Guidelines, and the SACP and Sactu charters, have legitimised moves to expand and modify the Freedom Charter to suit modern conditions

At Cosatu's national congress last year, an in-principle decision to launch a charter campaign was unanimously adopted

Modelled on the process leading to the Congress of the People, at which the Freedom Charter was adopted, the campaign will collect workers' demands through questionnaires

Awareness will be heightened in rallies, marches and demonstrations countrywide, and Cosatu hopes to involve other sections of the Mass Democratic Movement and the black union federation, Nactu

Once demands have been codified, the plan is to adopt a charter at a special congress late in the year

Worker mobilisation is a key aim Cosatu's education secretary, Mr Khetsi Lehoko, said the campaign aimed to boost unity among workers, black and white, and draw the unorganised into the unions

But the charter itself could feed into negotiations on the future of South Africa — and the Sactu and particularly SACP documents give vital pointers as to what it will contain

Arguing that wealth must be redistributed for the benefit of all, the SACP urges state control of the "commanding heights" of the economy and the participation of workers in planning and running businesses

All enterprises, private and state-owned, will be "compelled to safeguard the interests of workers and the nation as a whole", it says, and steps will be taken to break "the white monopoly of ownership and managerial control"

However, it stresses that state control should not be exercised "in an over-centralised or commandist way"

On union rights, the SACP says the union movement should be free of state interference and have the right to strike

Collective bargaining legislation, "including any limitations on the right to strike in exceptional cases", will require union consent and the unions will be consulted on other labour laws

All adults will have a right to work, a national minimum wage will be enforced and the migrant labour system phased out, the SACP proposes

Other proposals are

- Company assistance in providing recreational, primary health and creche facilities
- Positive steps to correct discrimination against women in the workplace
- Moves to break the "existing media monopoly by big business and the state" and ensure worker access to the media

Bus drivers on trial

140A

Sowetan 14/2/90

By RUSSEL MOLEFE

OVER 400 Lebowa bus drivers were turned away from the Pietersburg regional court by police when the trial of two members of the Transport and Allied Workers Union resumed yesterday.

Chaos nearly erupted when police blocked all entrances to the court buildings where Mr Abraham Malatjie (40) of Ga-Mamabolo and Mr Daniel Sekele (39) of Doornfontein are facing charges of instigating and participating in an unlawful strike.

The accused are appearing before Mr AGH Bouwer, whom they had earlier asked to step down, alleging that he was unfair. They pleaded not guilty to all charges.

The charges arise from work stoppages at all Lebowa Transport depots in the northern Transvaal between June and July 1987.

Judgment will be passed on March 21.

Thousands on wage strikes at Sappi, Mondi plants countrywide

ADELE BALETA

PAPER and pulp giants Mondi and Sappi have been hit by wage strikes by thousands of Paper Printing Wood and Allied Workers Union (PPWAWU) members at plants and mills countrywide.

Mondi Board mills at Felixton and Springs have shut down but production is continuing at Piet Retief where half the workforce is on strike

Negotiations in the five-week-old wage strike by 700 workers at the board mills have deadlocked but a union spokesman said PPWAWU was considering a resumption of talks

At least 300 workers at the Bellville board mill in Cape Town have returned to work as they could not keep up with their bond repayments, the spokesman said.

Mondi spokesman Brigid Hopkins said a separate wage strike at Richards Bay pulp mill by up to 300 employees was continuing but production was normal.

A strike ballot at Mondi's waste paper plants at Tulisa Park and Alrode on Friday was supported by the majority of workers but the strike has not yet started

Mondi dismissed 50 workers at its Pretoria paper waste plant for solidarity action with board mill strikers, a union spokesman said.

Hopkins said 500 workers began legal strikes at the timber production division's Stellenbosch and Elgin saw mills last week. Negotiations were continuing.

At least 1 000 PPWAWU members at Sappi's Ngodwana paper mill in the Eastern Transvaal began a legal wage strike last week Management spokesman Eugene van As said the company's revised wage offer of an average monthly increase of 16% for all scales was refused. The union was demanding an average 35% increase.

He said union members went on strike at Gencor-owned Sappi Enstra mill in Springs on Monday. An offer of mediation was rejected by the union.

PPWAWU demanded an increase of 26,7% at the lower scale as opposed to the company offer of 15,5%.

The nearly two-week-old strike at Sappi's Novobord timber board plant in Port Elizabeth was affecting production, Van As said.

Workers face lockout

(140A) Sowetan 15/2-21/2/90

ABOUT 500 Boland sawmill workers face being locked out from company premises after having downed tools last week.

The workers, members of the Paper, Print, Wood and Allied Workers' Union (Ppwawu), went on strike at Bruply sawmills in Elgin and Stellenbosch last week to support wage demands.

A Ppwawu spokesperson said the company had threatened to get a court interdict to lock out workers and prevent them from interfering with production at the mills.

The workers are demanding an increase of R1,15 on the current minimum hourly wage of R4,29. The company has offered a 63 cents' increase on the hourly rate, based on a 46-hour working week or a 64 cents' increase, based on a 45-hour week.

Meanwhile, workers at Mondi Paper in Bellville returned to work this week, although workers at Mondi Paper and Pulp elsewhere in the country are continuing a marathon strike over wage demands.

Ppwawu members at Airton Timbers in Retreat this week voted in favour of a strike after wage negotiations broke down.

Paper workers locked out

Cape Times 16/7/90

Labour Reporter

WORKERS at the Bruply Sawmill in Stellenbosch who had been on strike since last week — were locked out on Wednesday.

Paper and Printing Wood and Allied Workers' Union (PPWAWU) shop stewards said that when the 289 workers arrived for work on Wednesday they found the gates locked.

More than 2 000 PPWAWU members are on strike countrywide for beter wages and working conditions.

Workers at Bruply's Elgin plant were also on strike, shop stewards said.

● Sapa reports that more than 500 striking workers at Sappi's Enstra mill, near Springs, had, up until Wednesday night refused to leave the factory premises despite a court interdict ordering them to do so.

140A

Numsa in mediation with Brollo Africa

B/Day ADELE BALETA 16/2/90

BROLLO Africa and the National Union of Metalworkers of SA (Numsa) began mediation yesterday on recognition of the United Workers' Union of SA (Uwusa) at the Elandsfontein plant on the East Rand

Numsa members went on strike last week demanding withdrawal of stop-order facilities for the Inkatha-affiliated Uwusa, which Numsa claims has only 15 members at the factory

Management refused to comply to the demand, but agreed to postpone an urgent Industrial Court application regarding the fairness of Numsa's action for 24 hours, pending the outcome of mediation The result of mediation was not known at the time of going to press

Numsa objects to the company's use of the Labour Relations Act to allow a minority union with a "violent history" to gain access to and recognition at the factory

The company believes Numsa's demand is unfair in the light of both Numsa's and Brollo's committment to freedom of association, agreed to in 1982.

Meanwhile, Numsa and Haggie Rand's management agreed not to disclose details of their meeting yesterday to the Press

The meeting was held at Numsa's request to discuss union proposals aimed at stepping up security at Jupiter and Germiston Six people had died and six more were injured in conflict between Numsa and Uwusa

ARGUS 16/2/90 (140A)

Luxury German car for Mandela

The Argus Correspondent

JOHANNESBURG. — Mercedes-Benz SA is to build a luxury car as a gift for Mr Nelson Mandela, a company spokesman has confirmed.

Speculation is that it will be a 500SE — the biggest available four-door, air-conditioned model — which retails for just over R200 000, excluding GST.

This followed a request by National Union of Metalworkers' members at the firm's East London plant, said PRO Mrs Wendy Hoffman.

"The company recognises the high esteem in which employees hold Mr Mandela, and has agreed to build him a vehicle," she said.

The company was reported as saying it firmly believed that a fair and just society had to be established in South Africa, "based on fundamental principles of human rights and individual dignity".

Mrs Hoffman said details about payment and the specifications of the vehicle had not been finalised, but a Numsa statement said union members at the plant had opted for a red car.

The union added: "This is a gift from the workers, to show their admiration and respect for their leader. The workers have also indicated that they would like Comrade Mandela to come and get the car himself at the plant.

"Numsa believes that this gift from the workers is significant and shows that they look to Comrade Mandela to initiate a process of political settlement which will incorporate the needs and aspirations of the workers"

WAGES F/M 16/2/90

Worker inflation

Despite the high-profile SA Breweries and Sats strikes (*Leaders* January 19) the incidence of industrial action over wages has dropped substantially This is according to the latest wage settlement survey, for the period September 1989 to February 1990, by Levy & Piron It adds, though, that comment must be tentative at this early stage of the year's wage bargaining round

Other main findings by the consultants are (140A)

- ☐ On average, unions continue to negotiate settlements over 1% higher than the official inflation rate (CPI was 15,3% in December);
- ☐ Significantly different bargaining strategies are being adopted by unions in the high-pay and low-pay sectors,
- ☐ Where industrial action takes place 54% of diputes are settled through mediation,
- ☐ Government's growing awareness of the potential impact of wage settlement levels on its anti-inflation strategies; and

F/M 16/2/90 (140A)

- ☐ A hint, not yet a trend, of employers bringing their own demands to the bargaining table

In sectors with relatively high average minimum wages (for example, R5,02 an hour) union opening demands in the period averaged 31,4% At the lower end (R3,96 an hour) initial demands averaged 107%

Since 1987, the time required to settle has increased considerably from 67 days to between 86-89 days In the higher paid categories parties reached settlements quicker (average 69 days) compared to the lower average negotiating time of 110 days Whether this indicates more mature bargaining relationships in higher paid sectors, or a Cosatu strategy to even out wage differentials, is not clear.

Wage curve

It is observed that collective bargaining traditionally results in flattening the wage curve, to the benefit of the lower paid, as a result of across-the-board increases An idea of the steepness of the pay curve being negotiated by various unions is provided by the differentials between average minimum rates and general average rates within certain sectors (see graphs).

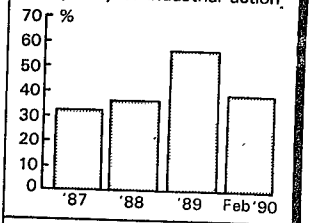
Levy & Piron points out that Reserve Bank Governor Chris Stals now sees the labour market as an essential third element — together with emphasis on tight monetary and fiscal policies — in combating inflation The bank's latest *Quarterly Bulletin* reports that unit labour costs rose 0,3% in 1988 and at a year-on-year rate of 0,5% in the first quarter of 1989.

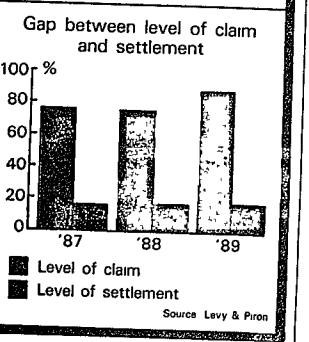
"In a time when the economy is slowing down," says Levy & Piron, "labour productivity may well decline, and if wage increases remain linked to some informal 'indexation' principle related to the CPI, the process will simply help to perpetuate inflation "

Stals has warned that, in spite of strict financial discipline, rising labour costs in the current economic environment will put pressure on firms' profitability, which will result in higher unemployment. Unions, however, will continue efforts to shield their members from the effects of inflation, which they did so effectively in the Eighties

The period saw management tabling their own demands in 56% of negotiations. These involved attempts to regulate overtime, introduce shifts and highlight hidden labour costs such as transport, housing and food subsidies. "Perhaps the time of one-way wage bargaining is coming to an end," says the survey. ■

Getting to yes





Source Levy & Piron

MONDI DISPUTE F/M 16/2/90

A little closer (140A)

Despite intense labour pressure, Mondi is still holding out against a demand by Cosatu's Paper, Print, Wood & Allied Workers

F/M 16/2/90 (140A)

Union. The union wants 2,2% more on the company's "final" wage offer.

Strikes broke out at four of Mondi's board division mills on January 9, with the union demanding 26% (R1,15 more an hour) against the company's offer of 16,8% (72 cents more an hour).

Two weeks later, the union dropped down to 19% but backed the demand with labour action on a broader front This included strike action at the Richards Bay pulp mill and brief solidarity strikes at two Mondi paperwaste plants and at Waltons head office There were also demonstrations by about 900 workers at five companies in Pretoria (including Lion Match and Nampak Corrugated).

The pressure didn't end there. Last week, 470 workers at Mondi's Stellenbosch and Elgin sawmills went on strike, demanding R1,20 more an hour on the minimum of R2,99. The company has offered 45c, taking the minimum to R3,44 an hour. The union says the strike is an accompaniment to the board mills strikes

A company representative says that with two mills (Felixton and Springs) at a standstill, "obviously" production is down, and "it's hurting."

However, the company says the union has also suffered setbacks. Last week, the strike collapsed at the Bellville plant when union members accepted the company offer in their "individual" capacities.

An encouraging feature of the strike has been the lack of violence. This, however, seems fragile The union alleges that a private security firm has been harassing Natal strikers at their township homes. The union says the guards abducted four strikers and handed them over to the KwaZulu police, who in turn slapped and manhandled them

The most important issue is whether Mondi can uphold the fighting talk of "our final offer is final." ■

Strikers 'lost R65m'

Cape Times 17/2/90

SATS strikers lost about R65m in salaries during the recent strike, Dr P J Welgemoed, deputy minister of Public Enterprises said yesterday. He said about R11m in salaries for temporary workers and about R14m for overtime work was spent during the strike.

Traffic stops in its tracks at protest

By SAMKELO KUMALO

TRAFFIC came to a standstill in Johannesburg yesterday as members of the Private Sector Association took to the streets marching against privatisation of State industries

The association consists of members of post office, railway and harbours, health and municipal workers' unions They attended the rally showing ANC and SACP flags.

A petition against the privatisation of the Post Office was handed to Witwatersrand Labour Relations Officer Hennie van Heerden at the Jeppe Post Office

(140A)

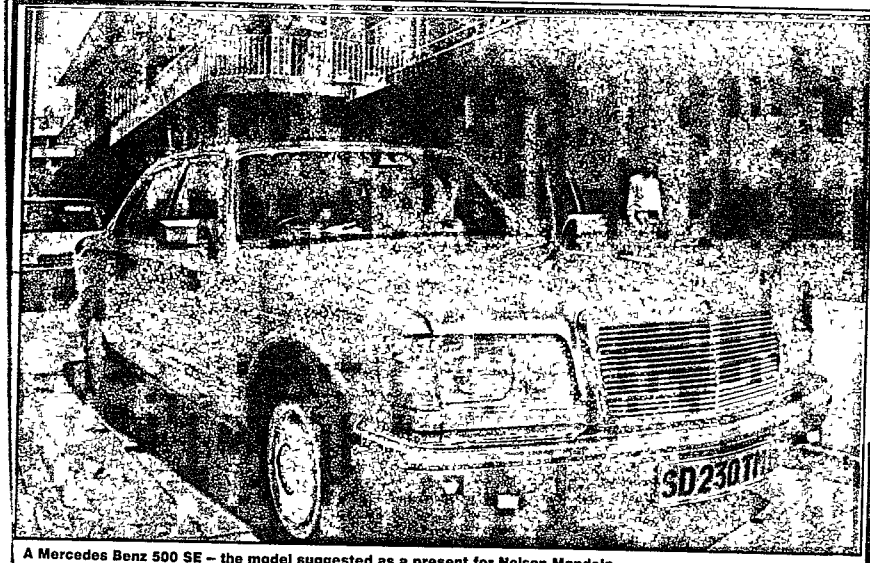
Potwa president Kgabisi Mosunkutu said his organisation was against the government's decision to privatise the Post Office as privatisation would hit the poor the hardest. The privatisation of the Post Office, transport and health would mean that people would have to dig deeper into their pockets for those services.

Pres 18/2/90

The ownership and control of these services should rest in the hands of the State Further, the State didn't have the right to sell the nation's industries to greedy capitalists without consulting the workers and the masses who owned these industries through the government.

Mosunkutu demanded a living wage and the changing of the the Labour Relations Act.

Potwa president Kgabisi Mosunkutu



A Mercedes Benz 500 SE – the model suggested as a present for Nelson Mandela.

Present for Mandela – bulletproof Mercedes

14-A

By CONNIE MOLUSI

Argus 15/2/90.

THE National Union of Metalworkers of South Africa (Numsa) is to give ANC leader Nelson Mandela a Mercedes Benz – probably a red bulletproof 500 SE – for his contribution to the liberation struggle.

Workers approached management and asked to be allowed to build a car that would befit a leader of Mandela's stature.

The company has agreed to build the car and is waiting for the union to tell it what model and specifications they require.

National Reception Committee (NRC) member Cyril Ramaphosa said Mandela has welcomed the idea

The NRC would prefer Mandela to have a bulletproof 500 SE with tinted windows and telephone

Numsa general secretary Moses Mayekiso said. "The gift from workers is significant and shows that they look to Comrade Mandela to initiate a process of political settlement which will incorporate the needs and aspirations of workers"

The management of Mercedes Benz SA, said it acknowledged the pride and esteem in which the majority of its employees held Mandela

The company was prepared to agree to a car being built for him to mark this important occasion

Star 19/2/90 (140A)

Sats pay-out could be SA's biggest

Surprise multimillion-rand offer to 170 000 transport workers

By Drew Forrest

SA Transport Services's surprise offer of voluntary redundancy to its 170 000 employees could entail the largest severance pay-out in the country's history.

Last week Sats announced that workers who agreed to quit before March 15 would receive at least three months' salary, as well their pension contributions and full outstanding leave pay

Employees with more than six years' service would receive an even larger cash bonanza — an extra month's salary for each additional three years of employment.

This would mean that an employee with more than 30 years' service would receive his or her annual pay packet as a severance deal.

The offer is voluntary, but employees who accept will be bound by its terms and will not be rehired by Sats for at least three years.

In a reference to widespread worker anxiety over the impending commercialisation of Sats, management said the offer was intended to give employees who were "unmotivated or frustrated" a chance to leave with a better package than they would get by resigning.

Disgruntled workers

Many workers who did not participate in the recent rail strike are disgruntled with the terms of the strike settlement — and particularly the return of strikers to their jobs

Sats senior labour manager Mr Jan Bredenkamp said he could not estimate the potential cost of the offer to the corporation.

However, he said that the average wage for lower-paid black and white workers was R730 — yielding a severance payout of R2 190 for each employee with less than six years service.

If only five percent of its employees accept the offer, Sats will have to pay out at least R19 million This does not take into account additional payment for long service — Sats has many long-serving employees — and leave pay.

The offer has raised fears of forced retrenchments down the line as a consequence of commercialisation, which begins in earnest on April 1 when Sats is listed as a public company.

Sats severance offer could cost R20m

MATTHEW CURTIN

SATS management expects only a few thousand employees to take up the voluntary severance package offered last week

Such a response could cost the company an estimated R20m, labour relations director Jan Bredenkamp said yesterday B/Day 19/2/90

He said if workers were not committed to the company, the offer would allow them to leave with a better package than if they resigned

Sats's 170 000 employees would be allowed to leave the company with three months' salary and pension contributions before a March 15 deadline. Sats is due to become a registered company on April 1.

Bredenkamp said the move did not represent a retrenchment prior to the April listing Such a retrenchment would have to be negotiated with all unions represented at Sats He said Sats might lose valuable employees through the severance package

Bredenkamp confirmed many employees were concerned about the commercial re-organisation of Sats

Unofficial union response had so far indicated few workers would take up the offer and he expected response from the SA Railway and Harbour Workers' Union (Sahwru) would not be "over-enthusiastic"

He said the proposal was unrelated to the imminent recognition of the Sahwru and redundancy negotiations Management talks with Sahwru over the union's status would start within two weeks

TRUCKERS RUN A BIG AIDS RISK

EDWARD WEST

AT LEAST half of 225 staff members with a Durban-based transport firm, which sent trucks to Malawi regularly, were found to be infected with the AIDS virus, AIDS Economic Research Unit (AERU) spokesman Keith Edelston said yesterday.

Edelston said in central Africa one of the main routes for the spread of the virus was along major international trade routes. A large proportion of drivers entering SA from these routes were infected.

Edelston said tests done at a Malawi transport firm showed 48 out of 52 drivers were infected with the virus.

Edelston said the AERU wanted to get together with private transporters and the Road Freight Association to put together a strategy to address the AIDS problem but transport unions were not prepared to participate.

The Road Freight Association could not be reached for comment yesterday.

Aids Training and Information Centre head Dr Ruben Sher said he did not neccesarily agree with AERU statistics, but confirmed international truck routes were a major mechanism contributing to the spread of the virus.

Sher said SA drivers travelling into central Africa were often aware of the danger of AIDS but the main danger lay with drivers from central Africa resorting to prostitutes in SA.

Transport & General Workers Union spokesman Jane Barret said the union was doing training with regard to the AIDS problem.

B/Day 20/2/90

Kyoti

...bodies in battl...

2 000 down tools over wages

ABOUT 2 000 members of the Commercial, Catering and Allied Workers' Union (Ccawusa) have stopped work at the Wild Coast Sun in Transkei.. Sowetan 20/2/90

The organiser of the Port Shepstone branch of Ccawusa, Michael Nsimbi, told SABC radio news the stoppage was due to wage and other grievances.

Sun International chief executive Ken Rosevear said his organisation hoped to meet union representatives as a matter of urgency to settle the dispute.

At the moment the hotel is offering limited services and prospective visitors are advised to check on the South African side of the border whether they will be able to gain entry.

Ccawusa has not yet been recognised in the Transkei, although negotiations are in progress. - Sapa

here has been postponed to tomorrow after nine co-accused escaped at the weekend.

CAPE TIMES 20/2/90

1 500 Sun workers strike

PORT SHEPSTONE. — Some 1 500 members of the Commercial, Catering and Allied Workers' Union (Ccawusa) have stopped work at the Wild Coast Sun resort. Management had called on workers to return to work, and to nominate representatives to negotiate on grievances, which include dissatisfaction with wages

Star 20/2/90 (140A)

Sats workers urged to reject redundancy

By Drew Forrest

Trade unions representing the majority of black and white railway workers are to urge their members not to accept SA Transport Services' surprise offer of voluntary redundancy

In terms of the offer, which is linked to the looming commercialisation of Sats, workers who agree to quit by March 15 will receive at least three months' salary in severance pay

The secretary of the 140 000-strong Federation of Trade Unions of Sats, Mr Abie Koekemoer, said members would be sent a circular advising them not to accept

"We regret that management has linked the offer to privatisation This confirms the left-wing union view that privatisation will hurt workers," he said

The federation — comprising recognised white, coloured and Indian unions — also feared that the offer would increase the workload of those left in Sats employment, he said

The general secretary of the SA Railway and Harbour Workers Union, Mr Martin Sebakwane, said the offer indicated retrenchments were in the offing

"Management should declare its hand so that the issue can be negotiated in the April wage talks," he said

Sarhwu's commitment to the right to work, and its standing opposition to privatisation, meant it could not encourage members to accept the severance package, he said

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Worker shot during picket is paralysed

STAR 20/2/90

A 28-year-old worker who was injured in a Johannesburg shooting last week has been told he will not be able to walk again

Mr Sandile Hiya, of Transkei, was one of six men injured — one man was killed — when shots were fired during an incident involving picketing workers at a Pritchard Street building site

Mr Hiya was shot in the neck and back

He has been told he is paralysed and will be transferred from Johannesburg Hospital to Natalspruit

The six were injured when a security guard fired shots at more than 100 workers, members of the Building Construction and Allied Workers Union

Combrink Building Constructions dismissed the workers after a dispute

Mr Johannes Madida and Mr Johannes Kgalati are in a serious condition at the Hillbrow Hospital

The dead man is Mr Alpheus Bapela (33) of Potgietersrus

Mr Alred Zibula and Mr Lucas Matlala were treated and discharged

Captain Eugene Opperman, police liaison officer for the Witwatersrand, said the guard had fired a shot after workers tried to take his gun

Wild Coast Sun employees strike

Star 20/2/90

PORT SHEPSTONE — Nearly 2 000 members of the Commercial, Catering and Allied Workers' Union (Ccawusa) have stopped work at the Wild Coast Sun resort in the Transkei

The organiser of the Port Shepstone branch of Ccawusa, Mr Michael Nsimbi, said the stoppage was due to wage and other grievances

Sun International chief executive Mr Ken Rosevear said his organisation hoped to meet union representatives as a matter of urgency in order to settle the dispute

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Union threatens to strike over centralised bargaining

(140A) STAR 20/2/90

By Drew Forrest

Cosatu's chemical union has taken its first step towards strike action at Caltex over demands for centralised bargaining in the oil company

A Chemical Workers Industrial Union spokesman confirmed that a dispute was declared on the issue last week

The union already bargained centrally for Caltex depots, but the company insisted that its refinery, near Cape Town, was excluded from negotiations, the spokesman said

Caltex's manager of public affairs, Mr Roy Wright, would not comment beyond saying that a meeting on the issue was planned for this Thursday

The CWIU also reported a legal strike over demands for a transport allowance by 60 workers at Caltex's Alrode depot

RELOCATION

The demand followed the closure of installations at Industria and Benoni and the relocation of workers to Alrode last year

● Over 130 workers are on a pay strike at Johnson and Johnson outside Johannesburg, according to the CWIU

Star 20/2/90

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(140A) 20/2/90

SACTU MAY DISBAND OFFICIAL

ALAN FINE

LUSAKA — The SA Congress of Trade Unions (Sactu) has implicitly accepted that after exiled SA political organisations and individuals have returned home there will be no further reason for its existence.

ANC executive member and Sactu general secretary John Nkadimeng said his organisation accepted Cosatu was the dominant trade union force in SA. Despite the importance of Sactu's history, Sactu would have "no problem" integrating into existing Cosatu structures, he said.

Sactu is a union federation allied to the ANC which operated openly in SA in the 1950s and early 1960s. Although it was never banned, its leaders were among those imprisoned or driven into exile during the government clampdown on the ANC.

Nkadimeng said Sactu had played an important role in the formation of Cosatu, through advising its supporters who were to become part of Cosatu and through lobbying other union leaders who had been hostile to Sactu

Today, he said, Cosatu policy coincided with Sactu's views almost entirely.

Nkadimeng said Sactu had played an important part in ensuring that the feasibility committee, which in 1984 and 1985 brought together the future components of Cosatu, did not break down into irreparable divisions.

Nkadimeng said Cosatu, by building a large scale organisation and surviving, had done more than Sactu had been able to do He said Sactu recognised this, and did not intend going home and trying to supplant Cosatu as some reports had suggested.

He was aware that some believed Cosatu should change its name to Sactu, and he would have no problem with that However, he did not believe the name was an important issue, and it was up to Cosatu members to decide.

He said many individual Sactu officials may wish to become involved in the trade union movement in SA.

Nkadimeng said he was uncertain whether he would spend his future in the trade union movement as his ANC responsibilities were extremely onerous.

AUTOGRAPH HUNTERS . . . Mr Nelson Mandela signs his autograph for three Johannesburg schoolboys yesterday. Picture REUTER

CAPE TIMES 21/2/90 140A

'Workers requested Mercedes for Mandela'

PRETORIA. — The request to build Mr Nelson Mandela a Mercedes-Benz had come from the workers who had indicated this would show their admiration and respect for him, the management of Mercedes-Benz said in a statement here yesterday

Reacting to conflicting reports about the vehicle, management said the workers also wanted Mr Mandela personally to receive the car at the Mercedes-Benz plant in East London

"Management responded to this request by acknowledging the pride and esteem in which the majority of its workers hold Mr Mandela and was accordingly prepared to agree to a Mercedes-Benz motor vehicle being built for him to mark the important occasion of his release"

It said the questions of whether Mr Mandela would accept a Mercedes-Benz, the type, the model and how the vehicle was to be paid for were matters under consideration

The Numsa shop stewards, representing the workers, had undertaken to revert to management in this regard — Sapa

Cosatu scornful of labour Bill

ALAN FINE

COSATU yesterday described the new draft Labour Relations Amendment Bill as "another example of state blundering" because of both the process of its creation, and some of its contents

The proposed changes, introduced without taking account of issues repeatedly raised by Cosatu and the rest of the trade union movement, would only exacerbate tensions at the workplace, a statement said.

In Cosatu's view, it was the principal industrial relations actors — organised business and labour — who should devise new labour legislation.

On the Bill itself, Cosatu said besides the relaxation on time limits (for processing disputes through official channels) and the changes to section 79(2), many of the other provisons were "unacceptable, retrogressive and fall far short of what has been demanded by the union movement"

Section 79 (2) relates to the onus of proof in cases of damages suits

Cosatu said that in some respects, the proposed changes went well beyond the issues considered by the unions and employer federation Saccola.

A particularly unacceptable example, the federation said, was the extension of the "cooling-off period" from 30 days to 45 days That is the period between referral of a dispute to an industrial council or conciliation board and the time workers may lawfully go on strike. (140 Ph 2nd)

Saccola's enthusiasm for the proposed changes raised doubts as to their sincerity about wishing to negotiate an acceptable Labour Relations Act.

"If the state and employers continue to adopt this attitude, it would seem that nothing has been learnt from the past Consensus on labour legislation requires the full involvement of Cosatu and other unions as well as the employers For the state to ignore this will only lead to more conflict," the statement concluded B/Day 21 2/90

A Cosatu source said yesterday the organisation had not yet decided whether to make submissions to the National Manpower Commission on the investigation into consolidating the Act.

Meanwhile, Cosatu and Nactu yesterday wrote to Saccola asking for detailed employer views on aspects of the Act, including urgent interdicts, unfair labour practices, and the status of public sector, agricultural and domestic workers.

The Federation of Salaried Staff Associations of SA yesterday confirmed its support for the amendments.

Striking workers protest at Bruply in Stellenbosch

Sowth 22/2/-28/2/90 (14019)

Support for sawmill strikers

ORGANISATIONS in the Stellenbosch area will meet this weekend to form a solidarity committee for 312 Boland sawmill workers who have been on strike for more than a fortnight.

The workers, members of the Paper, Print, Wood and Allied Workers' Union (Ppwawu), met outside the Bruply mills in Elgin and Stellenbosch after the company last week obtained a Supreme Court order preventing strikers from being on company premises, obstructing the entrance to the premises and intimidating workers.

The strikers are demanding an increase of R1,01 an hour. The company has offered 48 cents.

The workers also want an eight percent bonus, a five cents an hour yearly service bonus and a 41-hour working week.

Other demands include four weeks' annual leave, 15 days' sick leave a year and a medical allowance of R20 a week.

A company spokesperson said no meeting with the union had been scheduled.

Mandela Mercedes car still subject of discussion

Sowetan 22/2/90

NELSON MANDELA

MERCEDES-BENZ, the German prestige car manafacturer, yesterday denied that they had agreed to give Mr Nelson Mandela a luxury limousine

At the same time, they announced that the price of their locally built 500 SEA, which would be suitable for Mandela, would be increased by R10 000 to R211 535 and the 300 SEA from R145 690 to R152 975.

PRO Mrs Wendy Hoffman confirmed that initial discussions had been held between workers and management.

"It is important to note that the request to build Mr Mandela a Mercedes-Benz motor vehicle came from the workers who indicated that this would show their admiration and respect for him as their leader," said Hoffman.

Esteem

140A

'Management responded to this request by acknowledging the pride and esteem the majority of its workers held for Nelson Mandela and was accordingly prepared to agree to a Mercedes-Benz motor vehicle being built for him to mark the important occasion of his release

"The questions on whether Mr Mandela would accept a Mercedes-Benz motor vehicle, the type, the model and how the motor vehicle was to be paid for, were still matters under consideration The Numsa shop stewards, representing the workers, had undertaken to revert to management in this regard "

Hoffman said the initial discussions had been cordial and reports in certain newspapers indicating that there would be a dispute as to who would foot the bill and also that workers would not go to work until the company agreed to give Mandela a car for his personal use, were not correct

ANC veteran Ray Alexander hopes to see Mpetha

By CHIARA CARTER

WHEN legendary ANC exile Ray Alexander returns home next weekend after 25 years in exile, one of the first people she intends to visit is her old friend and comrade, Oscar Mpetha

"I'm overjoyed to be coming back I can't wait to see Cape Town and meet all my friends again," Alexander told SOUTH in an exclusive interview from her Lusaka home

"Ever since we heard that the ANC was unbanned and that exiles could return, the whole exile community has been counting the days to come home," Alexander said, the excitement in her voice rising above the crackle of the telephone wires between Lusaka and Cape Town

Alexander, 76, is due to arrive in Cape Town next Friday, accompanied by her 83-year-old husband, ANC constitutional expert Jack Simon, and their daughter, Mary Simon, a lecturer at the University of Cape Town

Alexander, who was general secretary of the Food and Canning Workers' Union until she was banned in 1960, has been working in the South African Congress of Trade Unions while in exile

She is also an active member of the ANC's womens' section and hopes to work in women's organisations in South Africa

Impressed

The distance from home has not blunted the legendary veteran's enthusiasm for trade union work

"I intend to help the Food and Allied Workers' Union in whatever way I can," she said

"I will also be at the service of the Congress of South African Trade Unions

"We in Sactu are very impressed with the work Cosatu has been doing at home. Sactu will not be coming home as Sactu, instead we will be part of Cosatu," Alexander said.

She sees the unbanning of the ANC as a new challenge politically

'Both Jack and I intend to work hard at building the ANC at home We have devoted our whole lives to the struggle for a non-racial and democratic South Africa Now we are coming back home to continue this work," she said

Alexander was very distressed when told that Mpetha was still ill after a stroke he suffered after being released from prison last year

"I hope Oscar is able to see me I intend visiting him on Saturday I can still remember his old Nyanga home I wonder if it has changed much," she said

Alexander is confident about returning and does not think she will find that 25 years has made her a stranger in her own country

"Of course, there will have been changes and new things that we will have to get used to, but there are so many people that we still know back home and so many others whom we met in Lusaka We don't anticipate feeling out of place Instead, we are eager to get on with finding a house and building a new South Africa," she said

SACP to surface

THE South African Communist Party (SACP) has decided to emerge from underground and will operate legally inside South Africa.

The Party's leadership core within the country will be named soon and members in exile will be sent into the country to strengthen the core "as soon as possible", its central committee announced after a meeting last week

The CP is consulting members underground to implement its legal status South 22/2 - 28/2/90

"A major objective of the coming months will be to build a strong, legal SACP, rooted among the working masses of our people," the central committee said

March on Stoffel

South 22/2 - 28/2/90

STUDENTS at universities and colleges plan to march to the offices of the Minister of Education and Development Aid, Dr Stoffel van der Merwe, next week to protest against

Sactwu steps up leather campaign

(140A)

South 22/2 - 28/2/90

THE South African Clothing and Textile Workers' Union (Sactwu) is engaged in a major battle to sign up leatherworkers.

Since the beginning of the year the union, the third largest Cosatu affiliate, has doubled its membership in the leather sector to about 8 000

Sactwu organisers stepped up the campaign in Cape Town this week by blitzing trains carrying workers from major leather factories in the area

Similar tactics which the union used in the Boland — where there is a major concentration of leather workers — have paid off A steering committee operates in the Wellington area The committee is concentrating on strengthening Sactwu in the Boland

Earlier this month, Cape leather workers held their first big meeting in the Sactwu hall at Industria House, Salt River, to discuss demands for a living wage campaign in the industry

This was followed by a national shop-stewards committee meeting in Durban at which shop-stewards were elected to represent the union at the industrial council wage negotions next month

Muncipal fines?

(140A)

THE South African Municipal Workers' Union (Samwu) will meet the Cape Town City Council executive committee this week to discuss the "pay-fine" system recently introduced by the council as a disciplinary measure

In terms of the system, the council can deduct a percentage of employees' wages as fines as a disciplinary measure.

Cape Town City Council spokesperson Ted Doman confirmed that a Samwu delegation approached the council executive committee last Friday to protest about the fines system

Samwu spokesperson Merle Brown was unavailable for comment.

South 22/2 - 28/2/90

Manpower Commission in its

Numsa to continue legal battle

Star 26/2/90 By Drew Forrest ( ) (140A) ( )

The legal battle between the National Union of Metalworkers and Barlows Manufacturing Company, already the subject of industrial and Supreme Court action, continues

Numsa announced last week that it is to appeal against a recent Supreme Court ruling in the case with vital implications for union rights in strikes

The case originated in Numsa moves to mount strike action at BMC as part of the 1988 national metalworkers' strike.

Arguing that the dispute was between Numsa and the employer body Seifsa, of which it was not a member, the firm successfully applied for an interim restraining order from the Industrial Court

The court later refused to confirm the order. But in a setback for the union, this was overruled by the Supreme Court last December

Mr Justice R J Goldstone, with two judges concurring, confirmed that an industry strike can be legal But Numsa is alarmed by another finding that a union cannot strike lawfully unless it has a reasonable chance of winning its demands.

In the latest edition of the influential *Labour Law Briefs*, experts argued that the judgment "loads the odds against the union" by imposing an unreasonable new requirement.

Sactu will merge with Cosatu

W/Mail 23/2 - 1/3/90 (140 A)

By EDDIE KOCH

LABOUR leaders from South Africa travel to Lusaka next month for talks with the South African Congress of Trade Unions (Sactu) about the future of the exiled worker organisation

Sactu sources in Lusaka told the *Weekly Mail* the organisation planned to throw its weight behind the Congress of South African Trade Unions (Cosatu) and the resources and leadership of the two organisations would gradually be merged.

Cosatu general secretay Jay Naidoo said the federation's central executive committee met at the weekend to focus on the relationship between the two labour groups now that exiled organisations had been unbanned

"Sactu has played a constructive role in helping Cosatu to build its strength and this has been acknowledged by our members," said Naidoo. "The two organisations have very much the same policies and this is not an issue that will cause any division or conflict in our ranks"

The Cosatu leader was referring to recent statements by members of both Sactu and the National Reception Committee that suggested local trade unions should now accept the tutelage of the exiled labour organisation.

This caused some consternation, especially among unions that led the revival of trade unionism inside the country in the early 1970s when Sactu's internal presence was minimal

But Sactu general secretary John Nkadimeng this week confirmed that his organisation saw Cosatu as the leading trade union force in the country and would have no problems disbanding and having its assets and personnel gradually absorbed by Cosatu

The meeting in Lusaka next month will discuss the logistics of such a move "The whole process will take place according to the principles of Cosatu which our colleagues in Sactu accept," said Naidoo

This implies that members of Cosatu and its affiliates will either elect or approve of exiled union leaders who took up posts in the federation

An issue still to be decided is whether Cosatu will change its name to Sactu. "Before the organisations were unbanned we were all committed to building working class unity and the issue of a name is not important," said Naidoo

"Even in our talks with the National Council of Trade Unions (the small rival to Cosatu inside South Africa) we said keeping our name was not a precondition for unity."

Cosatu lambasts easing of sanctions

Thatcher is warned of workers' anger

LONDON — British companies operating in South Africa have been warned that they could be targets of workers angered by Prime Minister Mrs Margaret Thatcher's partial lifting of sanctions.

The warning was issued by Mr Elija Barayi, president of the Congress of South African Trade Unions (Cosatu), who was speaking in London at an anti-apartheid conference on "repression and resistance".

Permission to travel

Mr Barayi, making his first visit to Britain after the South African Government finally granted him permission to travel abroad, also warned Mrs Thatcher not to make her planned visit to South Africa because the majority did not want her there

"Mrs Thatcher's decision to lift the ban on new investment is an affront to the people of South Africa

"If she insists on coming to South Africa, she will feel the anger of our workers," he told the conference

"(Rebel cricket captain) Gatting's reception will have been mild in comparison to what Mrs Thatcher can expect

"Also, Mrs Thatcher must not be surprised if British companies in South Africa become the target of workers' anger," he said to applause from the about 200 delegates at the conference, consisting of anti-apartheid activists and trade unionists.

Mr Barayi did not elaborate on his warning, or what mass action might be taken by workers against British companies in South Africa

Mrs Thatcher's government on Friday officially lifted its ban on new investment in South AFrica, and reversed its policy of discouraging tourism to the country

The unilateral steps, against the advice of all her European Community partners, with the exception of Portugual, followed her earlier reversal of the bans on academic, scientific and cultural ties with South Africa.

Mrs Thatcher and government spokesmen were adamant that President F W de Klerk's government vitally needed an immediate symbolic and practical response in encouragement of its dramatic reform moves in unbanning the ANC and releasing Mr Nelson Mandela

Hit-squad threats

Mr Barayi said "Some people believe that after Mr de Klerk's dramatic announcements, all is suddenly peaceful in South Africa.

"This is not so . . police attacks continue on the people, and repression is still rampant in the so-called bantustans, especially Gazankulu and Ciskei"

He said Cosatu's own vice-president, Mr Chris Dhlamini, was currently in hiding after threats from the hit-squads. — Sapa

Workers' charter campaign planned

By Drew Forrest

The Congress of South African Trade Unions is to launch a major workers' charter campaign as a way of building unity and organisation.

The charter, which Cosatu intends adopting at a congress later this year, aims to flesh out clauses on worker rights in the Freedom Charter and the ANC's constitutional guidelines.

It would strengthen workers' claims in talks on South Africa's future, said Cosatu education secretary Mr Khetsi Lehoko

The campaign decision, taken at a weekend meeting of Cosatu's central executive committee which was attended by ANC leader Mr Nelson Mandela, gives effect to a resolution taken at the federation's national congress last year

QUESTIONNAIRES

Mr Lehoko said draft workers' charters issued last year by the SA Communist Party and the SA Council of Trade Unions, the ANC's labour wing, would be distributed as a basis for discussion

Workers' demands would be gleaned through questionnaires, and the campaign would involve rallies and demonstrations in all regions.

Other sectors of the Mass Democratic Movement would be consulted, Mr Lehoko said The plan was to adopt a document at a special congress in September or October this year.

The question of whether the charter should be embodied in a future constitution would also be debated, he said.

● See Page 15.

Sowetan 26/2/90

Attack on workers continues - Golding

PRIVATISATION of industries was an attack on workers and a way of further entrenching apartheid a senior trade unionist said at a workers' rally at the weekend

Mr Marcel Golding assistant general secretary of the giant National Union of Mineworkers, told the rally at Mamelodi near Pretoria, that despite talk of change the Government and big capital "attacked workers through privatisation and the entrenchment of apartheid"

Flags

The rally, punctuated by shouts of 'Viva ANC", was attended by about 8 000 members of the Congress of South African Trade Unions

African National Congress flags fluttered in the crowd

Mr Donsie Khumalo, a high-ranking Cosatu official, told the rally that the federation rejected the outcry from big business and the Government on nationalisation following pronouncements by Mr Nelson Mandela and the ANC

Golding said Cosatu would press ahead with its opposition to the Labour Relations Amendment Act - Sapa

Labour protest Marches planned

The Argus Correspondent

JOHANNESBURG. — Cosatu has proposed marches during working hours in industrial areas countrywide if employers and the government fail to meet its demands on the Labour Relations Act.

The proposal is contained in a pamphlet distributed to workers for discussion, which also calls on members to defy interdicts against strikes.

The pamphlet also proposes that Cosatu meet Minister of Manpower Mr Eli Louw to table its demands and that a congress be held in April or May to plan further action on the Act and the living wage campaign.

Demands listed in the pamphlet include:

- That all employers, including those in the public sector, take part in talks with the employer body, Saccola
- That employers agree to a package of interim demands on the Act, including one labour law for all workers.

Labour Act demos mooted

(140A) Star 27/2/90

By Drew Forrest

The Congress of South African Trade Unions has proposed marches during working hours in industrial areas countrywide if employers and the Government fail to meet its demands on the Labour Relations Act

The proposal is contained in a pamphlet apparently distributed to workers, which also calls on members to defy interdicts against strikes The pamphlet also proposes that Cosatu meet Minister of Manpower Mr Eli Louw and that a congress be held in April or May to plan further action on the LRA and living wage campaigns

Interim demands

Three demands are listed in the pamphlet

- That all employers, including those in the public sector, take part in LRA talks with the employer body Saccola (SA Consultative Committee on Labour Affairs)
- That employers agree to a package of interim demands on the LRA, including one labour law for all workers and the right to sympathy strikes
- That the Government will enact whatever is agreed on at the Saccola talks

Cosatu also proposes that its LRA demands be tabled during pay talks, so that employers can put pressure on Saccola

Seven-week strike ends, R11,3-m is lost

Labour Reporter

The seven-week Mondi board mill strike has been settled — *without the company raising its* pre-strike pay offer.

Production worth R10 million and R1,3 million in wages were lost through the strike, said Mondi's Mrs Brigid Hopkins

Mills in Springs, Belville, Piet Retief and Felixton were originally hit by industrial action, although the Bellville workers settled some weeks ago.

Mrs Hopkins said the Paper, Printing Wood and Allied Workers Union had accepted the firm's final 16,8 percent offer at a meeting last Friday.

Union considers code of conduct for companies

By Drew Forrest

In a significant shift on disinvestment, the Chemical Workers Industrial Union is to investigate the drafting of a code of conduct for multinational companies investing in South Africa

CWIU general secretary Mr Rod Crompton stressed in a statement that the union's support for sanctions and disinvestmentremained unchanged, and that it would continue pressing for a fair disinvestment procedure

The union joined the ANC in condemning the Thatcher government "for its efforts to undo the sanctions campaign"

But in the light of multinational firms' "avaricious and manipulative" conduct in the Third World, and assuming multinationals had a role in a post-apartheid economy, a code of conduct might be needed to protect workers, Mr Crompton said

The CWIU has spearheaded the labour movement's disinvestment campaign, and the statement reveals an important shift of focus from the terms of disinvestment to conditions for investment

It is understood that the issue is also under debate in the National Union of Metalworkers

INDUSTRIAL RELATIONS —

COSATU - 1990

MARCH - APRIL

Kane-Berman backs strikers

CAPE TIMES 6/3/90

By CLAUDIA KING

GROOTE SCHUUR Hospital superintendent Dr Jocelyn Kane-Berman has come out in support of the 1 500 workers at three city hospitals striking for better working conditions and higher pay.

The strike enters its second day today amid fears that it will spread to at least three more hospitals by tonight

A Health Workers' Union official said yesterday that all non-medical workers at Groote Schuur, Tygerberg and Brooklyn Chest hospitals were on strike and those at Conradie, Valkenberg and Somerset hospitals had said they could join the strike today. This would mean a total of about 3 000 on strike.

"We expect the number to grow even further as workers in the public sector have become increasingly dissatisfied over the past months," he said

STRIKE GROWS ... About 800 striking hospital workers marched from the new block at Groote Schuur Hospital to the Nico Malan hall yesterday.

The striking workers include cleaners, kitchen and laundry staff and security personnel

At Groote Schuur Hospital, 800 striking workers marched from the new hospital block to the Nico Malan hall yesterday morning

Dr Kane-Berman said hospital management was sympathetic towards most of the six demands they had been presented with

They are A minimum wage of R1 140 a month, a 40-hour week, permanent status, maternity benefits, recognition of the Health Workers' Union and an end to privatisation

Dr Kane-Berman said in a statement "We cannot provide essential patient care if the support services are not operational and this will have very serious consequences for the community, which depends on this hospital for health care

"It may unfortunately be necessary to drastically reduce patient admissions if the work stoppage continues"

She said she had repeatedly urged that the conditions of service of general assistants in particular receive immediate attention

"The present minimum wage is completely inadequate and the other demands are justified The workers have been very patient," she said

The acting medical superintendent of Tygerberg Hospital, Dr Robbie Truter, denied late yesterday afternoon that any of the hospital workers were on strike

He said an unknown number of workers were holding a meeting in the cafeteria He did not know what they were discussing and no demands had been presented to management.

Nine city hospitals hit by strike

Cape Times 7/3/90

140A

By JULIET MILNE and CLAUDIA KING

THE hospital workers' strike in the Peninsula and northern areas spread to nine hospitals yesterday

And nursing staff warned that hospital systems faced a breakdown if the strike continued

The Cape Times yesterday established first-hand that at Groote Schuur Hospital — where about 800 workers have been on strike since Monday — operations were being cancelled, theatre instruments were not being sterilised, and patients were being served "cold" food

On Monday, workers at Groote Schuur, Tygerberg and Brooklyn Chest went on strike

Yesterday they were joined by workers at Somerset, Woodstock, Conradie, Karl Bremer, Avalon and Valkenberg hospitals

The Health Workers Union reports that Mowbray Maternity and Victoria hospitals are to join today

This represents an estimated 4 000 cleaners, clerks and kitchen and maintenance personnel

Yesterday at Groote Schuur, medical staff said that although the hospital was functioning relatively normally, the situation would deteriorate quickly if the workers did not return soon

- One doctor said theatre implements were not being sterilised This would affect services when sterilised stock ran out
- According to Dr Frank Bowey, the medical superintendent last night, non-emergency and non-critical operations are being cancelled
- Patients complained that meals were late and were served cold
- Mrs Marie Meiring, wife of a Springs cardiac patient undergoing tests at the hospital, said "Everything has come to a standstill in the ward One patient has been discharged and another's operation postponed until the workers return"
- People are reportedly being told to phone and check with the hospital or their doctor on whether their operation has been cancelled

A nursing sister said there were fears that the

To page 3

P.T.O

Cape Times 7/3/90

Smuts delivers plea for Groote Schuur

(409)

Political Correspondent

IT would not be surprising if Groote Schuur Hospital had to start closing down some patient services by the end of the week, the MP for Groote Schuur, Ms Dene Smuts, said yesterday

"Nothing underscores the threat to academic medicine more vividly than the fact that the departments of cardiology and cardiac surgery at the hospital would be marooned in the old wing with equipment that doctors describe as "derelict" if the rumoured cuts are enforced

"Not only could they not acquire new equipment, they would literally be unable to move into the new wing which has been built at great cost," Ms Smuts said

After discussing conditions at the hospital with staff yesterday, Ms Smuts said that the plight of striking workers "simply adds to the burdens our health services are expected to carry"

Heart transplant goes ahead

Staff Reporter

GROOTE SCHUUR HOSPITAL'S heart transplant team performed its third heart transplant this year on Monday despite reports that services at the hospital have been affected by a strike.

The operation, performed on a 46-year-old Transvaal man began at 10pm and finished at 2am yesterday morning.

He is in a stable condition and "recovering well" said a hospital spokesman yesterday.

From page 1

already overburdened nursing staff would have to contend with the duties of striking workers

"If the strike continues the whole hospital system could break down and the patients will suffer"

Dr Bowey said strikers constituted "a support structure which is as vital to the hospital as the clinical care itself"

Groote Schuur was considering the possibility of bringing in more student nurses

He said it was "not entirely fair" to criticise the quality of the food, but conceded that transport of food to the wards was being affected, which would account for its being cold and slow in arriving

The director general of Provincial Administration, Mr Barry van der Vyfer, said

"If clerical, administrative and other personnel cannot help out adequately, alternatives will be found"

He refused to allow the Cape Times to visit the Groote Schuur Hospital "at the moment"

Hospital strike may spread nationwide

140K

By GILL TURNBULL ARGUS 7/3/90
Staff Reporter

THE Cape hospital strike threatens to spread countrywide if Health Workers' Union demands for government action are not met

An HWU spokesman said today that non-medical staff at 11 Cape hospitals had stopped work and several day hospital employees were speaking of joining the general strike

"We are in contact with our comrades nationwide and if the state drags its heels in terms of recognition of the union, the strike will spread

"Up to now we have negotiated with hospital managements and superintendents and their response has been similar They have been sympathetic, but nothing has happened"

He said the union demanded to see the ministers of health services and public administration and the commissioner for public administration Until then the strike would continue

More than 3 000 hospital workers are on strike at Groote Schuur, Tygerberg, Karl Bremer, Avalon, Victoria, Somerset, Woodstock, Valkenberg, Conradie, Mowbray Maternity and Peninsula Maternity hospitals and more may follow.

Strikers are demanding a "living wage" of R1 500, permanent status for all workers, maternity leave, a 40-hour week, recognition for the Health Workers' Union and an end to privatisation.

STRUGGLING TO SURVIVE

According to the HWU, the starting wage at Provincial hospitals is R260 a month and general assistants earn an average R300 to R400. Workers are struggling to survive.

At the strike hospitals, administrative and clinical staff are doing cleaning duties.

