

145

INDUS. REL. - Workers' days -  
WPWAB

12-11-76 - 31-12-80

325

145

## Inquest on cell hanging

Staff Reporter

TWINE and a razor blade were "very conveniently" left behind in the police cell in which Mr Luke Storey Mazwembe, 33, was found hanged earlier this year, a Cape Town inquest court heard yesterday

Mr Mazwembe was found hanged early on Friday morning, September 2, hours after he had been detained in Caledon Square police station

Mr I Farlam, appearing in the interests of the Mazwembe family requested an inspection in loco of the cell

"It is difficult to form an idea of how the hanging took place. It is important to determine how the victim suspended himself in the manner he was found," Mr Farlam said

"It appears Mr Mazwembe was very conveniently left behind with a piece of twine and a razor blade," he said. The inquest was postponed indefinitely

Mr P May was on the Bench. Mr G Hall appeared for the State and Mr I Farlam, was instructed by Mallinck, Ress Richman and Co

325/143

# Hanged in cell with blanket

Mercury Correspondent

Not. in. 12/11/76

CAPE TOWN — Twine and a razor blade were very "conveniently" left behind in the police cell in which Mr. Luke Storey Mazwembe (33) was found hanged earlier this year, a Cape Town Inquest Court heard yesterday.

Mr. Mazwembe was found hanged early on September 2, only hours after he had been detained and taken to Caledon Square police station.

Mr. I Farlam, for the defence, requested an inspection by the Court of the cell.

"It is difficult to form an idea of how the hanging took place. It is important to determine how the victim suspended himself in the manner he was found," he said.

Mr. Farlam said strips of blanket

cut with a razor blade and tied with twine were used to form the noose.

"It appears Mr. Mazwembe was very conveniently left behind with a piece of twine and a razor blade."

Mr. Farlam was accompanied to the police cells yesterday by the Magistrate, Mr. P. May and Dr. L. Anstey of the University of Cape Town medical school.

At the cell Dr. Anstey took the same strip of blanket found around Mr. Mazwembe's neck and simulated a hanging.

He climbed up against the grated prison door, hooked the blanket around his neck and hung there momentarily.

The inquest was postponed indefinitely.

325/145

# Inquest into prison hanging

3/11/76

CAPE TOWN — Twine and a razor blade were "conveniently" left behind in the police cell in which Mr Luke Mazwembe, 33, was found hanged earlier this year, a Cape Town inquest court heard yesterday.

Mr Mazwembe was found hanged early on Friday morning, September 2, only hours after he had been detained and taken to Caledon Square police station.

Mr I Farlam, for the defence, requested an inspection in loco of the police cell where Mr Mazwembe died.

"It is difficult to form an idea of how the hanging took place. It is important to determine how the victim suspended himself in the manner he was found," Mr Farlam said.

Mr Farlam said strips of blanket cut with a razor blade and tied with twine were used to form the

noose. "It appears Mr Mazwembe was very conveniently left behind with a piece of twine and a razor blade."

Mr Farlam was accompanied to the police cells yesterday by the magistrate, Mr P May, Prof H Shapiro, head of forensic medicine at Unisa, Dr L Anstey, special pathologist attached to university of Cape Town Medical School, and members of the press.

At the cell Dr Anstey — who will be advising the defence along with Prof Shapiro — took the same strip of blanket found around Mr Mazwembe's neck and simulated a hanging.

He climbed up against the grated prison door, hooked the blanket around his neck and hung there momentarily.

The inquest continues — DDC

225/145/143  
135

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

# 5 NOW banned in crackdown on trade unions

Own Correspondent

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

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

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

Yesterday two international trade union federations and

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

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

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

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

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

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

about economic and political chaos.

The seven trade unionists who have been detained by the security police for periods of up to six months are:

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

325/145

*Star*  
**Protests  
on union  
bannings**

The Star Bureau

BRUSSELS—The banning of 14 trade union officials in South Africa has provoked a protest campaign by trade unions in many parts of the world.

The International Confederation of Free Trade Unions — biggest grouping of non-communist workers — has expressed "real shock" at the bannings.

Some of the banned people are known personally to leaders of the ICFTU in Brussels.

Mr L Douwes Dekker, for example, was at a conference which urged militant action against South Africa at the ICFTU Brussels headquarters two months ago. He opposed economic sanctions.

**AFFILIATED**

An ICFTU statement says "the action against these people shows there is no sincerity on the part of the South African Government.

The anti-apartheid movement is taking a leading role in whipping up strong protests against the banning of the trade unionists, reports the London Bureau of The Star.

The German Embassy in Pretoria confirms that one of its nationals, Mr Antomo Kadalie (23), an engineering student, is being detained under Section six of the Suppression of Communism Act, writes a staff reporter.

He is reported to be the grandson of Mr Clements Kadalie, the black labour leader who claimed to have organised 100 000 black workers in South Africa in the early 1920's.

Mr Kadalie was arrested during the student riots in central Johannesburg on September 23.

Eight in  
Peninsula  
23/11/76  
receive  
Argus  
banning  
orders

BANNING orders in terms of the Suppression of Communism Act were served on eight people in the Peninsula early today, it was confirmed in Cape Town today.

The five year banning orders, signed by the Minister of Justice, of Police and of Prisons, Mr J T Kruger, were served by members of the Cape Town Security Police from 6.30 am.

The following were banned in terms of Act No 44 of 1950: Miss Debbie Budlender, Miss Mary Simons, Miss Tanya Simons, Mr Willie Hofmeyer, Miss Judy Favish, Mr Elijah Loza, Mr Graeme Bloch and Miss Wilma van Blerk.

#### HONOURS STUDENT

Miss Debbie Budlender is an honours student in economics, a part-time worker for the Western Province Workers' Advice Bureau and a former member of the UCT Students' Representative Council.

Miss Mary Simons is a lecturer in Comparative African Government and Law. Miss Tanya Simons is a UCT librarian, Mr Willie Hofmeyer a member of the UCT Wages Commission and Miss Judy Favish a literacy trainer and part-time member of the Western Province Workers' Advice Bureau.

Mr Bloch is an SRC member and former editor of *Varsity*, the UCT campus newspaper.

Mr Elijah Loza is of Guguletu. Miss van Blerk is attached to the Food and Canning Workers' Union.

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# Ban orders on City 8

Staff Reporter

CAPE TOWN security police have served at least eight five-year banning orders under the Suppression of Communism Act on university students, lecturers and trade union workers.

In terms of the orders they are prohibited from attending any gatherings or from being within certain defined areas or are confined to certain magisterial districts.

The majority of people banned are connected with the University of Cape Town.

### Act No. 44

The following were banned in terms of Act No 44 of 1950, Section 9 (1a) and 10 (1a)

Miss Debbie Budlender, Miss Mary Simons, Miss Tanya Simons, Mr Willie Hofmeyer, Miss Judy Favish, Mr Graeme Bloch, Miss Wilma van Blerk and Mr Elijah Loza.

The banning orders were signed by the Minister of Justice, Mr J T Kruger.

Miss Debbie Budlender is an honours student in economics and a former member of the UCT Students' Representative Council.

Miss Mary Simons is a lecturer in Comparative African Government and Law attached to the Department of Anthropology at UCT.

### Her sister

Her sister, Miss Tanya Simons, is a librarian at the university.

Mr Willie Hofmeyer is a third year BA student and a member of the UCT Wages Commission.

Miss Judy Favish is a literacy trainer and is active in the Wages Commission.

Mr Graeme Bloch is a

third year BA student and a former editor of Varsity, the UCT campus newspaper.

Mr Elijah Loza, who has been detained three times, is a former trade union official.

Miss Wilma van Blerk is attached to the Food and Canning Workers' Union.

Professor David Welsh of UCT said in a statement last night that "the current wave of restriction orders is a desperate effort by the Government to seek a scapegoat for the unrest of the past few months."

Earlier, the UCT SRC issued a statement condemning the bannings.

Professor Monica Wilson, former head of the Department of Social Anthropology at UCT, said that Miss Simons "was a superb teacher and the students are the losers".

The Simons sisters are allowed in terms of their banning order to communicate with each other and with their parents.



27/9/79

# 3 unions have reservations over govt move

By RICHARD WICKSTEED

THREE trade unions, two of them unregistered, representing a combined total of 20 000 workers, yesterday expressed strong reservations at the government's decision to open trade unions to contract workers and migrant labourers

Spokesmen for the General Workers' Union, which represents 10 000 workers, the Food and Canning Workers' Union and the African Food and Canning Workers' Union said in separate statements that the concessions increased State control of a registered union's finances, the election of office-bearers and a union's educational activities

An executive member of the General Worker's Union said although the decision to allow contract workers to join a registered union had brought the government into line with an important aspect of the Wiehahn Commission, his union opposed the commission itself

"In fact, the criteria for registration are not yet clearly specified, and if the system envisaged by Wiehahn is implemented, it will still remain extremely difficult for those unions which attempt to organize contract workers to apply for registration

"In other words, the ministerial 'concession' only means that unions seeking registration will have to police themselves by constitutionally excluding contract workers from the scope of their organizational activities. This is completely unacceptable," he said.

Moreover, he said, it was clear that racially-mixed registered trade unions are to remain prohibited

"This is also unacceptable. Furthermore, the unions are still being invited to register under a system of rigid control and surveillance over their affairs."

Handwritten circled initials: *Q/A/S*

Handwritten circled number: *Q145*

Handwritten circled number and scribble: *2) 13/8*

Handwritten circled number and scribble: *3) 14/6*

LABOUR LAW

Dura in court

*Handwritten:* 2/28/99

A prominent Cape construction company, Dura Construction, faces a civil court action in the Cape Supreme Court next month. The action has been brought by 42 of its contract workers.

The workers are claiming a total of R12 200 from Dura (R290 per worker) They allege that they signed contracts to work for the company at a rate of 77c an hour They were subsequently paid only 57,5c an hour, they claim

The workers, who work (or in some

cases worked) for Dura at a site in Atlantis, were all allegedly recruited in Transkei from three magisterial districts — Engcobo, Willowvale, and Cofimvaba

The case has been set down for late October and will be heard in three parts corresponding to the three magisterial districts in which the workers were allegedly recruited

The plaintiffs are all members of the Western Province General Workers Union, which has been actively organising at Dura and which claims that "the overwhelming majority" of Dura workers are union members Dura, which is a subsidiary of a Dutch company, Dura International NV, and is one of the largest construction companies in the Cape, is contesting the case

NO.	C		B	
	M	F	M	F
19600	70	119,02	91,30	88,18
15374	22	16,21	10,23	9,93
2828	26	1,25	1,64	1,12
1967	80	4,96	4,78	3,70
	27	17,87	18,06	15,57
	90	71,79	53,38	45,89
	14,62	11,00	8,77	8,13
	16632	12847	18348	13062

*Handwritten:* 33  
145

XVI

SYMPTOMS AND ILL-DEFINED CONDITIONS

NO.	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,51	0,54	2,10	1,24	7,00	6,86	19,69	19,83
1-4	0,04	0,04	0,21	0,35	0,75	0,77	2,58	2,48
5-24	0,01	0,01	0,09	0,06	0,08	0,03	0,21	0,23
25-44	0,05	0,05	0,28	0,17	0,42	0,31	0,72	0,78
45-64	0,44	0,18	1,73	1,04	1,73	1,02	3,80	3,64
65+	1,84	1,95	8,32	6,56	8,55	5,71	14,69	14,84
ALL	0,22	0,23	0,56	0,38	0,83	0,65	1,80	1,96
	463	485	199	134	943	761	3765	3145

XVII

ACCIDENTS, POISONINGS AND VIOLENCE (EXTERNAL CAUSE)

NO.	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,85	0,69	0,70	0,31	1,18	1,24	0,32	0,19
1-4	0,49	0,21	0,31	0,27	0,63	0,61	0,21	0,20
5-24	0,71	0,22	0,68	0,20	1,40	0,38	0,68	0,12
25-44	1,18	0,30	1,43	0,37	3,32	0,70	1,22	0,26
45-64	1,25	0,42	1,55	0,40	2,89	0,76	1,10	0,31
65+	1,26	0,71	1,34	0,91	2,19	0,90	1,02	0,53
ALL	0,95	0,33	0,95	0,29	1,91	0,56	0,89	0,20
	1973	677	333	104	2175	652	1868	324

**Texts:**

- L. von Ranke:
- L. von Ranke:
- L. von Ranke:
- F. Stern:

History of the Popes, vol. I  
 History of the Reformation  
 The Theory and Practice of History  
 The Varieties of History, chs. 2 and 3.

**Secondary Reading:**

- 3; 4; 6; 7; 31; 32; 33; 34; 35; 37; 38; 40; 41; 42; 43.

8. (a) Examine the contribution of F.J. Turner to historiography.

**Texts:**

- F.J. Turner:
- G.R. Taylor:
- F. Stern:

The Frontier in American History  
 The Turner Thesis  
 The Varieties of History, ch. 13.

**Secondary Reading:**

- R. Hofstadter:

The Progressive Historians

9. (a) Assess the significance of Burckhardt and Huizinga in the development of Cultural History.

**Texts:**

- J. Burckhardt:
- J. Huizinga:
- F. Stern:

The Civilisation of the Renaissance in  
 The Waning of the Middle Ages  
 The Varieties of History, Pt II, chs. 5

**Secondary Reading:**

- 3; 4; 7; 38; 39; 42; 55 - 60.

(a) Account for the rise of Economic History as an independent discipline.  
 (b) To what extent does one get a fair sampling of the achievements of Marxist historiography in Fritz Stern's The Varieties of History.

**Texts:**

- F. Stern:

The Varieties of History, Part I, ch. 9, and Part II, ch. 6 and 8.

**Secondary Reading:**

Encyclopaedia Britannica  
 Encyclopaedia of the Social Sciences  
 3; 4.

11. Symposium on the Annales School

**Reading:**

- 65 - 69.
- F. Braudel:
- F. Braudel:

The Mediterranean and the Mediterranean World at the Time of Philip II  
 Capitalism and Material Life

12. Symposium on South African historiography.

**Reading:**

To be arranged in consultation with Professor L.M. Thompson.

# 22 sacked workers re-engaged

Augus 18/78 (145)

TWENTY-TWO of the 52 workers whose contracts were terminated by Dura Construction Cape (Pty) Ltd on Friday were re-employed today.

A spokesman for the company said 37 of the workers reported for work this morning.

It was explained to them that they could return provided they were prepared to work in terms of their contract, he said.

Fifteen of them decided not to come back, but the other 22 wish to restart tomorrow.

The spokesman said most of the men had been released from their contracts at their own request after eight were dismissed.

**WORK SHORTAGE**

The eight men, who were laid off because there was not enough work for them, had not been offered their jobs back.

The resignations of those who had elected to

return to work have been cancelled and they are being taken back under their existing contracts.

The spokesman denied an allegation that the management had allowed a dispute to continue in order to engineer the dismissal of workers.

**AN EXAMPLE**

But an official of the Western Province Workers Advice Bureau alleged again today that the workers had not been released at their own request.

They are convinced there is plenty of work on the site and that management dismissed the eight workers as an example to others for demanding a works committee rather than a liaison committee, he said.

**DURA SETTLEMENT**

**Pay 'back down'**

145  
65  
FUM 12/10/79

Forty-two Transkei contract workers have won a comprehensive victory at the expense of a prominent Cape construction company, Dura Construction, a subsidiary of Dutch multinational Dura International.

Dura has agreed to pay the workers around R12 500 in back pay, together with R2 600 interest and legal costs. The settlement is the result of a court action brought by the workers which was due to be heard later this month.

The workers alleged that Dura had recruited them in Transkei at a pay rate of 77c per hour, but had sent them to a construction site at Atlantis where they were only paid 57,5c. According to the Western Province General Workers Union, which assisted the workers in bringing the action, "repeated attempts" to seek a resolution of the grievance with management were unsuccessful.

The union says Dura's decision to settle represents a "complete back down," adding that it follows "smaller offers of settlement" which were rejected by the workers. It is nevertheless critical of Dura's decision to settle only a short time before the case was due to come to court, arguing that Dura "obviously thought the workers did not have the commitment" to see the case through.

According to the union, Dura wanted to make the settlement conditional on the issue not being aired in the press. This it rejected, arguing that "it is in the public interest for other employers to take heed of the outcome of the case."

The case follows two years of conflict between Dura and the union and its members at the company where the union claims majority membership.

According to the union, Dura has consistently refused to deal with it. But it adds that "worker commitment to the union has increased despite this intransigence — an attitude which is all the more inexplicable as Dura's Dutch parent company subscribes to the EEC code of conduct."

The union hopes that the outcome of the action will prompt Dura to "adopt a more conciliatory attitude. We also hope that the lesson of this case is not lost on other employers" — a clear warning that Cape employers who refuse to deal with the union could face a protracted battle on the factory floor.

A Dura spokesman replies that the company decided to settle because a number of the 42 workers are still in its employ, and "we didn't think it right to be involved in a fight in the courts with our

own employees." He confirms that Dura wanted the issue kept out of the press because "we believe the terms of a settlement should be private."

He concedes that "relations with the union are obviously not good," but that "we canvassed our workers on this issue and found a very negative response to the union. We are only prepared to deal with a representative trade union."

However, "we are happy to deal with a responsible union. If the union matured and became a registered union, the situation would change." The action by the workers is unlikely to have much effect on the company's attitude, the spokesman says.

IV

DISEASES OF THE CIRCULATORY SYSTEM

NO.	W		3,122	804	3114	3140	2390	1921
	M	F						
0-1	0,51	0,3	4,70	3,81	1135	804	3114	3140
1-4	0,05	0,0	9752	7926	42,19	32,9	4,70	3,81
5-24	0,07	0,0	1,09	0,4	9,75	4,4	42,19	32,9
25-44	1,09	0,4	4,70	3,81	1135	804	3114	3140
45-64	9,75	4,4	42,19	32,9	4,70	3,81	1135	804
65	42,19	32,9	4,70	3,81	1135	804	3114	3140
ALL	4,70	3,81	1135	804	3114	3140	2390	1921
NO.	9752	7926	42,19	32,9	4,70	3,81	1135	804

VII

DISEASES OF THE RESPIRATORY SYSTEM

NO.	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	2,90	2,22	7,81	4,85	32,20	28,78	13,54	14,15
1-4	0,22	0,28	0,90	0,69	5,32	5,45	2,46	2,13
5-24	0,05	0,06	0,17	0,11	0,21	0,23	0,18	0,16
25-44	0,20	0,12	0,37	0,33	0,94	0,72	0,66	0,52
45-64	1,46	0,92	3,33	1,85	4,88	2,14	2,75	1,72
65+	11,52	7,89	16,51	13,42	20,07	10,49	9,32	6,19
ALL	1,12	0,97	1,22	0,79	2,87	2,22	1,37	1,24
NO.	2336	2019	430	282	3270	2588	2858	1951

VIII

DISEASES OF THE NERVOUS

NO.	W		A	
	M	F	M	F
0-1	0,52	0,18	0,50	0,4
1-4	0,05	0,05	0,02	0,0
5-24	0,03	0,01	0,05	0,04
25-44	0,03	0,01	0,04	0,05
45-64	0,07	0,07	0,21	0,11
65+	0,18	0,13	0,00	0,15
ALL	0,06	0,04	0,07	0,06
NO.	128	85	26	23

He concedes that "relations with the union are obviously not good," but that "we canvassed our workers on this issue and found a very negative response to the union. We are only prepared to deal with a representative trade union."

However, "we are happy to deal with a responsible union. If the union matured and became a registered union, the situation would change." The action by the workers is unlikely to have much effect on the company's attitude, the spokesman says.

# Building firm's attitude strange — Union

CAPE TOWN. — The "intransigent attitude" of a building firm was strange in light of its parent company's proclaimed adherence to the EEC code of conduct; the General Workers' Union said in a Press statement in Cape Town yesterday.

The statement follows an out-of-court settlement this week of a R12 500 claim by contract workers for underpayment of wages.

The 42 workers alleged that they had been recruited to work in Cape Town for Dura Construction at a rate of 77c an hour, but had been put to work at Atlantis at 57,5c an hour.

They began legal proceedings in 1978. The first hearing was set down for October 23 in the Supreme Court, Cape Town.

The Union statement said: "We are very critical of the fact that the company should wait until the last minute before offering any settlement whatsoever."

"Management clearly did not believe the workers possessed the necessary commitment and determination to pursue a protracted action."

"The Union said it rejected an attempt by Dura Construction to make the settlement confidential."

"The company has refused to recognise the role played by the Union in this and a number of other critical issues concerning our members. We are surprised that it should now attempt to secure a covenant of silence from us."

"We believe it is in the public interest that actions of this sort be publicised and that other employers, particularly in the building industry, take heed of the results of the dispute."

"The intransigent attitude of the company is strange in light of the Dutch parent company's proclaimed adherence to the EEC code of conduct."

A spokesman for Dura Construction confirmed that the company had settled the matter for the full amount claimed — Sapa.

the cost of the fund native raising of rais project budget. Where the sources in different professions

when spent plated in geriatric asis but in A separa- age groups

RDM 145 1/10/79

by means of Linear Programming, though health service choices cannot usually be presented in the simplified way required by this method.

The grouping of expenditure into programmes is an art. Pole, an economist in the U.K. Department of Health, writes:

## 2. CHOICE OF PROGRAMMES

So far, we have discussed methods of choosing means to obtain a given objective. But what tools are available to aid the choice of objectives themselves? Can anything be said on the question of the priority to be given to particular diseases or age groups, whether to allocate more to child welfare clinics or care of the aged?

Overall criteria are needed, and they have to be expressed in such a way that they can guide these detailed questions. Essentially, the problem is not only to relate resources used to objectives achieved, but to relate the various objectives to each other.

There are various means of doing this; but all of them require that expenditure be accounted for by the ends it is expected to achieve.

### 2.1 Programme Budgeting

Programme budgeting, also known as budgeting by objectives, involves the presentation of expenditure data according to the objectives to which it is directed. Thus, projects to combat TB would be grouped together, geriatric problems, sanitation programmes, etc.

This is necessary:

- (a) to know the cost of pursuing each objective;
- (b) to group together activities with the same objectives which can be compared by cost-effectiveness analysis;

"Programme structure should, in my view, be mainly determined by the decisions to the taking of which one wishes it to contribute... One might suggest that where decisions are primarily a matter of political or moral judgement - of determining basic priorities - one would want the activities to be compared to reside in different programmes - the mentally handicapped against the alcoholics; but where it is a more technical question of how particular objectives can best be achieved - drug therapy against behavioural therapy - one would want the activities to be compared to be within a particular programme. This distinction ties up with an economic jargon of slightly older vintage - that of cost-benefit and cost-effectiveness; and through that to the main stream of neoclassical welfare economics, which attempts to make a distinction between the choice of the composition of the basket of outputs and the choice of the set of resources from which each output is to be produced. The former is, in a broad sense, a question of tastes, values, or utilities; the latter is a question of techniques".

He adds:

"In practice, it is not an easy matter to make a hard and fast distinction between technical matters and matters of values or utilities in the health services. From one point of view, the question whether to treat schizophrenics in hospital or in the community is a technical one. Which is the cheaper way to fulfil whatever are the society's requirements for the treatment of this group? But community care originally became fashionable as a good thing in itself. The practitioners are very apt to muddle the medical and economic arguments when it suits them, and the politicians and administrators equally so when it suits them, but the economist's concern is to keep them separate".

Programme budgeting, then, entails the attempt at this separation, sorting out from the multiplicity of decisions those which can be made on the basis of administrative or economic, together with medical-technical criteria, and those in which the role of the public through political

Mortality rates greater than 5/1 000 appear in italics in Table I. For

## Arson feared after fire destroys home

CAPE TOWN — The Guguletu home of an organiser of the General Workers' Union was gutted by fire late on Wednesday night, apparently after a petrol bomb attack.

A spokesman for the fire brigade said arson was suspected. The organiser, the Rev H S Marawu, of Guguletu, who is also a minister of the African Native Mission Church, said he heard the sound of breaking glass at about 11.15pm. Moments later he realised the house was on fire.

Mr Marawu said it was a petrol bomb.

One of his sons broke a window and helped the family escape from the window.

Neighbours helped put out the fire, which was extinguished shortly before the fire brigade arrived.

Mr Marawu believed the fire could be linked to a telephone threat another union organiser had received about two days ago.

Police are investigating.

I believe it is the second most important cause in that for the 'coloureds' is homicide. Violence category is examined and the major cause of mortality are the major cause of Circulatory Disease in the white and African communities.

Saphis is that by using the major detail is lost. For example, or diseases of the circulatory and 'coloureds', within this specific diseases vary markedly. Distribution of the major circulatory diseases and Africans. Whilst

Asian and 'coloured' mortality

The expectation for life at birth and at age 45 for whites, Asians and 'coloureds' is summarised in Fig. 6. It is not meaningful to calculate an expectation of life for urban Africans as this group is subject to a large measure of migration. The characteristically better expectation of life for women in comparison to men, is apparent for all three communities. However, what is of interest is the ratios of the expectations of life for the three communities. At birth, the white:Asian:'coloured' ratios are 1:0,91:0,76 for males and 1:0,88:0,77 for females, at the age of 45 these are 1:0,91:0,86 for males and 1:0,79:0,85 for females. The 'coloureds' are less disadvantaged at e<sub>45</sub> as compared to e<sub>0</sub> for both males and females, a difference which is largely attributable to the high infant mortality rate in this community. It is also noteworthy that Asian females have the worst expectation of life at age 45 of the three communities, which is in marked distinction from both males and females at e<sub>0</sub> and males at e<sub>45</sub>. The fact that for the 65+ age group, Asian women have the highest mortality rates for respiratory, circulatory, digestive, genito-urinary and ill-defined causes of death (Table I) may contribute to this anomalous situation.

Fig. 7 summarises the percentage improvement in the expectation of life at birth subsequent to the total elimination of the mortality associated

the South African population from all causes of death. The proportional contribution of the seventeen major disease categories of the International Classification of Disease (8th revision) to the overall mortality of the various communities is summarised in Fig. 5. The whites show a typical 'developed' country spectrum of mortality with infectious and parasitic diseases being of minor importance (2,0%) and Neoplasms (15,6%) and Diseases of the Circulatory system (50,5%) being of major importance. For urban Africans and 'coloureds', infectious and Parasitic Diseases make an important contribution to the overall mortality (19,5% and 23,5% respectively), with diseases of the respiratory system and certain causes of perinatal mortality also being of importance. Within the category of infectious and Parasitic Diseases, diarrhoeal diseases and tuberculosis are the most important causes of mortality. The 'coloureds' experience an interesting combination of 'developed' and 'underdeveloped' mortality with a high death rate from enteritis and diarrhoeal diseases in the young and circulatory diseases in later life. What is also of interest is the relatively large number of symptoms and ill-defined conditions, particularly in the African community (22,5%). This provides some indication of the provision and utilisation of medical services to Africans in the urban areas. In general, the Asians have a spectrum of mortality intermediate between the whites on the one hand and the 'coloureds' and Africans, on the other.

Clearly, the presentation of the cause specific mortality data as proportional mortalities conceals a certain amount of information. Table I provides a more detailed analysis of these data in the form of cause specific mortality rates for defined age groups by sex, in the white, Asian and 'coloured' communities.

If the mortality rates (Table I) are compared with the proportional mortalities for the seventeen major disease categories (Fig. 5), it will be noted that despite the relatively minor proportional contribution made by circulatory diseases in the 'coloured' community, the actual rates for these diseases are higher than those of the whites. The reason for this apparent inconsistency is that the mortality rates for infectious and parasitic diseases are so high that they effectively swamp the proportional mortality of the Circulatory Diseases in the 'coloured' community. In the white community, the mortality rates for most causes of death are so low, the importance of the Circulatory diseases become disproportionately exaggerated.

# Stevedores Want Recognition

9/12/79

By STEVEN D. D...  
Labor Reporter

STEVEDORES at Table Bay docks have decided to ask management to partially recognize their union, the Western Province General Workers Union.

The stevedores struck last week when management refused to deal with a workers' committee elected under the auspices of the union. Management subsequently agreed to meet the committee.

Meanwhile, an attempt by Tucca to organize a workers' union in opposition to the WPGWU suffered a setback on Saturday when only one worker attended at Tucca's meeting, called to discuss the proposed union.

All stevedores had been invited to the meeting and transport had been provided.

Mr. Louis Peterson, a Tucca vice-president who is attempt-

ing to organize the union, was not available yesterday, but his son, Mr. Cedric Peterson, who is also a union official, confirmed that the turnout was poor.

A meeting of the WPGWU, held on Saturday at the same time as the Tucca meeting, drew 350 of the 400-odd stevedores.

At this meeting, workers decided to demand of management the right of the elected workers' committee to invite representatives of the union to all meetings and to continue the struggle until this right is granted, according to a statement issued by the WPGWU.

Such a move would imply at least partial management recognition of the union. Last week, the SA Stevedoring Council, which represents stevedor-

ing employers, said it would only negotiate with registered unions but would "talk and listen to" unregistered unions.

The WPGWU is an unregistered union, and Saturday's meeting reaffirmed the union's decision not to seek registration.

Remaining unregistered, he meeting decided, is "the only way to guarantee uncontrolled worker control of an open, non-racial union."

According to a union spokesman, the committee plans to meet management tomorrow in order to submit the demands.

Saturday's meeting reaffirmed worker support for the WPGWU and warned that, though workers saw management's decision to deal with the committee as a "victory," "the struggle is not over," according to the WPGWU statement.

# Stayaway: No docks disruption

By NEVILLE FRANSMAN

CAPE TOWN docks became unusually quiet yesterday when more than 300 stevedores stayed away from work, leaving ships idle, cranes motionless and railway goods trucks silent under their tarpaulins.

But shipping companies and harbour authorities maintained that the stayaway did not cause disruption as the docks were not under pressure at the moment.

The stayaway, however, gave an unexpected holiday-on-the-job to at least 75 SA Railways and Harbours workers who unload goods trucks before the stevedores proceed with the seaward crane side of the operation.

The SAR workers were unable to unload, and work on at least two vessels — Hiyo Maru and Aegis Britannic — was hampered.

Managements employing the stevedores, and Cape Town Stevedores Association — comprising the managements of the three Peninsula companies, were tightlipped about the situation.

Queries were met with "no comment — delicate negotiations are under way".

The black stevedores — the people who load the cargo holds

— are unhappy about management refusal or reluctance to recognize their representative committees to negotiate about pay and working conditions.

Workers yesterday said they had been asking their employers for the past seven months to meet their own elected representatives, "but we have been ignored and treated like children"

At a mass meeting in the early hours yesterday the workers decided to stay away — a decision carried through by the second shift due to start at 2 pm

They have also resolved not to work on Friday if satisfactory answers to their demands are not given following a Durban meeting today of the national employers body, the SA Stevedoring Council.

It has been left to individual workers to decide whether they will turn up at the docks today and tomorrow. A mass meeting will again be held on Friday morning

of any shares in contravention of section (1), and to indemnify the company for any loss, damages or costs which the company may have sustained or incurred thereby, but no proceedings to recover any such loss, damages or costs shall be commenced after the expiration of two years from the date of the allotment or issue

222. Restriction on issue of shares and debentures to directors.—(1) No provision in any memorandum or articles, or in any resolution of a company authorizing the directors to allot or issue any shares or debentures convertible into shares of the company at the discretion of the directors, shall authorize the allotment or issue of any such shares or debentures to any director of the company or his nominee, or to any body corporate which is or the directors of which are accustomed to act in accordance with the directions or instructions of such director or nominee, or at a general meeting of which such director or his nominee is entitled to exercise or control the exercise of one fifth or more of the voting power, or to any subsidiary of such body corporate unless—

(a) the particular allotment or issue has prior to the allotment or issue been specifically approved by the company in general meeting, or

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ss. 220-222

member of the company to whom notice is sent before or after receipt

iforesaid because it was received concerned may (without prejudice conditions be read at the meeting

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said other person's costs on an part by the director concerned,

depriving a person removed there- to him in respect of the termina- terminating with that of director which may exist apart from this

## and Certain Acts

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general authority to the directors, any shares in their discretion, or

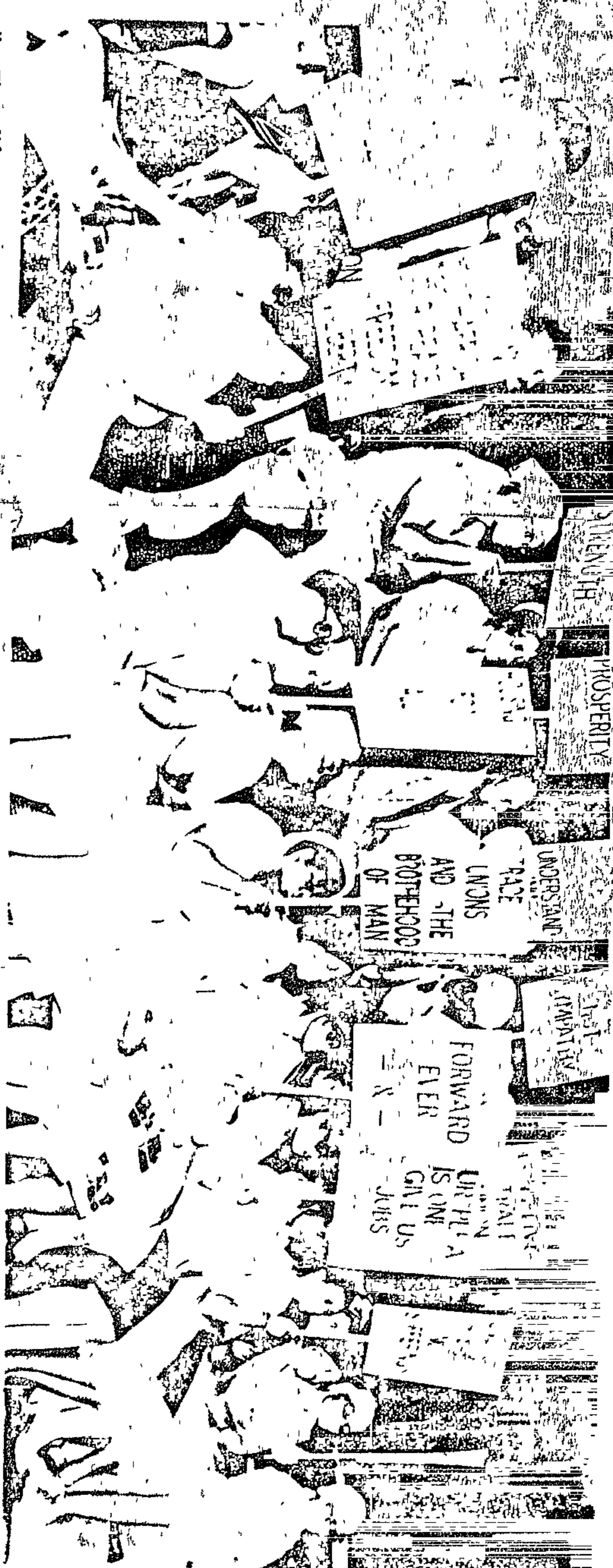
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# 1979 - Year of dramatic developments in the labour field



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trial councils. They did not stop to think of the implications of the new law nor of the recommendations of the Wicahm Commission.

Mrs Lucy Mvubelo, general secretary of the 21,000-strong National Union of Clothing Workers, described the exemption as "a wonderful gesture."

Her union promptly decided to apply for registration.

At the beginning of this month five unions had applied for registration — one provisional and four final — according to the Industrial Registrar, Mr J N Hitchcock.

Most of the unions that have applied are "pariah" unions — Af-

rican unions that were fathered by the regis-tered unions in the Trade Union Council of South Africa (Tucsa).

Reaction from the other end of the scale has been uneven: The consultative Committee of Black Trade Unions (CCOBTU) at first ap-appeared to reject regis-tration, but now there are strong indications that these unions will apply for registration.

The nine unregistered unions in the Federation of South African Trade Unions say they will ap-ply for registration, pos-sibly early in the New Year, on their own con-ditions — that they re-tain their non-racial constitutions, that they

by-pass provisional re-gistration and that they remain unfragmented.

At least two Cape-based unions, the Afri-can Food and Canning Workers' and Western Province General Work-ers, have come out strongly against regis-tration.

In a document they circulated among un-re-gistered unions, the Western Province Gen-eral Workers' Union cal-led on the unregistered unions to stand together and unanimously reject registration, "until such time as the State agrees to accept our principles of freedom of association and worker control of the unions."

The union pointed out that the thrust of the

criticism against the In-dustrial Conciliation Amendment Act had been wrong. The criti-cism should not have stressed the question of migrants and commuters, but the Greater Gov-ernment control over unions.

The Western Province argument appears to be true.

The Wicahm Commis-sion has recommended criteria for registration and among these is "whether or not the or-ganisation is a bona fide union which in compo-sition and objectives is relevant to the legit-i-mate needs of the em-ployer-employee rela-tionship in the undertak-ing."

On eligibility for re-

gistration in the unions the commission stated: "... of the opi-nion that the matter is not of immediate ur-gency and that for the foreseeable future it would suffice if the con-stitution of the trade unions and employers' organisations were re-garded as the most ap-propiate means for the regulation of this mat-ter. The State should in-tervene only in the last resort in the event of problems arising, and it is the commission's view that the proposed Na-tional Manpower Com-mission should keep the matter under surveil-lance with a view to mak-ing appropriate and timely recommendations when necessary."

The criteria for regis-tration have not been spelled out but it would appear the Wicahm Commission's recommen-dations will be imple-mented.

But all said and done, more unregistered unions will be applying for registration in the new year, thanks to ri-valry among themselves and the belief that who-ever gets in first will be able to keep rivals out.

The battle for the Af-rican worker is on in earnest...

It is a three-pronged battle: the parallel Consultative Committee and the unions in Fosatu. When Fosatu was bo-

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Lucy Mvubelo...  
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exemption as  
a wonderful  
gesture. Her  
union promptly  
decided to  
apply for  
registration

...registered unions...  
...had been thought that...  
...it will bring all the un-  
...registered unions under  
...one umbrella.

Now the consultative  
committee unions are  
getting ready to launch  
their own federation —  
the South African Asso-  
ciation of Black Trade  
Unions — early in the  
new year.

1979 ended with  
strikes at Ford, General  
Tire and other compa-  
nies in Port Elizabeth.

Ford is one of the  
companies that appear  
to be sticking religiously  
to the Sullivan Princi-  
ples, a code that aims  
to better the conditions  
of the black worker.

Mr. Thozamile Botha,  
the Port Elizabeth lead-  
er, has said the prob-  
lems are "political."

The strikers are now  
drumming up interna-  
tional support.

National support for  
88 workers who went on  
strike at Fatts and Mo-  
rins in Bellville, Cape,  
in April, helped them  
back to their jobs on  
their terms. It was one  
small victory for black  
workers.

Is Ford heading the  
same way, national and  
international support  
workers?

There were numerous  
other, smaller strikes.

They show that the  
black worker is becom-  
ing more and more con-  
scious of his power.

Ford may just be a mi-  
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Post

27/12/79

V4 8

**Industrial Conciliation**  
year the black worker in Port Elizabeth flexed his muscle and reminded one of the 1973 Durban strikes when 60 000 workers downed tools.

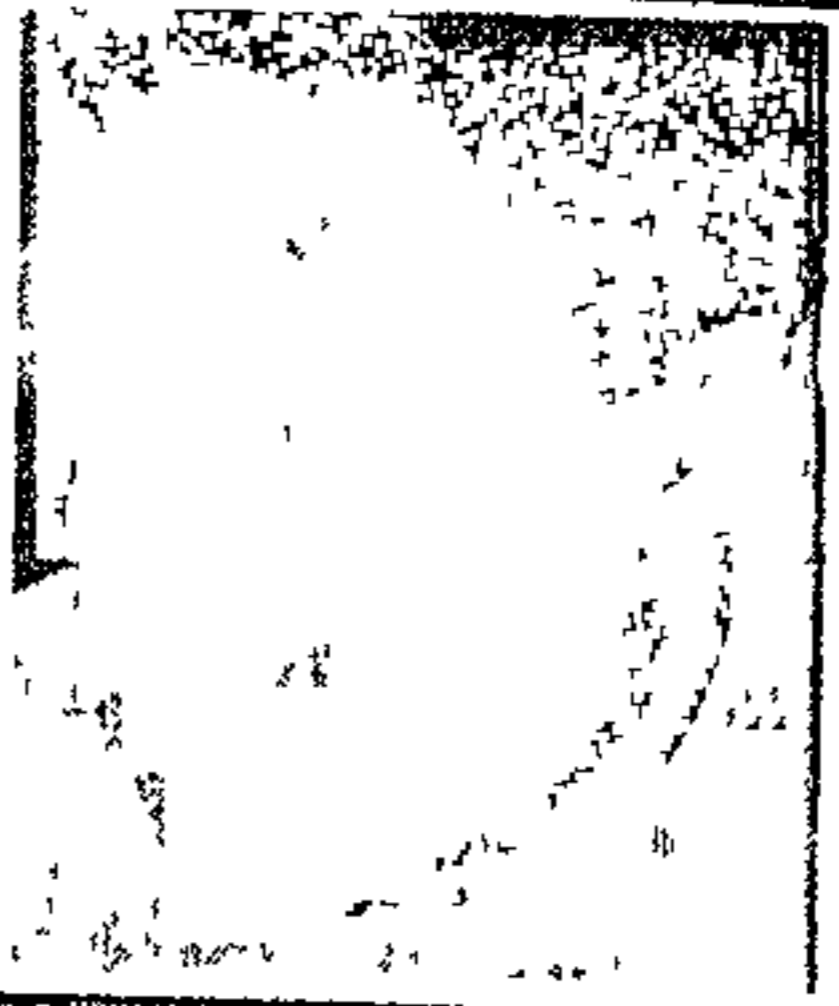
It was also the year when the divisions among trade unions for Africans widened

There was a whoop of joy when the Wiehahn Commission's first report was published in the first week of May because it recommended the extension of recognition to African trade unions.

(Although African unions could exist, the law did not recognise them and they did not participate in Industrial Councils — the negotiation machinery — since the Industrial Conciliation Act was passed in 1924).

The Government's reaction to the commission's report was the Industrial Conciliation

**JOE THOLOE**  
takes a look  
at the state  
of the unions  
at the end  
of 1979.



Amendment Act, which extended union rights to Africans who were "permanent in the white areas"

This new law excluded so-called commuters — people who travel daily between the homelands and their work in "white South Africa" — and "migrants" — people who work on annual contracts.

The labour movement attacked the new law to the point where the Minister of Manpower Utilisation granted a blanket exemption — migrants and commuters could belong to registered unions.

For some this was the end of the battle. These had been fighting to join whites, coloureds and Indians in indus-



African workers . . . centre of the struggle

RDM  
6/12/79

① 128 ② 145 ③ 149 ④ 152 ⑤ 373

# Row brews over workers' committee

Own Correspondent

CAPE TOWN. — A major conflict is looming between Cape Town's 2 000 black dockworkers and their employer organisation over the workers organising themselves and negotiating with management through their own elected workers' committee.

Mr David Lewis, a spokesman for the General Workers' Union, of which several hundred of the stevedores are members, said yesterday the workers had asked the Cape Town Stevedores Association in May to meet them to discuss the formation of a workers' committee.

The proposed workers' committee holds out as its task to negotiate about wages and working conditions.

But the Stevedores Association — a body comprised of the managements of three Cape Town stevedoring firms — did not see its way clear to meeting the workers.

Mr Lewis said the workers held a mass meeting on Saturday and appointed a delegation to meet the association. On Monday the delegation met Mr R S Field, manager of the association, and was told that there was "confusion" among stevedoring firms on the whole issue.

It would be discussed at a

meeting of the association's national body in Durban today and the worker delegation was requested to return to Mr Field tomorrow for further discussions.

Yesterday, Mr Field denied he had told the delegation he would be attending the meeting in Durban.

He said he had told the delegation he "would be away" and would discuss the matter with his directors.

Mr Field confirmed, however, he had asked the delegation to return to him tomorrow.

But he refused to reply to further queries, saying he had been instructed to respond with a "no comment".

# Opposition to Tucsa move in Cape docks

RDM 8/12/79

(1) 143  
(2) 435  
(3) 152

By RIAAN DE VILLIERS  
Labour Correspondent

A NEW row has broken out between an independent black trade union and the Trade Union Council of South Africa (Tucsa) — this time over the unionisation of black stevedores in Cape Town harbour. Spokesmen for the Western Province General Workers' Union (WPGWU) yesterday reacted sharply to an announcement by Mr Louis Petersen, Western Province area division secretary of Tucsa, that he intended forming a union for black dockworkers.

The row comes in the wake of conflict among employers of stevedores over whether to negotiate with the WPGWU, which claims to represent the majority of stevedores in Cape Town.

Mr Petersen said yesterday he had been approached by

dockworkers who had requested that he organise them in a "proper registered trade union".

"They obviously want somebody responsible to organise them," he said.

He added he had approached the Stevedoring Association — which had no objections providing it was a responsible organisation — and intended addressing dockworkers next week with a view to forming a new union for them.

A spokesman for the WPGWU said yesterday his union had a membership of 400 out of 600 stevedores in the harbour, and had held meetings attended by an average of 350 stevedores every weekend for the past seven months.

"We believe it is precisely our strong support coupled with the intense dissatisfaction of

the workers and the stubbornness of the Cape Town Stevedoring Association which has led to Mr Petersen's current adventure.

"We are confident he will not succeed"

Mr Petersen's intervention seemed part of a "misguided attempt" on the part of the association to take control of the organised strength of the stevedores.

The support of the association contrasted markedly with its attitude towards the WPGWU.

The spokesman added. "Past experience in conflicts with Tucsa unions have shown that when a democratically controlled workers' union is contrasted with a management-backed union in this way, our efforts tend to be strengthened rather than weakened."

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25-44	2,19	0,90	2,19	0,53
45-64	1,91	0,56	1,91	0,20
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5-24	1,05	0,46	1,31	0,74	2,26	1,25	1,64	1,12
25-44	3,02	1,47	4,33	2,48	8,80	4,96	4,78	3,70
45-64	17,46	9,49	26,27	18,72	24,27	17,87	18,06	15,57
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# Walkout paralyses Table Bay docks

By STEVEN FRIEDMAN  
Labour Reporter

TABLE BAY docks were brought to a standstill yesterday when the entire stevedoring workforce — about 600 coloured and black workers — walked off the job

Railway workers in the harbour area were apparently not working either, as there were no goods for them to handle

According to trade union sources, the stevedores have walked out in protest at management's refusal to allow them to elect a committee to bargain with their employers

And a trade union which represents most of the men called management's attitude "arrogant"

The walk-out follows repeated attempts since May by the workers and the Western Province General Workers' Union, which says it represents the majority of stevedores at the harbour, to secure management agreement to negotia-

tions

Worker leaders at the harbour said the stevedores would return to work today but would attempt to meet management again on Friday

If their demands are not met on Friday the stevedores may strike again. It is by no means certain, however, that all workers will return today

The dispute came to a head yesterday morning when stevedores gathered at the office of Mr R S Field, general manager of the Cape Stevedores Association

They told him that they wished to elect a committee to represent them

The meeting followed a worker meeting on Saturday at which it was agreed to send a letter to Mr Field informing him they would gather at his office to elect a committee

"We demand that you recognise this committee and agree to meet with them", the letter said

We have been patient for very many months but you have not been very helpful. All that we are asking is that you meet with a committee of our representatives. You have put us off all year and the workers will not wait any longer."

When the stevedores gathered at his office, Mr Field first told them he did not have Railways permission to hold a meeting on harbour premises

The stevedores refused to start work, however, and Mr Field subsequently returned and told them a worker committee could not be elected at the meeting

He added that coloured workers would have to form a separate committee. The workers rejected this proposal

After Mr Field left, workers addressed the gathering and said they had been trying for a long time to arrange a meeting. The workers then left the docks

About a dozen Railways po-

licemen kept the workers under observation during the meeting

A spokesman for the union said yesterday. "The workers have made perfectly reasonable demands. Management's arrogant refusal to deal with them has led to the present situation"

The South African Stevedoring Council, which represents employers, will meet today. According to a spokesman it will discuss the possible formation of an industrial council for the industry

The Western Province General Workers' Union fears such a move is an attempt to oust it

It believes management is attempting to ignore the union and deal with a proposed stevedores' union to be set up by Tucsia unionist, Mr Louis Peterson. Workers reject this move, according to the union

Mr Field declined comment on the grounds that this would "jeopardise negotiations"

(1) (2) (3) 145

ADM  
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# Stevedores go back to work

By NEVILLE FRANSMAN

STEVEDORES at Cape Town Docks are back at work following a stay-away on Tuesday. They returned yesterday after their employers' organization, the Cape Town Stevedores Association, capitulated and promised to negotiate with the workers' own elected representatives.

The one-day stoppage followed simmering discontent among the labour force at their employers' refusal over the past seven months to give their blessing to the workers electing their own people to deal with managements on their behalf.

Mr David Lewis, an organizer for the 10 000-strong General Workers' Union — the organizational driving force behind the dockworkers, said the workers were addressed by the Stevedore Association general manager, Mr R S Field, at a mass meeting yesterday morning.

The workers were told they could submit a list

of their elected committee members to the association and that management would be prepared to talk to these representatives — who could be nominated regardless of race.

This is an about-turn by the employers, who had up to yesterday consistently reminded the workers that they could not negotiate with an unregistered union, and that the workers' committee of representatives could not be mixed (coloured and African).

Stevedores yesterday described the turn of events as a "total victory" for them and the General Workers' Union. They said they would submit their list of committee members to management tomorrow. Under the auspices of the General Workers' Union they would also draw up a constitution to govern their relationship with their employers.

Mr Field would not comment yesterday on the developments. He said "All I am authorized to say is that the stevedores are back at work."

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## *Restrictions on Directors, their Powers and Certain Acts*

**221. Restriction of power of directors to issue share capital**—(1) Notwithstanding anything contained in its memorandum of articles, the directors of a company shall not have the power to allot or issue shares of the company without the prior approval of the company in general meeting.

(2) Any such approval may be in the form of a general authority to the directors, whether conditional or unconditional, to allot or issue any shares in their discretion, or in the form of a specific authority in respect of any particular allotment or issue of shares.

(3) If any such approval is given in the form of a general authority to the directors, it shall be valid only until the next annual general meeting of the company but it may be varied or revoked by any general meeting of the company prior to such annual general meeting.

(4) Any director of a company who knowingly takes part in the allotment or issue of any shares in contravention of subsection (1), shall be liable to compensate the company for any loss, damages or costs which the company may have sustained or incurred thereby, but no proceedings to recover any such loss, damages or costs shall be commenced after the expiration of two years from the date of the allotment or issue.

**222. Restriction on issue of shares and debentures to directors**—(1) No provision in any memorandum or articles, or in any resolution of a company authorizing the directors to allot or issue any shares or debentures convertible into shares of the company at the discretion of the directors, shall authorize the allotment or issue of any such shares or debentures to any director of the company or his nominee, or to any body corporate which is or the directors of which are are deemed to act in accordance with the directions or instructions of such director or nominee, or at a general meeting of which such director or his nominee is entitled to exercise or control the exercise of one fifth or more of the voting power, or to any subsidiary of such body corporate unless—

(a) the particular allotment or issue has prior to the allotment or issue been specifically approved by the company in general meeting, or

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RDM 12/12/79 (322) (152) (145) (132)

# Tucsa overtures to dock workers

By STEVEN FRIEDMAN  
Labour Reporter

THE Trade Union Council of South Africa has invited stevedores at Cape Town docks to a meeting today to discuss the formation of a dock workers' union

Most stevedores are already members of the Western Province General Workers Union, a non-racial, unregistered union which yesterday described the move as "an attempt to sabotage a majority union"

The union also alleged that stevedoring management has been encouraging workers to join the proposed Tucsa union and resign from the WPGWU. Management denies this.

Stevedores at Table Bay docks walked off work on Tuesday in protest at management's apparent refusal to allow them to elect a committee under the auspices of the WPGWU. They returned on Wednesday after management had agreed to meet this committee.

A meeting of stevedores to discuss a proposed constitution for the committee has been arranged by the WPGWU for 9am today. But Tucsa has issued a pamphlet inviting them

to a meeting at the same time. The WPGWU argues that the fact that the Tucsa meeting is at the same time as its own means Mr Louis Petersen, a Tucsa vice-president, is determined to organise his union in direct opposition to the WPGWU.

The union says it has received reports that Mr Ron Field, general manager of the Cape Town Stevedores Association, advised workers to join Mr Petersen's proposed union at a meeting yesterday morning. He is reported to have told workers that management would only give WPGWU limited recognition, as it was not a registered union.

Some stevedores said management was also handing out pamphlets to workers advertising Mr Petersen's meeting.

Captain Brian Greenwood, chairman of the SA Stevedoring Council, denied the allegations. Captain Greenwood referred the Rand Daily Mail to a statement issued by his council this week undertaking to remain neutral in inter-union disputes.

Mr Petersen was unavailable yesterday, despite repeated attempts to contact him.

hypothetical situation. However, these competing risks life tables not only provide an indication of the relative importance of various disease categories to both the overall mortality experience and also to expectation of life of the three communities, but also, since there is an approximately linear relationship between the reduction of mortality and the percentage increase in life expectancy, any improvement will give rise to a proportional improvement in the expectation of life. Thus, if the mortality associated with any of the diseases included in Fig. 6 are reduced by 50%, then the increase in the expectation of life will be 50% of the improvements indicated.

With the exception of Neoplastic Diseases and Diseases of the Circulatory System in men, the 'coloured' community stand to gain most from measures directed at the control of any of the selected diseases included in Fig. 6. Of particular importance are the Infectious and Parasitic Diseases, diseases which are frequently amenable to the implementation of relatively simple methods of prevention.

ACKNOWLEDGEMENT

The writers wish to thank the Board of the Colonial Mutual Life Assurance Society for their generous financial assistance.

Epidemiologist

ROM 21/12/74  
① 145 ② 152 ③ 333

# Union gets to meeting table

By STEVEN FRIEDMAN  
Labour Reporter

STEVEDORING management at Cape Town harbour has agreed to the presence of trade union officials at talks between it and worker representatives

This emerged from the first "exploratory" meeting between management and the stevedores' workers' committee yesterday

The presence of their officials at these meetings is regarded by the union, the unregistered Western Province General Workers' Union, as partial recognition that it is representative of the stevedores

The stevedores struck last week in support of demands that management deal with a nonracial workers' committee. At a meeting over the weekend, the workers decided to demand

that officials of the union be granted the right to attend meetings between the committee and management

The first such meeting took place yesterday and union officials were present. Management did not object, beyond insisting that the officials were attending as observers. According to a WPGWU statement, it was agreed that union officials would attend the next meeting, which is scheduled for January 10

There is apparently an informal formula whereby union officials will be able to raise points of discussion after business between the committee and management has been dealt with

"We welcome the meeting as an important step forward and hope the next meeting will constitute a further step forward", a union statement said



CT 18/1/80

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# Union to help city stevedores

Staff Reporter

THE Western Province General Workers' Union, representing the 300 Table Bay stevedores who staged a walkout last Tuesday, is to confront the stevedores' management with demands today and press them for a meeting with an elected stevedores committee tomorrow.

At a meeting of the Cape Town stevedores, called by the WPGWU, at the weekend, 350 workers attended.

At the meeting the stevedores:

- Endorsed the policy of the General Workers Union to remain unregistered as it was the only way unfettered worker control of an open non-racial union was possible
- Rejected attempts by Mr Louis Petersen of Tucs to establish a registered dockworkers union working hand-in-glove with the Stevedores Association
- Confirmed in office the elected committee of 17 representatives
- Demanded from the Stevedores Association a right for the elected workers committee to invite representatives of the General Workers Union to all meetings with management

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CAPE TOWN — Mr Johan Maree, senior lecturer at the University of Cape Town who has been refused a passport to visit the United States, says his involvement with black trade unions could be the reason

He is a lecturer in industrial sociology

Mr Maree, who was invited by Mr Bill Edmondson, US Ambassador to South Africa, to visit the US on an international visitors' programme, first applied for a passport in July last year. He was due to leave South Africa on November 19

His application was rejected, despite appeals by Mr Edmondson to the Minister of the Interior, Mr Alwyn Schlabusch, and by a former Springbok rugby player, Mr Tommy Bedford — a close friend of Mr Maree — to Dr Piet Koornhof

Although no reason was given for the refusal, Mr Maree said he suspected it had to do with his four-year involvement with the Western Province General Workers' Union

"I am no longer involved, but I am working on my PhD on African trade unions," he said

When Mr Maree's passport was refused last year, two office-bearers of the Federation of South African Trade Unions were also refused passports

"It appears that there is some discrimination against a certain group of people," Mr Maree said — Sapa



Workers from the CMGM construction site in Saldanha Bay at Cape Town station last night, after being brought to the City by bus. Some slept, others played cards and the rest just sat around. CT 6/2/80

450 workers  
Cape Town 6/2/80  
sent packing  
after dispute

By PADDY ATTWELL

ABOUT 450 workers from a construction site in Saldanha Bay were sent to Cape Town station by bus last night following a dispute over a dismissed worker.

The workers, who refused to return to work unless the worker was reinstated, arrived in about seven buses from a compound near a site being worked by the civil engineering contractors CMGM.

A spokesman for the workers, who put the number of those at the station at about 450, said they were not told by the company where they were going when they were put on the buses.

They expected to spend the night on the station. The next train from Cape Town to Transkei which could take the workers was said to be leaving at 6.15 pm today.

Some workers wondered how they would afford a train ticket. They said they were paid out R15 while they expected the train fare to be R25.

In a statement, the Western Province General Workers' Union said it had been organizing at the site for about five months at the workers' request. The union estimated the number of workers at the site to be about 800.

It said the workers did not consider that adequate reasons for the dismissal had been provided.

Following his dismissal, a further seven workers, who are leading union members, demanded that he be reinstated.

Contracts of these seven workers were terminated, al-

though all eight refused to acknowledge their dismissal and refused to accept their pay.

Yesterday morning, 500 workers had refused to start work until the management had reinstated the eight workers and agreed to recognize a committee representative of the workers. The management had agreed to the latter demand.

The statement said the management at first refused to accept the demand that all eight workers be reinstated, but had "now agreed" to reinstate seven of the workers, but not the one initially dismissed.

The union supported the "reasonable demands" of the workers. It said "It is nonsense on the one hand to dismiss the existing workers' leader and on the other to suggest to them that they elect new leaders."

A union spokesman said the company had dismissed the first worker because he had allegedly threatened a foreman. This had been denied.

Spokesmen for CMGM could not be contacted for comment early this morning.

Earlier yesterday, Mr P Hodge, managing director of CMGM, had declined to comment when approached to do so at the compound.

It was estimated about 200 workers were addressed by Mr Hodge near Saldanha Bay.

Picture, page 2

Some economists make a distinction between output gains brought about by increases in the quantities of some or all inputs, and gains from an advance in knowledge and in the state of the art. This is controversial and the story has yet to clear from the battlefield. But in the medical sector, interestingly enough, there may be a dwindling number who hold that in rich countries simply expanding the inputs of a given kind and given quality (general practitioners, specialists, hospital structures, equipment, drugs) will increase output, i.e. raise the health status of the recipient population as measured by some set of indicators. Two decades back, a placebo was reacted and the massive increments in expenditure during the sixties and seventies are not matched by marginal improvements in basic mortality and morbidity figures. The inference drawn is that incremental resources if forthcoming must be directed towards research aimed at increasing the output per unit of medical input.

Two comments are called for, if we accept these propositions at face value. First, for us in South Africa it does not follow at all that the saturation of medical care for the rich leads to the same conclusion. The allocative choice does not reduce to either producing a greater quantity of the same again or raising the pace of qualitative improvement, and nothing else. Such a constraining of alternatives takes the profile of

# Jobs offered to fired workers

THE construction company CMGM indicated today it would be prepared to re-employ workers from its Saldanha site who were paid off yesterday in a dispute over a dismissed employee

Mr Paul Hodge, managing director of CMGM (Cape) (Pty) Ltd, said the firm's personnel officer Mr Jerry Ndikinda was speaking to the workers at Cape Town station today.

About 300 workers were brought to the station in buses yesterday, to be sent to the Ciskei and Transkei by train

## DISMISSED

In a statement today, Mr Hodge said one worker, Mr M Sodladla, was dismissed by the foreman, Mr D Nyathi, on Monday for refusing to work

'After being dismissed Mr Sodladla threatened the foreman,' Mr Hodge said.

On Tuesday morning 450 workers refused to work. The Western Province General Workers' Union told the firm workers believed Mr Sodladla had been dismissed because of his union activities.

## FAIR

'We assured the union and the work force that this was not so and we believed the dismissal to be fair.'

Mr Hodge said management spoke to the workers yesterday, offering to take back all but Mr Sodladla and asking them to return to work

He said 280 refused to accept this offer and took all money due to them. Leave pay for the New Year period would be paid to them at the station

## FREE TICKETS

'In addition we are providing free train tickets for those who have worked for such a short period that they do not have the means to pay for their fares home.'

The Western Province General Workers' Union issued a statement today deploring the way in which the labour dispute had been resolved by the CMGM management.

'The manner in which the workers were escorted on to the buses by armed police after their dismissal and then dumped on Cape Town station is a severe attempt to intimidate the workers and to prevent them from establishing a representative channel through which to discuss their grievances,' the union said.

...most likely, in the real world, to lead to significant improvements in human health, and at low cost... When medicine has really succeeded brilliantly in technology, as in immunisation for example, or antibiotics, or nutrition, or endocrine replacement therapy, so that the therapeutic measures can be directed straight at the underlying disease mechanism and are decisively effective, the cost is likely to be very low indeed. It is when our technologies have to be applied halfway along against the progress of disease, or must be brought in after the fact to shore up the loss of destroyed tissue, that health care becomes enormously expensive. (Thomas 1977: 170).

HEALTH CARE EXPENDITURE AS A PERCENTAGE OF GNP

COUNTRY	PERCENTAGE	SOURCE
United States (1975)	8,3	Martor & Tenner (1977:75) Klarman (1977:215)
(1976)	8,6	Martor & Tenner (1977.21)
Canada (1976)	7,1	Martor & Tenner, ibid.
West Germany (1971-2)	5,8	Kaser (1976:20)
(1976)	8,0-9,0	Chester (1976.70)
Netherlands (1971-2)	6,7	

Czechoslovakia	5,1	Kaser ibid.
Hungary, Poland (1971-2)	5,4	OHE (1976:1)
South Africa	4,8-5,1	Kaser ibid.
	3,6	McGrath (1978:11)
USSR, Bulgaria, Rumania (1971-2)	2,4-2,8	Kaser ibid.

Note: These are selected, unadjusted estimates culled from a range of miscellaneous sources, they may not be fully comparable



Workers who refused to work after a labour dispute at a CMGM construction site at Saldanha Bay receive leave pay at a company industrial site in Epping. They received their usual pay in Saldanha Bay before being taken by bus to Cape Town station on Tuesday night. They spent yesterday afternoon at the Epping site and left for Transkei and the Ciskei by train last night.

Cape Times Newscolour

# 280 strikers refuse offer

CAPE TIMES 7/2/80

Staff Reporter

ABOUT 280 workers from the CMGM engineering company in Saldanha who went on strike on Tuesday yesterday refused the company's offer of re-employment and returned last night to their homes in Transkei and the Ciskei.

The workers struck when a leading member of the Western Province General Workers' Union, Mr M Sodladla, was sacked.

All workers who wanted to be re-employed after being paid out by the company could do so, a company spokesman said yesterday.

However, a large party of

foreman

On Tuesday morning 450 workers had refused to work. The company was told by Miss Diane Cooper of the WPGWU that the workers believed that Mr Sodladla had been dismissed because of his union activities.

"We assured the union and the work force that this was not so and that we believed the dismissal to be fair."

The company had spoken to the workers, offering to take them all back except for the dismissed man and had asked them to return to work. Leave pay for the new year period which was due to them would be paid.

Mr Sodladla denied claims made by the company regarding his dismissal. He added that his foreman had not been Mr Nyathi, but a Mr Duma.

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workers asked to return to work and left for Transkei and the Ciskei on a train from Cape Town station last night at 7.35. They were taken from the CMGM site in Saldanha Bay by bus on Tuesday night after refusing to continue working following the dismissal of Mr Sodladla.

They spent yesterday afternoon at a CMGM industrial site in Epping where they were paid leave pay. They were paid normal pay in Saldanha Bay before leaving for Cape Town.

A committee of six met the managing director of CMGM Cape (Pty) Ltd, Mr Paul Hodge, at his office at the Epping site where topics included the dismissal of Mr Sodladla on Monday.

In a statement released yesterday afternoon by Mr Hodge, the company said that Mr Sodladla had been dismissed by a foreman, Mr D Nyathi, for refusing to work. After being dismissed, he had threatened the

Somerset West.  
Wrench Town Bakery, Observatory, Good Hope  
Checkers, Poto' Gold, Pick 'n Pay macaroni  
Princess macaroni, spaghetti, shells, rings  
Fattis and Monis Macaroni, spaghetti, shells  
Millie pack Mealie Meal; Fattis & Monis ice  
Record Unsifted Flour, Record Wheatie Treat  
Record Self Raising Flour, Record Cake Flour  
Ngubani Ufatis & Monis? Ufatis & Monis )

Ufatis & Monis uphikele ukuthi akukho nxa  
ungumphati wem le uthi, ukhathazekile xa  
ngabamnyama njengoko inkxaso enkulu ivelo k  
abasebenzi abangabanye ukuba basebenze enda  
imveliso, kodwa imveliso yehliile

Umbutho walapha ekapa oyi National African  
wakhupha istatements uxhasa abasebenzi abagx

Umbutho oyi Women for Peace Movement ucele  
kunye nabasebenzi.

Abafundi base U.C.T. bayenzi eyabo intli.  
Bacele ukuba imveliso zakwa Fattis & Monis

Umbutho oyi South African Council of Sp  
zikolo ezinoxibelelwane kunye nabo ukl  
bageshwe. Yaye akufuneki bayithenge imve

Umbutho oyi Western Province Traders Asso  
ukuba angayithengi imveliso yalefektiri de

Abafundi bathe abasebenzi mabaphinde bagest  
Fattis & Monis ingathengwa.

Abafundi base University nakwano kolegi ab  
zikolo U.W.C., Hewat, Peninsula Training Ce

Ayanda amanani abantu abazibandakanyileyo  
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Umbutho oyi South African Council of Sp  
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bageshwe. Yaye akufuneki bayithenge imve

# 500 on strike at Cape project

By STEVEN FRIEDMAN  
Labour Reporter

WORKERS at an engineering site at Saldanha Bay struck yesterday in protest at the dismissal of eight colleagues

The workers are employed by CMGM, an engineering firm based in Johannesburg

According to the Western Province General Workers' Union, which represents workers at the site, at least 500 are involved

"Virtually everybody besides a group of workers from the Transvaal are on strike," a union spokesman said

CMGM management refused to comment yesterday

By yesterday evening, the workers had not returned to work. Late yesterday afternoon, CMGM's manager director told them they would be paid off if they did not return. The workers said they would not work for the company if the eight were not reinstated

Last week, a worker at the site was dismissed, and subsequently another seven had also been fired

The workers were convinced that all had been fired for their union organising activities

On Monday night, a group of about 200 workers demanded to be paid off if the eight were not reinstated. Management refused this request

They then gathered outside the compound and refused to enter it unless the eight dismissed workers were allowed in as well. The compound guard refused this request and the crowd soon grew to around 500

Police arrived and persuaded management to allow the eight workers to sleep the night in the compound, the spokesman said

After initially agreeing to take all the dismissed men back, management said it would only reinstate seven of them. The workers rejected this offer and were waiting to be paid off, according to the union spokesman

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tele ekunokun  
iyinile  
obizwa  
amandla yaye  
re ezisi -  
othethwa  
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a kwabasebenzi  
nis efektiri

# 450 workers<sup>(145)</sup> sent packing<sup>(145)</sup> after dispute

By PADDY ATTWELL

ABOUT 450 workers from a construction site in Saldanha Bay were sent to Cape Town station by bus last night following a dispute over a dismissed worker.

The workers, who refused to return to work unless the worker was reinstated arrived in about seven buses from a compound near a site being worked by the civil engineering contractors CMGM

A spokesman for the workers, who put the number of those at the station at about 150, said they were not told by the company where they were going when they were put on the buses

They expected to spend the night on the station. The next train from Cape Town to Transkei which could take the workers was said to be leaving at 6.15 pm today

Some workers wondered how they would afford a train ticket. They said they were paid out R15 while they expected the train fare to be R25

In a statement, the Western Province General Workers' Union said it had been organizing at the site for about five months at the workers' request. The union estimated the number of workers at the site to be about 800

It said the workers did not consider that adequate reasons for the dismissal had been provided

Following his dismissal, a further seven workers, who are leading union members, demanded that he be reinstated.

"Contracts of these seven workers were terminated al-

though all eight refused to acknowledge their dismissal and refused to accept their pay"

Yesterday morning, 500 workers had refused to start work until the management had reinstated the eight workers and agreed to recognize a committee representative of the workers. The management had agreed to the latter demand

The statement said the management at first refused to accept the demand that all eight workers be reinstated, but had "now agreed" to reinstate seven of the workers, but not the one initially dismissed

The union supported the "reasonable demands" of the workers. It said "It is nonsense on the one hand to dismiss the existing workers' leader and on the other to suggest to them that they elect new leaders"

A union spokesman said the company had dismissed the first worker because he had allegedly threatened a foreman. This had been denied

Spokesmen for CMGM could not be contacted for comment early this morning

Earlier yesterday, Mr P Hodge, managing director of CMGM, had declined to comment when approached to do so at the compound

It was estimated about 200 workers were addressed by Mr Hodge near Saldanha Bay

© Picture, page 2



# Workers 'brutally treated'

AR645

7/2/80

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33

## Labour Reporter

THE rejection by contract workers from the CMGM construction site in Saldanha of a re-employment offer was very understandable in view of their 'brutal treatment' by management a spokesman for the Western Province General Workers' Union said today

About 300 workers were paid off after a stay-away from work on Tuesday in protest at the dismissal of a fellow worker and union member, Mr M Sodladla. They left for the Ciskei and Transkei by train last night after spending nearly 24 hours on Cape Town station.

CMGM offered to reinstate all the workers, the union said, including Mr Sodladla, but refused to

re-employ Mr Sodladla at the Saldanha site.

'If such an offer had been made earlier, it may well have been accepted. But management's attitude and conduct hardened the workers,' the union said.

'Management's actions on Tuesday, in escorting the dismissed workers on to buses with riot police and dogs, and dumping them on Cape Town station, can only be seen as an attempt to intimidate the workers.'

The union expects about 20 more paid off workers from the Saldanha site to arrive in Cape Town today.

The managing director of CMGM, Mr Paul Hodge, was not available for comment.

# Employers recognize <sup>(53)</sup> Cape stevedores' union

CAPE TOWN TIME 5/3/80

THE first industry-wide agreement between employers and an unregistered union since the publication of the Wiehahn Commission was concluded between Cape Town stevedores and the National Stevedores Employers' Association yesterday.

The National Stevedores Employers' Association and the Cape Town Stevedores Employers' Association which comprises the three Cape Town companies Rennie, Gindoff, Coits Limited and Sassco — have formally recognized the constitution of the Cape Town Stevedores Committee which was elected by the stevedores.

Negotiations for a new wage agreement were started immediately. The present basic wage for stevedores is R34 a week.

According to a statement issued last night by the Western Province General Workers' Union which represents 450 of

Cape Town's 1,400 black stevedores, this means that the workers' committee now has the right to negotiate with the employers on any matters affecting the wages and working conditions of the stevedores.

In the light of the Wiehahn Commission's explicit opposition to the unregistered union movement, the agreement is particularly significant in that it is a statement of

The committee is non-racial, consisting of both coloured and African workers.

Other important features of the agreement were:

- The committee has the right to invite representatives of the union to any meeting with management.

- The committee is permitted to carry out its duties as representatives of the workers during normal working hours after they have informed their immediate supervisors.

## WORKER AGREEMENTS

### Negotiation road

145  
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1301  
This week, two employers agreed to negotiate — not just consult — with African worker representative bodies. One is an unregistered trade union, the other a shop steward committee. This is a rare achievement. The majority of employers refuse to have any dealings with unregistered unions, let alone agree to negotiate with them.

The Engineering & Allied Workers Union of SA (EAWU) entered into a written agreement with Fagersta, a Swedish subsidiary in Springs. And the Cape Town Stevedoring Association (CTSA) agreed to negotiate with a worker-elected committee. Members of the committee are shop stewards of the unregistered Western Province General Workers' Union (WPGWU), which says it represents about

75% of the stevedores

In December, the stevedores staged a one-day walkout in protest against the Association's refusal to recognise a worker-elected committee. They had been asking for recognition for seven months.

After this, it was agreed to talk and listen to any worker representation. However, negotiations with anyone but a registered union, were ruled out. But now the CTSA has accepted the committee's constitution, which stipulates:

- The committee has full rights of negotiation over wages and working conditions
- The committee has the right to invite its union officials to any meeting with management. They will have observer status
- The workers' union has exclusive control over all committee training programmes and facilities
- And committee members can carry out their functions during working hours, after

informing their supervisors

This week, the committee submitted wage demands, and started negotiations. They will continue next week.

Says David Lewis, an organiser for the WPGWU: "we are really pleased about this. It is the first industry-wide agreement involving employee representation and an unregistered union since the Wiehahn recommendations." And, he adds: "We are happy with just observer status. The union is not looking for full negotiation status. It is the workers' struggle, and they are the ones who are fully aware of their working conditions and so on."

The agreement between Fagersta and EAWU is the third in the Fosatu group of unions, which are often shun by employers, who believe they are too militant. The other two are with Smith & Nephew and Kelloggs. The agreement with Fagersta is basically a recognition agreement, acknowledging the right of the union and

shop stewards to negotiate matters such as grievance and dismissal procedures. It also allows the EAWU access to the company premises once a week, as well as office and canteen facilities when needed by the union.

Says Calvin Nkabinde, EAWU's general secretary, "This is the first time the union has achieved such a major breakthrough since its establishment in 1963. The agreement will give encouragement to all our members, and will guide them to the kind of relationship that all managements should enter into with workers in their plants."

The EAWU has been organising at Fagersta for a year, with access to the plant. Tore Lunberg, Fagersta's MD, points out that no pressure has come from the Swedish government. But, he says: "The trade union operating in the parent company is interested in blacks in SA being organised. It is also in our interest for workers to be organised." The company employs about 250 Africans.

The EAWU agreement is similar to that between Kelloggs and the Sweet, Food & Allied Workers Union. A full agreement with Kelloggs is expected within the next few months. The Smith & Nephew agreement is complete, but is due for review in September. Although Ford has recognised an unregistered union, the agreement is verbal, not written.

RDM 11/3/80

# NP pamphlet: unregistered is unpatriotic

By RIAAN DE VILLIERS  
Labour Correspondent

THE National Party has launched a remarkable pamphlet campaign aimed at allaying white workers' fears about granting registration to black trade unions

The pamphlet, issued by the NP's Parliamentary manpower study group, is backed by private funds

Entitled "We are worried about black trade unions", the pamphlet argues that the registration of black unions is necessary to enable the Government to exercise control over their activities

The pamphlet describes the activities of unregistered black unions as a "danger to the white worker and the country"

Among its claims are that black unions "send their leaders in certain ways behind the Iron Curtain"

Others are that unregistered unions are free to engage in politics and that they join "strange international bodies"

Arguing that this state of affairs could not be allowed to continue, it concludes "The National Party has acted. The black trade unions must now come under the law where we can see them and know what they do"

"The National Party protects

## Kyk net —

- ★ in 1978 het Swart vakbonde R700 000 op aller gekry
  - ★ hulle kan buitelanders in hul besture aanstel
  - ★ hulle hoef nie 'n konstitusie in te dien nie
  - ★ hulle hoef nie jaarverslae voor te lê nie
  - ★ hulle hoef nie ledelyste te laat nasien nie
  - ★ hulle hoef nie finansies te laat oudit nie
  - ★ hulle kan politiek en ander sake bedryf nes hull
  - ★ groot maatskappye hou amptelike vergaderings
- Wat vind ons? Ons vind daar is 27 ongeregistreerde in 'n dosyn belangrike bedrywe Hulle het 'n ledeta vreemde internasionale liggame Hulle stuur hu Ystergordyn in

An extract from the pamphlet

its people and its country"

The pamphlet was sharply criticised yesterday by Mr Alec Erwin, secretary of the predominantly black Federation of South African Trade Unions, who said "The ignorance displayed, and the absurd allegations made, does not bode well for sound labour relations in the future"

Mr Hans Ungerer, MP and secretary of the study group in whose name the pamphlet was issued, said yesterday it would be distributed to as many white workers as possible

"There is a degree of unrest among white workers and the pamphlet is aimed at allaying their fears," he said

Mr Ungerer said the pam-

phlet was funded by private funds channeled through the study group

But he would not give details

Mr Erwin said it was views such as those expressed in the pamphlet which caused suspicions among unregistered unions over the intention of new labour legislation

"If decisions about unregistered unions are going to be taken on the basis of these kinds of facts, then I foresee danger for the long-term future of labour relations

"I sincerely hope the Minister of Manpower Utilisation is better informed and considers our registration applications on a more rational basis," he said

STUD NO	SURNAME	EXAMINATION RES
153982X	STRACHAN	ANDR
156529Q	VISSER	VIVIE
153547Z	WAINÉ	VINGE
156838R	ZACHERL	SAYIA
157915X	ZACKON	JEFFR
* TOTAL NUMBER OF STUDE		
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UUCT

58 60 62 64 66

1 3 5 7 9 11 13 15 17 19 21 23 25 27 29 31 33 35 37 39 41 43 45 47 49 51 53 55 57 59 61 63 65

Casuals employed by meat-strike farm

186
145
142

A FFW casual workers have been employed by Karoo Meat Exchange following the dismissal of 59 strikers at the company's Matland abattoir factory yesterday

The general manager, Mr Johan Louw, said the men stopped work because the company would not continue to employ an unregistered black. He said the firm faced a possible R500 fine, but

would not say why it had chosen this time to dismiss the man. Production was not affected, said Mr Louw. He refused to say how many workers were on strike, but it is believed

the factory employs about 80. The management of Karoo Meat is today meeting a committee representing the 59 dismissed workers

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	PAGE
13010	BACHELOR OF ARTS	AS AT 29 02 80				
162004R	KUWANE	SUZANNE ELIZABETH	106103	EGYPTOLOGY I	F	(43)
158955C	CARO	SALLY-ANNE	107101	ENGLISH I (PRE-1980)	F	(40)
102195Z	CHAIT		116120	DRAMA I	F	(60)
153965D	CLARKE	CHERYL	111101	CULTURAL HISTORY OF W.E. I	2-	(56)
157789K	COHEN	PELEGE JILL	102101	AFRIKAANS	UP	(50)
156503M	COLLIER	DAVID	103102	SOCIAL ANTHROPOLOGY I (PRE-1980)	UP	(50)
153999Q	COLLINS	LINDSEY JEANNE	100101	SCOTLAND I	2-	(62)
153021E	COUCHER	REVERLEY RUYAGA	110101	HISTORY I	F	(23)
134572X	COXENAY	ROBERT GEORGE RENESON	911101	MATHEMATICS I	UP	(59)
153790V	DAVIS	COLLETTE	916103	AVIATION BIOLOGY (HALF COURSEUP)	F	(54)
140457J	DELAHUNTY	CASSANDRA ELAINE	107101	ENGLISH I (PRE-1980)	UP	(56)
162384E	DOGAN	ANNA TERESA	900101	ENGLISH I (PRE-1980)	3-X	
155931D	GILLESBIS	MICHAEL EDWARD	105102	ECOLOGICAL HISTORY I	3-NX	
158919N	DUNCAN	MARGIA ELIZABETH	107101	ENGLISH I (PRE-1980)	ABS	
156415K	ERASMUS	AUDREY SYMON	003101	PSYCHOLOGY I	F	(8)
162310Z	EVANS	AR' O JACQUES ERASMUS	004101	PSYCHOLOGY I	3	(57)
161480X	FAFAK	GAVIN MARK READ	001101	STATISTICS I (HALF CRSE)	F	(49)
153863T	FARLHAR	GIULIETTA	910104	STATISTICS I (HALF CRSE)	F	(49)
152866J	FARRELL	GILLIAN DEBORAH	101103	STATISTICS I (HALF CRSE)	F	(35)
157350T	FINLAY	MICHAEL BRUCE	107101	ENGLISH I (PRE-1980)	3	(48)
159744K	FIORAVANTI	LUCIGIA	004101	ENGLISH I (PRE-1980)	3-NX	(57)
			104104	PSYCHOLOGY I	UP	(57)
			115102	PSYCHOLOGY I	UP	(55)
			115103	PSYCHOLOGY I	UP	(52)
			214102	ITALIAN INTENSIVE	UP	(54)
				ITALIAN INTENSIVE	UP	(54)
				PSYCHOLOGY I	UP	(58)

Post

Meat 145  
28/3/80  
men

## support strikers

**MORE** than 100 representatives of meat workers employed by 11 major firms in the Cape Town industry are totally opposed to the behaviour of management at Karoo Meat Exchange in the present labour dispute there.

At a meeting last night the representatives drafted a letter to the general manager of Karoo, Mr Johan Louw, objecting to the initial dismissal of an employee without the elected workers committee being consulted and management's refusal to re-engage all 59 workers on strike.

"We support the Karoo workers absolutely in their non-negotiable demand that all the workers be re-engaged," they said.

### WORKERS

It was decided no workers employed at the 11 companies would work for Karoo meat exchange while the dispute continues.

The representatives demand that Mr Louw explain to workers at each of the companies why management has refused to re-engage all the Karoo workers.

A spokesman for the Western Province General Worker's Union said yesterday the workers were determined the attitude of the Karoo management should not extend to the rest of the industry.

He said the incident at Karoo had occurred at a time when, as management was aware, Cape Town meat workers were particularly bitter about working conditions and wages in the industry.

The Karoo workers would report for work today but were adamant they would return to work only if all of them were re-engaged.

They would report back to a mass meeting of meat workers in Langga tomorrow, the spokesman added.

DAY MARCH 26 1980

# Strikers demand jobs back for all

STRIKING workers at the Karoo Meat Exchange in Maitland, who walked out on Monday over a dismissal, have refused to apply for re-employment without an assurance that all will be taken back.

At a meeting between management and representatives of the 59 workers yesterday, the company said it was not in a position to guarantee vacancies for all the workers.

Those who wished to apply for employment should do so on Friday to resume work next Monday, the general manager, Mr Johan Louw, said.

### 'AMICABLE'

The company undertook not to appoint any new employees on a permanent basis until those who wanted to apply for re-employment had done so.

In spite of counter allegations, the company believes it has made every effort to resolve the issue through amicable dialogue, Mr Louw said.

A spokesman for the Western Province General Workers' Union said management's failure to consult the works committee on the dismissal of an unregistered worker caused the strike.

The workers demanded the reinstatement of all 59 men and discussion of the original dismissal.

Union committees of other large meat factories are expected to meet today to discuss the matter.

CT

STUD NO	SUR NAME	FIRST NAME	COURSE	DESCRIPTION	SYMBOL
1000601	H.M.S.	HEARBY-CA-ERNA	11-517	MANA-111	A-13
* TOTAL NUMBER OF STUDENTS 1					
CEAN					
REGISTRAR (ACADEMIC)					

EXAMINATION RESULTS IN FACULTY ARTS

3130 PREFIX FOR ENR'S DIPLOMA IN SPEECH & DRAMA YEAR : 3

AS AT 29 02 80

PAGE 1

13130

8 7 6 5 4 3 2 1

**Meat dispute in the air after talks**

ARGHS  
28/3/80

**Labour Reporter**

A MEETING between the management of Karoo Meat Exchange Ltd and the committee representing 59 striking workers ended inconclusively today.

The workers rejected a call by Mr Johan Louw, general manager of Karoo, that they fill in work application forms for consideration by the company.

'If Mr Louw wants us back, he must take us back without application. He must take us all,' one worker said.

**ADJOURNED**

Another said Mr Louw, who adjourned the meeting until Monday, was 'trying to play a cat and mouse game' with the workers.

A spokesman for the Western Province General Workers' Union said Mr Louw's failure to make a decision on re-engagement today was 'highly provocative' in view of the anger among meat workers.

'Management seems to be intent on provoking an industry-wide strike,' he said.

**INTERNAL MATTER**

Mr Louw said after the meeting that his reason for delaying a decision until Monday was 'an internal matter to be explained to the committee.'

The dispute at Karoo concerns alleged failure by management to discuss the dismissal of an unregistered employee with the recognised workers' committee.

⊙ A general meeting of Cape Town meat-workers is to be held in Langa tomorrow to receive a report from the Karoo workers.

JUST

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL
100060L	HOGG	HENRY GALEKON	110317	DRAMA III	AGS
* TOTAL NUMBER OF STUDENTS 1					
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REGISTRAR (ACADEMIC)					

EXAMINATION RESULTS IN FACULTY ARTS  
AS AT 29 02 80

STUD13-9  
13130 PERFORMERS DIPLOMA IN SPEECH & DRAMA YEAR : 3



STUD NO	SUR NAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	UP	DOWN	MARKS	GRADE
13030	BACHELOR OF ARTS								
1025211	DAVID	DAVID	107501	ENGLISH III	UP			57	4
077201P	DAVID	DAVID	107501	ENGLISH III	UP			56	4
1011441	PETER	PETER	004501	PSYCHOLOGY III	UP			54	5
101875J	PETER	PETER	004501	PSYCHOLOGY III	UP			52	4
114694T	ODILE	ODILE	101202	AFRICAN LANGUAGES XHOSA II	UP			51	4
115410E	ODILE	ODILE	101202	AFRICAN LANGUAGES XHOSA II	UP			50	4
111465T	LESLEY	LESLEY	911103	MATHEMATICS IB	F			41	5
100997E	LESLEY	LESLEY	911103	MATHEMATICS IB	F			41	5
098697G	SUSA	SUSA	004501	PSYCHOLOGY III	UP			57	4
113612P	INGRID	INGRID	605301	NOTAL LAW II	UP			63	4
101054E	INGRID	INGRID	115103	ITALIAN INTERMEDIATE	UP			60	4
102381J	INGRID	INGRID	115103	ITALIAN INTERMEDIATE	UP			60	4
09785E	LAURA	LAURA	106301	ECONOMICS III	ABS			58	5
101150F	WILLEM	WILLEM	107301	ENGLISH III	UP			53	4
094035	NADIE	NADIE	107301	ENGLISH III	UP			53	4
111331P	NADIE	NADIE	107301	ENGLISH III	UP			53	4
103519A	AMANDA	AMANDA	802131	HISI & APPRECIATION OF MUSIC IABS	UP			53	4
102719B	AMANDA	AMANDA	802131	HISI & APPRECIATION OF MUSIC IABS	UP			53	4
102257Z	COLLEEN	COLLEEN	105103	GREEK & ROMAN LIT & PHIL	3			52	5
033909H	FARUK	FARUK	102302	AFRIKAANS EN NEDERLANDS IIIF	UP			52	5
101164L	JEANETTE	JEANETTE	910101	STATISTICS I (HALF CRSE)	F			51	4
112145C	YACQVINE	YACQVINE	910101	STATISTICS I (HALF CRSE)	F			51	4
116606W	GILDA	GILDA	910108	STATISTICS I (HALF CRSE)	F			50	4
133111E	GILDA	GILDA	910108	STATISTICS I (HALF CRSE)	F			50	4

**striking meat workers**  
 29/3/80

hour Reporter  
 OVERWHELMING support for the 59 striking workers from Karoo Meat Exchange Ltd was expressed at a meeting of about 250 meat workers in Langa today

Workers from 14 factories — almost the entire fresh meat industry in the Peninsula — attended the meeting

It was decided workers' committees would approach their managements on Monday to demand that an elected representative from each firm attend the 8 am meeting between Karoo management and the striking workers' committee.

**REPORT BACK**

Each representative would report back to his factory at lunchtime on the decision taken by Karoo general manager Mr Johan Louw

A general report-back meeting is to be held in Athlone on Monday night.

The Karoo workers walked out last Monday in protest at management's alleged failure to discuss with their committee the dismissal of an unregistered worker.

**UUCT**

**250 at meat strikers meeting**

*CARE Times* 3/13/80 Staff Report <sup>(125)</sup> ~~(186)~~ <sup>(152)</sup>  
MORE THAN 250 workers from 15 Peninsula meat firms attended a report-back meeting in Langa yesterday by the 59 striking Karoo Meat Exchange workers

The meeting reaffirmed its support for the 59 workers who went on strike a week ago today after a colleague had been dismissed without consultation with the registered workers committee

At 8 am today the Karoo workers will be told by their management whether all of them will be reinstated

It was decided at the meeting that workers from each of the 15 firms should go to their respective managements when they start work at 7 am today and ask that an elected representative be sent to be present at the 8 am meeting between the Karoo workers and their management

# Meat strikers to return

Labour reporter

STRIKING workers of Karoo Meat Exchange Ltd will return to their jobs in the factory tomorrow after negotiating a settlement of a dispute with management today.

The workers downed tools a week ago after management dismissed an unregistered worker without consulting the workers' committee, as required by the committee's recognised constitution.

In nearly two hours of hard bargaining today, the workers won the right to return to their old jobs, with full pay for the time they have been out of work.

They were given the assurance that management would in future consult fully with the workers' elected committee.

### EXCLUDED

Representatives of the Western Province General Workers' Union to which the meat workers belong were excluded from the negotiations.

So were representatives of nine other meat factories who arrived for today's talks in terms of a resolution taken by about 250 meat workers at a meeting in Langa on Saturday.

In a report to them after the dispute was settled the chairman of the workers' committee, Mr Lennox Booil, said the workers had refused to apply for re-employment.

### INSISTED

They had insisted on returning to their original positions although the factory had already taken on some other workers.

It was agreed the workers would be paid their wages for the last week on Thursday.

Mr Booil said the committee had refused to sign a document presented to them, saying they would abide by their existing constitution.

'We are a factory workers' committee, not a liaison or a works committee,' a member said.

### UNITY

A spokesman for the Western Province General Workers' Union said the Karoo strike indicated the unity and determination of union members in all the other meat factories, as well as those in Karoo itself.

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	MARKS	PAGE
15	1025211	DAVID	ENGLISH III	JURISPRUDENCE IUP	(57)	1025211	14
17	077201P	DAVID	ENGLISH III	JURISPRUDENCE IUP	(57)	077201P	14
19	1011441	DAVID	ENGLISH III	JURISPRUDENCE IUP	(57)	1011441	14
19	101875J	PETER	PSYCHOLOGY III	PSYCHOLOGY III	(52)	101875J	20
22	114494T	ODILE	AFRICAN LANGUAGES KHOSA II UP	AFRICAN LANGUAGES KHOSA II UP	(50)	114494T	24
25	115410E	ODILE	AFRICAN LANGUAGES KHOSA II UP	AFRICAN LANGUAGES KHOSA II UP	(50)	115410E	24
27	111465V	LESLEY	MATHEMATICS I b	MATHEMATICS I b	(41)	111465V	28
28	100997E	LESLEY	MATHEMATICS I b	MATHEMATICS I b	(41)	100997E	28
31	0914097C	EUSTACIUS	ROMAN LAW II	ROMAN LAW II	(57)	0914097C	30
32	115610E	EUSTACIUS	ROMAN LAW II	ROMAN LAW II	(57)	115610E	30
33	141255K	INGRID	ITALIAN INTENSIVE	ITALIAN INTENSIVE	(60)	141255K	34
37	102381J	INGRID	ITALIAN INTENSIVE	ITALIAN INTENSIVE	(60)	102381J	36
38	0927255U	WILLEM	ECGONOMICS III	ECGONOMICS III	(63)	0927255U	38
41	101150F	WILLEM	ECGONOMICS III	ECGONOMICS III	(63)	101150F	38
42	0914097C	NADINE	ENGLISH III	ENGLISH III	(53)	0914097C	42
43	111331P	NADINE	ENGLISH III	ENGLISH III	(53)	111331P	44
45	103519W	NADINE	ENGLISH III	ENGLISH III	(53)	103519W	44

# Striking men back at work

CAPE TOWN — Striking workers of Karoo Meat Exchange Ltd will return to their jobs today after negotiating a settlement of a dispute with management yesterday.

The 59 workers downed tools a week ago after management dismissed an unregistered worker without consulting the Workers' Committee as required by the committee's recognised constitution.

In nearly two hours of hard bargaining yesterday, the workers won the right to return to their old jobs, with full pay for the time they have been out of work.

They were given the assurance that management would in future consult

fully with the workers' elected committee.

Representatives of the Western Province General Workers' Union to which the meatworkers belong were excluded from the negotiations

So were representatives of nine other meat factories who arrived for yesterday's talks in terms of a resolution taken by about 250 meatworkers at a meeting in Langa on Saturday.

In a report to them after the dispute was settled the chairman of the Workers' Committee, Mr Lennox Boo, said the workers had refused to apply for re-employment.

They had insisted on returning to their original positions although the factory had already taken

on some other workers

It was agreed the workers would be paid their wages for the last week on Thursday.

Mr Boo said the committee had refused to sign a document presented to them, saying they would abide by their existing constitution

"We are a factory workers' committee, not a liaison or a works committee," a member said

A spokesman for the Western Province General Workers Union said the Karoo strike indicated the unity and determination of union members in all the other meat factories, as well as those in Karoo itself

The spokesman added: "The strike shows that the days when management could take decisions affecting the employment conditions of workers without prior consultation with the workers representatives are now over."

Mr Johan Louw, general manager of Karoo Meat Exchange was not available for comment.

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# DO STRIKE ENDS, WORKERS REINSTATED

Capit Times 1/4/50

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WESTERN CAPE LABOUR

FM 9/5/80

# Workers dig in their heels

(45) (142) (145)

Some new trends in labour relations that could have far-reaching political and business implications are evident from recent strikes, especially those in the Cape

One is towards rising solidarity among workers, not only among those working for the same employer but between coloureds and Africans

Another is that consultation with worker representatives is becoming increasingly important, both insofar as dismissals are concerned and in the establishment of channels for negotiation

The FM has assessed this situation at first hand in the Western Cape where, over the past year there has been a marked escalation of strikes

The latest occurred at the Kromrivier Apple Co-operative near Grabouw, when 700 coloured and contract workers walked

out and violence did not take long to erupt

Jan Theron, general secretary of the Food and Canning Workers Union (F & C) says "Stone-throwing broke out after police arrived, and attempted to arrest a striker carrying a placard demanding R40 a week"

In the Momi & Fattis dispute last year, workers held out for seven months -- a rare display of worker solidarity for SA. And during the Karoo Meat Exchange strike workers at 11 major meat firms in Cape Town refused to handle Karoo's meat until the 59 strikers were reinstated. The firm finally agreed to this, and to paying the strikers for the week they were out

The Karoo dispute, according to the Western Province General Workers Union

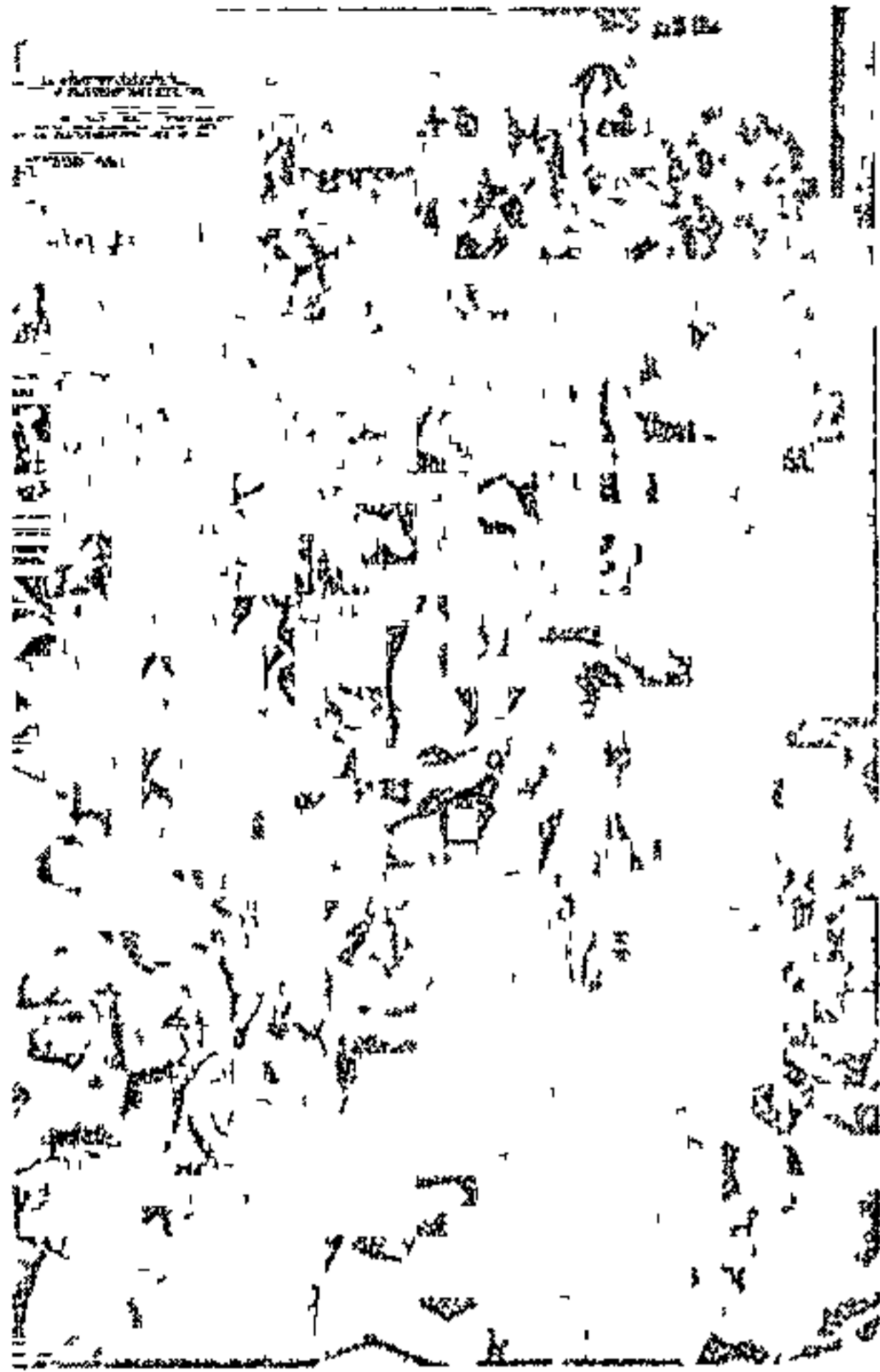
(WPGWU), to which the meat workers belong, "indicates clearly that the days when management could take decisions affecting workers without prior consultation with worker representatives are now over". Workers struck because management dismissed a colleague without consulting the worker committee

The Momi & Fattis dispute and the stevedores walkout in December showed unusual cohesion between coloured and African workers. At Momi & Fattis, African and coloured workers walked out over a union recognition dispute culminating in the dismissal of five coloured workers

Ted Frazer, general secretary of three unions in the liquor and catering, brewing, and jewellery industries, says "There is a growing awareness of indivisibility Col-

...ed and African workers are seeing themselves as workers with common interests, rather than workers with racial differences. Even so, unionists admit there is still a very real division which probably remain as long as the two groups belong to different unions.