Patients may be turned away if the strike continued, according to Dr Jocelyn Kane-Berman, medical superintendent of Groote Schuur Hospital

Other superintendents declined to comment

Picture DANA LE ROUX, The Argus

PLACARD DEMO: About 40 general workers at the Peninsula Maternity Hospital in District Six staged a placard demonstration today calling for better pay and shorter working hours.

INSIDE: Weather 2 Parliament 4 Motoring 9

Strike at Cape hospitals spreads

Sowetan 8/3/90

140n.

THE strike by non-medical personnel at hospitals in the Cape peninsula yesterday spread to at least 11 institutions and it is feared a major crisis could develop.

The strike, involving at least 4 000 people, is being discussed at provincial level and various options are being considered.

Efforts to establish just how the strike is affecting the hospitals have been unsuccessful and all inquiries have been referred to the administration.

Earlier, one of the superintendents at Groote Schuur hospital, Dr Frank Bowey, was quoted as saying that non-essential operations were being postponed.

He was also quoted as saying the strikers were as important to the structure of the hospital as the clinical care itself.- Sapa

97 metal factory strikers charged

By Labour Reporter

NINETY-seven workers appeared in the Krugersdorp Magistrate's Court yesterday on trespassing charges following a sit-in strike at a Chamdor metal factory, police have confirmed.

A National Union of Metalworkers spokesman said about 160 workers downed tools at Autoflug SA over demands for a R1,50 an hour wage increase.

Approached for comment, Autoflug managing director Mr Callie du Plessis said a statement would be released later.

Nurses ask Minister for 60 pc pay rise

Own Correspondent

DURBAN — Nurses have asked the Minister of Health and Welfare, Mrs Rina Venter, for a 60.2 percent pay increase, it was announced at the "nursing in crisis" conference which opened at Natal University last week

The socio-economic manager of the South African Nursing Association, Miss Eileen Brannigan, said the increase was asked for particularly to try to keep clinical nurses in the field, but also in respect of administrative nurses, nurses in education and student nurses

Clinical nurses' salaries had always been far behind the others, she said, and as a result their salary increase needed to be the largest

(140K)

ENTHUSIASTIC RESPONSE

Miss Brannigan said surveys had shown that this increase would keep nurses' salaries in line with other professions on the same market scale

Health care workers in Government hospitals, administrative positions and private practice from around the country are represented at the conference — and they responded enthusiastically to Miss Brannigan's announcement

The main topics discussed by delegates, during sometimes heated debates, were apartheid, wages, working conditions and education

They also debated the need for nurses to be able to belong to organisations of their own choice to ensure a more democratic representation within the profession

In his keynote address, Dr Coen Slabber, director general of the Department of National Health and Population Development, said there was an urgent need for change, but the nursing profession also needed to be strengthened or the health care system in the country would be in danger

Representatives of "alternative" nursing and health organisations emphasised the removal of apartheid in health as the most important need in the nursing crisis

It was also said that solutions would not arise from the conference because "alternative views to that of the South African Nursing Association (SANA) and the Government" were lacking

STAR 5/2/90

RACIAL DIVISIONS

Ms Mondi Gungubele and Ms Ntsiki Matakana, representing the South African Health Workers Congress, the National Education Health and Allied Workers Union, the Organisation of Appropriate Social Services of South Africa and the National Medical and Dental Association, said no one could look at the South African health care system and ignore the racial divisions in it

"The racial selection and training of nurses still continues today, and there is a severe shortage of nurses in black hospitals which is exacerbated by the greater need for health services in the poorer black communities," read a statement issued on behalf of the organisations represented by Ms Gungubele and Ms Matakana

SANA, too, came under fire and was accused of failing miserably when it came to speaking for nurses, despite compulsory membership

Poor management of the economy, dissatisfaction in the ranks, lack of representation and primitive labour laws were also highlighted by the "alternative" organisations

Magnus Malan — career forged in era of conflict

By MICHAEL MORRIS, Political Correspondent

General Magnus Malan on the warpath again, but this time to save his credibility and his political career

MAGNUS Malan, General *machismo* as some see him, or the political misfit, as others do is on the warpath again, but in a rearguard action to save his own neck his credibility, his political career

Forecasts vary on how — if some would have it — the Defence Minister is likely to survive the current crisis over the secretly funded secretly run Civil Cooperation Bureau (CCB) and allegations of complicity in alleged hit squad activities

There is consensus that his political career was forged in an era of conflict that suited his apparently pugnacious and unrelentingly soldierly style of politics but that the subtleties of the new season have strained his capacity for delicacy

Even now, the concept of enemy underpins his strategy

The grand total onslaught is a thing of the past but the "them-and-us' rationale persists

Second arm

General Malan s denial of having ordered political killings is a pincer movement, the second arm of which is an attack or his critics for failing to prove it

24 HOURS NEWS WATCH

was entrusted with the political control of one of the most powerful institutions of modern South Africa's administration. P W Botha appointed him Minister of Defence

The partnership between the two went back a long time Mr Botha was Minister of Defence when General Malan became Chief of the Army and later Chief of the SADF

War talk

The affinity remained strong through the latter years of Mr Botha's career and they collaborated on the intricate burgeoning security apparatus that fortified the State in the past decade

The war in Angola and Namibia

ten fearfully ironic, predictions about the future, but few have been quite as politically indelicate and defiant in their outlook as the Minister of Defence

As recently as September 1986 he asserted that democracy was 'not a relevant factor among South Africa s black masses

A year later in September 1987, he boldly judged that the ANC was not a part of the future plan for South Africa

Earlier this month however he pledged his support for the De Klerk initiatives, saying the defence family recognised the need for realism and sober-mindedness and a shift in priorities.

Nevertheless observers detect in his response to the CCB controversy much the same gut rationale as he has always deployed

As one of parliament s most experienced political observers put it. He has an abrasive style with none of the polish other politicians have at least tried to effect. A disturbing feature of many of his statements has been the philosophy that South Africa is at war and that the end justifies the means

Harsh

Whatever his merits and successes as an officer — or even as a constituency MP — the political conditions now prevailing may prove too hostile, even for a soldier such as he

Troops strike back in hospital labour fight

140A

CLEAN-UP OPS . . . SA Cape Corps soldiers tackle the laundry backlog at strike-bound Tygerberg Hospital

By HAMISH McINDOE

SOLDIERS of the 1st and 2nd SA Cape Corps Battalions were deployed in mopping up operations at hospitals on the Peninsula this week The 350 troops were sent to two hospitals where non-medical workers, such as laundrymen and janitors, had joined a pay strike.

"The hospitals were in a tight spot and asked us to help," said Lieutenant Johan van Schalkwyk, a liaison officer at the SA Defence Force's headquarters at the Castle.

Crisis measures taken to cope with the strike have included ward closures, emergency-only operations and cold meals served to patients.

In all, 15 Peninsula hospitals are struggling to maintain emergency-only services, with more than 3 500 workers now on strike.

A six-hour meeting on Friday between the Health Workers' Union and Government officials failed to resolve the 16 day dispute, and a new round of talks is scheduled for tomorrow. The strikers are calling for a R1 500 minimum monthly wage — a 500 percent increase at some pay levels.

New assault on Labour Act

(140A)

South 1/3 - 7/3/90

By CHIARA CARTER

COSATU is to step up protest action against the Labour Relations Act (LRA).

The union federation plans to hold mass rallies in all regions to discuss the anti-LRA campaign and to table workers' demands with the Minister of Manpower.

The Cosatu committee on the LRA met in Johannesburg this week and called for industrial area marches and other protest action if negotiations with the government and employers fail.

It has also called on workers to defy all court interdicts, place pressure on their employers to negotiate the LRA, and build solidarity with workers facing attack in terms of the Act.

Scrapping

Cosatu wants employers from the public sector and agriculture to attend the negotiations talks which have been taking place between the employer body, the South African Consultative Committee on Labour Affairs (Saccola), and Cosatu, Nactu and independent unions.

Saccola and the trade union movement have reached broad agreement on the scrapping of a clause in the Act giving employers the right to sue unions, a change in the time limit on disputes, opening industrial court judgments to the public, and principles relating to retrenchment.

No agreement has been reached on interim interdicts, strike and solidarity action and the broadening of labour legislation to cover all workers.

Mandela unity call

RELEASED ANC leader, Nelson Mandela called for trade union unity in a 30-minute meeting with a delegation from the National Council of Trade Unions (Nactu) this week.

Mandela told the delegation, led by Nactu president, Mr James Ndaweni, that unity within the "free trade union movement" was "essential".

After the meeting, a Nactu spokesperson said the federation might meet with the ANC in Lusaka later this year.

BP's freedom rally

THERE was an unusual audience at a CWIU rally in Cape Town last week when management joined workers in the canteen of the BP refinery in Cape Town last week for a meeting to celebrate Nelson Mandela's release.

Speakers at the rally included the Chemical Workers' Industrial Union (CWIU) chairperson in the Western Cape, Mr Abraham Agulhas, and the UDF vice president in the Western Cape, Mr Dullah Omar

Sowetan 13-7-1990

(140 A)

18 arrested at illegal strike

Cape Times 1/3/90

Staff Reporter

EIGHTEEN members of the South African Chemical Workers' Union taking part in an illegal strike at the Marble Lime premises in Bellville, were arrested yesterday.

Union organisers said the workers had defied a court order prohibiting them from entering the premises.

Police said eighteen people were arrested for trespassing. They appeared in the Bellville Magistrate's Court and were released on bail.

140A

south LABOUR

140A

Marathon paper strike ends

South 1/3 - 7/3/90

THE marathon strike by more than 800 members of the Paper, Print, Wood and Allied Workers' Union (Ppwawu) at five Mondi paper mills throughout the country has ended.

In terms of a settlement signed last Friday workers will get an increase of 72 cents an hour on the minimum wage and a 30 cents shift allowance.

The union had initially demanded an increase of R1,15.

In a significant shift by management which had insisted that political holidays should be negotiated at plant level, the company agreed to a "no work, no pay , no victimisation" approach to June 16 and March 21.

The company also agreed to increase the minimum bonus from R639 to R870. It dropped its demand for plant level negotiations

The strike has cost Mondi an estimated R10-million in loss of production while the strikers have lost about R1,3-million wages.

Drivers down tools at depot

South 1/3 - 7/3/90 (140A)

NO buses left the Putco depot in Wynberg, Johannesburg, this week after 387 workers downed tools to demand the removal of a manager who allegedly stopped them from attending protest meetings in Alexandra.

A spokesperson for the Alexandra Civic Action Committee said the workers had been refused permission to participate in the meetings.

Putco general manager Mr Isaac Tait confirmed that employees, including drivers, were refusing to work until the manager left the depot.

Tait said the strikers had rejected an investigation undertaken by management and an offer to get arbitration for the dispute.

He refused to name the manager.

The Transport and General Workers' Union could not be contacted for comment.

CWIU to probe code of conduct

Sowt L 13-7-13/90

140A

THE Chemical Workers' Industrial Union (CWIU) is to investigate a code of conduct for multinational companies in South Africa.

Union general secretary, Mr Rod Crompton, said if there was a role for multinationals in a post-apartheid economy, "the need would continue for a procedure to protect workers and the economy".

Crompton said the CWIU had found no reason to change its current policy on sanctions and disinvestment. Its campaign for a fair disinvestment procedure would continue.

CWIU fought a major battle with Mobil SA last year over the terms of the company's disinvestment.

MPs warned their days are numbered

Star 1/3/90 (140A)

By Montshiwa Moroke

Members of Parliament in the House of Representatives and local management councils were last night warned by community leaders that their days were numbered.

This warning came from several leaders, including Mr Cassim Saloojee of the Transvaal Indian Congress, Mr Chris Dlamini of Cosatu and Mrs Vesta Smith, a Soweto community leader.

They were speaking before a crowd of more than 500 people in the Reiger Park Civic Centre at a meeting called by Reiger Park's Save Boksburg Committee to discuss both local and national issues and to hold elections.

Mr Saloojee said looking at developments in Boksburg and other parts of the country those who had been fighting the Government's repressive laws were on their march to freedom.

"We must not become over happy at this stage. We are still living in the ghettos, our hospitals are still segregated and overcrowded, and we have an education which is inferior"

Miners down tools over severance pay

Star 1/3/90 140A

By Drew Forrest

SA's first strike over retrenchment benefits in the mining industry has erupted at Genmin's Marievale gold mine

And the National Union of Mineworkers says 90 percent of the 11 000 workers at the group's Kinross mine have voted to strike over this and other issues.

Genmin could not be contacted, but NUM assistant general secretary Marcel Golding said the Marievale action, involving 300 workers, started on Tuesday. Genmin had obtained a court interdict against the strike.

Central to the dispute were demands for two weeks' severance pay for every year of service. The company was offering one week.

Mr Golding said 300 workers were retrenched at Marievale last year and the mine appeared to be winding down.

He also said management had proposed mediation to settle the Kinross dispute.

Workers slice their hours

Star 1/3/90 By Drew Forrest (140 A)

The drive by chemical workers for an industry-wide provident fund has led to further industrial action — this time at the Rolfes plant near Johannesburg.

A Chemical Workers Industrial Union (CWIU) statement said that this week 550 workers embarked on daily stoppages of up to three hours over the company's refusal to join the union-initiated Chemical Industries National Provident Fund.

Rolfes managing director Mr Fivos Savvas said management planned to meet the union.

The union says a national fund will maximise investment earnings and save on administration costs. Disputes over the issue have erupted at many firms.

The CWIU said Rolfes had been unable to offer a "coherent" reason for refusing to join the fund.

B/Day 1/3/90. (140A)

Dispute at AECI plant over union's dismissal demand

ADELE BALETA

AT LEAST 5 000 AECI strikers yesterday rejected management's proposed reinstatement deal aimed at ending the seven-day strike in the Modderfontein plant's ammonia department, the SA Chemical Workers' Union (Sacwu) said.

The strikers, who are Sacwu members, are demanding that a white fitter who assaulted a black assistant be fired.

Sacwu said it had rejected AECI's proposal that a black worker, fired last year for assaulting a colleague, be reinstated in exchange for the union dropping its demand that the fitter be dismissed, union spokesman Humphrey Ndaba said yesterday.

Management comment was not available at the time of going to press.

Ndaba said the fitter had been found guilty of assault and reprimanded at a disciplinary inquiry

He said the issuing of a reprimand contradicted AECI practice of dismissal in assault cases

☐ About 550 workers at the Rolfes chemical factory near Johannesburg embarked on legal work stoppages this week to back a demand that the company take part in the union-initiated chemical industry national provident fund.

"The company has refused for two years and has been unable to give any coherent reason Management is now provoking workers by issuing disciplinary warnings," the Chemical Workers' Industrial Union (CWIU) said.

Company comment was not available at the time of going to press

☐ The Paper, Printing, Wood and Allied Workers' Union (Ppwawu) and Sappi Enstra Mill management begin mediation today in an effort to resolve the two-week strike by more than 900 workers

Meanwhile, talks have failed in three-week wage strikes at Sappi's Novobord Mill in Port Elizabeth, where about 500 workers are out, and the Ngodwana Mill in the eastern Transvaal where about 1 000 workers are on strike

Milestone court order against strike

ALAN FINE 140A

GENMIN-administered Marievale gold mine has won a milestone Industrial Court interdict restraining NUM members from striking on the grounds that a strike may force the permanent closure of the mine.

The interdict was granted at an urgent court sitting in Pretoria on Tuesday night, labour lawyer Willem le Roux said yesterday He said it was the first time the court had granted an interdict on this basis.

However, about 400 NUM members began striking on Tuesday night in support of demands for higher severance pay for retrenched workers, and they continued to do so yesterday in defiance of the order.

Le Roux said presiding officer advocate D J Pienaar had found the company had established a clear right to the order and had shown the balance of convenience rested with it B/Day 1/3/90

Marievale had argued that the mine, a marginal one, was near the end of its life. The NUM action, even if lawful, would be an unfair labour practice because a long strike would lead to the mine's closure.

The return date of the rule nisi has been set for March 28

A NUM spokesman said the strike began after seven months of negotiations on a retrenchment agreement. The point of deadlock was a union demand that workers being retrenched be entitled to two weeks pay per year of service. The company is

☐ To Page 2

Milestone

140A

B/Day 1/3/90

☐ From Page 1

offering one week

The NUM criticised management's "attitude" to the whole dispute, saying that "rather than issuing threats and interdicting the union, management should continue negotiations with the union representatives until the dispute is amicably resolved"

It said 300 workers were retrenched last year, and it was only after legal avenues were exhausted that workers decided to strike in an attempt to win their demands

A union spokesman said workers were still striking because they believed they had followed all necessary procedures to entitle them to strike lawfully

Marievale management could not be reached for comment on the strike It is understood management met with NUM representatives during the day but the matter was unresolved

Cape Times 21.3.80

Country Club strike called off

DURBAN — The entire black staff of the Durban Country Club downed tools to enforce wage demands — in the middle of the Dewars White Label trophy golf competition — but later called off their strike about midday after negotiations with the club management.

The workers, members of the South African Commercial, Catering and Allied Workers' Union, said they stopped work after management refused to negotiate with their representatives

A shop steward said that about 350 people were involved. — Sapa

1604 (284) (283)

(1404)

Star 2/3/90

Meeting proposed to discuss labour Act

By Drew Forrest

The Congress of SA Trade Unions has written to Minister of Manpower Mr Eli Louw proposing a meeting on the Labour Relations Act (LRA).

This raises the prospect of the first face-to-face meeting between a Government Minister and black union leaders.

Welcoming the move, Manpower Director-General Mr Joel Fourie said Mr Louw's "open door" policy meant he would speak to any grouping

"Liaison between employers, unions and the State is essential in creating labour stability," he added.

He also revealed that the redrafting of the labour Bill planned for this session of Parliament had been put on hold in anticipation of a meeting

The National Union of Mineworkers' Mr Marcel Golding said the intention was to meet Mr Louw soon to convey union concerns about the LRA and procedures for arriving at a new labour law

According to National Council of Trade Unions (Nactu) acting general-secretary Mr Cunningham Ngcukana, the unions are adamant that no Bill should be tabled before interim agreement has been reached in their talks on the LRA with the employer body, Saccola

Nactu had agreed in principle to the initiative, but had proposed a prior meeting with employers to discuss Mr Louw's possible attendance at the next Saccola talks

Work stops, but talk goes on

B/Day 2/3/90 ADELE BALETA 140A

EMPLOYEES at chemical engineering company Rolfes stopped work for the whole day yesterday while management and union representatives met in an attempt to end intermittent work stoppages by Chemical Industrial Workers' Union (CWIU) members at the factory near Johannesburg.

About 550 CWIU members have embarked on daily stoppages of up to three hours to back a demand that management agree to join the union-initiated Chemical Industries National Provident Fund.

CWIU spokesman Chris Bonner said that at yesterday's meeting management said if workers stopped their industrial action, the company would not take disciplinary steps.

But Bonner said the stoppages were legal and the company had no right to discipline workers.

She said the union was still considering the proposal, but management was sidestepping the main issue, which was the demand that the company join the provident fund.

Rolfes MD Fivos Savvas confirmed workers had met management yesterday and said the company was waiting for a response from workers to management's proposal.

Management agrees to look at miners' grievances

ANDREW GILL

MORE than 450 striking workers at the Genmin-administered Marievale gold mine returned to work yesterday after management agreed to consider their grievances.

Strike action was taken when management and the NUM deadlocked over retrenchment benefits. The union was demanding two weeks severance pay for 378 workers retrenched in September last year, while Marievale was offering only one week.

NUM assistant general secretary Marcel Golding said the union would consider resuming the strike should employers not accede to demands that workers are paid two weeks severance pay for each year of service on retrenchment. B/Day 2/3/90

Gengold MD Gary Maude said two weeks severance pay was out of the question, as that would be as damaging as the strike.

The mine obtained a court interdict on Tuesday night restraining workers from striking on the grounds that it might force permanent closure of the mine.

In a statement released last night, Golding said "the application was granted on the strength of untested allegations made by the mine".

He said the union was given only four hours' notice of the application and, as a result, was not represented at the hearing.

"The continued disregard by the industrial court of accepted court procedures should make all labour lawyers and others hang their heads in shame.

"It is high time that companies learnt that interdicts do not resolve disputes."

Maude said it was the union that gave no notice of the strike.

"This forced us to bring an urgent interdict against them for economic reasons, and it was on these grounds that it was granted."

Golding said "the only effect interdicts of this type have against lawful strikes is to make workers sceptical of the value of using any statutory conciliation procedures".

The return date for the interdict is March 28.

Cosatu on centre stage

S/Times 4/3/90

(140A)

COSATU is taking a leading role in the debate on what form the economy should take in post-apartheid South Africa

Publisher Duncan Innes examines in the Innes Labour Brief the black trade union view of how the economy works and what changes will have to be made in a new SA

Referring to a Cosatu publication entitled Political Economy SA in Crisis — it details the views of many black trade unions

Mr Innes says most have a well-developed conception of how the SA economy works

Their premise is that wealth is divided between social classes with a small number owning most of the wealth A 1980 Bureau of Market Research study showed that 15,5% of the population earned 61% of the income

According to the union movement, the migrant labour system is central to the historical development of capitalism in SA because it laid the basis for the racial separation of housing and racial discrimination in employment.

Mr Innes says Cosatu rejects the existing structure of the economy and sees little hope for its development along present lines, which includes privatisation and deregulation.

Cosatu's solution to the economic problems, he says, lies in the route laid out in the Freedom Charter — nationalisation and State control of the economy

"While the Freedom Charter undoubtedly is a very important document, providing a vision of what kind of society the majority of black people would like to see in SA, it suffers from a number of shortcomings.

"It is vague on a number of key issues, including the extent of control it advocates over industry and trade, it is idealistic and, in some respects, outdated, particularly in its stance on nationalisation."

Mr Innes believes recent confusion over nationalisation and the contradictory messages from radical black organisations can be explained by the fact that these groups suddenly find their traditional positions outlined in the Freedom Charter challenged from three quarters

There is pressure from black trade unions which are taking a firmer stand on socialism, pressure on ANC, MDM and Cosatu leadership from the collapse of socialism in Eastern Europe, and the need for leaders to respond to the sudden turn towards negotiation by the SA Government.

"However, it is clear than an intense debate is emerging within the MDM and its components — Cosatu and the UDF — about whether a future SA economy should be socialist or capitalist."

WIM DE VILLIERS . . . In the salary firing line

Four unions call off protest march

140A

Sunday Times Reporter

UNION workers called off a protest march by thousands of public service workers yesterday after it was banned by the authorities

The Johannesburg march was to have been the launch of an anti-privatisation campaign and to protest against the 10 percent salary increase for workers

It was organised jointly by the National Education, Health and Allied Workers' Union, the SA Railways and Harbours Workers' Union, the Posts and Telecommunications Workers' Association and the SA Medical Workers' Union S/Times 4/3/90

After 200 workers arrived at St Mary's Cathedral, where the march was to have started, they were directed to an impromptu meeting in a nearby union office

A joint statement said "The anti-privatisation campaign seeks to demonstrate our rejection of the Government's attempts to sell off people's property to big capitalists in an attempt to untangle itself from its political and economic crisis"

● Meanwhile, about 8 000 people are expected to take part in a march on Tuesday by Potchefstroom teachers who are calling for non-racial education, despite being denied permission

M & R and Consol scrap factory deal

ALAN FINE

A MULTI-million-rand deal between Consol and Murray & Roberts, involving the sale to M & R of Consol's Germiston plastics factory, has been scrapped.

Consol director Hennie Stroh confirmed M & R had notified Consol just 15 minutes before the agreement was due to go through on Wednesday, February 28, that it was walking away from the deal.

However, Stroh denied the deal had fallen through because of a two-day strike in protest against it by the factory's 250 members of the Chemical Workers' Industrial Union (CWIU). The strike began on February 28. B10ay 5731 90

Stroh said M & R had cancelled the transaction because it had been "unable to come to a satisfactory leasing arangement with the landlord of the property".

He added this did not mean the deal could not be resurrected. Consol had decided to withdraw from the plastic flexibles business as it believed the sector to be saturated.

Right now the factory was running and Consol was keeping its options open, Stroh said. (1409)

The CWIU said at the weekend its members had staged a "factory occupation" to object to the conclusion of the deal by Consol and M & R behind their backs — "particularly the items which affected workers".

The deal, the union said, was to include the retrenchment of more than 100 workers and the transfer of others. The company had informed the union of the cancellation of the deal on March 1, and further negotiations on the status of the factory and the workforce are to be held between CWIU and Consol.

Stroh confirmed plans to retrench the employees, and said the company was talking to the union about the matter. He said the union had been informed in October of the pending deal.

Samcor in battle over pension fund

B/Day 5/3/90 140A

LINDA ENSOR

SAMCOR is locked in a multi-million-rand legal battle over the Ford SA Pension Fund (FSAPF) which was transferred to the Anglo American Corporation Pension Fund (AACPF) after Ford's amalgamation with Amcar in 1985 and its relocation to Pretoria.

The amalgamation occurred after Ford Canada divested from SA and sold its local operation to Samcor.

An employee, John Sauls, who is being supported financially by the National Automobile and Allied Workers' Union (Naawu) — since incorporated into the National Union of Metal Workers' of SA — has brought the application in the Port Elizabeth Supreme Court.

The matter was heard last week.

Samcor and the other respondents opposed the application as "improper", saying the programme to close Ford had been agreed to by all parties. Judgment was reserved by Mr Justice Jones.

Sauls wants the original assets of the fund (about R44m) to revert to the FSAPF, plus the R13m in pension fund money which, he claims, was used to finance the retrenchment packages of 3 900 workers.

He is also seeking the liquidation of the fund so that members can use their pension benefits to purchase retirement annuities. But, before he can proceed, he is required to give notice to all the other former members of the fund about his intended application for the liquidation of the fund.

Sauls' application to the Supreme Court sought directions on the proper way for this notice to be served. He applied for the amendment of the FSAPF rules allowing for retrenchment benefits to be paid out of the pension fund to be declared improper and set aside.

He submitted that there was a prima facie case that five Ford directors, who were members of the Committee of Management of FSAPF, had breached their obligations in terms of the FSAPF rules.

No employees were represented on the fund's management committee which allegedly amended the rules of the fund two days after negotiating the retrenchment package to make it possible for the FSAPF to pay for the retrenchment benefits.

In a supporting affidavit, Naawu national secretary Frederick Sauls says: "Throughout the discussions between Samcor, Naawu and the SA Iron and Steel and

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Samcor battle

140A

☐ From Page 1

Allied Industries Union, it was perfectly clear that the separation payments would be made by Samcor At no time was it ever indicated or suggested that these payments would come out of the FSAPF."

He says it is inequitable that the employees who created the assets of FSAPF — which shows an overfunding of at least 21,1% — be transferred to the AAPF.

John Sauls says as Ford's operations were relocated to Pretoria and the FSAPF set up in the interests of its workers, its managers were obliged to liquidate the fund rather than transfer it to an area where members could not remain members B/Day 5/3/90

He is also applying for the amalgamation of FSAPF with AAGPF to be set aside, and for AAGPF to be ordered to return all assets to FSAPF which had been transferred to AAGPF, minus money paid out to FSAPF members Finally he has applied for the liquidation of the FSAPF.

The respondents to his application were. FSAPF, Samcor, SA Motor Corporation, AAGPF, Registrar of Pension Funds, Anglo American Corporation and Samcor (Pretoria) Pty Ltd.

Firm sacks 360 strikers

Star 5/3/90 Labour Reporter (140 A)

Rolfes, near Johannesburg, has sacked 360 workers who took legal strike action last week demanding that the company join a union-initiated national provident fund.

Reacting, the Chemical Workers Industrial Union said it would "continue its fight to allow workers to invest their retirement money in worker-controlled funds of their choice, and to destroy the paternalism of companies such as Rolfes".

Rolfes' general manager Mr Andrew Petrou said the firm had long-standing pension and provident funds which provided "excellent benefits".

The union had said it planned to go to the Industrial Court. The strike was, therefore, "illegitimate".

US delegation: SA change truly underway

CAPE TOWN — There was a dynamic momentum towards democracy that had never before existed in South Africa, Mr William Gray, leader of a nine-person United States congressional delegation, told a press conference in Cape Town yesterday.

Reading a joint statement drawn up by himself and Congressmen Mr Dean Gallo, Mr Gray said the delegation was very encouraged that a real process of change had begun.

This held enormous possibilites for negotiating a peaceful transition to a genuine non-racial democracy.

Mr Gray, Democratic Party representative for Pennsylvania, is the house majority whip in the US Congress and the most senior black member of this body.

Mr Dean Gallo is the Republican Party representative for New Jersey.

The delegation, which arrived in South Africa on Friday, met the deputy president of the ANC, Mr Nelson Mandela, the ANC National Executive Council, the State President, Mr F W de Klerk, and the Minister of Foreign Affairs, Mr Pik Botha.

They also held discussions with leaders of the UDF, representatives of the Congress of SA Trade Unions (Cosatu) and National Congress of Trade Unions (Nactu), leaders of the PAC and Azanian People's Organisation (Azapo) and Archbishop Desmond Tutu.

Members of the business community, homeland leaders and representatives of the Democratic Party were also consulted.

Mr Gray said the delegation was disappointed that representatives of Inkatha and the Conservative Party were unable to meet them.

On its return to America the group will share its findings with the Republican leader, Mr Bob Mitchell, congressional colleagues, the President of the United States and the Secretary of State

"We are deeply impressed that parties on both sides are taking risks and reaching out to one another, demonstrating with their courage a genuine desire for peace."

They had been told that the new South Africa had to be a non-racial democracy, guaranteeing equal treatment under the law, individual rights and economic opportunity for all.

It was however clear that significant obstacles still lay in the way of a negotiated settlement.

It needed to be understood that the basic structures of apartheid remained wholly in place.

"Once irreversible change has occurred our nation has clearly demonstrated its willingness to help democracy work through investment, technological help and other forms of assistance."

All Americans looked forward to the day when the US would be able to invest with full confidence in the new South Africa.

The delegation was to leave for the US last night. — Sapa.

Wage demands from Numsa

B/Day 6/3/90

ADELE BALETA

THE 220 000-strong National Union of Metalworkers of SA (Numsa) has submitted proposals for wage increases ranging between 24% and 56% for this year's engineering industrial council negotiations scheduled to begin on March 22

Numsa has also submitted demands on wages and working conditions to the National Industrial Council for the Motor Industry (NICMI) which range from 15% to 114% on the current minimum for the top and lowest grades respectively

The union has further demanded geographical wage differentials in the motor industry be scrapped, an increase in the minimum wage to R4,50 an hour and that the agreement be effective from September 1 to June 30, 1991 NICMI bargaining is due to begin tomorrow.

Auto assembly industry and the tyre and rubber industry demand have not yet been submitted, but the core demands were the same for all sectors where Numsa was involved, a union spokesman said

To unify the four sectors, Numsa, at its first National Bargaining Conference (NBC) last month, decided on a central set of collective bargaining demands for all sectors. It was agreed decisions on final settlement and on deadlock for any sector would be made at the next NBC in June.

A priority or all four sectors was an across-the-board increase of R2 an hour.

Other major demands relating to job security included that employers stop reducing the number of permanent positions without bona fide negotiations with the representative union, an end to temporary labour and the use of labour brokers

The union has demanded tighter conditions on retrenchment and redundancy and for minimum severance pay of one month's pay for every year of service

The union want an undertaking from

☐ To Page 2

Wages

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☐ From Page 1

employers not to use the 1988 amendments to the Labour Relations Act and to consent to implement any agreement reached between Cosatu, Nactu and Saccola

A programme of job creation for the industries should be negotiated, limits should be placed on overtime and working hours reduced to 40 hours a week

The demands also include increased parental rights including paternal leave and six months maternity leave Political prisoners should not be dismissed and should be paid for time in prison

Demands relating specifically to the metal sector included that companies negotiate all aspects of retrenchments, redundancy, closures, relocations and the sale of factories Notice of 30 days should be given to the industrial council and to all significantly representative unions

Representation to the engineering industrial council should be proportional to union membership

Wages overtime and shift exemptions must end not later than June 30 and Numsa wants the protected right to strike

Demands specific to the motor industry included that retrenchment and rehiring procedures be agreed on, an annual bonus be paid equivalent to one month's salary, recognition of all shop stewards at establishments where there was union membership, and that overtime not be more than five hours a week on a voluntary basis

Strike 'will force closure of mine'

Labour Reporter

The Marievale Gold Mine had a maximum life expectancy of a year and the National Union of Mineworkers knew that a strike could force its early closure, management said yesterday.

Gengold managing director Mr Gary Maude was reacting to Num complaints that because of the short notice given, it was not represented at an Industrial Court hearing over a strike at Marievale.

The court ordered a return to work on the unprecedented grounds that a strike could force the mine to close.

Mr Maude said Marievale was operating at break-even, and was vulnerable to small changes in profitability.

He stressed that if the mine closed during a strike, workers would not get retrenchment pay.

He added that the longer the mine continued to operate, the easier management would find it to relocate workers elsewhere in the group.

ctor tells court

Caplan following an argument be-
ther and her husband in December
t heard.

n told me that on one occasion in
988 he kicked his ex-father-in-law
o remorse. I think Dr Caplan is a
d bad man. I don't think he should
reasons are purely to protect my
Armanda's family and myself," Dr

Sands of petitions had been rece

We'll march willy-nilly, say workers

By Marguerite Moody

Thousands of public-sector workers are planning to march through the streets of Johannesburg on Saturday — with or without permission from the authorities, a spokesman for one of the organisers, the SA Railways and Harbours Workers Union (Sarhwu), said yesterday.

A proposed march last Saturday to protest against the 10 percent salary increase for public-sector workers and to launch an anti-privatisation campaign was prohibited by the Johannesburg municipality.

The spokesman said Sarhwu, the National Education, Health and Allied Workers' Union, Posts and Telecommunications Workers Union and SA Medical Workers Union were applying for permission to hold a demonstration this Saturday.

"However, the workers have indicated they will march whether they have permission or not"

Johannesburg town clerk Mr Manie Venter said last Saturday's proposed march had been prohibited as not enough time had been given to make traffic arrrangements

Application to hold the march had been made last Wednesday.

An application to hold a march this Saturday would have to be considered as a new application, Mr Venter added.

The Sarhwu spokesman said the march would start at St Mary's Cathedral and end at the Johannesburg Hospital.

Star 6/3/90

145A

Invitations to coronation

TOKYO. — Japan has invited leaders from 166 nations and their spouses to attend the November 12 coronation of Emperor Akihito, the first such ceremony in more than 60 years.

CAPE TIMES 7/3/90 (140A)

Sappi strikers back to work

A MONTH-LONG strike by several hundred workers at a Sappi plant in Port Elizabeth ended yesterday with management granting members of the Paper, Printing, Wood and Allied Workers Union a 16% wage hike.

Japan's oldest dies at 109

Demands to pay political prisoners

THE National Union of Metalworkers has demanded that political prisoners continue to be paid by industrialists while in incarceration.

This demand was among a host of others put forward to the National Industrial Council for the Motor Industry (NICMI) and the National Council for the Engineering, Iron and Steel Industries (NICISEMI).

Annual negotiations in the motor industry begin today and negotiations in the other industries take place on March 22.

The union has demanded an across-the-board increase of not less than R2 an hour; an immediate end to segregated training schemes and the limitation of the working period to 40 hours a week.

Other demands include six months maternity leave, paternity leave, child care leave and free pap smears for women workers.

(140A)

7/3/90

Star

50

140A

Star 7/3/90

Miners accuse JCI of repression

Labour Reporter

About 15 000 mineworkers marched on Monday from the Western Transvaal township of Bekkersdal to JCI's Randfontein Estates gold mine to protest against "JCI repression", according to the National Union of Mineworkers.

Num said the march, preceded by a 30 000-strong rally and escorted by a heavy police contingent, ended with the presentation of a list of demands to management which has been given seven days to respond.

JCI said it had agreed to the march because of its clear "commitment to the freedom of expression and association of its employees".

Workers' grievances were receiving attention, it added.

Among Num's demands are union recognition, the lifting of an alleged ban on union pamphlets and T-shirts, the right to hold union meetings without magsterial permission and worker control of hostels

The union also called for an end to alleged cage and lamp discrimination and the withdrawal of armoured vehicles from compounds

140A

Star 7/3/90

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AECI and union settle differences

Star, 7/3/99. (140A)

A settlement between AECI and the SA Chemical Workers' Union had been reached, the union announced last night.

Sacwu said AECI had agreed to the immediate reinstatement of five union members previously dismissed for assault and to arbitration or monetary settlement for two other dismissed union members.

"The union helped colleagues, who were dismissed under an inconsistent industrial relations policy," Sacwu stated.

No AECI comment was available last night. — Sapa.

Fears of stiff resistance to unions' new pay demands

By Drew Forrest

Unions have tabled demands for metal industrial council wage talks covering 400 000 workers — and labour sources are worried about the prospects for agreement in the industry this year

The 220 000-strong National Union of Metalworkers has announced that it is to press for a R2 an hour across-the-board increase — 56 percent on the lowest rates — in the talks, which start on March 22.

The R2 proposal, also tabled in the motor industrial council, flows from national demands formulated at Numsa's recent bargaining conference.

At the same time, the Confederation of Metal and Building Unions, representing most metal industry artisans, wants 20 percent across the board and between 20 and 25 percent on minimum rates. Last year, the average minimum pay rise for all workers was 15,8 percent

Sources foresee stiff employer resistance to other Numsa demands, which include:

- The extension of the agreement to all areas, including the homelands, and unscheduled workers.
- Negotiations on a job creation scheme
- The overhaul of the industrial council, including proportional representation for unions
- A pledge that employers will not use the 1988 Labour Relations Act amendments
- Negotiations on all retrenchments and on the closure, sale and relocation of factories. The union also wants an end to temporary labour
- Steps to end race discrimination and segregation in job training, including employer withdrawal from institutions which are not open to all

Employers said yesterday there was a slow downturn in the metal industry as a result of high interest rates, import surcharges and state spending cuts.

Union wants wage hike backdated

Sowetan 8/3/90 By MOKGADI PELA 140A

A row is brewing between the Chemical Workers Industrial Union and Elida Ponds following the latter's refusal to meet with the union over wages.

The union wants wage increases to be backdated to January for the 240 workers currently on strike.

According to Meshack Ravuku, of CWIU, despite mediation the company refused to backdate wages.

Boycott threat

CWIU has in the process solicited support from the International Trade Union Movement and threatened a boycott of Unilever products unless the company reopened negotiations with the union.

A spokesman for Unilever, Mr B R Dalberg, said yesterday that management had not refused to meet with the union and that discussions were currently under way.

Numsa demands yearly wage talks

By CHIARA CARTER

THE giant National Union of Metalworkers of South Africa (Numsa), this week submitted demands for annual wage negotiations to the industrial councils for the motor and the iron and steel, engineering and metal industries.

The demands are based on central demands compiled at a meeting of the union's National Bargaining Conference (NBC).

A Numsa spokesperson said the central demands would be the basis for all Numsa negotiations at company and industry levels this year.

He said the NBC represented a move towards uniting the four sectors of Numsa — iron and steel, motor, auto assembly and tyre and rubber.

The bargaining committee responsible for each sector no longer has the power to decide on final settlements or deadlock. Instead, this will be decided at the next NBC to take place in June.

Priority demands decided by the NBC include an across-the-board increase of at least R2 an hour, a 40-hour working week, a limit on overtime and an agreement not to implement the 1988 amendments to the Labour Relations Act.

The NBC also accepted a demand relating to job security, including the prohibition of temporary labour, tighter conditions on retrenchment and redundancy, and minimum severance pay of one month's wages for each year of service.

Numsa will demand that companies implement a job-creation programme and end all segregated training.

The union is also to campaign for a "democratisation of industrial councils".

Another major focus of this year's negotiations will be parental rights. Numsa is demanding six months maternity leave, paternity leave, child care leave and the provision of annual pap smear tests for all women in the metal industry.

The union has also adopted the demand put forward by the Electrical and Allied Workers' Trade Union last year for wages to be paid to all political prisoners.

(140A)

South 8/3-14/3-90

SALARY: Negotiations

MDM settles Sappi Novoboard dispute

140A South 8/3 - 14/3/90

By JUSTICE SIGONYELA

A MONTH-OLD dispute at Sappi Novobord in Port Elizabeth was settled this week after a delegation from the Mass Democratic Movement intervened

In the agreement signed by the Paper, Print, Wood and Allied Workers' Union (Ppwawu) and the company, both parties agreed on a R1-an-hour across-the-board increase.

This represents a 16 percent average increase.

The union initially demanded an increase of R1,10 an hour, while the company offered 17 cents.

The agreement also provides for a shift allowance increase and an attendance bonus as well as a no work, no pay policy for June 16 and March 21.

Campaigns to improve transport and strengthen civic groups

South 8/3 - 14/3/90 140A

By CHIARA CARTER

CAMPAIGNS to improve transport and to strengthen civic organisations are among the decisions taken at the regional congress of Cosatu (Western Cape) last Saturday.

Workers experienced serious problems with trains, buses and taxis, the congress noted.

The federation wishes to meet Sats, City Tramways and taxi associations to discuss the issue.

Cosatu shop stewards are also to meet with civic organisations in the Western Cape to plan a joint campaign around community issues.

The decision was motivated by Cosatu's resolution last year to restructure the MDM and by severe problems, including crime and gangsterism, which workers are experiencing.

The congress resolved to make the LRA unworkable through the living wage campaign.

It called on the state to repeal the LRA and replace it with a "democratically-determined workers' charter of the masses."

The congress decided to defy the LRA by taking solidarity action, go-slows, bans on overtime, placard demonstrations and defying court interdicts.

The region is to prepare for the Living Wage/LRA congress to take place in May, by working out a programme of action to co-ordinate wage struggles, the LRA and workers' charter campaigns and build locals.

The region will also look at ways of linking up with the UDF under the banner of the MDM.

The congress passed a resolution endorsing the call by Nelson Mandela for peace in Natal and calling on people to build unity among the oppressed.

Delegates agreed to hold a special regional congress in late April, when office bearers would be elected.

A committee of secretaries from Cosatu affiliates is presently assessing the region It will report its findings to the special congress.

The Cosatu regional secretary for the past four years, Mr Nic Henwood, indicated earlier this month he would not be available for re-election.

Sats workers face charges

Own Correspondent

CAPE TOWN — Six Sats workers who allegedly threw a striker off a moving train between Ysterplaat and Mutual Stations appeared in the Cape Town Magistrate's Court yesterday.

Mr Oliphant Mpheqeka, Mr Mxolisi Ntika, Mr Bisinothi Nkandalana, Mr Ngubenkomo Bonase, Mr Nozitsolo Dudumayo and Mr Bonakele Nqalathi face a charge of attempted murder.

They were not asked to plead and the case was referred to the Regional Court for hearing on March 22.

Their bail of R100 each was extended.

140A

Star 8/3/90

Union seeks 14-point standards code

Star 8/3/90 By Drew Forrest (140 A)

German and Swedish firms in South Africa are to be the target of an intensified push for improved trade union rights by Cosatu's powerful metalworkers affiliate

This week, Dr Bernie Fanaroff of the National Union of Metalworkers (Numsa) said Numsa would press for the implementation of a 14-point code of minimum labour standards at all German and Swedish firms. The code, a joint initiative of the local labour movement and West Germany's giant metal union IG Metall, forms the basis of "second generation" recognition agreements at BMW, Siemens and Mercedes Benz and extends German union rights to local workers Similar agreements at Volkswagen and Bosch are imminent

Xyratech dispute

ABOUT 150 members of the National Union of Metalworkers of South Africa this week downed tools at the Xyratech plant over a wage dispute.

Source Pa 9/13/90

140A

Cosatu's planners take advantage of democracy

The political changes taking place in South Africa have given labour organisers a new sense of confidence, reports EDDIE KOCH

THE Congress of South African Trade Unions has initiated a set of campaigns to influence political events shaping the country's future

The labour federation will focus on projects to "revive socialist thinking among organised workers", discuss alternative models of local government in black townships, amend the Labour Relations Act and intervene in the crisis in the homelands

Cosatu decided, at its last central executive meeting, to make decisive moves in these areas

Cosatu's highest priority is to to revamp the labour law which, it says, has been altered to shackle the power of organised labour

Talks between a joint team from Cosatu, the smaller National Council of Trade Unions, and a delegation from big business's South African Consultative Committee on Labour Affairs restarted yesterday

The last round of talks was three months ago

The labour alliance went into the talks confident it would use the prospect of a democratic government in the near future as a lever to force employers to improve industrial relations

"Five years ago industrial relations were way ahead of developments in the political arena But in a short time political developments have outstripped developments in the labour field," said Geoff Schreiner, coordinator of the joint union committee

"There is clearly a lot of pressure on employers now to put their houses in order as far as labour relations in the factories go There is no doubt political developments are going to fuel workers' political expectations Big business, as well as unions, are going to have to meet these "

The unions are confident of winning their "short-term demands"

These include

- Abolition of management's power to sue unions for profits lost in illegal strikes
- An end to the use of court interdicts to make strikes illegal
- Legalisation of solidarity strikes and boycotts as a way of resolving industrial disputes
- Extension of the law to give all workers, including state employees and farm labourers, trade union rights

But the unions, buoyed by a sense that they have gained strategic ground since President FW de Klerk announced his reforms, are now suggesting that businessmen deliver more

They want state departments — railways management and the personnel department for the public sector — to be pulled into the next round of talks

Then they will demand that the negotiating forum deal with broader issues such as economic restructuring and nationalisation, worker participation in investment decisions, backing for new housing schemes and improved health services

The unions are also planning to ensure they have considerable influence over the process of rebuilding the African National Congress inside the country.

"There is active debate taking place within Cosatu unions as to what the role of workers should be in the building of ANC structures " said Bernie Fanaroff, secretary of the National Union of Metalworkers of SA

"The idea is that a mass-based ANC will be a working-class ANC with workers' interests firmly in the leadership role "

Cosatu is also pushing for a charter that will enshrine rights that need to be guaranteed for workers in a non-racial South Africa

At least three drafts of a charter — including documents drawn up by the exiled South African Congress of Trade Unions and the Communist Party — are currently being debated by workers at all levels of the federation Cosatu will hold a special congress in September to finalise it.

This week Numsa, the most militant union in the country, went into its first round of national wage talks with employers in the metal sector with a sense that the political direction of the country was on their side.

Numsa also plans to infuse a socialist ethic into the process of collective bargaining in the metal industry this year

Fanaroff argued at the union's conference, held last month to plan for the wage talks, that bargaining should help lay the basis for a revamping of the economy along socialist lines

Moses Mayekiso, general secretary of Numsa, says he believes Cosatu affiliates can immediately start using wage talks as a forum to negotiate ways of redistributing wealth and increasing worker participation in economic planning

"Workers are no longer concentrating only on wages They are now pushing in to the domain of management control," he said

Cosatu, he said, had seen that the old "communist system" of state planning in Eastern Europe had failed and was looking for a more democratic and decentralised form of worker participation in economic planning

"Workers in factories and businesses, for example, can push their bosses to give subsidies and grants to improve the housing and education system They can also push businessmen to put pressure on the state to spend more resources in these areas "

No wealth without workers

W/Mail 9/3-15/3/90 (140A)

By CASSANDRA MOODLEY

WEALTH creation in South Africa can be achieved only through democratic worker participation in planning the economy, a Numsa spokesman told businessmen this week

National Union of Metalworkers of South Africa representative Bernie Fanaroff put the union's view at an conference on creating wealth through good industrial relations held in Johannesburg this week by the Institute of Personnel Management and the South African Chamber of Business

Fanaroff concentrated on wealth creation through redistribution, saying a solution to the country's economic crisis should also address the political constraints.

The solution should "change the protected low-wage high-cost economy into a high-wage, low-cost economy" and move towards investment and production which could only be achieved through "a planned economy".

Capitalism had repeatedly been proved wrong and it could not solve the problems of South Africa, he said

The trade union perspective on wealth creation incorporated the primary principles of socialism — social ownership of the means of production and planning of the economy, said Fanaroff

He admitted pragmatism would have to be combined with this approach This involved democracy at all levels of society and a need for economic incentives

Trade unionists believed that capital had been "comfortable with apartheid and repression for a long time"

This was evident in their support of the tri-cameral system, silence on detentions, and public statements that business confidence had improved as law and order was restored by the State of Emergency Capital has also taken a stern line on stayaways and has been slow in rectifying racial discrimination in industry, Fanaroff said

He added that in finding solutions to the economic crisis we should not repeat the mistakes of Eastern European governments

"Among the lessons we are learning (from Eastern Europe) is that a central command economy does not work "

A more democratic form of nationalisation could mean "leasing back the means of production and resources" and stipulating that employers pay a living wage and give workers participation in management.

Union's civic action goes back to its roots

140A

W/Mail 9/3 - 15/3/90

By EDDIE KOCH

COSATU has decided to call for the creation of a national civic organisation that will devise a method of local government for townships in a non-racial South Africa.

The plan, rooted in a resolution at Cosatu's congress last year to revitalise grassroots civic structures nation wide, will be discussed with the internal committee of the African National Congress and the United Democratic Front later this month.

The meeting will deal with the insurrection currently sweeping the homelands and plans to discuss forms of administration that can replace the fragile governments that now rule over these areas.

The labour federation's executive committee was spurred into action by the militancy that has erupted around black local authorities in recent weeks as well as the homeland uprisings.

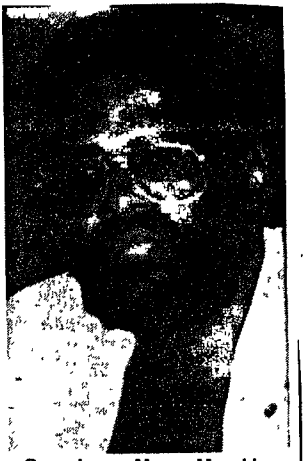
Alexandra township, north of the Johannesburg, has been hit by a wave of militancy that poses a fundamental challenge to the official system of black local authorities.

The township was the lynchpin in the government's strategy to win support for its reform programme by upgrading conditions and setting up moderate local leaders to administer these "oil spots".

But the Alexandra Civic Organisation (ACO), under the leadership of former treason trialist Moses Mayekiso, has revitalised a mass-based campaign to oust the councillors and demand a non-racial form of government.

After a march by 80 000 residents last month in support of ACO's demands, two of the councillors secretly met the organisation and offered to resign, says Mayekiso. There have been a spate of similar protests in townships on the East Rand and in Brits near Pretoria in recent months.

"The state has failed with the Brazilian option — the elimination of militant local leaders and their replacement by moderates backed up by development — in Alexandra and other townships," says Mayekiso.



Organiser ... Moses Mayekiso

He believes the government is now considering two options: either to deal with the civic organisation in line with its commitment to negotiations or to repress the resistance in the township and prop up their town councillors as moderate counterparts to the ANC in the negotiation process.

Cosatu's response to both prospects is to mobilise support for a powerful network of democratic civic groups in the townships.

The national civic organisation will be influenced by the alternative development policies that ACO is demanding and should form the basis of negotiation between the people of Alexandra and government authorities.

These include demands for:

- The central government to assume responsibility for the provision of low-cost housing rather than rely on private developers;
- The state to allocate urban land for low-income development;
- Subsidies for basic services such as water, electricity and sewage;
- Support from the government for housing co-operatives and self-help projects;
- Non-racial municipalities with a shared system of rates and taxes that can generate revenue to subsidise development in underprivileged areas.

Mayekiso has a been asked to draft proposals about how the crisis in the homeland's can be addressed and plans to adapt the methods used to build township civics to the rural situation.

Tally of man-hours lost to strike action

(ILOR) Political Staff

CAPE TOWN — More than 177 000 workers of all races took part in strikes and work stoppages last year and more than 1,2-million man-hours were lost, Manpower Minister Eli Louw said yesterday.

He said in reply to a question, which was tabled in the House of Assembly by Peter Gastrow (DP Durban Central), that 1 254 whites took part in the strikes and work stoppages involving a loss of 4 901 man-hours.

A further 20 502 coloured workers participated, involving a loss of 165 487 man-hours, 6 314 Asian workers involving 28 153 man-hours and 149 632 blacks involving 1 059 745 man-hours.

□ ADELE BALETA reports that more than 100 National Union of Metalworkers of SA (Numsa) members at Xeratech Ltd outlets in Johannesburg are on a legal strike over wages and working conditions. This was confirmed by Numsa and management yesterday.

The three-day-old strike follows the failure of mediation to resolve the dispute. B/Day 9/3/90

About 80 workers yesterday travelled from the Isando outlet to the company's Auckland Park sales and services branch where they chanted and formed a picket.

They then went by bus to the copy service outlet in Braamfontein and then dispersed, Numsa and management spokesmen said.

Workers have demanded a 21,5% wage increase across the board while management has offered merit increases from between 13% to 15%. The current minimum wage is R850 a month.

A Numsa spokesman said workers have rejected management's claim it could not offer more money because of budget limits set by the holding company Fintech.

B/Day 9/3/90 (140A)

Union employee wins dismissal challenge

THEO RAWANA

A TRADE union employee who challenged his dismissal by the Witwatersrand branch executive committee (BEC) of the Commercial, Catering and Allied Workers' Union (Ccawusa) won his case in the Rand Supreme Court yesterday.

Oscar Malgas, who had been employed as a union organiser in 1982, had received a letter of dismissal from the BEC in September last year.

Mr Justice Roux ruled that the BEC had no authority to dismiss Malgas and declared the decision to dismiss him to be of no force or effect

The judge ordered that the union should reinstate Malgas forthwith, with the same terms and conditions as before his dismissal The respondent would pay the costs of the action.

The judge ruled that only the national executive committee (NEC) had the power to engage and dismiss employees of the union The BEC could expel or suspend people from membership of the union for disciplinary matters.

In letters calling Malgas to a disciplinary hearing, the union branch had alleged he had, among other things, tried to put the BEC in bad light, acted in a divisive manner and accused the BEC of corruption without elaborating

It had accused him of calling meetings without consulting office-bearers, alleging office-bearers attended the Third Cosatu congress without a mandate, and saying the BEC did not care for catering workers

OFS sit-in signals relaunch of campaign

Star 9/3/88

By Drew Forrest

Conflict over hoisting schedules at Anglo American's Free State gold mines — including a six-hour underground sit-in this week — signals the apparent relaunch of the National Union of Mineworkers' anti-segregation campaign on the mines.

140A

Confirming the sit-in by 3 000 workers at Western Holdings, Anglo said workers had also tried to prevent the preferential hoisting of supervisors at the group's President Steyn and Saaiplaas mines.

It denied National Union of Mineworkers' charges that the use of cages was racially discriminatory, saying supervisors were hoisted first because of their seniority.

NUM press officer Mr Jerry Majatladi said worker action was part of a campaign for "justice, peace and democracy" on the mines which also focused on segregated facilities, single-sex hostels and curbs on union meetings.

The NUM says some white miners at President Steyn have refused to work in reaction to "emerging democracy on the mines". It denied claims that whites had been assaulted.

Mr Majatladi said the NUM's campaign in the Free State goldfields had received a powerful fillip at a 30 000-strong rally in Thabong at the weekend to mark the 35th anniversary of Sactu, the ANC's labour wing.

Threat to whites: mine shaft closed

Star 10/3/90 **DREW FORREST** 140A

CONFLICT between white and black miners in the Free State goldfields took a turn yesterday when Anglo American closed a shaft at its Western Holdings mine after "whites were threatened with violence".

The conflict, apparently sparked by a National Union of Mineworkers' campaign for "peace, justice and democracy" on the mines, centres on the preferential hoisting of supervisors, who are mainly white.

Employers have denied NUM claims that hoisting schedules are racially discriminatory, saying the issue is one of status.

This week, the Conservative Party said in Parliament whites had been assaulted at the Saaiplaas, President Brand and President Steyn and Harmony mines, linking this to "the disturbing worsening of the security situation". The NUM denied it.

It is understood the CP plans to raise the issue in Parliament again on Monday.

NUM assistant general-secretary Mr Marcel Golding said the Western Holdings shaft had been closed after whites refused to go underground, adding that the union planned curt action against "the illegal lockout of our members".

Confirming "isolated" assaults on whites at three mines, Anglo spokesman Mr Paul Clothier said: "We will discuss reopening the shaft, but we want guarantees from the NUM that there will be no violence."

Should workers fear the ANC?

140A

S/Times 11/3/90

Harald Pakendorf

says trade unions should pause to think about nationalisation and how it will affect them

ON TELEVISION and in a great many photographs you can see him standing just behind Nelson Mandela — Cyril Ramaphosa of the National Union of Mineworkers

And he is listening to what Mr Mandela is saying We are going to nationalise the mines and banks and break up the monopolies

I wonder what he is thinking as he stands there, listening?

Perhaps striking against the capitalist mine bosses was the *right* thing to do Striking against mine bosses who are the ANC will that be right? Will it be possible?

Won t I lose my power base? After all I am an important man in the country, working for my union members against the Great Exploiters

Look at Zimbabwe a liberated country where the unions have little say and are of less consequence In fact, where on our continent are the unions in the same powerful position as they are here?

Perhaps, Mr Ramaphosa might be ruminating, nationalisation is something we can think about again After all, why not let an ANC government hit big business really hard with tax while we go on strike for higher wages? That might be a better way of redistributing wealth

On the other hand, in any period after liberation will we still be free to strike at all? There is very little historical evidence of freedom to strike to put pressure on a new government anywhere in the world

It might just be expected that we all pull together, that we be united for the greater good of all, that we should suffer a little — only in the beginning, the new government will say, but who knows how long the beginning is going to be?

Is that what Cyril Ramaphosa is thinking as he stands behind Mr Mandela? If not, he ought to be considering some of the possibilities which liberation may bring with it

After all, it is not as if all the unions — even in his federation, Cosatu — are as one on all issues, either politically, in the way they see their own roles, or on how the economy should be run

Because what has happened since February 2 is that the political playing grounds are now open to all — not quite level, though, as some still have to play uphill while the powers-that-be have several advantages

We are all South Africans now, competing with each other for political power and influence among all the people of the country And that makes a difference

Cosatu already knows this It is competing with Nactu And if our own Communist Party is anything like communist parties elsewhere in the world, it is also looking to the workers as its real power base — to Cosatu members, to Cyril Ramaphosa's supporters

Is the ANC not also going to look to the same people for votes in future — competing with the SACP, the PAC, Inkatha and possibly a number of smaller groupings — politely knocking on your door, and asking "Excuse me, sir, I represent the ANC and I wondered if you would care to join?"

And if you decline, the kindly canvasser will shake your hand and say "It's a free country and you can join any political party you wish, sir Thank you for your time, sir"

Is that how it is going to be? Somehow, I doubt it Initially the competition for support might just be more direct

However it happens, the fact is that just being against apartheid and white minority rule is not enough any more We all need to consider what it is we want when the New South Africa comes about — and it is something we have to begin to spell out now and to live now

Just mouthing the words of long ago might be safe and make you feel good, but South Africa today is not anywhere near the South Africa of the Fifties

The New South Africa will be even more different, with this nice exception to the past we can all help shape it It is conceivable that the mineworkers and other union members do not see their new-found freedoms *as workers* just disappearing in the name of liberation

Perhaps then we should not be all that concerned about some of the slogans some of the politicians are mouthing some of the time — because all of the voters are not going to fall for all of the slogans

Because it is a new ball game and nationalisation might not be bad only for Anglo but also for the mineworkers And the union bosses

SOWETAN Monday

Marchers say no to privatisation

Sowetan 12/3/90

140A

THOUSANDS of public-sector workers from four major unions on Saturday marched and toyi-toyied in a mass demonstration through central Johannesburg to protest against the privatisation of State companies.

The Cosatu-affiliated unions presented lists of grievances and demands to representatives of public sector management at offices along a 3km route through central Johannesburg, Hillbrow and Braamfontein.

The high-spirited crowd was closely monitored by police who maintained a low profile.

Traffic department officers also blocked streets and controlled the busy Saturday-morning traffic.

The SA Railways and Harbour Workers Union (Sarhwu), the Posts and Telecommunications Workers Association (Potwa), SA Municipal Workers Union (Samwu), and National Education, Health and Allied Workers Union (Nehawu) led the protest against a 10 percent wage increase for the public sector.

Earlier, the workers assembled outside St Mary's Anglican Cathedral in downtown Johannesburg where speakers slammed privatisation and made impassioned speeches in favour of the nationalisation of industry. After the speeches, the march proceeded past Jeppe Street post office, up to Civic Centre, Hillbrow Hospital and the Sats offices, where memoranda were handed over.

Govt to meet with unions, management

Way cleared for changes to LRA

Cape Times 13/3/90

140A

Own Correspondent

JOHANNESBURG — Fast-moving developments in the last few days have opened the way to an agreement beween organised labour, management and government on mutually-acceptable labour legislation in SA

One prominent employer said if all went well this process could lead to the formulation of SA's first set of "post-apartheid" legislation

In the last few days, employer federation Saccola reached in principle agreement with Cosatu and Nactu on various changes to the Labour Relations Act (LRA), and proposed legislation based on those principles has been drafted

And the office of Manpower Minister Eli Louw yesterday exchanged several communications with Cosatu and Nactu aimed at finalising a date, time and venue for a meeting between them at which the process of devising new legislation would be the main agenda item

Saccola has also been invited to attend the meeting — which could take place as soon as Thursday or Friday

One observer said the meeting would be the first cabinet-level meeting between government and the organised left in more than three decades

The first major breakthrough came at a 12-hour meeting between Saccola and the union federations which ended at 2am on Friday The meeting agreed on various amendments to the Act and appointed a legal committee to draft legislation based on the agreement

Saccola chairman Bobby Godsell disclosed yesterday the committee completed its task on Saturday, although he had not yet seen the final product. The committee has also been mandated to do a longer-term study on strike law — an aspect of the LRA mostly not covered by the union/Saccola agreement

It is expected that the amendments to the LRA proposed jointly by Saccola, Cosatu and Nactu will be presented to the Minister when they meet him

Cosatu and Nactu proposed meeting Louw in a letter written to him last month

A Nactu spokesman said yesterday the unions wished to discuss with Louw the possibility of the proposed amendments being placed before the current sitting of Parliament.

He said they also wished to discuss with Louw their views the amendment Bill drafted late last year by the Manpower Department (whose details were published by Business Day in January), and express their dissatisfaction at not having been consulted on its details

In general, the spokesman said, the unions wished to discuss with Louw ways of ensuring government took account of their views whenever new labour legislation is developed in future They also wanted to discuss the problem of non-participation by State and agricultural employers in the talks with Saccola

The Nactu spokesman said the unions had set aside their traditional reluctance to speak to government because "we have to bring this matter to finality and a meeting offers an opportunity to do this"

The unions previously criticised have government's draft Bill because they had not been consulted on it. They were also highly critical of one aspect of the Bill — that which would lengthen the "cooling-off" period during which a legal strike may not occur from 30 days to 45 days

The Manpower Department has indicated it would be willing to hold back the tabling of the Bill in Parliament

Godsell said the two proposed pieces of legislation needed to be integrated Apart from the extension of the cooling-off period, there was no conflict between the two, and employers were willing to recommend the retention of the existing law in this respect.

The government Bill also proposes the scrapping of the controversial section 79 (2) which relates to union liability for damages sustained in unlawful strikes, and extends the time limits for processing disputes through official channels — both high on the list of union demands

While details of the Saccola/union proposal were unavailable yesterday, the issues raised include limits on interdicts against lawful strikes, scrapping of racial features of the union registration process, and accessibility of Industrial Court judgments

300 sawmill workers to continue strike?

Cape Times 13/3/90

Staff Reporter

MORE THAN 300 workers at Bruply's Stellenbosch and Elgin sawmills have been on strike for more than a month and will decide today whether to continue with the strike.

A Paper, Printing, Wood and Allied Workers' Union (Ppwawu) organiser said yesterday that management was prepared to offer only a production bonus, not to move on the demands of the workers

The organiser said workers had dropped some of their bonus and medical-aid demands and were demanding a 90-cents-an-hour wage increase

Workers went on strike on February 7 and a week later management obtained a court order prohibiting them from entering the premises and intimidating other employees.

Teachers hear plea for unity

(140A)

Sowetan 13/3/90

HARARE'S Declaration mandated the Cosatu to coordinate teachers into progressive trade unions, Northern Trans-vaal Teachers Trade Union Executive Committee member, Mr S L E Senyane told more than a thousand teachers at the weekend.

Addressing the first open air meeting organised by the Sekhukhuneland Progressive Teacher's Union Coordination Committee at Jane Furse, Senyane said events in Eastern Europe had shown that if people were collectively organised they proved that they were more powerful then the government of the day, hence there is a need for

It was resolved that teachers in the Nebo area would support Thursday's march by students and parents to Lebowokgoma to demand, among other things, delivery of books to schools, full paid maternity leave for teachers, recognition of democratic teacher, parent and student structures, and the dismantling of bantustans.-Sapa

March 13 1990 13/3/90 140A

Historic meeting to tackle LRA

Bosses, unions to work out new deal

By Drew Forrest

In what could herald a new era of tripartite co-operation in labour matters, employers are to join black unions at a historic meeting with Manpower Minister Mr Eli Louw this week.

The meeting, over the Labour Relations Act (LRA), will be the first between an organised formation of the left and a Minister. It will also be the first joint forum of the state, employers and black worker delegates.

Legislative force

It follows a breakthrough in two-year-long negotiations on the LRA between the employer body Saccola and Cosatu/Nactu last week

Describing the developments as "an enormous step forward", Saccola chairman Mr Bobby Godsell confirmed Saccola would join Nactu and Cosatu at the meeting with Mr Louw in Pretoria on Thursday

Nactu's Mr Cunningham Ngcukana said the unions would urge Mr Louw to give legislative force to their agreement with employers

They would also ask him to ensure the National Manpower Commission inquiry into labour law was co-ordinated with the Saccola process, and that the public sector employer, the Commission for Administration, attended future Saccola talks

The Government has already announced that LRA changes planned for this session of parliament have been put on hold in anticipation of the meeting with Mr Louw.

Unions and employers were tight-lipped about their interim deal, but it is understood that the drafting committee sat all Saturday and that an agreement may be finalised within days.

Sources said it would address the seven unions' demands listed in a recent Cosatu pamphlet.

These included the scrapping of a section broadening union exposure to lawsuits, the relaxation of time limits in dispute procedures, the automatic publication of Industrial Court judgments, the right to solidarity strikes and one labour statute for all workers.

...g at the end of last month, ... would negotiate wi... management on their behalf.

Numsa plans march

Sowetan 15/3/-21/3/90

MORE than 2 000 workers from seven companies took to the streets of Port Elizabeth this week to protest against their dismissal.

Strikers demanded that the Midland Chamber of Industries (MCI) act as mediator in prolonged strikes at Welfit Oddy, Aberdare Cables, Sappi Waste Paper, Waltons, Fry's Metal, and Connoisseur Auto Air-Conditioning where there have been mass dismissals.

140R

The march was organised by the National Union of Metalworkers of South Africa and Cosatu.

MCI said it would respond by the end of the week. — PEN

requests by SOUTH for comment. | comment on the allegations

Ppwawu wave of unrest grows

(140A)

South 15/3 - 21/3/90

THE wave of industrial unrest in the paper and wood industry continued this week with thousands of workers on strike at 10 plants around the country

Members of the Paper, Print, Wood and Allied Workers' Union (Ppwawu) have been locked in a bitter conflict with industry giants Mondi and Sappi over wage disputes since the beginning of the year.

In terms of a Supreme Court interdict granted last Friday, strikers at Sappi's Novobord plant in Nelspruit are prevented from entering the factory and have been evicted from company housing

The company is seeking a further urgent interdict in the industrial court on the grounds that the strike is illegal in terms of the Labour Relations Act (LRA).

Workers this week also downed tools over wage demands at the Lion Match factory in Durban

Meanwhile, strikes are continuing at Mondi's Bruply Sawmills in Elgin and Stellenbosch as well as at Mondiply, two Paperwaste plants and the Richards Bay paper plant.

A marathon strike by about 2 000 workers at the Sappi mills at Ngodwana and Enstra in the Transvaal has entered its fifth week.

The workers are demanding a R1,30 across-the-board increase on the hourly rate, the company is holding out for 64 cents

Settlement was reached last month after a seven-week-long strike at four Mondi Board Mills

The paper industry is dominated by Mondi and Sappi, which are subsidiaries of Anglo-American and Gencor respectively.

The two conglomerates also own forests and sawmills

Bus drivers call for solidarity

South 15/3 - 21/3/90

THE Alexander Action Committee (Aco) is campaigning for the reinstatement of about 400 Putco drivers dismissed from the bus company's Wynberg depot near Alexandra township in Johannesburg last week.

The drivers were dismissed after they refused to work until a manager was moved from the depot.

Aco president, Mr Moses Mayekiso, said Aco had called for a boycott of Putco busses until the workers were reinstated and was calling on other civic organisations to assist in pressurising the company.

Aco has had several run-ins with Putco over fares and the quality of bus services in the townships.

Ibhayi council workers on strike

South 15/3 - 21/3/90

By ZOLA NTUTU

THE Ibhayi City Council in Port Elizabeth was paralysed this week when more than 1 600 council employees downed tools in support of wage demands.

The strikers include senior administration officers, social welfare staff, traffic department officials and general labourers.

They demonstrated outside the Ibhayi mayor's parlour to highlight their grievances

140A

A spokesperson for the strikers, Mr TH Ngcume, said that the workers wanted substantial wage increases to be backdated to July last year.

Ngcume claimed that the majority of council workers had earned R250 a month for the past three years

The strikers have also called for an end to "maladministration" in the council, the resignation of councillors and recognition of the South African Municipal Workers' Union (Samwu)

Ibhayi mayor, Mr Mhlobo Jemsana, said the workers' demands were legitimate and the council intended to give them an increase

B/Day 14/3/90

140A

Militancy disrupts workplace

ADELE BALETA

INCREASED militancy since the unbanning of political organisations and Nelson Mandela's release has caused confusion and uncertainty in the workplace, labour sources say.

Some employers are already examining the implications of political developments which have heightened worker expectations and seen a "new-found confidence" which is likely to be displayed at the negotiating table.

National Union of Metalworkers of SA (Numsa) engineering secretary Bernie Fanaroff says a consequence of political developments is that union activists are having to spend time in townships dealing with macro-political issues. This means less planning in the workplace and more spontaneous action.

Sharing

"Workers feel liberation is imminent, causing increased militancy."

He says worker demands are changing and this is witnessed in a demand for the sharing of the economy.

OK Bazaars industrial relations executive Gavin Brown says the impact of political developments on the workplace is characterised by uncertainty and confusion and unrealistic expectations which still have to be manifested in a tangible form.

Companies, he said, are responding with more tolerance and sensitivity, but this is not part of a long-term policy.

He believes political developments will affect wage negotiatons with heightened worker expectations of greater increases.

National Union of Mineworkers (NUM) assistant general secretary Marcel Golding says workers realise it is their right to participate in democratic organisations of their choice.

They believe this right has to be freely expressed, putting the spotlight and pressure on employers to put "their houses in order".

Recent NUM members' activity in the Free State illustrates the continuing demand for the removal of discrimination on the mines

Golding says· "We are no longer at the level of tabling demands which remain unaddressed Workers have repeatedly tried to use the grievance procedure without success

"Workers expect the right to organise on the mines where employers have used their property rights to restrict them."

Chamber of Mines president Kennedy Maxwell says "it is vital the parties work together to seek potential solutions", particularly in the mining industry where recent developments are cause for concern.

He says. "It appears there has been a deliberate attempt to create polarisation (between workers and management)" and prospects for a favourable outcome to future negotiations will be reduced if parties enter the exercise from positions of polarisation.

An article in the February issue of Seifsa News lists employer guidelines on how to manage "the impact of the events which have created conflicting emotions in the labour force ranging from jubilation and raised expectations to anxiety and concern".

Implications

It states worker reaction to the developments can generate anxiety among other sections of the workforce, leading to confrontation and violence.

Employers are advised to consider the implications of implementing disciplinary action, which should be avoided wherever possible.

Industrial Relations Consultant Andrew Levy said worker expectations had risen and they had been shown that all was negotiable.

"Trade union's will push against the door which is swinging open and one can only speculate there will be an increase in industrial action," he said

Mine facilities segregated, claims NUM

By MOKGADI PELA

ABOUT 8 000 members of the National Union of Mineworkers this week downed tools at Vaal Reefs due to "discriminatory policies of the company".

A union spokesman, Mr Jerry Majatladi, said workers were denied freedom of association. Workers also complained about segregated facilities at the No.9 Shaft. Sowetan 14/3/90

But, in a statement on Monday, Anglo American disputed that there was a strike, and said it "did not think it helpful to exchange accusations with union spokesmen in the Press". 140A

Search teams

"We are dealing with union representatives continuously, at shaft and mine level, and are making important progress in resolving issues raised in this manner," the Anglo statement added.

Meanwhile, NUM also said 10 000 workers at Vaal Reefs No.8 shaft in Klerksdorp resumed work after an agreement about the constitution of search teams charged with the responsibility of looking for workers who went missing more than a week ago.

On March 3, 10 mineworkers were trapped underground after a rockfall. Workers were demanding that search teams should include NUM shaft stewards.

Workers poised for mass protests

B/Day 14/3/90 (140A)

ADELE BALETA

THOUSANDS of black public sector employees are poised to take mass protest action against the 10% pay increase announced recently by government for public sector workers

A meeting of shop stewards from Cosatu's public sector unions will be held tomorrow to decide what unions will be involved in the action, National Education Health and Allied Workers' Union (Nehawu) national organiser Mondi Mditshwa said yesterday

Protests could take the form of go-slows, withdrawal of goodwill, overtime bans, marches, demonstrations and work stoppages

Mditshwa said it was decided after a recent privatisation march by thousands of public sector workers in Johannesburg to broaden protest action to include the community and other progressive unions

Future action would be directed at issues causing "worker concern" such as privatisation and deregulation

A Cosatu co-ordinating committee, consisting of two delegates from public sector unions, was organising and discussing countrywide action

Post Office and Telecommunications Workers' Association (Potwa) president Vusi Khumalo said yesterday strike action against the announced increase could not be ruled out if Post Office management was not prepared to respond positively to workers' demands

Minimum

Potwa was also considering mobilising community support on the issue of increased tariffs and demands for a living wage

The current monthly minimum wage was R522,50, which Potwa wants increased to R1 100 a month, and an across-the-board increase of R400, he said

A 10% increase would raise the minimum wage by R52,25 to R574,75 "The increase of 26% for government ministers was in line with the rate of inflation and should have been extended to workers," he said

The Durban-based SA Post and Telecommunications Employees' Association and the Cape Town-based Post Office Employees' Assocation of SA have indicated their members would support protest action against the increases

General secretary of the Nactu-affiliated National Union of Public Service Workers Sipho Radebe said members rejected the 10% increase and the union had indicated it wanted to be part of the action.

SA Railway and Harbours Workers' Union vice-president John Potgieter said the union would align itself with other public sector union members

He said the current minimum for Sarhwu members was R600 a month. The union was demanding a minimum of R1 500 a month and an across-the-board increase of R500.

Natal Transnet drivers on strike

Sowetan 14/3/90

SA Press Association

BARELY a month after the Transnet workers - formerly the SA Transport Services - returned to work after a marathon 12-week strike, about 600 workers at the autosort section at Durban's Bayhead have downed tools.

The workers, mainly cartage drivers, were demanding they be given the trucks they drove before the previous strike action.

A meeting between Spoornet and the SA Railway and Harbour Workers Union (Sarhwu) was due to take place yesterday afternoon and the issue of the workers would be raised, said Spoornet's public relations manager, Mr Mike Asefovitz.

Asefovitz confirmed yesterday that about 600 workers had stopped work since Monday and were sitting at the Bayhead because drivers did not receive their original trucks when they returned to work after being on strike.

However, the chairman of the Durban branch of the in-house Black Trade Union of SA Transport Services, Mr T S Gcabashe, said their members and neutral members did not want to go on strike, but were "forced" by Sarhwu members.

He said the drivers yesterday approached the workers at the Goods Shed and Container terminal and "forced" them to join the strikers.

Sarhwu spokesmen were not available for comment. - Sapa.

700 strike at Brits company

Star 14/3/90 (140A) (192)

Labour Reporter

In a sequel to last week's violent upheavals in Bophuthatswana, 700 workers have downed tools at African Telephone Cables in Brits

The National Union of Metalworkers said the strike started on Monday over the suspension of five employees, including shop stewards, accused of inciting a stayaway during the turmoil in the homeland.

The workers were suspended pending disciplinary probes into "the breach of company rules and procedures", said ATC It urged the union to await the inquiry outcome

- Kohler has confirmed strikes involving 350 workers at Kohler Carton and Print in Robertsville and the group's Sylko plant in Durban
- About 280 workers are on strike over pay at SA Breweries-owned Lion Match in Durban, according to Cosatu's paper union.

Hospital standards 'still high'

THE level of services at nine strike-hit hospitals was "unexpectedly high", Administrator Mr Kobus Meiring said after a tour yesterday.

Standards of hygiene at these institutions were also high. Khayelitsha Day Hospital was a worrying exception, he said, but steps had already been taken to get its cleaning service operating again.

The cabinet was being kept informed of developments, Mr Meiring said

He was greatly encouraged by the way CPA staff and volunteers had taken on a variety of tasks usually done by striking workers.

Tygerberg Hospital had about 600 volunteers, he said.

The retired magistrate appointed to investigate the position of the workers, Mr Charles van Zyl, is to present his first interim report to Mr Meiring today.

(140A)

Angry public servants revolt

By CHIARA CARTER

THE government faces a widespread revolt by public servants outraged at the recent announcement of a 10 percent wage hike in the public service

The major public sector unions and several staff associations are mobilising their members to demand union recognition, a living wage and an end to privatisation.

These demands are similar to those which precipitated the bitter SA Transport Services strike last year

In Cape Town this week, about 4 000 hospital workers downed tools at 10 provincial hospitals More hospital workers were reported to be poised to join the strike

Members of the Health Workers' Union (HWU) are refusing to work until the government agrees to meet with their union

The chairperson of the Groote Schuur branch of HWU, Mr Patrick Twala, said the workers wanted a minimum wage of R1 100 a month, a 40 hour work ing week, maternity benefits and permanent status

Twala said the workers demanded that the government recognise their union and agree to halt privatisation

The chairperson of the Groote Schuur branch of the Public Servants' League, Mr Arthur Farred, said the PSL fully supported the strikers and was prepared to use the full strength of the organisation to assist the strikers

The 40 000-strong Public Servants' League has threatened a country wide strike if the organisation s demand for a minimum wage of R850, union recognition and permanent status for general assistants is not met within three months

The decision was taken at a heated meeting in Mowbray last weekend About 500 PSL members took part in a protest march after the meeting

Several PSL members have joined the strike at Groote Schuur hospital, where hospital superintendent Dr Jocelyn Kane-Berman this week warned that essential services were under threat

Dr Kane Berman said the hospital management was sympathetic to the strikers' demands and that the present minimum wage was 'totally inadequate'

The general secretary of the National Education, Health and Allied Workers' Union (Nehawu), Mr Sisa Njikelana, said the union was mobilising its members to fight the state for a living wage and an end to privatisation

He said workers at several Transvaal hospitals — including Baragwanath Johannesburg General, Hillbrow and Nelspruit — this week delivered a memorandum outlining their demands to hospital superintendents

About 6 000 teachers went on strike in the Transvaal earlier this week

A spokesperson for the Post and Telecommunications Workers Association (Potwa) said union members were presently meeting to discuss action

'Together with Sarhwu, Nehawu Samwu and the Transport and General Workers Union we are calling on all public sector workers and organisations to reject the 10 percent increase ' he said

The spokesperson said a march through central Johannesburg by workers in the public sector — which was due to have taken place last week — was being rescheduled for later this month

According to sources, several staff associations, usually regarded as "sweetheart unions," are under pressure from their members to take action in support of the more militant unions demands for higher wages

About 1 000 Groote Schuur workers marched through the hospital grounds this week after going on strike

Numsa demands yearly

By CHIARA CARTER

THE giant National Union of Metalworkers of South Africa (Numsa), this week submitted demands for annual wage negotiations to the industrial councils for the motor and the iron and steel, engineering and metal and etc sc

The NBC also accepted a demand relating to job security including the prohibition of temporary labour, tighter conditions on retrenchment and redundancy and minimum severance pay of one month s wages for each year of service

Numsa will demand that companies implement a job creation programme and end all segregated

Emergency services supported by strikers

ARGUS 8/3/90

(140A)

Staff Reporter and Political Correspondent

STRIKING general assistants at 11 Cape provincial administration hospitals have agreed to keep emergency services running as the hospital services crisis deepens

And doctors, consultants and nursing staff at the Red Cross War Memorial Children's Hospital in Rondebosch are to hold a placard protest today in support of the thousands of striking workers at other hospitals

Thousands of cleaners and domestic workers at major state hospitals in Cape Town and Bellville have been on strike since Monday

LIVING WAGE

They are demanding a "living wage" of R1 500, a 40-hour week, maternity leave, permanent status, union recognition and an end to privatisation

A Health Workers Union (HWU) official said today that after special representations by Groote Schuur management yesterday afternoon, the union had met strikers and decided to make workers available in emergency units

The strike, which started at Groote Schuur and Tygerberg hospitals, spread to 11 state hospitals yesterday and involved about 4 350 non-medical workers, a union official said

Non-medical staff at Red Cross Hospital resolved not to join the strike because they were involved in the care of children but expressed their solidarity

The hospital services crisis has been discussed at top government level

A statement from Mr Kobus Meiring, Administrator of the Cape, said meetings were ongoing and "Attention is being given to both the claims of the striking workers and the implications of the strike"

The HWU has threatened a nationwide strike if demands to speak directly to the ministers of health services and public administration are not met

Cabinet meets on hospital strike

140A

CAPE TIMES 8/3/90

Staff Reporter

THE Administrator of the Cape, Mr Kobus Meiring, yesterday attended a special cabinet meeting to discuss the hospital strike

Hospital superintendents met provincial administration officials late yesterday amid speculation that the strike could spread nationwide

Last night Mr Meiring said the CPA was eager to resolve the crisis soon and that 2 750 CPA workers were on strike at eight provincial hospitals, where only emergencies were being attended to

The figure was disputed by the Health Workers' Union (HWU), which claimed that more than 4 000 were on strike at 13 hospitals, including about 1 600 workers at Groote Schuur and 1 300 at Tygerberg Hospital

Workers and staff at the Red Cross War Memorial Children's Hospital said yesterday they would support the strike, but voted against joining it because they were involved in treating children

Cape Times 10/3/90

Union 'rejects' magistrate

Staff Reporter

THE Health Workers' Union (HWU) yesterday rejected negotiations with a retired magistrate appointed by the Cape Administrator, as the strike spread to 18 hospitals

A spokesman for the HWU said the union had a committee "ready and waiting" to meet with government ministers

He said former magistrate Mr Charles van Zyl was "another messenger" and many others in the past had "not responded to our grievances"

Mr Van Zyl said yesterday that he was "providing a forum" for the striking workers and gave the assurance that any grievances brought to him would be conveyed to the highest authorities

He said he had already met representatives of the Public Servants' League from Karl Bremer Hospital who "seemed to have adopted a very reasonable attitude".

A dispute has arisen over the number of workers on strike The CPA stands by a statement earlier this week saying that only 2 750 are off work, while the union estimates that the figure is "well over 5 000"

Yesterday, day hospitals in Guguletu, Elsie's River, Khayelitsha, Hanover Park and Langa joined the strike, bringing the number of hospitals affected to close on 20

Minister, unions to hold talks

Accord on labour laws within reach

B/Day 13/3/90 (140A)

ALAN FINE

FAST-moving developments over the last few days have opened the way to an agreement between organised labour, managements and government on mutually acceptable labour legislation in SA

In the past few days employer federation Saccola has reached agreement in principle with Cosatu and Nactu on various changes to the Labour Relations Act (LRA), and proposed legislation based on these principles has been drafted

And the office of Manpower Minister Eli Louw was in touch with Cosatu and Nactu yesterday to arrange a date, time and venue for a meeting between the parties to discuss the process of devising new legislation

Saccola has also been invited to attend the talks, which could take place as early as Thursday or Friday

One observer said the meeting would be the first at Cabinet level between government and the "organised left" in more than three decades

A spokesman for Louw said the Minister was pleased the unions had approached him for a meeting, and he was looking forward to seeing them as soon as possible

An employer said if all went well this process could lead to the formulation of SA's first "post-apartheid" legislation.

The first major breakthrough came during a 12-hour meeting between Saccola and the union federations which ended at 2am on Friday The meeting agreed on various amendments to the Act, and appointed a legal committee to draft legislation based on the agreement

Saccola chairman Bobby Godsell said yesterday the committee completed its task on Saturday. He had not yet seen the final product The committee was also mandated to conduct a longer-term study of strike law

It is expected the amendments to the LRA proposed jointly by Saccola, Cosatu and Nactu will be presented to Louw when they meet him

A Nactu spokesman said yesterday the unions wanted to discuss with Louw the possibility of the proposed amendments being placed before the current sitting of Parliament

They also wanted to discuss with him their views on the amendment Bill drafted late last year by the Manpower Department, and to express their dissatisfaction at not having been consulted on its details

In general, the spokesman said, the unions wanted to discuss with Louw ways of ensuring that government took their views into account whenever new labour legislation was developed in future.

The unions had set aside their traditional reluctance to speak to government because "we have to bring this matter to

☐ To Page 2

Labour laws

B/Day 13/3/90

☐ From Page 1

(140A)

finality and a meeting offers an opportunity to do so."

The unions were highly critical of one aspect of government's draft Bill a clause which would lengthen from 30 days to 45 days the "cooling-off" period during which legal strikes could not occur

The Manpower Department has indicated it would be willing to hold back the Bill's tabling in Parliament

Godsell said the two proposed pieces of legislation needed to be integrated. Apart from the extension of the cooling-off period, there was no conflict between the two and employers were willing to recommend the retention of the existing law in this respect

The government Bill also proposes the scrapping of the controversial Section 79 (2) which relates to union liability for damages sustained in unlawful strikes, and extends the time limits for processing disputes through official channels Both are high on the list of union grievances.

While details of the Saccola/union proposal were unavailable yesterday, the issues raised included limits on interdicts against lawful strikes.

Strike rights — or anarchy

140M

The law should guarantee certain basic strike rights in the interests of better industrial relations, EBRAHIM PATEL, education officer of the South African Clothing and Textile Workers' Union, argued in a talk delivered at a recent industrial relations workshop. Here is an edited version of the talk:

THE right to strike is fundamental to sound industrial relations

The right and capacity of a trade union to bring workers out on strike may ultimately be the only reason why a manager seeks genuine agreement with organised labour

Without the right to strike, trade unions become pathetic, powerless bodies, and the rule of management is absolute

The right to strike requires more than freedom to withdraw labour It requires job protection as well

While such a right does interfere with the entrepreneur s right to manage his enterprise as he sees fit, guaranteeing the right to strike is in society s interests

To ignore the need for labour legislation and allow any individual to do as s/he likes in order to advance his economic interests is to invite anarchy

It is the sort of belief which invites and legitimises the smashing of machines and the burning of factories

If there are no laws to protect strikers then there is no need to strike according to rules This would be untenable to enterprises that rely on skilled labour — the industries vital to a strong and modern economy

Finally, the right to strike is vital to any system of free collective bargaining, necessary to ensure the fair distribution of economic wealth and an organised and relatively orderly industrial process

The interests of capital are protected by a range of laws If rules exist to protect the interests of property why not protect labour?

The right to strike provides a fair balance between the many legal protections which an employer enjoys and the very basic rights which workers require to have effective trade unions

It is not enough to merely have the right to strike

Workers should be able to strike without fear of dismissal

It is often argued that a strike for an indefinite period means employers face two choices to close down the business or take on a replacement workforce

If an employer says s/he has no alternative but to recruit an alternative permanent workforce, s/he should have to prove this

The right to physical reinstatement would act as a powerful deterrent on employers and would limit dismissal to those instances where there is genuinely no alternative

There has been much discussion about the rights of workers to protection in primary," secondary" and sympathy" strikes

Normally a primary strike involves the legal form of a registered company

This encourages the fragmentation of an operation into a series of separate companies

A textile mill with spinning, weaving and finishing operations, producing a single product may easily be broken into three separate companies

This means that the employers can avoid the power of combination by the workers

In the case of industry wide strikes are companies who are members of an employers association in the industrial council the primary employer and the only target for strike action?

Ebrahim Patel

If this were so it would be a powerful incentive for employers to resign from employer associations — leading to unions being forced to negotiate separately tens of thousands of agreements separately

A large corporation can use all its resources to sit out a strike at one plant indefinitely It can transfer production to strike free factories

This undermines completely the notion that a subsidiary company is the primary employer

There is no reason why labour should accept the strength of corporations and not be allowed to exploit their weaknesses

Secondary strikes are seen as those with no direct relationship with the plant where the dispute arose initially

They normally involve the customers or suppliers of a strike-hit establishment

Employers say such action hurts an uninvolved party

Why should a secondary operator be morally exempt from industrial action when he profits from his relationship with the strike hit company?

A business has many risks, one of which is a secondary strike — an additional pressure on the employer to settle the dispute

Sympathy strikes involve workers with no direct interest in a particular dispute

It is difficult to define direct interest

At an absurd level any strike against the dismissal of a fellow worker is a sympathy strike because the action was not done directly to us

The crucial test whether a strike should enjoy protection is whether the strike is directly aimed at employers who are part of a dispute or can affect the outcome of a dispute — be they customers suppliers associated companies or employers in the same industry

During a strike, an employer is free to recruit temporary replacement Strikers should have an equal right to prevent recruitment

This is why strikers want picket facilities

Not only is the right to picket a basic freedom of assembly Workers will protest whether it is legal or not.

Denying picket facilities does not reduce violence It merely drives strikers from the open factory area to the bus stops trains and townships where trade unions are unable to monitor activities

The lack of proper picket rights and facilities invites and encourages illegal acts and violence

More broadly, if unions are powerless and rightless, industrial conflict will not go away — it simply takes on less controllable and predictable forms

A further point for employers to consider is that the increasing attempts to break up centralised bargaining forums and adopt the limited lets look at the balance sheet" approach removes important opportunities for a joint labour-management dispensation to emerge, leaving workers to turn to the state to regulate matters

NUM general secretary, Cyril Ramaphosa and trade unionists demand worker's rights

Ppwawu, Mondi in mediation to end wage strike

ADELE BALETA

MEDIATION aimed at ending the two-month old wage dispute by about 300 Paper Printing Wood and Allied Workers Union (Ppwawu) members at Mondi's Richards Bay pulp mill began yesterday. B/Day 15/3/90

A Mondi spokesman said Rob McCann of the Independent Mediation Services of SA would act as mediator in the proceedings.

Management is offering a 17% increase to the minimum hourly wage in reply to the Ppwawu demand for a 26% increase. (140A)

Results of the mediation were not known late yesterday.

Wage strikes by Ppwawu members at Mondi's two Bruply sawmills and Alrode and Tulisa Park paper waste depots were continuing, a Ppwawu spokesman said.

Thursday, March 15 1990 B/Day 15/3/90

Union federations meet Louw today

140A

ALAN FINE

A MEETING between SA's two largest union federations — Cosatu and Nactu — and Manpower Minister Eli Louw is scheduled to take place at 3.30pm today.

Plans for the meeting, which could lead to extended negotiations on new labour legislation for SA, were finalised yesterday.

Representatives from employer federation Saccola would not attend as originally planned.

A spokesman for Louw said this was at Louw's request.

He felt that since this was his first meeting with the two union federations, he preferred to meet them on their own, and would be willing to have a three-way meeting with Saccola at a later date.

Louw's spokesman said the minister saw today's meeting mostly as an opportunity to get to know union representatives.

As far as he was concerned, the agenda should be open.

Louw did not intend putting anything specific on the table, but wanted to ascertain the unions' views on various issues.

Cosatu and Nactu, in their letter requesting the meeting, said they wished to discuss with Louw pending draft amendments to the Labour Relations Act, the possibility of other amendments being passed during the current parliamentary session, and inclusion of state employers in future talks on labour legislation.

A Cosatu spokesman said yesterday a draft agreement between the union federations and Saccola had been prepared by a technical committee.

However, settlement would be reached only once the draft had been approved by the parties involved.

(140n) BUSINESS DAY,

Vaal Reefs miners on strike over grievances

B/Day 15/3/90

ADELE BALETA

AT LEAST 5 000 miners at Anglo American-owned Vaal Reefs mine near Orkney went on strike yesterday in continuing industrial action at the corporation's mines.

National Union of Mineworkers (NUM) spokesman Jerry Majatladi said strikers at the No 6 and 7 shafts marched to the mine's main office to present a list of demands to management.

Anglo American gold division spokesman Adrian Du Plessis confirmed a series of one-day strikes at Vaal Reefs including strikes at No 6 and 7 shafts yesterday. He said they were "evidently part of an organised campaign which involved protest action at Anglo's Free State gold mines last week".

Majatladi said while strikers were en route to management offices, mine security fired teargas at them without warning.

Workers returned to the hostel and their demands were handed to the hostel manager.

The demands included an end to discriminatory laws at the mine, scrapping of the hostel and migrant labour system, the removal of barbed wire surrounding hostels, the reinstatement of three workers allegedly dismissed for ignoring disciplinary laws, the removal of mine security and an end to harassment of shop stewards.

Majatladi said a strike by 4 500 miners at Vaal Reefs number 9 shaft continued yesterday.

The strike which began on Tuesday centred around the issue of safety. NUM members were also protesting at the delay in talks on alleged discriminatory hosting times and the reinstatement of two colleagues who were dismissed after trying to form a non-racial queue.

Du Plessis said the strikes were unprocedural in terms of the agreement reached with NUM.

"Management cannot tolerate this pattern of unconstitutional industrial action particularly since it aggravates workplace relations and has lead to instances of reported violence and disruptive behaviour which could not pass unheeded."

Amcoal spokesman Paul Clothier said about 1 500 workers who went on a wildcat strike on Monday at the SA Coal Estates Colliery near Witbank had returned to work.

Management were looking into a list of worker grievances.

Star 16/3/90 (140A)

Unions meet Minister

Accord calls for changes in labour Act

By Drew Forrest

Sweeping interim changes to the Labour Relations Act — including the scrapping of the present unfair practice definition and curbs on strike interdicts — are proposed in a draft agreement between the labour movement and employers.

The accord also embodies a set of union and employer rights, drawn from the Wiehahn Commission, in which it is agreed that farm, domestic and state employees should be covered by labour law.

A key proposal

The product of two years' debate between Cosatu/Nactu and the employer body Saccola, the accord still has to be ratified by members.

But sources said the plan was to present it at a joint meeting with Manpower Minister Mr Eli Louw for enactment during the current session of Parliament

The unions put their demands on the LRA at a ground-breaking meeting with Mr Louw yesterday.

A key proposal in the agreement, details of which have been leaked to The Star, is the scrapping of the current unfair labour practice definition, which includes bans on sympathy strikes and consumer boycotts

The parties propose a reversion to the pre-1988 position, when the Industrial Court had a flexible mandate to develop labour law by precedent

And while the right to interdict illegal strikes remains, it is agreed that reasonable notice must be given, so that unions can oppose applications

Other proposals are·

- The old unfair labour practice clause be expanded to deal with retrenchments and dismissals, in line with International Labour Organisation principles

Acceptable labour law

- Scrapping of most time limits in official dispute procedures
- The automatic publication of Industrial Court judgments, subject to special application

Sources stressed that the draft accord was only part of the unions' longer-term push for acceptable labour law

Louw, unions seek consensus

Cape Times 16/3/90 (140)

By BARRY STREEK
Political Staff

YESTERDAY's first meeting between a cabinet minister and South Africa's two largest trade union federations, Cosatu and Nactu, resulted in agreement that all workers should have basic worker rights which had to be negotiated

In a joint statement last night they also committed themselves to "reaching the broadest possible consensus on future labour legislation"

The conciliatory tone of last night's statement indicated a significant breakthrough after years of often acrimonious conflict between the government and black unions

They agreed to hold further discussions on thorny issues such as privatisation, deregulation, inflation and work-place violence

All parties said after yesterday's meeting betweeen Minister of Manpower Mr Eli Louw and representatives of the Congress of South African Trade Unions (Cosatu) and the National Congress of Trade Unions (Nactu), that discussions on proposed legislation were "fruitful"

The joint statement said the draft agreement negotiated between between Cosatu/Nactu and the employer body, Saccola, would be submitted to the minister as soon as possible and after this Mr Louw would refer it to the National Manpower Commission

The minister will then give the NMC's proposals priority attention and endeavour to put them through Parliament in the current session

Mr Louw also indicated he would "facilitate" a meeting of the unions with the relevant minister on the issue of the public sector and convey "an urgent request" to the South African Agricultural Union to discuss labour legislation covering farmworkers

"All parties agreed that all workers should have basic worker rights which must be negotiated

"They also agreed there should be a further meeting, with Saccola present, to discuss proposed amendments to the Labour Relations Act.

"On the present disputes in the health and prison sectors, the minister will convey the proposal for direct negotiations between the responsible authorities and the trade unions concerned

"The parties exchanged preliminary views on a range of issues relating to privatisation, deregulation, inflation and work place violence and agreed that these will require further discussion," the statement said

Mondi strikers return

ABOUT 300 Paper Printing Wood and Allied Workers' Union (Ppwawu) members returned to work at Mondi's Richards Bay pulp mill when their two-month wage strike was settled after mediation, management and the union confirmed

'Historic' talks between Govt and unions

STAR 16/3/90 (140R)

By Peter Fabricius, Political Correspondent

CAPE TOWN — The powerful Cosatu and Nactu federations met the Government for the first time here yesterday in talks described as historic

The union bodies and the Minister of Manpower, Mr Eli Louw, issued a joint statement afterwards, saying the talks had been fruitful and committing themselves "to reaching the broadest possible consensus on future labour legislation"

Mr Louw agreed to consider urgently the draft agreement on changes to labour law negotiated recently between Cosatu/Nactu and the employer body Saccola Ensuing legislation could come before Parliament this year

The statement said it had been agreed that a further meeting including Saccola should be held to discuss the proposed amendments to the Labour Relations Act

The draft proposals by Cosatu, Nactu and Saccola are believed to include measures limiting unions' liability to legal damages arising from strikes, and proposals that all workers should enjoy union rights

Mr Louw has agreed to arrange a meeting between Cosatu/Nactu and the Minister of Administration, Dr Wim de Villiers, to discuss their call for union rights for public servants

Mr Louw also agreed to convey to the SA Agricultural Union the request for a meeting with Cosatu/Nactu to discuss labour rights for farm workers

He agreed that "all workers should have basic worker rights, which must be negotiated"

The Minister also agreed to convey the unions' proposals for direct negotiations between them and the appropriate authorities on the current disputes in the health and prison sectors

● See Page 10.

Strike ends at Mondi's Richards Bay mill

B/DAY 16/3/90

ADELE BALETA

ABOUT 300 Paper, Printing, Wood and Allied Workers' Union (Ppwawu) members returned to work at Mondi's Richards Bay pulp mill after their two-month-old wage strike was settled, Mondi and the union confirmed.

Ppwawu accepted the company's final offer of a 17% increase on the minimum wage The company agreed to pay a weekly amount ranging from R4,97 to R8,29 for a year in lieu of the increase that would have been given to workers during the strike.

(140A)

The parties said the four-week-old wage strike by between 145 and 150 Ppwawu members at Mondiply in Boksburg was continuing and a meeting was scheduled for this week.

There was no change at Mondi's Cape-based Stellenbosch sawmill where 270 employees have been on a wage strike since February 7. Mondi spokesman Brigid Hopkins said production had resumed at the mill

The parties are deadlocked in a four-week-old wage dispute at Mondi's two paperwaste depots at Tulisa Park and Alrode where between 100 and 150 are striking. No meetings have been planned and Hopkins said production was unaffected at both depots.

Ppwawu general secretary Sipho Kubeke said more members had joined the wage strike at Sappi's Enstra mill bringing the strikers' total to 1 150

He said it appeared as if management was not interested in a settlement at the mill Mediation held last week failed to end the five-week-old strike.

Kubeke said Ppwawu's revised proposals aimed at bringing management closer to a settlement of the strike by 1 200 workers at Sappi's Ngodwana mill in the eastern Transvaal resulted in management "creating more stumbling blocks".

He said Sappi had proposed a 70c minimum increase an hour on condition the offer was accepted by Monday.

The union was expecting an industrial court judgment today on a court interdict sought by Sappi Novobord management in Nelspruit to prevent continuation of the wage strike by about 146 Ppwawu members.

Workers left out, says NUM

140A

Sowetan Correspondent

THE Budget contains nothing for workers, other than a clear indication that they will have to fight harder for pay rises this year, says the National Union of Mineworkers.

Sowetan 16/3/90

Commenting on the creation of a fund to redress socio-economic backlogs, announced in the Budget speech, the NUM said the major backlog for black workers was "deeply discriminatory" wage levels.

This was not recognised by Finance Minister Mr Barend du Plessis, who blamed inflation on wage rises and called for increases below the inflation rate.

"There is no call on businessmen to limit price rises, or distribute profits to workers," the union said.

"Black workers' wages need to rise in real terms so that they may address all the backlogs identified by the Minister. But the Minister wants real wages to fall."

METAL INDUSTRY F/M 16/3/90

Keeping it tight

The National Union of Metalworkers of SA (Numsa) last week submitted its annual wage demands to the National Industrial Councils for the Engineering, Iron & Steel, and the Motor Industries Bargaining in the motor sector began on March 7. The engineering, iron and steel negotiations are scheduled to begin on March 22 Two other sectors are involved, auto assembly and tyre & rubber (140A)

In a drive to standardise terms and conditions in the entire metal industry, Numsa adopted a central set of demands at its first national bargaining conference last month. They include:

- ☐ An across-the-board increase of R2 an hour for all sectors,
- ☐ More job security, which includes a call to employers not to reduce the number of permanent positions without prior negotiation with the union, and a call to end temporary labour, sub-contracting and the use of labour brokers;
- ☐ Tighter conditions on retrenchments and redundancy and a minimum of one month's severance pay for each year of service,
- ☐ That employers will not use the 1988 Labour Relations Amendment Act and will agree to put into effect any agreement between Cosatu, Nactu and the employer body, Saccola,
- ☐ A programme of job creation should be negotiated;
- ☐ Working hours cut to 40 hours a week without loss in earnings and a limit on overtime,
- ☐ An end to segregated training and an agreement from employers to withdraw from all segregated training institutions,
- ☐ More parental rights, including paternity leave, six months' maternity leave and free pap smears for women workers, and
- ☐ Political prisoners not to be dismissed and to be paid while imprisoned

Underlining its new centralised bargaining approach, Numsa also decided that bargaining committees for each sector should not be empowered to negotiate final settlements or deadlocks These decisions would be made at Numsa's second bargaining conference in June

Wage demands for the motor industry range from 15% for the highest grade, to 114% for the lowest. A new minimum wage of R4,50 is demanded The current minimum stands at R2,80 in urban areas and R1,74 in rural areas. This agreement is to be effective from September 1 1990 to June 30 1991, as well as an annual bonus of a month's salary.

The union further wants geographical wage rates in the motor industry to be scrapped; retrenchment and rehiring procedures to be agreed on by both parties; and the formal recognition of shop stewards.

☐ About 100 Numsa members have been on a legal strike at Xeratech outlets in Johannesburg since last Tuesday, after mediation failed. According to management, the strike was sparked by a union demand for a 21,5% across-the-board increase and a R150 a month transport subsidy. The company has offered merit increases instead, ranging from 13% to 16%, as applies to non-union employees. Xeratech's current minimum is R850 a month. Mediation efforts are expected to resume. ■

BUSINESS DAY, Friday, March 16 1990

140A

Miners stage sit-in protest underground

ADELE BALETA

AT LEAST 4 000 NUM members at Gengold's Unisel mine in the Free State have embarked on underground sit-ins to protest against "racial queuing", while production at Vaal Reefs gold mine shafts hit by protests resumed yesterday.