Other disputes include strikes at the Ceres Fruitgrowers' Co-operative, the



**Striking workers  
sitting it out**

MGM civil engineering site at Saldanha Bay — both in February — and at Sea Harvest Fish Factory at Saldanha Bay in December. The walkout of 750 workers at the co-op was due to the dismissal of a worker involved in wage negotiations.

At CMGM, 450 contract workers walked out in protest over the dismissal of eight colleagues, while 280 rejected management's offer and returned to the Transkei and at Sea Harvest some 600 employees walked out in protest over wages.

In all these disputes, Food & Canning and the WPGWU have represented workers. Johann Maree, head of industrial sociology at UCT, says 'The effect of these unions cannot be ignored. The fact that these strikes are linked to unions is partly to do with the way they organise. They put the emphasis on shopfloor organisation, concerning themselves with workers' grievances. Most other unions in the area are mainly benefit societies, with very little shop floor activity.'

Jack Roos, director of Cape Chamber of Industries, says 'we think we have industrial peace here. The strikes involve mainly individual firms, which are not part of an organised industry. In organised industries such as the clothing, furniture and other industries, labour stability has re-dominated, and over the years a good

record of for instance fringe benefits and medical aid has been built up.'

Moreover, says Roos, the strikes mainly involve unskilled and contract labour. This is true, but they are an important part of the labour force and cannot be ignored.

Roos reckons many of the strikes seem to be due to a breakdown in communications and human relations. But the unionists involved disagree, saying at the heart of all these disputes is extreme dissatisfaction with 'appalling working conditions and starvation wages.'

Frazer believes 'black workers are becoming more conscious of their working conditions. It is a natural development, along with greater political awareness.'

#### Shunted to the Flats

Many black employees in the Western Cape are earning below the Household Subsistence Level which, during April, for Cape Town was R180 a month for Africans and R184 for coloureds. According to Theron, the Kromrivier strikers are earning around R15 a week. He says this is not an unusual wage, particularly in out-lying districts and in firms linked to agriculture. When the FM interviewed workers in the construction, meat, textile and agriculture related industries, the majority claimed to earn between R25 and R35 a week.

Added to this is government's policy of shunting coloureds out to the Cape Flats. Frazer says this has resulted in many coloureds now paying R1 or more a day for transport. 'They are very bitter,' he says.

In response to complaints about low wages, Roos says it is fairly normal to want more. He adds that 'in manufacturing about 13% of the labour force is African. We would like to see that section of the labour force brought into the negotiating machinery. And being such a small proportion, separate unions would be unrealistic. But we are in favour of freedom of association, so it is up to employees to decide.'

F & C and WPGWU say negotiations between management and worker-elected committees is what they want, but not what many firms want. This frequently results in conflict, since workers see in the attitude of their employers the way to improving their position blocked.

Says Theron 'Where we are able to negotiate there is often labour peace. But at Kromrivier and Monis & Fattis, for instance, management established liaison committees after we started organising. They weren't accepted by workers.'

Some members of WPGWU, whose firms are negotiating with committees elected by employees, told the FM 'our working conditions have improved since being unionised and management has recognised our worker committees. They said they rejected the liaison committees because 'these didn't help us.'

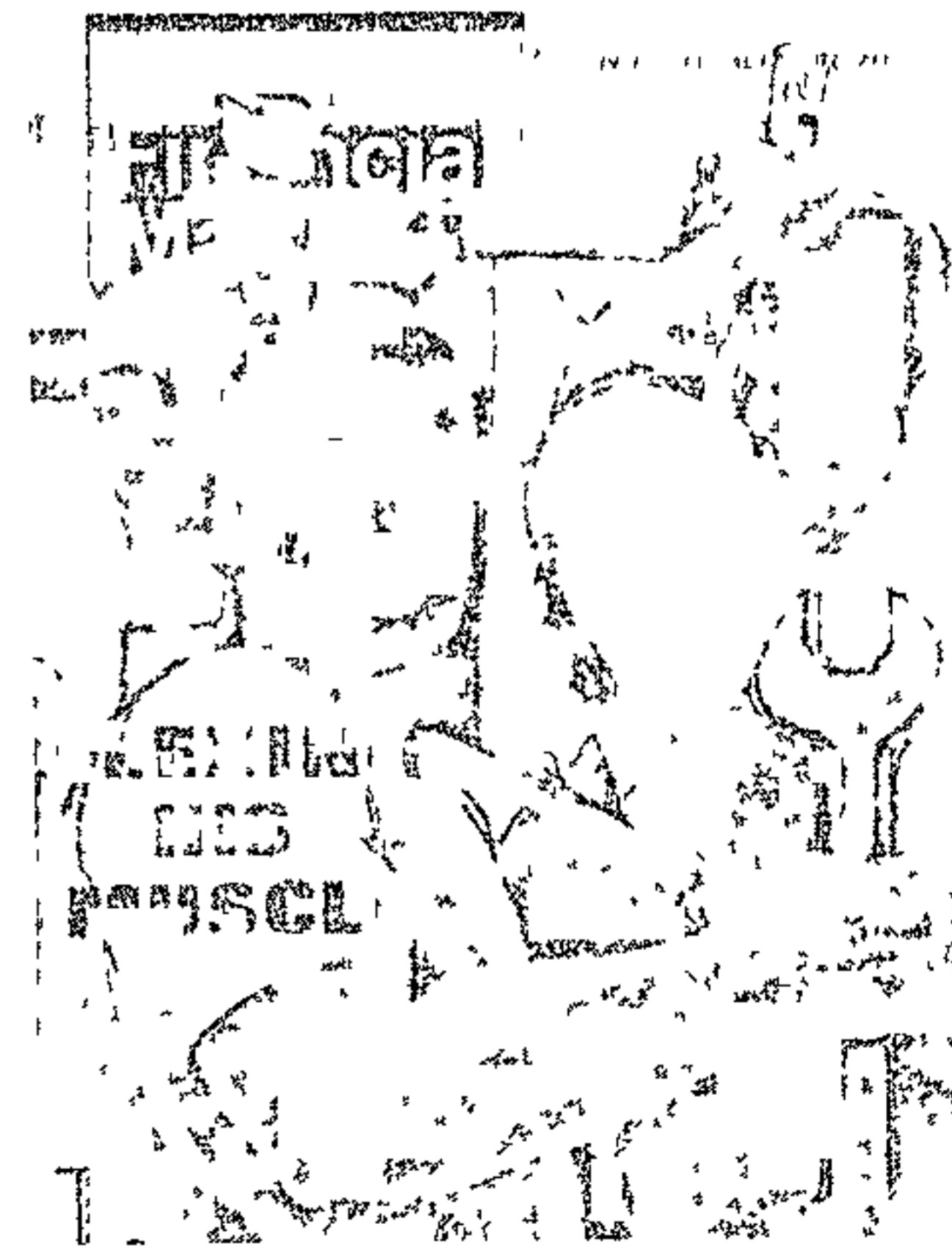
When looking at African labour in the Western Cape, the effect of the coloured labour preference policy should not be ignored. This results in about 70% of 30 000 or so African workers in the area being contract workers. A number of the recent strikes have involved contract workers, despite the risk of then losing their jobs, being sent back to their homelands, and facing the difficulty of finding another job. Why?

Aninka Claasens writes in her dissertation *Riekert and Wiehahn, Unions and Migrants*. 'They work in the worst jobs in the worst sectors, they suffer the worst treatment, at the lowest pay. It is clear that it is the particularly bad conditions in which migrants work which make them more militant.'

And unlike anywhere else, even Africans with permanent residence rights in the Cape find themselves in much the same position as migrants, due to coloured preference, which fortunately the National Manpower Commission has recommended be scrapped.

Roos says priority should be given to all workseekers, including Africans, living in the Cape. The Chamber of Industries reckons Africans with Section 10 residential rights should not have to obtain a certificate from the Department of Manpower Utilisation before they can be employed in the area.

Clearly, as the days of a passive labour force are disappearing, there will also



**Strike action - a potent political force**

need to be a shift in management's approach. Maree reckons the most realistic way of dealing with this is to recognise an inherent conflict in industrial relations and to encourage its expression through strong unions and good faith bargaining.

Without that, the conflict could burst open with serious consequences.

CAPE TIMES 3/4/50  
**Stevedores get new deal**

Staff Reporter

A NEW wage structure for Cape Town stevedores was negotiated yesterday between the Cape Town Stevedores Association - an employers association - and the Stevedore Workers Committee.

The daily shift allowance for stevedores will increase from R4.59 to R5.00 a shift. Holiday pay will increase by 50 percent to R96.50.

The guaranteed weekly mini-

imum wage has been increased from R36.17 to R48.20. This is an increase of approximately 35 percent.

However, according to a statement issued by the union representing the stevedores, the Western Province General Workers Union, the agreement would only bind the workers if a satisfactory agreement is reached on the issue of retrenchment during talks over the next five weeks.

International Financial Statistics		R.B.	
Vol. 29 p. 335		1968	
Foreign Assets	11	11	11
Claims on Government	12 a	12 a	12 a
of which: Govt. Dep. Mem. Bks.	12 ax	12 ax	12 ax
<del>Foreign Liabilities</del> Claims on private sector	12 d	12 d	12 d
Claims on deposit money bks.	12 e	12 e	12 e
Reserve money	14	14	14
of which: currency outside bks.	14 a	14 a	14 a
Foreign Liabilities	16 c	16 c	16 c
Government deposits	16 d	16 d	16 d
Other items (Net)	17 f	17 f	17 f
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Deposit Money Banks			
Reserves	20	20	20
Foreign Assets	21	21	21
Claims on (1)	22 d	22 d	22 d
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Demand deposits	24	24	24
Time & Savings deposits	25	25	25
Short & medium term "	25 x	25 x	25 x
Long term "	25 y	25 y	25 y
Foreign liabilities	26 c	26 c	26 c
(1) deposits	26 d	26 d	26 d
Credit from R.B.	26 g	26 g	26 g
Other items (Net)	27 f	27 f	27 f

Other



# Strike at

ARGUS 7/15/80

firm in

Paarden

Eiland

Labour Reporter

ABOUT 100 employees at Table Bay Cold Storage in Paarden Eiland refused to work today in protest at the firm's refusal to recognise their workers' committee.

Meat processing at the factory was brought to a halt and the workers have been told they will be paid off.

The Western Province General Workers' Union, to which the workers belong, called on management to recognise the committee of six people.

## 'LIAISON'

Management has quibbled over the number on the committee and is now trying to force a liaison committee on the workers, a spokesman for the union said.

The workers are not prepared to accept anything less than a democratically elected committee under their own control.

Their demand is reasonable and has been made in a responsible manner over the past few weeks.

Management had no comment.

Strikers (195)

beat up  
9/5/80

fellow

worker

CAPE TOWN — Violence broke out yesterday morning among striking workers of the Table Bay Cold Storage Company when one man allegedly tried to return to his job.

He was severely beaten by fellow workers near the factory gate and stabbed in the shoulder.

About 80 workers reported to the factory yesterday after downing tools on Wednesday in protest against the management's alleged refusal to recognise the elected workers' committee.

They again refused to work until their demand for recognition was met.

According to a worker, the manager said he did not want anything to do with a "union committee." He wanted a "Labour Department liaison committee."

Workers said that when they insisted they did not want a liaison committee they were told to collect their wages and return to Transkei.

They said they refused to take their pay and left the premises at about 8am.

Then, within 100m of the gate, the fight started. After being frequently knocked to the ground, the injured man left with the others. He was later taken to hospital.

A Western Province General Workers' Union spokesman said committees similar to that demanded by the Table Bay workers were recognised by all the other major meat firms.

The manager of Table Bay Cold Storage would not comment on the incident. — Sapa

OK

# Cape strike could spread

186  
157  
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By STEVEN FRIEDMAN  
Labour Reporter

A STRIKE at a Cape Town cold storage plant is threatening to spread to other meat plants in the area.

All 75 workers at Table Bay Cold Storage, members of the Western Province General Workers Union, have been on strike since Wednesday, demanding that the management recognise a workers committee.

Worker representatives at 15 other meat factories have supported the strikers' demands, and there will be a mass meeting of meat workers today to discuss the Table Bay strike.

The Cape Town meat industry has been the scene of labour ferment for some months, and this is the second strike by meat workers in recent weeks.

A union spokesman said yesterday: "The situation throughout the industry is tense. If management take a hard line with Table Bay workers, we fear trouble in other factories."

The union believes Table Bay is planning to send the workers, all of whom are on contract, back to Transkei.

The dispute at Table Bay began six weeks ago when workers asked the company to recognise a six-man worker committee. According to WPGWU, the proposed committee has the same constitution as committees recognised by most Cape Town meat companies.

The union says the management told workers on Tuesday that it would deal only with a

four-man committee, and insisted that workers dissociate themselves from the union.

The management also demanded that the committee be registered in terms of labour legislation. The workers rejected this and walked out of the meeting.

On Wednesday, the workers refused to work until management agreed to meet the committee. A Department of Manpower Utilisation official intervened, and he and management tried to persuade workers to accept a registered committee and leave the union, according to the WPGWU.

Workers rejected this and have been on strike since. On Thursday, a worker who attempted to return to work was attacked by his colleagues.

Table Bay workers now plan to return to work on Monday to demand that their grievances be met. If they are not, the strike will continue, they say.

The Table Bay company refused to comment yesterday, except to say that a full statement will be issued next week.

On Tuesday, worker representatives from 15 meat factories met and compiled a letter to all meat manufacturers. It demanded that the Table Bay company recognise the committee and set up similar committees at other plants. "We asked us to file our grievances to management in a peaceful way."

It warns that workers will not "do the work of Table Bay workers" as they were asked to in an earlier strike.

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank.

Section C

	Internal	External
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7	7 + 2	
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Examiners Initials		

**WARNING**

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator.
- 3 No part of an answer book is to be torn out.
- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

examination book(s) are used.

4 Do not write in the left hand margin

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

UDN 13/5/80

# New fears of meat workers' confrontation

By STEVEN FRIEDMAN  
Labour Reporter

FEARS of confrontation between Cape Town meat employers and their workers continued yesterday as management at Table Bay Cold Storage refused to meet a delegation of striking workers and said the strikers were "no longer employees"

Worker representatives from 15 other meat factories were meeting last night to consider their response to Table Bay's decision. There are fears that the decision could spark off confrontation at other plants.

Workers at Table Bay say they are striking because management has refused to recognise an unregistered workers' committee and has demanded that workers distance themselves from the Western Province General Workers Union.

Table Bay's managing director, Mr R L Selzer, has denied that management had refused to recognise a committee and made it clear that Table Bay was not prepared to meet the workers' demands.

He said in a statement yesterday that a meeting of all Cape Town meat employers on Friday had backed Table Bay's stand and had discussed "con-

tingency plans for the future" and that "alternative arrangements" had been made which "enabled operations at Table Bay to continue unimpaired".

Yesterday, Table Bay workers gathered at the company's Paarden Eiland factory, where a large contingent of police were waiting.

A company employee told them that management would not see them and that those who wished to could sign off and collect their pay. The workers then left without signing themselves off.

According to a union spokesman, attempts by the union late yesterday to discuss a compromise with management were rebuffed.

In his statement, Mr Selzer said the strike had not been caused by a refusal to recognise a committee. "Management offered workers the committee of their choice on several occasions without specifying the format."

He added that "the fact that such a committee would have to be registered by law appeared to be unacceptable to the employees."

Mr Selzer claimed that there had been "repeated calls" by the workers for recognition of the union, "but at no time did

the union approach the management as is usual in such cases."

Management would expect the union to demonstrate that it was duly constituted, "managed their affairs in a business-like manner" and was representative of workers before recognising it. It would also want to know the union's position on current labour legislation.

He said the strikers had "terminated their services" by refusing to work and that management had refused to meet the worker delegation yesterday morning because they were "no longer employees".

In a statement issued yesterday, the union denied that workers had requested union recognition.

The WPGWU statement adds that "Mr Selzer has regrettably not offered the workers a committee of their choice. The workers have opted for an unregistered committee because they are no longer prepared to accept a committee which constitutionally excludes coloured workers."

The union claimed that management had insisted on a liaison committee which "not only excludes coloured workers but implies a management presence."

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 If we assume that the economy is a full employment  
 at the Ye then a drop in savings is going to lead to  
 a decrease in employment. As a result one will have  
 a decrease in employment. Therefore

# Meat workers conflict grows

By STEVEN FRIEDMAN  
Labour Reporter

FEARS of a major labour confrontation in the Cape Town meat industry have risen after a mass meeting of meat workers at the weekend expressed "full support" for striking workers at Table Bay Cold Storage

The meeting of about 500 meat workers, held in Langa township, accused "meat bosses" of being "intent on provoking a dispute with the meat workers" and resolved to "defend" worker demands that management negotiate with a worker committee

At the same meeting, the Table Bay strikers decided to appear at their plant at 7.30am today and demand that management recognise an elected worker committee. They also resolved to continue their strike if the company refused

In a further development, another meat employer, National Meat Supplies, refused to recognise an elected workers' committee because it refused to register in terms of labour law

The Table Bay workers are striking in support of their demand that management recognise an unregistered committee. Workers say they are not prepared to accept a registered committee because these committees are restricted to black workers only

Table Bay workers are members of the non-racial Western Province General Workers Union who said another cause of the strike was a management demand that workers distance themselves from the union

The workers insist they will only accept committees on which coloureds and blacks serve together

There are fears that management at Table Bay plans to dismiss all the strikers today, thus forcing them to return to Transkei. They are all contract workers

A union spokesman said yesterday "If that happens, we doubt whether we will be able to hold other factories back. The situation is dangerously close to confrontation"

At the weekend's mass meeting, workers from 15 other meat factories decided to demand that their companies inform them at noon today of the decision of Table Bay management

They will meet tonight to decide how to respond to Table Bay's developments

In a statement issued by the WPGWU after the meeting,

workers condemned the "provocative attitude" of employers

"Meat workers are not seeking confrontation, but nor are they prepared to sanction division between coloured and African workers or turn their back on their union. These are reasonable decisions which will be defended by the meat workers," the statement said

ANGER is rising among workers in the Cape Town meat industry at what they see as the "provocative behaviour" of the Table Bay Cold Storage Company in the labour dispute at the factory.

Representatives have warned in a letter to 14 firms yesterday that the workers' anger will turn against their own management if they continue to support such behaviour.

This follows a Press statement by the managing

director of Table Bay Cold Storage, Mr R L Selzer, in which he said the company had the 'unanimous support' of Cape Town employers in the meat industry.

Workers at the factory have been on strike

nearly a week in protest at alleged refusal of the management to recognise their democratically elected workers' committee.

Management has refused to negotiate with the men on the grounds that they are not recognised by

refusing to work and are no longer employees. It has repeatedly called on them to collect their outstanding wages and return to Transkei.

Worker representatives said in their letter that the demands of the Table Bay workers did not include recognition of the Western Province General Workers' Union, to which they belong.

"Racial works committees registered with the Department of Manpower Utilisation" were unacceptable to workers in the meat industry," the representatives said.

# Warning as meat strikers' anger mounts

15/2  
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WESTERN PROVINCE GENERAL WORKERS UNION

SUPPORT THE WORKERS OF TABLE BAY COLD STORAGE

A struggle has been raging in the fresh meat industry of Cape Town for some time. The black workers in the industry, the majority of whom belong to the Western Province General Workers' Union, have been successfully pressing for their right to be represented by democratically elected non-racial workers' committees. Now the management of Table Bay Cold Storage, with the backing of the other meat bosses who already have been forced to accede to the democratic demands of their own workers, is attempting to deny the Table Bay workers the right to have a workers committee of their own choice.

One month ago the workers at Table Bay presented their management with the demand for an elected workers committee - a demand that has been continuously and unreasonably blocked. Last Wednesday, 86 (out of a total of 89) black unskilled workers refused to start work until their demands were answered. On Thursday morning the workers returned and they were only offered a liaison committee. They refused and met with the committees of the other factories in the fresh meat industry who expressed support and demanded from their own managements that pressure to be put on the Table Bay bosses to grant the workers what was already standard practice in the meat industry. On Saturday at a Union meeting attended by about 500 meat workers from all the major fresh meat factories in Cape Town, general support for Table Bay workers was vociferously expressed. The general mood of the workers was extremely angry at what they saw as not only an attack on the rights of Table Bay workers but also upon themselves. The workers demanded that the rights of the Table Bay workers be respected. On Monday morning the Table Bay workers, returning once again to hear if their demands were to be acceded to, were met with an overwhelming police presence clearly designed to intimidate them into submission. In the face of such intimidation on the part of the State, and in spite of being the most oppressed layer of the working class, contract workers, the Table Bay have stood firm. Their unity has been unshakeable.

The workers are not prepared to accept a government committee being foisted upon them by the bosses. They refuse to accept a liaison committee which requires management representatives on it. Nor are they willing to accept a works committee since it constitutionally excludes coloured workers, and the African workers in the meat industry will not turn their backs on their fellow coloured workers. Their Union, the Western Province General Workers Union, has not been prepared to register under the present Industrial Conciliation Act since it refuses to hand over the workers control over their own union to the State. It also refuses to divide the Union along racial lines.

Table Bay management, with the clear backing of the other meat bosses, is issuing a challenge to the meat workers - choose your own elected committee and Union or their works committee. The meat bosses are in effect attempting to force the meat workers to retreat from their already won workers committees. For if Table Bay management succeeds what is to stop the other meat bosses of Cape Town refusing to negotiate with the already democratically elected workers committees.

If the meat bosses carry on with this course of action then they are provocatively seeking confrontation with thousands of workers in Cape Town. If they refuse to turn back, the workers will be forced to defend their hard won committees. They will also require the large scale and mass support of workers, organised and unorganised; students, white and black; and the community at large. We call on you to express your solidarity with these workers, to express your displeasure with the high handed action of the meat bosses, and to give assistance to the workers in their struggle if it is required.

W.P.G.W.U.

CPM 17/5/80  
Cape stevedores  
threaten  
sympathy strike  
145

By STEVEN FRIEDMAN  
Labour Reporter

STEVEDORES at Cape Town docks threatened yesterday to refuse to load any Table Bay Cold Storage meat products if management replaced striking Table Bay workers

The company produces meat for export and a boycott by stevedores would make it virtually impossible for Table Bay to market its products

If the stevedores decide to boycott Table Bay meat products, it will be the first time in recent labour history that workers have taken action in support of striking workers in another industry

Meanwhile, an industry-wide confrontation in the Cape Town meat industry loomed yesterday as the Table Bay dispute remained deadlocked

Workers at other meat factories have planned a mass meeting today to discuss action in support of the Table Bay workers

A statement issued yesterday by the workers' committee at the docks said "It is our responsibility to load the meat which Table Bay sends to the docks and we will discuss this

question with the workers who elected us

"We will not be happy to load the meat if it is sent to us by scab workers employed in the place of the striking Table Bay workers"

The Table Bay workers are striking in support of a demand that management recognise an unregistered workers' committee. Workers at other Cape Town meat factories have given Table Bay until today to accede to this demand

By late yesterday, the company had not agreed to meet worker leaders at Table Bay and an escalation of the strike could result from today's worker meeting

In a statement yesterday, the stevedores committee said "We would like to point out that we are represented by an unregistered, democratically elected committee which meets in a peaceful and regular way with our employers

"This committee has enabled workers to take forward grievances in a peaceful way. We cannot understand why Table Bay refuses to recognise a workers' committee and instead call upon police to scare the workers"



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Cape  
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RDM 21/5/80  
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By STEVEN FRIEDMAN  
Labour Reporter

THE Cape meat strike continued to escalate yesterday as employers locked out striking black workers and refused to allow them to return to work.

Black workers at 17 Cape Town meat factories staged a one-day general strike on Monday in support of strikers' demands at Table Bay Cold Storage. Estimates of the industry's black labour force range between 500 and 700.

When workers returned to work yesterday they were met by large contingents of police and found that employers would not allow them to resume their jobs.

Employer spokesmen said yesterday that the strikers would not be re-employed, while the union stressed worker willingness to negotiate and accused employers of attempting to "starve the black workers into submission".

Monday's strike was the first across factory lines by black workers in several years.

Observers believe employers are taking a hard line with the strikers in an attempt to combat the growing effectiveness of worker action and the growing influence of the Western Province General Workers Union.

In another development, the chairman of the Western Cape Traders Association, Mr Kassim Allie, will meet the managing director of Table Bay, Mr R L Selzer, today.

It is believed that the association, which represents coloured traders in the Peninsula, may consider a boycott of meat products in support of worker demands that Table Bay management recognises an unregistered worker committee.

The association played a key role in the boycott of Fattis and Monis products during a labour dispute at the company last year.

Meanwhile the Maitland Abattoir was operating on a skeleton staff yesterday and farmers have been advised not to send stock for slaugh-

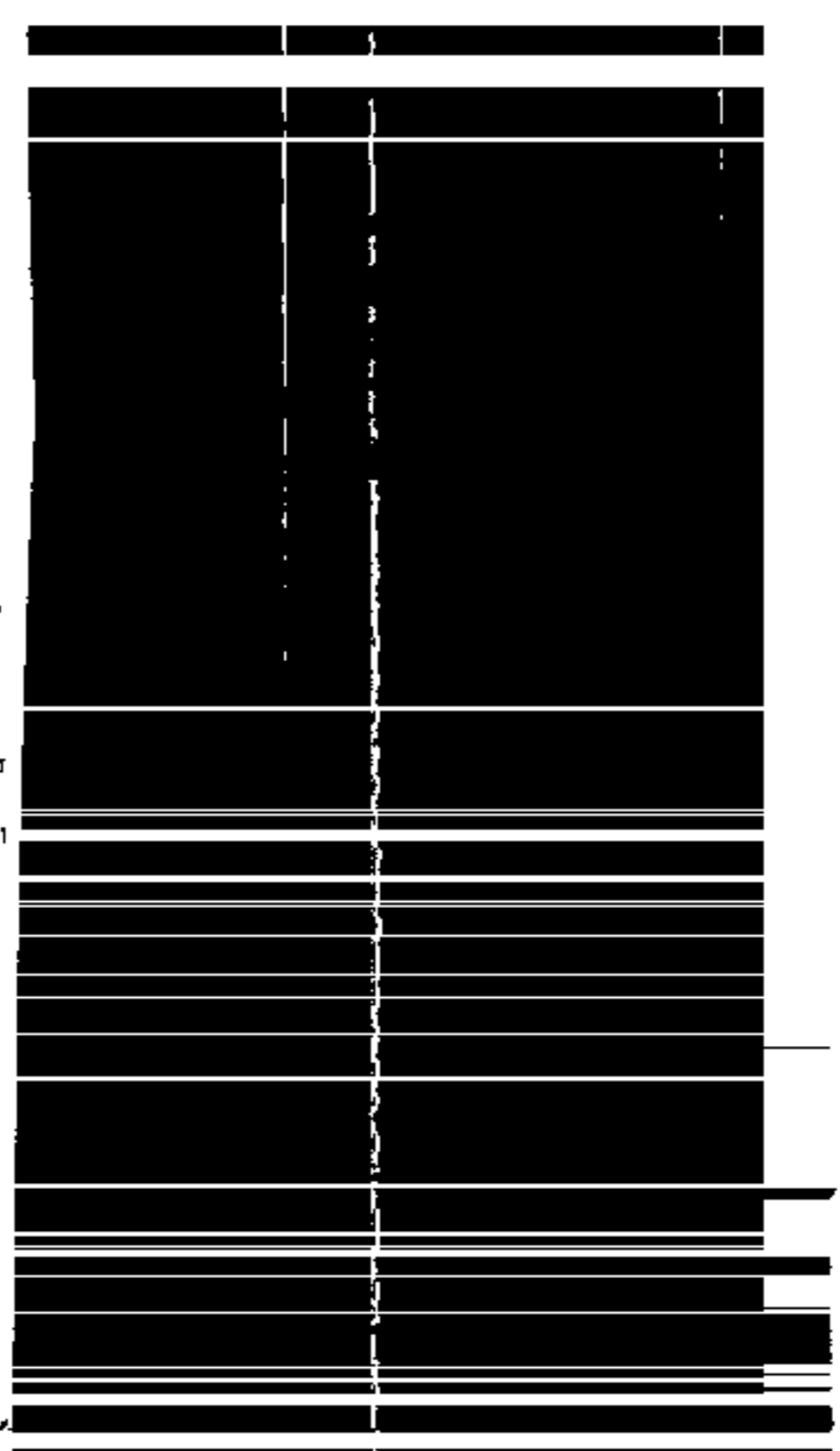
key role in the boycott of Fattis and Monis products during a labour dispute at the company last year.

Meanwhile the Maitland Abattoir was operating on a skeleton staff yesterday and farmers have been advised not to send stock for slaughter without consulting their local Meat Board agent

A Meat Board spokesman said from Pretoria yesterday that, by refusing to work, the strikers had "resigned" He said they would not be re-employed and that attempts to hire alternative black labour were "already under way"

He added that slaughtering in Cape Town was continuing, although at a reduced rate, and said that consideration was being given to diverting some stock to Port Elizabeth for slaughtering

Workers have decided to meet on Thursday to review the situation.



22/5/80

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WESTERN PROVINCE GENERAL WORKERS' UNION

SUPPORT THE MEAT WORKERS

The meat bosses of Cape Town have declared war on the meat workers, the majority of whom are the members of the Western Province General Workers Union. They are now using the police and locking the meat workers out of the factories to try and break the workers struggle for democratic representation. A demand that the whole oppressed community is also struggling for. In so doing the meat bosses are also declaring war upon the whole black community.

The workers at Table Bay Cold Storage have been struggling for a democratically elected workers committee in their factory. They have refused to accept a liason committee controlled by management representatives on it. They have not been willing to accept a works committee either, because their fellow coloured workers would not be represented on it. The African workers in the meat industry will not turn their backs on their fellow Coloured workers. Their union, the Western Province General Workers Union, has not been prepared to register under the present Industrial Conciliation Act since it refuses to hand over workers control of their union to the State. It also refuses to divide the Union along racial lines.

Most of the workers in the meat industry have already forced their bosses to grant them democratic workers committees. Instead of talking to the Table Bay workers the bosses of Table Bay, with the backing of other meat bosses, called out the police and police dogs to try and frighten the workers into submission. But the Table Bay workers stood firm. The workers in the other meat factories have shown their total support for the Table Bay workers. They held two general meetings attended by over 500 workers expressing full support. They instructed their own workers committees to demand from their own meat bosses that the rights of the Table Bay workers be respected. They sent representatives to Table Bay to demand the the boss negotiate with the Table Bay committee. But the meat bosses have refused to listen.

The meat workers in the other factories know that if the bosses crush the Table Bay workers they will be next in the line. On Monday, when the bosses refused again to take note of the genuine anger of the meat workers, they all came out in a one day demonstration strike to show the meat bosses that they were united in their demands. They brought the whole meat industry to a standstill. Having shown the bosses they would not be intimidated they returned to work on Tuesday.

The workers have been reasonable all along, but the bosses have been more and more provocative. Instead of taking note of the workers wishes, they closed the abattoirs, locked out the workers and called in the police to stop the workers returning to work. The bosses have shown what they want. They want to break the unity of the workers. They want to destroy the workers democratic committees. They want to force them to abandon their commitment to their union. They are trying to intimidate the meat workers into giving up their workers organisation - their committees and their union - which have been the workers only means of defence in their struggle against the bosses. The meat bosses have chosen to confront the meat workers and try and teach thousands of workers in Cape Town a lesson. They are provocatively trying to force the oppressed workers to give up their struggle for democratic organisations of their own choice. They are moving against the tide of the black people throughout South Africa who are demanding and struggling for democratic representation in all aspects of their lives.

The meat workers will not be taught a bosses' lesson. They will not be frightened by such crude attempts to give up their demands. But they need the support of the rest of the black community who are also struggling for genuine representation. They need the solidarity of the organised and unorganised African and Coloured workers of Cape Town, of the black and white students, the parents and teachers. They need the large scale and mass support of the community at large to back their struggles, repeat their demands from all sides. Workers, parents, teachers, students, the Western Province General Workers Union will be calling meetings and asking for your support. Do not forget your brothers in the meat industry.

W.P.G.W.U.

# Returning meat men get chop

POST

Correspondent

**HUNDREDS** of Cape Town meat workers who stopped work on Monday in support of strikers of the Table Bay Cold Storage Company were turned away when they reported for work yesterday.

Workers at the Maitland Abattoir and nearby premises of National Meat Suppliers (Pty) Ltd said they were told to consider themselves dis-

missed because of the walkout.

Police vans holding dogs were parked near the gates and about a dozen uniformed police were on hand

The gathered workers left peacefully.

The Western Province General Workers Union said nearly 20 factories, about the entire fresh and meat industries, was affected.

The men included some who had worked yesterday.

## POLICE

Most of the workers did not see their bosses but were turned away by police, the Union said

The lockout appears to be part of a concerted plan on the part of the meat employment to break the strength of the Union in the industry.

Managers of the major factories, however, were not available for comment this morning

A spokesman for the Western Province General Workers Union said the movement by black people in all spheres of life to demand representation

would not be halted by the crude tactics employed by the meat bosses.

They have embarked on a path designed to bring them into confrontation with the entire black community.

"In turbulent times such as these, they are behaving in an extraordinarily irresponsible fashion.

The spokesman said it was not too late, however, for the employers to change their minds. The union was willing to negotiate with them, as it always had been

"The bosses' refusal to negotiate and their clear decision to starve the black workers into submission established them as the parties responsible for the state of affairs in the Cape Town meat industry," he said.

The director of the Maitland Abattoir, Dr A J Louw said some coloured labour had been brought in by employers to replace the African workers.

He said cold rooms at the abattoir were full of meat and slaughtering was going on slowly. The sheep line was moving at two thirds of its normal speed and the beef line at half speed

STAR 24/5/80  
**SA meat  
permits:  
corruption  
ruled out**

Fair Deal Reporter

The Meat Board has emphasised that it is not involved in the investigation by a commission of inquiry into alleged irregularities in the SWA/Namibia meat industry

The report of the commission will soon be presented to the South African State President and tabled in Parliament.

'We are completely independent of SWA' Dr Jan Lombard, general manager of the Meat Board, said in response to a Fair Deal question

An SABC radio report this week said the report had found the permit system had been abused, with 40 farmers receiving a disproportionate number of permits

Dr Lombard said the permit system had been designed to let the farmer have fair market access

'Any system is open to problems. But we have certain mechanisms to try and outweigh the possibility of abuse or inefficiency in the issuing of permits'

Mr Flip du Toit, chairman of the Meat Board, said he could give the assurance that 'as far as the issuing of permits was concerned, there was no corruption whatsoever, in South Africa

'We introduced the permit system to benefit the producer. Farmers must be registered to get a permit,' he said

# Meeting is adjourned as meat boss stays away

CAPE TOWN — A meeting between traders, organisations and representatives of the Table Bay Cold Storage company adjourned inconclusively yesterday morning after the managing director of the firm, Mr R L Selzer, failed to attend.

Table Bay Cold Storage is the firm where the present dispute in the Cape Town meat industry originated two weeks ago

About 80 workers walked out in protest at management's alleged refusal to recognise an unregistered workers committee

Mr Dawood Khan, chairman of the Western Cape Traders Association, said he was hopeful the meeting would be reconvened soon, with Mr Selzer present

## PERTURBED

Yesterday morning's meeting was attended by Mr Khan and Mr Cassiem Allie of the Traders' Association, Mr Thomas Mandla of the Western Province African Chamber of Commerce, and a director of Table Bay Cold Storage, Mr E Bettsworth

The Traders' Association said yesterday morning

butchers were very perturbed at the widespread dispute in the meat industry and felt it was getting out of proportion

The dispute spread when workers throughout the Cape Town industry walked out on Monday in support of the Table Bay workers

They were turned away from their factories when they returned to work on Tuesday.

## GUARANTEE

At a meeting of more than 500 workers in Athlone on Tuesday it was decided no one would return to work without a guarantee of reinstatement for all Workers called for the support of the community and a boycott or red meat

Employers in the meat

industry have been tight-lipped about the dispute. A spokesman for the meat board in Pretoria, however, said the workers had been dismissed on Tuesday because they walked out without stating any grievances or demands

## "UNTRUE"

This was described as "completely untrue" by a spokesman for the Western Province General Workers Union to which the men belong

"The workers approached management at each factory several times, but no discussion was forthcoming. They were clearly provoked into taking action," he said — Own Correspondent

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# Govt and meat leaders hold urgent talks

STAR

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Meat

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CAPE TOWN — The Department of Co-operation and Development and meat bosses held an urgent meeting yesterday — the fifth day of the strike by meat workers.

The Deputy-Minister of Co-operation and Development, Dr G de V Morrison, declined to disclose what had been said at the meeting.

And at another meeting yesterday, meat workers called on township residents not to put pressure on local butchers to close their shops.

"We express our gratitude for the progressive involvement of the black traders in this conflict. Any attempt to compel

them to close their shops is directly contrary to our wishes," they said.

A total of 765 workers were yesterday each paid R15 by the Western Province General Workers' Union in lieu of lost wages.

According to a statement by the union, workers had reiterated their willingness to negotiate with their employers.

In Natal riot police yesterday used teargas to disperse a large crowd of stick-wielding black strikers on the outskirts of New Germany where they were on their way to the Framtex mill where they are employees. — Sapa.

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Compiled by M Nash  
118 Second Avenue  
Kenilworth 7700

CAPE TIMES  
**Boycott  
of meat  
spreads**

THE DEADLOCK between employers and workers in the meat industry continued yesterday as the boycott of red meat products spread from the black townships to the Cape Flats

Mass meetings called by civic associations on Monday night appealed to their communities to boycott red meat until the workers are reinstated

The Western Cape branch of the National Union of Commercial, Catering and Allied Workers last night expressed its full support for the striking meat workers and resolved to encourage its members to stop buying red meat products until all the striking workers were reinstated and their workers committees recognized by employers

No butchers in the black townships have sold red meat since Monday

The workers trade union, the Western Province General Workers Union, reported that it had received several hundreds of rand in donations from members of the community to help support the families of the strikers

The Director of the Matieland abattoir, Di A J Louw, said yesterday slaughtering at the abattoir was 'virtually back to normal' However, the wholesale firms were 'still having problems in getting suitable labourers' he said

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May 1980



# Strikers

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- 40 PUTGIFTER
- 41 SHUMAN A
- 42 SPRADBURY
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**Labour Reporter**

SOME Frame Group textile workers in Natal returned to work yesterday after the company's offer of a 15% wage increase, but union sources said several thousand were still on strike.

The Frame Group joint managing-director, Mr Selwyn Lurie, said 80%-90% of workers at the company's mills affected by the strike had returned.

"We are back in operation again, and I think we're now seeing the end of this thing," he said. It would take a few days for the mills to return to normal, he said.

Union sources confirmed that many workers had returned yesterday, but disputed Mr Lurie's figure and said thousands were still on strike.

"The mills are only working one shift now. If only 90% of one shift are working, a substantial number of workers must still be on strike," the general-secretary of the Federation of South African Trade Unions, Mr Alec Erwin, said yesterday.

He said many workers had returned to mills to collect back pay. This did not necessarily mean they intended to return to work.

Mr Erwin emphasised that the situation was "unclear" because a scheduled worker meeting to discuss the pay increase yesterday was banned and it was not possible to ascertain how many had agreed to accept the rise.

Clermont township remained tense yesterday as an estimated 2 000 Frame group workers roamed the streets and a large contingent of police patrolled.

There were fears that renewed clashes could break out between the group and strikers.

Mr Erwin described the Frame workers group as 'provocative', and expressed fears that it could spark off renewed unrest.

Most factories in the Pine-town area sent workers home early yesterday to avoid confrontation between them and strikers.

In Port Elizabeth there were reports of intense worker discontent at the Ford factory, sparked by a management announcement that workers who took part in last year's strike would not receive their bonuses. But local sources were confident that a threatened strike had been averted by the intervention of the worker committee.

Three members of the Frametex liaison committee appeared in court yesterday charged under Section 10 of the Riotous Assemblies Act. They were released on R200 bail. Another three appeared on public violence charges, and bail was set at R150.

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ANGLESS			
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BRAUN F	4	21	1
DAVIS T			
DOUGLAS	3	22	0
DUNN A T	5	20	0
HILL J	4	21	0
ISAACMAN	4	21	0
KAPLAN	4	21	0
KNIGHT			
MAY J E	5	20	0
NOLTE M I	4	21	0
O'DOWD S			
PUTGIFTER	3	22	0
SHUMAN A	3	22	0
SPRADBURY			
WEBSTER	5	20	0
WEYER L			
YIANGON			

2095

4 members of the Frametex liaison committee appeared in court yesterday charged under Section 10 of the Riotous Assemblies Act. They were released on R200 bail. Another three appeared on public violence charges, and bail was set at R150.

In Cape Town, the Western Province General Workers Union said that more workers had joined the general strike of meat workers, and more were expected to join over the weekend.

The WPGWU reported that the number of meat strikers had risen to 800 as more black and coloured workers joined.

The Students' Representative Council at the University of the Witwatersrand said yesterday that it was collecting money to aid the workers and called on the public to support their campaign.

the Western

# 120 butchers to stage boycott

# Two union officials detained

CAPE TIMES

30/5/80

3 meat

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Staff Reporter

**THE CRISIS** in the meat industry came to a head yesterday with the detention of two key organizers of the workers' trade union and an announcement by 120 Cape butchers that they would not sell red meat from Monday.

According to a statement by the union, the Western Province General Workers' Union (WPGWU), Mr David Lewis and Ms Diane Cooper were detained by four security policemen yesterday afternoon. Ms Cooper was taken from the union's Athlone offices by four security policemen at 4 pm yesterday. Mr Lewis was detained at the Cape Town docks at 4 45 pm as he was leaving a meeting of the Stevedores Workers Committee and their employers.

Both have been detained under Section 22 of the General Law Amendment Act.

Mr Lewis and Ms Cooper have both addressed numerous community meetings since the start of the strike, in an attempt to raise money for the meat workers.

Full support was given to the workers at all the meetings. Hundreds of rands have been given by members of the community to support the striking workers, and the boycott of red meat in support of the workers' demands has spread to all sectors of the community.

The dispute in the meat industry has been simmering for nearly two weeks, since 800 workers went on strike in support of the demand by workers from Table Bay Cold Storage Company for management recognition of their elected workers' committee.

All the workers belong to the WPGWU, which has been paying them each R15-a-week subsistence pay since the start of the strike.

On Tuesday night 120 butchers from as far afield as Paarl decided that unless the workers were reinstated by the end of the week, they would not sell red meat from Monday. The butchers formed an association called the Cape Butchers' Association.

### 'We have no alternative'

At a meeting yesterday afternoon representatives of Cape Town meat wholesale firms told a delegation from the butchers' association that the reinstatement of the workers was "not negotiable".

A spokesman for the butchers' association said last night that "we now have no alternative but to implement the decision taken at our meeting on Tuesday night". He said the decision had been taken "as a result of pressure from our communities".

From Monday, he said, the butchers, who between them own more than 180 butcheries, would sell only chicken.

The Cape Town Meat Industry and Livestock Agencies confirmed in a statement last night that they had held a meeting with the Cape Butchers' Association.

The employers discussed with them the actions which led to the threatened boycott, but were unable to make any concessions with regard to the re-employment of the 800 former employees.

The Western Cape Traders' Association, which represents more than 2 000 traders, last night expressed its "full and unqualified support" for the Cape Butchers' Association's decision not to sell red meat from Monday.

In a statement released last night the WCTA said the failure to reach a settlement at yesterday's meeting between the butchers' association and the meat wholesalers "leaves the butchers with no alternative but not to stock red meat".

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By STEVEN FRIEDMAN  
Labour Reporter

TWO officials of the Western Province General Workers Union, Mr David Lewis and Miss Diane Cooper, were detained in Cape Town yesterday as strikes continued in the Peninsula and Durban.

The Frame Group in Durban announced a 15% wage increase, but this is unlikely to end the strike because management refuses to reinstate strikers.

There were violent clashes yesterday between a group of Frame employees and strikers in Clermont township. It spread to St Wendolyn's, another township.

The Cape Town detentions sparked fears of a further escalation of the meat strike in the Peninsula. Most strikers are WPGWU members.

Both detainees are being held under Section 22 of the General Law Amendment Act — which allows for 14 days' detention without trial.

In a statement last night, the union expressed fears that the detentions "may be the start of wider repressive action against workers' leaders", and warned that detaining them would "simply give rise to a leaderless mass of angry workers".

The Frame Group, announcing the 15% pay rise for those workers still in the factories, said it would be followed by a further 10% increase in January.

But the management still insists that strikers will be re-employed selectively, terms which the strikers rejected yesterday at a 5 000-strong meeting in Clermont. The company's terms will be put to workers at a mass meeting tomorrow.

Two stabbings were reported in Clermont.

Striker leaders arrested on Wednesday did not appear in court yesterday, but are expected today.

Police told Sapa that seven people had now been arrested in connection with the strike — four for striking illegally, and three in connection with stoning incidents.

The Frame Group's joint

# Strikes

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held

managing director, Mr Selwyn Lurie, said in a statement yesterday that the pay increases had been determined after discussions with representatives of "several thousand workers" who had continued working.

Similar increases would be given to Frame workers in the light-cotton and blanket divisions throughout the country, he said.

Workers were told in March that they would receive increases, he added.

Talks on the issue "were proceeding well when a small group at one of the mills stopped work". This group, he said, had used "intimidation and physical force" to prevent others from working.

He praised those who had continued to work "despite widespread physical violence meted out to them by the militants".

In Cape Town, a meeting between black and coloured butchers and meat employers ended in deadlock when the employers again refused to meet worker leaders. Cape Flats butchers have now decided to boycott red meat from Monday.

The WPGWU last night described the detentions as "high-handed and authoritarian", and said they would not sway meat workers "from our attempt to secure democratic representation in the meat factories".

30/05/80 ARGUS

# Detention provocative — union

Labour Reporter

THE Western Province General Workers' Union has described as provocative the detention by Security Police yesterday of two union organisers under Section 22 of the General Law Amendment Act

Miss Di Cooper was taken by police from the union's offices in Athlone about 4 pm.

Mr David Lewis was detained as he left the docks about 4 45 pm after attending a meeting between the stevedores' committee and management.

The union said today that removing union leaders would not end the dispute in the Cape Town meat industry, which involves about 800 members

'It will simply give rise to a leaderless mass of angry workers — a situation in which escalation of the conflict will be inevitable'

The detentions coincided with the failure of a meeting between butchers and employers to reach common ground on the two-week dispute.

Employers stressed that they were not prepared to consider reinstatement of the 800 workers, dismissed after a one day strike in support of demands for recognition of unregistered representative committees

The 120-member Cape Butchers' Association, formed this week in response to the crisis, said in a statement it now had no option but to implement a decision to stop selling red meat from Monday

Butchers in the African townships have this week been selling only chickens, under pressure from the community

The Western Province General Workers' Union called on the authorities to release Mr Lewis and Miss Cooper. It renewed a call on the meat bosses to negotiate with workers

'The detentions are clearly an attempt by the State to intimidate the meat workers and their union into submission' it



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# The Cape Times

SATURDAY, MAY 31, 1980

## More detentions

THE detention in Cape Town of Mr David Lewis and Miss Di Cooper of the Western Province General Workers' Union, whose members are in the thick of a dispute with the meat industry, is insensitive and injudicious. And it is but the latest such clumsy action by the security authorities in a sensitive area. It is hardly surprising that members of the union regard the detentions as a provocative action. The deadlocked conflict between employers and employees in the meat industry is arousing strong feelings in the black community and a consumer boycott

Similarly, Mr Rommel Roberts, a well-known community leader who is in the vanguard of opposition to increased bus fares, has also been detained, exacerbating yet another controversy of great delicacy - in which there have already been calls for a bus boycott from Monday. Then there are the many detentions

without trial which appear to have been prompted by the unrest in coloured and black schools and universities. Apart from scores of younger people, a number of respected members of the coloured community in the Cape are in custody. As we expected, the policy of detentions has done little to calm the atmosphere or bring the schools and universities back to normal. On the contrary. Even as a short-term expedient, the policy of detention is futile - for the reason that the unrest is an expression of intense grassroots feeling, rather than a movement artificially whipped up by leaders or by so-called agitators. Instead of detentions and attempted repression, what is needed are gestures of reconciliation and an indication by the Botha administration that it is open for discussion, with no preconditions, and is prepared to negotiate a new dispensation for all.

The fundamental principle of law is that people are innocent until PROVEN guilty. There must be no departure from that fundamental principle in any form - yet that is what happens when people are banned without trial. The Civil Rights League calls on the Government to repeal all laws that allow punishment without judicial process.

SMOKESCREEN

There are those who persuade themselves that because people are banned, they must have merited their punishment and are fortunate to be banned rather than imprisoned. This is the way people think in a police state.

The belief that there can be no smoke without fire should give way to the realisation that permanent smoke more probably denotes a smokescreen.

Those who believe that officials cannot make mistakes should consider for example: the interference with parliamentary mail, the Information exposures, and Mr. Biko's death.

Far from bannings being merited, these restrictions very often silence people of goodwill who have the influence to bring our people together in peace - when there is a desperate need for voices of reconciliation to be heard.



All answers

Number
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Surname

First Name

Date

Degree you are

Subject

(to be copied from the heading on the Examination Paper)

Paper No

(to be copied from the heading on the Examination Paper)

**NOTE CAREFULLY**

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

**WARNING**

- 1 No ... or other material ... examination room ...
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator
- 3 No part of an answer book is to be torn out
- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination

# The union behind the meat workers

CAPE TIMES 2/6/80 (145) (188)

By LIZ MCGREGOR

BARE wooden benches and a couple of rickety desks furnish the two small, cluttered offices. The walls are covered with duty rosters hastily drawn up on large strips of newsprint, photographs of previous organizers and newspaper cuttings.