NUM spokesman Jerry Majatladi said management opposed worker demands that integrated queuing be introduced at Unisel.

The mineworkers queue separately on the basis of race to go underground and to return to the surface.

The action was part of the NUM's defiance campaign for "justice, peace and democracy" which focused on discrimination and segregated facilities.

Majatladi said miners on the Wednesday night shift went underground where they staged a sit-in.

"Armed mine security escorted the workers to the surface. The sit-ins continued throughout yesterday's shifts," he said.

Majatladi also claimed management transported five workers off the mine premises. He said when they returned they were charged with trespassing.

This was denied by gold division MD Gary Maude, who said the NUM was not recognised at the mine and representatives were organising illegal action in an attempt to strengthen their membership and gain recogntion. He confirmed sit-ins had taken place.

"Management questioned workers about their action but the miners did not respond. They later came to the surface and returned to their hostels."

He said NUM representatives yesterday approached the mine manager, saying if two workers recently dismissed for protest action were reinstated they would persuade workers to return.

Anglo's gold division spokesman Adrian du Plessis said all shafts previously affected by protest action at Vaal Reefs near Orkney resumed normal working operations yesterday.

Discussions were continuing with employees and their representatives on identifying and resolving the issues behind the protest campaign.

Minister, unions strike deal to seek labour changes

140A

ALAN FINE

A COSATU/Nactu delegation won a commitment from Manpower Minister Eli Louw yesterday that he would try during this session to push through Parliament amendments to the Labour Relations Act based on the agreement devised jointly by the unions and employer federation Saccola

The historic "fruitful" meeting was the first between the present generation of black unions and a Manpower Minister

Manpower Department sources at the meeting, which lasted for four hours — twice as long as scheduled — said there had been some tough talking, but in the end it was "all smiles"

The issuing of a joint Press release appeared to testify to the positive outcome of the meeting — unions normally resist issuing joint statements, even with the employers they deal with regularly.

The parties agreed the draft agreement negotiated between the unions and Saccola should be submitted to Louw as soon as possible. He would then refer the agreement to the National Manpower Commission for its urgent attention.

Once the NMC — many of whose members are also Saccola members — made proposals, the Minister would give this priority attention and endeavour to put it through Parliament in the current session

The joint statement said the parties committed themselves "to reaching the broadest possible consensus and consultation on future labour legislation"

Sources said this meant legislative changes would also require substantial support by groupings outside Cosatu, Nactu and Saccola.

Louw also agreed to assist Cosatu/Nactu efforts regarding public sector and agricultural labour He was prepared to facilitate a meeting between the unions and the Minister responsible for public-sector employment for discussions on the application of labour legislation to the public service.

He would also convey to the SA Agricultural Union the unions' request for an urgent meeting to discuss legislation covering farm workers

Louw and the union delegation also exchanged preliminary views on issues relating to privatisation, deregulation, inflation and workplace violence

He further agreed to convey to the appropriate authorities union proposals for direct negotiations between those authorities and the unions concerned in the hospital and prisons disputes

Further meetings would be held between the unions and the Minister.

It was agreed Saccola should join them for discussions on the proposed labour amendments.

B/Day 15/3/90

Unions clash over health strike

CAPE TOWN — The Health Workers Union has branded the Public Servants League an enemy of the workers, in a statement released by HWU general secretary Mr H Mohamed in Cape Town yesterday

This followed several reports from striking workers at various hospitals on activities of the PSL

"Crimes" of the PSL included scabbing by PSL members, the PSL urging members to return to work despite demands not having been met, intimidation of workers by PSL members, slander of the HWU and "PSL members opportunistically talking to Mr (Charles) van Zyl when the workers unanimously rejected this avenue," Mr Mohamed said.

"The workers do not see the need to talk to the Government, their employer, through an intermediary when it is already aware of our six demands and the demand that we meet directly with the Ministers concerned," he added.

The strike entered its 10th day on Wednesday, and has spread from the Cape Peninsula recently to as far as Vredenburg on the West Coast. — Sapa

Strikes 'part of a campaign' – Anglo

Star 15/3/90 Labour Reporter 140A

Rolling one-day strikes at the Vaal Reefs gold mine in the western Transvaal, involving 15 000 workers, were "evidently part of an organised campaign" and could not be tolerated, Anglo American has said

Anglo said yesterday that a further 2 600 workers on the mine's number six and seven shafts went on strike yesterday, while the 4 300 strikers at number 4 shaft had returned to work

The National Union of Mineworkers said that among strikers' demands were an end to discrimination at the mine and the migrant labour system

In a clear reference to the union's resurgent defiance campaign, Anglo said action at Vaal Reefs was linked to recent protests over shaft hoisting procedures on its Free State mines

"Management cannot tolerate this pattern of unconstitutional industrial action, particularly since it aggravates workplace relations and has led to instances of violence being reported," said Anglo spokesman Mr Adrian du Plessis

NUM has denied that protests had led to assaults on whites

Thousands of Rand Water Board workers took to the streets of Johannesburg on Friday in solidarity with colleagues fired last year. C/Press 18/3/90 ■ Pic: ANDRIES MCINEKA

Water Board workers stage protest

(1409)

By BONGANI HLATSHWAYO

MORE than 2 330 workers from the Rand Water Board toyi-toyied in the streets of Johannesburg and at Faraday Station on Friday in solidarity with 370 fired workers

The 370 workers, who were stationed at Suikerbos, were fired in November last year and had gone to the Industrial Court to hear their fate, but the case was postponed until July 7

They are members of the Municipal, State, Farm and Allied Workers Union from Vereeniging, Swaartkoppies, Village Main and Suikerbos

The workers left Vereeniging on Friday morning in five bus loads, but only three made it to Johannesburg

Two buses were turned back by police on the highway near Diepkloof, according to union general secretary Phillip Masia

"A Sgt Selfontein from the Diepkloof Riot Unit told us people from Vereeniging needed permits when coming to Johannesburg We are still going to take it up with them," he said

He said they had given management an ultimatum to reinstate the workers before March 5 or face strike action

"Workers have now resolved to stage a sit-in until their fellow workers are reinstated This is meant to put pressure on the Board to reinstate them pending the court hearing," said Masia

Tiny spark could plunge Maokeng into violence, warns UDF

1404

By SANDILE MEMELA

RUMBLES of discontent surfaced in Maokeng township near Kroonstad this week and threaten to plunge the area into an explosion of violence.

Residents entered their third week of a consumer boycott to force the Kroonstad municipality to address the township's incorporation.

Other demands include the dissolution of the Maokeng Council and the reinstatement of workers dismissed by the Kroonstad and Maokeng municipalities.

A spokesman for the Maokeng Civic Association told *City Press* there had been a stayaway throughout the week to demand the release of detained leaders of the Maokeng Democratic Crisis Committee.

"The situation is quite tense and can be ignited by a tiny spark. Unless immediate steps are taken to address the grievances, we fear the worst," said a spokesman.

Leaders Dennis Bloem, Thami Phadiso, Stoffel Mofokeng and George Daniel were detained two weeks after leading a march to the Kroonstad municipality offices demanding the reinstatement of dismissed workers.

The workers were sacked after the municipality refused to recognise their union, the South African Municipal Workers' Union.

Youths in the township are living in fear of detention after 35 youths were allegedly detained this week.

The UDF has called for the transfer of the administration of the township to the Kroonstad municipality to avoid possible outbreaks of violence.

The MCA called for the resignation of Maokeng concillors and demanded they be replaced by democratically-elected officials from the community.

Residents have alleged rampant corruption, maladminstration and inadequate provision of services by the council.

But mayor Caswell Koekoe said the trouble in Maokeng was a reflection of the situation in South Africa.

"The trouble is not confined to Maokeng. Obviously there are elements from outside whose mission is to see us out of office.

"These elements hide behind political discontent when in fact they are plain jealous. Their targets are successful black men," he said.

"Last month the the Free State provincial administration investigated the council and found the following:

- There was no proper financial administration;
- Strained relations existed among staff in the treasury department;
- Records of expenditure were not kept; and
- There was rampant embezzlement of funds by councillors.

UDF publicity secretary Terror Lekota has warned that unless immediate steps are taken to address the grievences there could be an outbreak of violence.

"Little doubt exists that the goings-on in the council provoke riots.

"The mismanagement of the area has infuriated the community and we fear that this may lead to an uncontrolable situation unless the grievances are urgently addressed.

"The accountability of the leadership is a prerequisite for peace to return in the area. The rule by opportunists who want to line their pockets is unacceptable," he said.

PEOPLE AT THE TOP ARE ON THE MOVE SEE PAGE 9

APPOINTMENTS

MANPOWER MIRROR by ROBYN CHALMERS

PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

Key agreement by the big unions

S/Times 18/3/90 (140A)

THE surprisingly conciliatory mood between Saccola, Cosatu and Nactu could mean the start of an important forum to discuss broader socio-economic issues

Saccola and the two black trade union federations this week agreed in principle on various changes to the controversial Labour Relations Act (LRA) The agreement follows almost two years of tough debate between the parties

Even more startling was Cosatu and Nactu agreeing to meet Manpower Minister Eli Louw to discuss the proposed changes After so many years of refusing to meet with the Government, this could signal the start of something new

Change has been the order of the day in SA since State President De Klerk took over from PW Botha The rapidity of the change, from the unbanning of the ANC to the release of Nelson Mandela has left many businessmen reeling and unsure of what to do next.

Unfortunately, many were galvanised into action last Friday when Walter Sisulu confirmed the ANC's support for nationalisation Businessmen have generally held onto the hope that the ANC s support of nationalisation is a ploy to give it a stronger stance at the negotiation table

However when Mr Sisulu told top businessmen at a Wits Business School breakfast that nationalisation was considered the best way to redistribute wealth in SA foreign investors began to pull out quickly

While businessmen contemplate the horrors of nationalisation, and the ANC and trade unions contradict each other on how important a policy it is the homelands and townships exploded in a tyranny of violence with very little constructive discussion taking place.

The co-operative spirit between Saccola Nactu and Cosatu this week must surely be promoted as far as possible to overcome this

At an Institute of Personnel Management (IPM) and SA Chamber of Business conference last week National Union of Metalworkers of SA (Numsa) engineering secretary Bernie Fanaroff said the forum created by these three parties was ideal for starting negotiations and preliminary discussions on the restructuring of the economy

Mr Fanaroff stresses that there is no quick fix to SA's economic and social problems saying he doesn t think there are any unionists who see nationalisation as an end in itself or as a complete answer to our economic problems"

While Mr Fanaroff may differ marginally with Mr Sisulu on the question of nationalisation both are firm on the viewpoint that big business has paid nothing more than lip service to the eradication of apartheid.

He says trade unions believe from bitter past experience that employers and shareholders in SA "will not co-operate in any significant way with restructuring and the redirection of resources — so nationalisation will be necessary As to what kind of nationalisation I don t believe anyone has rigid answers at this point"

To overcome the apparent unwillingness of business to change the current order Cosatu has identified various crucial areas for the development of policies aimed at restructuring the economy

It has established committees to look into the economy, health care, training and skills collective bargaining provident and pension funds and housing and restructuring the auto electronics and information technology industries

Cosatu believes it is justified in eliminating business co-operation in building a new SA Yet Mr Sisulu last week called on business to put aside their fears and preconceived notions and band together to find ways that would bring peace and prosperity to all South Africans

The ideal forum for doing this could be that of Saccola Cosatu and Nactu

Hopefully the protracted negotiations on the LRA should soon come to an end Mr Fanaroff believes that once this has been accomplished the important issue of restructuring could begin

WALTER SISULU togetherness

Trade unionists and businessmen have a far greater chance of negotiating successfully with the Government for better housing education and social conditions as a team than in opposition to one another

400 locked in dispute over wages

By MOKGADI PELA

20/2/90 Sowetan

ABOUT 400 workers are locked in a wage dispute with 3M South Africa, a union spokesman said yesterday.

The workers, all members of the South African Commercial and Catering Workers Union, demand a R225 a month across the board increase. The company's offer stands at R120 a month across the board.

140A

Other demands include the recognition of March 21 as a paid public holiday.

SACCAWU also wants the replacement of all workers who have gone on retirement.

Partial stayaway expected

Staff Reporter

A partial work stayaway is expected and a mass rally has been planned for tomorrow to commemorate the 30th anniversary of the Sharpeville shootings, sources say

A Congress of South African Trade Unions (Cosatu) spokesman said that while there had been no national call for a stayaway, regional stayaways could take place

Sapa reports that the United Democratic Front and Cosatu will host a mass rally at the Sebokeng Zone II Stadium, according to a joint statment by the organisations yesterday.

The rally will be addressed by three ANC leaders — as yet unnamed — the UDF's general secretary, Mr Popo Molefe, its publicity secretary, Mr Terror Lekota, and community leaders from regional and local levels

Traditionally calls for a mass stayaway have never been made on Sharpeville Day, but, according to union sources, many workers regard March 21 as a rightful public holiday

Eastern Cape township residents say there has been a call for a full stayaway in the region

Shops in Ga-Rankuwa will close again tomorrow in commemoration of the Sharpeville shootings, The Star learned

'Populist' union call sows seeds of division

Labour Reporter Star 20/3/90 (140A)

A call by a major black union for the ANC's exiled labour arm, the SA Congress of Trade Unions (Sactu), to be allowed to continue operating could foreshadow conflict on the issue

Sactu's future has been under debate and will be raised during Cosatu's current visit to Lusaka Fearful for union autonomy, many local unionists want it disbanded and drawn into Cosatu.

But in a document distributed in the unions and the UDF, the "populist" Food and Allied Workers Union calls for the exiled organisation to be phased out only after wider discussion within "democratic forces as a whole"

Arguing that the political situation is too fluid to warrant "the scaling down of revolutionary activity", it says a hasty decision by Cosatu acting alone could sow division.

Four arrested in Isando strike

Labour Reporter

Four people were arrested when police baton-charged a group of striking workers outside Xeratech in Isando, Kempton Park, yesterday. Police confirmed this

The National Union of Metalworkers (Numsa) said several strikers were admitted to hospital after the incident, which follows a two-week stayaway over wages by 150 workers

A police spokesman said the SAP took action after vehicles were damaged Three workers were held for malicious damage and one for contravening emergency regulations

Reacting to Numsa charges that management "dishonestly" pre-empted a meeting by calling police, Xeratech managing director Mr Rob van der Merwe said it had been a last resort

● About 500 workers yesterday downed tools over the retrenchment of 81 colleagues at Consol Glass in Wadeville, Germiston, and sympathy strikes have erupted at three other plants in the packaging group, the Chemical Workers Industrial Union said.

The union said 1 500 workers took sympathy action at glass plants in Pretoria and Dundee, and the Consol plastics factory in Wadeville

Warning on union education

20/3/90 By Drew Forrest 140 A

The powerful National Union of Metalworkers has warned of "major problems" if the newly formed Private Sector Education Council fails to negotiate with unions before making proposals to the Government

Embracing the SA Chamber of Business, Chamber of Mines, Steel and Engineering Industries Federation, Afrikaanse Handelsinstituut and Building Industries Federation, the council will probe education policy as it affects private employers and the economy

Numsa said Cosatu affiliates were trying to negotiate training schemes in various industries which took account of "the appalling consequences of Bantu education and apartheid in technical training facilities"

Progress had been made, despite employer resistance to joint control of training schemes and opposition to new-style schemes by older artisan unions

The SA Chamber of Business stressed that the council would consult a wide range of interest groups.

It aimed to set up structures for dialogue with education authorities, and other stakeholders in education"

ATC and Numsa meet in bid to resolve strike

WILSON ZWANE

NATIONAL Union of Metalworkers of SA (Numsa) representatives and African Telephone Cables (ATC) management yesterday met in a bid to end the week-old strike by 512 workers at the company's Brits factory.

An ATC spokesman said proposals were made at the meeting which Numsa would take back to its membership. No details of these were given.

ATC human resources director Jan Nel said yesterday a further meeting was expected today.

The strike followed the suspension of five shop stewards by ATC after they left work early on March 8 because of unrest that swept through the Odi district in Bophuthatswana, Numsa spokesman Alistair Smith said.

He said the five had left early after management refused them permission to do so. (B/Day 20/3/90)

But the ATC spokesman dismissed Numsa's claims that workers had been refused permission to leave early.

He added that ATC suspended the five shop stewards on full pay pending disciplinary inquiries. (140A)

B/Day 20/3/90 (140A)

Big changes proposed to 'unfair' labour legislation

ALAN FINE

ORGANISED labour and business is to propose to government a complete rewrite of the unfair labour practice (ULP) definition in the Labour Relations Act (LRA), a draft of an agreement between employer federation Saccola and Cosatu and Nactu shows

They are also to propose drastic revisions to the Labour Appeal Court (LAC) system which has been criticised as unwieldy and staffed by persons often not knowledgable in the field of industrial relations

The draft agreement is still being finalised and has to be approved by constituents of the three organisations before it is presented to Manpower Minister Eli Louw for his consideration

Louw and the unions agreed the document — which could run to about 40 pages — should be handed to him as soon as possible, and Nactu acting general secretary Cunningham Ngcukane said yesterday this would probably be early next month

Should the LRA be amended along the lines proposed in the agreement, this would eliminate those amendments introduced in 1988 against which the two union federations have staged several protests in the last two years

The changes would be of an interim nature, with Saccola and the union parties having embarked on a longer term study of certain aspects of the law, particularly those relating to strikes

In the meanwhile, the redrafted ULP definition would effectively return to the Industrial Court the ability to decide on the fairness or otherwise of such actions as sympathy strikes, rolling strikes and consumer boycotts at present designated unfair by the current ULP definition

This would occur by reinstating the pre-1988 ULP definition which gave the court broad scope to determine these issues which are now codified in the LRA

The proposed definition would also declare dismissals unfair unless they were carried out with good and sufficient cause and in compliance with proper procedures In the case of retrenchments, prior negotiation would be required

Amendments to the status of the LAC would include returning it to the jurisdiction of the Manpower Ministry The Manpower Minister would make appointments after consulting the National Manpower Commission

The intention is to ensure labour specialists operate the court. The implication is that groups like Cosatu and Nactu would be willing to join the NMC so as to give themselves the consultative power to which the NMC would be entitled The right of appeal to the Appellate division would be scrapped.

The court would be entitled to interdict unlawful strikes, but its ability to interdict lawful strikes would be limited to exceptional circumstances Respondent unions would be afforded reasonable opportunity to oppose interdict applications

The draft also proposes deletion of a clause which is said to give racially segregated unions the right to oppose the registration of non-racial unions The draft also makes easier the publication of court judgments

It would also, as a draft Bill recently published by the department already does, delete section 79 (2) of the LRA which relates to union liability for damages sustained in unlawful strikes It would extend time limits for the processing of disputes further than the Bill does

N Transvaal shop stewards to look at workers' rights

140A

Sowetan 21/3/90

SHOP stewards of Cosatu's Northern Transvaal region are meeting in the Pretoria city hall at the weekend to discuss a workers' charter.

The proposed charter will be debated in the various regions before it is discussed and adopted at Cosatu's national congress later this year.

The congress will decide whether the charter, dealing with workers' rights, should be included in a future constitution or not.

A questionnaire on basic worker rights, trade union rights, female workers' rights, parental rights and political rights is being circulated among members of the trade union, which has 1,2 million members.

Basic worker rights to be debated include the right to join trade unions, a living wage, social security, education, training and skills upgrading, job security, the right to work and the right to healthy and safe working conditions.

Workers will discuss trade union rights which include the right to bargain collectively, the right to appoint judges to the Industrial Court and the right to negotiate laws affecting workers.

Taxation, social security and contraception are among the rights to be debated for female workers.

Other issues to be discussed during the campaign are political rights for workers and whether trade unions should be independent of the state and political parties.

The meeting begins at 10am on Saturday.

Unions in merger bid

(140A)

Cape Times 21/3/90

By MOKGADI PELA

THE Congress of South African Trade Unions and the South African Congress of Trade Unions met early this week in Zambia and agreed on the phasing out of the external-based trade union in line with the principle of "One Country, One Federation".

A statement released at the end of the one-day meeting said the phasing out of Sactu would provide an opportunity to broaden trade union unity under Cosatu.

Both bodies would elect five delegates to oversee the process.

CAPE TIMES 21/3/90 40%

Cosatu absorbs Sactu unions

Own Correspondent

JOHANNESBURG. — The SA Congress of Trade Unions (Sactu), which has operated in exile since the early 1960s, is to dissolve and its members and officials are to integrate themselves into Cosatu structures "in the interests of trade union unity".

The announcement was made yesterday jointly by Cosatu and Sactu after a meeting at Kafue, Zambia, between the two organisations' executive committees.

Sactu was a union federation which operated in South Africa from 1955 in close alliance with the ANC and, although never banned, was eventually — through the bannings and imprisonment of leaders — forced into exile with the ANC.

A committee comprising five representatives of each of Cosatu and Sactu is to oversee the integration.

Sactu decides to dissolve

THE exiled South African Congress of Trade Unions (Sactu) is to be phased out and Sactu members integrated into Cosatu. (140A) (3207)

This decision was taken at a historic meeting held on Monday, March 19 Sactu's national executive committee was led by its general secretary, John Nkadimeng, and the Cosatu delegation had representatives from 14 unions led by Cosatu's general secretary, Jay Naidoo, and vice-presidents, Chris Dlamini and John Gomomo

South 22/3/-28/3/90

The meeting agreed to establish a "facilitating committee" of 5 delegates each from Cosatu and Sactu to oversee the phasing out of Sactu

The committee is to assist with the return of Sactu cadres living in exile and the integration of Sactu members into Cosatu and its affiliates

It will also organise a visit by the Sactu NEC to South Africa where Sactu will report on its activities since it went underground in the early 1960s (89A) (220)

A statement released after the meeting said that the Sactu-Cosatu leadership had noted that Sactu had played a "vanguard role in the trade union movement"

It said that both Sactu and Cosatu were committed to the concept of one country, one federation and that Sactu did not see itself re-emerging in South Africa

Mill strike ends

A MARATHON wage dispute in the paper industry ended last week when agreement was reached between the Paper, Print, Wood and Allied Workers' Union (Ppwawu) and Mondi Paper Mill in Richards Bay (140A)

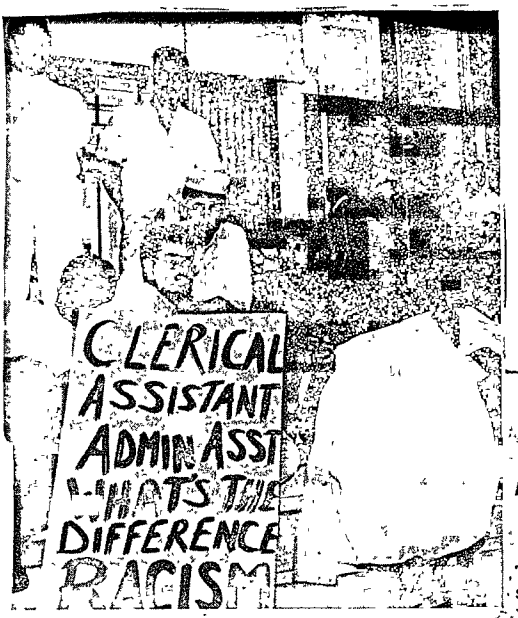
The ten-week-old strike was ended after mediation by the Independent Mediation Services of South Africa

In terms of the agreement, workers get an increase of between 66 cents an hour at the lowest grade and R1,09 on the highest grade South 22/3-28/3/90

Together with an additional weekly allowance, this brings the minimum wage at the plant to R210,62 a week

About 700 workers at five other Mondi plants, including the Bruply sawmills in Elgin and Stellenbosch, are still on strike over wages

A further 2 000 Ppwawu members are on strike at five Sappi plants around the country



City Council workers demonstrate in the Civic Centre

Clerks protest race 'bar'

THE Cape Town Civic Centre resounded to freedom songs this week when more than 250 council employees gathered to demand that the Cape Town City Council change a grading system they claim is "racist".

Clerical assistants and plan filers from all sections of the council downed tools last Friday to demand that the council remove "apartheid barriers" to their being appointed administrative assistants.

This week they defied a council order to return to work before further negotiations took place and refused to return to their depots until the issue was resolved.

The approval of the head of department is required before a clerical assistant can become an administrative assistant and the union claims that this barrier is a form of racial discrimination.

In 1985 Samwu and the council were in dispute over, among other matters, the position of clerical assistants and the council agreed to negotiate with the union over the status of the clerical assistants.

Samwu spokesperson, Merle Brown said that the workers wanted clerical assistants and associated designations upgraded to administrative assistants without any barriers.

The union, while frustrated with the negotiating machinery and the council's approach to collective bargaining, remains ready to negotiate," Brown said.

She said a meeting of CCC shop stewards this week would examine solidarity action. South 22/3 - 26/3/90

Samwu declared a dispute with the council over the issue after negotiations broke down on Tuesday.

At the time of going to press the CTC council had not responded to requests for comment.

Star 22/3/90 (140ff)

Agreement may be reached only for the skilled

Crucial metal industry negotiations start today

By Drew Forrest

Fifteen unions and representatives of 3 500 companies square up today in the first round of industrial council pay talks affecting close to 400 000 workers in the giant metal industries.

At issue is the renegotiation of the industries' main agreement, which sets legally binding minimum wages and conditions industry-wide and expires at the end of June

The Steel and Engineering Industries Federation (Seifsa) will today make its opening response to union demands.

The largest union party, the National Union of Metalworkers, has proposed a R2-an-hour increase — or 56 percent at the bottom — while the mainly artisan Confederation of Metal and Buildings Unions wants 20 percent across the board

There are fears that Numsa's extensive non-wage demands — on issues such as job creation, job security and industrial council restructuring — will hit stiff Seifsa opposition

Employers also see Numsa plans to co-ordinate metal industry negotiations with bargaining in other sectors as a potential obstacle to settlement

The union plans a bargaining conference in June to decide whether to strike or settle in each sector

Sources said that if Numsa and employers deadlocked, a possible scenario was the promulgation of the agreement for skilled workers only.

B/Day 22/3/90

No resolution yet on the 'Mandela Benz'

Business Day Reporter

UNION shop stewards and management at the East London Mercedes Benz factory will continue discussions today as rival unions argue over a proposal to build a luxury car for ANC deputy leader Nelson Mandela.

Mercedes Benz public relations manager Wendy Hoffman gave no details of discussions yesterday, but said management was continuing to negotiate with all staff at the factory.

White workers in the SA Iron and Steel and Allied Industries Union (SAISAIU) union are angered at the black National Union of Metalworkers of SA (Numsa) proposal to build the car for Mandela in their overtime. (140A)

SAISAIU, representing 2 000 workers at the factory, has expressed its opposition to the project to management.

SAISAIU felt if a special car was going to be built, it should be built for President F W de Klerk.

Health workers see hospital accord as major victory

ARGUS 23/3/90 (140A)

By DAVID YUTAR, Labour Reporter

THE Health Workers Union regards the recent agreement reached between itself and the Cape Provincial Administration as a major victory and attributes the success of the 16-day strike, which affected more than 20 hospitals throughout the Peninsula, to the legitimacy of the grievances of its workers

A spokesman for the union points out that although only just under 6 000 workers took part in the strike, the effects will be felt by more thanr 250 000 workers, most of whom are grappling with real bread and butter issues and trying to support families under trying circumstances

The union has clinched for its members a 40-day working week, which amounts to a reduction of two working days a month, the right to a month's notice prior to dismissal, where previously workers could be dismissed upon 24 hours notice, and the granting to workers with over three months' service of permanent status

The issue of wage increases has been resolved with an undertaking by the administration to come back to the union with definite details by not later than April 16

One of the most important issues, from the union's point of view, has been that of formal recognition of the union

In this regard it has been agreed that since legislative changes are due to take place in the not too distant future, formal recognition of the HWU will be put on hold for the moment

But in the interim it has been agreed that regular meeetings are to take place, between the HWU shop steward committees and the hospital administration at hospital level, and at provincial level, between the HWU and the CPA

Employees have further won the right to be represented by a person of their choice in all disciplinary matters.

But perhaps most importantly the agreement represents an acknowledgemnt on the part of all parties concerned that hitherto, channels of communication between the state and the workers have been patently inadequate and that existing methods of resolving disputes had been far behind those in use in the private sector and as such, totally unsatisfactory

"Remember until now there were no avenues for negotiation, no recourse to the Industrial Court or dispute-settlement procedures," says a spokesman for the union

"The Public Servants Act removed all the basic rights of workers who had no means of expressing their grievances effectively"

The union says that throughout the strike it was "acutely aware of the effect the strike would have on patient care and that day hospitals were being closed and services at provincial hospitals curtailed

"We were not doing this without any sense of responsibility," says Dr Norman Maharaj of the HWU

"But we were also of the view that those in whose power it was to meet our demands, had to bear responsibility for the repercussions of the strike"

He says that despite the fact that certain important demands such as the salary demand have been placed on hold until April 16, the union felt that the strike should be called off immediately, because its prolongation would have "disastrous consequences for all"

He says that the union accepts the administration's argument that since salary increases will effect at least 250 000 general assistants and necessitate many other salary adjustments, it will take the time stipulated to provide clarity in this regard

"We have accepted that there is nothing up their sleeve and on that basis have agreed" says Dr Maharaj, who says the strike has already notched a considerable victory for health workers' rights

Workers ordered from city hotel

Cape Times 23/3/90

Supreme Court Reporter

DISMISSED workers at the Cape Sun were yesterday ordered to leave hotel premises and were further interdicted and restrained from intimidating other workers or in any way interfering with the business

The interim order was granted by Mr Acting Justice W van Deventer after an urgent application was brought by the hotel against the South African Commercial Catering and Allied Workers' Union and 72 workers

In an affidavit, Mr Stephen John Ford, general manager of the Cape Sun, said the workers had created a noise in the restaurants, singing and ululating and "generally causing a tremendous disruption" to business

Workers who did not participate in the demonstrations had been threatened and intimidated

Management and union representatives had met on the second floor of the hotel early yesterday and agreed that the workers would remain in the canteen and changing rooms and behave in a disciplined manner while management investigated grievances, Mr Ford said

In breach of the undertaking, the workers had intimidated casual as well as regular workers and in addition paraded and demonstrated through the public areas, disrupting services and interfering with hotel guests

The hotel would suffer "severe and incalculable and irreparable harm" if the workers were not prevented from repeating their conduct, he said

In terms of the order the union and the workers must show by April 19 why the interim interdict should not be made final.

LABOUR F/M 23/3/90

Under the skin

Several Free State mines have been hit by protest actions over alleged race discrimination. They include Anglo American's Vaal Reefs, President Steyn, President Brand, Saaiplaas and Western Holdings; and Gengold's Unisel. (140A)

Protest action started two weeks ago. It has included sit-ins and strikes at Vaal Reefs and Western Holdings shafts in protest

F/M 23/3/90 (140A)

against alleged discriminatory practices in hoisting and queuing. There have been protests on safety issues and demands for the reinstatement of two Vaal Reefs miners dismissed after protest action. At President Brand there was a protest against the compound system and segregated facilities.

Workers at two Vaal Reefs shafts presented a list of demands to management. They included the scrapping of the hostel and migrant labour systems; reinstatement of workers allegedly dismissed for ignoring discriminatory laws in the mine; and the removal of barbed wire surrounding hostels.

By late last week normal operations were resumed at all shafts at Vaal Reefs. This was confirmed by Anglo American gold division spokesman Adrian du Plessis. He denied discriminatory practices in hoisting and queuing. He says the procedures are based on seniority and not race.

Towards the end of last week strikes by about 4 000 workers continued at Gengold's Unisel mine near Welkom. They were also protesting against the policy of "racial queuing."

Gengold MD Gary Maude also referred to the concept of seniority. Maude added that strike action had been declared illegal by an industrial court at the weekend but by Monday 2 400 underground workers had gone on strike at Unisel.

NUM spokesman Jerry Majatladi says the union is calling for the reinstatement of four workers dismissed after protest action last week and demanding that no disciplinary action should be taken against strikers ■

Mine stayaway: union loses its recognition

ALAN FINE 140A

DE BEERS has terminated its recognition of the NUM at its Premier Mine after an unprocedural stayaway by workers on Wednesday, Sharpeville Day, the corporation announced yesterday.

The step, which the company said was a response to the latest in a series of contraventions of agreements by the local NUM branch committee, will affect nearly 3 000 NUM members — 92% of the mine's black workforce. B/Day 23/3/90

A De Beers spokesman said the company had demonstrated it was not insensitive to such matters. It had recognised May 1 (before it became a statutory holiday) and June 16 as paid holidays.

He said the NUM and the mine had a special procedure for dealing with issues like commemoration days.

NUM assistant general secretary Marcel Golding described the move as "premature, shortsighted, and probably a breach of the agreement".

He said De Beers' unilateral decision to withdraw union recognition failed to address any basic problems at the mine.

He said the union was willing to discuss the problem with management.

As things stood, the union would have to look at "other ways" of resolving the matter.

The De Beers spokesman said the corporation's unhappiness at the conduct of the Premier branch committee did not represent a general trend in its relationship with the NUM, which was largely a satisfactory one.

De Beers move angers NUM

w/Mail 23/3-29/3/90 140A

By EDDIE KOCH

A WAR of words erupted yesterday as De Beers cancelled its recognition agreement with the National Union of Mineworkers at the large Premier Diamond Mine near Pretoria.

"The unilateral decision by De Beers to withdraw recognition of the union reflects gross insensitivity on the part of the company to the changing political climate in the country," said the union's assistant secretary general Marcel Golding.

"Ninety percent of the workers at the mine are members and the company's high-handed action now leaves it without any effective method of dealing with the spate of disputes that have broken out there recently."

De Beers said in a statement that it had terminated the agreement because workers at Premier had stayed away from work on Sharpeville Day without negotiating a mutually acceptable method for marking the event.

"This breach of agreement is the latest in a series of failures on the part of the union's local committee and its members at the Premier Mine to abide by their formal arrangements with the company," said the statement.

Race conflict flares at Welkom mines

S/E 23/3/90 By Julienne du Toit (140A)

The AWB would make its own law and order on Welkom mines if the authorities did not address the problem, an angry AWB member said yesterday

Mr 'Blikkies' Blignaut said a black man had been beaten to death by businessmen because of the consumer boycott there, which is directly linked to the racial conflict on the mines

Police could not confirm this, but a National Union of Mineworkers spokesman said a black man was chased, beaten and shot by a "white thug who arrived in a car with an AWB flag".

Mr Blignaut also said whites had started firing at blacks

He said blacks were deliberately seeking conflict by pushing iron nails into whites in the cages in the mines. 'They spit at us and swear at us They expect the whites to stand back while they get into the cages to go underground, and when there's an incident, they always get off scot-free because the Anglo American disciplinary code favours them.

"Whites will not swallow more of this nonsense. We will not swallow Anglo American bias," he warned.

TerreBlanche tells white miners to arm themselves

Star 23/3/90 140 A

Pretoria Correspondent

The Afrikaner Weerstandsbeweging is to call on white Welkom mine workers to arm themselves following incidents of intimidation and assault

Mr Eugene TerreBlanche is expected to meet angry rightwing miners tonight to discuss "black on white violence" in the town

A statement issued by the AWB leader said "Under the circumstances we are compelled to call a meeting in Welkom to mobilise our people to arm and defend themselves"

Copies of the statement were sent to the Minister of Law and Order, Mr Adriaan Vlok, the Minister of Justice and Free State leader of the National, Mr Kobie Coetzee, the Conservative Party MP for Welkom, Mr E J Jordaan, and the secretary of the white Mineworkers Union, Mr Peet Ungerer

Mr TerreBlanche said law and order in Welkom was suffering and urged the four men to "do something urgently"

The Welkom representative of the Mineworkers Union, Mr Koen Schoonraad, said incidents of black on white intimidation were increasing, particularly after the release of ANC deputy leader Mr Nelson Mandela

Fifteen cases of assault and intimidation had been reported to the Welkom office of the Mineworkers Union

Mr Schoonraad said the union has called on its members not to arm themselves before going underground because it would make the situation more "dangerous"

A spokesman for the Chamber of Mines said the industry did not support workers arming themselves before going underground

"The industry is concerned about the incidents of violence from both sides. The incidents have not been one-sided and cases of white on black intimidation were in fact higher than black on white intimidation"

A spokesman for Anglo American, the mining house which owns the Freddies Gold Mine, Mr Adrian du Plessis, said the company rejected any call by anyone for employees to arm themselves in the work place

He refused to say whether incidents of assault and intimidation had increased in Welkom mines recently, saying this would require a detailed investigation

However, he confirmed a "new pattern of unprocedural industrial action, where workers are trying to solve problems by themselves, and not going through the proper channels We insist on non-violent and orderly procedures"

He said "most strenuous" efforts were being made to combat violence and intimidation

Union cut off over stayaway

Star 23/3/90 By Drew Forrest (140A)

De Beers has withdrawn recognition from the National Union of Mineworkers (NUM) at its largest diamond mine after a stayaway of workers to mark Sharpeville Day

The move was a "flagrant breach" of the procedural agreement at Premier Mine near Pretoria and would be challenged, said the NUM's Mr Marcel Golding

De Beers said it had cancelled the agreement after the union's continuing disregard of its provisions and "persistent misconduct" by 3 000 NUM members

The immediate trigger was the union's refusal to negotiate a mutually acceptable way of commemorating Sharpeville Day

De Beers spokesman Mr Sej Motau said the move would affect the relationship between De Beers and the NUM at mine level, but not on central bargaining.

We demand a full judicial inquiry, say Jo'burg unions

Star 23/3/90 (140A)

By Louise Burgers, Municipal Reporter

Seven trade unions representing 20 000 Johannesburg City Council employees yesterday slammed official surveillance of their organisations as "despicable" and called for a full judicial inquiry into the spy network.

In a strongly-worded statement, the Johannesburg Municipal Trade Unions Joint Committee said the relationship of mutual trust and understanding which had existed between themselves and the city council had been "shattered".

The unions represented by the joint committee are Amalgamated Engineering Trade Union of SA, Johannesburg Municipal Combined Employees' Union, Johannesburg Municipal Employees' Association, Johannesburg Transport and Municipal Employees' Union, SA Electrical Workers' Association, Union of Johannesburg Municipal Workers, and the Transport and General Workers' Union.

"It was with abhorrence that we learnt that we were considered to be within the investigative framework and objectives of the security department and that we have been under surveillance since the inception of the information network.

"We are bitter and disillusioned with the despicable treatment afforded us. The relationship of mutual trust and understanding which existed between us and the city council has been shattered.

"We support calls from other organisations for the institution of a judicial inquiry and that the terms of reference include the alleged investigations by the security department into our unions and officials."

The unions said the Johannesburg City Council had enjoyed unprecedented labour peace in the past decade. They were under the impression that the responsibility for ensuring sound industrial relations with the unions lay with the chief director of manpower and the personnel department, not with the security department.

Unionists hold talks

The South African Commercial and Catering Allied Workers Union will hold a meeting of all the Johannesburg Stock Exchange workers at Oddee House, 142 Kerk Street, on Saturday March 24 from 10am.

The meeting will discuss Labour Relations Act in relation to JSE and the union membership.

Transnet boomerang

S/Times 25/3/90 (140A)

TRANSNET management must be feeling slightly sick at the way its retrenchment package offer has turned out.

The majority of the 5 881 workers who accepted the generous offer made by the corporation towards the end of February are skilled white workers.

This is bound to put even more of a strain on the already depleted middle and upper management complement.

Considered logically, the acceptance by the more highly skilled workers was inevitable. They will have little difficulty in finding employment in the private sector, and are walking away from Transnet with a fat cheque in their pockets and no worries about future privatisation.

According to the retrenchment package, Transnet stands to pay out almost R90-million and in the process lose a large chunk of its skilled personnel.

In terms of the conditions of severance those accepting the package deal cannot be re-employed by Transnet for at least three years, which means it will cost millions of rands to recruit or retrain people to fill their positions.

For almost five years, Transnet (formerly the SA Transport Services) has been drastically cutting back on its staff. Employee numbers have dropped 27%, from 233 986 on March 1 1985 to the current 170 000

Although Transnet spokesmen will not confirm it, one of the obvious reasons for the sharp reduction in staff numbers must be the future commercialisation of the corporation.

The retrenchment package was another means of reducing personnel, but it appears to have backfired badly. The last people Transnet would have wanted to lose were its skilled staff — treated as white gold in SA where the skills shortage becomes more acute every day.

It appears that SA Airways (SAA) has been hardest hit, with about 600 acceptors. Many of them are key personnel who will have to be replaced at great cost to the corporation

To the delight of the SA Railway and Harbour Workers Union (Sarhwu), blacks generally declined the invitation to leave Transnet. Only 937 of the total black staff — who comprise the majority of employees — were willing to accept the package

Those who did accept were 3 504 white men and 1 338 women. Overall, the total number of acceptors was 3,2% of Transnet's labour force of 170 000

The Federation of SA Trade Unions is not quite as happy as Sarhwu. General secretary Abe Koekemoer points out that the smaller skilled staff will place a greater burden on the remaining members of this group.

Mine wages no better, says union

Star 26/3/90

By Drew Forrest (140A)

Historical wage patterns showed that the mining industry was not responsive to trade union demands and had no intention of raising black miners' wages, the National of Mineworkers has said

NUM economist Mr Martin Nicol was reacting to the Chamber of Mines' 1989 review, which said that average wages for unskilled and semi-skilled gold miners, adjusted for inflation, had risen fourfold since 1971

Mr Nicol said the sharpest increase, in 1975, was aimed to attract Transkei and Lesotho workers to the mines after a "largely political" decision to change sources of labour supply

Recent years, including those in which wages had been negotiated with the NUM, had seen minimal real wage gains

"The mines want to keep wages in line with the market. They think they've found the right level and are not intending to raise workers' buying power."

Reacting to a Chamber statement that mining wages now matched those in manufacturing, he said the average monthly wage for black miners was R650, as against R1 000 in the manufacturing sector

"Free food and housing on the mines are not true benefits They cannot be shared with miners' families in the homelands"

Mr Nicol said most countries recognised the dangers of mining by paying miners more than manufacturing workers

In South Africa, this applied only to white miners, whose average R3 500 monthly salary was the highest in industry

Seifsa bid to protect employers from compulsory bargaining

Star 26/3/90 140A

Labour Reporter

Metal employers have tabled their own demands, including the exclusion of small businesses from the industries' main agreement, for the second successive year in industrial council wage talks

At last Thursday's opening round of the negotiations, which affect close to 400 000 workers, the Steel and Engineering Industries Federation (Seifsa) made six proposals for changes to the agreement

The demands include the exlusion of small firms — with eight or less employees — from the agreement, as well as a clause protecting employers from compulsory bargaining at company level

Seifsa said in a statement that Thursday's meeting had dealt with a list of 61 demands by the 15 party unions

PAY OFFER

These included proposals for pay rises ranging from 18 to 125 percent

Employers have not yet tabled their pay offer

This would be finalised and forwarded to the unions shortly, said Seifsa spokesman Mr Hendrik van der Heever

Four unions to stage protests nationwide

ADELE BALETA

140A

THOUSANDS of public sector employees from four trade unions will stage nationwide protests against privatisation tomorrow and on Thursday.

Post Office and Telecommunications Workers Association (Potwa) vice-president and a national co-ordinator of the protest action Floyd Mashele said anti-privatisation rallies would be held tomorrow in Johannesburg, Cape Town, Port Elizabeth, East London, Pretoria, Bloemfontein and Kimberley.

He said workers were prepared to fight to the "bitter end" to prevent privatisation and he warned shareholders "they would not be reimbursed once nationalisation takes place". B/Day 27/3/90

Members of Cosatu affiliates Potwa, the SA Railways and Harbours Workers Union (Sarhwu), the National Education Health and Allied Workers Union and the SA Municipal Workers Union (Samwu) would take part in the action.

Sarhwu launched a three-day anti-privatisation campaign at the Kaserne railways depot in Johannesburg yesterday.

A depot spokesman said 500 workers held a peaceful demonstration on the premises for about an hour. Workers did not meet management.

Mashele said public sector employees countrywide would march on employer bodies starting at 10am tommorrow. Memorandums calling for a halt to privatisation would be handed in and a picket would be staged for the rest of the day.

Johannesburg public sector workers, however, would march on the JSE, where a memorandum would be handed in, followed by a picket.

The action was part of a public sector worker campaign to protest against privatisation, de-regulation and government's 10% pay rise for workers.

Action would include work stoppages, overtime bans and, as a last resort, strikes, Mashele said.

Cape Times 27/3/90

New red Mandela Benz

EAST LONDON. — Production began on a new car for Mr Nelson Mandela at the Mercedes-Benz plant here yesterday. The car is a R211 530 top-of-the-range red Mercedes-Benz 500 SE. A majority of hourly-paid workers will work without pay one hour daily for four days to pay for the car.

Reports by Staff Reporter, Own Correspondent, Sapa-Reuter-AP and UPI

Anger at Sasol accidents

140A

THE Chemical Workers' Industrial Union has expressed concern over a series of accidents at Sasol plants in the past month. Sowetan 27/3/90

Two workers have been killed and another injured.

The union said one man died and another was injured earlier this month when roofing collapsed.

The other man died in an explosion at Sasol 111 plant last week.

Last year a fire swept through the same plant, killing 12 people.

Sasol spokesman Jan Krynauw said the accidents were not acceptable and were being thoroughly investigated.

He added that such occurrences were "exceptional".

A union spokesman said management would be approached officially and no industrial action had yet been planned over safety issues.

March against privatisation

Sowetan 27/3/90

BY LEN MASEKO

FOUR Cosatu unions are to stage marches nationwide on Thursday to force the government to drop plans to private certain parastatals.

Cosatu spokesman Floyd Mashele said Cosatu would be holding rallies in Durban, Johannesburg, East London, Port Elizabeth and Cape Town (tomorrow), to explain the implications of privatisation to public sector workers.

Unions involved are, the SA Railway and Harbour Workers Union, the National Education, Health and Allied Workers Union, the Post and Telecommunication Workers Association and the SA Municipal Workers Union.

• The two-day protest action is a culmination of weeks of lobbying by unions against privatisation which they fear will lead to retrenchment.

Cosatu members will march on the Johannesburg Stock Exchange on Thursday, to deliver a petition calling on investors to stop buying shares in parastatals earmarked for privatisation. (140A)

The march will start from the Central Methodist Church in Pritchard Street.

Num wants R700 000

By LEN MASEKO 140A

THE National Union of Mineworkers is demanding R100 000 from Goldfields for each of the seven miners killed in recent accidents at a Western Transvaal mine. Sowetan 28/3/90

Num official Mr Jerry Majatladi said the money - if granted by the company - would be used to set up a fund for families of the dead miners, who were employed at Deelkraal mine in Carletonville. Five of them died a week ago.

"The workers at Deelkraal are deeply distressed at the recent deaths of seven comrades - five died last week and two in February," Majatladi said.

Goldfields spokesman Mr Attie Roets yesterday confirmed that management had received a set of demands from the union. It expects to respond to the demands "within a week."

Num's demands include:

* Suspension of the manager of the section in which the miners died;
* A halt to blasting whenever mineworkers went missing underground; and
* The right to elect safety stewards.

The death of the mineworkers triggered a work stoppage and a march by 7 000 Num members at the mine on Monday. But the march was stopped by mine security guards, who fired teargas and birdshot at the workers.

Sappi indaba today

Sowetan 28/3/90

A meeting is scheduled today between Sappi management and the Paper, Printing, Wood and Allied Workers Union, in a bid to resolve a seven-week old strike during which one worker was killed and 26 injured.

The meeting follows the fatal shooting last Friday of a Sappi employee, Norman Nkonwane, 30, during a picket at the company's Springs branch by more than five hundred strikers.

The general secretary of Ppwawu, Sipho Kubheka, said it was not yet clear who fired the shot that killed Nkonwane - both management security and SAP were on the scene when it happened. Ppwawu's lawyers were still investigating the incident.

Strike

The workers, who were on a legal wage strike, organised the picket to protest against management's wage offer. When they arrived at the factory gates in the morning, they were confronted by management security and shortly afterwards the SAP arrived.

The workers were ordered by the SAP to disperse within three minutes. Before the crowd could leave, shots were fired, the union said.

On Monday, Sappi workers marched on the company's head office in Braamfontein to pressurise management to meet the union. Management agreed to speak to Ppwawu after the march.

Star 27/3/90 (140A)

Gold Fields fires teargas, birdshot at petitioners

Miners strike over colleagues' deaths

By Drew Forrest

A total of 7 500 miners refused to work on Sunday and yesterday at Gold Fields Deelkraal Mine, near Carletonville, to mourn seven colleagues who died in recent underground accidents

Gold Fields' Mr Attie Roets confirmed that mine security personnel fired teargas and birdshot at workers who had planned to march yesterday on management offices to present a petition. Workers had been given several warnings to disperse

The National Union of Mineworkers said the strike, which started on the Sunday night shift and continued yesterday, served to mourn five workers killed by runaway rolling stock last Thursday and two others killed last month

Attacking management's approach to safety issues, the workers' petition demands the dismissal of a white rigger whose alleged negligence led to the accident, and the suspension of the manager responsible pending the outcome of the accident inquiry

The NUM also demands the right to elect its own safety representatives and the creation of a R700 000 fund for the families of the dead men.

Mr Roets said strikers had agreed to go back after a management undertaking to consider their petition He declined to comment on the demands.

● The Chemical Workers Industrial Union says it plans a health and safety campaign at Sasol in Secunda following the recent death of two workers at the complex, one in an explosion at an electrical sub-station

Describing the accidents as exceptional", Sasol spokesman Mr Jan Krynauw said they were being investigated

R850 wage demand by public servants

ARGUS 28/3/90

By MICHAEL DOMAN
Staff Reporter

MORE than 500 members of the Public Servants League (PSL) decided to demand a living wage of R850, to explore affiliation to Cosatu and to call for the resignation of national chairman Mr Malcolm Domingo, at a sometimes rowdy meeting at the Westridge Civic Centre last night

Members from as far afield as Worcester and Atlantis also accepted a resolution to change the PSL's name to "Public Workers Union" in defiance of regulations which forbid the forming of trade unions in the public service.

A decision on further action on salary demands will be taken after the expected April 16 announcement on the restructuring of salaries

PSL secretary Mr Bernard Wentzel said recent talks with government ministers Dr Rina Venter and Mr Wim de Villiers had been a disappointment

"They were seeking a way to end the strike, but we told them they were the cause of people's actions and that we supported the reasons (for the strikes)," he added

"We have not received a reply to our letter to the State President regarding conditions of employment and wages, and we would still like to have discussions with him"

Guest speaker Mr Siza Njikelana, general secretary of the National Education, Health and Allied Workers Union (Nehawu), said that public sector workers were among the lowest paid in spite of being the people who ensured that the country prospered

He added "Government ministers' pay increases will mean their salaries will increase from R11 000 to R15 000 a month, but health workers' salaries will go up from only R221 to R246 Who in their right minds will accept such peanuts as wages?"

Mr Njikelana and other speakers rejected the 10 percent increase mooted for health workers

Cosatu march to Union Buildings

(140P)

Sowetan 23/2/90

FOUR Cosatu public-sector unions plan to stage a march on the Union Buildings in Pretoria tomorrow to present an anti-privatisation memorandum to the Minister in charge of the Office for Privatisation, Dr Dawie de Villiers.

The march, for which permission has been sought, forms part of a two-day programme of protests countrywide against the State's privatisation policies, beginning with rallies during working hours today.

Nationwide marches, including a procession to the Johannesburg Stock Exchange, are planned for tomorrow.

Rejected

Campaign co-ordinator, Mr Floyd Mashele said the unions would ask De Villiers to halt privatisation, which was rejected by workers and the black community as a whole.

Meanwhile, Transnet has warned of possible disciplinary action against employees who miss work to take part in the protests. Workers would also not be paid for any period of absence, a spokesman said yesterday.