In one of the rooms, a woman with a baby strapped to her back talks on the telephone in rapid Xhosa while an old man offers cups of hot, strong tea. In the next room a bearded young man offers advice to a worker on how to get compensation for injuries he received at work.

This is a mid-morning glimpse of a typical day in the Athlone offices of the Western Province General Workers' Union — the union to which the 800 meat workers locked in a struggle with their employers over representation belong.

The union runs a workers' advice bureau and advises workers in the milling, textile, construction, stevedoring, engineering and metal industries. Each union member, whose average wage is R35 a week, contributes 80 cents a month towards running the union.

It is the bank account built up by this contribution, combined with an additional R1 a

month which the workers in the union have agreed to contribute while the strike is on, as well as money collected from the community, which is enabling the union to pay the striking meat workers R15 a week to keep themselves and their families until the strike is over.

### Cornerstone

Most workers affiliated to the union are black. Some are contract workers while others have the 'right' to live permanently in Cape Town. However, a large number of members are coloured, and union officials emphasize that unity of workers, whatever their colour, is one of the cornerstones of their practice.

The WPGWU employs six full-time organizers, but the workers themselves control the union's affairs. The controlling committee, which makes all decisions concerning staff and finances, as well as union policy, consists of representatives from each of the worker committees in factories organized by the union.

The WPGWU's practice is to establish an elected workers' committee in each factory

which will represent the workers in disputes with their employers.

In a paper published in the South African Labour Bulletin, the union outlined its position. "It is never the function of the union secretariat or bureaucracy to substitute itself for the workers. Rather, the function of the union officials is to ensure that the workers possess the necessary 'skills' and self-confidence to face the management themselves."

And this policy is evident in the current meat strike. Eight hundred black men, accustomed all their lives to taking orders, are now setting the pace. They have addressed community meetings of several hundred people in an attempt to raise the money to pay the R11 000 a week bill that the strike is costing the union.

### Daily meeting

A "meat committee" consisting of one representative from each factory involved in the strike takes decisions, but every decision is referred for approval to the daily meeting of all 800 workers at the Joseph Stone Auditorium in Athlone.

The workers have announced that any activities undertaken by other people in their support must first be approved by the workers.

The WPGWU recently took the controversial decision not to register with the Department of Manpower Utilization in terms of the Industrial Conciliation Act. The reason for this is that the union organizes workers in different industries, which is not allowed in terms of the Act.

Also, the union was opposed to the "racial principle embodied in the Industrial Conciliation Act", as workers of different race groups will be able to belong to the same union only by special exemption from the department.

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Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University



# Butchers asked not to sell meat

Staff Reporter

CAPE TOWN'S 800 striking meat workers yesterday called on communities throughout the Peninsula to support the decision of the Cape Flats butchers not to sell red meat from today

"We are sure that this move by progressive butchers who align themselves with the workers will rapidly make its effects felt on the meat bosses, says a statement issued by the workers and their union.

They requested that communities who join the move refrain from using violence against any of their own butchers who continue to sell meat. Instead, workers have called on the community to note the butchers who do not support the workers cause.

Expressions of violence against butchers can only play into the hands of those who wish to accuse the community and the workers of irresponsibility and lack of discipline," the statement reads.

Workers believe that such accusations will lead to further action against communities and their organizations which will only harm the long-term aims of building up democratic workers organizations.

Full support for the cause of the meat workers came last week from the International Federation of Transport Workers.

In a telegram sent on behalf of transport unions the federation expressed support for workers in the "present dispute over representation".



# Red meat shelves were bare

CAPE TIMES

3/6/80

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(105)

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Staff Reporter

THE red meat shelves of most Cape Flats butcheries were bare and a number of butcheries were closed altogether yesterday, the first day of the butchers' boycott of red meat in support of the demands of 800 striking meat workers

Over 180 butchers resolved at a meeting of the Cape Butchers Association on Sunday night to carry out a decision taken last week not to sell red meat until the workers were re-instated

A spokesman for the association said yesterday that he had heard of only two black butchers in Cape Town who were still selling red meat yesterday. The others were either selling only chicken or had closed completely

"What we are all hoping for now is negotiation between the meat employers and the workers. The sooner things return to normal, the happier we will be," he said

Meanwhile, the International Confederation of Free Trade Unions yesterday sent a telegram to the workers' trade union, the Western Province

General Workers' Union, "deploring" the meat employers' "intransigence"

The ICFTU said they "fully supported the workers' action in pursuance of normal trade union rights"

"We assure you that the whole international free trade union movement is behind you in the struggle for the application of nationally recognized labour standards," concluded the telegram

At a general meeting yesterday, the striking workers expressed "their gratitude to the butchers of the Cape Flats for refusing to sell red meat and red meat products in support of our cause"

"In taking this historic decision, the butchers are likely to suffer considerable financial loss," according to a statement released by the workers' committee after the meeting

"The fact that they are willing to do so, is a profound indication of the immense anger of all sections of the community at the meat bosses' refusal to accede to the reasonable demands of the meat workers for democratic workers' committees in the meat factories"

# Police question meat workers union organizer

CAPE TIMES 5/6/80 Staff Reporter

A WESTERN Province General Workers' Union organizer, the Rev H S Marawu, was detained by the police for three hours yesterday and three striking meat workers were detained on their way to a workers' meeting.

Four security policemen also visited the Athlone offices of the union at 11 am yesterday.

According to a statement released by the WPGWU yesterday, Mr Marawu was stopped by the police while on union business in Maitland yesterday afternoon and was asked to accompany them to the Maitland police station. Two members of the security police were called to Maitland.

The WPGWU is the union to which the 800 striking meat workers belong.

"The union's lawyers, on requesting information, were told that no such person was there. This conversation was overheard by Mr Marawu himself," the statement said.

"At the same time three meat workers were stopped in Langa while on their way to a meat workers' meeting, and bundled into a police van. They were also taken to Maitland police station. The Maitland police have thus far only acknowledged the presence of two workers who are being questioned by the security police."

Sergeant Van Wyk of the Maitland police station said last night that neither the workers nor Mr Marawu had been held at the police station yesterday.

• The striking meat workers have received telegrams of support from the Federation of South African Trade Unions (Fosatu), the International Union of Foodworkers (IUF) and the Dutch Trade Union Movement (known in Holland as FNV).

The IUF said they had sent "protest telegrams" to the management of Table Bay Cold Storage Company, to the Minister of Manpower Utilization and to the Prime Minister, expressing their support for the workers' demand for recognition of their committee and "normal trade union rights".

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NOTICE 388 OF 1980

DEPARTMENT OF AGRICULTURE AND FISHERIES

PRODUCERS' PRICES FOR DRESSED CARCASSES OF SLAUGHTER ANIMALS IN CONTROLLED AREAS—AMENDMENT

It is hereby notified for general information that the Meat Board, referred to in section 3 of the Livestock and Meat Control Scheme, published by Proclamation R 200 of 1964, as amended, has decided under the powers vested in it by the said Scheme, to further amend the Annexures to the Schedule of General Notice 306 of 24 May 1968, as amended, by the substitution for Annexures 1, 2, 3, 4, 5 and 6 thereof, of the following Annexures with effect from 2 June 1980

Dr J H LOMBARD, General Manager, Meat Board

SCHEDULE

Annexures 1, 2, 3, 4, 5 and 6 of the Schedule to General Notice 306 of 24 May 1968, as amended, are hereby substituted by the following Annexures

ANNEXURE/AANHANGSEL 1

RATES FOR THE CALCULATION OF MINIMUM PRODUCERS' PRICES FOR SOUND BEEF CARCASSES IN CONTROLLED AREAS

TARIEWE VIR DIE BEREKENING VAN MINIMUM PRODUSENTPRYSE VIR GESONDE BEEFSKARKASSE IN BEHEERDE GEBIEDE

(c/kg cold dressed mass / c/kg koue gedresseerde massa)

As from 2 June 1980 until further notice / Vanaf 2 Junie 1980 tot nadere kennisgewing

	Witwatersrand, Cape Town/Kaapstad, Pretoria, Cato Ridge	Port Elizabeth, Bloemfontein, Kimberley, East London/Oos-Londen
<i>Super</i>	c	c
W	139	137
X	142	140
Y	143	141
Z	142	140
<i>Prime/Prima A</i>		
W	139	137
X	142	140
Y	143	141
Z	142	140
<i>Prime/Prima B</i>		
W	126	124
X	127	125
Y	129	127
Z	128	126
<i>Grade/Graad 1A</i>		
W	129	127
X	132	130
Y	133	131
Z	131	129
<i>Grade/Graad 1B</i>		
W	119	117
X	120	118
Y	120	118
Z	119	117
<i>Grade/Graad 2</i>		
X	109	107
Y	110	108
Z	109	107
<i>Grade/Graad 3</i>		
X	100	99
Y	98	97
Z	93	92
<i>Grade/Graad 4</i>		
X	89	88
Y	84	83
Z	75	74

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CAPE TOWN 5/6/80 (145)  
**Meat industry, govt agree to end strike**

**Political Correspondent**  
**HOUSE OF ASSEMBLY**  
The government has agreed with meat industry representatives on action to end Cape Town's meat workers strike, but will not say what the action is.

The Deputy Minister of Co-operation and Development, Dr George Morrison said yesterday that talks had been held recently with representatives of the Cape Town meat industry and livestock agencies at their request.

Replying to a question from Dr Alex Borame (PFP Pine-lands), he said the meeting was to discuss the labour unrest in their industries.

"The matter was discussed in full and a line of action has been decided upon."

Asked further by Dr Borame to indicate what the action was and how soon the strike would be ended, Dr Morrison said a reply to that question at this stage would not be in the interests of the representatives or of the people concerned.

CAPE TIMES  
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# Butcheries begin to sell red meat again

ABOUT 100 BUTCHERIES began selling red meat again yesterday after a decision to do so was taken at a meeting on Wednesday night

However, at least one butchery was forced to close again yesterday as a result of intimidation by students. A butchery in Wynberg was surrounded by students who demanded that the owner take the red meat off the shelves or they would damage his shop

About 30 butchers voted against the decision at Wednesday's meeting to resume sales of red meat and continued to sell only chickens yesterday

At a meeting yesterday meatworkers called on "the people of Cape Town to intensify the boycott of red meat" in the light of the butchers' decision to sell red meat again

Meanwhile the workers' trade union — the Western Province General Workers Union — has condemned state intervention in the meat strike, saying that the only action by the state has been to detain two of the union's organizers, Mr Dave Lewis and Ms Di Cooper, and to raise the floor price of meat

In a statement yesterday the WPGWU said that the meat industry had requested a rise in the floor price of meat on May 22 this year. On May 23 they had met the Deputy Minister of Co-operation and Development, Di G Morrison. On June 2 the floor price of meat was increased

"We are concerned that the state, under pressure from the meat bosses, has agreed to subsidise the meat bosses' present intransigence out of taxpayers' money," said the WPGWU. "Such an intervention would hardly be in the interests of the general community. It appears rather in the interests of the meat bosses by allowing them the financial means to hold out against the meat strikers"



# R19 000 is collected for strikers

CAPE TIMES 9/6/80

Staff Reporter

ABOUT R19 000 has been donated over the past 10 days by members of the community to support the striking meat workers

In a statement yesterday, the Western Province General Workers' Union said the number of workers on strike had remained constant at 804 and the WPGWU had for the third time on Friday — and not the second time, as was reported at the weekend — paid out R12 000 in relief for the workers and their families

## 'Surviving on R15 a week'

"Despite the fact that they are only surviving on R15 a week, the meat workers have clearly shown that they will continue to stay out until their demands are met," the statement said

The demands included the reinstatement of all workers and recognition of the "democratically-elected workers' committees of Table Bay Cold Storage and National Meat Suppliers"

The community of Cape Town had shown their support for the meat workers by their boycott of red meat and their donations to the workers' families, the union said

## Donations total R19 000

"The amount of money donated from a broad spectrum of people ranging from Hanover Park to Guguletu to Bishopscourt and Constantia stands at about R19 000," the statement added

The union had been approached by individuals and organizations elsewhere in South Africa who wanted to "extend community support to the cause of the meat workers".

In view of this, the meat workers had called for a national boycott of red meat and red meat products

# Butchers 'worried' over meat boycott

CAPE TOWN 10/6/80

Staff Reporter

BUTCHERY SALES had dropped by 40 percent at the weekend and butcheries were "abnormally quiet" yesterday, according to a spokesman for the Cape Butchers Association

He said he had received calls from a number of butchers yesterday who were "very worried that things would become worse because many customers were continuing to boycott red meat"

• The Western Province General Workers Union, to which all 800 striking workers belong, yesterday received two telegrams of support from overseas unions

The general secretary of the International Transport Workers Federation, Mr Harold Lewis, said in a telegram that they had cabled the Prime Minister, Mr P W Botha, to protest against the arrest of two union officials

"Be assured of our complete solidarity in these difficult times," the telegram read

Mr Len Murray of the British Trade Union Congress called in a telegram for the release of the two union officials

"We deplore the arrest of Dave Lewis and Dianne Cooper and other repressive action against your union for engaging in legitimate industrial action at Table Bay Cold Storage," said the telegram "We hope for a satisfactory settlement and would like to know how we can help"



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Steyns

IN the past few weeks the ghost of 1973 has returned to haunt South Africa. In 1973 employers and the Government were joined by a wave of strikes in Durban which prompted much agonising about the treatment of black workers.

Now a spate of strikes, which has been building up since last year, has culminated in major factory-floor unrest in Durban and Cape Town.

The Durban strikes were uncannily similar to their 1973 counterpart. They occurred in the same Frame Group factories where the earlier unrest had begun. Once again, they were prompted by low wages. But many of the strikes have been different to those in 1973. Worker demands have been more sophisticated and the strikes have lasted longer. They have been more successful. They point to growing black worker militancy and effectiveness.

Last year's Wiehahn Commission report prompted talk of a new labour era. But the key question raised by 1973 is just as pressing today. Are employers and the Government prepared to meet black worker aspirations and thus prevent major waves of unrest?

The answer then was no. Seven years later, much has changed. But the answer has not

Labour unrest in the past. Another feature of the strikes has been the failure of negotiations with the group's liaison committee. These committees, introduced in the wake of the 1973 unrest, comprise equal numbers of elected black worker and management representatives.

Unions have long argued that meat workers in Cape Town have been on strike for nearly three weeks. They staged a one-day sympathy strike with workers at Table Bay Cold Storage, but were then prevented from returning by employers who argued that they had broken their contracts by striking.

The strike follows a spate of Cape strikes this year which Cilliers, warning that people who did not use the bargaining channels provided by the Government could face action. The strike continues and has become a 'battle to the death' between employers and a union whose support and effectiveness has grown dramatically. If the employers win, they will have stopped the worker advance in the Cape in its

meat nor employers are getting to grips with worker demands. Employers have generally met workers with a refusal to negotiate and dismissals. The Government has made threats and detained leaders. Some argue that it has proved the Government's new dispensation is inadequate — that it has been overtaken already by worker militancy.

because they are inadequate to meet black worker demands. The system proposed by Wiehahn is complex. But one of its chief implications is that the committee system which has been rejected of late will remain in force. Employers will be encouraged to establish non-racial 'works councils' which will have much the same structure

Cape employer remarked recently that it would 'completely stymie' the WPGWU because it would enable employers to set up alternative committees to those the union's members are demanding. The system could do this. But it is likely to do more to cause strikes than to prevent them. One of the most important workers have a pressing grievance, they may well simply ignore them. A prominent white unionist acknowledged privately some time ago: 'It takes far too long to go through the legal channels. If our people have a serious grievance, they strike first and ask questions afterwards.' This is not a general view among white unionists. Their

# THE MOST RETURNS

A wave of labour unrest has once again hit South Africa, raising new doubts about the ability of employers and the Government to meet black worker aspirations. Labour Reporter STEVEN FRIEDMAN analyses the present strike wave.

they are weak, ineffective and regarded by black workers as 'stooge' bodies. They also argue that they were introduced to squeeze out trade unions. The black union movement believes workers should be represented in the factory by union shop stewards (workers elected by their fellow union members on the shop-floor) who enjoy the backing of inde-

have affected the docks, engineering, construction and meat companies — even a number of fruit factories in the rural areas, where strikes are extremely rare. None have concerned pay. They have hinged around alleged unfair dismissals and worker demands for union-backed committees.

Significantly, almost all of

tracks. If they lose, they will have to brace themselves for new and more effective worker demands. Even if the employers do win, however, it is difficult to see how they can end worker militancy. They would, no doubt, question it for a while. But it would return — inevitably in a stronger form. The recent unrest has indicated that neither the Govern-

But those who support the Wiehahn deal argue that this criticism is unfair: that the Government is not introducing the reforms quickly enough and that once they are introduced, adequate channels for black workers will exist. It is by no means certain that the reforms will ever be fully introduced. But, even if they are, many observers believe they will be rendered irrelevant

and role as the liaison committees. Trade unions will be expected to operate at an industry-wide rather than a factory level, by joining industrial councils, industry-wide bodies which black unions believe are overburdened with red tape. Most employers confidently expect this system to put paid to black worker demands for shop-floor representation. One

characteristics of a successful labour relations system is speed. If workers are to be dissuaded from striking, they must have quick and effective channels for redress. If the channels are too slow or too cumbersome, they are likely to be ignored. Present labour law, of which the industrial councils are an integral part, is riddled with cumbersome procedures. If

members have been protected by formal and informal job reservation and have enjoyed far more privileges than black workers. They have had few pressing grievances which required speedy solutions, and, like the Government, they believe the system ensures industrial peace. But that is not the view of black unionists. Their members

union presence on the factory floor. Employers, the Government, and the established unions prefer the old system. Many of them are unwilling and unable to adjust to the system black unions are demanding — and this unreadiness means that they are ill-equipped to deal with conflict. In a recent speech, Mr Loet Douwee-Dekker, a prominent

not last week's Dur-

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changes which have occurred appear to have passed the Frame Group by completely

The textile empire founded by the late Mr Phillip Frame was built on the use of plentiful and cheap black labour. Wage rates remained low because black workers had no channels through which to demand increases.

Eventually workers used the only channel they could find — they struck, focussing widespread attention on the group's wages. Indirectly, they prompted significant improvements in most employers' wages. But they have had little effect on Frame wages.

Last week, Frame joint managing director Mr Selwyn Lurie said he did not know the group's actual wage rates but added: "They are at a good level now."

Frame workers, who do know what their rates are, disagree. Many say they receive R23 a week, just over half the Household Subsistence Level for Durban.

The HSL is calculated as the minimum a family of 5 need to live on — and it allows only for bare necessities like food and rent.

Minimum wage rates are now R23 a week for men, R18 for women. In 1974, they were R13 and R10.40. But, when inflation is taken into account, the current minima work out as R11.95 and R9.81 at 1974 prices. The buying power of Frame workers has actually decreased over the past six years.

Workers also allege they are getting substantially less than other workers doing the same job at neighbouring textile factories not owned by the group.

Wages at the Frame factories are not set by negotiations between employers and workers, but by a legally binding wage order enacted by the Government.

The Government makes its order on the basis of employer recommendations, and thus orders the employer to pay what he feels he wants to pay. Obviously, employers tend to welcome this arrangement, their workers to resent it.

The strike was sparked by pay grievances. A short work stoppage in August prompted management to bring the annual 10% increase forward, but that meant that workers missed their annual January increase.

The company's black liaison committee had been negotiating for an increase since last November and the strike occurred after management told the committee it would only offer workers another 10% this July.

The strikes are thus an indictment of the wage order system which, although not widespread, affects some occupations, such as stevedoring, which have been affected by

5/6/80  
'The greater the attempt by managers to keep unions out, the greater will be the attack on the concept of company property rights in the future.'

pendent union officials who are not employed by management and cannot be victimised by it.

The Frame Group, however, has never been willing to recognise a union and the National Union of Textile Workers has had to fall back on a widespread tactic among black unions — to urge shop stewards to stand in liaison committee elections and, in this way, to gain control of the committee.

This is precisely what happened at Frame. Worker representatives on the committee were mostly union shop stewards.

Mr Lurie believes that the committee acted in "bad faith" and implies that it had some part in sparking the strike. But the union insists that worker representatives battled to keep negotiations going — to such an extent that workers had become impatient and were rejecting the committee.

The result was the strike, violence in Clermont township and the arrest and subsequent dismissal of committee members.

This experience, says Mr Alec Erwin, general secretary of Fosatu, has "finally sounded the death-knell of liaison committees."

Both the authorities and the Frame Group have enthusiastically pressed this system on black workers. "But when we reluctantly use it, the committee is ignored by management, arrested by the police and then fired after a strike which they did everything they could to avoid."

The strike has, then, focussed attention not only on wages but on the representation of black workers at the work place. The protracted struggle in Cape Town's meat industry focussed directly on this issue.

settlements which contained worker gains.

The meat workers are members of the Western Province General Workers Union, whose members have been involved in several of this year's Cape strikes.

Although the union has alleged that pay and general working conditions in the industry are "appalling", the chief demand of workers has been that management recognise worker committees and deal with them.

In most cases, employers are only too happy to recognise committees — as long as they are liaison or works committees registered with the Government.

But, as in Durban, the Cape strikers reject these committees, both because they believe they are hamstrung by Government controls and because they are for blacks only and the union has significant coloured membership.

They have demanded unregistered committees outside the control of the authorities, and it is this demand which has sparked off the present strike.

The strike has led to a Cape red meat boycott backed by all but two black, coloured and Asian butchers. It has been compared with last year's Fatis and Monis strike, in which a consumer boycott was instrumental in persuading management to reinstate strikers seven months after the dispute began.

Once again, the black community has rallied around the strikers and a labour issue has become a broader community issue — a growing trend.

The employers were legally within their rights to lock the strikers out. In South African law, workers who strike — even if the strike conforms with the cumbersome procedures laid down by the law — are no longer employees.

But employers are not forced to fire strikers. If they do, it is because they believe it will help achieve their aims. And the aim of the meat employers is the destruction — or at least the weakening — of the WPGWU.

Employer sources argue that the union is too "militant", has won too many victories, is a threat. A hard line will cause worker disillusionment and reduce the union's influence, if not destroy it altogether, they argue.

The authorities appear to agree. They detained three WPGWU organisers, the first action against union leaders since 1977 when about 30 were banned.

The union believes they have been detained because police believe that removing them will weaken or destroy the union.

It points to a recent statement by the director-general of Manpower Utilisation, Mr Jaap

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42 Cape meat strikers arrested  
ADM 13/6/80

By STEVEN FRIEDMAN  
Labour Reporter

FORTY-two black workers who are on strike at Table Bay Cold Storage in Cape Town were arrested yesterday and have been charged with being in the area illegally

The workers were arrested in a 4am raid on Table Bay's hostel in Gugulethu township and are being held without the option of bail

They appeared in court yesterday morning and are due to appear again on Wednesday, according to the Western Province General Workers' Union

The union fears that police plan to arrest all contract workers taking part in the Peninsula's general meat strike — about 200 of the 800 strikers.

The general strike, which was sparked by one at Table Bay over a demand that management recognise a worker committee, has also led to a boycott of red meat in the Cape Town area

Earlier this week, police told the union's lawyers that two union organisers, Mr David

Lewis and Miss Diane Cooper, were now being detained under Section 10, the "preventive detention" clause, of the Internal Security Act. They had previously been held under Section 22 of the General Laws Amendment Act

The arrest of the strikers drew strong reaction from the International Confederation of Free Trade Unions, which represents unions in most parts of the Western world.

The ICFTU said it viewed the arrests "in a serious light" and would take "whatever action it sees fit" to support the striking meat workers, according to a cable sent to the WPGWU yesterday

The union issued a statement yesterday in which it alleged that the management at Table Bay was "fully aware" of the police action and had "sanctioned it"

A spokesman for the office of Mr R L Seizer, Table Bay's managing director, said yesterday that Mr Seizer was no longer prepared to accept calls from the Press and was not prepared to comment

145  
RDM 12/6/80

# Union pair still held as meat dispute continues

By STEVEN FRIEDMAN  
Labour Reporter

TWO trade union organisers detained two weeks ago under the General Laws Amendment Act are now being held under Section 10 of the Internal Security Act

They are Mr David Lewis and Miss Diane Cooper of the Western Province General Workers' Union, whose mem-

bers in the meat trade have been staging an industry-wide strike for the past three weeks

They were originally held under Section 22 of the General Laws Amendment Act, which provides for 14 days' detention. That period expired yesterday.

Police have informed their lawyers that they are now being held under Section 10, the "preventive detention clause"

of the Internal Security Act, which provides for indefinite detention.

Unlike other detention-without-trial clauses, Section 10 does not require the police to suspect detainees have committed a crime or were witnesses to one.

This is the first time Section 10 has been used against trade unionists — presumably in an effort to end the meat dispute.

In a statement last night, the WPGWU condemned their continued detention and said it would not eliminate meat workers' demands.

Meanwhile, the red meat boycott in support of the strikers appears to be having a significant effect. A spokesman for the Cape Butchers' Association said this week that demand in black areas had dropped by 60%.

# Detention of union organizers condemned

Staff Reporter

THE detention of a University of Cape Town lecturer, Mr Mike Morris and Dr John Frankish, — both organizers of the meat workers' trade union — has been condemned by the University of Cape Town, the Students' Representative Council of UCT and the 10 000-member Food and Canning Workers' Union

Mr Morris, a lecturer in economic history, and Dr Frankish are being held under Section 22 of the General Laws Amendment Act. They were taken from their Observatory homes by security policemen at about 6 am yesterday.

In a statement issued last night Sir Richard Luyt, principal and vice-chancellor of UCT called for "the early charging of Mr Morris in a court of law or alternatively his immediate release".

The Western Province General Workers Union, where Mr Morris and Dr Frankish work as organizers, also condemned their detentions in a statement yesterday.

The union's statement said the detentions followed the arrest of 42 striking contract workers from Table Bay Cold Storage Company for pass offences.

"The use of the pass laws to undermine the organization of the workers is one of the ways these oppressive laws are used to maintain an undemocratic society," read their statement.

The UCT SRC said the detentions of Mr Morris and Dr Frankish could only be seen "as part of a determined attack on the meat workers' strike and those worker organizations which refuse to work within the state's framework of worker organization".

Cape Times

14/6/80

ROOM 14/6/80.  
**Two more union  
leaders' detained**

By RIAAN DE VILLIERS  
Labour Correspondent

THE POLICE crackdown on the Western Province General Workers' Union continued yesterday with the detention of two more union organisers

The two men, Mr Mike Morris and Mr John Frankish, were detained yesterday morning under Section 22 of the General Laws Amendment Act

The latest detentions were condemned yesterday by both the union and the Federation of South African Trade Unions (Fosatu)

In a statement, the union warned that the move could increase anger among workers and the situation in Cape Town could become "more explosive".

The detentions are also expected to fuel mounting protests by the international labour movement over Government action against unregistered unions

Two other WPGU organisers,

Mr David Lewis and Miss Diane Cooper, were detained under the same Act over two weeks ago

Earlier this week, union lawyers were told they were being held under Section 10 of the Internal Security Act

In a statement issued yesterday, the WPGU deplored the action against the union organisers

It pointed out that the detentions followed the arrests of 42 striking meat workers earlier this week for pass offences

The statement said "The detentions and the arrests of the 42 workers shows how oppressive laws are being used to maintain an undemocratic society"

It warned that the "provocative action" by the State against workers and their leaders could only increase anger and bitterness among workers and therefore make the situation in Cape Town "more explosive"

# Govt action against unionists condemned

(140A) (145) (327) ROM 14/6/80

London Bureau (329)

LONDON — Two powerful international trade union bodies yesterday condemned the South African Government for its action against black trade unionists

The general secretary of the International Confederation of Free Trade Unions (ICFTU), Mr Otto Kersten, sent a cable to the Prime Minister, Mr P W Botha, condemning the Government's harassment of unionists

And the general secretary of the International Metal Workers Federation, Mr Herman Rebhan, at a central committee meeting in London, attacked the Government's refusal of passports to black delegates

In his cable to Mr Botha, the ICFTU general secretary, Mr Kersten, said "The continuation of the South African Government's harassment of trade unions independent of the apartheid regime is making workers of the free trade union movement increasingly angry"

Mr Kersten singled out Government action against the Federation of South African Trade Unions (Fosatu) and the arrest of workers belonging to the Western Province General Workers' Union

IMF general secretary, Mr Rebhan, said his 13-million-strong union would continue to demand basic rights for all workers in South Africa

Attacking multinational com-

panies which paid their black workers in South Africa poverty wages, he said "It is no coincidence that some of the companies in Britain which are fiercely urging the British Government to pass laws repressing the British trade unions are also those companies that have been exposed as paying workers in their South African subsidiaries starvation wages and refuse to deal with black unions in that country"

However, the conference did not propose the expected strongly-worded resolutions against South Africa

Although there was considerable protest and discussion about South Africa behind the scenes, no resolutions on South Africa were proposed

South Africa's white trade unionists at the IMF meeting, prepared for "a heavy time", expressed themselves well satisfied with the outcome

One said "We find South Africa has more friends abroad than we thought"

# 42 Guguletu men appear in court

CAPE TOWN 13/6/80 Staff Reporter

FORTY-TWO Guguletu contract workers appeared in the Langa Commissioner's Court yesterday charged with being in the area illegally under Section 10 (4) of the Urban Areas Consolidation Act

The charges follow a strike by the workers at Table Bay Cold Storage in Paarden Eiland. The workers were dismissed and contracts for the migrant labourers were terminated.

Forty-two were arrested yesterday at 4 00 am at the Table Bay Cold Storage hostel in Guguletu.

One of the workers who appeared, Mr Wiseman Dikizana, pleaded not guilty to the charge. He said he did not regard his contract as being terminated and did not consider himself as being illegally in the area.

'If the labour dispute can be settled, I am prepared to take my job again,' he told the court.

A Cape Town police officer, Captain Gerry Strijdom, told the court that if the men were released, they would intimidate people now employed in their places.

The commissioner, Mr W Fourie, said the evidence given by the police officer could not be disputed. He remanded the men till June 18.

Mr J J Fourie prosecuted. Mr Lee Bozalek appeared for the men.



329 145  
**Lecturer's detention  
condemned by UCT**

RDM 16/6/80  
CAPE TOWN — The detention of a University of Cape Town lecturer, Mr Mike Morris, and Dr John Frankish — organisers of the Meat Workers' Trade Union — has been condemned by the UCT Students' Representative Council and 10 000-member Food and Canning Workers Union

Mr Morris, a lecturer in economic history, and Dr Frankish are being held under Section 22 of the General Laws Amendment Act

They were taken from their Observatory home by security police at 6 am on Saturday

A member of the Committee of 81 and a teacher at the Wynberg Senior Secondary School have also been detained by security police

Three security policemen called at the home of Mr Shawn Brown, 19, of Westridge yesterday and he was then driven off in a car

The security police chief in Cape Town, Colonel H Kotze, was not available to confirm the detention

The Wynberg teacher is Mr Alli Savahl of Lotus River, an executive member of the Elsies River Ratepayers' Association — Sapa

~~35~~ (45)  
'Freedom'  
just a slip  
of the pen

RDM 19/6/80  
By RIAAN DE VILLIERS

THE Police Directorate of Public Relations yesterday withdrew announcements of the release of a number of detainees after discovering it had made an "administrative error" — some of those mentioned are still held

The "error" emerged yesterday when the Rand Daily Mail received a telex message saying two organisers of the Western Province General Workers' Union detained last week, Mr Mike Morris and Dr John Frankish, had been released

But police told mystified relatives in Cape Town the men were still being held

When the directorate was questioned, an officer discovered the announcements included the names of people still held

The directorate withdrew its announcements, saying it had found "certain administrative errors" and would issue the correct information today

67  
9/a potential conflict

MP urges  
CMT Times 20/6/80  
employers  
to re-think

Staff Reporter

THE Progressive Federal Party MP for Wynberg, Mr Philip Myburgh, who met employers from the meat industry last week to discuss the strike by 800 workers, yesterday urged the employers to re-engage their workers.

Mr Myburgh said he and other members of the PFP had met several key members of management of the meat industry who had said they were not prepared to negotiate the return of the workers who went on strike.

They insist that they are more than prepared to negotiate with a properly elected workers committee. According to them, therefore the dispute does not focus on the issue of the recognition of workers committees as is maintained by the workers. Mr Myburgh's statement said.

# Butchers fear close-down as strike continues

CAPE TIMES 23/6/80

By LIZ MCGREGOR

MANY BUTCHERS in the Cape fear they will be forced out of business as the deadlock between employers and workers in the meat industry enters its fifth week

Four weeks ago, 800 meat workers went on strike in support of the demand by workers at two meat wholesale firms for recognition of their elected workers' committees

This was followed by a boycott of red meat by the community in support of the workers' demands. At the beginning of this month, more than 120 butchers from the Cape Butchers' Association, stopped selling red meat for three days in support of the workers

There is still a complete boycott of red meat in the black townships, where butchers have sold only chicken and eggs since the first call for a boycott over three weeks ago

Butchers in Retreat and other Cape Flats areas yesterday expressed their concern for the situation which, they said, was deteriorating

"We are very worried about the situation, especially as there seems to be no hope of negotiation at this stage," a spokesman for the butchers said

"Some butchers are finding it very difficult to keep up with their payments with the demand for red meat as low as it is and the longer this situation continues, the more serious it becomes"

The butchers appealed to the meat employers to "enter into negotiations with the workers to bring the situation to normality as soon as possible"

CAPE TIMES 21/6/80.

# Two meat union officials held

TWO MORE organizers of the Western Province General Workers Union were detained yesterday by security police

A union spokesman said that Mr Wilson Sidina and Mrs Zora Mehlwamakulu were detained in Guguletu about 5.30 am under Section 22 of the General Laws Amendment Act

Six union organizers and supporters have now been detained since the strike and lock-out of about 800 meat workers five weeks ago after a dispute at the Table Bay Cold Storage Company. The other detained officials are Mr David Lewis, Ms Diane Cooper, Mr Michael

Morris and Dr John Frankish

The spokesman said the management of the company was still refusing to meet the 75 striking workers. Management could not be contacted for comment yesterday

The detentions of the two organizers were confirmed by Colonel Hennie Kotze, chief of the security police in the Western Cape

He also confirmed the detention of Mr Norman Jantjies, a BA student at the University of the Western Cape. Family members said Mr Jantjies was taken from Bonteheuwel on Thursday

The detention of an Elsie's River High School pupil, Trevor Francis, could not be confirmed, but information received from his family indicated that he was being held at Caledon Square under Section 22 of the General Laws Amendment Act.

According to information received yesterday from the Police Directorate of Public Relations in Pretoria, Muavia Gathe and Ebrahim Patel are being held under Section 22

# Butchers fear close-down as strike continues

CAPE TIMES 23/6/80

145

By LIZ MCGREGOR

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"We are very worried about the situation, especially as there seems to be no hope of negotiation at this stage," a spokesman for the butchers said

"Some butchers are finding it very difficult to keep up with their payments with the demand for red meat as low as it is and the longer this situation continues, the more serious it becomes"

The butchers appealed to the meat employers to "enter into negotiations with the workers to bring the situation to normality as soon as possible"



# WPGWU resolves to continue 'the struggle'

Cape Times 24/6/80

Staff Reporter

AFTER the detention of two more Western Province General Workers Union organizers the union yesterday issued a statement declaring its determination to continue the fight for the democratic rights of workers

The statement, released by the general secretary of the WPGWU, Mr Darnett Ntsodo, followed the detention of Mr Wilson Sidina and Mrs Zora Mehlwamakulu Mrs Mehlwamakulu was released on Saturday after questioning. Both were detained at 5.30 am in Gugulethu on

Friday under Section 22 of the General Laws Amendment Act.

The statement read "I wish to express my shock at the government's crack down on our union members. Our determination to fight for the workers' democratic rights will not be shaken by the government's cruel action aimed at crushing the workers' unity. It is ridiculous that the country which claims to be democratic should employ such ruthless methods. A luta continua. The struggle continues. Four other WPGWU organizers have been detained without trial since the beginning of the

meat worker crisis

Mr David Lewis and Ms Diane Cooper, were detained under Section 22 of the General Laws Amendment Act on May 29 in Cape Town for the 14 days provided for by this section of the act. They were then detained under Section 10 of the Internal Security Act which allows for indefinite detention.

Mr Michael Morris, a lecturer at the University of Cape Town and Dr John Frankish, were detained in Cape Town on June 13. Both are being held under Section 22 of the General Laws Amendment Act.

Forty-one meat workers arrested at the Gugulethu hostel of Table Bay Cold Storage Company convicted of staying illegally in the Peninsula and sent back to Transkei.

The meat worker dispute began in mid-May when 800 meat workers went on strike in support of the demand by 75 workers at Table Bay Cold Storage Company for management recognition of their elected worker's committee.

A WPGWU spokesman said yesterday the management of Table Bay Cold Storage had made no move to meet the 75 striking workers



23/6/80 ARCTUS

# Police free 145 organiser

ONE of the two organisers of the Western Province General Workers' Union detained last week has been released, a union spokesman said today.

Miss Zoia Mehlomakulu was taken from her Guguletu home by security police early on Friday, but released after questioning. Another organiser detained on Friday, Mr Wilson Sidina, was today still being held under section 22 of the General Law Amendment Act.

#### FOUR OTHERS

Also in detention today were four others connected with the union, to which the 800 striking meatworkers belong.

Mr Dave Lewis and Miss Die Cooper, detained on May 29, were being held under section 10 of the Internal Security Act.

Mr Mike Morris and Dr John Frankish were detained under section 22 ten days ago.

#### SENT BACK

Forty-one meatworkers arrested at the Guguletu hostel of Table Bay Cold Storage Company and convicted of being illegally in the Peninsula were last week sent back to Transkei and Ciskei.

In a statement today, the union secretary, Mr B Ntsodo, expressed shock at 'the Government's crackdown on union members'.

'Our determination to fight for the workers' democratic rights will not be shaken by the Government's cruel action aimed at crushing the workers' unity,' he said.

# Strikers sent to homelands

SUNDAY POST

22/6/80

145

Labour Correspondent  
FORTY-TWO of the  
Cape Town meat strikers have been "deported" to their homelands, according to reports received by SUNDAY POST.

A spokesman for the Western Province General Workers' Union (WPGWU), to which the strikers belong, says they believe they have been taken to Worcester, and from there to the homelands. They were arrested last week, charged under the pass laws and refused bail. About 200 of the 800 strikers are contract workers. The union believes the authorities "are setting an example by 'deporting' the 42 strikers".

And on Friday two more WPGWU organisers were detained. They are Miss Zora Mehloma-

kulu and Mr Wilson Si-  
lina. This brings to six  
the number of people  
linked to WPGWU who  
have been detained.

A statement released on Friday from WPGWU said "The workers were shocked to learn that the labour dispute has been handed over to the police. The workers also deplore the detention of the organisers who had nothing to do with the workers' dispute".

Meanwhile seven East London branch officials of the African Food and Canning Workers Union (AFCWU) have been arrested or detained after a strike in the area last week.

Last week's strike was at Western Province Preserving Company. Over 700 workers walked out because manage-

○ To Page 2

# Strikers sent to homelands: unionists held

From Page 1

ment refused to disband the liaison committee. And this week workers at the Koo factory in East London downed tools for a few hours over the same issue. They returned to work after AFCWU committee members told the strikers negotiations with management had started.

The 17 meat firms in Cape Town affected by the strike refuse to meet worker representatives, arguing that the strikers are no longer employees.

But the workers, who have been on strike for two months, say they "stand firm in their demands and will not be stopped by police."

The workers are demanding that Table Bay Cold Storage, where the strike began, and National Meat Supplies recognise worker-elected committees and that all of them are reinstated.

Cape Town University's SRC has set up a Meat Workers Support Committee to collect money for the strikers by selling stickers. A committee spokesman said: "People can pay what they like for a sticker."

In a show of solidarity with the strikers, the Cape Town coloured and African community is supporting a red meat boycott. The strikers have also called for a national boycott of

red meat and red meat products. Johannesburg organisations supporting the boycott include the Soweto Civic Association, Azapo, the Transvaal Council on Sport and the Soweto Traders Association.

A union spokesman said around R20 000 has been received from people all over the country. The strike is costing the union R11 000 a week. The strikers are supporting themselves and their families on a mere R15 a week.

And in Durban churchgoers will today be asked from pulpits to aid workers fired from the Frame Group's textile mills in New Germany, Natal, after the recent strikes there.

A strongly-worded statement from the Christian agency Diakonia to its eight member churches in the greater Durban area, calls the dismissal of about 180 men and women from the mills "a very clear example of victimisation of those who struggle for justice".

Many of the axed workers lost their hostel accommodation when they lost their jobs and must now return to labour bureaux in their homelands to find work.

Those who were fired after they returned to work were mostly union shop stewards, members of the workers liaison committee, and union members. The Frame Group does not recognise unions.

Support  
CAPE TIMES 24/6/80  
for meat  
workers

Staff Reporter

THE Archbishop of Cape Town, the Most Rev Bill Burnett, said yesterday he felt it would not be improper for Christians to support financially the striking meat workers

After being approached by the Anglican Board of Social Responsibility in connection with financially supporting the meat workers, Archbishop Burnett issued the following statement

"I have no hesitation in saying that I have in a small way financially supported the strikers and that it is obvious I do not believe it would be improper for Christians to do the same

The meat workers, who struck in support of the demands of 75 Table Bay Cold Storage Company workers for management recognition of their elected workers committee, are being paid R15 a week by the Western Province General Workers Union

The R15-a-week relief totals more than R12 000 and since the start of the strike the money, which has been collected from organizations and individuals throughout the Peninsula, has been paid to the workers every Friday

Every week the WPGWU faces the huge task of gathering the R12 000 relief

CAPE TIMES 25/6/80  
**Workers  
leave Cape**

Staff Reporter *206*

FORTY-TWO meat workers who appeared in the Langa Commissioner's Court last week left the Peninsula under police escort last Thursday

They were some of the 800 meat workers who went on strike last month. More than 150 of the workers are contract workers from the homelands.

The 42 workers were arrested for being in the Peninsula illegally. On passing sentence, the commissioner, Mr W Fourie, said the men should be sent back to the homelands.

A spokesman for the Western Province General Workers Union said the workers who had been sent back to the homelands would be called back if the meat dispute could be settled.

(139) (145)  
POST 3/7/80 (136) (137)

# Calls to support red meat boycott

By JOE THLOLOE

**BISHOP** Desmond Tutu is to ask church leaders to consider joining the snowballing boycott of red meat in support of striking workers in the Western Cape.

And the local branch of the African Canning Workers Union has joined the call for a Transvaal boycott, which was initiated two weeks ago.

In a statement yesterday the union said "We call on all workers in the Transvaal to support their fellow workers as they did in the Fattis and Monis dispute which resulted in an historic victory for all workers by boycotting red meat in the townships in order to compel the meat employers to see reason and negotiate with the strikers."

Bishop Tutu yesterday said he believed labour unrest would become endemic to South Africa and "we want to be part of the process of reconciliation"

He said the SACC had offered to mediate in the Cape meat industry dispute but this had been rejected by a management representative.

He pointed out that the council of churches had mediated successfully in the Fattis and Monis dispute last year.

"While remaining unbiased, we believe labour dispute must be seen within the oppressive and unjust socio-political dispensation in this country"

The labour consultant who had met Bishop Tutu on behalf of the managements, Mr Andrew Levy, yesterday said he had been instructed by his clients to meet Bishop Tutu

The Transvaal branch of the African Food and Canning Workers Union  
○ Condemned the Government for "intervening in the dispute by sending riot police to prevent the workers returning to the factories, detaining union officials and denoting striking workers to their 'homelands'",

○ Appealed to "progressive butchers in the townships to stop selling red meat and to sell chicken and fish only", and

○ Said the detention of African Food and Canning Workers Union and Western Province General Workers Union officials was "direct violation of the principle of freedom of association which underlies the Wiehahn Commission's report."

Trade Unionists on the Reef said that although they had not been allowed to hold meetings to discuss the boycott of red meat, it was gaining support.

Among the organisations that have pledged support for the boycott are Azapo, the Committee of Ten, the Commercial Catering and Allied Wor-

kers Union, the Food Beverages and Allied Workers Union, the Laundry and Allied Workers Union and the Soweto Traders Association.

A meeting that was planned for the St Francis of Assisi Anglican Church in Rockville on Sunday to discuss the boycott has been called off because of the ban on meetings.

The Housewives' League is trying to meet other women's organisations before taking a decision on the boycott, according to the president, Mrs Sally Motlana

CAPE TIMES 28/10/80

# PFP urges govt to free union officials

DR ALEX BORAINÉ, PFP MP for Pinelands, yesterday urged the government to release immediately detained officials of the Western Province General Workers Union so that they could play their rightful role in ending the deadlock which was hurting all parties concerned

"In a statement Dr Boraine, opposition spokesman on labour, said that the meat workers' strike and the meat boycott was no closer to a solution. Locking up labour leaders served only to inflame opinion and harden attitudes

"Whilst it is true that neither state nor management can encourage illegal strike action, I nevertheless appeal to management to give workers an opportunity to return to their jobs," he said. "In separate discussions with management and workers, it is clear that there is considerable difference of opinion as to the basic causes of the dispute

"The sensible solution is for management and labour repre-

sentatives to get together without delay to iron out their differences and seek a middle way of reconciliation to end the present conflict, which is helping no one and is, in fact, a contributing factor to the current unrest

"Both parties in the industry must be big enough to start again, but the initiative lies with the management"

Eight hundred meat workers went on strike in mid-May in support of the demand by 75 workers at the Table Bay Cold Storage Company for management recognition of their elected worker committee

Forty-one meat workers were arrested at the Guguletu hostel of Table Bay Cold Storage Company and later convicted of staying illegally in the Peninsula. They were sent back to Transkei

The secretary of the Western Province General Workers' Union said yesterday that management had not come forward with suggestions or alternatives to settle the dispute

# 'Don't eat red meat'

WHILE the red meat boycott appears to be crumbling in Cape Town, increasing numbers of organisations are rallying behind the 800 meat strikers.

Early last month the strikers called for a national meat boycott. The boycott had already been going for over two weeks in Cape Town, where, according to reports, meat sales dropped by as much as 40 percent to 60 percent in the black and coloured communities.

## More called on to support Cape Town workers

### SUNDAY POST Reporter

After pressure from the community, butchers in Cape Town stopped selling red meat. But, after a week, only the African butchers continued to support the boycott. However, on Monday they reopened. And now, according to the Western Province General Workers' Union (WPGWU), meat sales are down by only 20 percent.

the Transvaal branch of African Food and Canning Workers Union.

The Soweto Traders Association has also pledged support for the boycott, but said it would only implement the boycott fully if the Black Housewives' League supported it.

Says a WPGWU spokesman: "The people are confused. They think the opening of the African butchers has meant an end to the boycott. But it is not over, and the meat workers want the

Mrs Sally Mthlana, the Black Housewives' League's president, said: "I support the boycott wholeheartedly. So does the league's executive. The executive has now gone

So far the workers have received R65 000 in donations from the community. The strike has cost the WPGWU, to which the strikers belong, R95 000.

Meat support committees have been set up by the SRCs at Cape Town, Witwatersrand and Durban universities. And there is talk of similar committees in Port Elizabeth and Pietermaritzburg.

Others that could come

Flashback to the beginning of the strike — meat workers walk out.



*end: Trade  
opportunity  
and  
in factory  
- the*



Cape Times 4/7/86  
Red meat  
boycott (30)  
continues,  
says union

145

Staff Reporter

IN SPITE OF the decision of butchers in Langa, Guguletu and Nyanga to resume the selling of red meat this week, the boycott of red meat and its products continues, according to the Western Province General Workers Union to which the 800 striking workers belong.

In a statement issued by the union yesterday, the workers said the butchers' decision meant that one of the pillars supporting the boycott had fallen away and that the responsibility now fell on to the community.

The butchers ended their five-week-long boycott in support of the meat workers on Monday in accordance with an earlier decision of the African Chamber of Commerce, to which the butchers belong, not to boycott indefinitely.

According to the statement, the union has met with Bishop Desmond Tutu, members of the Progressive Federal Party, the Cape Butchers Association and the African Chamber of Commerce to urge them to persuade the meat bosses to start negotiations.

"The workers want to settle the dispute. After more than six weeks, they are still waiting for the bosses to start talking," the statement reads.

"In the face of the unity of the meat workers and community support, the meat bosses can surely not hold out much longer."

The workers need community support, the statement says.

# Union accuses govt

CAPE TOWN 11/7/80 (186) (152) (165)

JOHANNESBURG — The government has been accused of supporting Cape Town meat employers' refusal to negotiate with striking workers

A memorandum released this week by the Western Province General Workers Union said that "many believe that the government wants to smash progressive worker organizations"

It partly based its claim on a statement by a meat employer who reportedly said earlier this month that a settlement to the dispute was "now in the hands of the government"

Meat workers have been striking for about eight weeks in support of demands that management at two companies recognize unregistered worker committees

The WPGWU and the strikers have called for employers to negotiate an end to the strike, but employers have so far refused, arguing that the workers have terminated their contracts by striking.

18/7/80 AR4MS

# Meat workers paper banned

145

A PAMPHLET published by the Western Province General Workers' Union calling for support of workers in the meat industry had been declared undesirable, the Directorate of Publications announced today.

People in possession of the pamphlet, entitled 'Support the workers of Table Bay Cold Storage,' should immediately destroy it, in terms of a Government notice to be published.