The post office will also apply a policy of "no work, no pay," said senior personnel manager Mr Pieter Senekal.

No disciplinary action was planned at this stage, he said. - *Sowetan Correspondent.*

CAPE TIMES 28/3/90

Cosatu backs 'planning'

Own Correspondent

JOHANNESBURG. — Cosatu supported a "coherent planning approach" for the South African economy, one of the federation's top economists, Mr Alec Erwin, said yesterday.

Planning should cover "a wide range of activities which only zealots believe can be handled by the free market".

Mr Erwin told the SA-German Chamber of Commerce and Industry that for Cosatu a priority was to encourage investment in jobs rather than in speculative financial instruments.

Star 28/3/90 (140A)

Cosatu to present proposals

By Drew Forrest

Cosatu would soon present business institutions with detailed proposals for the restructuring of the economy, and a refusal to negotiate these would spark a major confrontation, a leading unionist warned businessmen yesterday

Addressing the SA German Chamber of Commerce in Johannesburg, economist and National Union of Metalworkers' education officer Mr Alec Erwin also argued for nationalisation "in areas where it made sense".

Mr Erwin cited Korea and Taiwan as countries where state intervention had made manufacturing industry more competitive on world markets.

Extremists who thought the solution to South Africa's problems lay in nationalisation alone or the free market, "were playing games" he added, stressing that both had a role to play.

Mr Erwin said the "sheltered" manufacturing sector had been stagnant for some years and that agriculture was in crisis after decades of subsidies.

Carefully constructed nationalisation should aim to move South Africa towards a low-cost, high-wage, high-employment economy, he said.

SOWETAN Wednesday March 28 1990

MBONGENI NGEMA

Row brews over Township Fever

Sowetan 28/3/90 (140A)

By ELLIOT MAKHAYA

COSATU Living Wage Group, a structure falling within the Congress of South African Trade Unions (Cosatu), has dissociated itself from Mbongeni Ngema's new play *Township Fever*

Township Fever had its world premier at the Market Theatre in Johannesburg last night

In a Press statement, the Cosatu Living Wage Group said that the play and its author grossly misquote their federation and that the workers union, Sarhwu, and some of its members have been poorly portrayed in the play.

The Living Wage Group also said the aims and objects of the play are not intended to express the true reflections of the working class and its allies. The sole aim of the directors of this play, the statement said, is personal enrichment.

The Group also asked the producers of *Township Fever* to seriously review their intentions of staging the play

At time of going to Press last night, Mbongeni Ngema could not be contacted for comment His office in Johannesburg said that he was "somewhere in town"

Township Fever is a love story set against the backdrop of a tumultous South Africa The producers say that the story revolves around the South African Transport Services (Sats) strike which lasted more than 10 months.

B/Day 28/3/90

140A

Negotiations on economic policy vital, says Cosatu

ALAN FINE

COSATU was preparing detailed proposals on economic policy, which would clarify its views on appropriate economic planning, one of the federation's top economists, Alec Erwin, said yesterday.

Addressing the SA-German Chamber of Commerce and Industry, Erwin said future economic policy for SA would have to be negotiated.

He said it was inevitable that, as was the case in every set of wage negotiations, none of the parties to such talks would be fully satisfied with the end result. The alternative, though, was a major confrontation.

Erwin said Cosatu supported a "coherent planning approach". Planning should cover "a wide range of activities which only zealots believe can be handled by the free market".

Business, he said, should be prepared to look at the achievements of social democratic economic systems. The unions had examined these and the socialist economies to see whether they provided answers for SA.

He conceded unions would have to be blind not to recognise what had happened in Eastern Europe.

For Cosatu, a priority was a restructuring of the financial markets, to encourage investment in jobs rather than in speculative financial instruments.

On nationalisation, Erwin said Cosatu firmly believed certain social programmes required nationalised industries For example, Cosatu would never support the privatisation of the national electricity grid A privately owned electricity industry would mean the product would never be installed in poor areas where it would not be profitable.

He accepted nationalised industries had to operate within certain budgetary constraints — they could not be subsidised at any cost.

However, said Erwin, Iscor in the pre-privatisation period had showed clearly it was possible for a state-owned industry to operate efficiently.

(140A) ~~250~~ ~~250~~ ~~251~~ ~~258~~

Privatisation fears allayed

GERALD REILLY

PRETORIA — Public sector staff associations have been given "cast iron" assurances that no workers will be adversely affected by privatisation.

Spokesmen were reacting to the planned protests this week by black public sector unions against the 'threat' of privatisation.

They are the Post and Telecommunications Workers Union, the SA Railways and Harbours Workers Unions, National Education Health and Allied Workers Union, and the SA Municipal Workers Union. B/Day 28/3/90

Federation of Sats Trade Unions general secretary Abe Koekemoer said afer a thorough investigation the federation accepted privatisation in principle.

"Against a background of what we consider watertight guarantees, we cannot understand the fuss being made," he said.

Public Servants Association GM Hans Oliver said the PSA had accepted privatisation provided no worker was prejudiced.

"Government has also undertaken to consult, and if necessary negotiate with, the PSA" on privatisation, Oliver said.

Post Office staff associations have also been told they need not fear privatisation.

Ruckus at top hotel

South 29/3-4/4/90 (140A)

(157)

A DISPUTE over a housekeeper at an exclusive Cape Town hotel led to the dismissal of 24 workers last week.

The dismissed workers, who are all from the housekeeping department, downed tools late last Wednesday to demand that Cape Sun's management remove the housekeeper because of the way she allegedly treated workers.

South African Commercial, Catering and Allied Workers' Union (Saccawu) organiser, Mr Power Malgas, said the dispute was longstanding

The union had compiled a list of allegations, which included claims that she had physically assaulted three workers

Malgas said at a meeting between the union and management in February, the company had said it would investigate the matter

He claimed that management had not informed the union of its findings. When workers inquired why the housekeeper was back at work, they were told the matter was closed.

After the 24 workers were fired last week, 70 others went on strike, bringing the hotel to a standstill

Malgas said that, after negotiations, the union agreed the 70 workers would return to work and that the company would not interdict the union

Saccawu was presently negotiating the reinstatement of the 24 dismissed workers The union would pursue the dispute over the housekeeper, he said

● Management failed to respond to SOUTH requests for comment.

Leather industry's 'landmark' talks

South 29/3-4/4/90 140A

By CHIARA CARTER

LANDMARK negotiations are due to begin in the leather industry this week

Cosatu affiliate, the South African Clothing and Textile Workers' Union, will probably square up to employers at the negotiating table

Sactwu has been waging a battle to organise workers in the industry since last year

A spokesperson said the union could not release its demands before negotiations began

The demands are likely to include an increase in the annual bonus, a weekly service bonus, paid maternity leave, additional public holidays and a reduction in working hours and overtime

The union is also likely to demand that the same wages be paid to workers in the tanning, footwear and general goods sectors, and a substantial increase in learners' wages

The union also wants to end casual and contract labour in the industry

It is also likely to demand an undertaking to negotiate retrenchments.

Sactwu earlier declared a dispute with employers who said they would not be able to begin negotiations before May

The talks in the tanning sector will begin in Port Elizabeth on April 3 and 4

The first round of talks for the footwear sector is scheduled to take place in Durban on April 18 and 19, and for the general goods sector in Cape Town from April 24 to 26

Sawmill workers stop work

MORE than 300 Boland sawmill workers took part in a protest march at Mondi Bruply in Elgin and Stellenbosch on Monday to protest against disciplinary charges against three workers.

The workers, who are members of the Paper, Print, Wood and Allied Workers' Union (Ppwawu), returned to work last week after a marathon six-week strike at the plants.

In terms of the agreement reached between the union and management, the minimum wage at the plant will be increased by 2 cents an hour.

A striker was killed and 25 others injured when police opened fire at a group of about 500 Ppwawu members at the Sappi mill in Enstra last Friday.

R South 29/3-4/4/90 (1404)

Rallies against privatisation

By CHIARA CARTER

UNIONS will step up their anti-privatisation campaign this week The action may lead to protests involving thousands of public sector workers.

The vice-president of the Post and Telecommunications Workers' Association (Potwa), Mr Floyd Mashele, said more than 150 000 workers were expected to take part in marches and rallies in major centres throughout the country on Thursday

The centres include Pretoria, Johannesburg, Bloemfontein, Kimberley, East London, Durban and Port Elizabeth and Cape Town

Mashele said the marchers would include members of the unions which belong to the public sector forum — the South African Municipal Workers' Union, Potwa, the South African Railway and Harbour Workers' Union and the National Education, Health and Allied Workers' Union

Independent unions and staff associations such as the Health Workers' Union and the Public Servants' League might also join the marches.

In Johannesburg, workers will march to the Stock Exchange to demonstrate against the sale of post office shares on the exchange.

"The government has repeatedly ignored our representations Now we are taking serious action," Mashele said.

"We are prepared to negotiate peacefully If the state presses ahead with privatisation, however, we are prepared to take whatever action is necessary "

Sources within the public sector forum say the unions have not ruled out "more sustained strike action".

The anti-privatisation drive comes amid unprecedented militancy in the public sector.

There was a bitter marathon strike involving up to 40 000 Sarhwu members throughout the country last year

A strike involving about 5 000 workers at Cape Provincial hospitals ended last week in what Health Workers' Union general secretary, Mr Hassan Mahomed, called a "major victory" for the public sector

In terms of the agreement, the hospital authorities agreed to meet with the union, give workers permanent status, improve maternity leave benefits and reduce working hours significantly.

Wage increases for both Sats and CPA hospital workers are to be announced next month

This month, workers also downed tools at Ibhayi Town Council, in the prison services and police force and at DET schools in Soweto

Potwa, the South African Post and Telecommunications Employees' Association (Saptea) and the Postal Employers' Association of South Africa this week issued a joint statement, warning that their members might take action in support of wage demands.

The statement said the present minimum wage of R624 was "unacceptable" and that workers demanded a minimum wage of R1 100 and a R400 across-the-board increase

The statement compared this to cabinet minister's salaries of R15 084 and the salaries of MPs, who earn almost R8 000 a month.

Full steam ahead for luxury train

288
332
Cape Times 3/3/90

... news for lovers of steam-trav- an up-market, steam-drawn pas- ... train will soon be operating the winelands of the beautiful ...hoek Valley, providing a fur- boost to tourism at the Cape. -GER WILLIAMS reports

... up-market, steam-drawn pas- ... train to be called the ...mpagne Express will be oper- ... soon on the little-used ...h line between Paarl and ...nschhoek.

...his exciting addition to the Cape ...st scene will make whistle-stop ... through the scenic Franschhoek ...y in what is claimed will be the ...y steam-train service in the world ...ing through wineland country

...e train, aimed primarily at the ... of the tourist market, will offer a new attraction at a time when tourism is taking off in the region

It could be to the Western Cape what Rohan Vos's Rovos Rail steam safari is to the Eastern Transvaal and what the George-to-Knysna Outeniqua Choo-choo is to the Southern Cape

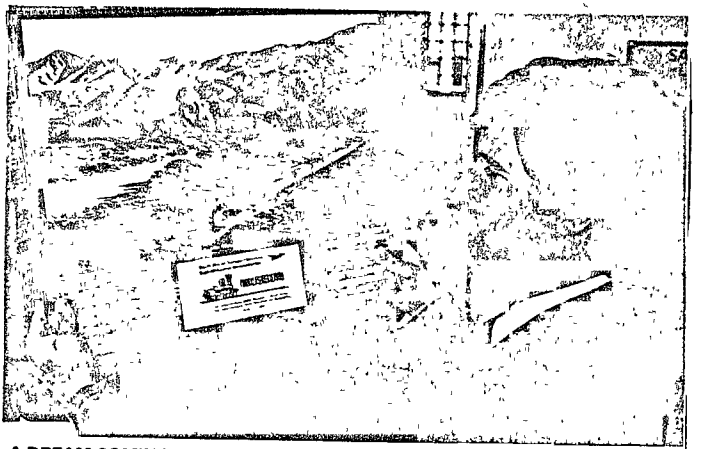
The train will be operated by a new company, the Crown Railroad Company, the partners in which are Franschhoek wine farm Michael Stander (32), who conceived the idea eight months ago, and Dr Glennie van Hoogstraten, daughter of the late MP for Gardens, "Hoogie" van Hoogstraten of Hout Bay

Stander plans to market the Champagne Express overseas at international travel expositions as well as in South Africa Foreign visitors will be able to book on the train through travel agents as part of their tour packages

With the full support of Transnet (formerly Sats) and of wine and fruit farmers along the route, Stander is planning to get the Champagne Express going in September, running five days a week with stop-overs at wine farms en route

And when the Victoria and Alfred Waterfront redevelopment project is further advanced he hopes to run the steam train through to the Waterfront area from Paarl at weekends

The train, initially carrying 40 passengers on each trip, will operate on the 30 km branch line between Paarl and Franschhoek and, says Stander, stations along the way will be upgraded and smartened Franschhoek station itself will be revamped and landscaped



A DREAM COMING TRUE ... Franschhoek wine farmer Michael Stander with a Railway Museum calendar picture of a passenger train drawn by the type of steam locomotive, the 19-D, which will haul his Champagne Express through the Paarl and Franschhoek winelands. The passenger coach, dining saloon and kitchen car will be royal blue.

Picture ALAN TAYLOR

Restaurants

"The idea", he says, "is to operate on an alternating roster with a stop on each trip at one of the wine farms on the route Passengers will be taken by luxury coach to Paarl station, where they will board the train, and at the stops made along the way they will be given a chance to visit wine farms such as Boschendal, l'Ormarins, Bellingham and La Motte

"Restaurants at Franschhoek will take it in turn to serve lunches to the passengers and we intend setting up an up-market gift shop and information bureau at the station

"The passengers will also be taken to the Huguenot monument and museum and for those wishing to spend a night at Franschhoek, a private guest-house will be available to them on the mountainside, with magnificent views across the Franschhoek Valley

"On the way back to Paarl, the train will stop at Simondium siding for tea and for passengers to visit a new art gallery being created there by the community of artists living in the area "

Maintenance

The royal blue passenger coach, vintage dining car "Nyanza" (once part of the Blue Train's predecessor, the Union Express) and kitchen car acquired by Stander have until now been a static restaurant at Franschhoek station They will be fully restored at Transnet's maintenance works at Salt River and Stander then proposes refurbishing them in the elegant, old-world style of the Orient Express

Meanwhile two class 19-D locomotives are being brought to the Cape from the Transport Museum in Johannesburg, to take it in turns to draw the Champagne Express They are to operated by Transet staff and maintained at the railway depot at Daljosafat.

Stander intends reinstalling the locomotive turntable at Franschhoek station and creating a museum-like "steam park" for steam enthusiasts visiting the area

Postal workers gear up for march

29/3/90 By Drew Forrest

Some postal workers stayed home or staged workplace meetings yesterday in a warm-up for anti-privatisation protest marches planned by public sector unions across the country today

A campaign co-ordinator, Mr Floyd Mashele, said many Cape Town postal workers stayed away from work yesterday, while workers in Bloemfontein staged work place protests

In other areas, workers held meetings to plan today's action

Post Office spokesman Mr Ben Roodtman said 90 percent of black employees had reported for work He confirmed brief worker meetings at a number of Reef depots

No protest action materialised on the railways yesterday, said Transnet labour executive Mr Vic van Vuuren, but management was taking today's marches "very seriously"

Mr Mashele said the unions had applied for permission to march on the Union Buildings in Pretoria to present a petition to the Minister in charge of the Office for Privatisation, Dr Dawie de Villiers, but that no response had yet been received

south LABOU

Metalworkers air grievances

140 A

By CHIARA CARTER

INDUSTRIAL action involving more than 800 workers from several metal unions hit factories in the Western Cape this week.

In Epping, more than 100 members of the National Union of Metalworkers of South Africa (Numsa) on Tuesday downed tools at McCarthy Motors in support of wage demands.

A spokesperson for the strikers said the workers wanted the company to negotiate wage increases and working conditions at plant level.

The workers are demanding an hourly minimum rate of R4,50, while the company wants to negotiate at industrial council level

Workers from McCarthy Motors in Epping, Paarden Eiland and Observatory as well as Atkinson Toyota and City Motors "occupied" the company head office in Strand Street on Wednesday

More than 100 workers at Brian Porter Motors in Kuils River downed tools on Monday after the company refused to negotiate with Numsa over a company proposal to place 40 workers on short time

On Monday about 80 Numsa members, at Silberbauer Engineering on Monday were dismissed 10 minutes after they downed tools in support of wage demands

A further 80 workers, members of the Steel, Engineering and Allied Workers' Union of South Africa (Seawusa), were dismissed after they resumed strike action at Neill Tools in Epping

The workers decided to go back on strike to demand plant level wages after an attempt to resolve the dispute through mediation failed

Haggie spokesperson, Mr David Thompson, said the workers had defied a company ultimatum to return to work

Workers at Shelfco Shelving in Belville have been taking sporadic strike action in support of their demand for double overtime pay and triple pay on weekends and public holidays

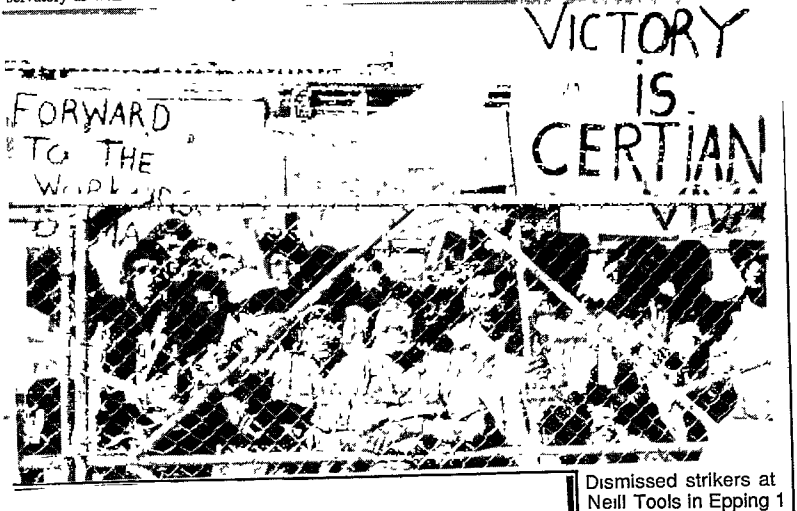
A spokesperson for the workers said the company this week threatened to interdict the union

A wildcat strike by more than 300 workers at Cape Gate in Parow last Friday was resolved after a meeting between management and officials from the Metal and Electrical Workers Union of South Africa (Mewusa)

Mewusa spokesperson, Mr Ben Petersen, said the workers downed tools after the company told them it could not immediately implement stop-order facilities

Petersen said the company had since agreed to provide the facilities and begin recognition of the union

At Cape Foundries in Paarden Eiland, are striking more than 100 Mewusa members to demand plant level negotiations is continuing.



Dismissed strikers at Neill Tools in Epping 1

Homeless to march on Tuynhuys

South 29/3 - 4/4/90

CIVIC, squatter, community and service organisations are planning a march to the City Council, Regional Services Council, Cape Provincial Adminstration and Tuynhuys next Thursday to hand over a memorandum calling for land and housing

The protest, planned to coincide with Founder's Day next Friday, will draw attention to the plight of thousand of squatters who say their misery began three centuries ago when Jan Van Riebeeck arrived at the Cape

Landless and homeless people from as far afield as the Northern Cape will travel to Cape Town to participate in the two-day protest.

After the march, the protesters will erect shacks in District Six and hold an open air service On Friday morning, the protesters will hold a mass rally at which speakers from the Mass Democratic Movement and the ANC will address them

Thousands of people are also expected to participate in a "Walk for Hope" on April 29 to bring a message from whites to the black people of Cape Town.

The walk, from Rondebosch Common to Guguletu, is being organised by bodies working in the white community such as Cape Democrats, the Democratic Party Youth and Jews for Justice, and by city councillors

The organisers wish to show they have hope for a non-racial, democratic future in South Africa and that they identify with the grievances and demands of the black majority.

Three-week teachers strike in Soweto

HOME IMPROVEMENTS

Workers, especially those organised into strong trade unions, will not accept a political settlement which does not made significant strides towards solving the housing crisis, says a leading unionist. See story below.

Housing is a right - unionist

By SY MAKARINGE

THE vast majority of the South African population will not be able to afford decent housing as long as it continues to be governed by profit margins rather than by the premise that housing is a right of all citizens.

This was said last week by Mr Geoff Schreiner, national organiser of the National Union of Metalworkers of South Africa, at the Sandton low-income housing seminar

Schreiner pointed out at the onset that the views he expressed were not necessarily those of Numsa or of the Congress of South African Trade Unions

Theme

Speaking under the theme "The Trade Union Perspective", Schreiner said unless the problem was addressed there would be a situation where few would live in relative affluence while the vast majority lived in abject poverty

"The fissures in Thatcherite economies are there for all to see and the 'trickle-down' clap-trap of free marketeers must be buried once and for all," he said

He said a much more comprehensive housing policy was required - a policy which saw housing in its totality, as including not physical units but also land, infrastructure and services.

He said it must be a policy which also addressed itself to the needs of the poorest section of the population.

"The political constraints are there - working people will simply not accept a political settlement which does not make significant strides towards solving the housing crisis"

He said the newly announced Backlog Development Fund "will get us nowhere if the scheme is allowed to become a boxing ring for private sector housing initiatives"

He said employers must accept the responsibility of the housing needs of their employees The State would have to actively intervene by way of subsidies and incentives to facilitate Retirement Benefit Scheme investments in order to force developers and financial institutions down-market.

"There is a danger of viewing the housing crisis in narrow technicist terms It is a problem with deep political roots," Schreiner said.

The warm, pink rug for your ceiling

WINTER'S on the way and with it the need to keep homes warm - so why not do it the easy and inexpensive way by installing Aerolite?

This well-known pink product has been on the market for a number of years and has received the South African Bureau of Standards (SABS) mark of approval It helps protect many South African homes from the winter chills which tend to seep in.

Ceilings

Aerolite is fitted into ceilings and installing it is so simple that many home-owners do it themselves. When it is fitted, it forms a barrier, preventing cold entering the home through the roof and also keeping the heat generated within the home from radiating out.

And a lot of heat is transferred from the inside of a home, which means a great deal of money and energy is wasted trying to keep a house warm

As much as 50 percent of this heat is lost through the roof

Looking like a big, pink blanket, Aerolite acts like one too It is a safe way to keep a home insulated it does not conduct electricity and so presents no danger, it is fire-proof, and it does not dry out the air like most other heating devices tend to do

March by unions to Stock exchange

Sowetan 29/3/90

THOUSANDS of public sector workers are today expected to converge on the Johannesburg Stock Exchange to deliver a petition calling on investors to block privatisation of parastatals.

The workers will march from the Central Methodist Church in Pritchard Street, and then to Diagonal Street at noon. (140A)

The anti-privatisation march is part of two-day nationwide protests organised by four affiliates of the Congress of SA Trade Unions to protest against the Government's move.

The four unions are National Education, Health and Allied Workers Union, Post and Telecommunication Workers Association, SA Municipal Workers Union and the SA Railway and Harbour Workers Union.

Mr Floyd Mashele, a spokesman for the four Cosatu affiliates, said the petition would be handed to Mr Tony Norton, the JSE president.

Mashele said the campaign got off to "a low-key start" yesterday, with public sector workers holding meetings and placard demonstrations at their workplace.

In Port Elizabeth, hundreds of public servants will march through the city today protesting privatisation. The marchers will proceed from the city centre to the Centenary Church, where UDF and ANC leaders will address them.

Star 30/3/90 (140A)

10 000 converge on stock exchange

Police, workers clash in Pretoria

By Drew Forrest

There were running battles between police and demonstrators in central Pretoria yesterday as thousands of public sector workers took to the streets across the country to protest against the Government's privatisation policies.

The marches were coupled with a partial work stayaway an estimated 25 000 railworkers were absent from work in three cities

In Johannesburg, about 10 000 rail, postal, health and municipal workers, carrying ANC banners and singing freedom songs, confronted grey-suited stockbrokers in the shadow of the stock exchange after a march through the city centre.

Permission granted

Permission had been granted, but Johannesburg's acting chief magistrate, Mr Pieter Theron, stipulated that not more than 1 000 people could take part.

A delegation including ANC veteran Mr Wilton Mkwayi presented a memorandum to JSE president Mr Tony Norton stating that no government had the right to auction national wealth without popular consent.

It also called on the stock exchange not to sell the shares of concerns such as Transnet and the post office if they were privatised

Responding, Mr Norton said the JSE was here for all the people of South Africa'

The Star's Cape Town correspondent reports that tens of thousands of workers took part in a march through central Port Elizabeth yesterday

Demands were presented to the regional directors of state departments by the four Cosatu unions spearheading the anti-privatisation campaign — the SA Railway and Harbour Workers Union, the SA Municipal Workers Union, the Post and Telecommunications Workers Association and the National Health, Education and Allied Workers Union

Sapa reports that in Pretoria, groups of workers, defying a city council ban on a planned march to the Union Buildings, were bitten by police dogs, baton-charged and teargassed in the Burger's Park botanical gardens after being dispersed at police roadblocks.

About 2 000 workers converged on the city shortly after 9 am, but were prevented by police from holding a rally in Church Square The subsequent march was repeatedly blocked and dispersed by police.

Unionists said further action was contemplated in Bloemfontein, where a planned march was aborted after official permission was refused.

Campaign to intensify

Yesterday, Transnet reported work stayaways of 75 percent, 70 percent and 62 percent in Johannesburg, Pretoria and Port Elizabeth respectively Nearly a quarter of Reef postal workers, and 19 percent of postal employees in Port Elizabeth, stayed away from work.

At a Johannesburg press conference, union leaders warned that their privatisation campaign would be intensified until we are satisfied that state industries are not going to be sold

They also warned that the campaign would be broadened to include workers in the private sector

Lighter moment an exuberant onlooker joined the crowd of about 10 000 marchers in Pritchard Street, Johannesburg, yesterday, much to the amusement of the protesters ● Picture by Etienne Rothbart

Potwa and Sarhwu union workers marching through the city to the Johannesburg Stock Exchange yesterday to protest against privatisation.
Pic MBUZENI zULU

It's theft from the masses, says Mkwayi

PRIVATISATION was a form of theft aimed at undermining the economic power of a future African National Congress government, ANC stalwart Mr Wilton Mkwayi said yesterday.

Addressing public sector workers before yesterday's anti-privatisation march to the Johannesburg Stock Exchange, Mkwayi also warned that a future government would re-nationalise state concerns sold to private interests

He said privatisation would further concentrate economic power in the hands of a small group of private corporations, and would generate revenue for the state over which people had no control

"The robber is stealing our wealth," he said. The mass of South Africans would receive "a small piece of pie" after foreign creditors, the state bureaucracy and business had been paid off

The alternative was to find "new and creative forms of co-operative control" One example was a proposed electricity co-operative in Soweto, owned by consumers and run on a non-profit basis.

Also at the rally was a Diepkloof Prison staffer and member of the prison union Popcru, who said black prison employees had decided to "return to the people '

"We were responsible for killing your children and detaining you," said Mr Gregory Mohlathe "Now we'd rather remove night-soil "

NUM hits out

140A

THE National Union of Mineworkers has hit out at a management ban on "protest marches, demonstrations and singing and dancing" at Anglo American's Western Deep Levels gold mine, in the Western Transvaal.

Sowetan 30/3/90

In defiance of the ban, 10 000 workers would march on management offices next week to present a list of grievances, the union said.

Saccola favours new labour laws

Sowetan 30/3/90

1460A

EMPLOYERS hoped that any changes to labour law proposed by them and two labour federations would receive serious and positive consideration by the Government, a spokesman for the SA Consultative Committee on Labour Affairs says.

Writing in his organisation's report, Saccola chairman Mr Bobby Godsell said he also hoped talks involving the employers' association, Nactu and Cosatu would continue and "move quickly" towards resolution of the disputed clauses in the Labour Relations Act.

He said Saccola believed it had reached agreement in principle on four issues. These were:

* Whether race should be a criterion regarding union registration;
* Whether industrial court judgments should be published more widely,
* Whether time limits should be legislatively prescribed regarding the industrial council and conciliation board;
* Whether Section 79(2) of the Act that presumed union liability regarding actions of its members should be retained.

Employers and federations were now focussing on two other issues in their interim "narrow agenda", Godsell said.

The two aspects were: whether employers and unions should have access to urgent forms of court relief in the case of a legal strike or lock-out; and how the protection of legally striking workers against dismissal should be provided by law.

He said employers were concerned when Cosatu and Nactu linked, "both in time and subject", their anti-LRA campaign to protest against the parliamentary elections on September 6 last year.

"This linkage illustrates the problems of the partial incorporation of black South africans into the economic, but not yet into the political structures of citizenship.

Workers demand dismissal of man after fight

By LEN MASEKO (140A)

ABOUT 1 800 workers have downed tools at AECI's Midrand firm in protest against the outcome of an inquiry into a racial incident on the plant.

The workers, all members of the SA Chemical Workers Union (Sacwu), demand the dismissal of a white man who allegedly assaulted their colleague. The fight occurred on March 15.

Sacwu official Mr Humphrey Ndaba said the work stoppage was triggered by management's decision to fire the black worker who was involved in the incident.

A spokesman for the company confirmed that the black worker "for assaulting and injuring a fellow worker". He said the worker was dismissed after an appeal hearing upheld the company's decision.

The union maintains that its member was "in fact" assaulted by his white colleague, who belongs to the whites-only Mynwerkers Unie (MU).

According to Ndaba, the company dismissed the Sacwu member a day after members of the MU downed tools, demanding the dismissal of the black worker. Sacwu demands the reinstatement of their member and that the MU member be called before a disciplinary hearing, instead. Sowetan 30/3/90

Dismissed union men go to court

Star 2/4/90 By Drew Forrest 140A

Chronic divisions within one of Cosatu's most important affiliates, the 80 000-strong Food and Allied Workers Union (Fawu), broke into the open last week when dismissed Cape Town officials applied to court for reinstatement.

Fawu's former Cape Town branch secretary, Mr Miles Hartford, and four others have asked the Cape Supreme Court for an order nullifying the "purported election" of a new branch executive on February 4.

They also want an interdict preventing the respondents, including new branch secretary Mr Edwin Sauti, from intimidating or assaulting them.

The hearing will be next week.

Sources say the conflict springs from attempts by the "populist" Fawu leadership to enforce a uniform political line. Cape Town workers carrying placards complaining of "Stalinism" had marched in protest against the dismissals.

Last year political rifts led to the dismissal of Fawu's Eastern Cape secretary, who set up an alternative union.

"Purges" of union employees have also been reported in the Johannesburg branch.

3/4/90

Mineworkers' leader speaks out ...

Year of peace, justice for Num

211 140A 11A

* From Page 6

We, as mineworkers, join millions of the oppressed and exploited in making a commitment to redouble our efforts to bring the day of freedom nearer

A united, democratic and non-racial South Africa is a reality of our times

We will spare no effort in ensuring that justice, democracy and peace is established, not only on the mines but throughout the whole of South Africa

Proclaim

In line with these noble tasks, in the name of the entire membership of our union, we proclaim 1990 the Year for Justice, Democracy and Peace on the mines

Apartheid colonialism became the real political concoction brewed by the power-hungry race supremacists to drown millions of the indigenous people

The insatiable apartheid monster has swallowed virtually everything leaving the regime with maladies such as economic stagnation, inflation, unemployment, shortage of skilled workers, financial debts, lack of investment and corruption in government circles

Wastage

The already overstaffed apartheid State was duplicated in each bantustan

Huge financial resources are being wasted to maintain the bureaucratic administrative structures in these homelands

Millions were virtually condemned to pauperism in the homelands while the urban masses were squeezed of their labour by the mine bosses, financiers, industrialists and landlords for starvation wages

For the first time since the Second World War a ray of hope for humanity's survival has emerged

Resolution

Resolution of conflicts through peaceful means is the new international norm of our time

As unpopular regimes are swept away by democratic forces the racist minority regime had no alternative but to give in to some of people's demands

Serious divisions are evident even in the State machinery as "South African Death Force" is rocked by the assassination squads scandal

Millions of the oppressed, and democratic whites look at the ANC for solutions to the crisis as it is becoming abundantly clear that apartheid is doomed.

Strategic

As a trade union operating in a strategic industry, it is of paramount importance that we understand current developments and adjust our strategy and tactics accordingly

Mineworkers have been living under the mine state of emergency long before the bosses' state declared the national one in 1986

The mine bosses have their own defence force deployed throughout the whole industry

NUM general secretary Cyril Ramaphosa

Mineworkers' leader speaks out ...

Year of peace, justice for Num

140A

Sowetan 7/4/90

FOCUS

In this article, National Union of Mineworkers general secretary CYRIL RAMAPHOSA speaks on the challenges facing mineworkers this year: repression, nationalistion; apartheid and the Chamber of Mines' attitude towards mineworkers.

WE start the last decade of the 20th century with South Africa deeply immersed in a political and economic crisis unknown since the white supremacists came to power in 1948.

The current crisis is a culmination of economic mismanagement by the apartheid rulers for more than 40 years

Soon after coming to power, the Nats used the apartheid state to regulate the economy in such a way that the nascent Afrikaner capitalists could grow and develop

The apartheid state became an indispensable tool of repression to keep the black labour force in captivity while nationalisation of strategic industries facilitated economic growth and capital accumulation

Affluence

While white South Africa was basking in the sun of affluence, the black majority were impoverished

The wealth of the country was squandered in pursuance of the unworkable policy of apartheid that resulted with the balkanisation of SA into nine barren pieces of land called bantustans

It was not long before the Indians and coloureds were given another costly puppet political structure called the tricameral parliament.

As a rule, this apartheid policy had to be implemented and maintained through the use of brute force against its victims - the black people

It was not long before the myth of white supremacy was exposed as the restive masses of the oppressed intensified an all-round offensive against the regime

The regime suffered serious setbacks as its tentacles of destabilisation in Southern Africa were severed through revolutionary violence

International isolation, sanctions and trade boycotts hastened the process of choking the regime to economic ruin.

As the mass upsurge reached uncontrollable proportions the enemy's repressive machinery ground to a halt.

The national state of emergency has failed to dampen the fighting spirit of the oppressed

Internationally, the new wave of perestroika (restructuring) and glasnot (openness) opened the way for the establishment of world peace

The oppressed people scored a resounding victory as the regime was forced to release Nelson Mandela, and other leaders after 27 years of imprisonment.

The ANC, the South African Communist Party and other organisations were unbanned

These victories are won while the ruling white bloc is experiencing irreparable cracks

Strategy

The ruling National Party under De Klerk has no political strategy to resolve the current crisis

On the other hand, the liberation movement under the leadership of the ANC is gaining moral ascendancy

It is against this background that the Num has to situate itself in order to map out the way forward

Since its foundation almost 100 years ago, the mining industry has played a pivotal role in shaping the political and economic structure of South African society

Under the Chamber of Mines, a few mining houses formed an economic empire to facilitate extraction of the country's mineral wealth for the enrichment of a tiny white minority

This massive accumulation of wealth has been at the expense of its creators - black mineworkers.

Uprooted from their rural areas they were herded into prison-like structures called compounds and hostels

Over half a million black mineworkers from all over Southern Africa spend the better part of their working lives in these structures which are unfit for human habitation

Harsh

The mine bosses flagrantly violate internationally accepted worker rights as embodied in the International Labour Organisation convention

The harsh reality of the mining industry is that mineworkers are denied the right to draw up their constitutions and rules, to elect their representatives in full freedom, to organise their administration and activities and to formulate their programme

We are facing formidable enemies in the Chamber of Mines and the apartheid State

Real economic power is wielded by a handful of monopolists like Anglo American, Sanlam, SA Mutual and Rembrandt

These four companies alone control about 80 percent of all shares on the Johannesburg Stock Exchange with Anglo alone controlling 55 percent

It is our unshakable belief and conviction tht transference of the ownership of monopoly industries and mines to the common people as a whole is an indispensable condition for the establishment of genuine democracy

If the conditions of life of mineworkers were to be significantly improved it can only be on the basis of having a people's democratic state serving as custodian of the people's wealth

The diggers of gold, coal and diamonds and other minerals must have a say as to how the products of their labour are to be distributed

Appeals

If ever there is any cardinal clause in the Freedom Charter that appeals to us most, it is *The people shall share in the country's wealth*

With the adoption of the Freedom Charter by our congress in 1987, we consciously took a political step towards our freedom from national oppression and exploitation

The ANC, in alliance with the SACP, as the leader of the liberation struggle enjoys our unqualified support

We were inspired by the noble ideas of freedom as embodied in this alliance when we honoured Comrade Nelson Mandela, deputy president of the ANC, as our life president

As the new non-racial democratic South Africa unfolds, we call on all white miners to sever their relationship with the apartheid regime and its policies and join Num

Our immediate objective remains that of ending repression on the mines

This objective has to be realised in line with resolutions adopted in the congresses of Cosatu and Num including those adopted at the Conference for a Democratic Future

The defeat of apartheid colonialism by the entire oppressed under the leadership of the working class remains our strategic objective

The transference of political power from the white minority to the people remains the only option that can pave the way for an end to national oppression and exploitation

* To Page 7

CWIU and Sasol at odds over inquiry into worker's death

ADELE BALETA

THE Chemical Workers' Industrial Union (CWIU) yesterday condemned alleged attempts by Sasol to exclude the union from safety matters and to prevent the union from being present at an inquiry into the death of a worker

A Sasol spokesman said the inquiry did not take place

He said there was a misunderstanding between the union and management on the time and venue of the inquiry When it was discovered union representatives were not present the inquiry was postponed

In a statement, the union said it had been excluded from an inquiry into the death of a Sasol worker on March 17 The union said the employee was burnt to death in an electrical explosion.

It had demanded to inspect the site where the worker had died and be represented at the inquiry

"Last week the CWIU tried to find out from Sasol when the official inquiry would take place on Friday morning Sasol denied any knowledge of the date On Friday Sasol told the union the inquiry had taken place," it said

□ The CWIU said the strike by 550 employees at Rolfes Chemicals factory in Elandsfontein had entered its fifth week The union was demanding the company agree to take part in the union-initiated provident fund

Consumer boycott launched

Star 3/4/90

(140A)

Staff Reporter

A consumer boycott of white-owned businesses — aimed at forcing the desegregation of facilities and the release of detainees — has been launched in the Transvaal towns of Klerksdorp, Stilfontein and Orkney.

A spokesman for the National Union of Mineworkers said the boycott, launched on Monday last week by Cosatu, the Jouberton Civic Association and other community organisations, had been highly effective.

Business sources said shops catering for the black trade appeared to have been hit by the action.

Jouberton Civic Association secretary Mr Tsediso Ntaopane said the boycott aimed to secure the release of about 20 people detained on and before Sharpeville Day (March 21).

Move against 600 striking mineworkers

Amcoal Colliery and Industrial Operations on Sunday obtained an urgent interdict to stop 614 workers at Kriel Colliery from further participating in an illegal strike

Pretoria Supreme Court judge Mr Justice Roos granted an interdict against the National Union of Mineworkers and 614 employees of the Kriel Colliery, directing the union to comply with the provisions of the disputes procedure and the Labour Relations Act

The 614 employees, who embarked on an illegal strike last month, were interdicted from conducting strike action in breach of Section 65 of the Labour Relations Act, or encouraging other persons to do so, interfering with the operation of the colliery's business, promoting racial friction, and interfering with of the colliery's employees

Mine manager Mr Anthony Redman said the strike followed an incident on March 13, when a mineworker, Mr S Mbuyazi, assaulted an employee, Mr J de Jager.

Mr Mbuyazi was found guilty of assault and, after a lengthy appeal, was dismissed on March 20, the court heard. — Sapa

Star 3/4/90

1 300 municipal workers strike

Star 3/4/90

(140R)

About 1 300 Roodepoort municipal workers yesterday went on strike and demanded an immediate wage increase.

Roodepoort town clerk Mr Div de Villiers said the strike was unexpected as the council was in the process of negotiating with union members for a salary increase for the municipality's black employees.

He had spoken to the strikers and suggested they elect a committee to speak to council officials concerning their demands.

Mr de Villiers was not sure whether the strikers would return to work today.

If the strike continued, the council would concentrate on supplying emergency services. The employees' other functions would be resumed when possible. — West Rand Bureau.

Bus firm fires 120 strikers

RDM 3/4/90 **Highveld Bureau** (140A)

WITBANK — Eastern Bus Lines dismissed about 120 drivers and workshop staff at the company's Witbank depot yesterday — within hours of the workers staging a wildcat strike.

Local Transport and Allied Workers Union (Tawu) organiser, Mr Charles Kgopa, said workers had gone on strike because the company refused to accede to wage demands, and also because the company would not negotiate on poor working conditions.

"The transport sector is regarded as an essential service and companies take advantage of this because their workers by law do not have the right to go on strike," said Mr Kgopa.

The company's general manager, Mr Chris Kuun, said a dispute had been declared between the company and the union about two weeks ago and had been due to be heard by the Conciliation Board this month. New staff were being hired and he hoped the bus service would be partially restored by today.

Delicate wage talks to start

Star 3/4/90 By Drew Forrest

Railways management starts a delicate balancing act on wages for 80 000 black workers tomorrow with the opening of pay talks with one of two rival black rail unions.

The talks, involving the "moderate" Black Trade Union (Blatu), which claims 45 000 members, aim at a new wage deal to take effect from July.

In the wings is the militant SA Railway and Harbour Workers Union (Sarhwu), which spearheaded the recent rail strike.

If parallel negotiations take place, they will have to be co-ordinated to ensure common wage levels. Any disparity would be a potent flashpoint.

Yesterday, 10 unions affiliated to the Federation of Sats Trade Unions began pay talks in the Transnet Labour Council covering about 100 000 white workers.

Sources said the unions are demanding a 17 percent across-the-board rise and, for the first time, a minimum wage of R1 000 a month.

Cosatu to work in alliance with SACP

(140A) 4/4/90

JOHANNESBURG — A meeting between Cosatu and the SA Communist Party (SACP) decided at the weekend in Harare to maintain their independence, but to work together on agreed programmes to dismantle apartheid

A statement issued by the labour federation said the meeting — at which a 31-member Cosatu delegation led by vice-president Mr Chris Dlamini met a 28-member SACP delegation led by Mr Joe Slovo — agreed on the need for decisive action against apartheid

"Both organisations agreed that Cosatu as a trade union must retain its independence in order to carry out its task of representing organised workers"

They also agreed that a combination of nationalisation, the market and private sectors would be essential components of a new economy in post-apartheid South Africa — Sapa

140A NEWS 4-10/04/90 1

Strike hits gas conversion plant

Mossgas blow-out!

By WAGHIED MISBACH

MOSSEL BAY. — South Africa's multimillion rand gas conversion plant under construction here has ground to a halt after more than 7 000 workers downed tools over a wage dispute.

The joint construction management at the Mossgas plant where a large number of foreign workers are employed, has declared the strike illegal and refused to negotiate until the strikers return to work

The workers, employed by about 33 of the largest construction firms in the country, are demanding a R5 an hour across-the-board increase, 10 days' paid holiday over the Easter weekend and transport to their homes

The strike started last Thursday

On Monday, toyi-toying workers, shouting "Viva ANC" and singing freedom songs, gathered for a mass rally on the Mossgas site about 11km west of this South Cape town

The workers were addressed by representatives of the Construction and Allied Workers Union (Cawu)

Later, a strike committee met with representatives of the joint construction management, Bateman and Davey Limited (BDL), and subcontractors

The workers refused to back down on their original demands

The strike committee said management had advised them to submit the workers' grievances to the individual contractors

However, the strike committee, which represents three trade unions — Cawu, the National Union of Metalworkers of South Africa (Numsa) and the Boilermakers' Union of South Africa (Busa) — rejected the advice as a ploy

"We had gone to our contractors separately before and they refused to give us more money," said Mr Tika Nkwentsha, a strike committee member

Mr Shamil Manie, an engineer and vice-chairperson of the strike committee, said management was trying to drive a wedge between the employees of the "civil" contractors and the metal workers

The metal workers' wages start at R8 an hour, while civil workers start at R2,50 an hour

According to a spokesperson for the Mossgas project, the lost production could be estimated only after the strike had been resolved

She was not able to comment on the workers' demands as "the negotiations are on-going"

● The situation remained tense late on Tuesday night after a second meeting between management and workers, with both parties refusing to budge

Construction and Allied Workers' Union respresentative addresses striking workers at the Mossgas plant

PIC BENNY GOOL

the realities of township

SOWETAN Wednesday April 4 1990

140A

Cosatu, SACP in Zimbabwe talks

By LEN MASEKO

THE ANC was justified in postponing its April 11 talks with the government, Cosatu said yesterday, claiming the onus for creating a climate for negotiations remained with the government.

"In the current situation of violence precipitated by the actions of the security forces, the ANC was justified in postponing the April 11 meeting with (State President FW) De Klerk," Cosatu said in statement yesterday.

Cosatu's statement follows the trade union federation's three-day meeting with the SA Communist Party in Zimbabwe last weekend.

The meeting - which brought together delegations of the two organisations for the first time - also agreed that Cosatu would work in alliance with the ANC/SACP on a programme of action to dismantle apartheid "as soon as possible".

The Cosatu delegation was led by vice-president, Chris Dlamini, and the SACP by its general secretary, Mr Joe Slovo.

Solutions

The SACP and Cosatu also agreed on various issues, including:

* The continued independence of the federation so that it could carry out the task of representing workers,

* Both parties remained convinced that socialism provided more acceptable solutions than capitalism; and

* That nationalisation was an essential component in the reconstruction of the SA economy

Cosatu said the SACP would be building "a large, above-board party" representing immediate and long-term interests of the working class in a new South Africa

AECI strike continues

THE strike involving 1 750 workers at AECI's Midland factory in Sasolburg is continuing, a company spokesman said yesterday.

He said another meeting would be held to try to reach a settlement. Sowetan 4/4/90

* The Hotel Liquor, Catering Commercial and Allied Workers' Union says its members at the Mark Hotel have started a "go-slow" over wages. (140A)

A union spokesman said workers demanded a R150-a-month increase while the hotel was offering R80.

Mark Hotel's Mr JJ Hoffman yesterday declined to speak to the Press.

Sactu workers arrive for a mass meeting at the Feather Market Hall in Port Elizabeth

1409

Clothing workers want more money

South 4/4 – 10/4/90

THE South African Clothing and Textile Workers' Union (Sactwu) is demanding a R60 weekly wage hike from Eastern Cape clothing manufacturers.

The union also wants workers to get an attendance bonus of R5 a week and a long service bonus of R2,50 after three years and 50 cents for each year after that

Other demands include a medical fund to cover all dependants, an extra public holiday, an improvement in maternity benefits and paternity leave of five days

More than 2 000 people packed the Feather Market Hall in Port Elizabeth last week for a meeting to finalise the wage demands.

Mr Lesley Maasdorp, Sactwu clothing coordinator for the Eastern Cape, said one of the main demands for the year was the formation of a single industrial council.

"This is an important demand if we are serious about wiping out the differences in wages and conditions of employment from region to region There is no reason why workers in the Eastern Cape should get less wages than our comrades in the Western Cape," Maasdorp said.

The wage negotiations between Sactwu and the Eastern Cape Clothing Manufacturers' Association affect about 4 000 workers in the Eastern Cape.

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SACP, Cosatu to work together

South 4/4 - 10/4/90

THE South African Communist Party (SACP) and the Congress of South African Trade Unions (Cosatu) have agreed on a broad framework for economic reconstruction in South Africa.

A 28-person SACP delegation, led by SACP general secretary Mr Joe Slovo, met a 31-person Cosatu delegation led by Cosatu vice-president Mr Chris Dlamini in Harare at the end of last week.

The meeting was the first of its kind between the two organisations.

A statement issued by Cosatu after the meeting said both organisations had agreed decisive action was needed to build political organisation and that most people viewed the ANC as a de facto government.

The meeting agreed Cosatu should retain its independence as "a matter of principle and practice" and that the federation would work in alliance with the ANC-SACP on a programme of action against apartheid.

The meeting analysed events in Eastern Europe.

The statement said that, while events in Eastern Europe provided important lessons, both organisations remained convinced that socialism was a more acceptable solution than capitalism.

This was linked to an examination of the South African economy and discussion about its reconstruction.

Both organisations agreed that nationalisation, the market and the private sector were "essential components" of a programme of economic reconstruction.

Work on this programme in consultation with the ANC is to be a priority for both organisations.

Victory in metal strike

South 4/4 - 10/4/90

MORE than 130 Paarden Eiland metalworkers who have been on strike for more than three weeks return to work this Wednesday, having won a demand for plant level negotiations.

'Whites only' policy upsets

South 4/4 - 10/4/90 140A

By CHIARA CARTER

AN Atlantis clothing factory has denied that it practices a "whites first" hiring policy.

Workers at Kaymac Industries demonstrated at the factory last month to protest against what they claim is racial discrimination by management.

The workers claim that, instead of giving preference to unemployed people in Atlantis, the company has been recruiting white workers from outside the area

They claim that they were told they would be replaced by workers from Eastern Europe

They are unhappy that, while black shift workers are transported in a bakkie, the company has purchased a kombi to transport white workers

The company manager, Mr Piet Kruger, denied that the company practised racial discrimination.

'Solution'

"We do not look at colour when we employ someone. We get the best person for the job."

Kruger said he knew nothing about workers' allegations that they had heard a director say that whites were "the solution"

He confirmed that the company had agreed to meet the union's shop stewards to discuss workers' grievances.

A Sactwu spokesperson said the union planned to meet management to discuss the matter.

● Meanwhile, another strike around protests against alleged racial discrimination ended this week

The strike involved more than 300 Belville glass workers who had declared a dispute with the company.

'Guerilla strike'

The members of the Chemical Workers' Industrial Union (CWIU) downed tools at Consol Glass in Bellville last Wednesday in what shop steward, Mr Wally Roy, described as a "guerilla strike".

A CWIU spokesperson said workers were unhappy over internal job advertisements and racial discrimination

He said the situation was aggravated when management refused to pay workers for time during which they took part in a protest.

A fully-fledged strike followed

Sorry, we're closed

South 4/4 - 10/4/90

ABOUT 100 Parow workers were shocked to find themselves without jobs last Friday.

The workers, members of the South African Chemical Workers' Union (Sacwu), claim they were not given advance notice that Protea-Pak plastics factory was being closed down.

Sacwu organiser, Mr Peter Roman, said the workers had recently joined Sacwu The union had been busy discussing recognition with the company when the workers were dismissed

Company spokesperson, Mr D Moss, said the workers were retrenched and not dismissed.

The company was in financial difficulty and had no option but to close down, he said

He denied any connection between the retrenchment and the workers' having joined a union

He said management planned to meet the union and lawyers later this week to discuss the matter

Cosatu and SACP agree to work together

140

ALAN FINE

B/Day 4/4/90

COSATU and the SACP have agreed that the two organisations should, together with the ANC, work in alliance on "an agreed programme of action to dismantle apartheid as soon as possible", Cosatu disclosed yesterday

However, the two also reached consensus that Cosatu, as a trade union organisation, must, as a matter of both principle and practice, "retain its independence in order to carry out its task of representing organised workers"

These decisions on the future relationship between SA's largest trade union grouping and the most prominent political party seeking to represent working class interests were reached at a meeting in Harare at the weekend

Cosatu's 31-man delegation was lead by vice-president Chris Dlamini, while general secretary Joe Slovo headed the 28-strong SACP team

The SACP told Cosatu that in the new situation the SACP would be building "a large, above-board party".

140A

Unions seek new Barlow Rand package

B/Day 5/4/90

MATTHEW CURTIN

COSATU affiliates have said they are to meet Barlow Rand executives on April 9 to renegotiate collective bargaining structures with the corporation.

But CE Warren Clewlow said last night he knew nothing of the meeting. "Nobody is meeting me," he said.

In a statement yesterday, Cosatu said unions were willing to negotiate with Barlow Rand into the 1990s, but if an equitable dispensation could not be reached through dialogue, the unions would commit themselves to a sustained campaign against Barlow Rand.