### LIST

Included in the list of undesirable publications are The Act Of Love, The Workers' Movement SACTU and the ANC struggle for Marxist policies, Hot and

Horny Females and Loving Women

African Front — No 3, June 1980 (Afrosoc), The Apartheid War Machine — fact paper on Southern Africa No 8, 1980 (International Defence and Aid Fund, London), the South African Church and the Military (Samraf, London, UK)

People's History — resistance in South Africa (Nusas, UCT) United Nations Centre Against Apartheid Notes and documents — No 8/179, February 1980 (United Nations, Department of Political and Security Council Affairs) and Muslim News — Vol 20, No 12, July 4 1980 (Muslim News Publications, Athlone) — Sapa.

Cape Times 10/7/80

# Union proposes committee to end impasse in meat industry

Staff Reporter

IN an attempt to end the two-month-old impasse in the meat industry labour dispute, the strikers' trade union yesterday proposed the establishment of a central "meat committee", representing all workers and management

The dispute began when 800 meat workers throughout the industry walked out when management in two of the firms, Table Bay Cold Storage Company and National Meat Suppliers, refused to recognize committees elected by the workers

In a statement yesterday, the Western Province General Workers' Union said a central committee "could provide a guarantee against any further disruption in the meat industry".

"Such a committee should have regularized mechanisms for negotiation and settlement of disputes," said the statement

The union said their suggestion was made in the light of a recent speech by Mr Andrew

Levy, adviser to the meat employers in the dispute, in which he said "effective bargaining channels between workers and employers" were essential

Mr Levy was not available yesterday to comment on the union's proposal

The statement referred to a strike by 600 stevedores in December last year, which "also arose out of the stevedore bosses' refusal to recognise non-racial, democratic committees. A central stevedores' committee was set up and recognized by the management

"This committee, which has regularized channels for negotiation and settlement of disputes has led to the establishment of sound labour relations in the stevedoring industry in Cape Town.

"The union calls on the meat bosses to take note of the policy adopted by the stevedoring bosses and start negotiations with the meat workers for a similar system in the meat industry," concluded the statement

# Most jobs now filled —meat firm

## Labour Reporter

ABOUT 13 striking meat workers from the livestock agency Slabbert, Verster and Mathebe have collected money owing to them and applied to return to work, a spokesman for the firm said yesterday.

The spokesman said only two of the 59 strikers from the firm might be considered for re-employment.

'My business is now fully staffed. I haven't been able to operate properly without staff in the last seven weeks. The staff I have are improving every day,' he said.

## DEMANDS

About 800 workers in the Cape Town meat industry held a one-day walkout on May 19 in support of demands by workers at Table Bay Cold Storage Company and National Meat Suppliers for recognition of democratically elected workers' committees.

They were turned away from their factories when they reported for work the next day and have been out of work since then.

A spokesman for Table Bay Cold Storage, where the dispute began, said negotiation of a settlement had been taken out of the firm's hands

and were 'in the hands of the Government.'

Employers in the industry have turned down offers of mediation made by local butchers and more recently by the South African Council of Churches.

Bishop Desmond Tutu, general secretary of the SACC, this week urged Christians to support the red meat boycott 'to ensure justice is done.'

'This action is suggested most reluctantly because of the unco-operative attitude of the employers,' he said.

The boycott in Cape Town received a blow this week with the decision of butchers in the black townships to return to selling red meat.

The meat workers, however, have called on the community to continue the meat boycott.

18/7/80 ARUUS

# New plea for talks over meat boycott

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THE suspension of the red meat boycott yesterday has resulted in a renewed appeal to employers to meet the workers 'halfway' and settle the three-month labour dispute.

The appeal to employers to be 'big enough to start again' came from Bishop Desmond Tutu, Dr Alex Boraine and the South African Institute of Race Relations.

They were responding to a statement by the Western Province General Workers' Union, representing the striking workers.

'The suspension is aimed at giving the employers an opportunity to remedy the situation by meeting the workers' demands for a democratically-elected workers' committee,' the statement said

**JULY 27**

It stated that if workers were not reinstated by July 27 the boycott would be resumed on a larger scale throughout the country.

Bishop Tutu, general secretary of the South African Council of Churches, said he hoped the conciliatory approach by the workers was met in a 'similar spirit' by employers

'I appeal to the employers to reach an understanding with the strikers and to negotiate with them to resolve the dispute,' he said

#### **A SOLUTION**

Dr Alex Boraine, the Opposition spokesman on labour matters, said a sensible and constructive solution would be for management and labour to meet without delay to resolve differences.

He said the initiative now rested with employers

Dr Boraine condemned the detention of union officials and said they should be released immediately to play a role in resolving the dispute.

Mrs Daphne Wilson, the Western Cape regional chairman of the Institute of Race Relations, said employers should realise what responsibility rested with them, not only because of the workers' hardships but because of 'estranged views and feelings' among blacks.

Cape Towns 19/7/80 (145) (145)

# Meat strike impasse

By MAVIS MAKELENI, of the Western Province General Workers' Union

THE recent wave of strikes by black workers all over the country has revealed once again the inadequacies of South African industrial legislation.

Workers from Putco in Johannesburg, Kromco in Grabouw Langeberg Ko-op and Western Province Preserving in East London and workers from many firms in Uitenhage have been on strike.

These strikes have exposed the inadequacies of the existing procedures for settling disputes and the workers' total rejection of the works and liaison committee systems.

As with the meat strike in Cape Town, several of these strikes arose as a result of the bosses' refusal to recognize the organizations of the workers' choice.

The government has promised a new approach to labour but the government has not responded to these strikes in a new way. The government has again used a show of force — riot police, tear gas, baton charges, arrests of worker leaders and even birdshot — to intimidate the workers into giving up their demands.

However, it is only in the meat strike that the government has taken on the full responsibility for dealing with the strike.

The meat workers' demand for the recognition of democratically elected workers' committees is a simple one and is a matter that should be settled between the workers and the bosses. In the other strikes where the government didn't take on the full responsibility for dealing with the strikes, negotiations between the workers and the bosses were started almost immediately and settlements were reached.

In the East London, Kromco and Putco strikes the settlements even included the recognition of the unregistered unions involved in the disputes. But after two months the meat bosses are still refusing to talk to the workers. The union believes that the government has taken complete control of the strike in order to stop the bosses and the workers from talking to each other.

The bosses of Table Bay and National Meat Suppliers wanted the workers to form liaison or works committees. The meat workers reject liaison committees because they are controlled by the bosses. They reject works committees because they are for Africans only. At first the bosses talked to the workers, but didn't listen to them, and later they refused even to talk to the workers. So the workers were forced to strike.

During the strike the meat workers have been struggling to survive on the R15 a week relief money. The workers can

barely buy enough food, let alone pay the rent and buy other things. But the workers have been willing to make these sacrifices because of their strong commitment to the demands they are fighting for.

The support for the meat workers has been fantastic. Over R85 000 has been donated to the workers by communities all over South Africa. The boycott of red meat and red meat products spread from Cape Town to other parts of South Africa. Support committees have been set up in Durban, Maritzburg and Johannesburg. In the past couple of weeks several individuals and organizations have made strong statements in support of the meat workers and urging the meat bosses to start negotiations.

In spite of the overwhelming financial support for the workers from the community, the pressure on the meat bosses through the boycott, the many statements urging the bosses to start negotiations and the fact that production is still not back to normal, the meat bosses have refused to start negotiations.

The union believes that the meat bosses could only behave in this way if their attitude was supported by the government. While apparently not putting pressure on the meat bosses, the government has attempted many things to undermine the strength of the workers and the union.

## Detained

Three union organizers and two people who had been helping the union have been detained, several union pamphlets have been banned, 42 striking workers have been endorsed out of Cape Town under police escort and meetings at which strikes or boycotts are discussed have been banned.

On July 4, a spokesman for Table Bay Cold Storage Company, where the dispute began, said that negotiations of a settlement had been taken out of the firms' hands and were 'in the hands of the government'. The union believes that the government has done this because it wishes to ensure that negotiations between the workers and the bosses do not take place.

The government finds the growing worker support for truly democratic organizations very threatening. So the government seems prepared to prolong the crisis in the meat industry and provoke the anger and bitterness of the black community because it wishes to crush progressive democratic workers' organization.

The WPGWU organizes the workers to elect democratic workers' committees in each factory. The committees never

make decisions without referring them to a meeting of all the workers at their factories for approval. This policy can be seen in the meat strike as well.

All along the meat workers themselves have been making the decisions about the strike. The union's policy is that the workers should face the bosses themselves — union officials should not negotiate for the workers. In line with this policy the meat workers have never demanded formal recognition of the WPGWU. Neither have they insisted that union officials be present at their meetings with the bosses. The meat workers are fighting for democratic organization in the factories. The attacks by the government on the meat workers are no different from the broader attacks made on the demands of the black community for the right to democratic representation of their choice.

The meat strike has taken place in an explosive political climate in Cape Town and the government, rather than responding by listening to the grievances of the people as stated by the real leaders, is clearly attempting to smash the progressive worker and community organizations. But the workers will continue to reject any unacceptable organizations that the bosses and the government try to force on to them. Only the recognition of organizations of the workers' choice can bring about sound labour relations in South Africa.

The union believes that the workers won the support of the community not only because the workers' demands are reasonable, but also because the government's acts against the workers and the union have turned the workers' simple demand for non-racial workers' committees into a major issue.

The meat workers have always been and remain willing to discuss the issue and negotiate a settlement with the meat bosses.

Written by Mavis Makeleni, 1st floor Benbow Building, Beverley Street Athlone

COPL  
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# Meat boycott ends for 2 weeks

The boycott of red meat in support of the 800 striking meat workers has been suspended for two weeks.

A spokesman for the workers' trade union, the Western Province General Workers' Union, said yesterday that the boycott had been suspended till July 27 "to give the meat employers an opportunity to meet the workers' demands."

The spokesman said that if the workers were not reinstated by July 27 and the elected workers committees of Table Bay Cold Storage Company and National Meat Suppliers recognized by the management, the boycott would be resumed on a national scale.

The spokesman emphasized that the workers were still on strike in spite of the suspension of the boycott.

The boycott, which has been supported by a wide cross-section of the community, began more than six weeks ago in response to a call by the meat workers.

• The management of all firms hit by strikes have said that all 800 meat workers had dismissed themselves by striking. New workers have since been employed to replace the striking workers.



# Call to resume meat boycott

Staff Reporter

STRIKING meat workers have called for "the community, trade unions and all democratic organizations" to resume the boycott of red meat "until the demands of the workers have been met"

The workers went on strike nearly three months ago in support of the demands of workers at two of the factories, Table Bay Cold Storage Company and National Meat Suppliers for management representation of their elected workers' committees

The workers are now demanding reinstatement of all the workers who went on strike as well as recognition of the committees.

In a statement yesterday, the "meat committee" which con-

sists of worker representatives from each of the factories involved in the strike, said that 787 meat workers were still out of work

"The meat boycott was suspended until July 27, 1980, to give the meat industry management a chance to open their doors for the discussion and settlement of the dispute," the statement read

"It was clearly stated that the boycott would be on again on March 23 on a national scale. The decision of the workers to continue with the boycott of red meat does not interfere with any negotiations pending, but the meat workers are appealing to all to boycott red meat until the demands of the workers are met," the statement said

# MEAT BOYCOTT SUNDERS REVIEW THE SITUATION

19/7/80 C. W. W. W. W.

(145) (146) (147)

## Chance to 'review the situation'

MEAT workers have decided to suspend the boycott of red meat until July 27 to give employers a chance to 're-think and review' the situation.

This decision was taken at a meeting of the meat workers on Tuesday.

In a statement issued exclusively to Cape Herald, the strikers said they were giving the bosses until July 27 to reinstate all the workers.

If the workers were not reinstated, the boycott could be resumed on a larger scale throughout the country.

The full statement reads: 'The aim of the meat boycott was to make the employer recognise workers' rights to fair and democratic representation in their work situation.

Such a goal has not been achieved and still, apart from 41 contract workers sent back to Transkei before the end of their contracts and

By RYLAND FISHER

like to remind the entire South African community in general, that our position of victimisation, when we stand up for our rights, is characteristic and typical of the worker/employer relationship in South Africa.

### RIGHT

We, as workers are relentlessly standing up for what we believe is right and just, that is to elect our own representatives to mediate between the worker and employers.

The suspension of the boycott is aimed at giving the employers an opportunity to remedy the situation. By meeting the workers' demands.

We are giving them yet another chance while we review the situation until July 27.

highlight this course. 'We are calling upon people of all faiths to ask themselves the right ques-

tions—namely if you don't help a downtrodden man, what will happen to that man; as opposed to asking if you help such a man, what will happen to you.' **LIVING ON R15** a week strike pay Page 5.

**SHBACK** to the start of the dispute — workers of the Table  
d Storage Company outside the firm's offices after a walkout.

Such a goal has not been achieved and still, apart from 41 contract workers sent back to Transkei before the end of their contracts and about 17 people who defaulted, there are still 787 workers who are without their jobs.

We, the workers involved in this plight, would

We are giving them yet another chance while we review the situation until July 27.

#### SUPPORT

In the meantime we are calling upon all communities in the Peninsula to support our butchers in the townships and refrain from buying red meat from supermarkets outside the black areas.

We are appealing to the community to refrain from buying from meat stands in the townships. They sell meat illegally and at a great health risk.

These people have sold us out. Some of them have been pointing out workers at random to police for allegedly damaging their meat stands.

#### SPIRIT

We wish to register our appreciation to the township butchers in general and to those of Langa and Guguletu in particular for the spirit in which they demonstrated solidarity with our cause.

We, however, did not agree to the butchers reopening, but we understand their position.

We thank the community for their support. We are calling for all butchers all over the country to observe a symbolic total red meat boycott from July 28 to August 3.

Thereafter, the general community should refrain from eating red meat to



30/7/80 ARWMS

# Meat men call for renewed boycott

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3 meat

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CAPE TOWN'S striking meat workers have called on the community to renew the boycott of red meat, with the strike now in its 11th week.

The call is in accordance with a decision taken two weeks ago to suspend the boycott until this week, to give employers an opportunity to 're-think and review' the situation and reinstate the workers.

'The 787 meat workers are still out of work,' their committee said in a statement.

\*An appeal has been made to all the communities, trade unions, and all democratic organisations to boycott red meat.

'The meat boycott was suspended to give the meat industry management a chance to open their doors for the discussion and settlement of the dispute.

**JULY 28**

'It was clearly stated that the boycott would be on again from July 28 on a national basis.

\*The decision of the workers to continue with the boycott of red meat does not interfere with any negotiations pending.

'The meat workers are appealing to all to boycott red meat until the demands of the workers are met,' the statement said.

# Meat strike, boycott over

By YAZEED FAKIER

THE three-month strike by the 800 meat workers in Cape Town's meat industry has ended and the boycott of red meat has been called off.

In a statement last night, the workers' trade union, the Western Province General Workers' Union, said a meeting between the "bosses" and some of the workers on Monday had shown that they were not prepared to satisfy even the smallest demands of the workers.

The workers had therefore decided to end the strike and boycott, sign off from work and collect the pay due to them.

The union stressed that this "setback" would not deter "workers in general" from "their attempts to build up organization in the future."

Although the strike had been called off, the struggle for the rights and for democratic non-racial organization and representation would continue, the statement concluded.

A union spokesman said last night that representatives of eight meat firms had met a committee comprising employees of wholesale firms on Monday.

The spokesman said the workers would collect their pay from their employers on Monday, but could not say how much was due to them as this varied from worker to worker.

This decision was contained in a statement released last night by the Western Province General Workers Union, representing the striking workers, in conjunction with the meat strike support committee.

The strike, which came to a head in May this year with the lock-out of 800 workers, was followed by a call by the workers for a general consumer boycott of red meat.

The union said the decision to end the boycott and strike had been taken on Tuesday.

"After a 12-week strike and boycott it is clear that the meat bosses, with the support of the government, are not prepared to give in to the reasonable demands for the reinstatement of the striking workers and the recognition of democratic workers committees," the statement said.

## Direct contact

The workers managed to have direct contact with some of the bosses on Monday after three weeks of mediation by a third party, the statement said.

"The bosses gave no reason at all to believe that they are prepared to satisfy even the smallest demands of the workers."

The dispute was triggered off at the beginning of May when about 100 workers employed at Table Bay Cold Storage Company in Paarden Eiland refused to work in protest against the firm's refusal to recognize their elected workers' committee.

# Ex-detainee tells of solitary confinement

TRADE unionist Miss D Cooper had been held in effective solitary confinement at Pollsmoor Prison for more than two months, according to papers placed before the Supreme Court, Cape Town, yesterday.

It was also alleged that a psychiatric report on her condition was being withheld by the prison authorities, although they had given permission for her to be examined.

Miss Cooper, 24, as organiser of the untethered Western Province General Workers' Union,

was released from detention today. She was detained on May 29 and was held under section 10 of the Internal Security Act.

## APPLICATION

Urgent application was made to the Supreme Court for an order directing the prison authorities, including the Minister of Prisons, to 'Desist from holding her in solitary confinement.'

In an affidavit, Miss Cooper said that the lack of social contact exerted severe psychological pressure on her. She experi-

enced feelings of 'unrealisable loneliness, unreality, depression and claustrophobia

'I am imprisoned in a cell measuring approximately 6 m by 4 m. For 23 hours out of 24 every day I am locked in this cell.

'There is a small window, and if I climb on top of my cupboard I can see the roof and part of the prison and the sky.

'In the morning I am taken out for half an hour by a warder, during which time I can exercise or shower or bath. Some hours later I am taken

out once again to enjoy half an hour of exercise in a courtyard.

'On both these occasions I see no other prisoners but am accompanied by a warder. Meals are brought to my cell by prison warders and from time to time I am visited by prison officials inquiring whether I have any complaints.'

Miss Cooper said the warders were under no obligation to have any social contact with her. Many refuse to answer me when, as often happens, I ask them questions

just to get a human response.'

Under section 10, she had been allowed two half-hour visits a week, four letters a week of not more than 500 words each, newspapers and books, a radio and television until 8 pm.

## SECTION 22

While held under section 22 of the General Law Amendment Act until June 12, she said, she had been held without these rights and privileges. Throughout her period of detention, she had had

no contact with any other detainee or prisoner.

'I have persistently complained to prison authorities that I am not allowed to associate with any of the inmates of the prison whatsoever, but this situation has remained unchanged.

Colonel Campher of Pollsmoor Prison had told her it was impossible for her to mix with her three male colleagues detained at the prison, or with female detainees of another race group.

'He stated that my only hope was that another

European woman would be detained under section 10.'

The hearing was postponed until Tuesday to allow the respondents to file replying affidavits.

Miss Cooper brought the application in her married name, Diane Aderem.

Mr Justice Vos was on the bench. Mr D B Knight SC appeared for Mr M J Cooke, instructed by Mr M J Cooke, Rieffers and Co. Mr C B Rieffers, instructed by the Deputy Attorney-General, appeared for the respondents. The Commissioner of Prisons, and the Minister of

TRADE unionist Di Cooper was held in effective solitary confinement at Pollsmoor Prison for more than two months, according to papers before the Supreme Court, Cape Town

Miss Cooper was released yesterday, less than 24 hours after her urgent application to the Supreme Court for an order directing the prison authorities to stop holding her in solitary confinement

She said she did not want a "special case" made of her detention

"The conditions of isolation and psychological stress apply to all detainees and are created by the system of arbitrary detention

"Solitary confinement simply exacerbates these conditions"

Miss Cooper, 24, is an organiser of the unregistered Western Province General Workers' Union. She was detained on May 29 under Section 22 of the General Laws Amendment Act and then held under Section 10 of the Internal Security Act, which allows for indefinite detention

She is one of five union workers detained since the start of the strike by about 800 workers in the Cape Town meat industry nearly 12 weeks ago

In an affidavit, Miss Cooper said "I am imprisoned in a cell measuring approximately six metres by four metres. For 23 hours out of 24 every day I am locked in this cell

"There is a small window and if I climb on top of my cupboard I can see the roof and part of the prison and the sky

"In the morning I am taken out for half an hour by a warder, during which time I can exercise or shower or bath. Some hours later I am taken out again to enjoy half an hour of exercise in a courtyard

"On both these occasions I see no other prisoners but am accompanied by a warder. Meals are brought to my cell by prison warders and from time to time I am visited by prison officials inquiring whether I have any complaints"

Miss Cooper said the warders were under no obligation to have any social contact with her.

"Many refuse to answer me when, as often happens, I ask them questions simply to try to get a human response."

Under Section 10, Miss Cooper had been allowed two half-hour visits a week, four letters a week of not more than 500 words each, newspapers and books, a radio and television until 8pm.

While held under Section 22 of the General Law Amendment Act until June 12, she said, she had been held in solitary confinement without these rights and privileges.

Miss Cooper said the lack of social contact exerted severe psychological pressure on her. She experienced feelings of "incredible loneliness" unreality, depression and claustrophobia

### Complained

Throughout her period of detention, she had not had contact with any other detainee or prisoner.

"I have persistently complained to prison authorities that I am not allowed to associate with any of the inmates of the prison whatsoever, but this situation has remained unchanged."

Miss Cooper said Colonel I. M. Kampher of Pollsmoor Prison had told her it was impossible for her to mix with three male colleagues detained at the prison, or with female detainees of another race group.

"He stated that my only hope was that another European woman would be detained under Section 10"

Miss Cooper submitted it could never have been intended

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## 'LACK OF SOCIAL CONTACT EXERTED SEVERE PRESSURE'

tances were those applicable to awaiting-trial prisoners, except in limited respects

However, representations to the prison authorities to allow Miss Cooper normal social contact with other inmates met with no success

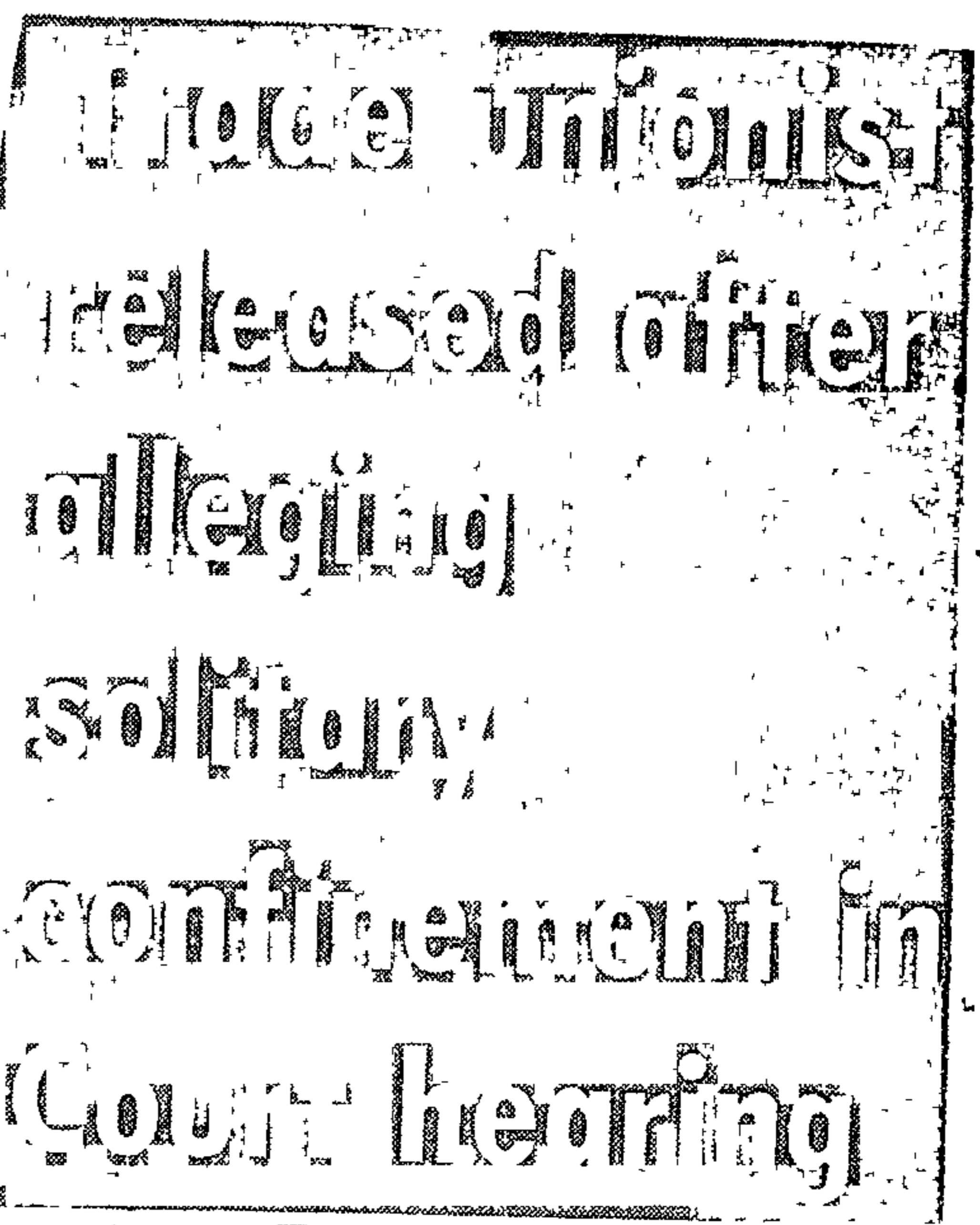
With the permission of the head office of the Department of Prisons, Mr Bozalek arranged for a psychiatrist, Dr T Zabow, to examine Miss Cooper on July 25.

The department had since refused to furnish a copy of Dr Zabow's report, Mr Bozalek said.

### Application

The application called for her to be allowed regular social contact with fellow detainees or with women prisoners awaiting trial, and for release of Dr Zabow's report.

Mr Justice Vos was on the bench. Mr D. B. Knight SC, assisted by Mr M I Cooke and instructed by Mallinck, Ress,



Miss Cooper said Colonel I. M. Kampher of Pollsmoor Prison had told her it was impossible for her to mix with three male colleagues detained at the prison, or with female detainees of another race group

"He stated that my only hope was that another European woman would be detained under Section 10"

Miss Cooper submitted it could never have been intended that a person in her position should be held effectively in solitary confinement.

Her attorney, Mr L. J. Bozalek, said in an affidavit he had been advised by Captain Lombard of Pollsmoor Prison that the regulations governing the treatment of Section 10 de-

### Application

The application called for her to be allowed regular social contact with fellow detainees or with women prisoners awaiting trial, and for release of Dr Zabow's report.

Mr Justice Vos was on the bench. Mr D. B. Knight SC, assisted by Mr M. I. Cooke and instructed by Mallinck, Ress, Richman and Closenber, appeared for the applicant.

Mr C B Prest, instructed by the Deputy State Attorney's office, appeared for the respondents: the Officer Commanding Pollsmoor Prison, the Commissioner of Prisons, and the Minister of Prisons.



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Meat strike

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State move

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was 'crucial'

Also  
Staff Reporter

STATE INTERVENTION in the three-month dispute between the managements of Cape meat firms and about 800 striking workers had been "a crucial factor" in the workers' decision to call off their strike on Tuesday, an organizer of the Western Province General Workers Union (WPGWU) Ms Diane Cooper, said yesterday.

Ms Cooper was released from detention last weekend after being held in solitary confinement for more than two months under section 10 of the Internal Security Act. Two other WPGWU organizers, Mr Dave Lewis and Mr Wilson Sedima, and two part-time union officials, Mr Mike Morris and Dr John Frankish, are still being held.

On June 19 42 of the striking workers were convicted of being in Cape Town illegally after they had been dismissed. Information sheets issued by the union have been banned and the striking workers were prohibited from meeting by the Riotous Assemblies Act and the

extended ban on all meetings of a political nature.

Ms Cooper said that after government intervention, the workers realized that they 'could not win at this stage. They accepted the realities of the moment and called off the strike. This is only a setback for the moment and won't deter the workers from continuing to fight for democratic representation.'

The employers had been "absolutely unreasonable", and a meeting between eight meat firms and some of the workers on Monday had shown that the employers 'are not prepared to satisfy even the smallest demands of the workers'.

Ms Cooper added that the union had been unable to continue paying the R15 weekly allowance to the striking workers in spite of considerable financial support from communities throughout South Africa.

The workers will sign off on Monday and collect wages due to them. Most companies have already filled the positions vacated by the strikers.

# Cape meat strike and boycott over

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COM 8/8/80

Own Correspondent

CAPE TOWN — The three-month strike by the 800 meat workers in Cape Town's meat industry has ended and the boycott of red meat has been called off

This decision was contained in a statement released last night by the Western Province General Workers Union, representing the striking workers, in conjunction with the meat strike support committee

The strike, which came to a head in May this year with the lock-out of 800 workers, was followed by a call by the workers for a general consumer boycott of red meat

The union said the decision to end the boycott and strike had been taken on Tuesday

"After a 12-week strike and boycott it is clear that the meat bosses, with the support of the Government, are not prepared to give in to the reasonable demands for the reinstatement of the striking workers and the recognition of democratic workers committees," the statement said

The workers managed to have direct contact with some

of the bosses on Monday after three weeks of mediation by a third party, the statement said

The bosses gave no reason at all to believe that they are prepared to satisfy even the smallest demands of the workers

The workers had therefore taken the step of deciding to end the strike and boycott, sign off from work and collect the pay due to them

The workers thanked the community for their support and solidarity during the strike and boycott

"We hope that the community will continue their financial support for the difficult period of time during which the workers will be seeking new employment

"In recent months we have noted the high-handed and repressive manner in which the bosses and the Government have intervened in labour disputes. The Government has treated community struggles in a likewise manner"

Even in view of the recent setback, workers in general would not "give up in their attempts to build up organisa-

tion in the future"

Although the strike had been called off, the struggle for the rights and for democratic non-racial organisation and representation would continue, the statement concluded.

A union spokesman said last night that representatives of eight meat firms had met a committee comprising employees of wholesale firm on Monday

However, striking employees of slaughtering firms had never at any time met with their employers since the start of the strike. This was because the employers would not agree to a meeting

The spokesman said the workers would collect their pay from their employers on Monday, but could not give an assessment of the amounts due to them as "this varies from worker to worker"

Since the beginning of the strike the workers have been paid R15 a week subsistence pay by the union and collections were made throughout the Peninsula to enable the union to meet the weekly bill of R11 000

9/8/80 ARGUS

# City meat workers end strike, quit jobs

CAPE TOWN'S 800 striking meat workers have decided to call off their three-month strike and the consumer boycott of red meat.

Workers from the 17 firms affected are to sign off from work and collect money due to them on Monday. They will look for other employment.

This follows the failure of behind-the-scenes attempts in recent weeks to negotiate a settlement of the dispute, culminating in a meeting on Monday between representatives of the workers and wholesale companies.

The Western Province General Workers' Union said in a statement that the meeting had shown that the employers were not prepared to satisfy

even the smallest demands of the workers'.

'After a 12-week strike and boycott it is clear that the meat bosses, with the support of the Government, are not prepared to give in to the reasonable demands for the reinstatement of the striking workers and the recognition of democratic workers' committees,' he said

Dr Alex Boraine, the Opposition spokesman on labour matters, said today it was tragic that the situation had been allowed to deteriorate to the extent that a final breakdown had come

### ONE-DAY STRIKE

About 800 workers first went on strike for one day on May 19 in protest at the refusal of managements at Table Bay Cold Storage Company and National Meat Suppliers to recognise non-racial, democratically elected workers' committees. They were locked out on their return to work the following day.

The workers received

(Continued on Page 3, col )

## Meat Strike off

(Continued from Page 1)

widespread public support for a boycott of red meat, and money poured in to help the union to meet a weekly bill of about R12 000 to pay workers relief of R15 a week

But the interest waned in recent weeks. The boycott was suspended three weeks ago to give employers a chance to 're-think and review' the situation.

Financial support dropped off and the union has been unable to pay workers the full R15 in the past few weeks.

In its statement, the union said the workers hoped the community would continue their financial support for the difficult period of time during which the workers would be seeking employment.

# Meat workers' fund runs dry

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Reporter

THE Cape Town meat workers' strike fund has run dry. This week the fired workers, who abandoned their strike four weeks ago, received the last of a weekly payout from their union. And the chances of many finding jobs soon are slight.

But, says a Western Province General Workers Union (WPGWU) spokesman, "the workers' spirits are still high — although they are obviously disappointed that their demands were not met.

"They did what they had to do, and stood unflinchingly together. They also aroused an awareness in the community of the black workers' struggle in South Africa."

Since the 800 workers downed tools on May, the WPGWU, with the help of the community, gave each striker R15 subsistence pay a week.

The total payout to the strikers amounted to R150 000. But says the spokesman: "We have now run out of money."

The coloured and black communities in Cape Town fully supported the strikers call for a red meat boycott

A month ago the workers called off both the boycott and the strike, because, as they said at the time, "it is clear that the meat bosses, with the support of the Government, are not prepared to give in to the reasonable demands for the reinstatement of the striking workers and the recognition of democratic workers' committees"

The two-month strike began when meat workers staged a one day work stoppage in sympathy with strikers at Table Bay Cold Storage, which had refused to recognise a "democratically worker-elected committee" The 18 or so meat firms locked out the sympathisers when they returned to work the next day

The meat bosses persistently refused to negotiate with the workers. And the State clamped down on union organisers and helpers, detaining a number of them for the length of the strike.

(145) C.T.  
**Mishandled meat  
workers' strike** 25/6/50

From Mr DAVID LEWIS,  
organizer, Western  
Province General Work-  
ers' Union:

**LETTER**

I WOULD like to comment upon a recent article published in the Cape Times (August 4) by an industrial relations adviser, Mr Andrew Levy. Mr Levy urges employers to adopt a more conciliatory and realistic attitude towards strikes and, indeed, to the trade union question in general. In the Financial Mail (August 1) he is moreover quoted as saying that "the [Johannesburg City] Council has its head in the sand". We concur with his assessment of the council's handling of the recent municipal workers' strike.

However, actions speak louder than words, and it is unacceptable that Mr Levy should place himself in the vanguard of enlightened management. It is important to note that Mr Levy is not a dispassionate observer of the recent spate of strikes. In fact he was the industrial relations adviser to the employers in the recent Cape Town meat strike and acted as their principal spokesman at a number of meetings. In this case the line adopted by the employers deviated considerably from the enlightened prescriptions which their adviser, Mr Levy, so frequently espouses.

**'Antiquated'**

In his Cape Times article Mr Levy states that "with all the talk of change, and the new deal, many employers continue to handle strike action with antiquated methods, regarding strikes as a sign of disloyalty, ingratitude, the work of agitators, and responding by firing their employees, and refusing to confront the issues giving rise to the action." We agree.

But precisely this "head in the sand" attitude characterizes the handling of the recent meat strike. In all Mr Levy's recent statements the Johannesburg City Council is strongly condemned. No mention is made of the meat strike, but it is precisely in the Cape Town abattoirs that Mr Levy's actions have rendered his fine words not only personally incomprehensible, but demand further explanation if they are to be universal prescriptions for other managements.

The issues involved in the meat strike are well known. Approximately 90 workers at Table Bay Cold Storage, after weeks of requesting that management recognize their democratically-elected committee, went on strike. The management's response to this is a cataloguing of all the "antiquated methods" cited by Mr Levy in his Cape Times article: resisting "negotiation and discussion and investigation", accusations of "agitators", "hiring of their employees", "hiding behind the books and the 'red herring of unregistered unions'". In short "refusing to confront the issues giving rise to the actions".

As Mr Levy says, unsuccessful strike handling will inevitably "widen the issue in dispute". And the issue was dramatically widened when two weeks later the rest of the meat industry came out in support of the striking Table Bay workers. In the intervening two weeks the workers in all the meat factories had attempted to discuss the issue at Table Bay Cold Storage with their respective employers. Their efforts proved fruitless. Indeed the employers actually prepared themselves for an industry-wide strike. When the 800 meat workers walked out they informed management that they were walking out for one in solidarity with the Table

Bay workers. On their return they were locked out by the employers (assisted by squads of riot policemen). And, as Mr Levy predicts, the issue widened.

The workers received the support of Cape Town's entire African and coloured community, a large section of the enlightened white public and their representatives and, without exception, the English-language press. The moderate nature of the demands, the workers' commitment and the extent of public sympathy failed, however, to impress the employers. The immediate legacies of this obduracy are 800 starving meat workers and their families, and an entire industry which must have suffered a severe financial setback in the short term and is now employing a less productive work force than might otherwise be the case.

The long-term legacy is more profound. It is the existence, in Cape Town, of 800 steeled, determined and embittered workers (and the thousands who supported them), whose anger and understandable bitterness will be directed not at the "agitators" (for there were none), but at the employers who so consistently refused to heed their voice. And this is important. For as long as there are "meat employers" and "Johannesburg city councils" they will, in the eyes of the workers, be the benchmark for all employers. Those employers who adopt a more conciliatory approach, those who take heed of Mr Levy's words, will not receive a second thought, as long as the actions of prominent employers — like the meat employers — belie these fine words.

**State's role**

It is accordingly important to understand why the meat employers deviated from the path which Mr Levy espouses. Is it possible that the state actually prevented the meat employers from following the conciliatory path suggested by Mr Levy? If that is so, it is important that it be made known. It is however unlikely that the state would have been

able to prevent an amicable settlement of the Table Bay issue, around which all subsequent action hinged. It is clearly for Mr Levy to explain the startling deviations between his words and his deeds. Is the explanation to be found in Allister Sparks's words "Many employers are able to theorize about the need for black union rights and discuss it in their board rooms, yet when they actually come face to face with black aspirations and demands they seem to panic and become irrational."

They revert to traditional South African responses and begin threatening to call in the police, or to fire the lot and pack them off to the homelands?"

Please forgive the lateness in responding to Mr Levy's various pronouncements. Unfortunately until very recently I and four of my colleagues were detained in prison in Cape Town, an important institution in the industrial relations system adopted by the meat employers.



YOU can't win 'em all, goes the old American saying, and the same thought may have occurred to black workers this week after a surge in black labour militancy, in which workers won unprecedented successes from most strikes, Cape meat workers have had to join Johannesburg municipal workers in admitting defeat and have agreed to give up their strike without winning a settlement.

Although it did not receive the publicity that the Johannesburg strike attracted, the Cape meat strike, which ended yesterday after a 12-week stay-away, was perhaps more significant.

It followed a period of intense strike activity in the Cape which first heralded the worker militancy in other parts of the country. Most workers were members of the Western Province General Workers Union, a growing force in Cape labour relations. After a period of ferment in the Cape meat industry, workers staged a general one-day strike in May. Employers refused to allow them back to work.

A "red meat boycott" was called by the strikers to support their demand that management reinstate them and recognise unregistered worker committees in two factories.

The boycott call was strongly influenced by a similar boycott during a seven-month long strike at Fattis and Monis which played a major part in pressuring the company to agree to worker demands for reinstatement.

The strike and boycott call drew widespread support among black and coloured communities in the West Cape and black students were said to have taken meat out of parents' refrigerators and buried it into the rubbish bin.

But attempts to call a national boycott did not meet with much success.

The strike was seen as a new test of black worker muscle. But it was especially significant because about 200 of the 800 strikers were contract workers, who have always been assumed to have a weak bargaining position.

Management took a tough line and simply refused to negotiate. Employer sources said the workers and the union struck first and asked questions later and said that the time had come to clip the union's wings.

The workers and the union responded by saying that the strike had only occurred after repeated attempts to get employers to recognise worker representatives and added that employers were determined to break the union because they were not prepared to tolerate genuine black worker representation.

Several attempts by third parties to mediate ended in failure, the workers saying that employers were too arrogant to talk and employer sources saying that all the mediators leaned toward the union's view of events.

So too did worker calls for negotiation. The workers, faced with a management which simply refused to talk, finally had to admit defeat.

One crucial reason for the worker defeat cited by the union was the intervention of the Government on the side of the employers throughout most of the strike, the workers and the union faced a Government onslaught unprecedented in recent labour disputes.

Six union officials and sympathisers were detained by police. One, Miss Zora Makhonkulu, was released after only a few days but the rest were detained for long periods. First under the General Law Amendment Act and then under Section 10 of the Internal Security Act.

Only one of the five, Miss Diane Cooper, has been released and then only in the past few days.

Section 10 is a "preventive" measure and detainees held under it are not presumed to have committed an offence. It was clear that the unionists were being held because workers were on strike, not because they were suspected of committing a crime.

In another move, 42 of the contract workers among the strikers were arrested under the pass laws and "endorsed out" of the Peninsula.

The Publications Board also banned a series of meat boycott pamphlets and other leaflets issued by the union. The Government's ban on meetings of more than nine people, although obviously not inspired by the strike alone, crippled attempts to hold meetings of strikers to discuss developments and thwarted boycott attempts, particularly in the Transvaal.

VR 145 186  
 WDM 8/8/50  
**A Pyrrhic victory for management in Cape meat strike**

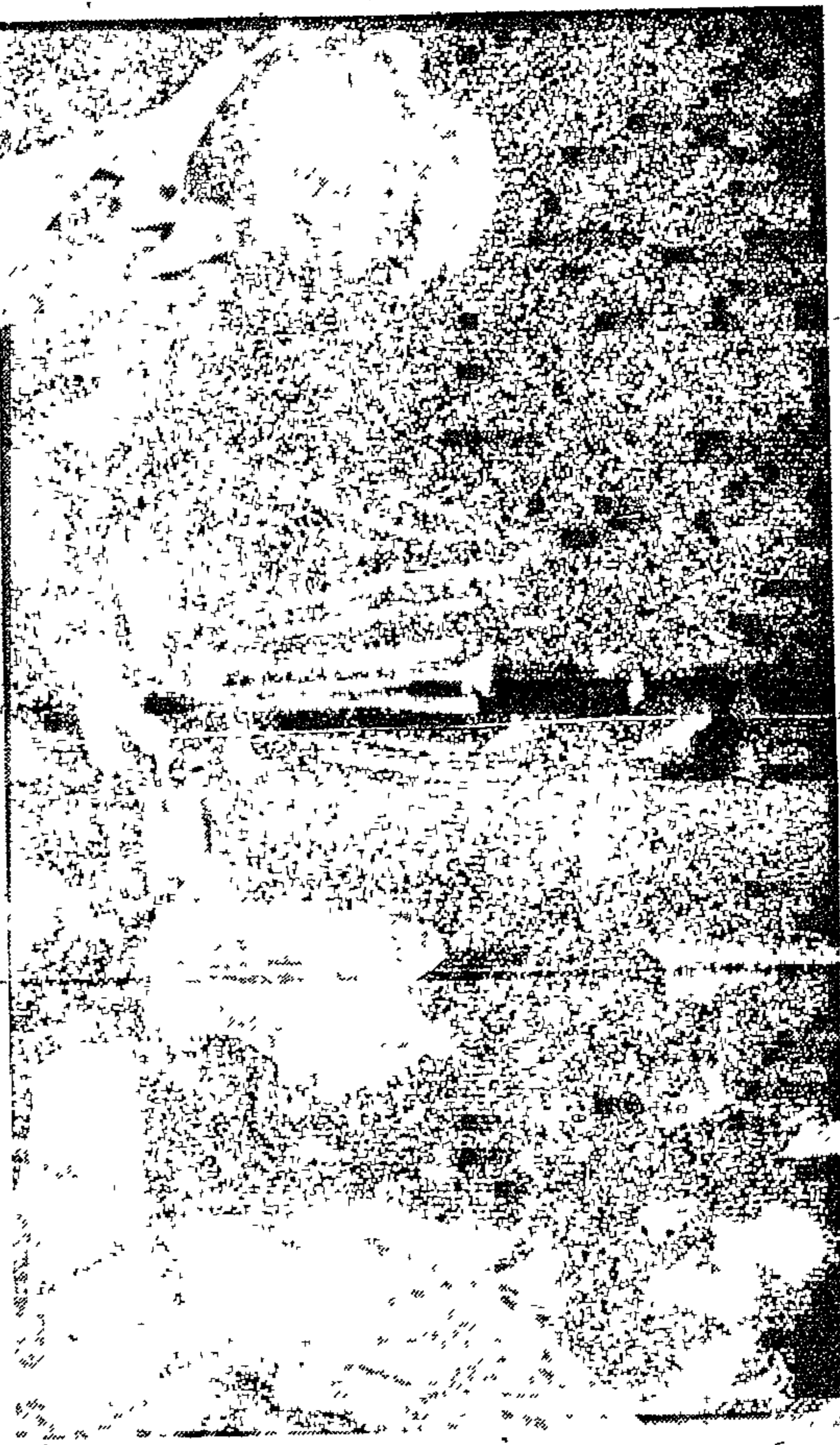
**The 12-week long strike by Cape meat workers has ended in a victory for employers — but only at great cost. Labour Reporter STEVEN FRIEDMAN spells out the implications.**

The meat workers and their union believe they are the victims of a co-ordinated attempt by the Government and employers to smash the strike. They point to a meeting between the Deputy Minister of Co-operation and Development, Dr George Morrison, and meat employers shortly after the strike began. Suspicions were also strengthened by a statement by Dr Morrison in Parliament that he and the employers had agreed on a "common approach".

Shortly after the meeting, the detentions began and the workers are convinced that employers and the Government agreed on a tough "no negotiations" line which they applied after that meeting. Employer sources deny that the meat industry had anything to do with the Government action. But they do say that the meeting with Dr Morrison was called to ask the Government for protection against "intimidation of workers, and claim that the Government gave no undertaking to act.

What is clear, however, is that the Government remained anything but neutral and that employers no doubt felt strengthened in their refusal to negotiate. But that is not the only reason for the failure of the strike. For one thing, the red meat boycott, although it had a spectacular success at first, could not be sustained. It was not an effective weapon it had been in the Fattis and Monis strike.

This does not mean that consumer boycotts in support of striking workers are a thing of the past. But boycotts are easy to enforce if supporters have a ready alternative to the product under attack. The most successful boycott thus far has been directed against a potato chip company over an issue involving racial sport.



A meat striker receives his strike pay from a member of the workers' committee... workers have cashed in, but for how long?

The strike certainly showed, then, that there are limits to black worker militancy at present and if employers really want to crush a strike, they can. Of course, the meat employers had one advantage which some others do not. They are not multinational companies who have to worry about the glare of publicity in their home countries when they are faced with worker militancy.

So the strike has confirmed what most observers knew already — that the balance of power in South African labour disputes remains with the employers. With Government backing for employers certain in most cases, and with black unemployment running at well over one million and with a host of influx control and other laws favouring the employer, that is hardly surprising.

The result has been something of a blow for the union's strategy. It has not been as cautious as unions affiliated to, say, FOSATU or the Consultative Committee of Black Trade Unions. The Western Province General Workers Union has relied far more on the power of its members than the others, who have been far more concerned to ensure that they only fight battles they believe they can win and have been accused of forcing caution on their own members at times.

While it has not called for strikes, the WPGWU has been far more prepared to allow worker militancy its head. The meat strike is thus something of a vindication for the more cautious approach and WPGWU officials, while not committing themselves to specific courses of action, concede that they will have to "reassess" their strategy. But the defeat of the strike holds little comfort for employers. A short few years ago, the idea of black strikers holding out for

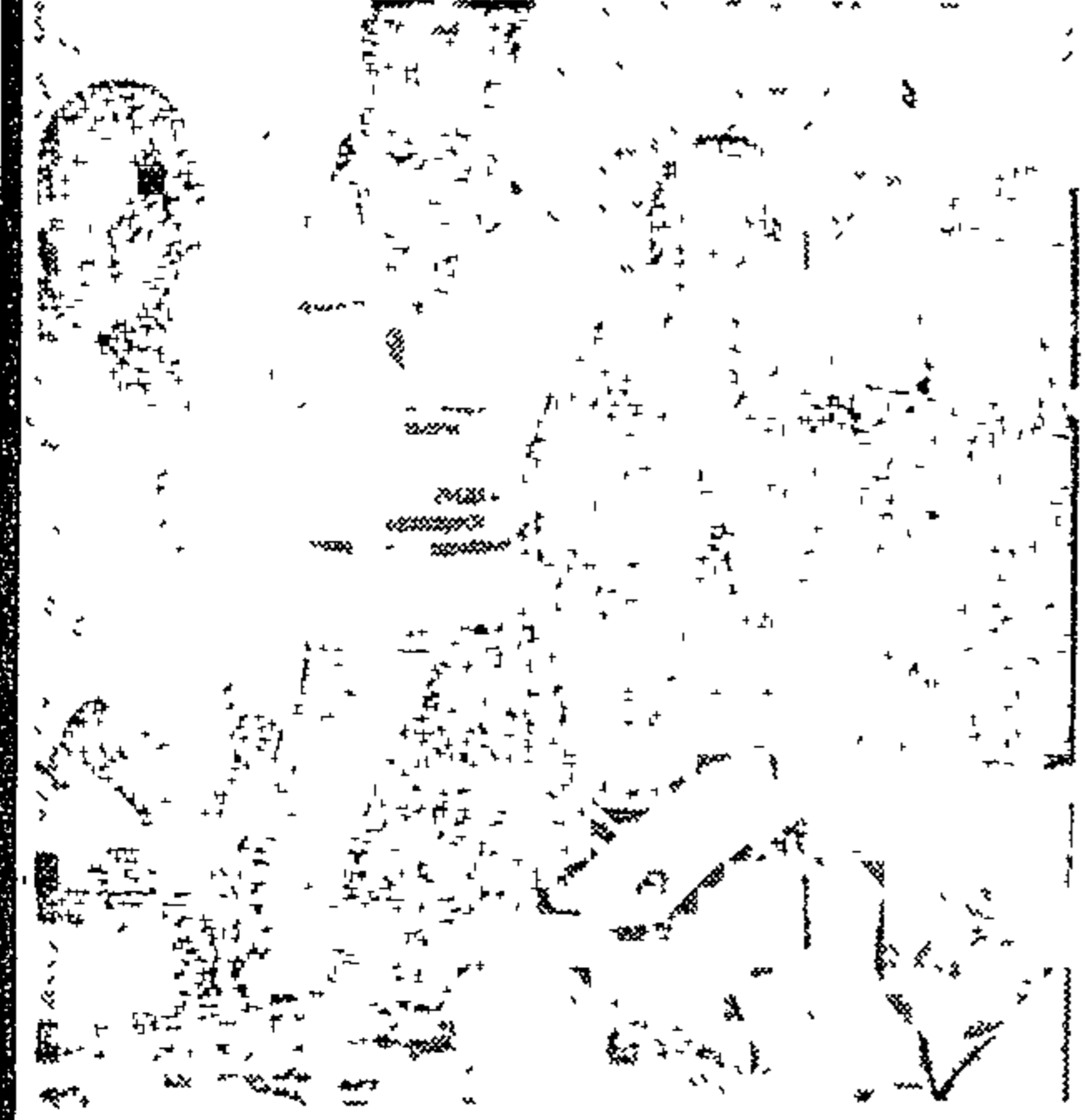
three months would have been laughed at by virtually all labour experts. But the meat strikers did hold out, and only 13 of the 800-odd workers asked for their jobs back during the strike. The obstacles facing black worker action are so great that that is, in a sense, as important a development as the strike's defeat. And employers did not break the strike without a great deal of cost. The outlays on training, the boycott, and the considerable time they had to wait until they had a satisfactory work force again took its toll.