The meeting would follow two weeks of discussion by regional shop stewards councils from Barlow Rand plants.

The five Cosatu affiliates — the NUM, the National Union of Metalworkers (Numsa), the Paper, Pulp, Wood and Allied Workers' Union (Ppwawu), the SA Clothing and Textile Workers' Union (Sactwu), and the Food and Allied Workers' Union (Fawu) — have called on Barlow Rand to revise its position on centralised bargaining, the right to strike, deregulation and basic worker rights.

Hough fears attack on provincial services

B/Day 5/4/90 (140A)

EDYTH BULBRING

A VIOLENT onslaught would be launched on health services and local government in the province, Transvaal administrator Danie Hough told the Extended Public Committee on Provincial Affairs in Pretoria yesterday

He warned agitators that they would carry the responsibility if provincial authorities could no longer provide health and bulk services due to political action

Hough said organisations bent on undermining black local government were the mass democratic movement (MDM), the UDF and the Soweto People's Delegation.

The organisations hitting at health services, especially in the labour and service rendering side, were the SA Health Workers Congress and the Cosatu-affiliated National Education Health and Allied Workers Union, Hough said

The R4,3bn budget announced by Hough yesterday was a 9% increase over last year's budget and had a strong emphasis on community develoment and museum and library services

Community development funds would be increased by 21% over last year to R1,2bn while library and museum services would receive a 30% increase to R20,303m.

Funds for health services increased by 0,8% to R1,9bn

Hough said Transvaal hospitals had not escaped the labour unrest situation as certain groups used the labour field to promote their political aspirations

Their methods of action mainly consisted of strikes, stay-away action, mass meetings and protest marches.

While valid grievances did exist, there were a number of actions that were entirely politically inspired and which were being launched outside the existing liaison

☐ To Page 2

Hough's fear

B/Day 5/4/90 (140A)

☐ From Page 1

channels, Hough said

"I make an appeal to the agitators to stop those actions immediately," he said.

If the province was prevented from treating patients, "these politically inspired agitators will then have to realise that they would have to carry the responsibility for the detrimental results their actions are having on the inhabitants of this province", Hough added.

In respect of black local government, there was a politicaly inspired onslaught on councillors on two fronts, Hough said Councillors were being intimidated openly to resign and residents were encouraged not to pay the normal municipal tariffs

This meant that councils did not have sufficient funds and had to approach the provincial authorities to pay for their bulk services and normal municipal expenses

The agitators should realise that the source of funds would soon be depleted and it would mean that the rendering of services would be stopped

"If those great upholders of democracy who are now intimidating councillors to resign really do value democracy, they should make use of he democratic process in order to gain control of local government," he said

Funds for general administration increased by 5,7% to R10,290m, funds for nature and enviroment by 6,8% to R27,189m and funds for roads and bridges increased by 1,7% to R561,275m.

● See Page 3

March bid by miners is halted

Star 5/4/90

140A

Staff Reporter

Mine security officials and police prevented about 28 000 mineworkers from leaving their hostels in Carletonville yesterday afternoon to take part in a march protesting against racism on Anglo American mines, according to a National Union of Mineworkers (NUM) statement released last night.

Permission for the march was refused by the local magistrate.

The NUM statement claimed armed police in armoured personnel carriers, and mine security, blocked all routes leading to the Western Deep Levels and Elandsrand mines from which mineworkers planned to march.

Copies of the mineworkers' list of demands were handed over to mine officials.

In a statement, the mineworkers said they were oppressed and exploited and had been forced to take drastic steps (the planned march) to articulate their grievances.

Their demands include:

- That every mineworker, black and white, must be subjected to queuing underground and the hoisting of whites workers first must be done away with.
- That employment opportunities should be available to all regardless of skin colour.
- That every person in a position of authority treat workers with respect and dignity.

rightist rebels should begin on April 16.

Cape Times 6/4/90 (1KOA)

Stikers back at work

JOHANNESBURG. — Sappi strikers returned to work yesterday ending a seven-week strike, according to a statement issued by Sappi.

Union threatens national strike

Star 6/4/90 140A

By Shareen Singh

A strike by 60 workers at Pietersburg Carriage and Wagoning Depot could spread into a national strike by members of the South African Railway and Harbour Workers Union (Sarhwu), a union spokesman said yesterday.

Workers at the Pietersburg depot of Transnet (formely Sats) downed tools after management selectively dismissed 30 workers, Sarhwu organiser Mr Johan Beaurain said.

The dismissals followed disciplinary action against workers who had refused to start work at 6 am instead of the usual time of 7 am. They had not been consulted about the change and had experienced transport problems, he said.

On Tuesday, police fired teargas and rubber bullets to remove strikers from the company premises. Five workers were injured, the union said.

Police liaison officer of the far northern Transvaal, Captain Cas Jones, said police were called in by management. He confirmed that police had used rubber bullets.

Whites now clear the garbage — happily

Star 6/6/90

Pretoria Correspondent

White workers of the Pretoria City Council took on the unaccustomed role of dustmen, and doing other menial tasks, when striking black workers refused to return to work yesterday.

About 40 white workers are removing refuse from important points such as hospitals, restaurants and hotels, said council spokesman Mr Jan Bezuidenhout.

"If we must remove refuse, we will do it. We will show that we are not dependent on them," said Mr Flip Entres, a council driver working on a refuse removal truck.

Although the black workers' strike over pay has been called off, some workers have refused to return to work.

Strikers were protesting about the delays in pay negotiations, but the strike had been called off, said a South African Municipal Workers Union spokesman. He gave no reasons.

Mr Bezuidenhout said he did not know exactly how many council workers had joined the strike, nor what their pay demands were.

Emergency services had not been affected, he added.

15 unions reject increase offer in negotiations

Star 6/4/90 (140A)

By Shareen Singh

Fifteen unions, representing close to 400 000 workers, have rejected a employers' wage offer of between 10 and 12,9 percent, in the second round of wage negotiations in the metal and engineering industries.

The Steel and Engineering Industries Federation (Seifsa) made an opening offer at Wednesday's talks, of increases ranging from 10 to 12,9 percent for the various wage categories The proposed across-the-board hourly increases of 46c for labourers and 83c for artisans would raise the minimum wage rates in the industry to R4,02 and R9,14 an hour respectively.

The National Union of Metalworkers of SA (Numsa), the largest union body at the negotiations, demanded a R2-an-hour increase or a 56 percent minimum, while the Confederation of Metal and Buildings Union demanded 20 percent across the board.

Numsa also tabled extensive non-wage demands on issues such as job security, job creation, training and deracialisation of the industry

Seifsa responded negatively to Numsa's proposal that employers should withdraw support from racist training institutions.

All the union parties rejected employer assertions that deregulation would create more jobs. Numsa proposed that management starts addressing the unemployment crisis by negotiating job-creation programmes at industry level.

The union says a large part of the unemployment crisis is due to big business not investing profits in projects to expand the country's manufacturing sector

The metal industry alone has lost more than 100 000 jobs over the last eight years while input over the same period increased, the union said

A key aspect of Numsa's proposal on job creation is the restructuring of the manufacturing industry, with full worker participation Crucial areas are the setting up of training programmes and reorganising of production, to reduce the ratio of skilled to unskilled workers

Employers made a few concessions to the 61 demands tabled by the unions These included agreement in principle to living-out allowances, for June 16 to be a paid holiday and for guaranteed minimum increases for apprentices.

Negotiations will continue on April 20, and in the interim the parties will meet to discuss Numsa's proposals on job security and the possible restructuring of the National Industrial Council

Strike to go on, say Pick 'n Pay workers

Star 6/4/88 (140A)

By Shehnaaz Bulbulia

More than 4 000 workers who went on strike at Pick 'n Pay outlets for the sixth day yesterday have promised to sustain the strike pending the outcome of discussions with management.

A spokesman for the South African Commercial, Catering and Allied Workers Union said yesterday that workers were demanding the expulsion of a security guard who had allegedly made antagonistic remarks to workers at the Pick 'n Pay branch in Alberton.

The strike has now spread to several outlets in the Johannesburg area and the East Rand.

As a result of the work stoppage, Alberton, Ormonde and Rosebank branches have closed their doors for business, the spokesman said.

WITNESS (140A)
7/4/90

BUSINESS

Metal workers reject offer

By DICK USHER
Business Staff

ANNUAL wage talks in the metal and engineering industries reached the second round with unions rejecting employer offers of wage increases ranging from 10 percent to 12,9 percent.

The talks involve about 15 unions representing about 350 000 employees and employer associations representing about 9 000 firms.

At the talks on Wednesday employers responded to trade union demands made at the first meeting on March 22. They proposed across-the-board increases of 46c an hour for labourers and 83c an hour for artisans, which would raise minimum wage rates in the industry to R4,02 an hour and R9,14 an hour respectively.

Employers also offered to grant apprentices guaranteed minimum increases, an agreement in principle to increased living out allowances, and agreement to continue regarding June 16 as a paid holiday.

According to a statement from the Steel and Engineering Industries Federation of South Africa (Seifsa), the unions indicated that the employer offer was not acceptable

The next round of negotiations was set for April 26.

Hospital workers to strike?

CAPE TIMES 7/4/90 Staff Reporter

THE Hospital Workers' Support Committee held a poorly attended meeting at the Hanover Park Civic Centre yesterday, to inform the community of possible strike action that could follow the government announcement on wage increases by April 16.

"We depend on community support, and we want to inform the people of possible strike action that will depend on the announcement of wage increases," said a spokesman for the Health Workers' Union.

The committee, which was set up by the HWU, Cosatu and several other organisations, said that no marches or further public meetings were being planned before April 16.

"We intend holding more meetings at workplaces before that date," said the union spokesman.

Numsa hands Seifsa its opening demand

(140n)

B/Day 9/4/90

ALAN FINE

AS METAL industry unions last week rejected as unacceptable Seifsa's opening wage offer at the second round of annual wage talks, Numsa submitted its opening demand to eastern Cape tyre manufacturers.

Seifsa's offer ranged from 10% to 12,9% — from 46c an hour for labourers to 83c for artisans. The offer would take the respective minimum hourly rates to R4,02 and R9,14.

Seifsa said concessions it had made to union demands included the fact that employers had agreed to continue regarding June 16 as a paid holiday; granting apprentices guaranteed minimum increases; and increasing the living out allowance by an amount still to be decided.

The unions requested that Seifsa reconsider its offer. Seifsa asked the unions to consider seriously the six employer proposals, which include exemption from parts of the agreement for small businesses and an end to plant-level bargaining.

Numsa national organiser Alistair Smith said a great deal of emphasis was placed on the question of job creation.

Numsa and other unions, he said, rejected employer assertions that deregulation would create more jobs, believing this led only to increased exploitation of workers.

"A more sound way to start addressing the unemployment crisis lies in the negotiation of job creation programmes at industry level. Numsa believes that a large part of the unemployment crisis is due to big business not investing profits in projects to expand our manufacturing base," he said.

He said a key aspect of Numsa's proposal was the restructuring of the manufacturing industry with full worker participation.

Crucial areas were the setting up of huge training programmes and the reorganising of production to reduce the ratio of skilled to unskilled workers.

Overtime

Meanwhile, Numsa has submitted to Firestone, Goodyear and General Tyre demands similar to those put to Seifsa.

These include a R2 across-the-board increase and a new minimum wage of R5,50 an hour plus various job security and employment creation measures, including discontinuing the use of temporary labour and subcontracting, and the curtailing of overtime work.

Numsa has also demanded that employers undertake not to use the disputed section of the Labour Relations Act.

Star 4/4/90

Barlow Rand, Cosatu set for talks

140A

Staff Reporter

Representatives of five Cosatu affiliates are to meet Barlow Rand in a bid to renegotiate collective bargaining structures.

The meeting is set for April 9.

The Cosatu affiliates said in a statement that Barlow Rand's approach to industrial relations is a recipe for major conflict

Cosatu unions were willing to negotiate with Barlow Rand into the 1990s, but, if an agreement could not be reached the unions had committed themselves to a sustained campaign against the company

This would include shopfloor action, meetings with the ANC, and further contact with trade unions outside South Africa.

The planned meeting follows discussions by regional shop steward councils from Barlow Rand plants

Some of the recommendations include

- Demands about collective bargaining, retrenchment and job security at all Barlow Rand companies.
- Barlow Rand's head office should revise its position on centralised bargaining, right to strike, deregulation, and basic worker rights.

Clarify issues

A spokesman for Barlow Rand, Mr H Bell, said the meeting would clarify issues that led to the announcement of a Cosatu campaign against Barlow Rand

The discussions could lead to fruitful alliances between both parties.

But, Mr Bell added, it was not Barlow Rand's intention to enter into negotiations about collective bargaining arrangements

The Cosatu affiliates involved are the NUM, National Union of Metal Workers (Numsa); Paper, Pulp, Wood and Allied Workers' Union(Ppwawu), SA Clothing and Textile Workers' Union (Sactwu), and the Food and Allied Workers' Union (Fawu).

Durban and Maritzburg hit by stayaway

B/Day 10/4/90 (140A)

Own Correspondent

DURBAN — Employers in the Durban and Maritzburg areas reported massive absenteeism by workers who heeded a call by Cosatu for a stayaway to protest against police action in the townships.

Estimates on the extent of the stayaway varied from area to area but, according to Durban Metropolitan Chamber of Commerce secretarial division manager James Aikman, absenteeism was as high as 90% to 95% in the Pinetown area while it ranged from 50% to 90% in southern and central Durban

Natal Chamber of Industries (NCI) executive director and labour adviser John Pohl said the NCI deplored stayaways as "negative and totally unhelpful to current attempts at various levels to work towards normalising the SA situation"

Last night Cosatu spokesman Alec Erwin could not be reached for comment Cosatu offices in Durban were also shut

Durban Town Clerk Wilf Stone said a "very high percentage" of black municipal workers did not report for work yesterday

"We estimate, on average, about 75% to 80% of the black work force from the city engineer's, electricity, health, transport, parks and police departments were absent," Stone said

Hardest hit was the electricity department with about 82% absent, while the health department only reported 19%.

SAA public relations officer Elize Glading said SAA had a 50% turnout by black staff "Alternative arrangements were made so that the provision of services were not disrupted"

Reports said the Durban Regional Ma-

☐ To Page 2

Natal stayaway

B/Day 10/4/90 (140A)

☐ From Page 1

gistrate's Court was exceptionally quiet yesterday. Many trials were remanded to later dates as black witnesses and accused on bail failed to appear.

A high percentage of black workers in Maritzburg stayed at home yesterday and there were rumours that the stayaway could continue until tomorrow.

A Maritzburg Chamber of Industries survey of 19 city factories stated attendance figures ranged from 0% to 75%. Five factories reported total stayaways.

Chamber director Rowley Waller said it was time Cosatu told industry what was going on. There had been no advance warning of yesterday's stayaway.

ANDREW GILL reports Waller said about 10 000 people had taken part in the stayaway.

"Tens of millions" of rands had been lost as a result of violence in the area, he said.

If the action did not stop some businesses might have no option but to close shop and move to a different area.

A police spokesman said townships around the capital were "quiet" yesterday.

Miners demand return to SA

Star 10/4/90

By Shareen Singh

140A

More than 3 000 mineworkers who downed tools at Bleskop shaft at Rustenburg Platinum Mine on Sunday are demanding that it be reincorporated into South Africa.

Bleskop shaft falls under Bophuthatswana. The company's four other shafts fall under South Africa, a National Union of Mineworkers (NUM) spokesman said yesterday.

The union is not recognised at Bleskop shaft, he said, because the management uses Bophuthatswana labour regulations — which outlaw unions in the homeland.

NUM has about 12 000 members at the Johannesburg Consolidated Investments (JCI) mine, it said, and other shafts are expected to join the strike today.

Workers are also demanding the reinstatement of four workers dismissed after a strike in February, and the scrapping of racial discrimination at the workplace, such as separate canteens, toilets and mine cages.

The union said mine security used rubber bullets to disperse toyi-toying workers who gathered at the company's hostel in Entabeni on Sunday to discuss the strike.

Young whites clean a strike-hit Pretoria

Cape Times 11/4/90

PRETORIA — White schoolboys are spending their holiday working for the strike-hit refuse-removal services here.

As the unlawful stoppage by municipal workers dragged into its seventh day yesterday, trade union organisers and city council officials met in a bid to resolve the dispute over wages.

The wildcat strike was induced by inter-union rivalry, an SA Municipal Workers' Union (Samwu) spokesman said.

Members of the Pretoria Municipal Workers' Union — soon to be merged with Samwu, a Cosatu affiliate — opted to return to work last Thursday.

However, employees belonging to the rival Nactu-affiliated National Union of Public Sector Workers "intimidated" those aligned with Cosatu, sparking the wildcat strike, the Samwu spokesman said.

Meanwhile, Pretoria City Council spokesman Mr Jan Bezuidenhout confirmed that more than 70 schoolboys had been deployed to clean the city's streets, earning R7 an hour — Sapa.

11 1990

140A

Pupils in Pretoria clean-up

PRETORIA — Squads of holidaying Pretoria schoolboys have swapped their pens and books for brooms and rubbish bags in a stopgap effort by the municipality to sustain the city's strike-hit refuse removal services

And as the unlawful stoppage by municipal workers dragged into its seventh day yesterday, trade union organisers and city council officials met in a bid to resolve the deadlock over wages. B/Day 11/4/90

Nearly 5 700 city council workers are demanding a R1 000 starting "living wage" instead of the current R434 a month. They were given increases on April 1.

The strike was induced by rivalry between unions and there hadbeen claims of intimidation, an SA Municipal Workers Union spokesman said.

The strike, involving workers in the engineering and electricity departments, had not yet posed a health hazard, a council spokesman said. — Sapa.

south LABO

140A

Centralised bargaining: unions list demands

By CHIARA CARTER

THE campaign by Cosatu affiliates for centralised bargaining at the giant Barlow Rand corporation took another step forward this week when worker office bearers were elected to the national shop stewards council.

A preliminary meeting with the corporation was also seen as a positive move.

Representatives of the national shop stewards' council and the working committee gave management a memorandum outlining union demands for centralised bargaining at an exploratory meeting in Johannesburg on Monday.

'Union bashing'

Barlow Rand requested the meeting after Cosatu released a statement earlier this year, accusing Barlow of "union bashing".

In the memorandum, the unions argued that Barlow's refusal to participate in centralised bargaining structures aimed at undermining union strength

They said that centralised bargaining was a "basic tenet" of the redistribution of wealth Without it, union resources were overstretched and the ability of workers to unite around common demands seriously restricted

The unions claimed that Barlow's policy had led to disparity in wages and working conditions, mass dismissal of strikers and large-scale retrenchment

The unions estimate that Barlow Rand directly employed between 240 000 and 270 000 people in 1986, but only about 160 000 last year

Retrenchments

They want each sector to decide on an appropriate bargaining forum because some favour company negotiations while others want to negotiate at industrial council level

They want Barlow to restrict retrenchments to exceptional circumstances and — in such cases — pay six months' retrenchment wages and transfer the worker

They also want Barlow to use only temporary and casual labour in "specific, non-repeatable and time-bound circumstances", to freeze sub-contracting tenders and to halt the establishment of deregulated industrial parks

The unions outlined "fundamental worker rights", which they want Barlow to grant

These include stop-order facilities, access to plants for union officials, shop steward recognition, the right to strike without dismissal after exhausting dispute procedures and the right to negotiate for all workers in the bargaining unit

They also want Barlow to discuss benefits with the unions

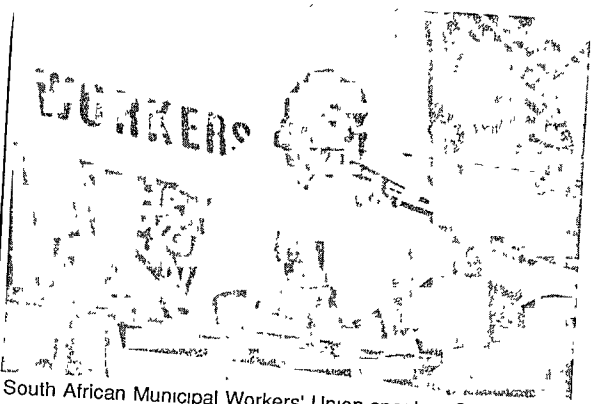
Barlow said it was interested in creating a forum to discuss socio-political issues with Cosatu affiliates

Unions responded by saying they were also interested — but grievances on the ground would have to be dealt with first

A further meeting is to take place next month

The national campaign for centralised bargaining stems from Cosatu's Liv-Wage Commission which last year identified Barlow Rand's policy towards centralised bargaining as a serious obstacle

Cosatu affiliates involved in the campaign are the Chemical Workers' Industrial Union, the National Union of Metalworkers of South Africa, the Food and Allied Workers' Union, the National Union of Mineworkers, the South African Clothing and Textile Workers' Union and the Paper, Print, Wood and Allied Workers' Union



South African Municipal Workers' Union speaker, Salie Manie, calls for a campaign against privatisation

Hospital workers make new threat

South 11/4 – 16/4/90

140A

HOSPITAL workers will take further strike action if the Cape Provincial Administration does not meet their demands for a living wage

This was the message given to more than 800 people who attended a Health Workers support meeting in the Hanover Park Civic hall last Friday

Health Workers' Union speaker, Mr Eddie Ntlokwana, called on workers to build unity across ideological lines

"Unity is the tool to fight the bosses," he said

South African Municipal Workers' Union speaker, Mr Salie Manie, said it was a "matter of extreme urgency" to build an anti-privatisation campaign in the Western Cape

Describing privatisation as a "monster" which would result in costly services and increased unemployment, Manie said public sector unions and other unions affected by privatisation should draw up a programme of action which should include educating the public about the costs of privatisation

A surprise speaker at the rally was the acting general secretary of Nactu, Mr Cunningham Ngcukane, who said Nactu fully supported the health workers' demands

Cosatu speaker, Mr Johnny Malem, called on all workers to throw their weight behind Cosatu's living wage, LRA and Workers' Charter campaigns

Not enough, say leather workers

South 11/4-18/4/90 (140A)

LEATHER worker unions have rejected an offer by employers in the tanning industry for a 12 percent wage increase.

At the first round of negotiations in the tanning sector in Port Elizabeth last week, unions told employers their offer was less than the inflation rate.

The negotiations involve the South African Clothing and Textile Workers' Union (Sactwu) and the National Union of Leatherworkers (NULW)

Sactwu is demanding a R40-a-week increase while the NULW is demanding R63

The next round of negotiations will take place at the beginning of May.

The first round of talks for the footwear sector is scheduled to take place in Durban on April 18 and 19, and for the general goods sector in Cape Town from April 24 to 26

Numsa talks

140A

South 11/4 - 18/4/90

By CHIARA CARTER

ANNUAL wage negotiations between the second largest union in South Africa, the National Union of Metalworkers of South Africa (Numsa) and employers are well underway.

The third round of talks in the metal industry and the second round in the tyre industry are scheduled for later this month

The demands which Numsa presented to employers are based on those drawn up by the union's bargaining conference earlier this year

Numsa demanded a minimum wage of R5,50 an hour at the first round of annual negotiations in the industrial council for the tyre manufacturing industry in Port Elizabeth last Thursday.

The negotiations between Numsa, the SA Iron and Steel Trade Union and the PE and Uitenhage Tyre Manufacturers' Association cover workers employed at Firestone, General Tyre and Goodyear

Numsa is demanding an across-the-board increase of R2,00 an hour on actual earnings

In a move to increase job opportunities and security, the union is also demanding that employers stop using temporary labour and sub-contractors.

It wants employers to cut down on overtime work so that more jobs can be created.

The union is also demanding six months' paid maternity leave with the right to return to work after confinement, 20 days' paid leave a year for childcare and a free annual papsmear for all female employees

Miner claims assault

140A

By ALI MPHAKI

ABOUT 4 000 miners at a mine in Odendaalsrus, in the Free State have refused to come to the surface from underground since Monday in protest against the alleged assault of a fellow worker.

The worker was allegedly assaulted for wearing a Mandela T-shirt.

The miners, members of the National Union of Mineworkers, have also embarked on a hunger strike in protest against alleged intimidation.

A Num spokesman at the mine said yesterday a worker known as Thembile was assaulted by a mine captain on Saturday for allegedly wearing the T-shirt.

When he went to the chief hostel manager to complain he was assaulted again, the spokesman said.

Late last night Anglo Vaal, who own the mine, could not be reached for comment.

Sowetan 11/4/90

21 hurt in foiled march

By LEN MASEKO

AT LEAST 21 people were injured when police baton-charged a group of workers who were preparing to march on an Isando company yesterday, witnesses said.

The workers, members of the Chemical Workers Industrial Union, are locked in a dispute with Rolfes Limited.

The workers had organised the march to present a memorandum to the company's directors.

The petition called on the company to heed the union's call to join the chemical industry's provident fund.

Police spokesman Major Reg Crewe said the workers, who assembled at Isando Station, ignored a police order to disperse and were baton-charged several times.

A police vehicle's windscreen was smashed during the incident, Crewe said.

He said no injuries or arrests had been reported.

* A National Union of Metalworkers of SA member was among the 21 workers injured when police broke up a march at Isando Station yesterday, a Numsa spokesman said. Sowetan 11/4/90

The Numsa spokesman said the worker, whose name could not be established, was among a group of Xeratech employees who had just alighted from a train at Isando when police charged at CWIU members. 140A

* Fifteen Food and Allied Workers Union members were yesterday treated by a doctor for injuries sustained when police allegedly whipped Clover strikers near Dunswart Station, Benoni, a Fawu spokesman said.

But Crewe yesterday said he was not aware of the incident.

2 000 Sarhwu workers strike

Star 11/4/90 By Shareen Singh (140A)

A strike by workers at Pietersburg Carriage and Wagoning which started last Monday has spread to other Transnet depots (formely Sats), a spokesman for SA Railway and Harbour Workers Union said yesterday.

More than 2 000 workers at Pietersburg station and other depots downed tools in solidarity with colleagues who went on strike after management at Pietersburg Carriage and Wagoning dismissed 31 workers. The workers were selectively dismissed following disciplinary action after they refused to start work at 6 am instead of the usual 7 am starting time.

Sarhwu has threatened a full-scale national strike if the dispute is not resolved.

Transnet spokesman Mr Marius Butler said workers have chosen to act outside the accepted labour practice in dealing with the dispute. They ignored their right to appeal against their dismissals, he said.

Cosatu, Barlow Rand find common ground

Star 11/4/92 (140A)

By Shehnaaz Bulbulia

Talks between representatives of six Cosatu affiliates and Barlow Rand early this week were described as "useful" yesterday by Barlow Rand

Cosatu affiliates entered the talks on Monday in a bid to renegotiate collective bargaining structures with Barlow Rand.

A spokesman for Barlow Rand, Mr Ken Ironside, told The Star the meeting was useful and had set an agenda for further discussions

Cosatu said in a statement yesterday that a large measure of agreement existed between the parties on basic worker rights

Barlow Rand had undertaken to respond to a union memorandum by May 3

According to the statement, Barlow Rand indicated that in terms of the Labour Relations Act (LRA), it supported and was prepared to implement a draft agreement which had been prepared in the recent talks between Saccola and Cosatu/Nactu

The talks between the parties centred around centralised bargaining, job security, deregulation, basic worker rights, the LRA, strike dismissals, social benefits and restructuring for a post-apartheid South Africa

Cosatu affiliates stressed that the critical issue which had to be resolved was Barlow Rand's policy that all matters concerning industrial relations be handled at plant level

This policy prevented worker unity across plants, the unions said

Another major union concern was Barlow Rand's reluctance to participate in Industrial Council bargaining

A meeting between the Cosatu affiliates and Barlow Rand would take place in the coming two months, the union added.

Cosatu affiliates involved are the National Union of Mineworkers, the National Union of Metal Workers, the Paper, Pulp, Wood and Allied Workers' Union, the SA Clothing and Textile Workers' Union, the Food and Allied Workers' Union and the Chemical Workers' Industrial Union

Barlow Rand prepares reply to collective bargaining proposals

B/Day 12/4/90 140A

ADELE BALETA

BARLOW Rand will reply by May 3 to extensive proposals made by six Cosatu affiliates at a meeting held this week to renegotiate collective bargaining structures in the corporation, union and company spokesmen confirmed yesterday.

At the meeting on Monday representives of the Food and Allied Workers Union, Chemical Workers Industrial Union, Paper Printing Wood and Allied Workers Union, National Union of Mineworkers, SA Textile Clothing and Allied Workers Union and the National Union of Metalworkers of SA handed management a detailed memorandum

Matters discussed and incorporated in the memorandum included centralised bargaining, job security, deregulation, basic worker rights, the Labour Relations Act, strike dismissals, social benefits and restructuring for a post-apartheid SA

In a statement, Numsa said the critical issue which had to be resolved was a company policy of insisting that all industrial relations matters be handled at plant level

"Much of the decision-making in the company — including budget constraints and industrial relations policies — are determined at much higher level with the corporation." the statement said

The meeting follows the unions' threat in January of a large-scale campaign against the Barlow Rand group which is the leading corporate proponent of decentralised bargaining.

Barlow Rand group public affairs GM Ken Ironside said discussions were helpful and the company hoped the meeting was the start of a process towards resolving the issues

Cosatu to sign LRA accord

B/Day 12/4/90

ADELE BALETA

COSATU has decided to sign the interim draft agreement on proposed changes to the Labour Relations Act (LRA), Cosatu's LRA working committee spokesman Marcel Golding said last night

The draft agreement entered into between employer federation Saccola and union federations Cosatu and Nactu has been referred to Saccola for comment, Golding said.

It has to be approved by constituents of the three organisations before it is presented to Manpower Minister Eli Louw for consideration.

Golding said Cosatu was concerned at Saccola's "delay" in signing the draft agreement Saccola initially said it would respond by Monday but has asked for a postponement until April 20

"Cosatu believes a delay in signing the agreement will have major consequences in our efforts to pilot the changes through this session of Parliament," Golding said.

The delay raised questions as to whether Saccola had been properly mandated in the course of negotiations, he said

Although Nactu spokesmen could not be reached last night, it is believed the union federation intends signing the document

Saccola secretary Freda Dowie denied Saccola was dragging its feet. She said the document had been drawn up by working groups representing the parties.

"There were no full teams from any side. It takes time to process the document through Saccola," she said

Asked if Saccola had found any stumbling blocks in the proposals, she said: "I cannot say. We are having a working group

☐ To Page 2

Cosatu

B/Day 12/4/90

☐ From Page 1

meeting on the document"

She said work on the agreement had started only about four weeks ago

"Saccola has always been properly mandated throughout the talks and we are in the process of mandating at the moment"

Pushing the changes through Parliament was also Saccola's aim, she said

Golding said Cosatu's decision to sign was the culmination of months of worker action in the factories, shops, mines and public and private sectors

He said the draft agreement was only the first stage of Cosatu's campaign to achieve equitable adequate legislation to protect workers and unions

The interim agreement proposed that all workers be covered by the legislation, and secured basic rights for all workers

These included the rights of all workers to belong to unions, to strike, to bargain collectively, of access to stop orders and the recognition of shop stewards

Proposals included reverting to the unfair labour practice definition prior to the amendment of the LRA

29 fired workers arrested in Vereeniging protest

Star 12/4/90 By Shareen Singh

A total of 29 people were arrested during a picket demonstration in Vereeniging yesterday, a spokesman for the Municipal, State, Farm and Allied Workers' Union said.

(140A)

About 370 people fired from the Rand Water Board's Suikerbos plant in September last year picketed against their dismissals at six points in Johannesburg and Vereeniging.

They were dismissed after a strike sparked by management pensioning off a senior shop steward, the union said.

The dispute will be heard in the Industrial Court in June.

But the workers are demanding their jobs back immediately, as they have been unemployed for over six months and are starving, a union official said.

Those arrested will appear in court in Vereeniging today.

PEOPLE AT THE TOP ARE ON THE MOVE SEE PAGE 7

APPOINTMENTS

MANPOWER MIRROR by ROBYN CHALMERS

PAGES AND PAGES OF THE BEST JOBS IN SOUTH AFRICA

S/Times 15/4/90.

Metalworkers take a hard line

(140A)

THE annual wage negotiations in the metal industry should prove to be interesting in the light of a changing South Africa

The National Union of Metalworkers (Numsa) negotiations with employers, which got under way on March 7, are the first round of major wage talks since President De Klerk's historic speech on February 2.

The first spinoff of the Government's reform moves has been disturbing to employers in almost all industries.

A survey by Levy, Piron & Associates shows that mandays lost to strikes in the first three months of 1990 were four times up on the first quarter of last year

Between 500 000 and 600 000 mandays were lost between January and March compared with 140 000 in the comparable quarter of 1989 and 84 000 in 1988

The survey attributes the big increase largely to political developments and raised expectations.

Members of the Steel & Engineering Industries Federation of SA (Seifsa) can expect to find themselves bargaining with a more militant, hard-line Numsa than last year.

Negotiations in 1989 were remarkably amiable, the parties settling on an average wage increase of 17% after Numsa demanded up to 98% at the start of the talks.

Effectively, this meant a 54c-an-hour across-the-board increase for labourers and R1,11 for artisans. The minimum hourly rate was effectively lifted to R3,56 for labourers and to R8,31 for artisans.

However, the 1989 agreement followed a three-week national strike the previous year That action cost the industry upwards of R50-million and badly dented the pockets of workers who forfeited millions in pay

Numsa has grown rapidly since 1988 and towards the middle of last year it overtook the National Union of Mineworkers (Num) as SA's largest union. It has nearly 250 000 paid-up members.

Generally, employers and trade unions tend to be more conciliatory towards one another in negotiations after a major strike. It certainly proved true for Seifsa and Numsa last year, but the feeling of goodwill, or caution, may have diminished since then.

Numsa has made stiff demands this year It seeks a R2-an-hour across-the-board increase — 56% up on the lowest rates at present.

In the second round of talks between Seifsa and Numsa on April 4, employers offered increases ranging from 10% to 12,9% an hour This would lift minimum wages of labourers by 46c to R4,02 and for artisans by 83c to R9,14 an hour

In addition, Seifsa agreed to grant apprentices guaranteed minimum increases, to raise living-out allowances and to continue regarding June 16 as a paid holiday

Numsa rejected the offer Numsa national organiser Alistair Smith says the union expects to make progress particularly on the issues of job security, job creation, deracialisation of the industry and a living wage.

Mr Smith says the issue of job creation was discussed at length at the April 4 meeting.

"We reject the employer assertions that deregulation will create more jobs. It leads only to increased exploitation of workers. A more sound way to start addressing the unemployment crisis lies in the negotiation of job-creation programmes at industry level.

"Numsa believes that a large part of the unemployment crisis is due to big business not investing profits in projects to expand our manufacturing base. Rationalisation also plays a major role.

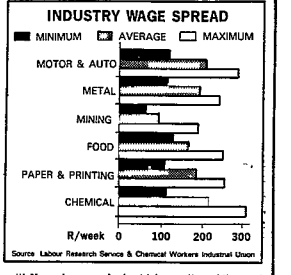
"The metal industry alone has lost more than 100 000 jobs in the past eight years while output over the same period has increased."

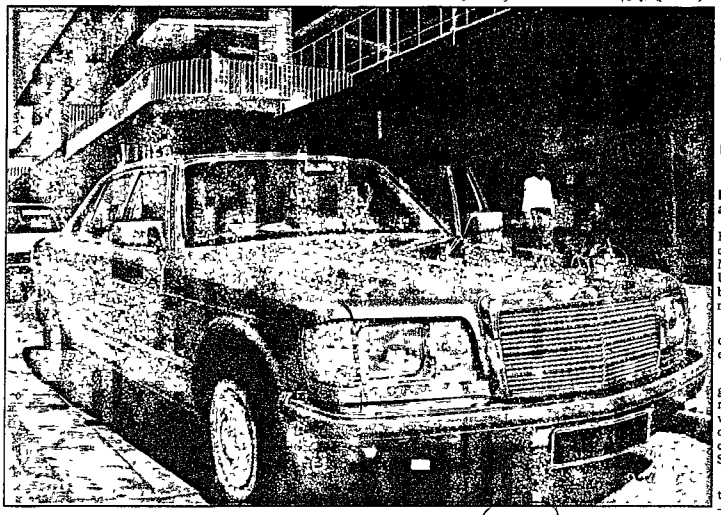
Mr Smith says a key aspect of Numsa's proposals is restructuring of the manufacturing industry with full worker participation.

"Crucial areas are setting up huge training programmes, and a reorganising of production to reduce the ratio of skilled to unskilled workers and to produce goods which are affordable and needed by most people in SA."

The parties will meet informally on April 20 to deal with Numsa's proposals about job security and the possible restructuring of the National Industrial Council.

Formal negotiations will resume on April 26





A Mercedes-Benz 500 SE like the one being made for Mandela at Port Elizabeth.

Strike puts the brake on Nelson's Merc

By CONNIE MOLUSI and CP Correspondent

DEPUTY ANC president Nelson Mandela will have to wait a little longer for his Mercedes Benz gift from the National Union of Metal Workers of South Africa – because of a two-week strike at the carmaker's East London assembly plant.

The car, which takes only 10 to 15 days to assemble, has already been delayed by the two-week work stoppage

The car is a R211 530 top-of-the-range red Mercedes Benz 500 SE. A majority of hourly-paid workers will work without pay for one hour daily for four days to pay for the car as a symbolic contribution towards a new democratic South Africa

Numsa has refused to comment on the stoppage – even to give reasons for it – except to say the matter was being discussed within union structures

Stoppage is not connected with car present for the ANC leader

Meanwhile, Mercedes Benz spokeswoman Wendy Hoffman said production at the East London plant was suspended on April 2 and had not been resumed. She said discussions were continuing between management and Numsa in an attempt to resolve the problem.

Hoffman said the stoppage was due to "high absenteeism and unprocedural industrial action"

However, she denied the stoppage had anything to do with the four hours which a majority of workers agreed to work for no pay to build a car for Mandela

In an open letter to management this week, Mercedes worker ZR Monqo said the reasons for the strike offered by the company were untrue and misleading

Monqo disputed the company's version of the strike and said many workers spent money on transport coming to work every day only to be turned back

He said the company had embarked on dirty tactics to discredit the union.

"The first sign of this unacceptable attitude is when one department embarks on industrial action, the company stops the lines, switches off the lights and posts notices asking all workers to attend a mass meeting to thrash out the problem," said Monqo

He said if the company was serious about solving the problems, it should consider introducing a company newsletter in which management and workers would be able to voice their views and criticise one another constructively

Conflict growing over protests on Free State mines

B/Day 17/4/90

140A

ADELE BALETA

PROTESTS against alleged racial injustices have led to an intensification of conflict between miners and employers on Free State gold mines over the past week

There have also been reports of confrontations between black miners and AWB supporters spilling into the mining towns

The protest against, among other things, hoisting procedures, the compound system, segregated kitchen and toilet facilities and the alleged denial of the right to stage peaceful protest is part of the NUM "democracy, justice and peace" campaign

The recent wave of protest mainly on Anglo American mines in Welkom has taken the form of underground sit-ins, protest marches, mass meetings and work stoppages. The NUM said the action would continue as long as workers' demands remained unaddressed

Attacked

Management has said the unprocedural action necessitated the intervention of mine security personnel

In a statement at the weekend the NUM alleged a miner was attacked by AWB members at a cafe next to President Steyn mine Three other workers were allegedly abducted from the cafe and assaulted by a group of whites

On Monday last week more than 1 000 miners at President Brand No 5 shaft staged an underground sit-in demanding an end to apartheid on the mines

The NUM said workers were teargassed and rubber bullets were fired when they surfaced Anglo management said mine security dispersed miners after they became violent There was stone-throwing, and attempts were made forcibly to prevent the night shift from working, Anglo said

The NUM said workers who took part in a mass meeting at Saaiplaas No 4 shaft on Tuesday were fired on by security personnel Forty workers were taken to hospital

Anglo management said two workers were admitted to hospital after a mine security employee isolated by the crowd was forced to fire

Anglo management said that in a separate incident at Freddies Mine workers were dispersed by mine security after an illegal march. There were no injuries

The NUM, however, said 19 people were injured by mine security and visitors in the waiting room at No 5 shaft were teargassed.

Anglo public affairs manager Adrian du Plessis said management would not tolerate unprocedural conduct as this often led to violence

The company believed in a non-racial and democratic SA, was totally opposed to racial discrimination and was committed to its removal, in consultation with those involved

Where issues had been raised formally they had been or were being addressed Many mines had reached agreement with employees over expressed grievances. Management had been talking to employees and the union at all levels Where conflicts had arisen affecting the broader community, discussions with community leaders had taken place

NUM assistant general secretary Marcel Golding accused management of lagging behind recent political reforms

While President F W de Klerk was committed to negotiating the dismantling of institutions and structures that perpetuated apartheid, the Chamber of Mines and the mining industry had not made a statement of intent about removing discriminatory practices, Golding said

The NUM was concerned at the "excessive use of force" by mine security personnel, and selective dismissals "Should these issues not be addressed, the cycle of conflict and tension was likely to be exacerbated," Golding said

Two labour federations agree to LRA changes

Star 17/4/90

140A

By Shareen Singh

Cosatu and Nactu have agreed to sign the interim draft agreement between Saccola and the unions on proposed changes to the Labour Relations Act (LRA), the federations said last week

The unions are waiting for Saccola to sign the interim agreement The agreement has to be approved and signed by all three parties before it is presented to the Minister of Manpower, Mr Eli Louw, for consideration.

Meeting

Cosatu and Nactu expressed concern that the employer organisation has not made a decision yet.

The unions had suggested an April 9 meeting between the parties, but the employers pushed the date forward to Monday April 23

Mr Marcel Golding, spokesman for Cosatu's LRA working committee, said any delay in signing the agreement would affect their plans to pilot the changes through this parliamentary session

Saccola secretary Ms Frieda Dowie reportedly denied the employer organisation was dragging its feet

She said a working group had started working on the agreement about four weeks ago

It would take time to process the document through Saccola, she said

Mr Golding said the draft agreement accepts that all workers must be covered by the legislation and ensures basic rights for all workers

These basic rights include the right to strike, to bargain collectively and recognition of shop stewards Other aspects provide for reverting to the old unfair labour practice definition

In respect of dismissals and retrenchments, the International Labour Organisation's guidelines will apply

A special labour appeal court will be established with expert judges to hear appeal cases Dispute procedures will be made simpler and racial registration will be scrapped

A response from Saccola is expected by April 20

Despite their accord on the LRA, rivalry between Cosatu's Chemical Workers Industrial Union (CWIU) and the Nactu-affiliated South African Chemical Workers Union (Sacwu) has resulted in violent clashes between members of both unions

Last Tuesday the CWIU obtained an urgent interdict against Sacwu's president and two shop stewards to stop them from assaulting or threatening to assault CWIU members at AECI's Modderfontein plant

The three have until May 8 to respond to the interdict

Gaining membership

A CWIU statement listed several incidents of violence between the two unions over the past two years, at plants where Sacwu members wish to leave their union to join the CWIU

The CWIU claims that many Sacwu members are moving over to join their union

Sacwu spokesman Mr Humphrey Indaba said this was not correct and that his union was in fact gaining membership

Attempts to merge the two unions since 1981 have failed and the CWIU blames this on the Sacwu leadership

CAPE TIMES 18/4/90

Buthelezi: Cosatu has plans to take power

ULUNDI. — KwaZulu Chief Minister Chief Mangosuthu Buthelezi, in a scathing attack on the Congress of SA Trade Unions, yesterday accused the organisation of aiming to become a government.

In his policy speech delivered in the KwaZulu Legislative Assembly, Chief Buthelezi said Cosatu was building power bases that went far beyond those which a trade union movement would require to do its job.

"I predict ... that we will yet see the Cosatu dog bite the ANC master and shake it like some vicious brute turned master killer," he said.

"Trade unions have a job to do. Black political parties have a job to do and God help South Africa if we do not keep these two separate.

"The way Cosatu is developing, it is quite clear that Cosatu is looking forward to becoming a Cosatu government over a Cosatu-run South Africa."

Chief Buthelezi questioned how Inkatha could sit down and talk peace with Cosatu while the union continued treating him as a leper and Inkatha as a pariah organisation. — Sapa

Star Times 18/4/90

Mercedes back to work

JOHANNESBURG. — Management of the Mercedes-Benz of South Africa plant in East London and National Union of Metal Workers of South Africa (Numsa) representatives agreed yesterday that normal production would resume today.

CAPE TIMES 18/4/90

140A

VW dispute settled

UITENHAGE. — Production was resumed at the Volkswagen plant here yesterday morning after 6 000 workers had been on a week-long strike. The labour dispute was settled after talks between the management of Volkswagen and representatives of the Numsa trade union.

Sowetan 18/4/90

Interdict restrains 3 officials

(140A)

By MOKGADI PELA

AN urgent interdict was last week granted against three officials of the South African Chemical Workers' Union restraining them from assaulting or threatening CWIU members at Modderfontein

The Sacwu officials against whom the order was granted are union president, Mr Wilson Thuthani, and two shop-stewards, Mr Caswell Mahlasela and Mr Terror Majola.

CWIU general secretary, Mr Rod Crompton, said there had been several incidents of violence when Sacwu members wanted to leave and join CWIU.

Sacwu is affiliated to Nactu while CWIU is a member of Cosatu.

Asked about the allegations, Sacwu general secretary, Mr Humphrey Ndaba said the union preferred not to comment

Sacwu officials are to show cause why the order should not be made permanent on May 8

Crompton said similar incidents had occurred at AECI Midlands plant in Sasolburg, SAPDC and Beechams in Germiston.

"Our member Lincoln Zinyanga was abducted by the three respondents or other Sacwu members, taken to a bushy area and assaulted with a sjambok."

Crompton alleged Zinyanga was told to go back to his home in Natal and never to return to Johannesburg

BUSINESS DAY,

B/Day 18/4/90

Firm announces mercury waste modification probe amid protests

140A

ADELE BALETA

US CYANAMID, US sister company of British-owned Thor Chemicals in Natal, announced yesterday it was investigating modifications to the manufacturing process that would eliminate the use of mercury

SA Cyanamid released the information amid protest action in Natal and Johannesburg by the environmental group Earthlife Africa and Chemical Workers' Industrial Union (CWIU) members against the importation of toxic mercury waste to SA

A picket was held outside the offices of SA Cyanamid in Isando and a separate picket by about 150 CWIU workers was staged outside Thor Chemicals at Cato Ridge in Natal

Suspend

Thor Chemicals has been the target of attack by environmental groups, including Greenpeace International, who have claimed the company, which imports toxic waste from US Cyanamid and other overseas companies, was polluting Natal's drinking water

The SA Water Affairs Department instructed Thor Chemicals last week to suspend part of its operations that produced mercury effluents until a problem with the plant's disposal of waste was under control

The US Cyanamid statement said "Cyanamid is concerned about developments at Thor Chemicals including the partial shut down of the facility"

It said a company task force was examining mercury waste alternatives and was reinvestigating modifications to the manufacturing process to eliminate the use of mercury

"Cyanamid believes recovering and recycling chemicals is the most environmentally sound method of managing wastes generated by a manufacturing process," it said

Earthlife Africa spokesman Hendrik Coetzee said any move away from mercury toxic waste was to be commended

His organisation was not against the process of recycling waste but against the emission of toxic waste into the environment.

Environmental groups were concerned about the cross-border transportation of toxic waste as there was a high risk factor involved

He said overseas companies such as US Cyanamid were taking advantage of SA's "poor environmental legislation" by exporting toxic waste to SA

He claimed Thor Chemicals had been implicated in the pollution of rivers in Natal He said pollution levels in some cases were up to 750 times more powerful than the highest concentration found in Britain

But Thor Chemicals MD Stephen van der Vyver said testing by Thor and the water authorities showed no evidence of poisoning of drinking water

Van der Vyver said operations at the plant were partially suspended because heavy rains in the area meant there was a danger that dams containing mercury could overflow

Our Maritzburg correspondent reports that about 150 protesters from Earthlife Africa and the CWIU, as well as a few residents of the nearby Mngeweni valley, gathered outside the gates of Thor Chemicals yesterday and marched, sang and waved banners

The event was filmed by overseas television camera crews and Greenpeace International

Van der Vyver spoke to reporters and protesters outside the factory gates after the demonstration

He said the company did not believe it was causing any danger to the environment.

Scrutiny

Asked about alleged evidence of extremely high mercury levels in the Mngeweni stream below the plant, Van der Vyver said mercury had been found in sediment in one small area but none in drinking water

"We do not believe we are causing any danger to the environment,' he said

Jim Vallette of Greenpeace said the Thor plant had come under increased scrutiny in recently months by environmental organisations, labour unions and SA government agencies

The organisation has called on the US government to prevent shipments of mercury waste to SA It has also called on US Cyanamid immediately to end its toxic waste exports

Back to work at Mercedes-Benz plant

ADELE BALETA

PRODUCTION at the Mercedes-Benz East London plant is expected to resume today after an agreement between management and National Union of Metalworkers of SA representatives, both parties said.

Management suspended production at the plant two weeks ago on April 2 because of high worker absenteeism

Numsa organiser Les Kettledas said in Port Elizabeth yesterday it had been agreed that pay during the suspension would be negotiated.

A company spokesman said in a statement yesterday management had appealed to all employees to report to work at their normal shift times.

Kettledas said workers were not consulted about the suspension "Our members first heard about the management's action after a notice was pinned to the bulletin board"

He said he suspected that absenteeism due to Nelson Mandela rallies was the cause for the suspension of production. "We were not informed about the nature and extent of the absenteeism.

"Management's action without consulting union leadership at the plant is cause for concern and conflicts with the spirit of the 'relationship of objectives' agreed to by the parties last year."

A number of objectives came out of September 1989 discussions — one of which was the facilitation of information, Kettledas said.

Kettledas said if there had been consultation with workers, it was unlikely the dispute would have developed to such an extent.

Anglo, NUM concerned over mine violence

By Shareen Singh Star 18/4/90

The recent spate of violent incidents on the mines, particularly in the Free State, is of major concern both to employers and the National Union of Mineworkers.

In the past six weeks there have been numerous work stoppages, sit-ins and protest marches against racial discrimination in the workplace. Segregated amenities, hoisting practices and racist attacks on black miners in Welkom have sparked industrial action.

Intervention by mine security during these protests has often resulted in violent clashes

Mounting racial tensions in the Welkom area between white rightwingers and black workers is intensifying the conflict and causing major problems in the area, NUM spokesman Mr Jerry Majatladi said.

A black mineworker wearing an ANC T-shirt was allegedly kicked and beaten to death by six white men last month. NUM also reported incidents of workers allegedly being abducted and beaten up by whites.

But the white Council of Mining Unions said the union was disturbed about the increasing number of attacks against its members by black workers since January.

The issue was raised in Parliament a few weeks ago and Minister of Law and Order Mr Adriaan Vlok pointed out that according to official reports, the incidence of whites attacking blacks was considerably more than blacks attacking whites.

Anglo American said NUM's campaign for "peace, justice and democracy", which calls on mineworkers to protest against alleged racial discrimination, was not in accordance with laid-down procedures.

The company's public affairs manager, Mr Adrian du Plessis, said last week that Anglo opposed racial discrimination in any form. Where evidence of racism existed, Anglo was committed to its removal, in consultation with those involved.

Anglo did not regard differentiation on the basis of seniority as discrimination. Management would not tolerate violence, as channels and procedures existed for the peaceful resolution of conflict, Mr du Plessis said.

NUM assistant general secretary Mr Marcel Golding criticised Anglo for making public statements on democracy and non-racialism but not putting them into practice.

NUM was concerned about the tense situation on the mines, in particular the excessive use of force by mine security personnel in dealing with mineworkers' peaceful protests against racial discrimination

The cycle of conflict and tension was likely to continue if the issues were not seriously addressed, Mr Golding said

Don't meddle in politics, Buthelezi warns Cosatu

Star 18/4/90 (140A)

ULUNDI — kwaZulu Chief Minister Mangosuthu Buthelezi, in a scathing attack on the Congress of SA Trade Unions, yesterday accused the organisation of aiming to become a government

In his policy speech delivered in the kwaZulu Legislative Assembly, Chief Buthelezi said Cosatu was building a power base which went far beyond that which a trade movement would require to do its trade union job

"I predict that we will yet see the Cosatu dog bite the ANC master and shake it like some vicious brute turned master killer.