If the strike proved that militant worker action can be defeated, it equally proved this can only be done at great cost to the employer. The meat employers must have learned that strikers can now only be crushed at great expense to the employer. The days when employers could react to black worker strikes simply by dismissing workers and ordering a new batch from the local Administration Board office are over. Other employers, such as those in the Eastern Cape motor industry who negotiated an end to their strike, or Puleco, which agreed after only a day to meet a number of striker demands, although it did not give in on the workers' wage demand, may feel that there is a far easier way of solving the problem. So too might Fattis and Monis, which faced a six-week-month strike and a widespread consumer boycott before agreeing to settle. Shortly after that strike ended, the company's managing director was asked his view of the strike. He said, "We have learned an important lesson. And that is that it is no longer possible to ignore organised labour."

145 (MAB) (152)

Cape Herald 19/7/80

# Plight of Cape meatworkers highlighted



● EMPTY plates and a half a loaf of bread. That is what comes out of the weekly R15 pay packet which Mr Kenneth Jodwana (second from left) brings home since he was dismissed by the meat bosses.

## FEEDING A FAMILY ON R15 A WEEK

● THIS is only part of Mr Wilson Fundani's family. They have to live on R15 a week since their breadwinner was dismissed by the meat bosses.



TO many people R15 a week is 'pocket money' to see them through a weekend. Money for luxuries which make life comfortable. For others, like the families of the 800 meatworkers, it is the only money that stands between them and utter starvation and destitution.

Every week for the last eight weeks, those meatworkers who were dismissed from their jobs because the bosses at two factories would not recognise their elected non-racial workers' committee have been receiving the R15 from their union — the General Workers' Union.

It has meant an uphill battle and hardship for most of the men but for the sake of their principles they have stood their ground even though they have large families to provide for.

Take three-month-old Aspidistra. She is the grandchild of Mr Wilson Fundani, one of the striking meatworkers who depend on that R15.

She is part of a family that includes Mr Fundani's wife Eunice, his sister Wendy, his mother-in-law, Mrs Minah Tsheni, and his children, four of whom are still at school.

That's a lot of mouths to feed.

Mr Fundani's daughter Monica, Aspidistra's mother, paints a gloomy picture of life and survival in their household.

'We cannot afford to pay for decent food and our daily diet consists almost exclusively of samp, bread and mealie meal,' she says.

'My grandmother receives a pension every two months but even with that it hardly improves matters.'

In the Jodwana home it is a similar story of stretching that R15 every week to keep the hunger pangs away.

There are eight stomachs that have to be satisfied from that R15 which 23-year-old Kenneth Jodwana is given by the General Workers' Union and he admits readily that that money is 'far from enough'.

### MONEY

'I don't even think of buying something for myself. It is out of the

question when the money in the house can barely cover the cost of our weekly meals,' Mr Jodwana said.

But his spirit is strong and he hasn't wavered one bit since mid-May when he and all the others stood up to their bosses for a fair wage.

'It is important for us to stand together. The bosses can oppress us much easier if we are divided,' he said.

His three sisters, Gillian (21), Patricia (17), and Louise (17) and brother Tennyson (14) are right

behind him. The spirit is strong even though Gillian has a hard time caring for her three-year-old daughter.

### GLAD

Mr Jodwana is glad about one thing. This public support for us has been fantastic but it should not slack now.

In the homes of other meatworkers the story is much the same. Each week they hope that the General Workers' Union has raised that R12 000 which will see them get that R15 which will feed them for the next week.

# Rebel Cape trade union slammed as example of 'woolly headed thinking'

45  
POST  
25/9/80

DURBAN. — The general secretary of the Trade Union Council of South Africa (Tucsa), Mr Arthur Grobbelaar, attacked the Western Province General Workers' Union for refusing to seek registration by the government.

Speaking at the Tucsa conference in Durban Mr Grobbelaar questioned the motives of the union and said. "At the very best it is another example of woolly headed thinking on the part of the white students and the academic community in this union"

The 10 000 strong WPGWU is one of the few unions that have re-

## Joe Thlooe reports from Tucsa conference

fused to register under the Industrial Conciliation Act after the October 1979 changes to the law.

Mr Grobbelaar was speaking in support of a resolution condemning "most strongly the current trend by some employers, some workers' bodies, and the government, to promote the establishment of works' councils as an inferior alternative to viable trade unions"

Speakers on this resolu-

tion had been referring to "a worker body" that was supporting the creation of workers' committees One mentioned a strike in support of a workers' committee and said 800 black workers had lost their jobs

Mr Grobbelaar said he wanted to be blunt and then attacked the WPGWU

"Any organisation calling itself a trade union and failing to seek recognition must have some strange motives"

Another resolution yesterday condemned the formation of in-company unions

"Conference strongly deplores the efforts of some employers to resist the establishment of true, independent and democratic trade unions," the resolution read

By last night the following officials had been elected Mr Andre Malherbe, secretary of the SA Bank Employees Union, president, Mr E Von Tonder, secretary of the SA Typographical Union, first vice-president, Mr R H Botha, secretary of the Mine Surface Official's Association of SA, second vice-president

-21-

### Fission and Fusion

In the stable nuclei the nuclear binding energy per nucleon  $B/A$  increases as the nucleon number  $A$  increases. We plot the ratio  $(B/A)$

versus  $A$  in fig. 22. The ratio is approximately constant and reaches a maximum of  $\sim 8$  MeV nucleon<sup>-1</sup> for "medium" nuclei ( $A = 40-120$ ). The lower values for light nuclei can be attributed to enhanced 'nuclear surface tension'.

The lower values for heavy nuclei ( $A \geq 120$ ) can be attributed to the enhanced Coulomb repulsion of the protons in these nuclei.

If we fuse light ( $A \lesssim 10$ ) nuclei into (fission) heavy ( $A \gtrsim 200$ ) nuclei into system will therefore be more tightly bound (fig. 22). In other words, there is energy (like latent heat) which will be released in the reaction product fusion one or both of the initial nuclei to overcome their mutual Coulomb energy separation to within the range of nuclear forces. Fission occurs spontaneously in some cases of radioactivity in these cases a nuclear reaction, for example by bombarding  $^{235}\text{U}$  with neutrons (fig. 23). The fragments produced exhibit a range of initial states and are therefore radioactive. Energy is also released in the fission process in the production of self-sustaining chain reactions. Most of the energy released in each fission is in the form of kinetic energy of the fission

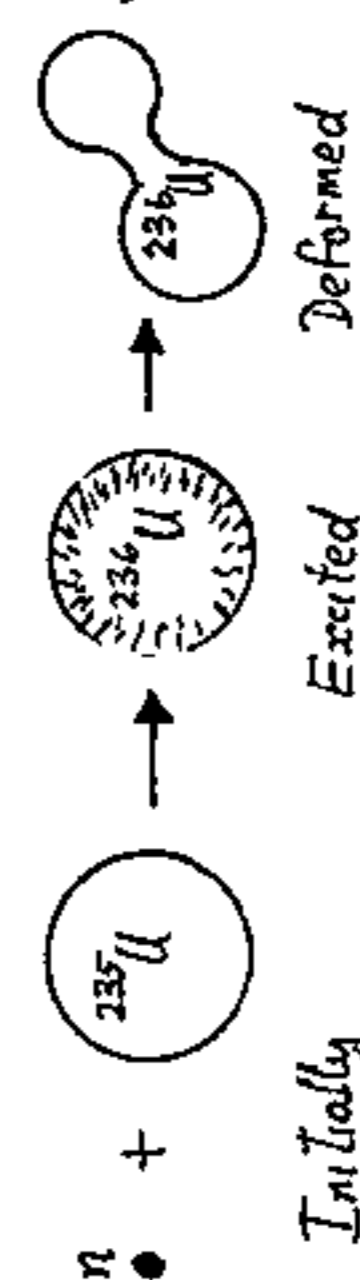


Fig 23 Example of a fission



# Fine theory, but it wasn't applied

com 27/8/20  
115

I WOULD like to comment on the article (RDM July 31) by industrial relations adviser, Mr Andrew Levy, in which he urges employers to adopt a more conciliatory and realistic attitude towards strikes and, indeed, to the trade union question in general

In the Financial Mail (Aug 1) he is further quoted as saying that "the (Johannesburg City) Council has its head in the sand"

We concur with his assessment of the council's handling of the recent municipal workers' strike. However, actions speak louder than words, and it is unacceptable that Mr Levy should place himself in the vanguard of enlightened management. It is important to note that Mr Levy is NOT a dispassionate observer of the recent spate of strikes

In fact he was the industrial relations adviser to the employers in the recent Cape Town meat strike and acted as their principal spokesman at a number of meetings. In this case the line adopted by the employers deviated considerably from the enlightened prescriptions which their adviser Mr Levy so frequently espouses

In his "Mail" article Mr Levy states that "with all the talk of change, and the new deal, many employers continue to handle strike action with antiquated methods, regarding strikes as a sign of disloyalty, ingratitude, the work of agitators, and responding by firing their employees, and refusing to confront the issues giving rise to the action." We agree

But precisely this "head in the sand" attitude characterises the handling of the recent meat strike

The issues involved in the strike are well known. Approximately 90 workers at Table Bay Cold Storage, after weeks

of requesting that management recognise their democratically-elected committee, went on strike. The management's response to this was a catalogue of all the "antiquated methods" cited by Mr Levy in his article: resisting "negotiation and discussion and investigation", accusations of "agitators", wholesale "firing of their employees", hiding behind "statute books" and the "red herring of unregistered unions". In short "refusing to confront the issues giving rise to the actions"

As Mr Levy says, unsuccessful strike handling will inevitably "widen the issue in dispute". And the issue was dramatically widened when two weeks later the rest of the meat industry came out in support of the striking Table Bay workers

In the intervening two weeks the workers in all the meat factories had attempted to discuss the issue at Table Bay Cold Storage with their employers. Their efforts proved fruitless. Indeed the employers actually prepared themselves for an industry-wide strike

When the 800 meat workers walked out they informed management that they were walking out for one day in solidarity with the Table Bay workers. On their return they were locked out by the employers (assisted by squads of riot policemen). The issue "widened"

The workers received the

support of Cape Town's entire African and coloured community, a large section of the enlightened white public and their representatives and, without exception, the English-language Press

The moderate nature of the demands, the workers' commitment, and the extent of public sympathy failed, however, to impress the employers

The immediate legacies of their obduracy are 800 starving meat workers and their families, and an entire industry which must have suffered a severe financial setback in the short term and is now employing a less productive work force than might otherwise be the case

The long-term legacy is more profound. It is the existence, in Cape Town, of 800 steeled, determined and embittered workers (and the thousands who supported them), whose anger and understandable bitterness will be directed not at the "agitators" (for there were none) but at the employers who so consciously refused to heed their voice

And this is important. For as long as there are "meat employers" and "Johannesburg City Councils" they will, in the eyes of the workers, be the benchmark for all employers. Those employers who adopt a more conciliatory approach, those who take heed of Mr Levy's words, will not receive a second thought, as long as the actions of prominent employ-

ers — like the meat employers — belie these fine words

Is it possible that the State actually prevented the meat employers from following the conciliatory path suggested by Mr Levy? If that is so it is important that it be made known. It is however unlikely that the State would have been able to prevent an amicable settlement of the Table Bay issue, around which all subsequent action hinged. It is clearly for Mr Levy to explain the startling deviations between his words and his deeds

Perhaps the explanation is to be found in Allister Sparks' words: "Many employers are able to theorise about the need for black union rights and discuss it in their board rooms, yet when they actually come face to face with black aspirations and demands they seem to panic and become irrational. They revert to traditional South African responses and begin threatening to call in the police, or to fire the lot and pack them off to the 'homelands'."

Please forgive the lateness of our response. Until very recently I and four of my colleagues were detained in prison in Cape Town, an important institution in the industrial relations system adopted by the meat employers — DAVID LEWIS, Organiser, Western Province Workers' Union, Athlone, Cape.

● This letter was referred to Mr Levy, who declined to comment — EDITOR.

A NEW federation of trade unions launched in Johannesburg aims at the building of a united labour force, and will encourage all working men and women to join trade unions.

Called the Council of Unions of South Africa (Cusa) the federation is a group of seven trade unions which are explicitly black.

This distinguishes them from the predominantly black unions in the Federation of South African Trade Unions (Fosatu), which have mainly non-racial constitutions.

Cusa will try to

- Improve economic and social conditions of all workers;
- To co-operate with employers and/or trade unions or federations to deal with matters affecting workers and to try, on request, to settle disputes and differences between unions,
- Promote the principle of free and democratic trade unions, and to ensure its acceptance by the community and society as a whole,
- Monitor the implementation of codes of conduct in all economic sectors, and to monitor their effectiveness,
- Help enforce worker rights, the protection of their interests and dignity in terms of the International Labour Organisation conventions and recommendations;
- Advance the economic, social interest and working conditions of all workers and set up commissions of inquiry into laws which affect workers,
- Conduct and co-ordinate research into matters affecting workers and publish the findings;
- Arrange seminars and courses to educate member unions and their rights and responsibilities. And as both as trade unionists and as members of their communities and;
- Help members establish workplace units to promote industrial democracy

#### UNIONS

The unions which came together to form Cusa include the Commercial Catering and Allied Union, SA Chemical Workers, Laundry, Dry Cleaning and Dyeing Workers' Union, Transport and Allied Union, Building Construction and Allied Workers' Union, Food Beverage and Allied Workers' Union, the Steel, Engineering and Allied Workers' Union, United African Motors Workers' Union and Allied Workers' Union of Natal

The unions believe the establishment of a non-racial, democratic society depends on the development of blacks in leadership positions

# Unity is aim of new union federation

145 e. Herald  
27/9/80

Mr Albert Mosenthal, president of the South African Chemical Union, was elected president and Mr Leonard Sikhakhane, general secretary of the Food Beverage Union, vice-president.

Mr Mosenthal, 42, sees his work and that of Cusa as 'educating the black masses in leadership skills'.

A Natalspruit Township father of three, he gave his first, albeit brief and reluctant, interview to a newspaper.

#### BLACK

Mr Mosenthal said Cusa consisted of black unions only at this stage, 'but this does not mean we believe in non-co-operation with other unions and federations

'Our constitution is very clear, we are not racialis-

tic. But we believe that in order to overcome some of our problems, we have to develop black leadership,' Mr Mosenthal said

Mr Mosenthal did not want to define 'black' and did not want to say if it includes coloureds and Indians.

'It is not wise to put a qualification to black at this stage,' he says. 'But I can assure you that if an organisation like Wasa (the Writers Association of South Africa) that has a wider interpretation of black wants to join us, they will find a home. We are not discriminating against anybody'

Mr Mosenthal said he was reluctant to talk to Pressmen at this stage because the new organisation has lots of 'planning and work to do'.

# Girl (15) held - 'Why must they keep her so long?'

POST  
15/10/80

132 147 145 50 280 321

FIVE Cape Town children, younger than 18, are being held under Section 6 of the Terrorism Act. Our Cape correspondent tells of the misery surrounding a home where a daughter is detained.

Mrs Rose Mdadlana with her daughter Beline.

1980 has not been an easy year for Mrs Rose Mdadlana of Guguletu.

Her husband is still out of work after he went on strike with 800 other meat workers and her eldest daughter is being detained under Section 6 of the Terrorism Act.

Mrs Mdadlana cannot stop the tears when she talks about her daughter, Ethel Nomane (15), who she has not been able to see after she was detained at her home in Guguletu on August 19.

"Is that the law?" she asked when POST asked her about her daughter.

"She is still so young. Why must they keep her so long?" she asked, crying.

Mrs Mdadlana was at the hospital when Nomane was taken away.

Neighbours say the security police took her away from home at about 2 pm.

## COLLAPSED

"When I arrived home, I was told of my daughter's detention. I just collapsed because I could not believe it," Mrs Mdadlana said.

Nomane is the eldest of three children. Gladstone (9) is a pupil at Bonga Lower Primary, while there is also Beline (5).

Nomane, a pupil in the Transkei, came home in June to get money from her father, Mr Goodman Mdadlana.

"When she came here, he was not working. He had been on strike with his fellow meatworkers since

May

"Obviously he could not give her any money because we were only surviving on R15 a week — strike money that he was getting from the union — Mrs Mdadlana said.

## NO REGRETS

Mrs Mdadlana said she has no regrets that her husband went on strike.

Now that the strike has been called off, and we do not get money from the union anymore, it has been going tough.

"Goodman was the only one in the family who was working. Now there is nobody.

"We have only been living off donations and with the help of relatives and friends," she said.

Nomane is one of several young people being detained in the Western Cape.

Carol Plaatjies (14), Nancy Nomvuyo Quika (14), Nokuzola Joyce Daniso (15) and Mildred Maxhama (15) are the youngest of more than 20 people known to be held under Section 6 of the Terrorism Act.

# TUCSA CHALLENGING UNION'S SUPPORT

L. Hewitt

'TUCSA is once again trying to challenge the sympathy and support enjoyed by the Western Province General Workers' Union among black workers in the Western Cape.'

This was said by a spokesman for the union (which was involved in the recent meat strike) in response to an attack on the body by Tucsas general secretary, Arthur Grobbelaar.

He expressed deep suspicion of the motives of white students and academics behind the Western Province General Workers' Union.

He did so on Tuesday at the annual con-

ference of Tucsas (Trade Union Council of South Africa) held in Durban.

In a clear reference to the recent meat strike in Cape Town in which 800 workers lost their jobs over demands for the recognition of a democratically elected works committee, Mr Grobbelaar asked:

'What sort of trade union was it that did not seek recognition for itself but for a committee which could not be a substitute for a trade union?'

'I would submit that it is not a trade union. The organisation was completely run and

controlled by the white student and academic community and he deeply suspected their motives, he said.

A WP General Workers' Union spokesman said.

'Tucsas affiliates have attempted on a number of occasions to challenge the support and sympathy enjoyed by the WPGWU amongst black workers in the Western Cape.

'A humiliating defeat was suffered recently by a major Tucsas affiliate when in opposition to the WPGWU it attempted to organise the Cape Town stevedores.'

The spokesman was referring to a meeting called by Mr Louis Petersen, secretary of the Garment Workers' Union in Cape Town, on December 20, which attracted only one stevedore.

Another meeting held at the same time by the WP General Workers' Union attracted more than 350 stevedores.

'We say that worker support is the final test of any trade union and in this area Tucsas and its affiliates have been found to be sorely lacking,' the spokesman said.

STAR 26/9/80

# Independent group replies to attack

ICC

By Drew Forrest

Tucsa lacks organisation and support among black workers, a spokesman for the independent Western Province General Workers' Union said yesterday

Only recently had Tucsa made "serious attempts" to organise black workers, and it could not make up for its failures by attacking independent trade unions, he said.

The WPGWU, which deliberately remains unregistered, played a major role in the recent Cape meat strike. It was responding to an attack made on the union by Tucsa's general secretary, Mr Arthur Grobbelaar, at the Tucsa annual conference in Durban. Mr Grobbelaar questioned the motives of white students and

academics who, he said, were behind the WPGWU.

The WPGWU spokesman said "Worker support is the final test of any trade-union, and in this area Tucsa and its affiliates have been found sorely lacking"

A meeting of the Tucsa-affiliated Garment Workers Union in December last year had attracted only one worker, he said, while a WPGWU meeting held at the same time had attracted more than three hundred

"Until recently . . . Tucsa-affiliates have never seriously attempted to organise African workers," the spokesman said. Frequent attacks by Mr Grobbelaar on independent trade unions were no substitute for worker organisation and support

*ANC Times 7/11/80 (123) (144) (145)*  
**Workers vote in favour of union**

EAST LONDON — The South African Allied Workers Union (SAAWU) won a major breakthrough here yesterday when more than 95 percent of the workers at Chloride voted in a referendum in favour of being represented by the union.

Support exceeded 90 percent in each of the four departments, and 95,2 percent of the total of 481 votes were in favour of representation by the

union, a joint statement issued by Chloride and SAAWU said.

The move by Chloride makes the company the second in South Africa to state publicly that they will be negotiating with an unregistered trade union. The decision taken was that the company would negotiate with trade unions which approached it, regardless of whether they were registered.

— Sapa

# Unions hit at detentions

Staff Reporter

THREE unregistered trade unions have strongly condemned the recent detention of two union organisers by the Ciskei security police

Mr Thozamile Gqwethu, an organizer of the South African Allied Workers' Union (SAAWU), was detained in East London on Sunday. The East London branch secretary of SAAWU, Mr Sisa Njikelana, was arrested in Mdantsane township outside East London on Wednesday.

In a joint statement issued last night, South African Allied Workers' Union, the Food and Canning Workers' Union and the Western Province General Workers' Union also condemned the detention of two F&CWU officials, Mr Bomisile Norushe and Mr Oscar Mpetha, who are being held under Section Six of the Terrorism Act.

A spokesman for the three unions said "We reject with contempt the allegation that the two SAAWU officials had been detained in connection with student-based disturbances in East London. We firmly believe that the disturbances stem from the overwhelming support enjoyed by SAAWU from the workers of East London — a support based on strongly-held non-racial and democratic principles."

The spokesman said the authorities had "once again responded characteristically to evidence of worker support by detaining the workers' chosen leaders."

"Time again it has been shown that this exacerbates an already tense situation and does not serve the intended purpose of intimidating the workers."

"Moreover, recently, leading employer organizations have called on their members to negotiate with unregistered trade unions."

Rom 10/11/80

# Thirteen union men in Ciskei detained by police

By STEVEN FRIEDMAN  
Labour Reporter

IN A move which could have far-reaching international labour implications, 13 trade unionists, drawn from four unions, were detained at the weekend by Ciskeian police in Mdantsane, near East London.

The detentions are the largest crackdown on the country's

trade union movement since South African authorities banned about 30 unionists in 1976.

According to eye-witnesses, South African Security Police were present when the 13 men were detained. However, police spokesmen could not confirm this yesterday.

The detained unionists are representatives of the South African Allied Workers Union, the African Food and Canning Workers Union, the Food and Canning Workers Union and the Western Province General Workers Union.

The Food and Canning Workers Union is a registered union for coloured workers. However, the other three unions are all unregistered and all three have refused to register under the Government's present labour dispensation.

The detained unionists include a SAAWU official, Mr Xolani Kota, the only official in the union's branch office at the time who was not in detention.

The others are Mr Wilson Sidina of WPGWU, Mr Robert Gqweta, Mr Lawrence Tuluma, Mr Bamgunzi Sisingo, Mr Humphrey Maxgwana, Mr September Mpakati and Mr Oria Ndingayi of the SAAWU.

In addition Mr M van Graan, president of the FCWU and another union official, Mr Karel Schippers, have been detained as has the vice-president of the AFCWU, Mr Alfred Noko, the union's East London chairman, Mr Wehle Mzozoyana, and another union member, a Mr Qwasha.

The secretary of the Ciskeian Intelligence Service, Brig Charles Sebe, could not be reached for comment yesterday.

An SAP spokesman, asked to comment on alleged involvement of Security Police, said the SAP would only be able to furnish information on the issue today.

A statement issued yesterday by the four unions expressed 'outrage' at the arrests.

design of industrial systems.  
Society of South Africa and specialises in requirement definition and  
He is recognised as a member of the consultants group of the Computer  
Stellenbosch.  
Research at the Business Schools of the Universities of Cape Town and  
He has taught courses in Management Information Systems and Operations  
Financial management, manufacturing control and production optimisation.  
His experience includes the design and development of systems for  
as an international consultant in several countries around the world.  
Has a degree in Operations Research from Pittsburgh, Holland. He has  
been with Shell International for 10 years and worked for that company

Klaas van der Poel

CURRICULUM VITAE



# Ciskei holds 13 unionists

8/11/80 KR was 145  
By DAVID BLEAZARD,  
Labour Reporter

THIRTEEN people were arrested at a road block in Mdantsane, East London, last night in what has been described as an 'emerging vendetta' against trade union work in the area.

Among those arrested were the national president of the registered Food and Canning Workers' Union, Mr Manie van Graan, and the vice-president of the unregistered African Food and Canning Workers' Union, Mr Alfred Noko.

Officials of the unregistered South African Allied Workers' Union and Western Province General Workers' Union were also held, apparently under Ciskeian Proclamation R252.

A spokesman for the WPGWU said the trade unionists were arrested about 10 pm by Brigadier Charles Sebe, head of Ciskeian Intelligence, and a South African Security Police captain.

## LOCAL CHAIRMAN

Others arrested last night include the local chairman of the AFCWU, Mr Welile Mzozoyana; a member of the FCWU's management committee, Mr Kallie Schippers; a SAAWU organiser, Mr Xolani Khota; and a WPGWU organiser, Mr Wilson Sidina.

Mr Robert Gqwetha, Mr Lawrence Tulula, Mr Bangumzi Sisingo, Mr Humphrey Mxegwana, Mr September Mpakati, Mr Orea Ndingayi, and a Mr Kwesha were also detained.

The secretary of the AFCWU'S East London branch, Mr B P Norushe, has been in detention for nearly five months.

Two officials of the SA Allied Workers' Union, the branch chairman, Mr Sisa Njikelana, and the national organiser, Mr Thozamile Gqwetha, have been detained in the past two weeks.

Mpetha

protest in  
London

Argus Bureau

LONDON — About 150 people, including leading trade unionists, have taken part in a demonstration outside the South African Embassy here in support of Mr Oscar Mpetha, a black trade unionist held in solitary confinement in South Africa

Mr Mpetha, 71, is alleged to have been involved in the Fattis and Monis strike earlier this year.

Among trade union leaders at the demonstration yesterday, were Mr Clive Jenkins, general secretary of the ASTMS (white collar workers), Mr Jack Boddy, general secretary of the Agricultural Workers' Union, Mr Albert Spanswick, general secretary of the Health Service Employees' Union, Mr Brian Price, of AEW-Tass (white collar section of the Engineering Workers Union), Mr Jerry Gillman, general secretary of the Civil Servants' Union, and Mr Walter Grendale, of the Transport and General Workers' Union

Mr Peter Hain the anti-apartheid campaigner, took part in the demonstration

# Black union hits at dairy

Labour Reporter

A BLACK trade union this week criticised a West Rand dairy's decision to fire striking workers before agreeing to talks with worker representatives on the issue

Ninety workers at a Florida dairy, Creamline Dairies, were fired on Tuesday after a strike

The strike, which began late last week, prevented milk deliveries to households in several West Rand areas

It was sparked by management's alleged refusal to negotiate with workers on their demand for a minimum wage of R50 a week

While about 200 workers struck originally, many of them returned to work on Tuesday. Those who did not were fired.

The general secretary of the Food, Beverage and Allied Workers Union, Mr Skakes Sikhakhane, said management had refused to discuss the issue with the union until the workers had been fired.

The company's management has been repeatedly unavailable for comment.

According to Mr Sikhakhane, the majority of workers at Creamline's Florida plant were members of his union at the time of the strike.

The union is affiliated to the Council of Unions of South Africa.

He said he had made several attempts to arrange a meeting with the company to discuss the strike, but had been turned down.

On Tuesday, he had visited the company's premises and had spoken to the plant's manager.

"I told him that there was still time to settle the matter, but he refused to discuss it then," Mr Sikhakhane said.

Later in the day, the company had contacted the union and offered to meet it.

"When we arrived for the meeting, however, we discovered that the management, after consulting officials and the Dairy Trade Management Board, had already paid the people off.

"We asked them to reconsider their stance, even at that late stage, but they refused," Mr Sikhakhane said.

The company had said that it would be prepared to take some of the fired workers back individually, but would not re-employ them en bloc, he said.

# Unique deal as dockers' wages go up

By STEVEN FRIEDMAN  
Labour Reporter

STEVEDOR employers and a worker committee with close links to the unregistered Western Province General Workers Union (WPGWU) have negotiated a wage agreement which significantly raises the pay of stevedores at Cape Town docks.

The negotiations took place in the context of the only industry-wide recognition agreement between an employer and a worker committee associated with an unregistered union in the country.

Employers do not officially recognise the WPGWU. However, the committee, which represents workers throughout the country, has been recognised by the union and its members as observers.

It is unique for employers to negotiate on an industry-wide basis with an unregistered worker's body.

The new wage agreement is the second to be concluded between the committee and stevedor employers. Employers recognised the committee late last year after a one-day strike at the harbour.

In terms of the agreement, workers' basic guaranteed wage will be increased by 14.1% from R48.20 to R55 per week, as of January 1.

Saturday and Sunday overtime rates are increased by 28.3% from R18.60 per shift to R23.50.

According to a statement issued yesterday by the union, several other worker allowances have been increased and several new allowances will be implemented.

Negotiations for a pension fund will continue and are expected to be concluded by the end of the year.

The statement said the negotiations had occupied five days and had been conducted in a good spirit.

This, it said, was indicative of the harmonious industrial relations which can be achieved when employers recognise the right of workers to representation of their own choice.

The WPGWU added: "We trust this attitude will continue to prevail and will serve as an example to those employers who seek confrontation rather than negotiation."

# Stewedorens: A Year of Peace

BY DAVID BLEAZARD

A YEAR ago stewedores at the Cape Town docks streamed out of the harbour in a one-day strike protesting against management's refusal to discuss worker representation with them

Prompt recognition of the stewedores' committee, which is backed by their unregistered union, resulted in this year being free of industrial unrest

Mutual trust has developed throughout 1980 between management, the committee and the union. In addition a satisfactory level of communication has developed, said a spokesman for the Cape Town Stewedores' Association, which represents employers.

For the union, the stability of the situation at the docks and the relationship established with the bosses was a breakthrough, said a spokesman for the Western Province General Workers' Union

'It should serve to show other employers that they can have this sort of relationship with workers. It doesn't cost them much to treat workers in a dignified way'

He said the stewedores' committee was able to negotiate with the bosses and secure the workers' rights in a peaceful way because it enjoyed the respect and support of the rank and file

'This arises from the fact that the committee is independent of any control by the bosses. It is the union, it takes its instructions from the workers only'

Management may hear things they don't like to hear. But what they do hear is an accurate reflection of what workers in the docks are feeling and what their grievances are

Conflict hasn't disappeared. Conflict is about the economic difficulties which all workers, including the stewedores, still find themselves in. But the stewedore bosses have acknowledged that harmonious labour relations are in their own interests and they have made some genuine concessions

The year has not been a sharp contrast to the previous year. The industry was not in a particularly good state of health

The industry has not seen the cost of the strike, the spokesman said

145

# Union attacks detention of 13

14/11/80  
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Labour Reporter

THE recent detention of 13 trade unionists working in East London was a repressive act aimed at crushing worker organisations and a definite setback to labour relations, the Western Province General Workers' Union said in a statement yesterday.

The union welcomed the release of the organisers and workers, who were detained for five days by Ciskeian police, but said they should never have been detained.

## OVERTURES

If the recent Government overtures to the black unregistered union movement are to be treated seriously, trade unions must be allowed to engage in their normal organising activities, the union said.

It noted that four trade unionists were still in detention. Mr B P Norushe, branch secretary of the African Food and Canning Workers' Union in East London, has been in detention for more than five months and the union's national organiser, Mr Oscar Mpetha, 71, for more than three months.

Mr Thozamile Gqwetha and Mr Sisa Njikelana are also still in detention.

INDUSTRIAL RELATIONS —

WORKERS Org. —

W.P.W.A.B.

29 | 4 | 81

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## Delegates told of meat strike

86/5/81  
A DOCUMENT on the strike by about 800 workers in the Cape Town meat industry last year has been made available to delegates attending the International Meat Conference at the Good Hope Centre, Cape Town.

The document is issued by the Western Province General Workers' Union, to which the striking workers belonged. It consists of a letter to delegates, a 10-page memorandum on the background and course of the strike and Press cuttings.

The strike began on May 19 last year, when workers throughout the Cape Town meat industry held a one-day strike in protest at the refusal of management at Table Bay Cold Storage Company to recognise a non-racial, democratically elected workers' committee.

In the letter, the union says meat workers play a critical role in ensuring the production and distribution of meat. Sound labour relations would be an integral party of any discussion of the meat industry in Cape Town.

"Yet the most basic aspirations of the meat workers, and the most internationally accepted standards, have been flagrantly ignored by the Cape Town meat managements."

The union notes that it has again begun organising the meat workers at their request, "only to find the managements attempting to intimidate the workers and threatening them with instant dismissal."

"By having your conference in Cape Town, you are forced to decide for yourselves and to act on that decision — do you stand for upholding internationally accepted labour standards in the meat industry or not?"



# Trade union letter to delegates disappears

Staff Reporter

FIFTY copies of an open letter from a trade union to delegates at an international meat congress being held at the Good Hope Centre, drawing their attention to last year's labour dispute in the meat industry, have disappeared without reaching delegates at the conference.

The letter, written by the Western Province General Workers Union, told delegates of the International Permanent Meat Office (Opic), who have just started their congress at the Good Hope Centre, that they were "drawn into the issue whether (they) like it or not"

At a press conference held at the Good Hope Centre yesterday afternoon, the secretary-general of Opic, Mr Jose L Paramo of Spain, said he had not seen the letter

He was aware of the dispute because the International Labour Organization had asked Opic to change the venue of their conference after the dispute

The president of Opic, Dr Elio Ragno of Italy, through an interpreter agreed that somebody had probably thrown the letters out

## History of dispute

The letter had outlined the history of the dispute as seen by the union and included copies of press cuttings during the strike and boycott

It said "You are being graciously hosted by South African meat employers. Impressed as you may be by their hospitality and graciousness to yourselves it is our duty to inform you of recent events in the meat industry which reveal a singular lack of such behaviour toward their workers

"You as delegates to this conference in Cape Town are drawn into this issue, whether you like it or not. The eyes of the international labour movement are focussed on you, the eyes of the local community are watchfully intent to see if you sanction this behaviour of the meat managements of South Africa, and the pens of the press are waiting to see if you attempt to encourage the meat employers in the direction of sounder labour relations

"The most basic aspirations of the meat workers, and the most internationally accepted standards, have been flagrantly ignored by the Cape Town meat managements"

The letter, signed by the union's branch secretary, Ms Zora Mehlomakhulu, added that aspirations had still not been met and managements had tried to intimidate workers

Last night, a union organizer, Ms Di Cooper, said she had delivered 50 copies to the registration desk and asked for them to be distributed

It was "not acceptable" that they had not been

# 'Controls'

Aug 15/81

# attacked

# on unions

145 187 166

## Labour Reporter

THE aim of the draft Industrial Conciliation Amendment Bill is to increase State intervention in the internal affairs of unions and the conduct of industrial relations, according to the Western Province General Workers' Union.

In a memorandum submitted to the Department of Manpower Utilisation, the union says the Bill is in flagrant contradiction with internationally accepted practice.

'The Bill makes no attempt to facilitate the redress of the basic grievances which lie at the heart of burgeoning industrial disputes. Rather it is designed to circumscribe narrowly the independence and, accordingly, the effectiveness of the trade union movement.'

### CONTROLS

Long an opponent of union registration under existing legislation, the WPGWU sees the Amendment Bill as a means of extending controls on registered unions to unions which choose not to register.

'This further reinforces the tendency to shift conduct of individual industrial relations from a permissive to a compulsory basis. We must restate our belief that sound industrial relations have to be based on acceptance by all representative parties.'

### MEMBERS

On the grounds that industrial relations primarily involve negotiations between workers, their employers and their respective representative organisations, the WPGWU believes all that is required of registration is 'the notification of the existence of these representative organisations.'

It believes that on its internal relations, a voluntary organisation such as a trade union should be answerable to its members only.

### AUTONOMY

The union objects to sections of the Bill which it sees as violating the 'internationally accepted principles of trade union autonomy.'

These include the prohibition on affiliation of a union to a political party or political organisation and the 'extreme policing powers' the Bill would give the State.

# Union calls for 'united front' against Bill

Labour Reporter

A KEY unregistered trade union has reacted to the Government's new labour Bill by reaffirming its refusal to register

It has also called for a "united front" against the Bill, which contains tough new controls on the union movement

The Bill is believed to be designed to persuade unregistered unions to register and join the Government's official bargaining system

The union, the General Workers Union (previously known as the Western Province General Workers Union) took this decision at its first national conference, held in Cape Town at the weekend, a union statement said yesterday

The GWU's decision confirms predictions of labour analysts who argued that the Bill would fail in its main object — that of persuading unregistered unions to join the system. The decision is almost certain to be followed by similar moves by other unregistered unions

The statement said the GWU's members had decided at the conference to reaffirm

"our policy and principles of worker control of, and non-interference of the authorities in, union affairs"

Accordingly, the conference had reaffirmed the union's decision not to seek registration

It said the proposals contained in the draft Bill "further indicates the State's contempt for trade union autonomy"

It added that delegates had "pledged themselves to struggle relentlessly against such attempts by the State to take control of the union's affairs out of the hands of its members"

The statement called on "all concerned" to launch a "united front" against the Bill

A union spokesman added "As far as we are concerned, industrial relations is an issue between trade unions and their employers. It has nothing to do with the State. Official control of the union is totally unacceptable to our members"

⊙ The union has submitted comment to the Department of Manpower Utilisation setting out the conditions under which it would be prepared to register

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ment in the trade union movement and the extended controls proposed in the Bill. The union makes it clear that it feels relationships in the labour field should be worked out between employers and employees with little state interference.

But the union also says it is not opposed "in principle" to registration and outlines its reasons for refusing to do so.

On the issue of controls the statement says: "Unfortunately the Bill as a whole is aimed at increasing state intervention in the internal affairs of the union and in the conduct of industrial relations generally. We wish to record strongest opposition at these attempts."

The union holds that the measures contained in the Bill "stand in flagrant contradiction with internationally accepted practices and are an attack on the autonomy and essential independence of the trade union movement." As a result, the statement argues, government is also circumscribing the union movement's effectiveness.

It voices exception to the section of the Bill which puts further controls on unions' affiliation to political organisations. Although, says the union, it is not affiliated to any political party or "political organisation," it wishes to retain the right to affiliate if its members so wish.

The union says it strongly objects to this provision if the aim of the legislation is "to prohibit trade unions from active participation in the affairs of the wider community in which the members reside."

#### Objections

The statement also argues that the Bill makes matters worse as far as dispute procedures are concerned. The Bill makes provision for a strike ballot which must be overseen by the Department of Manpower Utilisation — a move the union says will "inevitably lengthen and certainly complicate an already unacceptable procedure for the settlement of industrial disputes."

It argues that it does not object to dispute procedures but that they must emphasise speed and keep open acceptable channels of communication between the parties.

The union also objects to the prohibition on unions or members of the community from assisting striking workers. The paper points out that in many countries it is standard practice for workers to be paid from a special fund especially intended for this purpose.

Despite these criticisms, the union says it is prepared to accept certain controls in the Bill proposed for unregistered unions. "Our opposition to the state's involvement in our affairs does not stem from a desire to maintain secrecy about the affairs of our organisation. Our attitude reflects our belief that, in its internal relations, a voluntary organisation such as a trade union should be answerable to its mem-

bers only."  
From this standpoint the union says it is prepared to submit its constitution (and changes to it), the names of its officials and office bearers, information about its financial records and membership registers to the Registrar.  
"We, in fact, believe that the provision

contained in these sections should constitute the sole requirements of a registration process."  
The union says it does not object to registration, as long as it is voluntary and enshrines the principle that industrial relations primarily involves negotiation between workers and their employers and

their representative organisations. "So, in our opinion, all that is required of registration is the notification of the existence of these organisations."  
The union changed its name from the Western Province General Workers' Union to the General Workers' Union at its national congress

LABOUR LAW  
1/5/81  
Outside Objective

In a surprise move, an unregistered union — the Western Province General Workers' Union — has sent representations to the Department of Manpower Utilisation on the Industrial Conciliation Amendment Bill.

The union, which organised last year's Western Cape meat strike, reaffirmed its stand not to register at its national conference over the weekend. Thus, it will not join government's official bargaining system although it voted to submit criticism on government's latest labour legislation. "Conference noted the Industrial Conciliation Bill further indicated the state's contempt for trade union autonomy and accordingly endorsed the union's submission to the Department of Manpower Utilisation regarding the Bill," says a union press statement.

The union's submission strongly condemns the state's "pervasive involve-

# ATTN: GAINERS NOW! 3000 - 10P MINER

## MEAT STRIKERS STOP

C. Herald  
2/5/81

**HIS former boss didn't want to employ Africans any more 'because they like to go on strike,' a former meat striker told Cape Herald last week.**

Mr Leonard McCoy, 53, of Langsa feels he has been victimised

'I have walked all over the Peninsula trying to find work so that I can send money to my family in the Ciskei. But after all these months I am still unsuccessful'

Mr McCoy, who receives an unemployment grant from the Administration Board, is one of many ex-strikers who still find themselves jobless

Almost one year after the 800 workers from 17 meat firms went on strike for the recognition of democratically elected committees — and eight months after the strike was called off without this demand being met — more than 80 of the strikers are still out of work

### PROTEST

The workers just went on strike for one day on May 19 last year in protest at the refusal of the management of Table Bay Cold Storage and National Meat Suppliers to recognise 'democratically elected' workers' committees. They were locked out on their return to work the next day

With the support of the public, the Western Province General Workers' Union was able to give the strikers R15 a week strike pay

However, the union was unable to keep up the payments of R12 000 a week, and in September after the strike had been called off, the R159 765 the union had collected as an emergency fund for the strike had dried up

Since then, some of the strikers have been taken back by their old firms while some have found other work

But for those who have not been able to find work it is still a case of spending just the basics — when there is money to spend

'For these workers who have been unable to find work, it has been very hard. They are surviving on the bare minimum, and often their families go hungry for days,' the General Workers' Union says in a statement

The union says the high unemployment rate in Cape Town has made it even more difficult for the strikers to find work

Unsympathetic bosses often refuse to employ someone when they hear that he was a meat worker

It is unfair that the workers should be victimised in this way, for surely the demand of the workers was a legitimate one. In most Western countries workers have the right to form democratic workers' committees,' the union said

Mr John Nkwalasa, 59, of Gugulethu, receives no income

'My wife works as a domestic in Sea Point, but she is never sure of her work. I can buy only food when one of my brothers or sisters is kind enough to give me some money. My children starve, but what can one do?' he asked.

Mr Nkwalasa said his diet consisted mainly of rice, samp and bread

There is no money for meat or other luxuries. We even have difficulty in paying the rent and buying books for the children for school,' he said.

Mr Nkwalasa has four children two of them still at school

Mr Richard Tyala, 59, is another ex-meat worker who has to rely on the kindness of family members and friends to make a living

His diet is similar to that of most of the other workers — samp, and sometimes bread and rice. His asthmatic wife, Elizabeth, helps to supplement the income by making dresses

However she can only make dresses when people want them, so that does not help a lot. The only way we will be able to lead normal lives again is when I find work,' said Mr Tyala

The Western Province General Workers' Union has appealed to sympathy for the people in the community to help them find work for the jobless

Employees can phone the union at 67-0870 or contact them at 1st floor Benbow Building, Beyerley Street, Athlone

MR John Nkwalasa — all we eat is samp, bread and rice, and I can buy food only when one of my brothers or sisters is kind enough to give me some money.

LEFT: Help ment the far asthmatic M Tyala, shown Band, Richard normal lives a I find work,

# Union lays down provisos

By STEVEN FRIEDMAN  
Labour Reporter

FOR the first time, a key unregistered trade union has spelt out the conditions under which it would be prepared to accept Government registration

However, the union, the General Workers Union (formerly the Western Province General Workers Union) has reiterated its refusal to register if the Government's draft Industrial Conciliation Amendment Bill becomes law

The union says the Bill, seen by the Government as a major reform, is "provocative" and "an attack on the independence of the union movement"

These comments are contained in the union's submissions to the authorities on the Bill

The submissions confirm speculation that the Bill, which extends control to unregistered unions in an attempt to persuade them to register, will not persuade these unions to enter the Government's labour system

The GWU says all that should be required of registration is that representative worker and employer bodies notify the authorities of their existence

The union says it also has no objection to giving the authorities information "which we regard as public in any case" as part of registration criteria

The GWU says it is opposed to control of the union movement, firstly because "our members have never been party to the law-making process which sanctions the State's involvement in the affairs of their organisation"

It adds that "the extreme measures against the union resorted to by the authorities" also create suspicion among union members

Nevertheless it stresses that its opposition to State involvement does not stem from a "desire to maintain secrecy" about its affairs.

Among other clauses, it objects to

- Clamps on union political activity which it describes as a "further attempt to stifle free and open discussion of, and participation in, areas which are of intimate concern to the workers"
- Further clamps on strikes. The union calls for "simple disputes" procedures negotiated between the workers themselves and their employers.
- Bars on unions assisting members during an "illegal" strike which will "introduce an element of chaos and anarchy"

- A proposal that minorities unions be allowed to "hive off" and form new ones which, it says, is designed to "facilitate divisions among workers"
- The registrar's powers to recommend the closing down of a union,
- A clause barring unregistered unions from "stop order" facilities without Government permission, and
- A proposal that the Government could take steps against a union if it did not comply with its constitution

Angus 7/5/81  
**Dockers,**  
145  
**bosses**  
220  
**sign**  
181  
**pact No 3**

Labour Reporter

IN the third agreement of its kind in the Cape stevedores in Port Elizabeth this week negotiated an agreement with their employers which gives their elected committee full rights of representation and negotiation.

"The agreement is substantially similar to agreements concluded between employers and the Cape Town stevedores' committee last year and the East London stevedores' committee early this year," the General Workers' Union said in a statement.

"The situation in these three ports should help to persuade the State that its increasing intervention in the field of industrial relations is unnecessary and ill-fated."

#### UNREGISTERED

Officials of the unregistered General Workers' Union, to which most of the stevedores belong, took part in the negotiations between the Port Elizabeth Stevedoring Supply Company and the stevedores committee.

The union welcomed the latest agreement as "a further step in the establishment of a sound industrial relations structure in the stevedoring industry."

#### VOICELESS

"Industrial peace will not be attained if the State attempts to foist an industrial relations structure upon workers who are voiceless and accordingly play no part in the development of such a structure," the General Workers' Union said.

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145

# City union affirms democratic policy

Staff Reporter

THE General Workers' Union, one of Cape Town's strongest unions, committed itself at its first annual national conference last month to the principles of democratic worker control and leadership of the union

In a policy statement issued last week, the union said it was committed to these principles so that workers may represent and lead the union's members in the struggle for "our rights in our factories, our communities and our country"

Members would participate fully in the factories in making the union's decisions, the statement said. This would be done through democratically-elected workers' committees in every organized factory

Factory representatives would be directly responsible to the members in the factories at all times. Members in the factories must have the right to demand that their representatives explain their actions at any time

The workers must be directly responsible for the financial administration of their factory organization

They must have the right to

negotiate with the bosses on all matters which affect them in the factory

"We in the union believe that industrial peace can be maintained only if the bosses recognize the democratically-elected workers' committees as the representatives of the workers in the factory, and if the bosses show they are prepared to genuinely negotiate with the workers demanding the fruits of their labour and their rights in the factories," the statement said

In its dealings with the State, the union would work for the right of workers to participate fully in the democratic government of the country because the workers were the people who produced the country's wealth

"We will resist all attempts to take any control of our union out of the hands of the union's members," the statement said

The union would co-operate and work constructively with all organizations which were committed to the same basic democratic principles and aims

"In this way we commit ourselves to carry forward the interests of the workers and people of South Africa towards a democratic future"



# Stevedoring firm recognizes GWU

CT 7/5/81

145 327

164

Own Correspondent

JOHANNESBURG — A key unregistered union — the Cape-based General Workers' Union — has won a recognition agreement from stevedoring employers in a third major South

African port

The latest agreement was signed in Port Elizabeth on Monday between the Port Elizabeth Stevedoring Labour Supply Company and the union's Port Elizabeth Stevedores' Committee

Announcing this in a statement yesterday, the union said the agreement extended full negotiation rights to the committee and was substantially similar to agreements concluded in Cape Town last year and East London early this year

"The GWU now represents the workers in all three ports"

The GWU represented the "vast majority" of Port Elizabeth stevedores

The union said it welcomed the latest agreement as a further step in the establishment of a sound industrial-relations structure in the industry

CT. 7/5/81  
1649 (645)  
**Union challenges  
Conciliation Bill**

**Staff Reporter**

ONE OF Cape Town's strongest unregistered trade unions, the General Workers' Union, has opposed certain provisions of the proposed Industrial Conciliation Bill which it sees as "the most flagrant violation of internationally accepted principles of trade union autonomy"

In submissions to the Department of Manpower Utilization, endorsed at the first annual conference two weeks ago, the GWU spelt out its objections to the proposed legislation

The union was in principle opposed to the involvement of the state in the trade union movement. Such involvement was sanctioned by the Industrial Conciliation Act and would be further extended by the proposed bill

The bill would also extend controls over those unions which had chosen not to register

### **Prohibition**

Clauses in the bill would have the effect of prohibiting the union from affiliating to a political party or "political organization". Although the union was not affiliated to any such body, it would like to reserve its right to do so should members so wish

The union was opposed to being prohibited from participating in the affairs of the wider community in which the members reside as some of the clauses in the bill suggest

"The trade union is obliged to

assist and protect its members both in their work environment and in their interaction with the wider community," the submissions read

The proposal that the government could take steps against a union if it did not comply with its constitution was not acceptable to the union

"In a democratic organization it is for the members themselves to secure compliance with the constitution, if necessary using the courts to do so," the submissions read

### **Policing function**

There would be no need for a specific policing function of the Department of Manpower should registration require only informational guarantees and not the imposition and acceptance of state control, the submissions read

The GWU believed all that should be required of registration was the notification of the existence of these representative organizations

Although the union was not in principle opposed to registration, it felt that such registration should be voluntary

"Any further regulating or controlling function of the state through the process of registration is totally unacceptable," the submissions read

The union welcomed the amendment proposing the lifting of racial restrictions on registered unions as well the removal of discrimination based on sex

# Key trade union succeeds in bid for recognition

By RIAAN DE VILLIERS  
Labour Correspondent

A KEY unregistered union — the Cape-based General Workers' Union — has won a recognition agreement from stevedoring employers in a third major South African port.

The latest agreement was signed in Port Elizabeth on Monday between the Port Elizabeth Stevedoring Labour Supply Company and the union's Port Elizabeth Stevedores' Committee.

Announcing this in a statement yesterday, the union said the agreement extended full negotiation rights to the committee and was substantially similar to agreements concluded in Cape Town last year and East London early this year.

"The GWU now represents the workers in all three ports," the statement said.

Officials of the GWU, of whom the "vast majority" of Port Elizabeth stevedores were members, took part in the negotiations.

The union said it welcomed the latest agreement as a further step in the establishment of a sound industrial relations structure in the stevedoring industry.

It was further evidence of the union's belief that an industrial relations structure directly negotiated between the true representatives of workers and management was the only way of preserving harmony in the workplace.

"Industrial peace will not be facilitated if the State attempts to foist an industrial relations structure on workers who have played no part in the development of such a structure.

"The situation in these three ports should help to persuade the State that its increasing intervention in industrial relations is unnecessary and ill-fated," it said.

Stevedoring employers involved in the new agreement are Grindrod, Rennies and Sassco. Employer spokesmen could not be reached for comment.

The GWU, — formerly the Western Province General Workers' Union — has strongly opposed certain features of recent labour legislation. Recently, it reaffirmed its refusal to register in terms of the Government's new labour dispensation unless labour law was substantially amended.

FM 3/7/81

LABOUR MATTERS 241 181

### Cape crackdown

The political temperature in black communities in the eastern Cape is on the rise again as the authorities crack down severely on the leadership of emerging black unions and tensions grow between these bodies and established unions

The inter-linked Motor Assembly and Components Workers Union of SA (Macwusa) and the Port Elizabeth General Workers Union (GWU) have called for a boycott of certain white shops in Port Elizabeth in protest against the detention of Macwusa chairman, Dumile Makhanda, and four other union members. The unions have told their supporters that they can still shop in the white area of Port Elizabeth for items like furniture and clothing, which are not available in the black townships. However, they should buy all their groceries from black traders, who have already been asked to double their stocks.

The boycott is similar to one called in 1979 by the Port Elizabeth Black Civic

45

Meanwhile, the entire East London leadership of the SA Allied Workers' Union is in detention, while about a month ago nearly 60 Saawu members were being held in Ciskeian jails. All these union members have now been charged or released.

The wisdom of the crackdown is questioned by some managements who argue that worker militancy can be contained by dealing with unions, not by seeking to crush them. However, Manpower Minister Fanie Botha recently said he did not know of any people who had been detained simply because they were trade union leaders. But because the Saawu and Macwusa unionists have refused to operate inside the government's labour system, there is the strong belief in eastern Cape black communities that they have indeed been held because of their union activities.

Saawu president Sam Kikine recently announced a programme of action which is likely to heighten the conflict between the union and the SA and Ciskei governments, which are determined to prevent unionists from becoming involved in "political" activities (*Current Affairs*, June 19). This includes plans for a procession of workers and their families to march on SA and Ciskei jails to demand the release of union members, and the mobilisation of all students, regardless of race, into "young workers' unions."

Organisation (Pebco) That boycott failed, however, and some observers believe the Macwusa/GWU boycott could also fail. Although Macwusa does have considerable support from within the black community, observers believe it does not have an organisation strong enough to make the boycott work, especially with five of its top officials behind bars. They do, however, fear that the boycott could harm race and labour relations in the region.

The detention of the unionists came soon after Macwusa members initiated a sympathy strike at three Port Elizabeth motor industry companies, although police have denied that their detention has anything to do with the strike.

At the same time, there are signs of deteriorating relations between Macwusa and the National Union of Motor Assembly and Rubber Workers of SA (Numarwosa), a member of the Federation of South African Trade Unions (Fosatu). Macwusa came into being in the wake of the 1979 Ford strike, when large numbers of black workers became disenchanted with Numarwosa, and it has since tried to portray Numarwosa as a union which works hand in glove with managements.

Numarwosa strenuously denies this charge. In a pamphlet released recently,



Saawu's Kikine . . . a programme for action

it points to benefits it has achieved for workers and accuses Macwusa of being a racist body which "deserves a medal for

success in furthering the policy of late development." The pamphlet accuses Macwusa of being hostile to coloured workers and says it is strange that "the only areas where Macwusa is attempting to recruit members are at factories organised by Fosatu unions."

Macwusa organising secretary Government Zini denies that his union is a racist organisation and tells the FM that it has embarked on a programme to recruit coloured workers. He defends Macwusa's willingness to become involved in "political" issues, something which Numarwosa shuns. He says coloured and white trade unionists have political parties and bodies such as the President's Council through which they can voice their political aspirations. "We, as Africans, find it very difficult to disassociate ourselves from the political situation. This is why we in Macwusa cannot separate the needs of the black worker from those of the community, because that worker is initially a member of that community."

Some managements in the region fear that a conflict between the unions may have serious repercussions on factory floors. "It could become very nasty indeed," says the industrial relations manager of one company.

STEVEDORES  
FN 8/5/81  
Port Parity



An agreement signed between the PE Stevedores' Association (the employers) and the stevedores committee representing workers in the harbour has been hailed by both parties as a breakthrough for union/employer negotiations outside the official bargaining system.

In a statement, the General Workers Union (GWU) — to which the vast majority of Port Elizabeth stevedores belong — welcomes the agreement as further evidence of the union's belief that an industrial relations structure directly negotiated between true representatives of the workers and management, is the only way of ensuring harmony in the workplace.

The union has persistently refused to register despite the Department of Manpower Utilisation's attempts to entice unions into its official bargaining structure.

The Port Elizabeth agreement was signed one year after the GWU concluded its first agreement with the company in Cape Town and six months after it signed a similar accord in East London. "The agreement extends to the committee full rights to negotiate and represent, and is substantially identical to agreements concluded with the Cape Town stevedores' committee and East London stevedores' committee where the union also represents the stevedores," says the press statement.

An industrial relations spokesman for the national SA Stevedores Employers Association says the company entered into the agreement with the union because it believes representativeness rather than registration is the key issue. "The company believes that, where black workers are concerned, shop floor bargaining is more effective than bargaining which is removed from the workplace, such as through the industrial councils.

The association, which is made up of Remies, Grindrod and Sasco, says it entered the agreement in the belief that workers should meaningfully participate in deciding what their own conditions of employment are.

The agreement is one of the few signed between companies and unregistered un-

ions in SA and reflects the new trend among employers — as outlined by the Federated Chamber of Industries and Barlow Rand guidelines — that a strong union presence on the factory floor is vital for industrial peace.

The union goes on to argue that "industrial peace will not be attained if the State attempts to foist an industrial relations structure on workers who are voiceless and therefore played no part in the development of such a structure.

It says that "the situation in the three ports should help persuade the State that its increasing intervention in industrial relations is unnecessary and ill-fated."

STORY 8/7/81  
 145 (452) (187)  
**Strike at Cape  
 concrete factory**

**Labour Reporter**

The entire work force at a Cape Town concrete factory downed tools today because one of their colleagues was dismissed.

About 70 employees at H Blackman and Co claimed their colleague had been dismissed arbitrarily.

The precast concrete firm has been the scene of several work stoppages due to dismissals and disputes about overtime payments.

The workers, members of the Western Province General Workers Union

(WPGWU), have demanded the reinstatement of their colleague as a condition of returning to work.

The general secretary of the union, Mr Dave Lewis, said the firm's manager, Mr Blackman, was unwilling to discuss the dispute with the WPGWU and had refused to speak to the workers' committee.

An inspector from the Department of Manpower Utilisation was called in but workers refused to talk to him.

Mr Blackman was unavailable for comment.

UM

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Surveyors' Prize

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The Committee of the Western

P C Key

For the best all-round student in any year of study.

Bell-John Prize

(Continued)

QUANTITY  
 SURVEYING

Augus 9/7/81 (142) (143) (145)

# 65 workers reject management offer

SIXTY-FIVE workers of the H Blackman precast factory in Wetton, who walked out yesterday over the dismissal of a fellow worker, rejected an offer by management today to settle the dispute.

A spokesman for the General Workers' Union said management offered to take back all the workers except the dismissed

worker who will be given three weeks' severance pay.

'The workers rejected this and saw management's offer as an admission it was wrong in the first place

'The workers are demanding the reinstatement of the worker or full payment for the remaining four months of his contract,' the spokesman said

A spokesman for the General Workers' Union said the men, mostly contract workers had not reported to the factory today. Their elected committee would seek a meeting with management again later in an attempt to resolve the problem.

The union yesterday delivered a letter to the firm calling on it to nego-

tiate with the committee and to establish grievance procedures.

'The workers are willing to go back to work if the issue is resolved,' the spokesman said.

They claimed no reason had been given for the dismissal of the worker.

The managing director of the firm, Mr H Blackman, was not available for comment.

# Workers in PE strike are all fired

By BILL GARDINER  
and SANDRA SMITH

THE entire black work force at SA Cape Fellmongers in Port Elizabeth was dismissed today after a walkout yesterday by meat workers in the latest strike to hit the Eastern Cape.

About 150 meat workers walked out in solidarity with five colleagues who were dismissed by the firm's management.

According to a spokesman for the workers' committee — affiliated to the Cape Town based General Workers' Union — workers were told this morning by the manager, Mr J J Hurter, that all who had walked out in the solidarity action had been dismissed.

They were told they could return this afternoon to collect their severance pay.

In an interview, a spokesman for the workers' committee said workers were told the firm would start to recruit a new work force from tomorrow. Not all workers would be re-employed, however.

The manager, Mr J J Hurter, said today that the five workers had been fired for refusing to take instructions from their supervisors.

"We told workers this morning we would re-employ most of them but we certainly cannot re-employ all of them, particularly the five who were dismissed yesterday and others who are not suitable for the job."

A meeting of dismissed workers had been called for later today.

Meanwhile, in a key development in the three-week old strike at the Dorbyl motor component firm in Uitenhage, the joint executive of factory committees belonging to the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers' of South Africa have organised community support for the dismissed workers.



CT 9/7/81  
EPB  
145

# Workers seek talks over sacking

Staff Reporter

A WORKERS' committee at a Wetton precast-concrete factory, where 65 workers walked out yesterday in protest against the sacking of a fellow worker, will try to negotiate with the factory manager today over the dismissal.

The factory manager, Mr H E Blackman, said last night that he did not know if he would meet the delegation "I do not want to make any comment on the matter at this stage"

A representative of the Western Province General Workers' Union (WPGWU), to which the workers belong, last night said the manager had fired a worker for making an error in the cement-mixing process

The workers are refusing to work unless management agree to negotiate with the committee on dismissals

The general secretary of the WPGWU, Mr Dave Lewis, and two other union officials went to see Mr Blackman yesterday but were told to leave the premises or they would be forcibly removed, said the WPGWU representative

An inspector from the Department of Manpower Utilization was called in, but workers refused to meet him saying the department was sympathetic to the factory management

There was no production at the factory yesterday, the representative said

# Talks held after dismissal of 150 factory workers

Ev Post 10/7/81

145 152 156

By BILL GARDINER

THERE was a meeting today between management and workers at the strike-hit factory, SA Cape Fellmongers (Pty) Ltd, where 150 workers were fired yesterday after a walkout

The 150 men, the firm's entire black workforce, were dismissed after a walkout on Wednesday in a demonstration of solidarity with five colleagues who were dismissed for refusing to take orders from their supervisors

At a meeting yesterday the dismissed meat workers decided to stay out until a settlement was reached between management and the workers' committee

According to the manager, Mr J Hurter, production had not been stopped completely. A few people had been recruited to get production past the critical stage

The dismissed workers have been told to collect their severance pay and that they

could be screened for re-employment. They are members of the Cape Town-based General Workers Union (GWU)

In a statement today, a union spokesman welcomed the fact that the worker representatives had begun negotiations with the firm. He said one of the most serious grievances of workers concerned the behaviour of supervisors

"In a situation as volatile as that in Port Elizabeth, management need to look into the way orders are transmitted by supervisors to workers," he said

"At the heart of the matter, however, is the inadequate channels of communication between the workers' committee at the factory and management

"We are pleased that discussions have taken place and hope reason will prevail on both sides to resolve the dispute, and that permanent channels of communication will be opened"

UR  
10/7/81  
145  
Entire staff dismissed after walkout

Own Correspondent  
PORT ELIZABETH.— The entire black work force at SA Cape Fellmongers in Port Elizabeth was dismissed yesterday after a walkout by meat workers in the latest strike to hit the Eastern Cape.

About 150 meat workers walked out in solidarity with five colleagues who were dismissed by the firm management

According to a spokesman for the workers' committee the labour force was told yesterday by the manager, Mr J Hurter, that all who had walked out in a solidarity action had been dismissed

They were told they could return this afternoon to collect their severance pay

About 80 workers gathered in small groups outside the factory gate in Burman Road yesterday. There was no sign of police

Mr Hurter could not be reached for comment, but a spokesman for the firm said he would be available later.

In an interview a spokesman for the workers' committee said workers were told the firm would start to recruit a new work force from tomorrow. Not all workers would be re-employed

MEETING

A meeting of those dismissed was called

At the Dorbyl motor component firm at Uitenhage, factory committees belonging to the National Union of Motor Assembly and Rubber Workers have organised support for dismissed workers

Pay talks on minimum wages have failed to settle the dispute but union officials indicated that management was considering new proposals to end the deadline

D H P At a meeting in Kwano-buhle, this week, a 15-man community support committee was elected to organise projects and financial support for the 1,000 dismissed workers.

S A Re The local secretary of the Federation of South African Trade Unions, Mr Edwin Maepe, said the move was the first time that FOSATU had organised community support during a strike in the Eastern Cape.

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# PE firm may take back 150 workers out on strike

W. Post 11/7/81  
145  
186

**Weekend Post Reporters**  
THE management of SA Cape Fellmongers in Port Elizabeth, where 150 workers downed tools after the dismissal of five colleagues this week, would consider re-employing all the striking workers as well as the five originally dismissed, the manager, Mr J J Hurter, said yesterday

The entire black workforce at SA Cape Fellmongers was dismissed when it walked out on Wednesday in sympathy with five colleagues who were sacked for "refusing to take instructions from their supervisors"

Mr Hurter said that all the dismissed workers would be considered for employment and would be taken back at the same rates of pay as before, including the increase which came into operation recently

However, Mr Hurter rejected unconditional employment (immediate re-instatement) of all strikers as demanded by the workers

He said that SA Cape Fellmongers had employed a temporary workforce of 100 yesterday and that it would be employed on a permanent basis if the dismissed workers did not return on Monday

A spokesman for the General Workers' Union (GWU) said today that Mr Hurter refused to speak to union repre-

sentatives because the union was not registered.

The union was happy to see SA Cape Fellmongers' management negotiate with the elected workers' committee instead

The spokesman said that when members of the workers' committee went to see Mr Hurter yesterday with the intention of settling the dispute, they found the gates of the premises locked

A watchman was sent to call Mr Hurter, who spoke to the committee through the gate railings. Mr Hurter repeated his previous statement that the workers should return for their severance pay and should reapply for their jobs

The workers refused to collect their severance pay as they said this would be an acceptance of their dismissal

The spokesman said that the GWU appealed to unemployed workers not to accept the jobs of striking workers because by doing so they "would be defeating their solidarity"

The spokesman also said the workers felt Mr Hurter was not examining the situation from the workers' as well as the supervisors' positions

"The reports of the workers' committee don't seem to hold much weight with Mr Hurter and he seems to discount the workers' grievances about the supervisors," the spokesman said

# New workers in E. Post 13/7/81 ~~186~~ 145 strikers' jobs ~~186~~

By BILL GARDINER

TEMPORARY staff at the strike-hit skin processing factory, S A Cape Feilmongers (Pty) Ltd, in Port Elizabeth were today employed as fulltime workers, the manager, Mr J Hurter, said

About 180 meat workers were dismissed last week after they walked out in protest over the firm's dismissal of five colleagues who had refused to take orders from their supervisors

The strikers decided to stay out until all were unconditionally reinstated

About 100 temporary workers were taken on last week to enable production which involves perishable products to get past the critical stage

In an interview today, Mr Hurter said about 80 workers were employed today on a permanent basis. Production would be maintained "at a small scale" until the new work force had been allocated various positions and trained

Management has stated that all dismissed workers, including the five whose dismissal led to the strike, would be considered for re-employment though the firm could not undertake to re-instate them unconditionally. The decision to hire 80 workers on a permanent basis meant there would be fewer vacancies

According to a spokesman for the dismissed workers, workers were dissatisfied with the attitude of supervisors to staff. The Cape Town-based General Workers Union, which represents the workers, has warned that in a situation as volatile as in Port Elizabeth, management needed to look into the way orders were transmitted to staff

Asked about the attitude of supervisors to workers, Mr Hurter said he had received no complaints. He attributed the strike to the general state of unrest in the Eastern Cape, which he believed had caused growing tension in the plant

14/7/81  
Firm's

no to strikers

Own Correspondent

PORT ELIZABETH — The 150 striking workers at SA Cape Fellmongers in Port Elizabeth decided at a meeting yesterday that they would return to work this morning only if they were reinstated unconditionally by the company

However, this proposal has been rejected by the company

An organiser for the General Workers' Union, to which the Fellmongers Workers' Committee is affiliated said the committee conveyed the workers proposal to management yesterday morning

Management reiterated its stand that the workers would be taken on as new employees

The manager of Fellmongers Mr J Hurter, said about 80 people who were taken on last week as temporary employees were hired yesterday as full-time workers

'I explained to the people who came to see me that while they were waiting, the number of remaining jobs was dwindling very rapidly,' he said

In a statement issued yesterday the GWU said management had stated it believed the

dispute was generated in part by the volatile labour situation in Port Elizabeth

However, its refusal to reinstate the workers would only heighten the tension and hostility in the city

Meanwhile, the situation at Dorbyl Automotive Products at Uitenhage, where 1 000 workers are on strike over a R2-an-hour minimum wage demand, remained unchanged yesterday

No firm decision had been taken on the possibility of a boycott of Dorbyl products at Ford and Volkswagen

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For the best student in the  
subject of Building Construction.  
S A Brick Association Prizes

I : N D G Sessions  
II : A R Low Keen  
III : No award  
For the best student in each of  
the courses of Building Economics I,  
II and III in the third, fourth &  
fifth years respectively.

P R Swift  
For the student obtaining  
the highest marks in  
Professional Practice.  
Surveyors' Prize  
Cape Chapter of Quantity  
The Committee of the Western

P C Key  
For the best all-round student  
in any year of study.  
Bell-John Prize

QUANTITY  
SURVEYING  
(Continued)

# Call to PE plant to reinstate all striking workers

E. Post 14/7/81  
145 ~~152~~ ~~156~~

Post Reporter

THE Cape Town-based General Workers' Union, which represents dismissed workers at the strike-hit skin processing factory, SA Cape Fellmongers, in Port Elizabeth, today appealed to management to adopt a reconciliatory approach to the dispute.

The union said the firm had an ideal opportunity to exhibit its commitment to industrial peace by agreeing to the unconditional reinstatement of all workers.

About 160 workers were dismissed last week after they walked out in protest at the dismissal of five colleagues. Although management has agreed to screen all workers for re-employment, it has refused to reinstate the entire work force.

The firm has meanwhile taken on about 80 new workers and is maintaining production on a small scale.

Last week's walk out was sparked by the firm's dismissal of five workers after they refused to take instructions from supervisors. But the manager, Mr J Hurter, has said the strike came at a time of increased tension in the plant which he attributed to the volatile labour situation in the city.

In a statement today, the General Workers' Union has called for a more sensitive approach by management to grievances by workers, particularly over the approach of supervisors.

"Management has stated publicly that they believe that the situation is due in part to the volatile labour situation. However, the upshot of management's refusal to reinstate the workers is a further heightening of tensions and a hardening of already hostile attitudes.

"Industrial peace will be restored only by sensitive and reconciliatory attitudes on the part of companies genuinely concerned with harmonious industrial relations.

"Management at SA Cape Fellmongers are ideally placed to exhibit their commitment to further industrial peace by agreeing to the unconditional reinstatement of all workers."

# Strike ends after worker reinstated

C. Herald 18/7/81

152 145 118

THE strike at H Blackman and Company in Wetton has ended with management agreeing to the demands of the workers.

Agreement was reached on Friday afternoon between representatives of the 65 strikers and management.

The workers had downed tools after a fellow-worker had been dismissed. Their call for his immediate reinstatement, was agreed to.

The man in the middle, Mr Witness Mlandu, 41, was back at work with his colleagues on Monday morning.

The strikers had ignored an ultimatum to return to work by Friday morning or to face dismissal.

A spokesman for the General Workers' Union — to which the workers belong — hailed the settlement as a 'tremendous victory'.

The spokesman warned, however, that a similar situation could arise again at the company. (This had been the fifth strike of its kind at H Blackman this year.)

The only way to prevent a recurrence was to establish a negotiating procedure between management and employees.

MR Witness Mlandu, the man in the middle at H Blackman and Company. His fellow workers went on strike in demand of his reinstatement and on Friday they succeeded.

This procedure should be contained in an overall agreement and would ensure adequate consultation between the two parties, the spokesman said.

The managing director of the company, Mr H Blackman could not be reached for comment.



# SAR denies threats to 5 union members

DD 22/7/81  
329  
145  
367

**EAST LONDON —** Allegations that five members of the General Workers Union (GWU) were taken for questioning by the Railway Police and threatened with dismissal if they did not stop organising workers at the docks were yesterday denied by Mr A Jonker, railway systems manager in the Eastern Cape.

Mr Jonker said the men had been routinely questioned by the Railway Police but that no threats had been made.

Mr David Thandani, branch secretary of the GWU, said the action followed a letter to the port manager on July 8, stating that the GWU had the vast majority of support among SAR and H workers at the docks and calling on the management to recognise the workers' committee.

The five men who were questioned by the Railway Police were all workers committee members. They are Mr Mntuyedwa Zweni, Mr Peter Mbunge, Mr Mlungwana Mbese, Mr Jeffrey Phike and Mr William Ntintili.

The men said they had been called aside individually, had their lockers searched and were questioned about their membership of the GWU. They said they were asked why they wanted to join an "outside" union when there was a union for railway workers already operating.

One of the men said he was told the GWU was a "rotten apple" and he would end up on Robben

Island if he continued to canvass support for it.

All five men said they were threatened with dismissal or detention if they continued to support the GWU.

Mr Thandani commented that police action was an unnecessary element in employer-employee relations and would never be able to solve problems.

"This action was clearly done in response to our letter. However, instead of acting positively in this matter, the harbour authorities have seen fit to send police in to harass workers.

"I hope this attitude does not continue as we are still waiting to hear when the port manager is prepared to meet us for recognition talks."

In his reply Mr Jonker said "I do not accept that the Railway Police questioned these workers as a result of the letter addressed to the port manager by the GWU."

"The port manager has today replied to the letter.

"It is against railway requirements for staff members to attend to private business or engage in canvassing and recruiting during office work hours. It is for this reason that routine questioning of the workers was carried out."

"It is expected that staff dedicate themselves entirely to their office duties during working hours."

"No threats were directed at the workers during the routine questioning" — DDR

# Union members seen as victims of state

DD 6/8/71  
145 105

EAST LONDON — The state had recently intensified its actions against the black trade union movement with the detention of trade union officials and members, the General Workers' Union and the Food and Canning Workers' Union said in a joint statement

Among the 10 trade unionists in detention, most of whom were active in East London and Port Elizabeth, was Mr Thozamile Gqweta, president of the South African Allied Workers' Union (Saawu)

"A primary cause of the

state's antagonism toward Gqweta is his outspoken opposition to the forthcoming 'independence' of the Ciskei," the unions said

Saawu, because most of its members lived in Mdantsane, was the major organisation operating in the Ciskei which remained independent of the Ciskei authorities

"As such the union has encountered massive opposition from the Ciskeian rulers who are increasingly threatened by the substantial popular opposition to their decision to opt for independence a la Pretoria"

Referring to Mr Gqweta's frequent detentions, the statement said East London had witnessed a "phenomenal" rise in trade union organisation, much of it around Saawu, which was not a "tame compliant union"

"The union, with Mr Gqweta as its major spokesman, has fought for independent democratic trade unions and to this end, it has refused to seek registration under the unacceptable conditions offered by the South African authorities, moreover Saawu has steadfastly refused to isolate itself

from the wider community"

In doing so Saawu had shared in the causes and objectives of the African Food and Canning Union and the General Workers' Union

The statement said the state's response to the popularity of the unions had been twofold the Minister of Manpower Utilisation allegedly requested East London employers to refuse to deal with the unions, and the state had repeatedly detained local union leaders, particularly Mr Gqweta — DDR

# Call to change new labour bills

Staff Reporter

THE Cape based General Workers Union has called on the Department of Manpower to make key changes to two recently published labour bills dealing with service conditions and industrial health.

The recommended changes to the Conditions of Employment and the Machinery and Occupational Safety Bills were contained in a GWU submission to the department released in Cape Town yesterday.

Both bills were published in the Government Gazette of July 30.

The GWU submission said the Conditions of Employment Bill should "have as its object the guarantee of minimal acceptable conditions of employment of all workers."

The exclusion of certain categories of workers from the provisions of the bill was unacceptable.

Other key changes recommended by the GWU are that

• Overtime shifts should be voluntary and not com-

pulsory at the employers bidding but if the compulsory element is retained employers must give workers 24 hours' notice of impending extra shifts not to exceed 10 hours a week.

• Where workers claim money from a company after being underpaid for a period of time that money should all go to the worker without portions being deducted for the State Revenue Fund.

• "Factory floor working conditions" should be the subject of negotiation between employers and workers alone and the State should have no role in these negotiations.

The GWU thus rejected legislated exemptions to the provisions of the act and said all exemptions should be "subject to appeal to the Industrial Court."

• Provision should be made for workers to be told about any special exemptions from conditions contained in the bill.

The union said "The bill exists in order to guarantee some basic rights to the

workers in a work situation always potentially open to exploitation by employers. The real protection of the worker lies not in the mere existence of the law but in his knowledge of the law.

The GWU welcomed the general provisions of the Machinery and Occupational Safety Bill and said it correctly recognizes that the causes of dangerous working conditions lie with the employers and not with the workers."

## 'Disturbing'

However criticism was levelled because employer responsibility for safety was not "stated explicitly enough" in the bill and it was "particularly disturbing" that safety contraventions by employees had not been made an offence.

The submission called for formal procedures to be laid down so workers could request a Departmental inquiry if they believed there was any danger to their health or safety.

There should also be no exemptions to the list of dangerous substances handled by workers as once a process or substance is found to be dangerous "it must of necessity always be so."

Thus "any exemption would amount to a cynical disregard for the health and safety of the workers and cannot be condoned."

Factory floor safety representatives should be elected and not appointed and there should be a statutory provision that these representatives be consulted on health and safety affairs, the union said.

# Shipping labourers

to get  
~~333~~ 145  
more pay

Post Reporter

NEARLY 300 Port Elizabeth stevedores' labourers will benefit by daily wage rate increases of 16%, Sunday pay of 29% and leave pay of 46% this month after the PE Stevedores' Committee concluded an interim wage agreement this week.

A statement released by the General Workers' Union said that in terms of the wage agreement concluded with the PE Stevedoring Company — which comprises the managements of Sassco and Rennies-Grindrod-Cotts — the daily wages have been increased from R9,95 to R11,50.

Weekly wages have been increased from R25 to R36,50, Sunday pay from R16,53 to R21,35, and leave pay from R50 to R73.

The agreement, back-dated to August 1, would be effective till December 31. Negotiations for the 1982 wage rates are to begin in October.

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# Detention danger

The mass detention by the Ciskei police at the weekend of 205 workers near Mdantsane township has been condemned by trade union leaders.

Sharp condemnation has come from the three unions involved — the South African Allied Workers Union (SAAWU) the African Food and Canning Workers Union (AFCWU) and the General Workers Union (GWU)

They are being held under the Homelands Proclamation R252 which provides for three months detention without trial.

The arrests occurred as three buses carrying workers returned from a joint union meeting at a cinema in Braelyn.

Brigadier Sebe said they were arrested, as they alighted from the buses, for "singing freedom songs denouncing the present system of government and waving black power salutes." He said the detainees would be charged within three weeks.

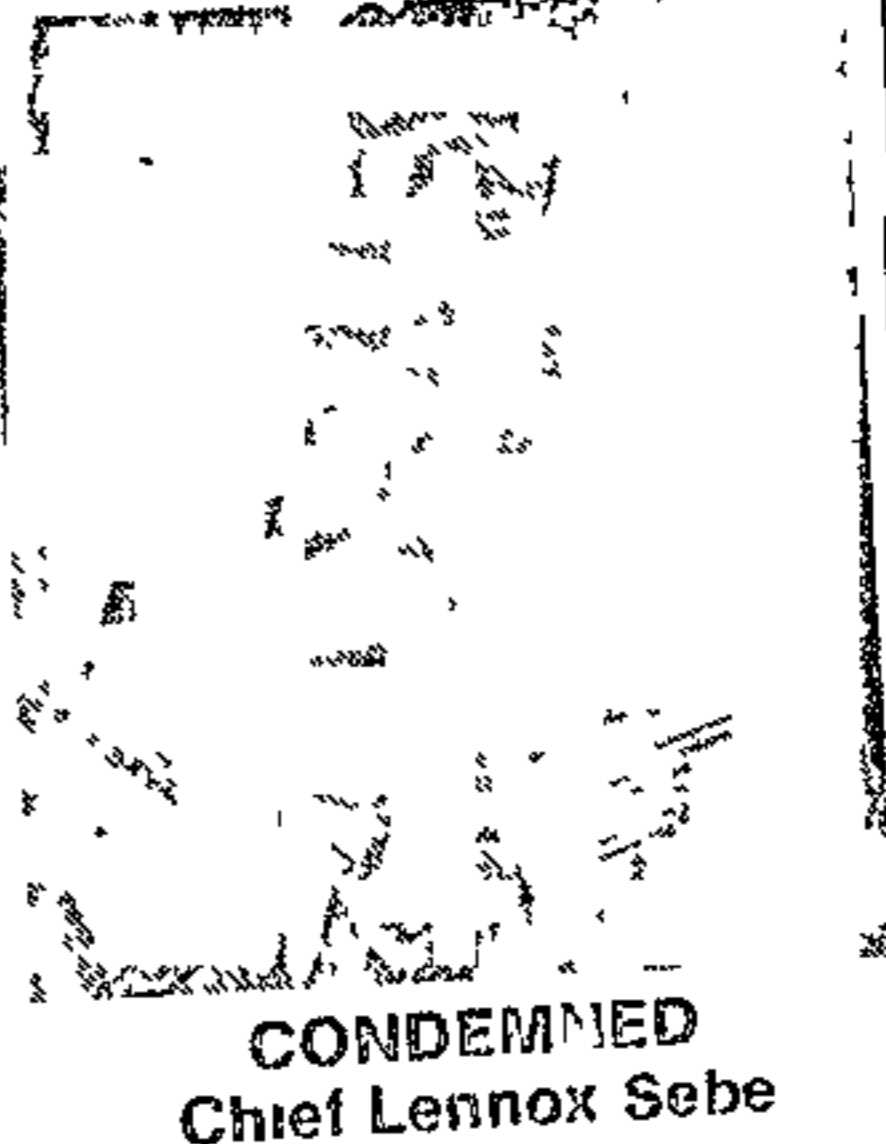
One worker, who claimed to have witnessed the event, said as the workers were getting off, they were ordered by armed Ciskeian police to board again and the bus was driven to the Mdantsane police station where the people inside were ordered to disembark. He said that another two buses were stopped en route and also directed to the police station.

Mr Thomazile Gqweta the national president of Saawu said the workers of East London were sick and tired of being harassed and intimidated by the Ciskei police and the time had come when they would no longer tolerate such actions.

Mr Ian Theron the general secretary of the AFCWU

led on all employers of East London to 'distance themselves from this brute intimidation'

Among those detained are Mr Lulamile Matti and Miss Nomvuse Tshetu, who work for SAAWU Mr Melvin Mapunye the treasurer of Saawu and a worker at Johnson and Johnson Mr David Ibandani, the branch secretary of the GWU and Mr Bangumzi Sifingo the secretary of the Chloride Workers Committee



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# Unionists Pledge

# Anti-Ciskei Campaign

10/9/81

42 -  
10/9/81  
145

g the requirements of FASB 34.

PROVE YOU ARE FREE TRADE UNION  
BRIG SEBE BELLS SAAMU

JOHANNESBURG — The row surrounding the detention of 205 unionists by Ciskei created yesterday as independent unions announced they were to launch a public campaign against Ciskei recapture.

But speaking from Zwide, the head of the Ciskei Central Intelligence Service, Brigadier Charles Sebe, denounced the South African Allied Workers' Union (Saawu) and said it was a front for certain organisations.

In another move, Australian trade unions have voted to ban the handling of goods to and from South Africa for one week, starting on Monday.

Other developments yesterday as reaction against the East London detention on Sunday night of the 205 unionists from three unregistered unions grew more.

The general secretary of Saawu, Mr Samuel Kikine, said the union was going ahead with legal action on behalf of the detainees.

A joint union statement drew the Minister of Manpower, Mr Fanie Botha, into the controversy, blaming the South African Government for the arrests and calling on him to order the Ciskeian authorities to release the detainees.

The Federation of South African Trade Unions (Fosatu) said its unions would ask employers who employed Ciskeian workers to demand the unionists' release.

An Australian group has taken the handling of goods to and from South Africa for one week, starting on Monday.

FASB LONDON — The head of the Ciskei Central Intelligence Service, Brigadier Charles Sebe, last night challenged the South African Allied Workers' Union (Saawu) to prove to the world they had the optimum requirements to conform with the norms and standards of trade unions.

He also accused Saawu of being a front for certain organisations which he did not specify.

"To sing freedom songs about Mandela being their leader and also calling upon the police to be kind to the workers, whom they are supposed to lock after."

What training has the anti-Ciskei Brigades received? The anti-Ciskei Brigades are now being trained in the ACTU and that a ban on the handling of goods to and from South Africa for one week, starting on Monday, would last a week. Nievan Adelaide that the ban may be extended.

Local sources pointed out that the deacons' union was one of the most powerful in the ACTU and that a ban on the handling of goods to and from South Africa for one week, starting on Monday, would last a week. Nievan Adelaide that the ban may be extended.

"Saawu must prove they have the money to maintain those people who have been sacked from their employment as a result of strikes," Brigadier Sebe said.

He said that was the work of a trade union.

"They have collected money from the workers and the information I have is that they scurry around the country for money from certain organisations I am not prepared to mention."

"Mr Gqweta used to fly to Cape Town but now he visits it in a bus which they are supposed to lock after."

Brigadier Sebe said Saawu must register like other unions in the ACTU.

Whatsoever now forced us as unions to campaign actively against separate development and in particular the fraud of Ciskei independence."

The statement was signed by Saawu, Fosatu, the General Workers' Union, and two Cape food unions.

The statement rejected the "pious attitude of the South African Government that the fiasco of the anti-Ciskei Brigades is a necessary and legitimate response to the requirements of FASB 34."

they had the optimum requirements to conform with the norms and standards of trade unions.

"They can bluff other people, but they cannot do so with the CCIS and the South African security services."

He said the people who had been detained by the Ciskeian police would appear in court within the next two or three weeks.

"I am sorry for the industrialists, who might have some people detained and their factories in so far as production is concerned."

"However it is equally important that the stability of the country be maintained so that the industrialists should be able to do their work."

Brigadier Sebe said the anti-Ciskei Brigades are now being trained in the ACTU and that a ban on the handling of goods to and from South Africa for one week, starting on Monday, would last a week. Nievan Adelaide that the ban may be extended.

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The statement rejected the "pious attitude of the South African Government that the fiasco of the anti-Ciskei Brigades is a necessary and legitimate response to the requirements of FASB 34."

after an inter-union "solidarity meeting" in Cape Town on Tuesday night, the unions said they would convene a public meeting in Cape Town later this month to start an "active campaign aimed at exposing our members and the general public to what "freedom" in Ciskei really means".

It added, "As unions we have always rejected the policy of separate development. The detention of ordinary union members on no grounds

campaign" against the East London unions.

In a separate statement yesterday Fosatu condemned the detentions as "a grotesque example of what a timid state with no resource other than its labour can do when trying to control that labour to the tune of its bosses".

Fosatu and other unions would present demands for the unionists' immediate release "to employers who have benefited from the migrant labour system". — DDC

# Unions discuss detention of 205 Ciskei members

THE Ciskei government's swoop on 205 members of three trade unions active in East London may be challenged in court, according to unions who were to have met in Cape Town last night

In another development, unions in Cape Town were to meet last night to discuss action in the light of the detentions, which have caused widespread shock among unions and some employers

The meeting follows a decision by independent unions last month to hold inter-union "solidarity meetings" on important issues and will be the first such inter-union meeting held

And the president of the SA Allied Workers Union, Mr Thozamile Gqweta, has warned that the detentions may further inflame passions in the East London area

"Workers are already extremely angry with the Ciskeian government and we have been urging them to adopt a low-profile approach. This sort of action will only make them more angry," he said.

By late yesterday, none of the 205 workers had been released

Saawu's general secretary, Mr Samuel Kikine, said yesterday that the union would be meeting its lawyers in Johannesburg today to decide whether there were grounds for a legal action on behalf of the detained unionists

By STEVEN FRIEDMAN

He said it was not yet clear whether Ciskei, as a homeland which was not yet independent, was entitled to exercise detention powers.

If it was decided to take action, the three unions involved — Saawu, the General Workers Union and the African Food and Canning Workers Union — would support a legal action jointly, he added

The source pointed out that independent unions had decided at their recent summit meeting in Cape Town to convene "solidarity" committees to take joint union actions in cases where unions were "under attack"

According to union sources, the decision taken at the summit meeting to seek an urgent meeting with the Chief Minister of Ciskei, Chief Lennox Sebe, to discuss detentions of unionists by the Ciskei authorities, would still go ahead

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Data: Lee J. Seidler - Bear, Stearns & Co.  
(based on 1978 data)

A different survey carried out in the U.S.A. found that if companies had to expense their previously capitalised interest, the result would range from a decrease in EPS of 296,83%, to a minimum decrease of less than 1%.<sup>51</sup> Obviously,



# Ciskei SP chief says detainees to be charged

SA. 15/9/81 (145) 329

About 200 East London trade union members currently detained in the Ciskei are to appear in court tomorrow, the Ciskeian Security Police chief, Major-General Charles Sebe has told The Star

If the men are charged the Supreme Court action by the SA Allied Workers Union challenging the detentions, is likely to fall away "In all likelihood, only costs will be argued," a lawyer commented

The action was yesterday postponed to next Friday by Mr Justice Howie in the Eastern Cape Division of the Supreme Court

Saawu has alleged that, in detaining 205 unionists on September 6, the Ciskeian authorities failed to observe proper procedures. The detentions — in terms of the Ciskei's Proclamation

R252 — are therefore "null, void and without effect," it was contended

In an interview yesterday, Major-General Sebe said "about 200" members of Saawu, the African Food and Canning Workers' Union and the General Workers Union would appear in a special court in Mdantsane.

They would be charged under Proclamation R252 with holding an unlicensed gathering and under the Riotous Assemblies Act

He dismissed as "a bunch of lies" reports that several East London companies had made representations to him on the detentions

The latest Ciskeian crackdown on unions has provoked widespread protest in South Africa and the Australian Congress of Trade Unions has decided to black South African goods for a week in protest

# Ciskei detentions condemned

Political Staff  
HOUSE OF ASSEMBLY

The Progressive Federal Party yesterday strongly condemned the detention of trade union officials in the Ciskei

The party's labour spokesman, Dr Alex Boraine, said in a statement "It would appear that the Ciskei Government has declared war on trade unionism and this can only lead to increased conflict and further disruption of labour peace"

Trade unions, he said, were here to stay and they should be left to negotiate with management for the best possible deal for all workers

"In taking action against trade union leadership, the Ciskei Government is acting against the best interests of thousands of workers

"To detain and arbitrarily arrest is indefensible and counterproductive

"I call on the Minister of Manpower to dissociate himself from the further harassment, because it is clear that the 205 people detained have been picked up because of their trade union activities and for no other reason," Dr Boraine said

He wanted to condemn the actions of the Ciskei authorities against the union officials "in the strongest terms"

yachtsman of the year

# CT. 10/9/81 Union campaign to expose Ciskei

105 145A 145 11A 139

Staff Reporter

TRADE unionists are to launch a campaign in Cape Town this month aimed at exposing the true meaning of "freedom" in the Ciskei

This follows the arrest of 205 East London trade union members by the Ciskeian authorities on Sunday — the biggest swoop ever on South African trade unionists

Four trade unions yesterday issued a joint statement accusing the South African Government of "orchestrating the campaign being waged against trade unions in East London"

The unions called on the Minister of Manpower Utilization, Mr Fanie Botha, to issue instructions for their release

In a joint statement the General Workers' Union, the Federation of South African Trade Unions, the Food and Canning Workers' Union and the South African Allied Workers' Union, announced that a meeting would be held in Cape Town on September 26 to mark the beginning of "an active campaign to expose to our members and the general public what 'freedom' in the Ciskei really means"

Representatives of the unions met on Tuesday night and expressed their "strongest condemnation" at the arrest of the trade unionists, who were returning to Mdantsane in the Ciskei after attending a report-back meeting on the recent trade union summit in Cape Town

145A

# CISKEI CHALLENGED

**ABOUT 400 trade union members boarded buses after a mass meeting in East London on Sunday as a direct challenge to the Ciskei authorities.**

This action follows the detention of 205 workers on buses as they returned from a similar meeting at the SAMF venue last week.

At the meeting, workers resolved to drive into Mdantsane in buses singing songs and defying the Ciskei authorities to arrest them

Meanwhile, the South African Allied Workers Union is pressing ahead with its bid to challenge the detentions in court and it is understood that the action will be heard in

Grahamstown today

SAAWU has confirmed that about 20 people were released from detention on Friday and one of the former detainees, Mr L Matti, said a number of those being held had been on a hunger strike in protest against their rations from the day they were detained until Thursday

After the meeting an exuberant crowd gathered at the bus stop at 6 30 pm, singing songs and chanting the slogan "A detention to one is a detention to all"

Workers who addressed the meeting said the detentions showed why they opposed Ciskei independence, and why they were compelled to retaliate against the detentions

SOWETO 15/9/81

DD 23/9/81

# Director tells why detained three sacked

EAST LONDON — Three workers had been fired from the SATV Manufacturing Company here because of normal company policy and not because of their trade union activities, Mr Mike Bosworth, the managing director said yesterday.

Mr Bosworth, who was referring to three workers who were dismissed following their detention by the Ciskei police two weeks ago, said workers who absented themselves without contacting the company within three days were automatically dismissed.

"We can't bend the rules for employees every time they stay away for more than three days. We merely applied the rules of our company to them and their dismissal had nothing to do with Saawu," he said.

Workers resolved at a public meeting on Sunday

to approach their managements in an effort to get the three workers reinstated as they had not been convicted of any offence. The names of the workers are Miss Sylvia Tayela, Miss Thandiwe Ngqondele and Miss Doreen Kileni.

Mr A. Jonker, systems manager of the SA Railways in the Eastern Cape, said two railway workers had been fired following the detentions but this was mostly due to their poor record. He said two other railway workers who had been involved had been allowed to recommence duties.

"These two men were regarded as having absconded when they only showed up for work on Friday after having been released on Wednesday. This coupled with their work record convinced the superintendents on what action to take" — DDR

# New deal for workers' group

## Labour Reporter

IN a significant development in the engineering industry, a Cape Town firm concluded an agreement yesterday on in-plant bargaining with an elected workers' committee.

Trident Marine Services (Pty) Ltd has extended to the committee, elected under the auspices of the unregistered General Workers' Union, full negotiating rights over all conditions of service.

The agreement included negotiation of issues normally dealt with through the Industrial Council system, a spokesman for the union said today.

## PROCEDURE

It incorporates a mutually acceptable dispute procedure and makes provision for the negotiating of disciplinary and grievance procedures.

'We welcome the fact that the company has re-

cognised the primary need for plant-level bargaining

'The attitude of Trident Marine's management is to be commended to other employers in the engineering industry,' the union spokesman said

Trident Marine's industrial relations manager, M. G. A. Cormack, said the agreement was in keeping with the company's policy of recognising the workers' right to representation of their choice

## ACCEPTABLE

'The company supports the notion of a central bargaining system, but it must be acceptable to all parties concerned.

'The General Workers' Union has rejected registration in its present format and the company has found it expedient in the interests of harmonious industrial relations to go outside the official system.'

Tax Planning for Asset Acquisitions

Leasehold Improvements

ss.1 'gross income' definition paras. (g), (h); 11(F), 11(g), 11(h), 12, 13, 8(A), 8(F)

513 - 524, 765 - 786, 534 - 537, 1423 - 1426

T.1319 T.1409 T.1411

ILLUSTRATIVE EXAMPLES TUTORIALS

DD 22/9/81. Unionists' demands state

EAST LONDON - Black trade union members here have demanded that all workers dismissed after being detained in the Ciskei be reinstated.

fired detainees

The call was made at a public meeting on Sunday attended by about 800 members of the SA Allied Workers Union, the African Food and Canning Workers Union and the General Workers Union.

that all workers committed at the various unionised factories approach their managements and call on them to put pressure on employers who have dismissed workers, particularly the management of the SATV Manufacturing Company where it was claimed three workers were fired

tion because the detainees had not been found guilty of any offence. The workers' committees are to report back to the union tomorrow on the action taken by management and there is to be a meeting of workers at the weekend to decide what further action to take

Miss Sylvia Tayéla (all from SATV), Mr Sandiso Vani and Mr Malekehi Bishohi (of the East London Airport) and Mr Barington Mandongana of the South African Railways

seven-day absence period "It is a standing rule that all employees who absent themselves from duty should inform the company within seven days

At the meeting it was alleged that seven workers had been dismissed because they had been among the 205 unionists detained in the Ciskei two weeks ago

The other employers who were alleged to have fired their employees were the Ciskei Transport Corporation, the South African Railways and the East London Airport

One of the resolutions at the meeting stated that the workers would stop using Mr Boy Soci, a former employee there, was not reinstated

Mike Bosworth, the managing director of SATV, said it was not the policy of his company to fire people merely because they had been detained. He said he would check up on the cases named, but by yesterday evening had not replied

"However, each case is treated on its merits and Mr Soci is welcome to utilise the normal grievance channels of the CTC if he is in any way dissatisfied with his treatment."

The meeting resolved

At the meeting workers claimed that the dismissals were pure victimisation.

Other workers claimed to have been fired are Miss Doreen Kileni, Miss Thandwe Ngondede and

Mr H. G. Kaiser, group manager of the CTC, said Mr Soci was dismissed after failing to report for duty after a consecutive

A spokesman for the SAR said he would check up on the allegations and issue a statement today. A spokesman for the East London Airport refused to discuss the issue saying staff matters were confidential - DDR

EXAMINATION - OCTOBER 1981

THE TUTORIALS REFER TO 'QUESTIONS ON S.A. INCOME TAX 1980' AND THE SOLUTIONS ARE PREPARED ON THE BASIS THAT THE QUESTIONS ARE UPDATED BY ONE YEAR.

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# Firm to negotiate with unregistered trade union men

RDM 28/9/81

By STEVEN FRIEDMAN

A SUBSIDIARY of a major company has agreed to bargain with unregistered union representatives outside the official bargaining system in the metal industries — a move which is certain to add fuel to the growing controversy about the system.

Trident Marine Services, a subsidiary of the Freight Services Group, on Wednesday recognised a worker committee formed by the unregistered General Workers Union at its Cape Town plant, which employs about 100 workers.

Trident will negotiate all work conditions, including wages, with the committee — although it is covered by the Metal Industries' Industrial Council.

The move comes when steel and engineering employers are discussing proposals to modify the council, to draw black union critics into it, and registered metal unions have given support to changes while stressing their backing for the councils.

A union statement yesterday welcomed Trident's move and said the company's attitude "is to be commended to other employers in the engineering industry".

The General Workers Union had rejected registration in its present form and the company "has found it expedient in the interests of harmonious industrial relations to go outside the official system".

## Negotiation

Trident said it had taken this step "in keeping with its stated policy of recognition of the workers' right to representation of their choice".

According to the two statements, the agreement provides for negotiations on wages, conditions of service, productivity improvements and training.