"The way Cosatu is developing, it is quite clear that Cosatu is looking forward to becoming a Cosatu government over a Cosatu-run South Africa"

Chief Buthelezi said he would not tolerate political interference in trade unionism Nor would he tolerate trade union interference in his politics.

Chief Mangosuthu Buthelezi ... scathing attack.

"There are two totally incompatible roles that Cosatu is trying to play It is trying to use workers and it is trying to spend workers in the pursuit of national political objectives, while it is trying to define a worker role to increase SA's economic efficiency"

Chief Buthelezi questioned how Inkatha could sit down and talk peace with Cosatu while the union continued treating him as a leper and Inkatha as a pariah organisation

Mr Buthelezi said the demoralisation of Inkatha came from the fact that he had never given the word for Inkatha to go out on pre-emptive attacks.

"God knows if I had to say yes, let us go and clean that mess up there would be an awesome spectacle of absolute brute power sweeping all the muck out of the greater Pietermaritzburg area."

He said, however, that this would not be right.

Inkatha was committed to establishing a fair and just society through negotiation, he said

"There is going to be a new dynamic in Inkatha this year — a new claiming of new areas of centre-ground politics, a new striking of new alliances and new accords to create ever-widening circles of support bases for the politics of decency and justice" — Sapa.

● See Page 13.

Week-long VW strike ends

Star 18/4/90 (140A)

UITENHAGE — Production was resumed at the Volkswagen plant at Uitenhage yesterday, after 6 000 workers had been on a week-long strike

The dispute was settled after talks between the management of Volkswagen and representatives of the National Union of Metalworkers of South Africa (Numsa) — Sapa.

Union wins workers record wage

Star 18/4/90 (1409)

By Shehnaaz Bulbulia

The South African Commercial, Catering and Allied Workers' Union (Saccawu) and 3M, a stationery manufacturing company, reached a wage settlement last week after a month of intensive negotiations

Saccawu members are to be paid an increase of R175 a month across-the-board, back-dated to January 1 This is an increase on the minimum wage from R1 060 to R1 235

Saccawu spokesman Mr Paul Kashe said yesterday an agreement reached on Wednesday had centred on wages and conditions of employment.

"This is the biggest increase Saccawu members have received this year Other companies have as yet not indicated the amount they are prepared to pay," he said.

Both parties had agreed on a procedure to replace dismissed workers and workers going on pension, he added.

Management had agreed to recognise March 21 (Sharpeville Day) as a paid holiday, Mr Kashe said.

Saccawu warned other companies that their members would resist lower wage increases and would embark on strike action if wage negotiations failed, he said.

Comment from 3M was not available at the time of going to press.

The union's first campaign will be to organise a national campaign against the high bread price.

The merger comes after several years of disunity among organisations working with the unemployed in the Western Cape.

Cosatu and the United Democratic Front made activists available to assist

Postal workers mobilise

South 19/4 - 25/4/90

A MASS rally for post office workers is scheduled to take place in the Municipal Hall in Salt River at 1pm on Saturday.

A spokesperson for the technical branch of the Post Office Employees' Association of South Africa (Peasa) said the meeting was being called to discuss wages, privatisation and unity between the different unions which organise at the post office.

Sactwu officials win defamation case

South 19/4 - 25/4/90

140A

THE Free Independent Workers' Association (Fiwa) has been ordered to pay R10 000 in damages each to the assistant general secretary and the regional secretary of the South African Clothing and Textile Workers' Union (Sactwu) in connection with a defamatory pamphlet issued by Fiwa in the Eastern Cape last year.

Sactwu was awarded a further R1 200 and costs.

The Port Elizabeth magistrate's court found the pamphlet defamed the two Sactwu officials, Mr John Copelyn and Mr Jabu Gwala, and the Amalgamated Clothing and Textile Workers' Union of South Africa (Actwusa), which is now part of Sactwu.

The defamatory statements were printed in a pamphlet entitled, "To all Frame Group employees: how long are you to suffer?"

It claimed that Gwala went to East London as a National Union of Textile Workers organiser and failed to carry out his duties.

It alleged that funds were misused by Actwusa officials.

The pamphlet questioned whether Copelyn and Gwala were fit to hold office as general secretary and branch secretary, and accused them of incompetence, dishonesty and dereliction of duty.

It held the union to blame for 700 workers at Frame being retrenched.

ANC at May Day rally

A MASSIVE ANC May Day rally is being planned to take place in Cape Town on May 1.

The rally will precede talks between the government and a top ANC team, scheduled to begin the following day

It will combine a traditional May Day programme with imput from the ANC.

Events scheduled to take place include marches from different areas, cultural events and a briefing from the ANC.

A May Day picnic is being organised by the South African Clothing and Textile Workers' Union (Sactwu) at Zeekoevlei on the following Saturday, May 5.

South 19/4 - 25/4/90

Shipyard workers against Portuguese labour replacements

140A

South 19/4 - 25/4/90

From CHRISTINA SCOTT

MORE than 500 Dorbyl shipyard workers marched to the Durban manpower offices on Wednesday to protest against management attempts to import semi-skilled Portuguese labour.

Artisans dumped their "sweetheart boilermakers' union" and unanimously signed up this week with the Cosatu metalworkers' union, Numsa.

They did so after learning that the Portuguese workers would earn three times more than they did, said MDM spokesperson and former detainee, Mr Trevor Bonhomme.

Office staff have walked out in support, and Durban's Catholic Archbishop Denis Hurley and Democratic Party MP, Mr Peter Gastrow, have reproached the chief executives for their "shortsightedness".

Dorbyl workers say they should be upgraded instead of foreign workers being imported.

They objected to management's request that they train the Portuguese workers in some of their duties.

This is the second challenge to the giant shipyard this month.

Earlier, three German MPs toured the harbour-side dockyard to investigate claims that submarines were being built with German blueprints, in contradiction to sanctions laws.

They found no supporting evidence, however.

Mossgas sacks workforce

From JUSTICE SIGONYELA

THE entire workforce at one of the companies contracted to the Mossgas fuel-from-gas project has been dismissed for striking.

About 170 workers from KPL, a company building modules for Mossgas's offshore rig at Mossel Bay, downed tools for the third time in two months, demanding clarification on a medical aid scheme.

A shop-steward at the plant said the workers had been contributing to the scheme for nine months but no medical cards had been received.

The workers alleged the company underpayed labourers. South 19/4 - 25/4/90

Other grievances include alleged unfair dismissals, problems with unaffordable accommodation and the absence of transport home over holiday periods.

A local organiser for the Nactu-affiliated Metal and Electrical Workers' Union of South Africa (Mewusa), Ms Amanda Williams, said talks were continuing between the union and KPL management.

Williams claimed management had locked out the workers during the strike.

The union has asked KPL to refund the medical aid contributions deducted from workers.

KPL said it would look into the matter. — *PEN*

Warning over Cosatu

140A

Sowetan 19/4/90

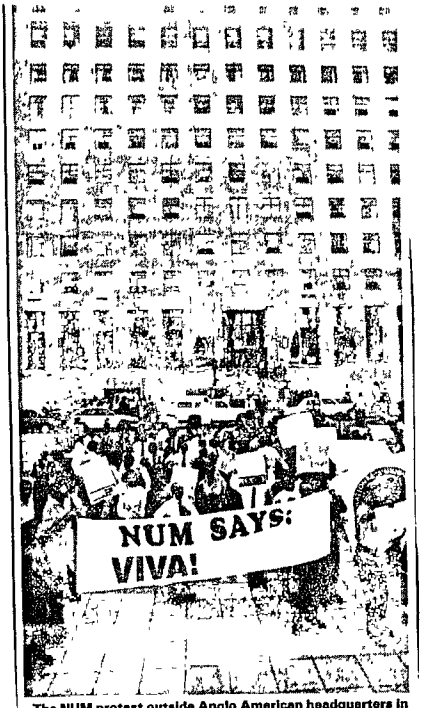
SOUTH Africans would yet see the "Cosatu dog bite the ANC master and shake it like some vicious brute turned master killer" it was heard this week.

In a policy speech dealing with Cosatu's political activities, Dr Mangosuthu Buthelezi, said it was "trying to rise like a giant straddling the totality of society.

"It is trying to build power bases which go far, far beyond any power bases an even dynamic trade movement would require to do its trade union job," he said.

Cosatu was in the power stakes' game and judging by the way it was developing, it was looking forward to becoming a "Cosatu government," he said.

"Trade unions have a job to do. Black political parties have a job to do and God help South Africa if we do not keep these two seperate," he said.



The NUM protest outside Anglo American headquarters in Johannesburg yesterday. PHOTO: ROBERT BOTHA

Anglo head office workers demand union recognition

ADELE BALETA

ABOUT 150 NUM members staged a lunchtime placard demonstration outside the head office of the Anglo American Corporation in Main Street, Johannesburg, yesterday

Police in vehicles looked on from a distance and there were no incidents

The workers — all employees at Anglo's headquarters — demanded an end to discrimination, recognition of the union at the corporation's head office, provision of stop-order facilities for the payment of union dues, a wage increase of 83% to bring the minimum up from R820 a month to R1 500 and a 25 % across-the-board increase

They further demanded a single housing loan for black and white employees

The demonstrators insisted on seeing Anglo's chairman Julian Ogilvie Thompson He was not in the building at the time and the workers vowed to hold similar demonstrations every day until they met him

In a statement the demonstrators said they failed to understand why Anglo had refused to see their "democratically elected committee" while the corporation was willing to travel to Lusaka to meet ANC representatives

An Anglo statement said the demands had been presented to management who had already explained procedures were in place for the handling of grievances of individual head office employees in respect of salary increases and the home ownership scheme

The statement said management and the employees involved had agreed the NUM had just over 10% support at Anglo's head office This was short of the accepted level

But NUM spokesman Jerry Majatladi said the requirement of 50% plus one to prove representativeness was unfair as the majority of workers at the head office were white He said that meant about 750 black workers were denied the right to belong to the union

☐ ANC deputy president Nelson Mandela — an NUM honorary life president — would receive his NUM official membership card at a meeting of the NUM central committee in Johannesburg tomorrow, Majatladi said

FM 20/4/90 (140A) (169)

LABOUR DISPUTE (140A) (169)

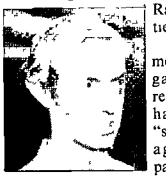
Over to Barlows

FM 20/4/90

Barlow Rand is to respond by May 3 to union proposals on the issue of bargaining structures The company favours negotiating at plant level, much to the ire of the unions, who are demanding centralised bargaining

This follows last week's meeting between the company and representatives of six Cosatu affiliates Food & Allied Workers, Paper, Printing, Wood & Allied Workers, National Union of Metalworkers, SA Clothing & Textile Workers, National Union of Mineworkers, and the Chemical Workers' Industrial Union

An encouraging feature is the unions' stated willingness to negotiate with Barlow Rand into the Nineties



Erwin

However, if agreement on central bargaining cannot be reached, the unions have threatened a "sustained campaign against the company" Protest action would include shop-floor action, "meetings with the ANC" and further contact with other trade unions

In January, Cosatu announced a large-scale campaign against Barlows to protest the company's industrial relations approach

In a statement released before last week's meeting, the unions claimed that Barlows' current industrial relations approach is "designed to collapse industrial councils, weaken trade unions' bargaining power and is a recipe for major conflict with the corporation"

An indication of the strength of feeling can be found in a speech that Cosatu's Alec Erwin made to the Mitterrand Paris Conference late last year

"Barlow Rand has an active policy of pulling out of industrial councils and forcing all negotiations to the level of the company — or, in fact, further down to sub-sections of the plant" This is a very short-sighted policy, he argued, which will promote conflict because "national platforms such as the industrial councils are also platforms for a wider negotiation of issues which will be central to our economic future"

Last week's meeting was the first between Barlow Rand and Cosatu at corporation level and the union handed the company a detailed memorandum dealing with centralised bargaining, job security, deregulation, basic worker rights, the Labour Relations Act, strike dismissals, social benefits, and restructuring for a post-apartheid SA

The metalworkers' union regards the meeting as "exploratory" and believes the company's response, particularly to centralised bargaining, needs to be assessed

Barlow Rand group public affairs MD Ken Ironside says the meeting was useful for setting an agenda, which Barlows hopes will establish better relations with the unions ■

Accusations traded as slaughter goes on

Star 22/4/90 By Dawn Barkhuizen

Accusations and counter-accusations are flying between the political players in the Natal war about their roles in the violence.

Inkatha president and Chief Minister of kwaZulu, Chief Mangosuthu Buthelezi, has vehemently denied claims that he is behind the slaughter. The Congress of South African Trade Unions (Cosatu) maintains that it and its UDF/ANC affiliates are the victims.

Buthelezi says:

"I am ready and willing to play my part (to bring peace) in whatever way I can."

In a strongly worded statement, Chief Buthelezi said he was doing his utmost to bring an end to the bloodshed and that while the violence continued, it was not violence of his making.

"I truly believe that the origins of the violence, now out of control, were not of Inkatha's making. I can't stop it. Mr Nelson Mandela and the ANC can't stop it. The UDF can't stop it. Cosatu can't stop it. Church leaders can't stop it. The whole ghastly situation appalls me ... I want no part of it. Inkatha wants no part of it."

Earlier this week, he described Cosatu as power hungry and "looking forward to becoming a Cosatu-government over a Cosatu-run South Africa".

"It was Cosatu which created the low-pressure system ... which originally sparked off violence which spread and spread and which is now enveloping vast areas. It is they -- Cosatu — who came to sow death and destruction."

Cosatu says:

"From our side, we are prepared to do everything in our power to bring peace to the region."

Responding angrily to criticism levelled at it by Chief Buthelezi, Cosatu accused the Inkatha leader of making "wild and unsubstantiated allegations" which were the "height of irresponsibility at a time when our people are dying in Natal".

"This kind of language only creates a climate in which Cosatu members are identified as targets for the warlords and kwaZulu police," a statement said.

"In the past few weeks it is Cosatu and UDF members who have faced the brunt of violent vigilante attacks. Documented evidence has shown that the violence in Maritzburg in recent weeks has been the result mainly of invasions by armed Inkatha impis raiding non-Inkatha areas."

Poor wages for doing most dangerous work

Cape Times 23/4/90

JOHANNESBURG — Poor wages for dangerous work and humiliation at the hands of mine authorities are just some of the problems faced by South African mineworkers despite a lifting of statutory discrimination by management, ANC deputy president Mr Nelson Mandela said on Saturday.

Speaking at a National Union of Mineworkers central committee meeting in Johannesburg, Mr Mandela noted that whites were not subjected to strip hygiene checks as blacks were. Mine lift decks were segregated and blacks still received poor wages despite doing the most dangerous work

Now that the ANC was unbanned it would do all it could to aid the NUM in its fight for miners' rights

Mr Mandela was presented with a framed NUM honorary life membership card depicting his own metamorphosis from humble mine policeman to deputy president of the African National Congress

Mr Mandela, in a jovial mood, thanked the union and did a sedate toyi-toyi on the stage as the audience of about 200 cheered and sang

Also on the stage were law lecturer and ex-detainee Mr Raymond Suttner, who is now a spokesman for the ANC, NUM general secretary Mr Cyril Ramaphosa, NUM president Mr James Motlatsi and Cosatu president Mr Elijah Barayi

Mr Mandela left the meeting straight for Jan Smuts Airport, from where he was to fly to Transkei — there to speak to various ministers and to visit Qunu village where he was born.

It will be his first return to the place of his birth, and it felt "tremendous", he told reporters. — Sapa

Eskom, 13 unions agree to increases

ADELE BALETA

ESKOM management and 13 trade unions had reached a wage agreement granting a 15% increase on the minimum basic wage scale for 9 005 monthly paid employees, an Eskom spokesman said. (140A)

The agreement, reached on April 17, covered skilled blue-collar workers. B/Day 23/4/90.

Agreement was also reached for salaried staff — management and administrative personnel. The approximately 20 000 employees would receive a 15,75% increase on the minimum wage scale and 12,5% on the maximum.

Negotiations affecting 18 211 general workers were still in progress. Parties to negotiations for this category of workers were Eskom, the National Union of Mineworkers, the National Union of Metalworkers of SA, the Boilermakers, Iron and Steel Workers, Shipbuilders and Welders Society and the Engineering and Allied Workers' Union of SA.

On April 17 the parties agreed on working conditions which would be extended to all employee categories.

Employment conditions included an increase in the standby allowance from R12 a day to R13,50, an increase in death funeral benefits from R2 000 to R4 000 and an increase in funeral benefit contributions from R1,02 to R2.

Allowances for live-line workers workers were also increased.

for its total

Pretoria march for a Workers' Charter

Sowetan 24/4/90

COSATU is to go ahead with its planned march on Saturday, although permission for it has been refused by the Chief Magistrate of Pretoria and the local city council.

(140 N)

Mr Philly Bokaba, Cosatu's regional chairman for the northern Transvaal, said at a Press conference yesterday that the march, to popularise the Workers' Charter campaign, would go ahead as scheduled in Pretoria from 1.30pm.

He said Cosatu had started the campaign for the charter "which should be enshrined in a future post-apartheid South Africa to protect the rights of workers."

The Workers' Charter, he said, would eventually be adopted at a special congress. - *Sowetan Correspondent.*

Tension leads to closure of shafts

BILLY PADDOCK

TWO gold mines have closed shafts at their Free State operations in the past six weeks due to tensions underground and, in one case, fears of sabotage and violence. B/Day 24/4/90

On Monday last week the Number 3 shaft at Anglovaal's Loraine mine was closed because management feared violence, sit-ins and the of sabotage underground, Anglovaal's public affairs manager Ray Moore said

He said mine management had heard rumours and closed the shaft for the day shift rather than risk trouble underground. About 56 workers were dismissed "for incitement and failure to do their duties". A formal inquiry into their dismissals will be held.

Moore said the situation at the mine had returned to normal the next day The general situation on Free State mines was fairly volatile with tensions between black and whites high at times.

Anglo closed it's Western Holdings Number 2 shaft on March 9 "to ensure the safety of their emplyees" following protests at the mine, public affairs manager for gold and uranium division Adrian du Plessis said.

He said their had been "unprocedural protests underground" and mine management decided to shut the shaft and lose one shift's production.

National Union of Mineworkers assistant general secretary Marcel Gold-

☐ To Page 2

Shafts closed

☐ From Page 1

ing said it was unnecessary to close the Loraine mine shaft as there had been no threat to the mine "The rumours of sabotage are spurious allegations"

Workers had attempted to bring their grievances to management for a long time but were consistently ignored so they "took spontaneous action to draw attention to their grievances more strongly" They were planning a sit-in underground, he said

He said mine management asked the workers to return to the surface to discuss the grievances but as soon as workers returned management reneged

"Mine security is then called and attack workers who retaliate and a vicious spiral is the result," Golding said

Selected black miners to go to university

140M

ALAN FINE and MATTHEW CURTIN

THE NUM has initiated a major educational scheme for the university training overseas of at least 100 black miners in such disciplines as mining engineering, geology and metallurgy

And it is to demand that industry employers substantially increase their commitment to the process of skills acquisition

General secretary Cyril Ramaphosa told a media conference yesterday the scheme was financed by fraternal mining unions in such countries as Sweden, Canada, the UK, Germany and Australia.

The prospective students would be placed in a number of universities and mining colleges around the world, he said Their studies would begin later this year, and it was planned their number wouldincrease in future

The NUM was conducting the selection process which had already begun, he said It was selecting from working and retrenched miners who already had a matric education

Ramaphosa said the scheme would include, where necessary, an initial upgrading of candidates' educational abilities to qualify them for study in these disciplines.

He was unable say how much the scheme would cost annually A Business Day estimate suggests an initial amount of R1,5m to R2m

Ramaphosa said the NUM believed the creation of a skilled work force was the key to prosperity in a post-apartheid SA which mineworkers believed was within reach

It had noted many black mineworkers were denied opportunities to aquire education and skills largely because they were black — hence the decision to initiate a scheme aimed at enabling them to acquire skills in the various technical and managerial disciplines in the mining industry

"Our union will be demanding that the mining industry also play a part in this skills acquisition programme . by sending 250 miners and students to SA universities each year," he said

B/Day 24/4/90

140A

NUM wants average wage increases of 35%

B/Day 24/1/90

MATTHEW CURTIN and ALAN FINE

THE NUM announced yesterday its central committee had decided the union should enter the 1990 wage negotiations with the Chamber of Mines demanding average wage increases of 35% for its members.

The proposed new minimum rates in the industry, R543 for surface workers and R600 for underground workers, were the same as the union's equivalent proposal last year

General secretary Cyril Ramaphosa emphasised there were major differentials on wage scales between the six major mining houses, and the achievement of a single minimum wage in the industry remained a priority for the NUM

Because of these differentials the NUM's opening minimum wage demand represented an increase of as much as 95% on the lowest paying collieries, but only 31,8% on the highest paying gold mines

Ramaphosa said the union was now entering the second year of its three-year programme devised last year to achieve a national living wage

Questioned on the wage negotiations, due to start in May, Ramaphosa said the union anticipated management would again argue costs and the low gold price militated against such pay increases The NUM would answer such arguments at the negotiating table

Demand

NUM demands, endorsed by 320 branch representatives at its central committee meeting over the weekend, included a call for an 88- and 80-hour working fortnight for surface and underground workers Present working hours range from 96 to 98 hours per fortnight

The union also gave notice it was about to send a letter of demand to the Chamber of Mines and to individual mining houses detailing its grievances over "persisting" racial discrimination on the mines

The central committee had identified 59 areas of "rampant discrimination", including hoisting procedures, changing houses and toilets, acclimatisation processes and medical facilities

There was concern that while apartheid in broader society had virtually been declared unworkable and outdated, the mining industry was "bent on" ensuring it remained at the workplace

The NUM's national executive committee had been commissioned to compile a document on racial discrimination to be used as a basis for negotiation with the industry

Ramaphosa warned a failure by management to heed union demands would lead to an official dispute and workers taking whatever action they deemed fit As it was, the defiance campaign on mines around the country would continue

Chamber of Mines spokesman Peter Bunkell said the industry was opposed to any form of racial discrimination Its commitment to this cause had seen the chamber take government to court over the implementation of potentially discriminatory provisions as well as continuing to address mineworkers' grievances

Ramaphosa said the central committee had discussed the disbanding of the SA Congress of Trade Unions and welcomed the decision for Cosatu to join the ANC and SACP in a strategic alliance.

He warned if positive and tangible moves did not emerge on the part of the government after the forthcoming talks with the ANC, the government could expect protest action from workers

NEWS

Union to fight racism on mines

By Drew Forrest

The National Union of Mineworkers has threatened to embark on "whatever action is needed" to force employers to abolish racial discrimination in the mining industry.

About 320 delegates at a weekend meeting of the NUM's Central Committee — the union's second most important decision-making body — decided to send letters of demand on the issue to all the mining houses.

To enforce its demands, the union would press on with its defiance campaign, NUM general secretary Mr Cyril Ramaphosa told a Johannesburg press conference yesterday.

If this failed, further action would be considered. He declined to elaborate.

Mr Ramaphosa said the Central Committee had isolated 59 areas of discrimination on the mines. These included racial underground queuing, segregated facilities and the subjection of black workers to heat acclimatisation.

Wage demands

The NUM's national executive committee had been commissioned to research the issue and its findings would be used in this year's wage talks on the mines

"While apartheid in the broader society has been declared outdated and unworkable, the mines are intent on entrenching it," he said.

The Chamber of Mines has consistently argued that the industry has opposed discrimination in word and deed.

At the press conference, the NUM gave further details of its wage demands this year.

These include paid holidays on March 21, June 16 and October 1 (health and safety days); 35 days' annual leave for underground workers and 30 days for surface employees; compensation for time travelling to the workplace and income security for workers injured on duty.

Attempts to win a national minimum wage on the gold and coal mines would be boosted by recent organising inroads at Goldfields and Rand Mines, Mr Ramaphosa said.

Mr Ramaphosa said the central committee had given its unqualified support to the ANC in its forthcoming talks with the Government, warning that if these failed to yield results, a response could be expected from workers

NUM to send 100 abroad for training

Star 24/4/90

Labour Reporter

About 100 black mineworkers are to begin technical and managerial studies abroad this year in terms of a scheme initiated by the National Union of Mineworkers.

The scheme aimed to equip blacks for a post-apartheid economy, NUM general secretary Mr Cyril Ramaphosa told a press conference yesterday.

Financing would be provided by unions from such countries as Sweden, Canada, the United Kingdom and Zimbabwe.

Mr Ramaphosa said that in this year's wage talks, the NUM would demand that the mining industry reciprocate by sending 250 black miners for managerial and technical studies at local universities.

NUM to demand 35% rise in wages

(140A)

Cape Times 25/4/90

JOHANNESBURG. — The NUM announced at the weekend its central committee had decided the union should enter the 1990 wage negotiations with the Chamber of Mines demanding average wage increases of 35% for its members.

Proposed new minimum rates in the industry R543 for surface and R600 for underground workers were the same as the union's equivalent proposal last year.

General secretary Cyril Ramaphosa stressed there were major differentials on wage scales between the six major mining houses, and the achievement of a single minimum wage in the industry remained a priority for the NUM.

Because of these differentials the NUM's opening minimum wage demand represented an increase of as much as 95% on the lowest paying collieries, but only 31,8% on the highest-paying goldmines.

Ramaphosa said the union was now entering the second year of its three-year programme devised last year to achieve a national living wage wage.

Stadium closed for rally

140A

THE Vosloorus Town Council has refused the Witwatersrand region of the Congress of South African Trade Unions permission to use Vosloorus Stadium for its celebrations of International Workers' Day tomorrow.

In a statement, Cosatu said this was despite the fact that the chief magistrate of Boksburg, Mr JCM Roets, had granted the federation permission to go ahead with the rally.

A spokesman for the federation claimed at the weekend that a delegation was also told by town clerk Mr GDP Prinsloo that all future applications would be turned down.

Cosatu urged the council to rescind its decision as "failure to do so will prove once more that community councils do not have the interests of the workers and the community at heart".

Calling on councillors to resign, the federation said it did not understand why the council decided to act differently from the chief magistrate of Boksburg.

Meanwhile, trade unions and community organisations will hold services countrywide

By SY MAKARINGE

tomorrow to celebrate International Workers' Day.

Among organisations holding services as part of worldwide celebrations are Cosatu, National Council of Trade Unions (Nactu) and the Azanian Peoples Organisation (Azapo).

Cosatu

Rallies jointly organised by Cosatu and Nactu will take place at George Thabe Stadium, Sharpeville (10am) and Orient Theatre in East London (10am).

In Port Elizabeth, Nactu and independent unions will host a meeting at Rio Cinema (9am).

Cosatu's May Day rallies will be held at East London's Sisa Dukashe Stadium or Gompo Hall (10am); Dan Qeqe Stadium in Port Elizabeth (10am); Queenstown's Border Agricultural Showgrounds (9am).

Grahamstown Lavander Valley (10am); Uitenhage Jabavu Stadium (10am), Mamelodi Stadium (10am); Phokeng Hall in Rustenburg (10am), Warmbaths Stadium (10am); Phalaborwa Stadium (10am)

George Thabe Stadium, Sharpeville (9am); Rocklands Stadium, Bloemfontein (9am), Harrismith Stadium (9am); Thabong Stadium, Welkom (9am); Huhudi Stadium, Vryburg (9am); Embalehle Stadium, Secunda (10am), Ackerville Stadium, Witbank (10am).

Likazi Stadium, Nelspruit (10am); Ratanda Stadium, Heidelburg (11am), Vosloorus Stadium (10am); Athlone Stadium, Cape Town

(10am), Durban's Curries Fountain (9am).

Azapo

Azapo will hold services at Leeufontein Hall (9am); Tweefontein in Kwandebele (1pm); Bekkersdal Stadium (10am); Mohlakeng Stadium (1pm), David Landau Community Centre, Durban North West (10am), Garankuwa Stadium (10am) and Rio Cinema in New Brighton (12pm).

The theme of Azapo's services is "Negotiations and the Working Class".

Bamcwu said its services would be held at Daniel Skuil Hall in the Northern Cape (10am); Ulco Hall (10am); Seshen in Kuruman at 12pm.

Nactu's meetings will be held at Shareworld Arena, Crown Mines (9am), Lebowakgomo Showgrounds (9am), Phillip Smith Hall, Welkom (10am); Hervormers Hall, Idas Valley, Cape Town (10am); KwaGuqa Community Hall, Witbank (10am); Mandla Cinema, Newcastle (9,30am), Soshanguve Stadium, Pretoria (9am); AME Church, Jouberton, Klerksdorp (9am); Sethoga Hall, Tembisa (9am).

(1409)

NUM submits its wage demands to Chamber of Mines

UNLESS the mining industry eliminated racial discrimination in all its facets the whole industry would be in dispute with the National Union of Mineworkers.

This was announced yesterday by the NUM Central Committee in Johannesburg

Workers would be entitled to embark on "whatever action they deem fit to ensure that racism is stamped out of the industry", a NUM statement said following a weekend meeting of its Central Committee

The Johannesburg meeting also endorsed new demands on wages and conditions of employment which have been submitted to the Chamber of Mines for the 1990 wage negotiations. Sowetan 25/4/90

Underground

The NUM has proposed a national minimum cash wage in the mining industry of R543 per month for surface workers and R600 per month for underground workers

This must exclude any payments for food, accommodation and medical care, the NUM said

Other issues which came up for discussion at the Central Committee meeting - the NUM's second highest decision-making body - were negotiations between the ANC and the Government, the alliance between Cosatu, the ANC and the SACP; nationalisation, and skills in a post-apartheid South Africa

Delegates identified 59 areas "where racial discrimination is still rampant on the mines".

They noted "with great concern that whilst apartheid in broader South African society has virtually been declared as outdated and unworkable, the mining industry still seems to be bent on ensuring that racial discrimination remains firmly entrenched in the industry".

The Central Committee, comprising 400 delegates from the NUM's 16 regions, decided mineworkers had a duty to see to it racial discrimination is eradicated from the industry.

To this end, the meeting decided the NUM should demand that the mining industry "in all its formations should abolish racial discrimination in all its facets".

It also noted the creation of a skilled workforce is the key to economic prosperity in a post apartheid South Africa

(1408)

Opportunities

According to the NUM, many black mineworkers were denied opportunities to acquire education and skills largely because they are black

The mining industry had done very little to improve the skills among black workers, the NUM also alleged

As a result, the NUM has initiated a scheme which is aimed at enabling black mineworkers to acquire skills in the various technical and managerial disciplines in the mining industry

"The primary objectives of this scheme is to prepare for a post-apartheid South Africa which mineworkers believe is within reach" the NUM said - Sapa

Miners demand 20% pay increase

MATHEW CURTIN

THE Council of Mining Unions, representing 24 000 skilled miners, has demanded a 20% pay increase in its annual round of wage negotiations with the Chamber of Mines (140A)

CMU chairman Ben Nicholson said other demands tabled by the council included a seven-day increase in annual leave to 28 days, and discussion of a five-day working week to replace the current 11-shift fortnight.

He said the two sides were scheduled to meet again on April 30.

Nicholson said a principal stumbling block in negotiations was the chamber's refusal even to discuss a five-day week Some mines were happy to accept the principle, so the CMU was obliged to discuss it with the chamber

Chamber spokesman Peter Bunkell said there had been several meetings with the CMU.

He refused to comment on the state of the negotiations. B/Day 25/4/90.

Anger over labour proposals

Star 25/4/90 (140A)

By Drew Forrest

The issue of strike interdicts has emerged as a key obstacle to finalising a vital union-employer deal on the Labour Relations Act.

At a six-hour meeting with union groupings Cosatu and Nactu on Monday night, the employer body Saccola proposed wide-ranging amendments to the draft LRA agreement struck last month.

Unionists yesterday said employers seemed to be reneging on the deal, which had been referred to members for endorsement, not further negotiation.

They also described as "a breach of procedure" Saccola's use of senior counsel to redraft the agreement, saying the task had been entrusted to a mutually agreed drafting committee.

Saccola chairman Mr Bobby Godsell stressed that the committee had worked without a mandate and that the draft deal had to be referred for study and change by the parties. "It was never envisaged that its proposals were set in concrete," he said. The employers' current stand was "thoroughly consistent" with principles agreed on during the Saccola talks.

Sources said Saccola has departed from the draft agreement in four major respects:

- The Industrial Court could interdict lawful strikes which threatened life or property, or cause "substantial or irreparable harm". In the draft deal, legal strikes are immune from interdict.
- An agreement to implement basic worker rights for all workers, including public-sector and farm workers not covered by the LRA, has been dropped.
- An agreement that there should be a single appeal from the Industrial Court has been dropped
- The time limit for the referral of unfair-labour-practice cases has reverted to the current 90 days The draft provides for 180 days.

Last-minute snags in the Saccola process could thwart the passage of the agreement into law in the current session of Parliament.

At a meeting last month, Manpower Minister Mr Eli Louw told the unions he would to try to push through legislation based on the broadest possible consensus. Last week, however, he reportedly told Cosatu and Nactu that time was running out.

Further talks are expected to take place today

Rig workers recognised

Star 25/4/90 Labour Reporter (140A)

Cosatu's Chemical Workers Industrial Union has won a two-year battle for recognition at oil exploration rigs operating off South Africa's coast after a threatened strike, the union announced yesterday.

Sopelog, a company under contract to Soekor, had argued that as the rigs were outside South African territorial waters, workers were not covered by the Labour Relations Act. Its stance was upheld by the Industrial Court and the Labour Appeal Court.

The union said an agreement, covering about 150 workers, provided for bargaining on wages, health and safety, dismissals and layoffs and job security.

up a Transvaal Cricket Union bursary at Wits University.

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New labour law subject of dispute

B/Day 25/4/90

140A

ALAN FINE

DIFFERENCES between organised business and labour in negotiations over the Labour Relations Act could hinder plans for legislative amendments to be pushed through Parliament this year.

Cosatu/Nactu spokesman Marcel Golding said yesterday proposed revisions by employer federation Saccola to the draft devised by legal representatives of the two sides seriously complicated the timetable.

The revisions, described by Golding as "substantial" were discussed at a six-hour meeting in Johannesburg which ended in the early hours of yesterday morning. The unions, he said, believed Saccola might have reneged on certain agreements in principle reached previously

Saccola secretary Frieda Dowie disputed that allegation. "We are not reneging on any agreement. We proposed revisions because we were not satisfied at the way in which some of the agreements in principle had been translated into proposed legislation," she said.

The parties are scheduled to meet again tonight and a further meeting has been scheduled for Monday when, it is hoped, the agreement could be finalised for submission to Manpower Minister Eli Louw.

While spokesmen for both sides would not divulge details of the dispute, it is understood they revolve around interdicts against strikes, time limits for the lodging of disputes, and an employer undertaking to abide by any agreement even if it is not translated into law. The unions are willing to accept that employers should have the right to apply for interdicts against unlawful strikes.

However, Saccola wishes employers to be entitled to apply also for interdicts against lawful strikes where substantial and irreparable harm could be caused to the affected business.

The unions want 180 days for the lodging of disputes through official channels, while Saccola is willing to accept a substantially shorter period than that.

Finally, it is understood Saccola is loathe to undertake to sign an agreement "on the implementation of the rights contained in the proposed amendments for so long as these rights have not been given legislative effect."

Anger rises over buses

140A

DREW FORREST

MAJOR restructuring in the bus industry is bringing workers under intense pressure, says the Transport and General Workers Union (TGWU).

Depots are being closed, services curtailed, with retrenchments, and tougher discipline being imposed nationwide.

At the same time, industry spokesmen have warned that government plans to slash fare subsidies could deepen the crisis and exacerbate township unrest

As part of an intense lobbying campaign, the Southern African Bus Operators Association has sent a document to Minister of Transport Mr George Bartlett spelling out the potentially disastrous results of State subsidisation policies

In conjunction with the Department of Transport, it has also submitted a memorandum to the Cabinet

Yesterday, Putco announced that after a seven-week strike at its Wynberg depot, it is to close the division and run it from Soweto and Dobsonville

Up to 150 of the 450 jobs at Wynberg could be lost, said Putco managing director Dr Jack Visser.

At the same time, the TGWU is to mount an Industrial Court challenge to the imminent closure of Putco's Springs depot, where most of the 230 workers are set to lose their jobs

The uneconomical Alberton division will also close next week

The union will argue that the Springs closure is unfair in that alternatives have not been fully explored, and that only a month's notice was given.

TGWU official Mrs Jane Barrett charged that bus firms, under heavy pressure from minibus taxis, and facing subsidy cuts, were reacting by "putting the squeeze on workers"

DR JACK VISSER: 150 jobs may be lost.

Over the past year the union had also hit problems of depot closures, service cuts, redundancies, and tighter discipline in centres such as Durban, Maritzburg and Bloemfontein

"What's happening is awful," said Mrs Barrett "We're facing the long-term loss of a relatively efficient subsidised transport system."

Dr Visser said that as a result of the loss of the off-peak commuter market to minibuses, Putco now carried fewer than half the 400 million passengers it did in 1982

Extreme pressure on profit margins had meant the loss of 4 000 jobs in four years, while the number of buses had fallen from 3 500 to barely 2 000.

He stressed that with the flood of black people to the cities, there was "no way" the minibus industry could supply metropolitan transport needs on its own

A bus industry spokesman warned that sharp fare rises could spark violent response in townships

"Subsidies have to be phased out over a period. The poor live farthest from their place of work because of Government policies — the Government can't suddenly tell them We can't pay"

Freedom
- in our time -

Unions: quiet force

The labor movement will be the 'quiet force' when the May 2 talks get under way.

CHIARA CARTER, examines some of the debates on the shop-floor:

HOW to build tomorrow today is the crucial issue for the trade union movement in its approach to negotiations between the ANC and the government.

The bottom line for Cosatu, the most organised component of the MDM, is that negotiations lead to a transfer of power to the people

At the same time the federation will be seeking to lay the basis for a socialist transformation of South Africa in the face of attempts to impose a reformist solution on the country

Alien

The concept of negotiations is not alien to the trade union movement since unionists are involved on a daily basis in negotiations with management

As far back as last year, the labour movement began to grapple with the notion of negotiations as a site of struggle in South Africa

Both the Cosatu congress and that of Cosatu's second largest affiliate, the National Union of Metalworkers of South Africa (Numsa), adopted a position similar to that of the ANC on the question of negotiations and preconditions for meeting with the government

In an interview with the Labour Bulletin following the Cosatu congress, Cosatu general secretary Jay Naidoo said the federation saw negotiations as a "multi-faceted strategy"

Emphasise

Naidoo emphasised the importance of mass struggle in determining what would happen at the negotiating table

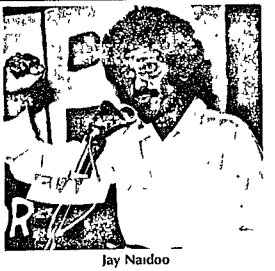
"We are absolutely clear that it is the struggles of the masses which will basically determine the shape and content of post-apartheid society.

"Negotiations must express the content of mass struggles. The balance of forces of each party at the negotiating table will be determined by their strength on the ground," Naidoo said

Numsa general secretary Moses Mayekiso has also emphasised the importance of building mass structures in order to be in a position to "control" negotiations

Mayekiso said it was vitally important for far-reaching discussion about the constitution, a working class political programme, the workers charter and the South African economy to take place in the MDM

The SACP has also argued that while negotiations are a terrain of struggle they cannot subsitute for mass struggle which, it argues, is the path to power



Jay Naidoo

Last week, Cosatu's largest affiliate, the National Union of Minewokers (Num) gave "unqualified support to the ANC initiative to enter into talks with the government"

The resolution was adopted by Num's first ever central committee meeting

Num warned that if the "talks within talks" failed to achieve its objective this would be seen as indicating a lack of seriousness by the government and the union, along with other mass based structures, would be forced to intensify action against the regime

Num committed itself to fight for the realisation of the objectives of the Harare declaration, to intensify all liberation movement campaigns and to help create a climate for negotiations

Given that most progressive unions accept that negotiations are necessary the labour movement faces the question of how to ensure that worker interests are adequately represented at the negotiating table

Cosatu, while maintaining its independence "in principle and practice", has entered into disciplined alliances with community organisations, the ANC and the SACP

A historic meeting in Harare at the beginning of the month marked the beginning of a closer working relationship between the SACP which has said it intends to transform itself into a mass based political party within South Africa, and the trade union federation

Within its own ranks Cosatu has embarked on a programme of discussion about the constitutional guidelines

Of major significance is the federation's campaign for a worker's charter

A questionaire which covers worker rights within the factory and beyond has been widely distributed as a preliminary to the drawing up of such a charter

Still to be determined is whether the charter is to be a document listing aims specific to the labour movement, part of a new constitution or written into labour law

Also of far reaching importance is how Cosatu has implemented its congress resolution to examine the South African economy

Impact

Cosatu's economic trends project is already achieving considerable impact on the labour movement's approach to restructuring the economy

The Harare meeting between the federation and the SACP resolved in consultation with the ANC to draw up a programme for economic reconstruction in South Africa

This will clearly be part of the labour movement's agenda for negotiations

Undefined

Still undefined is how the labour movement is to be involved in the actual negotiating process

The absence of a labour movement representative from the team to meet with the government on May 2 has been the cause of some raised eyebrows

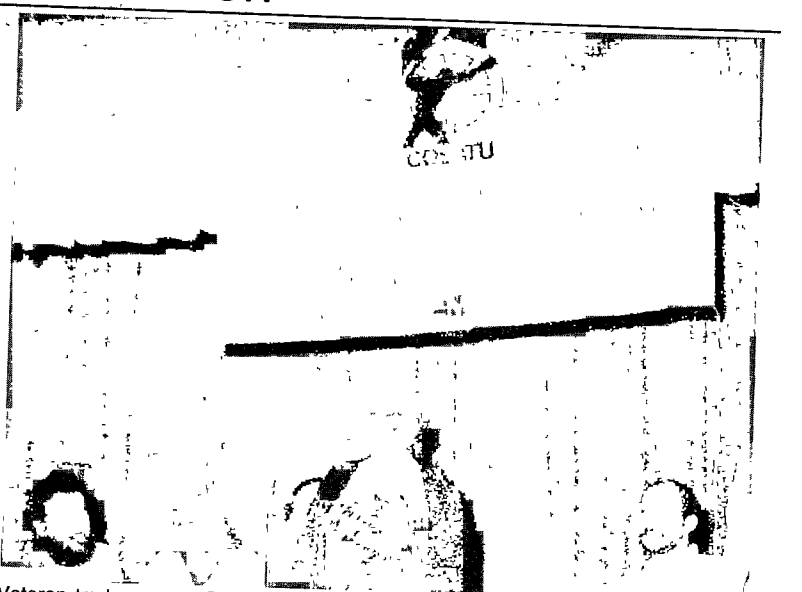
It is unclear how Cosatu's independence will affect the federation's inclusion in an ANC team and to what extent the SACP will represent organised labour's interests

Also to be determined is how the federation will ensure that participation in negotiations is on the basis of mandates from members

Numsa is currently engaged in an ambitious factory level consultation with its members about negotiations

Elijah Barayi addresses a NUM rally in Johannesburg last year

South LABOUR



Veteran trade unionist Ray Alexander addresses the regional congress of Cosatu (Western Cape) PIC BENNY GOOL

South 26/4–2/5/90 140A

Nyembe in key post

A FORMER trialist, Ms Luci Nyembe, was elected regional secretary for the Western Cape region of Cosatu at a special regional congress in Cape Town last Saturday.

The congress was attended by 350 worker delegates from nine affiliates

Ms Nyembe, formerly Abrahams, was active in Lansdowne youth organisations

She worked as an organiser in the Cape Town branch of the Media Workers' Association of South Africa (Mwasa) before joining the Paper, Print, Wood and Allied Workers' Union (Ppwawu)

Nyembe was acquitted on charges of terrorism earlier this year after spending more than a year in police custody

Her husband, Mr Gerald Nyembe, was sentenced to five years' imprisonment in the same trial

Other office-bearers elected by the congress are

Chairperson· John Malebo (South African Clothing and Textile Workers' Union), vice-chairperson Mewyn Swartz (National Union of Metalworkers of South Africa), treasurer W Pieterse (Food and Allied Workers' Union)

In a statement released after the congress, Nyembe said that the new office-bearers had committed themselves to efficient and effective organisation and leadership in line with Cosatu principles and policies

She said that the congress took several decisions aimed at building Cosatu affiliates and strengthening Cosatu in the region

140A

Deep-sea strike averted

By CHIARA CARTER

A LAST-MINUTE agreement between an offshore oil-drilling outfit and the Chemical Workers' Industrial Union (CWIU) averted a strike which was to have begun at several deep-sea locations on Tuesday.

The agreement is a sequel to a two-year battle between Sopelog, a company contracted by Soekor to search for oil off South African shores, and CWIU.

Sopelog has consistently argued it does not fall under South African labour law as its rigs operate beyond South African territorial boundaries.

This was upheld by the industrial court and the labour appeal court last year

A CWIU spokesperson said workers decided to begin industrial action on Tuesday morning to highlight their grievances on company oil-rigs situated in deep waters around South Africa

Management called a meeting with CWIU on Monday The union agreed to suspend industrial action in return for an undertaking by the company to negotiate job security, a minimum living wage, working conditions, health and safety standards, and reinstatement or compensation for union members who were unfairly dismissed or laid off due to injuries

These negotiations are scheduled to begin early next month and are to be concluded within a month.

CWIU branch secretary, Mr Martin Jansen, said the union regarded the company's agreement to negotiate as a "victory for oil-rig workers".

The union reserved its right to restart industrial action if negotiations broke down, he said

It was largely because of the Sopelog case that the National Manpower Commission recently recommended that the LRA be extended to cover workers employed outside South African territorial limits

Workers on incite charges

140A

South 26/4 - 2/5/90

From JUSTICE SIGONYELA

PORT ELIZABETH. — The Ibhayi City Council has charged three employees — in apparent violation of an agreement with their union, the South African Municipal Workers' Union (Samwu) — for allegedly instigating fellow municipal workers to strike.

The three, Ibhayi's housing manager Mr Sandile Makhuluma, senior registry officer Ms Lorna Menta, and workers' committee chairperson Mr Mthetheleli Phandle, were suspended the day after the strike ended.

Ibhayi mayor, Mr Mhlobo Jemsama, said they were charged for toyi-toying in the offices and coercing officials to join the strike

During the strike people using bucket-system toilets threatened to dump night soil in front of the city council offices.

Because of the potential health hazard, the MDM intervened and met with the council — PEN

Union upset at Ngema's strike play

Does Mbongeni Ngema's new Broadway-bound musical insult the workers who inspired it? The Cultural Desk has been called in to mediate, reports PHIL MOLEFE

PLAYWRIGHT Mbongeni Ngema has been asked to submit the script of his musical *Township Fever* to the Cultural Desk for review following objections by the Living Wage Group of the Congress of South African Trade Unions to some of the scenes in the play

Cosatu's Living Wage Group last week "dissociated" itself from the play, which deals with the 1987 strike by the South African Railway and Harbour Workers' Union against South African Transport Services

A meeting on Friday — three days after the play opened at the Market Theatre — brought together the desk, Sarhwu and Cosatu cultural workers and Market Theatre directors John Kani and Alan Joseph

According to Mzwakhe Mbuli of the Cultural Desk, the workers were offended by scenes and songs in the play which put "our struggle in a bad light"

"There is a song that says politicians are corrupt," said Mbuli. "How do you stage a play about our political struggle and at at the same time you say our political leaders are corrupt Isn't it a contradiction?" he asked

He said Act Two of the play, which deals with the killings of strike-breakers and the subsequent trial for murder of several workers, badly portrayed the workers involved in the strike "The play gives the impression that workers were ignorant, hungry, intimidated and manipulated by others to kill workers used for 'scab labour'," said Mbuli

In a statement, the Living Wage Group said it objected to the play because it "grossly misquotes our federation", "poorly portrays" Sarhwu and some of its members, uses "one of our significant leaders in the ANC" in a "most unbecoming manner" — apparently a reference to the mention of Nelson Mandela in a freedom song on stage— and is intended to make money, not to "express the true reflections of the working class and its allies"

Mbuli said the Desk has advised the *Township Fever* group to review seriously their intentions of staging the play

It was a house-full show on Monday despite rumours circulating in theatre circles that workers were planning to picket The Market in protest against "undesirable" portions of the play

As a musical, *Township Fever* is probably destined for international acclaim and success like its predecessor, *Sarafina*

But Ngema took on a difficult subject when he chose a strike and the audience's sympathy is clearly divided between workers on strike and strike-breakers

Union leaders might find their members "portrayed poorly" as they are shown regretting resorting to some of the methods used during the strike In the murder trial scene involving the strikers, for example, Ngema gives a picture of workers intimidated or forced by their leaders to commit some of the acts they were prosecuted for

● At the time of going to press, neither Ngema nor the Market had responded to repeated requests for comment

Teachers to unite

1409

THE National Teacher Unity Forum, an affiliate of the Congress of South African Trade Unions (Cosatu), took a major step towards the formation of a national teacher organisation when 16 teacher organisations met at the Peninsula Technikon last weekend.

The organisations agreed to establish an interim committee which would open a national office, draft a constitution and set a timetable for the launch of the national body.

The National Teacher Unity Forum, five teacher organisations in Cape Town, and organisations from the Transvaal, Orange Free State and Natal attended the meeting.

South 2/4-2/5/90

Wage battle looms on mines

From MONO BADELA

JOHANNESBURG. — The giant National Union of Mineworkers (NUM) and the Chamber of Mines are likely to be locked in a fierce battle over wages and working conditions soon.

South 26/4 — 27/5/90

This follows an historic central executive committee meeting in Johannesburg last weekend

The annual wage negotiations affect about 500 000 black workers in coal and gold mines.

140A

NUM's assistant secretary, Mr Marcel Golding, told a press conference in Johannesburg earlier this week that the union's national Central Executive Committee (CEC) had approved the demand

It had been presented to the Chamber of Mines ahead of the start of pay talks next month

In line with its policy of setting a uniform minimum wage for all coal and gold mining houses, NUM has demanded a monthly minimum of R600 for underground workers and R545 for surface workers

This would mean an across-the-board increase at Anglo mines of about 35 percent

NUM has declared war on racial discrimination at mines

Paternity dispute at Foschini group

By LEN MASEKO

Sowetan 26/4/90

NEGOTIATIONS to secure parental rights for black employees of the Foschini group ended in a deadlock on Tuesday.

The SA Commercial Catering and Allied Workers Union (Saccawu), which represents the employees, has now declared a dispute with the company.

At issue is the union's demand for six months' unpaid paternity leave as well as a nine-month paid maternity leave The company has rejected the demands in favour of an offer of a 10-day paid paternity leave and six months' paid maternity leave depending on the length of service.

The two parties have referred the dispute to a mediator.

In addition, the union has called on management to grant women employees a paid day-off every six months to go for cervical cancer tests.

Foschini spokesman Mr John Corlett confirmed the dispute, saying he hoped mediation would break the stalemate. (140A)

On granting time off for cancer check-ups, Corlett said employees were being granted "two days-off every month to do with as they please."

Saccawu official Ms Fiona Dove said the union's parental rights campaign was aimed at ending "gender discrimination" in the retail industry. Both men and women employees had to enjoy equal parental rights, she said.

"A major breakthrough in the negotiations occurred when Foschini agreed to guarantee job security to all employees who take parental leave," she said.

Star 26/4/90 (140A)

Racism 'a major strike factor'

Labour Reporter

Racism in the workplace has been a major factor in unusually high levels of strike activity in recent weeks, according to a survey in the latest edition of Work in Progress.

The journal added that high levels of political mobilisation and conflict and rising expectations had made an impact on the labour arena.

In an analysis of 114 strikes involving 71 000 workers, WIP said the main strike triggers remained wages (36 percent) and discipline and dismissals (20 percent).

Workplace racism — including assaults, the discriminatory application of disciplinary codes, segregated facilities and discrimination in pay — had played a key role in the unrest.

Most industrial action had taken place in the metal sector, followed by chemical, paper and wood industries.

WIP said pay rises since the start of the year had generally been lower and that wage settlements in 1990 were unlikely to outstrip the inflation rate.

Unprecedented labour action in the public sector could be traced to the political climate and low wages.

Water Board employees strike

Disciplinary moves against a union shop steward have touched off a strike by about 500 workers at the Rand Water Board's Zwartkopjes pumping station and depot, near Alberton.

An official of the Municipal, State, Farm and Allied Workers' Union, Mr Abe Empangeni, said workers downed tools on Monday.

He deplored the deployment of "heavily armed" RWB security personnel at the site.

RWB management could not be contacted.

Labour Reporter. Star 26/4/90 (148A)

Pick 'n Pay workers get rise

Star 26/4/90 (140A)

Pick 'n Pay workers are to get an increase of R160 a month, backdated to March 1, bringing their average wage to R1 023.

A statement issued by the company yesterday said this was the result of an agreement with the South African Commercial Catering and Allied Workers Union (Saccawu).

STAR 26/4/90 (635) (1404)

Rolfes to re-employ strikers

Labour Reporter

More than 300 workers fired two months ago after striking at Rolfes chemical factory, Elandsfontein, are to be reinstated in terms of an agreement between the company and the Chemical Workers Industrial Union, the union has announced

At the same time, the union warned that further strikes were looming on demands that chemical firms join the union-initiated Chemical Industries National Provident Fund

Management resistance to the demand sparked the strike at Rolfes in February and SA Cyanamid last year

The union said Rolfes had stated that it had no principled objection to joining the fund

"Managements continue to resist giving any control of retirement funds to workers," the union said

Parties push on with talks about LRA

ALAN FINE (140A)

COSATU, Nactu and employer federation Saccola were yesterday holding on course their attempt to reach agreement on interim changes to the Labour Relations Act to be made law during the current parliamentary session.

No official statements were issued after a seven-hour meeting which ended in the early hours of yesterday morning.

However, sources at the meeting said a drafting subcommittee of senior union and Saccola officials and their legal representatives was attempting to rework sections of the previous draft agreement on which the two sides disagreed.

The issues in dispute include the right of employers to bring interdicts against lawful strikes, time limits for the lodging of disputes, and changes in the operation of the labour courts.

It is understood that both sides made concessions, but details of these were described as too sensitive to disclose at this stage. A further mandating process will probably be required. B/Day 27/4/90

A union spokesman said Cosatu and Nactu were still very concerned that delays could prevent the possibility of an eventual agreement becoming law during this parliamentary session.

A Manpower Ministry spokesman said yesterday it was not possible to designate a final deadline for submission to Minister Eli Louw of the agreement.

However, if Parliament adjourned in early July as expected, time was running short.

Louw has told the parties any agreement would be examined very seriously and with urgency. However, it would have to be investigated by the National Manpower Commission and be put through the normal procedures.

Just for starters (140A)

Against a backdrop of rising costs and a union protest drive against race discrimination on the mines, the National Union of Mineworkers (NUM) opened this year's wage negotiations with what amounts to an average 35% increase The Chamber of Mines and the union are due to start formal bargaining in the second week of May (see *Fox*).

The union's "proposal" would mean an industry "national minimum cash wage" of R543 a month (rising to R1 339 at Grade 8) for surface workers, and R600 (R1 480) for underground miners, gold and coal. Opencast rates would be the same, except for the top four grades which are a bit higher This excludes any payments for food, accommodation and medical care, said NUM general secretary Cyril Ramaphosa

The same minimum rates were sought last year (based on a 95% demand), though NUM eventually settled for average increases of 18% The union is aiming to eliminate wage grade differences among the major mining houses.

Regarding conditions of employment, Ramaphosa also announced demands for. paid public holidays on March 21, June 16 and October 1 (health and safety day), 30 days paid annual leave (35 for underground workers), holiday leave allowance equal to a month's pay, new service increments, an 88-hour fortnight for surface workers and 80 for underground miners; compensation for time travelling to work, no dismissal on medical grounds without negotiation, and income security for injured and, therefore, downgraded, miners

The demands were formulated at NUM's central committee meeting last Saturday, which also discussed racial discrimination in the industry, skills in a post-apartheid SA, negotiations between government and the ANC, the alliance between Cosatu, ANC and the SA Communist Party, and nationalisation — though the substance of the last four topics was not made public

No less than "59 areas where racial discrimination is still rampant on the mines" were identified, from hoisting (queuing underground), acclimatisation, toilets and recreation facilities to recruiting, medical care, wages and attitudes If the mines fail to eliminate discrimination, NUM warned, the whole industry will be in dispute with the union "entitling workers to embark on whatever action they deem fit to ensure that racism is stamped out of the industry."

The chamber has said it opposes any form of race discrimination and is committed to ending it

The industry is also charged with doing very little to improve skills among black miners and a skilled work force "is the key to economic prosperity in a post-apartheid SA" NUM says it has initiated technical and managerial training schemes It also announced that several miners' unions around the world have agreed to finance the training of 100 miners this year in a number of universities and mining colleges

The union is expecting the mining industry to send 250 miners and students to SA universities every year "to acquire skills for a post-apartheid SA." ■

LIFTING THE MINIMUM

Minimum wages on gold mines

	NUM demand 1990	Anglo 1989	Gold-fields 1989	Genmin 1989	Rand Mines 1989	Anglo-vaal 1989	JCI 1989
Surface							
1	**543**	399	324	356	372	333	397
2	**518**	450	404	405	419	378	452
3	**703**	519	500	478	472	445	517
4	**800**	597	610	554	554	529	599
5	**910**	582	738	650	627	633	684
6	**1 035**	803	n/a	769	746	752	797
7	**1 177**	943	892	932	886	903	929
8	**1 339**	1 095	1 059	1 148	1 120	n/a	1 081
Underground							
1	**600**	455	356	420	432	394	453
2	**683**	520	446	475	489	447	517
3	**777**	595	551	558	551	520	620
4	**884**	688	671	637	637	600	679
5	**1 006**	793	812	760	722	710	785
6	**1 144**	914	n/a	895	854	847	883
7	**1 301**	1 050	975	1 055	980	1 004	1 050
8	**1 480**	1 222	1 165	1 274	1 228	1 223	1 228

Source NUM

Out rolls a shiny Madibamobile

By EDDIE KOCH

WHAT kind of Mercedes Benz rolls off the assembly line wrapped in cellophane paper and plastered with stickers proclaiming the virtues of the South African Communist Party?

Answer. a bright red top-of-the-range Mercedes Benz 500 SE, certified "made by worker hands only", and dubbed the *Madibamobile*

"Yes! Our gift to Comrade Nelson Mandela was completed on Monday," proclaimed a shop steward at the Mercedes Benz factory near East London.

"It has just been sent off for a car-phone to be fitted When it comes back, we will ask Madiba to come and collect it"

The workforce celebrated the completion of the R250 000 super-luxury sedan with an impromptu work stoppage at the plant on Monday

Exuberant members of the National Union of Metalworkers of South Africa sang and *toyi-toyied* as they pushed the car — clad in a plastic wrapper and covered in photographs of Mandela, African National Congress slogans and South African Communist Party stickers — from the assembly line to the depot where it will wait for its owner.

"Everything is finished The car passed its road test with flying colours Now we are discussing if Mandela should collect it from the factory or if we must hold a rally for him to receive it," the shop steward said

The workforce presented management with a lesson in productivity by assembling the super-luxury R250 000 sedan — complete with automatic transmission, air conditioning, soft leather upholstery, power steering, central locking, electric window winders, adjustable steering column, state-of-the art sound system, eight speakers, electrically adjustable seats with computerised memory, outside temperature indicator, electric sunroof and burglar alarm — in the equivalent of just four days of labour time

The average 500 SE takes 28 days to manufacture

"Workers made this car with their own hands," the shop steward said "We did not want junior management to touch the car because they have a bad attitude to our cause. So we said the car would be checked by our own professional inspectors. It is a 100 percent worker car"

To press home the point about the sedan's proletarian purity, shop stewards have put an embargo on union officials talking about the car and gave workers the right only to make statements to the press

Numsa members made the car by each doing an hour of free labour every day since March 26 They will pay the company for parts and components by each working in four-and-a-half hours of overtime for free

140A w/Mail

NUM calls on white miners: Let's join up!

White miners have been urged to join the fight against racism in their industry, reports MZIMKULU MALUNGA

WHITE miners should join the National Union of Mineworkers, said NUM president James Motlatsi after a meeting of the the union's central committee meeting last weekend.

"Apart from addressing the racial discrimination issue through collective bargaining channels, we believe that mineworkers can come together. Our constitution is open, it is a non-racial constitution," said Motlatsi.

He said a few whites had already joined the NUM, mainly at mines which were not members of the Chamber of Mines, such as the diamond mines in Namaqualand and Kimberley, and at the Ergo gold reclamation plant on the East Rand

Some white miners at Chamber-affiliated mines were interested in joining the NUM but their management discouraged this "because they would not like to see a good relationship between blacks and whites on the mines," Motlatsi said

He said conservatism of white workers had been caused by the fact that they had enjoyed a lot of privileges on the mines and felt they could lose these to black miners

"Because of this, it is easier for the Chamber to co-opt and use whites against black workers. They have been threatened by the Chamber that if they do not adhere to its call (such as helping mines' security staff during a strike), blacks will take their jobs."

He said the NUM did not want white workers to lose their jobs nor their privileges "What we want is equal opportunities for all workers regardless of race"

Motlatsi urged white mineworkers to stop co-operating with mine security during strikes.

"They should not allow themselves to be used and carry guns, teargas canisters and all other weapons which will be used to force NUM members to go to work whenever there is a strike, as they have done on numerous occassions."

The relationship between the NUM and white miners' unions was of paramount importance, said Motlatsi.

The NUM central committee, which is the second highest decision-making body in the organisation, said it had identified 59 areas where racial discrimination was "still rampant" on the mines

Delegates at the meeting decided that the union should demand the abolition of all racial discrimination on the mines

About 400 delegates who attended the meeting said their members were prepared to take whatever action they deemed fit, such as sit-ins and strikes, to stamp out racial discrimination in the industry.

Areas where racial discrimination was identified included separate queues for lifts taking miners to the surface and acclimatisation tests, which they allege only black miners had to undergo.

The issue of racial discrimination will be raised during the wage negotiations due to be held with the Chamber, as well as with individual mines, said the union

NUM President James Motlatsi

The Chamber's public affairs manager, Peter Bunkell, said his organisation was "fundamentally" opposed to any form of racial discrimination.

An example of this was the Chamber's representations both to the government and white unions for the removal of discriminatory legislation, Bunkell said.

"In addition, we have taken the government to court to fight the implementation of provisions which could be used on a racially discriminatory basis," he said.

● At its weekend meeting the NUM central committee resolved to start equipping black miners with the skills needed in a post-apartheid South Africa, Workers will be trained in various managerial and technical fields.

"Several miner's unions in the world have offered to assist NUM in preparing for a post-apartheid South Africa by agreeing to finance the training of 100 miners this year in a number of universities and mining colleges. This number will increase every year," said the union's statement.

Countries where these programmes will be conducted include Zimbabwe, Canada, Germany and Sweden

140A

Shell pulls out of herbicides market

Shell pulled out of the controversial hormone herbicides market this week, explaining that 'we are trying to operate in a responsible way'. EDDIE KOCH reports

SHELL halted all sales of hormone herbicides in South Africa this week, amid growing public anger at claims that a consortium of chemical companies is trying to suppress evidence about the environmental dangers of their products

The Anglo-Dutch multinational said on Tuesday that it would immediately cease distributing hormone herbicides — including all of its existing stock — in response to growing public concern that the weedkillers can damage human health and devastate plant life

Shell's dramatic move stems from disclosures by the *Weekly Mail* last week that 17 companies, including some of the world's biggest multinationals, were pressing a small group of Natal farmers to withhold evidence about the damage caused by the herbicides.

"The reason for our decision is that we are trying to operate in a responsible way and we are sensitive to public sentiment that is against the use of hormone herbicides," said Shell representative Colleen Channon-Bracher.

The company's directors took the step after a series of board meetings this week. Channon-Bracher said the decision did not mean Shell accepted allegations that the products were an ecological and health hazard

The controversial herbicides are a small part of Shell's operation in South Africa and their continued marketing here and were not simply worth the public wrath they had incurred, she said

Earth Life Africa, a local ecology pressure group, announced it had asked Greenpeace International this week to help co-ordinate worldwide protests against multinationals that tried to muzzle evidence about the hazards of using hormone herbicides in South African agriculture

Two powerful black trade unions said they would throw their muscle behind the campaign The South African Chemical Workers' Union (Sacwu) resolved at its annual congress over the weekend to urge the South African government to extend the embargo on hormonal herbicides to the whole country"

Sacwu is the biggest affiliate of the National Council of Trade Unions (Nactu)

Rod Crompton, general secretary of the Chemical Workers Industrial Union (CWIU), said his members were determined to fight the poor health and safety record of many multinational chemical companies in South Africa.

"These firms have been responsible for vast and largely unreported damage to the environment in the Third World." The CWIU belongs to the Congress of South African Trade Unions (Cosatu)

Some 12 000 people in the Natal Midlands have signed a petition, organised by Earth Life, that calls for the use of all hormone herbicides to be suspended. This month a joint international protest by Earth Life, Greenpeace and the CWIU succeeded in shutting down Thor Chemicals, a Natal-based toxic waste recycling plant accused of polluting local rivers with high levels of mercury

Chemical groups try to silence allegations about crop devastation

By EDDIE KOCH

SEVENTEEN chemical companies, including some of the world's most powerful multinationals, are trying to suppress allegations that their herbicides are causing massive damage to South Africa's ecology

The companies are trying to ...

Silence broken ... last week's *Weekly Mail* herbicides exposé

Outrage over the use of hormone herbicides has escalated since a group of Natal vegetable farmers failed to win a Supreme Court application for manufacture and use of herbicides in South Africa to be suspended

The farmers prepared affidavits for the case based on evidence that the widespread use of the herbicides have caused millions of rands damage to their harvests and have devastated other vegetation in the Natal Midlands

But this was never heard in court as the judge ruled the application should have been directed against the users rather than the manufacturers of the herbicides. The farmers were ordered to pay the companies legal costs, estimated at more than R1-million

The consortium says it will waive payment on condition the farmers forfeit their right to take legal action against any of the firms again and stop public campaigns aimed at highlighting the dangers of the products

The farmers say they are also being "blackmailed" into paying for advertisements in 17 major newspapers and magazines that apologises for the court action.

Shell says its decision to abandon hormone herbicides means that it has effectively conceded to the farmers' demands The company will no longer associate itself with the consortium's approach to the issue of costs

Earth Life representative Chris Albertyn welcomed Shell's decision to withdraw its supplies of the herbicides "This is a victory for the public and we hope that other multinationals will follow suit."

Gerry Maritz, a representative of Agricultural and Veterinary Chemicals Association (Avcasa), said "If Shell in its infinite wisdom decided to withdraw, then so be it. That is their prerogative."

Maritz, who co-ordinated the consortium's legal strategy, said the companies were prepared to "enter into dialogue"

SS DAY, Friday, April 27 1990

140A

Hospital go-slow continues

MATTHEW CURTIN

A THREE-DAY go-slow at three major Johannesburg hospitals continued yesterday with the National Education Health and Allied Workers Union (Nehawu) claiming over 3 000 workers had joined the rotest for a basic minimum wage of R1 100 a month.

Hospital sources said there were no more than 1 000 non-medical workers involved. B/Day 27/4/90

Nehawu members at Johannesburg General, Hillbrow and Baragwanath were demanding an average wage increase of 100%, and as much as 500% for the lowest paid staff.

Union spokesman Neal Thobegane said the Transvaal Provincial Administration (TPA) had offered a minimum of 10%.

Hospital Services spokesman Jan Loubser confirmed there had been peaceful placard demonstrations. Executive director Hennie van Wyk was engaged in negotiations with Nehawu and the TPA could not comment on the progress of talks.

Johannesburg acting chief superintendant Dr Tom Frankish said the peaceful demonstration of had not affected hospital services. But a Baragwanath hospital spokesman and Hillbrow acting chief superintendant Jack Norman-Smithsaid the go-slow was having an effect.

● See Page 9

Star 27/4/90 (140A)

Productivity development key

Mr Peter Sneddon (from left), chief executive of Cullinan Brick, representatives of a French company — Ceric — Mr Mario Roretti and Mr Angelo Rubli and Cullinan production manager Mr Kurt Matheis discuss the building of the company's new tunnel kiln.

R30-m brick-manufacturing plant for Midrand

Star 27/4/90

Cullinan Brick is spending more than R30 million on a new hi-tech brick-manufacturing plant situated at Midrand

The new plant will come into operation this year and features a revolutionary steel-cased tunnel kiln which will form the core of the plant.

The facility will offer the company a number of significant benefits for its investment The process will result in less wastage enabling better use of valuable clay reserves The high degree of mechanisation and the low energy consumption required to operate the plant make it extremely economical to run

Company spokesman Mr Dan Retief says the plant will be able to make products of superior quality and consistency over an extended range, thus allowing available clay deposits to be fully utilised

The plant will use clays found in the Midrand area

Other divisions within the group will carry out the site excavation and reticulation work Refractories from Cullinan Refractories will be used to line the kiln

The new plant has the capacity to produce about 60 million bricks a year

Sanitaryware hit by sag in demand

Star 27/4/90

The sanitaryware industry, along with other indus-

Cement industry set for tumble

The cement industry, which has only recently recovered to 1984 levels, looks set to take another tumble

Hit by the 1985/86 recession, demand fell, but it recovered to about 8 million tons du

gemann

Plant replacement costs in the industry are high The smallest new practical plant — starting from scratch as opposed to expanding an ex-

South Africa has traditionally been, and to a large extent still is, a country which has relied heavily on labour. Wages for the black workers made this worthwhile, but as wages have increased under union pressure, so this advantage has been eroded, leaving South Africa in the position of needing to make each worker more productive.

One avenue towards increased productivity is training and motivating the workforce However, another essential element needed to compete with the overseas producers is technology

The problem is that the value of the rand has diminished against the major world currencies and most of the technology required to bring South African plants in line with their overseas competitors is imported

Brickequip director Mr Bert Wijnbelt says "Prices of machinery in West Germany, for example, have only increased between 5 and 10 percent during the past few years However, the rand has fallen against the Deutschmark. Just five years ago R1 would buy 2,20DM, now R1 will buy only 0,65DM. This means that machinery bought in West Germany and imported into South Africa has increased in price by about 300 percent.

"There is some machinery produced locally but the high rate of inflation has pushed up prices — though the recession has helped to keep price hikes to the minimum."

Most of the sophisticated equipment used for making bricks is imported, though Mr Wijnbelt says every effort is being made to increase the local content of each installation in an effort to keep costs down

"Manufacturers want the latest overseas technology because labour is no longer the cheap option it was some years ago Labour is still cheaper in South Africa than overseas but the workforce is not as productive

"Another problem is that a plant must run 24 hours a day, 365 days a year A kiln cannot simply be shut down as the start up is very expensive This means that during the day enough green bricks (undried and unfired bricks) must be produced to keep the kiln busy at night and over the weekends

"With this in mind the manufacturers cannot afford strikes A shut-down plant costs hundreds of thousands of rand each week This has led to a tendency to cut out unreliable labour

"A modern high technology plant can run with about 10 people because everything is computerised. There is no manual brick handling and the people needed tend to be high calibre staff, such as electricians for checking, controlling and maintaining machinery and equipment," says Mr Wijnbelt.

Johnson Tiles managing director Mr Keith Dixon says all the machinery required for tile making has

STAR 21/4/90 (140H)

ent key

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Johnson Tiles managing director Mr Keith Dixon says all the machinery required for tile making has to be imported, and under the influence of the low rand value, the prices have gone heavenwards This has handicapped the local industry in its attempts to keep up with the latest technology

"Another problem is the lack of local support for the equipment This places us at a disadvantage when compared with countries such as Italy We may have to fly in a technician if something goes wrong Most of the better equipment is manufactured in Italy so they have support on their doorstep

"With this in mind great care has to be taken when selecting equipment, to ensure it is reliable and not subject to frequent breakdowns," says Mr Dixon

Continental China Holdings group managing director Mr Bill Paverd estimates that the replacement cost of the company's production facilities is in excess of R100 million

And, he says "If a new plant were to be constructed today only about 30 percent could be provided locally, with the bulk, 70 percent, having to be imported"

Council takes court action to halt march

140A

Labour Reporter

The Pretoria City Council has taken court action to head off a planned Congress of SA Trade Unions march through Pretoria in protest against the Labour Relations Act and "apartheid violence".

The march is scheduled to coincide with a similar demonstration in Johannesburg tomorrow morning, for which permission has been granted.

The outcome of the application, in the Pretoria Supreme Court, had not been established at the time of writing.

Protests

Organised by the Cosatu Women's Forum, the protests in both centres would culminate with the presentation of memoranda to Department of Manpower representatives and the police, said a Cosatu statement

The marches would highlight Cosatu recommendations to employers and the state contained in a draft agreement with the employer body Saccola.

They would also call for an end to "apartheid violence". Workers should have the right to picket without "interference from the security forces" and be free to organise without intimidation, the statement said

Chaos at Bara as staff 'work mornings only'

Star 27/4/90 (140A)

By Julienne du Toit

Bodies are piling up in the Baragwanath Hospital mortuary, medicine may soon be unavailable and security guards are now dishing up food as a result of general assistant staff demonstrations which have also affected Hillbrow Hospital and Johannesburg Hospital

The lunchtime demonstrations started at Baragwanath two weeks ago and appear to have affected Baragwanath more than the other two large hospitals Workers are carrying out their tasks only in the mornings, and are involved in union negotiations in the afternoon.

A National Education, Health and Allied Workers Union (Nehawu) official said that the demonstrations are set to spill over to other major hospitals in the Witwatersrand next week, but said any protest action in working hours was initiated by the workers and not the union

He said workers were protesting for a wage increase of more than 10 percent — many earn a minimum monthly salary of R223 which they want increased to R1 100 — shorter working hours and permanent employee status, as many workers of 10 years standing were still classed as temporary staff

A spokesman for Dr Chris van den Heever, chief medical superintendent at the hospital said medicine may not be available to patients in three days, as pharmaceutical department workers have not prepacked the medicine

Another problem is the slow rate of processing forms for the release of bodies to funeral undertakers

The protests have led to a general lowering in the standard of services, said the spokesman

Dr J Norman-Smith of Hillbrow Hospital said the hospital was coping — cleaning or kitchen staff were present from 11 am each day since Tuesday

Dr T Frankish, Acting Chief Superintendent at Johannesburg Hospital said the demonstrations there started on April 20, but were restricted to lunchtimes only, and services to patients had not been disrupted

● In a report in The Star on Tuesday April 24, due to a misunderstanding, it was incorrectly stated that Dr Frankish had said that the hospital administration had held regular meetings with Nehawu officials. In fact, Dr Frankish said they had regular meetings with "representatives of the hospital workers and that local issues were being addressed locally and that other issues were being addressed at higher levels" The Star regrets the error

● See Page 15.

Attempt to resuscitate draft LRA

Star 27/4/90

(140A)

Labour Reporter

In a bid to salvage the draft employer-union deal on the Labour Relations Act, a re-drafted accord is to be taken back to the constituencies of both sides.

Following talks between the employer body Saccola and the union groupings Cosatu and Nactu, a bipartisan drafting committee met yesterday to reshape the agreement

Saccola secretary Mrs Friede Dowie said further talks were likely once members had been consulted on the new draft.

Earlier this week Saccola proposed wide-ranging amendments to the agreement, prompting union charges that employers were reneging on its terms Employers denied this

Proposed changes include the issues of strike interdicts and the implementation of basic rights for all workers in advance of new legislation.

The aim is to submit the agreement to the Government for enactment during the current parliamentary session Further delays could prevent its passage into law

NUM calls for single minimum wage

By CONNIE MOLUSI (140A) C/Press 29/4/90

THE National Union of Mineworkers (NUM) central committee has resolved to call for a 35 percent wage increase in this year's negotiations with the Chamber of Mines.

The proposed minimum wages of R543 for surface workers and R600 for underground workers were decided by the union's congress last year and were rejected by the Chamber of Mines.

General secretary Cyril Ramaphosa said the union's priority remained the achievement of a single minimum wage in the whole industry, instead of the current situation where all six mining houses paid different rates.

Because of these wage differentials the union's minimum wage demand represents as much as 95 percent on the lowest-paying mines, and 31,8 percent on the highest-paying gold mines.

Other issues on the negotiating agenda include an 88-hour working fortnight for surface workers and 80 hours for underground workers. Present working hours range from 96 to 98 hours a fortnight.

NUM has taken the lead in the trade union movement by arranging for 100 miners to be trained in mining engineering, geology and metallurgy.

Prospective students will be placed in universities and mining colleges around the world. The project is financed by a number of fraternal mining unions in such countries as Sweden, Canada, the UK, Germany and Australia.

Major beneficiaries of the training will be retrenched miners who already have matric. The selection process has already started.

Ramaphosa said NUM believed the creation of a skilled workforce was the key to prosperity in a post-apartheid South Africa.

He said the union would also demand that the mining industry play a part in this skills acquisition programme by sending 250 miners and students to South African universities each year.

Miners aim high

S/Times 29/4/90 (140A)

THE National Union of Mineworkers' opening gambit for average increases of 35% in the annual wage negotiations means tough talks again this year.

The NUM wants a national minimum cash wage of R543 a month for surface workers and R600 for underground employees

The six major mining houses pay different rates, so some face a demand for an increase of 95%, and others are looking at about 32%.

Because of the unstable gold price and rising working costs, these demands will be unacceptable to many mines, some of which are in danger of closing.

NUM general secretary Cyril Ramaphosa says the union expects management to claim again that these two factors are a bar to large pay increases.

He says the NUM has embarked on a three-year plan to bring about a national living wage, and will stick to its goal

This year's demands are on a par with the increases sought in 1989. The final settlement after two conciliation board meetings comprised increases of between 13,5% and 16%.

A major theme at this year's talks will be alleged racial discrimination on the mines. At a meeting of the NUM central committee, delegates identified 59 areas "where racial discrimination is still rampant".

They noted "with great concern that whilst apartheid in broader SA has virtually been declared outdated and unworkable, the mining industry still seems to be bent on ensuring that racial discrimination remains firmly entrenched in the industry".

Mr Ramaphosa warns that should the mining industry not eliminate racial discrimination in all its facets, the NUM will declare a dispute.

Other demands include that March 21, June 16 and October 1 be paid holidays and normal hours of work should be 88 a fortnight for surface workers, and 80 a fortnight for those underground.

The union is also asking that all workers be entitled to at least 30 days' paid annual leave, and underground workers a minimum of 35.

In the event of a worker being injured on duty, the NUM demands that he be paid his full wage while he convalesces.

CYRIL RAMAPHOSA ... living wage for all the goal

Police watch Cosatu offices

(140A)

POLICE launched a considerable show of force near trade union offices in central Pretoria on Saturday to thwart a proposed march prohibited by a Supreme Court interdict.

The march in support of a post-apartheid workers' charter had, however, been called off by Cosatu's Northern Transvaal executive after the Pretoria City Council was granted the interdict on Thursday.

About 8am on Saturday policemen sealed off Brown Street where a number of trade union offices and the Cosatu regional headquarters are located, but left about five hours later, according to a union spokesman.

Groups of policemen, some with shotguns, were seen at Church Square, the venue of a proposed rally. Sowetan 30/4/90

A few workers arrived to attend the outlawed march and no untoward incidents occurred, the union spokesman said

The police units were backed by vans, remand trucks and an armoured bus, mostly deployed in the vicinity of Prinsloo, Van der Walt, Bloed and Struben streets

Police were not immediately available for comment. - Sapa

Trade unions have major role in creating more jobs

Star 30/4/90

Trade unions will have to discipline themselves in order to harmonise the interests of the workers with the interests of the employers, says Mr Hendrik Sloet, chairman of Saambou.

He told the Boksburg Afrikaanse Sakekamer that if this did not happen the growing number of workers would not in the long term receive their rightful dues

He said labour, unemployment and productivity were some of the most serious problems facing the country The available unskilled labour far exceeded the demand, while there was a tremendous shortage of skilled labour.

Official statistics showed the labour force increased by 2,7 percent a year

Keeping in mind that for every one percent growth in the economy another five percent growth in job opportunities was created, there would have to be an economic growth rate of 5,4 percent a year to absorb the increase in the labour force

The hundreds of thousands of unemployed, who were increasing at an alarming rate daily, were not even included in this calculation

Mr Sloet said he believed entrepreneurs, with little prompting, would use labour-intensive production techniques as long as they were able to arrange their cost structure in such a way as to remain competitive. This would create more job opportunities.

But unfortunately labour-intensive techniques were declining in favour of increasing capital intensive production methods

This could mainly be ascribed to the growing imbalance of labour costs, levels of productivity and growing wage demands. There would have to be a relation between training, productivity and wage and salary levels

Industrialists and trade unions must get together to discuss their problems It had to be realised that in view of the country's particular circumstances it was important to have a job — never mind the pay

A modest standard of living was better than no standard of living at all, Mr Sloet concluded. — Sapa

Metal bosses push up pay offer to workers

Star 30/4/90

By Drew Forrest

The giant Steel and Engineering Industries Federation (Seifsa) raised its wage offer by 1,5 percent in the third round of annual pay negotiations, which will affect 380 000 metalworkers.

The offer now stands at between 11,5 and 15,7 percent — which means an hourly rate of R4,07 for labourers and R9,27 for artisans.

The largest union which is party to the metal industrial council, the National Union of Metalworkers, has demanded a R5,50 minimum for unskilled workers and an across-the-board rise of R2.

Seifsa said in a statement that further employer concessions included an agreement in principle to extend the wage deal to all parts of South Africa, including the homelands, "if legally possible".

This is subject to provisos that the extension be phased in over a period, and that small businesses were excluded.

Employers also offered to increase living-out allowance by between 44 and 72,4 percent.

Seifsa said much of last week's negotiations focused on the proposal that small businesses — possibly defined as having eight or fewer employees — be excluded from the wage agreement Employers indicated that the success of the talks might depend on a positive response to the proposal

The next round of talks is on May 10.

Employment Act changes hailed

Star 30/4/90

Labour Reporter

The employer body Saccola has welcomed Government moves to regulate the basic employment conditions of farmworkers and has urged the participation of employers and unions in the framing of new law.

Last Friday, Manpower Minister Mr Eli Louw announced in Parliament that following extensive discussion with the SA Agricultural Union and parliamentary representatives of farmworkers, the Basic Conditions of Employment Act and the Unemployment Insurance Act would be amended next year to apply to farming

The particular circumstances of agriculture would be taken into account in adjusting the laws and all interested parties would be consulted

Mr Louw also said that he had asked the National Manpower Commission to probe and make recommendations on the extension of the Labour Relations Act and the Wage Act to farming

The NMC would also be asked to investigate "whether the rights of domestic workers should be protected in legislation and if so, in what form"

The "unique circumstances" of these employees called for special consideration, he said

Welcoming the moves, Saccola chairman Mr Bobby Godsell stressed that the involvement of the SAAU and unions was vital if new legislation was to meet the needs of all parties

On the Labour Relations Act, SAAU president Mr Nico Kotze stressed that the NMC was investigating a separate legal dispensation for dispute-settlement in agriculture.

He warned that the Wage Act — which provides for the setting of minimum wages — could have serious financial implications for farming

Protests likely to slow privatisation

B/Day 2/4/90 (140A)

ALAN FINE

WIDESPREAD protest against privatisation by trade unions and other opposition groups is likely to slow down the process, and even cause some state-owned corporations initially earmarked for privatisation to remain in state hands

Mineral and Energy Affairs and Public Enterprises Minister Dawie de Villiers told Business Day at the weekend government had taken note of the reservations expressed by certain groups

These manifested themselves most recently in protest marches in Johannesburg, Pretoria and Port Elizabeth last Thursday by thousands of members of four Cosatu-affiliated public sector unions

De Villiers said there appeared to be a degree of confusion and misunderstanding about the issue that needed clarification

But government was also aware of the existence of conflicting needs and objectives Out of this he had to seek an optimal solution and attain a result that would be most acceptable to all

De Villiers said as the privatisation process took cognisance of all these issues, this implied that "many of the state enterprises currently acting as monopolies may not be privatised at all"

He did not identify to which enterprises he was referring, but Eskom appears to be an obvious example

Another government source indicated that, in future privatisation exercises, the authorities were likely to be more sensitive to the views of organised labour than they were in the Iscor case last year

With Iscor, the unions were merely presented with the fact of privatisation and the details of an employee share scheme

The source said each company had its own, unique relationship with the trade unions, and each had its own method of dealing with them

Strategy for the Iscor exercise was, as far as union involvement was concerned, devised by Iscor management

"We will have to address these problems and get perceptions right We will have to

☐ To Page 2

Privatisation

(140A) ☐ From Page 1

enter into the privatisation versus nationalisation debate. We will try ensure it is done fairly," he said B/Day 2/4/90

He stressed there were other interested parties in addition to the unions.

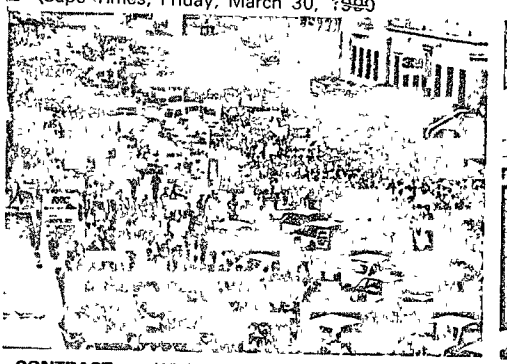
The source believed government had time on its side, as there were no major privatisation exercises scheduled for the immediate future.

Plans for the sorghum beer industry were advancing But the privatisation of such enterprises as Transnet and Posts and Telecommunications was still a long way off Eskom was even further down the road

"Right now, privatisation is not an issue. We are looking at the commercialisation of state enterprises to increase efficiency. This is a necessary first step, but actual privatisation is perhaps five to six years away

"Introducing businesslike approaches and using private sector yardsticks for measuring the success of operations is something no one can object to," he said.

2 Cape Times, Friday, March 30, 1990



CONTRAST ... While tens of thousands turned out for a peaceful protest march against privatisation and salary grievances in Port Elizabeth yesterday, police in Pretoria stopped a similar march.

Thousands march on privatisation

Own Correspondent

JOHANNESBURG — Thousands of public sector workers of four Cosatu-affiliated trade unions marched with banners through South African cities yesterday to register opposition to government privatisation plans

Members of the Post Office and Telecommunications Workers' Association (Potwa), National Education Health and Allied Workers' Union, SA Railways and Harbours Workers' Union and the SA Municipal Workers' Union were taking part in an ongoing national campaign to protest at privatisation and the 10% salary increase for public sector workers

In Pretoria police confirmed that 39 workers were arrested They were later released and warned to appear in court

A police spokemsan could not verify union claims that about 40 marchers were injured when police used teargas on workers Pretoria's Chief Magistrate, Mr Jan Burger, citing a city council bar on the anti-privatisation campaign, banned the march on Wednesday night.

Potwa vice-president Mr Floyd Mashele said a Cosatu delegation delivered a memorandum addressed to Privatisation Minister Mr Dawie de Villers at the Union Buildings in Pretoria

The minister was urged to stop the privatisation process with the union expressing fears of job losses

In Johanneburg, 10 000 public sector workers marched to the Johannesburg Stock Exchange (JSE) where Mr Mashele and ANC leader Mr Wilton Mkwayi handed a meomorandum to JSE executive president Mr Tony Norton

The memorandum said employees believed the sectors concerned were part of the national wealth created "out of the exploitation of our labour"

"We believe the government has no right to auction this wealth without our consent."

About 200 suspended warders from Johannesburg Prison — Police and Prison Civil Rights Union members — joined the march to support anti-privatisation demands

Sapa reports that in Port Elizabeth thousands of workers presented demands to employer bodies.

B/Day 30/3/90

140A

Thousands of protesting workers march down Pritchard Street towards the JSE yesterday. Picture ROBERT BOTHA

Unions mobilise protests against govt privatisation

ADELE BALETA

THOUSANDS of public sector workers from four Cosatu-affiliated trade unions marched with banners through SA cities yesterday to register opposition to government privatisation plans

Members of the Post Office and Telecommunications Workers Association, National Education Health and Allied Workers Union, SA Railways and Harbours Workers Union and the SA Municipal Workers Union were taking part in a national campaign against privatisation and the 10% public sector pay rise

In Pretoria police confirmed 39 workers were arrested after an illegal march by about 2 000 people The workers were later released and warned to appear in court

A police spokesman could not verify union claims that 40 marchers were injured when police used teargas Several marchers were allegedly bitten by police dogs

Potwa vice-president Floyd Mashele said a Cosatu delegation delivered a memorandum addressed to Privatisation Minister Dawie de Villiers at the Union Buildings urging him to stop the privatisation process and expressing fears of job losses

In Johannesburg 10 000 public sector workers under four union banners marched to the Johannesburg Stock Exchange where Mashele and ANC leader Wilton Mkwayi handed a memorandum to JSE executive president Tony Norton

The memorandum protested against the sale of state industries and encouraged investors not to buy shares in the public sector

It said employees believed the sectors were part of the national wealth created "out of the exploitation of our labour" and "we believe the government has no right to auction this wealth without our consent"

Mashele said workers were prepared to "fight to the bitter end to prevent the move"

About 200 suspended warders from Johannesburg Prison — Police and Prison Civil Rights Union members — joined the march

Earlier Mkwayi told a packed Central Methodist Church the working class rejected privatisation because it would increase the minority's economic power; generate funds for the State which workers would not control, turn workers' houses into a source of profit and force employees into squatter camps, and leave a future ANC government with few economic resources

Sapa reports that in Port Elizabeth thousands of workers presented demands to employer bodies These included abolition of privatisation, recognition of workers' unions by the public sector; and salary parity regardless of colour

Other national demands were that health services accessible to the poor be developed and that workers get the right to withdraw their membership from management-established councils and staff associations

Permission for a march in Bloemfontein was refused but Mashele said alternatives were being discussed In the Western Cape public sector employees embarked on a two-day stayaway on Wednesday

Violence hits Groote Schuur

Cape Times 16/3/90 (140A)

Hospital strikers go on rampage

OPERATION OFF . . . Ms Minnie Moos whose operation was cancelled because of the strike at Groote Schuur Hospital The flowers were sent by family and friends Picture: OSED ZILWA

STRIKERS went on the rampage through Groote Schuur Hospital yesterday, threatening and assaulting working staff and damaging property.

By CLAUDIA KING

A spokesman for the Health Workers' Union yesterday confirmed that "intimidation and certain incidents involving strikers" had occurred and that the hospital authorities had threatened to call in the police

Strikers forced a door leading to the maternity block in an attempt to reach workers ignoring the strike call, and a worker was stabbed in the out-patients unit.

Five obstetric and maternity units on the Cape Flats which deal with a vast amount of deliveries were closed because of fears for the safety of the staff.

As the strike entered the 11th day the CPA announced that the hospital could only handle 30% of its normal load, while all heart and kidney transplants have been stopped until the situation returns to normal.

In a day of high drama marked by confusion and fear

● Twelve day hospitals in the Peninsula joined the strike, leaving townships residents without medical care

● Workers at the Red Cross Children's Hospital who have previously rejected strike action entered the fray.

Both the union and the Cape Provincial Administration reiterated their desire to end the strike yet no negotiation between the two bodies has been entered into as strikers hold out for an audience with the Minister of Health, Dr Rina Venter

A spokesman for the union said. "We view this sort of undisciplined behaviour which is definitely not part of the union's policy in a serious light."

He said union officials met the superintendent, Dr Jocelyn Kane-Berman, late yesterday to discuss the situation

He said a letter requesting an interview with the Minister of Health had been delivered to her Cape Town office on Wednesday and that the union so far had no response from her

An administrative worker at the hospital said strikers had stabbed a worker in the out-patients unit and had "beaten up" several others while threatening to stone cars in the parking lot.

He confirmed that the doors to the maternity block at Groote Schuur had been broken open by strikers

Dean of the UCT Medical School Professor J P van Niekerk said he was worried the situation could get worse

"The situation has become untenable. Nursing sisters have to do everything including transporting patients," he said

A specialist at the Red Cross Childen's Hospital where workers have been striking since Wednesday said that although the care of the children had not yet been severely affected the siuation would change if the strike did not end soon.

"Next week the outpatient and specialist clinics will close and we will have to turn patients away," he said

Workers, however, were invovled in a "conflict of conscience" and did not want to jeopardise the care of the patients

The Administrator of the Cape, Mr Kobus Meiring, last night made a renewed appeal to strikers to return to work and guaranteed to ensure the safety of CPA employees.

"We will do everying in our power including the possibility of taking emergency measures if necessary," he said.

The CPA remained committed to entering into reasonable negotiations with all the parties concerned.

● Pay rise for lowest-paid workers — Page 3

Cancer op woman

Cape Times 16/3/90

Simon's Town and Bell- taken when the women and the man because he had driven the women's car The trial continues today.

Strikers accused of 'sabotage'

Cape Times 15/3/90 (140k)

By CLAUDIA KING

SENIOR personnel at the University of Cape Town yesterday expressed grave concern for the welfare of patients at the city's strike-torn hospitals and urged the strikers to enter into negotiations with authorities.

The dean of the faculty of medicine, Professor J P van Niekerk, accused workers of failing to maintain the emergency services they had undertaken to and of intimidating workers who wished to return to work.

"Striking workers are also sabotaging work within the hospital — soup is being thrown in lifts and down toilets and drains to block them," he said in an interview yesterday

He said he had received desperate calls from hospital superintendents requesting assistance from the students.

A spokesman for the Health Workers' Union said last night that "undisciplined behaviour of that sort goes against union policy" and that the matter would be thoroughly investigated

Deputy dean Prof R P Colburn told the Cape Times that the strike was seriously affecting the well-being of the patients and said Groote Schuur was "a splattered white elephant".

When the strike first began, people waiting for the results of tests would have been regarded as emergencies but this was no longer so.

Grievances

"For instance, women waiting to hear if they have breast cancer will have to wait, subjecting them to incredible mental strain."

At a meeting of the board of the faculty of medicine on Tuesday night, it was decided that although the board acknowledged the validity of the strikers' grievances there was an urgent need for both parties to meet to implement acceptable solutions.

Medical students took part in a lunch-time demonstration in support of the striking workers yesterday.

Under the auspices of the Medical Faculty Students' Council, about 100 placard-bearing students marched from the medical school to De Waal Drive where they were joined by several hundred of the striking workers.

The demonstration marked a decision by the students to help render emergency services in the hospital "while still fully supporting the workers' demands".

The Health Workers' Union confirmed yesterday that they had sent an urgent letter to Administrator Mr Kobus Meiring, Minister of Health and Population Development Dr Rina Venter and Minister of Administration and Economic Co-ordination Dr Wim de Villiers asking that they negotiate with the union.

"It is in the state's hands to end the strike yet their delaying tactics are making the workers impatient and militant," a spokesman for the union said.

The workers have repeatedly refused to meet Mr Charles van Zyl, appointed by the province to hear grievances, saying that previous "messengers" had failed to convey their problems to the correct authorities and vowed to continue the strike until the relevant ministers came forward.

According to the administrator's office, the first interim report on representations made to Mr Van Zyl was received by Mr Meiring yesterday afternoon and in turn submitted to Mr Wim de Villiers

To date, more than 5 500 workers in at least 14 provincial hospitals have joined the strike, which began 10 days ago

SUPPORT FOR STRIKERS ... UCT medical students yesterday staged a demonstration in support of the striking hospital workers, but said they would be helping with emergency services at Groote Schuur.

Pictures STEWART COLMAN

The dean of the faculty of medicine, Professor J P van Niekerk.

SAYING THANKS . . . The Administrator, Mr Kobus Meiring, thanks student nurses of Carinus College who are helping to dispense pills in Groote Schuur Hospital. They are (from left) Miss Natalie Walton, Miss R D Waterberg, Miss G Robertson, Miss L Swanepoel and Miss Michelle Orban.

Picture. GLENN SHERRATT

Troops helping at strike-hit hospital

Cape Times 14/3/90

THE army has sent in 200 troops from the First SA Cape Corps Battalion to keep the strike-hit Tygerberg Hospital laundry operating.

This was confirmed yesterday by Lt Johan van Schalkwyk, a liaison officer at the Castle, who said Hospital Services had asked the army for help.

The troops are supplementing about 600 part-time volunteers doing the work of the 719 Tygerberg strikers, according to Tygerberg Medical Superintendent Dr J G L Strauss

"The SADF is involved in humanitarian work," Lt Van Schalkwyk said. "This essential service (the hospital laundry) was in a tight spot, so we are helping out temporarily. The troops are in uniform, it's not a covert operation"

A non-striking worker at the laundry — one of a small handful — remarked wryly that lunch hours and tea breaks were longer now that the army was there

He added that the 120 striking laundromat workers had been replaced by a far greater number of soldiers.

Yesterday the Administrator of the Cape, Mr Kobus Meiring, visited ten Peninsula hospitals to familiarise himself with conditions there and to express his appreciation to staff members coping with extra work loads, and to volunteers

While in Groote Schuur, the Cape Times came across yesterday's 8am situation report, according to which 532 (or 35,7%) of the 1 489 beds have been vacated in measures to cope with the strike

Catering

Provincial spokesman Mr Van Heerden Heunis could not confirm the figures, but he did confirm that admissions had been reduced and that non-urgent surgery cases had been sent home

According to the situation report, wards C9, E11G, D7, G12 and E7 had been closed because of the strike There were 1 100 workers on strike at Groote Schuur and in its region, up from 934 last week, the report said

Services affected by the strike included catering, laundry, central distribution and the central sterilising servicing department

At Groote Schuur there were 126 volunteers, and 46 nurses and 162 administrative staff members had been redeployed.

The administrator was told by Professor Solly Benatar, head of Groote Schuur's department of medicine, that "most of the difficulties today were predicted 10 years ago".

More patients were being seen with the same facilities The average duration of a hospital stay was now six days instead of 14. People had to be sicker nowadays to be admitted to hospital, Prof Benatar said

At the Red Cross Children's and Khayelitsha Day hospitals, Mr Meiring came face to face with chanting protesters who held up placards denouncing "slave wages" of R300 or R400 a month

Red Cross Hospital workers, who are not actually on strike although they support the strikers' demands, gave Mr Meiring the most trouble, chanting "Meiring go home".

'Critical patients only' at Tygerberg

CAPE TIMES 13/3/90 (404)

By CLAUDIA KING

PATIENTS still in need of care are being discharged from Tygerberg Hospital — and only those "who would die at home" are being kept on as strike action by hospital workers at 14 city hospitals enters its ninth day

Meanwhile, Administrator Mr Kobus Meiring has cancelled engagements today to visit the worst-hit hospitals

Yesterday a specialist at Tygerberg told the Cape Times "Volunteers, patients and their families and nurses are sweeping and polishing while patient care is decreasing"

Staff at other strike-hit hospitals also claimed to be reaching "breaking point"

Staff members at Conradie Hospital in Pinelands said they "can't carry on much longer without collapsing"

"The emergency services are operating well but all 'cold' surgery (non-emergency) has been cancelled and dieticians are taking over kitchen duties," said one doctor

"Adult patients are being asked to keep themselves, the wards and the bathrooms clean while exchange and administration staff are delivering meals," he said

A spokesman for the Health Workers Union (HWU) reiterated last week's stand of not meeting retired magistrate Mr Charles van Zyl, appointed by the CPA last week to hear strikers' grievances

The HWU insists on speaking to the Minister of Health, Dr Rina Venter, or the Commission of Administration

A spokesman for Dr Venter's office said the minister was working on "contingency plans" in liaison with the Minister of Administration and Economic Co-ordination, Mr Wim de Villiers, and with Mr Meiring

"At this stage no representative of the strikers has approached the minister with a formal request to meet," the spokesman said

Dr Venter would "consider granting any requests for an interview"

The HWU is to hold a meeting tonight to decide whether to approach Dr Venter directly

A statement issued yesterday by Mr Meiring confirmed that the strike had spread to Vredenburg Hospital near Saldanha and to the central hospital laundry in Pinelands

He appealed to patients to be "understanding and patient", and gave the assurance that everying possible was being done to end the "unhappy" situation

According to the CPA, 3 183 workers are on strike The HWU sets the figure at "around 5 500"

● A mass meeting of all staff at the Red Cross War Memorial Children's Hospital yesterday decided that strike action was "fully justified"

A statement said the care of children would not be jeopardised by strike action, but a placard protest would be held in support of the strike

● Reports of 115 workers at the privately run City Park Hospital joining the strike were unconfirmed late yesterday A placard protest was held outside the hospital earlier in the day

No end in sight to hospital strike

CAPE TIMES 12/3/90 (140A)

Staff Reporter

THE hospital workers' strike enters its eighth day today with no end in sight and reports of patients having to care for themselves and "absolute chaos" reigning in the affected hospitals.

A nursing sister at Victoria Hospital in Wynberg told the Cape Times yesterday that patients were having to fend for themselves and in many cases were helping clean the hospital.

"I saw one man put his drip bag on his head and begin mopping the floor while others have been making the tea and serving it to fellow patients," she said, adding in that in some instances 35 people were being housed in a 10-bed ward

"The situation in casualty on Friday night was really terrible. We saw about 80 patients, all of whom lived because we just managed to plug up holes, stitch them up and send them home

"Nobody knows what happens to them after that as there is no transport available to take them from the hospital and no staff to check up on their progress"

She said most of the nurses felt as though they were in a "hopeless situation banging their heads against a brick wall" even before the strike began and now they are having to clean the wards and do double the amount of work.

"We support the workers, though, and feel that doing their work does not help their cause at all," she added

A spokesman for the Health Workers' Union said 1 500 striking workers attended a general meeting in Salt River on Saturday where it was decided to continue the strike

He said there was "no firm indication at this stage" of the strike spreading countrywide, but said indications were that workers at Stellenbosch Hospital may join the strike this week.

CPA spokesman Mr Dirk Smit confirmed yesterday that the strike showed no signs of drawing to an end

Retired magistrate Mr Charles van Zyl has been appointed to investigate grievances

Dir's head left | CAPE TIMES | Planning

G Schuur struggles on, but staff straining

Cape Times 10/3/90

By CLAUDIA KING and DAVID MCKAY

NURSES at Groote Schuur Hospital are washing floors and dishes while patients "have to settle" for porridge in the morning, and soup and bread for supper

This is according to a Cape Times source who was among the 100 or more volunteers who yesterday helped out in an attempt to keep the hospital's essential services functioning during the strike

A medical specialist at Groote Schuur last night described the conditions at the hospital as a "total and utter shambles", which was taking a toll on the morale of staff.

The doctor, who declined to be named, told the Cape Times that administrative staff at the hospital were being paid overtime to come to work at the weekend

He said that although most of the professional staff felt that the strikers "have a real gripe", nurses now have to perform portering and administrative duties as well

"Very few operations are performed, except essential ones which had been vetted by a medical superintendent," he said, adding that patients who had been on waiting lists for operations were being sent home

A cardiology theatre worker said that minor heart operations had been cancelled but that major operations were still being performed.

According to a hospital staff member the kitchen was severely understaffed, with only three out of a possible 26 staff members working

"Patients will have to settle for porridge at breakfast and soup and bread for supper," another staff member said.

"But we are doing the best we can."

Nurses were seen cleaning out lifts and even administrative staff were mopping the floors The hospital has been forced to call in cleaning services

Most areas of the hospital showed signs of good sanitation

Security posts were unmanned and hospital staff complained of having to wait "too long" for the lifts, which were not operating properly because of striking staff.

One nurse said· "How will the striking staff have their demands met when there is so much help coming in from the public?"

From today at 8am Tygerberg Hospital will be organising volunteers "from all walks of life" into four-hour shifts