It also includes a "mutually accepted" disputes procedure which will work outside the Industrial Conciliation Act and a grievance procedure negotiated between the two parties.

The General Workers Union welcomed "the fact that the company has recognised the primary need for plant-level bargaining and the importance of mutually accepted structures at all levels of management-worker relations."

Freight Services, which owns Trident, is a member of the Stevedoring Employer Association which has recognised the General Workers Union at Cape Town, East London and Port Elizabeth harbours.



27/4/51  
SOWETAN

# Fish and chips workers go back

By SELLO RABOTHATA

THE 10 workers who went on strike at the Marshall Street Captain Dorego outlet this week returned to work after learning that their R5 bonus won't be withdrawn, Mr B R Hiphersay, the franchise holder said.

All the workers downed tools on Monday morning after they had been told that the R5 winter bonus they used to get would be deducted as winter is over.

Mr Hiphersay said that his wife had, during winter decided to pay the workers an extra R5 as it was a busy time with more people buying fish and chips to keep warm. "But, he said, "she told them that it would be withdrawn in spring"

He said: "My wife also spoke to them individually and explained that the R5 would be just for winter. On Monday they all came to work but decided to stay in their change rooms where my wife had to fetch them. They then said that they would not work and left

"The whole thing came as a complete surprise to us as we have never had complaints from the staff. My wife is worried because she paid the bonus out of her own pocket. This is now practical blackmail," he said.

He also said that they had been told by a member of the Industrial Council that if they paid people a certain amount without anything written in agreement they could not deduct it later but would have to carry on paying. So the R5 bonus would not be deducted.

"My wife has always told the workers that if they wanted to talk over money they should come to her. They are paid between R30 to R45 a week, we also have a woman who

Strike halts  
Durban docks

Star 28/9/51  
Durban Correspondent

DURBAN — The total work force of 950 Sassa stevedores began a wild-cat strike today, immobilising shipping, and discharging of cargoes on 11 vessels in Durban Harbour.

The managing director, Captain Gordon Stockley, said at midday that the labour force had rejected the elected workers' committee, and company officials were finding it difficult to establish their grievances.

CT 26/9/81 (123) #4  
**Mass union  
rally today**  
Staff Reporter

FOUR City trade union organizations have joined to convene a public meeting today to protest against continuing Ciskeian security police activity against Eastern Cape unionists

The General Workers' Union, Food and Canning Workers' Union, Cape Town Municipal Workers' Association and the Federation of South African Trade Unions (Fosatu) announced yesterday that the rally would be held at 2pm in the St Francis Cultural Centre, Langa

# Trade unionists attack Ciskei independence

Staff Reporter

BLACK people who accepted the independence of the Ciskei were "accepting national suicide", the general-secretary of the Port Elizabeth Black Civic Organization (Pebco), Mr Sandile Manasse, said at a rally in Langa at the weekend.

The meeting was held in protest against the detention and alleged harassment of trade unionists by the Ciskei security police. About 300 people attended. It was organized by four City trade union organizations and held in the St Francis Cultural Centre.

Mr Manasse said people in Port Elizabeth had decided to ignore the Ciskei independence celebrations on December 4 and hold a morning church service instead. No buses would leave Port Elizabeth for the Ciskei.

"The Sebes and Matanzimas are the extension of our oppression. They are the puppets of the Pretoria regime. The so-called indepen-

dence of the Transkei and Ciskei has been completely and totally rejected by the majority of the people.

## 'Oppression'

"The winds of liberation are blowing in our favour. We are prepared to pay the price, no matter how great, to liberate our country. Nelson Mandela has paid the price. Steve Biko has paid the price. Only the black man can now liberate himself from the chains and shackles of oppression," Mr Manasse said.

Several speakers described harassment of trade unionists and workers in the Ciskei and called for a united front to oppose the actions of the Ciskei authorities. The detention of 205 trade unionists was condemned.

Mr Leon Mqhakayi, general-secretary of the Catering and Allied Workers' Union, said "We are appealing to frustrated workers not to go to the polls to vote for

the Ciskei independence. By voting, you are supporting this government."

Mrs Zora Mehlomakulu, an organizer of the General Workers' Union, said: "The government of Sebe will not mean freedom to us, but death."

## 'Choked'

She said working class people were being "choked" by homeland leaders.

Journalists were shown copies of a pamphlet distributed throughout Cape Town's black townships on Friday night indicating that the venue had been shifted to a Wynberg cinema.

The notice was signed African Food and Canning Workers' Union and General Workers' Union, but the general-secretaries of both unions denied any knowledge of the leaflet. The secretary of the Food and Canning Workers' Union, Mr Jan Therop, said a number of people had been turned away from the cinema.

0029/9/81

# Independence called suicide

CAPE TOWN — Black people who accepted the independence on the Ciskei were "accepting national suicide," the secretary of the Port Elizabeth Black Civic Organisation (Pebco), Mr Sandile Manasse, said at a rally in Langa.

The meeting was held to protest against detention and harassment of trade unionists by the Ciskei security police.

Three hundred people attended the meeting, which was organised by four city trade unions.

Mr Manasse said people in Port Elizabeth had decided to ignore the Ciskei independence celebrations on December 4, and would hold a morning church service instead. No buses would leave Port Elizabeth for the Ciskei.

"The Sebes and Matanzimas are the extension of our oppression," he said. "They are the puppets of the Pretoria regime. The so-called independence of the Transkei and Ciskei have been completely and totally rejected by the

majority of the people," Mr Manasse said.

He said it was time for blacks to stand up for their rights and appealed for unity among organisations.

Several other speakers alleged harassment of trade unionists and workers in the Ciskei and called for a united front to oppose the actions of the Ciskeian authorities. The detention of 205 trade unionists on September 8 was strongly condemned.

Mr Leon Mqhakayi, general secretary of the Catering and Allied Workers' Union, said "We are appealing to frustrated workers not to go to the polls to vote for the Ciskei independence. By voting, you are supporting this government".

Mrs Zora Mehlomakulu, an organiser for the General Workers' Union, said "The government of Sebe will not mean freedom to us". She said working class people were being "choked" by homeland leaders — SAPA.

Star 29/9/81  
145 145A 323 132

# Stevedores return to work after a shutdown at Durban harbour

**Labour Reporter**  
Striking stevedores employed by the South African Stevedores Services Company (Sassco) in Durban have agreed to return to work today after a shutdown at the docks yesterday.

The black workforce of about 950 workers went on strike yesterday, leaving 11 ships lying idle in the harbour.

Sassco is one of the Durban harbour's employer associations.

The stevedores agreed to return to work this morning on condition that management met their liaison committee to discuss grievances.

Sassco's chairman, Mr M Graham, said the "work stoppage" was a result of the workers' attempt to draw management's attention to their grievances, although the company did not know what these grievances were.

The Sassco yard has been the scene of much inter-union rivalry for union membership among the stevedores.

Competing for membership are the General Workers' Union, the Transport and General Workers' Union and the South African Allied Workers' Union (Saawu).

The General Workers' Union (GWU) has already

obtained agreements with stevedore employer bodies in Cape Town, East London and Port Elizabeth, and Durban is seen as a key point to establish its control in this labour field.

The GWU opened its Durban office about five months ago.

The Transport and General Workers' Union, an affiliate of the Federation of South African Trade Unions (Fosatu) has recognition agreements with another Durban stevedore employer firm and is at present organising at the Sassco yards.

Saawu also has some

members and has been closely linked with the GWU in other organising drives.

The struggle for membership could end as a direct confrontation between the GWU and Transport and General

Mr Graham said the liaison committee was an elected body and could not confirm grievances relating to weekly wage demands.

Union sources in Durban said the Sassco stevedores were not happy with the committee system because it had not proved effective in representing their grievances to management.

Star 30/9/81  
Stevedores  
return to  
work in  
Durban

Labour Reporter

Negotiations between the South African Stevedores Services Association (Sas-co) and stevedores in Durban were held yesterday in a bid to resolve grievances which led to a one-day strike on Monday.

Sascco's work force of 950 returned to work yesterday on condition management met the stevedores' liaison committee.

Eleven ships were tied up in the harbour at the Sascco docks as a result of the work stoppage.

Sascco's chairman, Mr. M. Graham, said talks continued throughout the day yesterday and were scheduled again for today. He said most of the grievances centred around a "misunderstanding" about earlier agreements.

The yards are also the scene of competition for union members by the General Workers Union and the Fosatu-affiliated Transport and General Workers Union.

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# 950 wildcat strikers agree to work today

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## Management to establish grievances

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Shipping Reporter

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NEARLY 1 000 SASSCO stevedores who suddenly refused to work yesterday have agreed to return to their duties today, and the stevedoring firm's management is to meet a workers' committee later this morning to establish grievances

why?  
"ea

The chairman of S A Stevedores Co Ltd, Mr Mike Graham, said yesterday that the wildcat strike came suddenly and unexpectedly early yesterday when 950 black stevedores refused to work after being signed on at 4.30 a.m.

'I cannot really say at this stage why it happened or what their grievances are,' he said.

'The dispute did not follow a normal strike pattern - where a committee negotiates with management on behalf of the workers and then informs management that grievances have not been resolved, and a common decision is taken to strike until the grievances are resolved.

'In this instance the committee had no part in the dispute and no negotiations took place at all.

'In fact, the committee was by-passed by the workers and management had to ask them if it could meet the committee to determine the grievances tomorrow. In return, it was requested that they would in the meantime agree to go back to work tomorrow,' said Mr Graham.

He said the committee had met the management last week.

One of the problems yesterday was to get the 950 men to specify exactly what their grievances were, and that was why the management had worked for today's meeting.

Although several ships



# 'Autonomy' is suicide

Savetan 30/9/81

145 145 189

BLACK people who accepted the independence of the Ciskei were "accepting national suicide," the general secretary of the Port Elizabeth Black Civic Organisation (Pebco), Mr Sandile Manasse, said at a rally in Langa at the weekend.

The meeting was held to protest against the continued detention and harassment of trade unionists by the Ciskei Security Police. About 300 people attended the meeting, which was organised by four city trade union organisations.

Mr Manasse said people in Port Elizabeth had decided to ignore the Ciskei independence celebrations on December 4 and hold a morning church service instead. No buses would leave Port Elizabeth for the Ciskei.

"The Sebes and Matanzimas are the extension of our oppression. They are the puppets of the Pretoria

regime. The so-called independence of the Transkei and Ciskei had been completely and totally rejected by the majority of the people," Mr Manasse said.

He said it was time for black people to "stand up and fight for our rights" and appealed for unity among organisations.

"The winds of liberation are blowing in our favour. We are prepared to pay the price, no matter how great, to liberate our country. Nelson Mandela has paid the price. Steve Biko has paid the price. Only the

black man can now liberate himself from the chains and shackles of oppression," Mr Manasse said.

Several other speakers described harassment of trade unionists and workers in the Ciskei and called for a united front to oppose the actions of the Ciskei authorities. The detention of 205 trade unionists on September 8 was strongly condemned.

Mr Leon Mqhakayi, general secretary of the Catering and Allied Workers Union, said "We are appealing to frustrated workers not to go to the

polls to vote for the Ciskei independence. By voting, you are supporting the Government."

Mrs Zora Mehlomakulu, an organiser for the General Workers' Union, said "The government of Sebe will not mean freedom so us, but death." She said working class people were being "choked" by homeland leaders.

"The Ciskei is still a part of South Africa. Now they are tearing the country apart. People like Sebe are puppets of South Africa," she said.

# Sacked men to continue with demand for payouts

4/11/81

Mercury Reporter

WORKERS from the Defy Industries plant in Jacobs, who were dismissed on Monday, resolved yesterday not to collect their pay and to continue demands for their pension fund money

This was decided at a meeting in Durban attended by most of the 1 200 workers involved in the dispute

The Mercury was told by workers that they did not consider themselves 'on strike' and said they were willing to return to work as soon as the management had paid out their pension money

The workers were dismissed after an ultimatum had been issued by the management on Friday telling them that if they had not returned to work by Monday they should consider themselves 'voluntarily dismissed'

The workers described how they had arrived at work just before 8 a m yesterday to be confronted by riot police with dogs.

They said they had then been told by the management that they must collect their pay and then leave the area

The workers, who were gathered across the road from the factory in a parking lot, decided not to collect their pay

'We were then given five minutes by police to disperse,' one worker said

After that they were chased away by police using dogs

Mr Ron Collie, general manager of the Defy major appliances division, said the personnel offices had been open all afternoon for workers to collect their pay.

He said 'Quite a few workers came to collect their pay and we had various inquiries from them about re-employment'

## Factory

At the Pinetown textile factory of Ninian and Lester 500 workers downed tools yesterday over a wage increase demand, according to Mr Obed Zuma, the general secretary of the National Union of Textile Workers

Mr Zuma said the workers had agreed to return to work today after the management had agreed to negotiate a wage increase with the union

Mr D Drysdale, the managing director of Ninian and Lester, said only the

night shift was involved — about 300 workers

'We have been holding discussions with the union prior to this and have agreed to negotiate a recognition agreement with them'

'Once that has concluded we will then discuss wages with them,' he said

About 160 workers at Chicks Scrap Metals at Mobeni in Durban were involved in a dispute with their management yesterday over union representation and pension funds, according to union sources

## Dismissed

Mr Sam Kikine, the general secretary of South African Allied Workers Union, said the workers had stopped work after the management had dismissed the union's representative at the factory

He said although the management had agreed to pay out workers' pension contributions they had still to discuss union representation

The management at Chicks Scrap Metals could not be contacted yesterday

Workers at Croda SA at Prospecton near Durban who had downed tools on Monday following a pension fund dispute, returned to work yesterday

The management had agreed to pay out workers' pension contributions pending negotiations with Southern Life

# Ultimatum by Trade Unions: Curb Ciskei Police

News 12/11/81

Argus Bureau  
EAST LONDON — Three trade unions here have called on the South African authorities to discipline the Ciskei police or face disastrous consequences.

The South African Allied Workers' Union, the African Food and Canners' Workers Union, local Workers' Union and the General Workers' Union warned in a statement that the situation in East London is heading for a major confrontation.

The unions were reacting to the reported shooting at workers by Ciskei police in Mdantsane on Sunday. A woman was reported to have been shot dead when police opened fire on workers returning from the funeral of Mr Thozamaile Gqwela's mother and uncle. Mr Gqwela is the national president of SAAWU.

Major-General Charles Sebe, head of the Ciskei Central Intelligence Services, today refused to comment on the shooting. You can report on it in full when the case is heard in court.

Asked whether people had been arrested, General Sebe again refused to comment.

In the statement the unions said they had often pointed out that legislative reforms and progressive initiatives by management were severely undermined by the constant tension and harassment of the workers' leaders.

We must warn authorities that the situation in East London is heading for a major confrontation and if the South African authorities do not intercede and discipline the Ciskei authorities the consequences will be disastrous.

Whether they like it or not the South African authorities are forced to recognise the tension generated by the deep-seated opposition to the forthcoming Ciskei independence.

The South African Government must recognise that the power base of the workers rests in their organisation in the factories in East London and if the South African Government wishes to avert a full-scale confrontation in the factory, they would do better to control the Ciskei authorities than to uphold the myth of independence.

# Ciskei: <sup>11/11/81</sup> Warning <sup>(145)</sup> on 'reign <sup>(145)</sup> of terror'

By TONY WEAVER

THE three major trade unions operating in Ciskei have challenged the South African Government to intervene and end the "reign of terror" of the ruling Sebe brothers.

They said the Ciskeian authorities were "taking on the unions in the most vicious way possible", and warned that unless the South African Government intervened to curb the growing power of the Ciskeian police, South African authorities would be directly implicated in the "reign of terror".

The statement — released jointly yesterday by the South African Allied Workers' Union, (Saawu), the General Workers' Union (GWU) and the local branch of the African Food and Canning Workers' Union (AFCWU) — follows the alleged killing of a 20-year-old woman by a Ciskeian paramilitary unit on Sunday.

The head of the Ciskeian National Intelligence Service Major General Charles Sebe said last night that he was not prepared to release details of the shooting.

"There is no special reason for this — there are things that are classified as news and in our organization we have decided not to classify this as news."

## One of mourners

Miss Deliswe "Sweetness" Roxiso of Zone 5A Mdantsane, was one of a crowd of over 3 000 mourners who had attended the funeral of the mother and uncle of Mr Thozamile Gqweta Saawu national president.

As mourners alighted from buses at the Highway bus terminus in Mdantsane, singing trade union songs and giving clenched fist salutes, a van-load of para-military men warned them to disperse.

Eye-witnesses say that at least eight more vans arrived on the scene and five workers were arrested.

"When we told the police to release the five people, they just opened fire on us and they killed Sweetness," one member of Saawu said. He said he heard at least six shots fired.

"People were terrified and began to run in all directions. Some of us tried to fight back with bottles and sticks, but it was no use because we were fighting against guns.

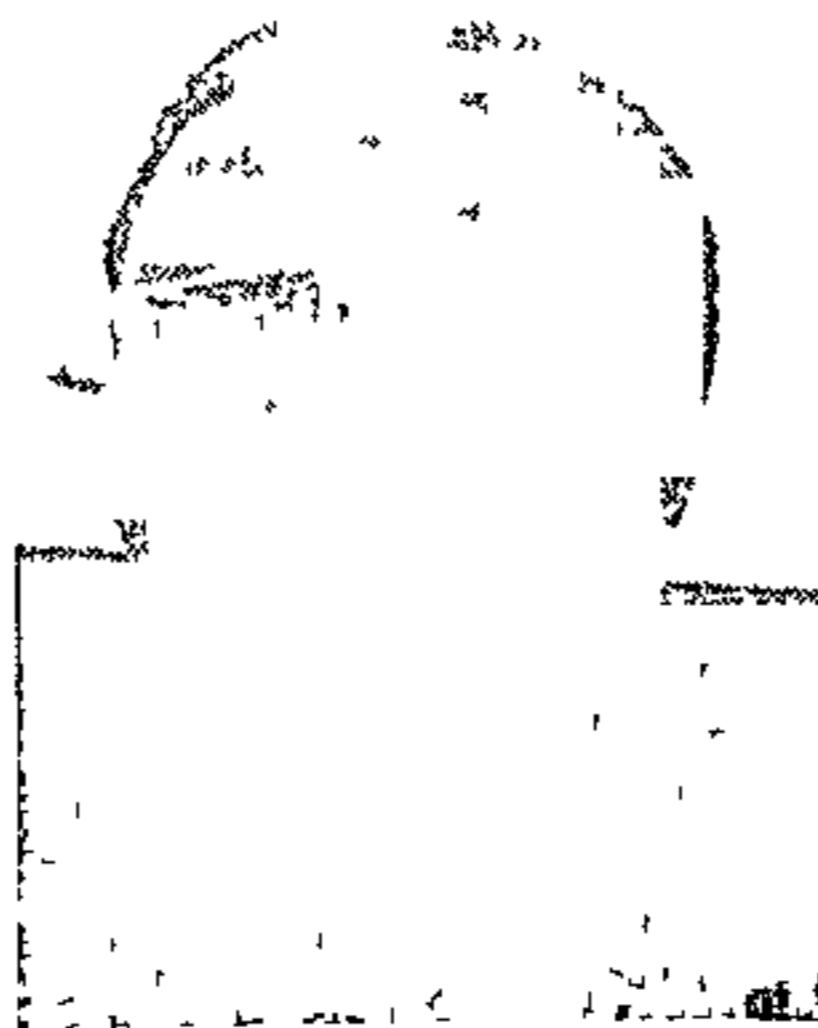
"Things are very heavy be-

tween the Ciskei and the workers, but it is going to get worse," he said.

Senior members of the Ciskeian Central Intelligence Service had earlier tried to arrest a man at the funeral. When mourners gathered around the policemen and demanded his release, Mr Gqweta climbed on the back of a truck and spoke to them, defusing the situation.

Mr and Mrs Gqweta were burnt to death last week when their hut was set alight. Reacting to allegations that the fire was the work of the Ciskeian National Intelligence Service Major General Sebe said "It would be naive of me to say we did not do it. If any allegations are made, they should be taken up with the Supreme Court."

He said Saawu was a "so-called" trade union acting as a "front for a subversive organization." He would not specify which organization he meant, "as they can choose for themselves which



General Charles Sebe

subversive organization they wish to be a front for."

In yesterday's statement, the three unions said the shooting marked "a sinister new stage in relations between the workers and the State in South Africa."

"We have constantly pointed out that legislative reforms and progressive initiatives by management are severely undermined by detentions and police harassment of the workers' leaders."

The unions said the "wanton" police action on Sunday had rendered these reforms "absolutely meaningless."

Spokesmen for the Department of Co-operation and Development could not be reached for comment last night.

# Shooting marks new stage in relations-unions

145

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EAST LONDON — The reporting of an alleged shooting involving workers returning from the Gqweta family funeral on Sunday marked a new and sinister stage in the relations between workers and the Ciskei authorities three trade unions said in a joint statement yesterday

The statement issued by the South African Allied Workers' Union, the General Workers' Union and the African Food and Canning Workers' Union local branch said the unions had constantly pointed out that legislative reforms and progressive initiatives by management were severely undermined by the constant detention and harassment of the workers' leaders

"These reforms are rendered absolutely meaning-

less when workers are wantonly shot at by the police — workers who in this instance were returning from mourning the violent death of the mother and the uncle of one of their most respected leaders

"We should also point out that the shooting was preceded by the most flagrant provocation of the mourners by senior Ciskei policemen at the funeral itself

"We must warn authorities that the situation in East London is heading for a major confrontation and if the South African authorities do not intercede and discipline the Ciskei authorities the consequences will be disastrous. Whether they like it or not the South African authorities are forced to recog-

nise the tension generated by the deep-seated opposition to the forthcoming Ciskei independence

"In the context of this general tension the Ciskei authorities are now taking on the unions in the most vicious way possible. The South African Government must recognise that the power base of the workers rests in their organisation in the factories in East London and if the South African Government wishes to avoid full-scale confrontation in the factories they would do better to control the Ciskei authorities than to uphold the myth of independence

"Should the South African Government fail to do this their complicity in the reign of terror in the Ciskei will be there for all to see" — DDR

Argus 12/11/51 ~~130~~ ~~131~~ ~~132~~ ~~133~~ ~~134~~ ~~135~~ ~~136~~ ~~137~~ ~~138~~ ~~139~~ 145

# Striking foundry workers to be paid off

## Labour Reporter

STRIKING workers at the Paarden Eiland factory of Cape Foundries Holdings, who stopped work yesterday in support of a dismissed colleague, have been told they will be paid off today

However a spokesman for the General Workers' Union said the workers

were not prepared to collect their money

The were willing to return to work if their colleague was reinstated

The union claims that 80 workers are on strike, but management says 69 of its 184 workers are involved and the factory was running with minimal loss of production

Mr Brian Rosenbloom, general manager of the factory, said the worker dismissed had a clear record of coming late to work

The union claims the dismissal was part of a 'war of attrition' against the union and its members

Management it said, had attempted to fust on the workers the Tucs-a-affiliated Engineering Industrial Workers' Union

Mr Rosenbloom said Cape Foundries management believed in the principle of freedom of association but the company would not recognise the General Workers' Union unless it was registered.

# 69 strike at City factory

CAPE TIMES 12/11/81

By TONY WEAVER

SIXTY-NINE workers at the Paaiden Eiland Cape Foundries factory went on strike yesterday afternoon in protest against the dismissal of one of their colleagues.

The worker arrived 15 minutes late for work. He was said to have explained that he lived in Atlantis and was late because his bus had had a puncture and he had to change to another vehicle.

The workers — all members of the unregistered and independent General Workers' Union (GWU) — appointed an *ad hoc* committee of six to negotiate with the general manager of the plant, Mr Brian Rosenbloom.

They wanted to know why their colleague — a GWU member — was fired, while two men who were members of the management-sanctioned, Tucs-a-affiliated Engineering Workers' Union were not fired for arriving even later than the GWU member.

Mr Rosenbloom refused to speak to them and told them they had five minutes to get back to work or else leave the premises, the GWU said yesterday.

When the workers walked out, Mr Rosenbloom threatened to call the police if they attempted to return to work today, it was claimed.

## Warned

Mr Rosenbloom said last night the worker concerned had a consistent record of being late and had been warned on numerous occasions in the past.

It was untrue to say he victimized members of the GWU as he did not know "who is a member of what".

He denied production had stopped, saying losses were "minimal". He also denied threatening to call the police.

Only 69 workers out of a total of 184 had "downed tools" and this demonstrated the GWU did not have majority support among the workers.

# Tool strikes in Cape factories

165

**THE Western Province Preserving Company factory was closed yesterday following clashes between workers at the plant.**

About 580 workers at the company downed tools on three occasions recently in protest against a management decision not to pay yearly bonuses to all employees.

Mr B Hanley, a director of the company, said charges of assault had been laid against five workers by other workers but Major W Brown, police public relations officer, could not confirm this.

Trouble at the factory occurred at the first tea-break yesterday, according to spokesmen for both the African Food and Canning Workers' Union and the management.

Mr Hanley said work was normal up to the first break and at 10.15 am the workers started to move in an orderly manner.

"There was a sudden commotion and it was noted that the in-going workers were being assaulted by those who did not wish to go in."

Several of the dissenters were later arrested for assault and charges were laid against them by returning workers. At this stage, in order to prevent further altercations, we instructed all workers that the factory was closing and they should leave the premises."

The branch secretary of the African Food and Canning Workers' Union said the workers' committee had persuaded the workers to go back to their jobs after the strike on Monday.

She said they had been back at work until yesterday when they refused to return, saying they were still dissatisfied that bonuses were not to be paid. A few workers chose to go back to work and some of those who did not go back tried to force others to join them. There was some

pushing and slapping but no serious clashes.

"Then management called the police and pointed out those who they thought should be arrested. Five workers were taken away by police."

The union said after all workers had walked out they had held a meeting at a city cinema.

Workers had decided to go back to work today but not start working until management had agreed to pay them all bonuses and the five arrested workers were released, according to the union.

Meanwhile at the Paarden Eiland Cape Foundries Factory between 70 and 80 workers went on strike yesterday in protest against the dismissal of one of their colleagues for arriving 15 minutes late for work.

The worker concerned had evidently explained that he lived in Atlantis, and was late because his bus had developed a puncture and he had had to change to another vehicle.

The workers — all members of the unregistered and independent General Workers' Union (GWU) — had earlier appointed an "ad hoc" committee of six to negotiate with the general manager of the plant Mr Brian Rosenbloom.

They wanted to know why their colleague — a GWU member — was fired, while two men who were members of the management-sanctioned, TUCSA-affiliated Engineering Workers' Union were not fired for arriving even later than the GWU member.

He refused to speak to them and told them they had five minutes to get back to work or else leave the premises, the GWU said yesterday.

When the workers subsequently walked out, Mr Rosenbloom threatened to call the police if they attempted to return to work the next day, and referred to the workers as "riff-raff." It is claimed Production at the plant is

reported to have come to a standstill as most of the workers on strike are highly skilled, and cannot be replaced by "scab" labour.

Following a meeting with the striking workers, the GWU said last night that conditions at the factory were "appalling" and the workers were treated with open contempt by management.

Workers were not issued with any form of protective clothing despite working in "extremely dangerous conditions."

"Since organisation of the workers began by the GWU, management had waged a complete war of attrition against the union and its members in the factory," claimed the union.

Mr Rosenbloom said the worker concerned had a consistent record of being late and had been warned on "numerous occasions in the past." He said it was untrue to say he victimised members of the GWU as he

did not know "who is a member of what."

He denied production was at a standstill, saying losses were "minimal" and that workers registered on their files would be offered employment, starting today. He also denied threatening to call the police because "it is company policy at all stages to avoid calling the police" and said that "no worker is treated with contempt."

Only 69 workers out of a total of 184 had "downed tools after issuing management with an ultimatum," and these figures "clearly demonstrated" the GWU did not have the majority support among the workers.

He believed in the "principle of free association" and would negotiate with the GWU if they registered in terms of government labour legislation.

The GWU said 80 workers attended their meeting yesterday afternoon and the 80 had said that "not more than 50" remained at work.



12/11/81  
KIND DAILY MAIL, 10

# Key union rejects Seifsa's guidelines

By STEVEN FRIEDMAN

MAJOR new labour guidelines issued by the powerful Steel and Engineering Industries Federation (Seifsa) were "unacceptable" because of their emphasis on bargaining through the industrial council system, a key unregistered union said yesterday.

In a statement issued yesterday, the General Workers Union (GWU) became the first union in the metal industry operating outside the industrial council system to comment formally on the new guidelines.

The GWU occupies a unique position in the metal industries because it is the only union to have signed formal recognition agreements with metal employers which provide for bargaining, wages and work conditions outside the council system.

## Changes

Seifsa recently announced guidelines to make it easier for employers to deal with unions not on industrial councils and to consult with unions at factory level.

But the guidelines repeat Seifsa's view that wages and work conditions should be bargained at industrial councils only. Seifsa has, however, committed itself to changes in the metal industrial council in consultation with unions.

The guidelines cover 8 500 employers and 440 000 workers.

In its statement, the GWU said it welcomed "the conciliatory tone of the new guidelines and Seifsa's new-found commitment to freedom of association".

## Talks

But it said it had "frequently underlined our commitment to shop-floor negotiation".

The new guidelines' "allegiance to national industry-wide bargaining in the steel industry is unacceptable to this union".

The GWU said it was "not in principle opposed to multi-plant bargaining as long as it facilitated a process of direct negotiation between elected worker representatives and management".

But the union said it believed "bargaining in the steel industrial council hinders this direct participation in the bargaining process by virtue of the size of the council and its highly bureaucratic structures".

Seifsa is scheduled to meet the GWU to discuss its attitude to industrial councils as part of a programme of talks with all unions operating in the metal industry.

# Eviction: <sup>Cape Times</sup> 14/11/81 GWU takes <sup>145</sup> <sup>257</sup> <sup>189</sup> <sup>174</sup> <sup>201</sup> legal advice

By TONY WEAVER

**THE General Workers' Union (GWU) has taken urgent legal advice on the 34 eviction notices served by the management of Cape Foundries Holdings on striking contract workers currently living in the company's Langa Hostel**

The workers — part of 80 GWU members currently on strike at Cape Foundries' Paarden Eiland factory — were told yesterday they had to vacate their rooms by Sunday

The orders were unsigned but were accompanied by a slip which read "with compliments — Cape Foundries Holdings"

The general manager of the factory, Mr Brian Rosenbloom, said yesterday that whatever questions were asked of him, the reply would be "no comment"

A spokesman for Cape Foundries' parent company, Murray and Roberts, said from Johannesburg that while M&R was "naturally concerned about its corporate image", the strike was being viewed as an internal matter at the Paarden Eiland factory

All M&R subsidiaries had full autonomy and internal disputes were dealt with by local management, he said

## Test case

A spokesman for the unregistered, independent General Workers' Union said yesterday that the 34 workers had paid their rent at the hostel until the end of the month, and union lawyers were also examining the judgment of a recent "test

case" where striking workers had won their right of hostel occupancy

Although Cape Foundries said the workers had "dismissed themselves", they had not collected their outstanding wages or dismissal notices and had not been provided with train fares to their point of recruitment.

They refused to collect the wages and were thus still on the company's pay-roll, she said

The union said yesterday that "in the present political and labour situation, it is really quite appalling that Cape Foundries, a Murray and Roberts subsidiary, should hide behind the contract labour laws

"They are using the hostel eviction threat when there is no alternative accommodation for the workers"

## 'Foisted'

Meanwhile, the general secretary of the Tucsa-affiliated Engineering Industrial Workers' Union (EIWU) has objected strongly to a GWU statement that his union was "foisted" on the workers by management in an attempt to break the strength of the GWU

Mr Archie Poole said yesterday that "about 60 workers at Cape Foundries have voluntarily signed stop orders and EIWU membership forms

# Union rejects council system

Staff Reporter

BARGAINING through the State industrial council system has once again been rejected by a key unregistered union, the General Workers' Union (GWU)

The GWU was replying to the new labour guidelines issued recently by the powerful Steel and Engineering Industries Federation (Seifsa) which covers 8 500 employers and 440 000 workers

The GWU occupies a unique position in the metal industry as the only union outside the industrial council system to have signed formal agreements with employers on bargaining, wage and work conditions

Seifsa recently announced guidelines to make it easier for employers to deal with unions not on industrial councils

But the guidelines repeat Seifsa's view that wages and work conditions should be bargained at industrial council level only

The GWU — which is now in a deadlock with a local steel firm —, said in Cape Town yesterday that they welcomed the "conciliatory tone of the new guidelines and Seifsa's new-found commitment to freedom of association"

But the GWU had frequently underlined its "commitment to shop floor negotiations and in spite of Seifsa's tone, "their continued allegiance to national bargaining in the steel industry is unacceptable to this union"

# Strikers ARGUS 17/11/87 quit jobs

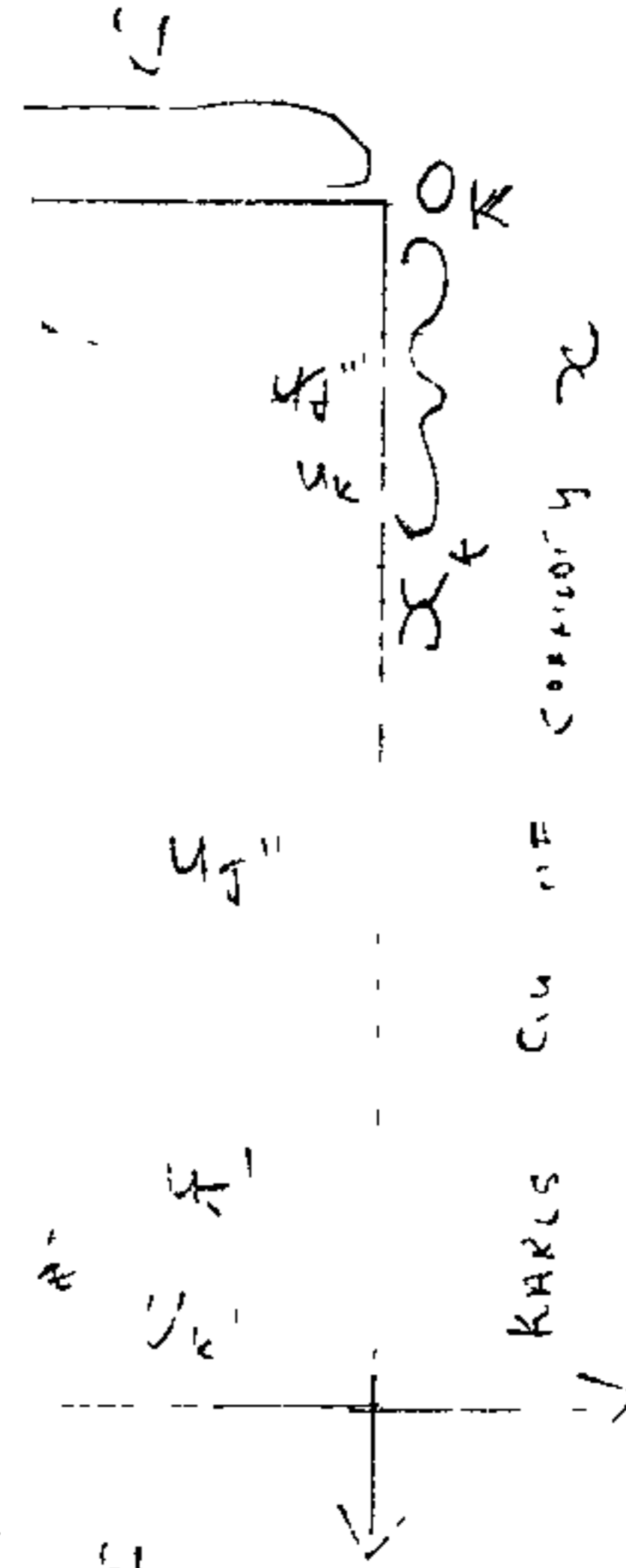
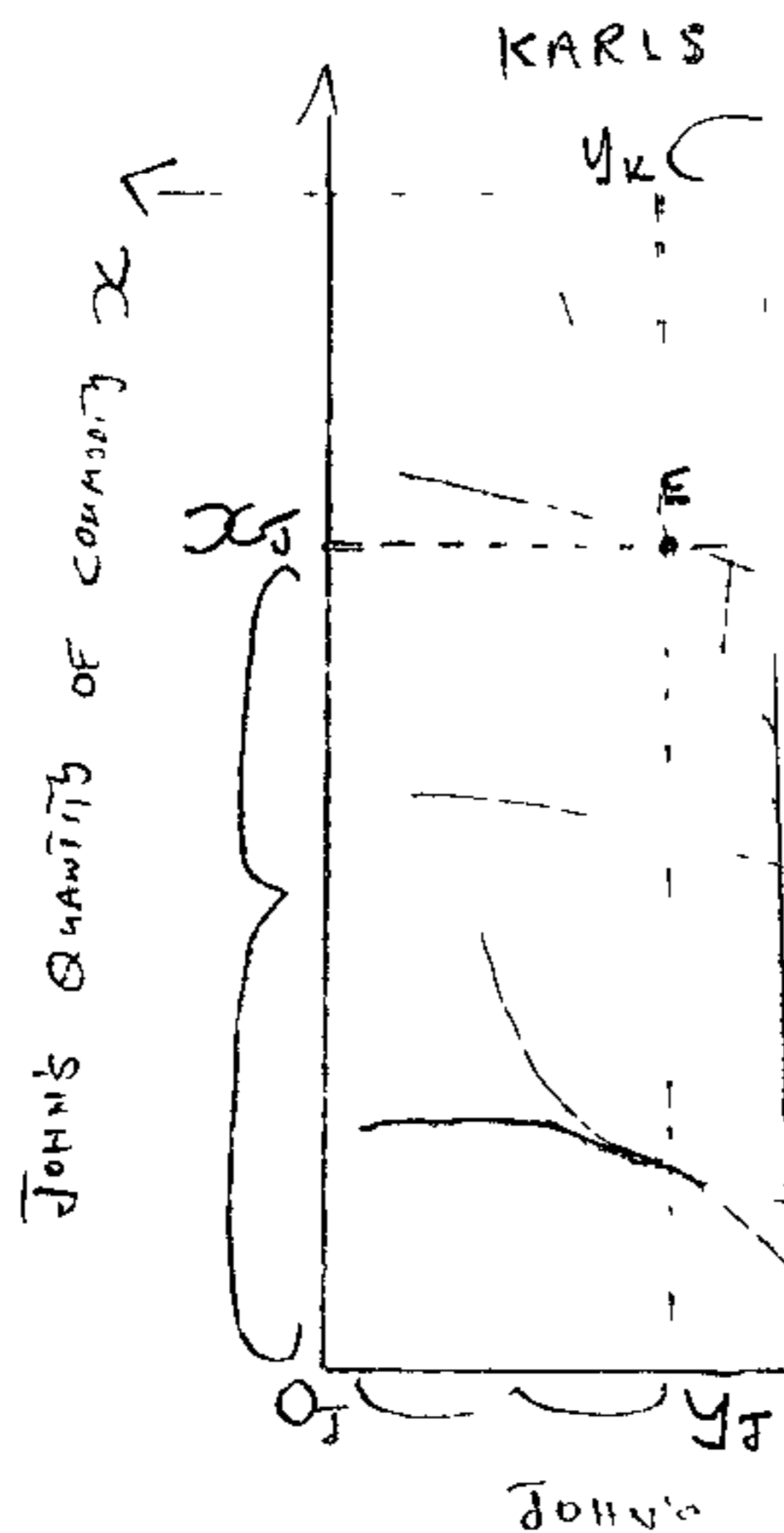
## after <sup>145</sup> ~~152~~ stalemate

**Labour Reporter**  
CAPE FOUNDRIES workers who went on strike last week in support of a dismissed colleague decided yesterday to sign off and collect money owing to them.

A spokesman for the General Workers Union said about half the 80 strikers were paid out. The African workers were told to return with their passes to be signed off today.

**REFUSAL**  
The workers decided to end their strike in the face of a management refusal to take them back. A delegation told the factory's general manager, Mr Brian Rosenbloom, that the strikers were willing to work if everyone was reinstated.

The dispute began after a member of the General Worker's Union was dismissed for arriving late. Workers saw the dismissal as part of a 'war of attrition' against the unregistered union.



The diagram above which is made up of John and Karl.

There exists only two commodities  $X$  and  $Y$  in this economy.

$O_J$  represents the origin for John. His quantity of  $X$  is measured upwards from the origin and his quantity of commodity  $Y$  is measured to the left of his origin. Various indifference curves ( $U_1, U_2, U_3, U_4$ ) are drawn. These indifference curves represent the various combinations of commodities  $X$  and  $Y$  at which John is indifferent.

Karl's origin is at  $O_K$ . His quantity of commodity  $X$  is measured downwards from the origin. His quantity of commodity  $Y$  is measured to the ~~left~~ right of origin  $O_K$ . His various

of only two people, namely an economy economy

Cape Herald 14/11/81

# Unions condemn security raids

**TWO Cape Town trade unions have condemned the security police raid on their offices on Friday as a 'flagrant intervention in our internal affairs.'**

The offices of the General Workers' Union, the Food and Canning Workers' Union and the Churches' Urban Planning

Commission (CUPC) were searched by teams of security policemen on Friday morning.

CUPC are the employers of banned Mitchells Plain community leader, Mr Johnny Issel, who was detained last Monday under Section 22 of the General Law Amendment Act, which allows for 14 days' detention without trial.

A GWU official said on Friday seven security policemen searched the offices from 9 15 am to 12 15 pm.

## RUDE

'They were rude and abusive and refused to allow more than one union official to be present while they searched. When we all insisted on being present, we were manhandled and thrown out of the offices physically. One of our officials is a woman and she received the same treatment.'

'They even refused to listen to our lawyer before he complained to the head of the security police, Brigadier Henrie Kotze,' he said.

He said the police confiscated a video tape and documents.

## WORKER

The offices of the other union and the CUPC were searched for more than two hours each.

A worker for CUPC said the policemen searched the handbags of all the staff members and confiscated many documents.

A joint statement issued by the GWU and Food and Canning Workers' Union said 'We are open and democratic worker organisations with nothing to hide. The security police had no legitimate reason to search our offices.'

'The search warrant was worded in the vaguest possible manner. Such harassment of our unions again exposes the hollow nature of the Government's new approach to trade unions for black workers.'

CAPE HERALD 21/11/81

## Ray of hope for striking workers

<sup>(145)</sup> ~~(152)~~ ~~(153)~~ ~~(189)~~  
THE dispute at Cape Foundries in Paarden Eiland, where 80 workers went on strike on Wednesday, appears to be firmly deadlocked, with management refusing to discuss the matter.

The strike was sparked off by the dismissal of a worker, Mr W Wildskut.

The only ray of hope for the strikers is a growing dissatisfaction with the foundries' management by officials in the Murray and Roberts group, which owns Cape Foundries.

According to a highly placed source, Murray and Roberts, which has some experience with strikes, is sympathetic to the strikers.

Mr R Rosenbloom, the Cape Foundries managing director and Mr Brian Rosenbloom, his son and fellow-director, were not available for comment on Monday morning.

### DEFIED

A spokesman for the General Workers' Union (GWU), to which the strikers belong, said workers defied an order for 33 contract workers among the strikers, to vacate their hostels by Sunday.

The spokesman said that the union had been informed by Mr Brian Rosenbloom that 'under no circumstances' would the strikers now be taken back.

Mr Rosenbloom was earlier quoted as refusing to negotiate with the GWU until it registered in terms of existing industrial legislation, which the union rejects. He also said production was not seriously affected but the union disputes this.

# Unions deplore detentions

Argus 27/11/81

~~239~~  
~~139~~ 145

## Labour Reporter

TRADE unions in Cape Town have reacted angrily to the wave of detentions of union officials and others around the country today.

The Food and Canning Workers' Union, whose Johannesburg acting secretary, Mr Neil Agate, was among the detainees, called for the immediate release of all those held.

'These arrests are not only an attack on our union, but on the trade union movement in general,' the union said in a statement.

'It is also another example of human rights being trampled

## STRUGGLE

'No amount of detention without trial will deter the trade union movement in its struggle on behalf of the workers.'

The General Workers' Union said it was outraged at the recent detentions.

'There are currently a large number of people from various organisations in detention,' the union said.

'It appears that once again the State is choosing a path of confrontation in its continuing attempt to counter the growth and popularity of progressive trade unions and community organisations.

'These measures do not go unnoticed by workers, both nationally and internationally.

'This wide sweep on workers' leaders, commu-

nity leaders and other supportive individuals will not stop continuing organisation.

'We call for the unconditional release of all those detained.'

The editorial board of the SA Labour Bulletin 'condemned utterly' the detention of people involved in the democratic labour movement.

'In particular, we object in the strongest terms possible to the detention of our managing editor, Miss Merle Favis.

'Her detention completely hampers the production of the Labour Bulletin, a journal committed to frank and open inquiry into labour matters.

'We demand that she be released forthwith so that she can resume her legitimate activities.'

## GRIEVANCES

The board warned that harassing organisations through which workers expressed their grievances could only be harmful and dangerous to the country.

The Association of Distributive and Allied Workers' Unions called for the detainees to be immediately charged or released.

'The spate of detentions of trade unionists leads to the conclusion that there is a deliberate attempt to undermine the reforms and rights for black and other workers recently inserted in labour legislation,' the association said.

# Detentions 'abhorrent', says City trade unionist

*Cape Times 5/12/81* *3000* *145*

By YAZEED FAKIER

THE South African Government could not rule without resorting to detentions without trial, Mr Dave Lewis, general secretary of the General Workers' Union, told more than 100 people at a protest meeting in the City yesterday.

Mr Lewis, who returned recently from a visit to Ciskei, was one of three speak-

ers who addressed the meeting, held to protest the latest detentions.

The other speakers were Mr Dennis Davis, a lecturer in the law department of the University of Cape Town, and Mr Laurie Nathan, president of the UCT Students' Representative Council and an executive member of Nusas.

Mr Lewis said detentions

without trial were "so abhorrent, so horrific that your gut-reaction to it is also your final reaction".

He noted that yesterday was "independence day" for Ciskei and said every day in the past year black leaders in that homeland had been detained by the Ciskeian security police.

Mr Dennis Davis said the South African legal system was developed on a hybrid of Roman and Dutch law, both of which laid a strong emphasis on the rule of law.

"By this we mean that no man is punishable except for a distinct breach of the law. That principle no longer exists in South Africa today."

He said people were detained for purposes of intimidation, but primarily to punish them for trying to bring about a democratic South Africa.

Mr Nathan said those in detention were democrats fighting for a just South Africa. Workers and their families were able to fight a common enemy because they had a strong sense of community and unity.

The middle-class could show support for the fight for a free South Africa by writing to the "liberal press", support union and community calls for boycotts and support "students and Nusas".



# 'Stop harassing the unions'

AAOUS 9/12/81

145

THE General Workers' Union in Cape Town today called on the Government to end the 'continual harassment of the independent union movement and for the immediate release of all detained union leaders'

The president and vice-president of the South African Allied Workers' Union (Saawu), Mr Thozamile Gqweta and Mr Sisa Njikelana, were detained yesterday at their union offices in East London

The Security Police also raided the East London

offices of Saawu, the Food and Canning Workers' Union and the General Workers' Union

After the search, the Security Police took a copy of the General Workers' Union constitution

The GWU said in a statement today that the latest action of the Security Police could only be seen as a 'further step in the concerted attack on the independent union movement'

'We must again warn the Government that in the face of the persistent action of the Security

Police, the Government's labour policy is being regarded with increasing suspicion by the workers. Reforms on paper mean little or nothing if, in practice, the Security Police continue to act as a law unto themselves'

The statement said the detention of Mr Gqweta and Mr Njikelana followed the recent detention of trade unionists in Johannesburg and Durban and raids on the offices of the Food Canning Workers' Union and the GWU in Cape Town about a month ago

© See Page 4.

# Stevedores' union wins big pay hike

CAPE TIMES 23/12/81 (145) (323) (145)

By TONY WEAVER

**THE unregistered, independent General Workers' Union (GWU) has achieved a dramatic breakthrough in wage negotiations between its stevedoring committees and stevedoring companies in the City, East London and Port Elizabeth.**

The GWU announced yesterday that as a result of the agreements, wages for stevedores would increase by a huge 64 percent in East London and 56 percent in Port Elizabeth.

The agreement also saw the companies agreeing to raise daily wages, boost sick leave pay, increase from two to three weeks the amount of paid leave workers get and pay out an annual bonus for the first time.

The most dramatic increase won in the Eastern Cape ports is that in leave pay — a massive 242 percent increase in Port Elizabeth and 147 percent for East London stevedores.

In addition, cargo allowances — extra wages paid for handling dangerous and heavy cargoes — have been increased and workers will

be guaranteed four days pay if there is no work at the docks. In the Eastern Cape, they were previously not paid at all if there was no work, and only after an interim agreement was signed earlier this year was this changed to allow for three days guaranteed pay.

In a statement released yesterday, the GWU said the negotiations were spread over several weeks and were conducted in good spirit, indicative of the harmonious industrial relations which can be achieved when managements recognize the right of workers to representation of their own choice.

"We trust this attitude will continue to prevail and will stand as an example to other employers in the country."

## Concurred

Captain G J Stockley, chairman of the stevedoring companies' Labour Supply Association, concurred with the union statement, adding "Our aim is to keep our ports competitive in a worldwide situation and see that the people who work in the ports receive a reasonable remuneration for the work they do."

The two stevedoring companies party to the agree-

ment are the South African Stevedoring Supply Company (Sassco) and Rennie's Grindrod Cotts. The agreements will be in force until December 31, 1982, when a new agreement will be negotiated.

Although an interim wage agreement was signed earlier this year, this is the first time a formal wage agreement has been signed in the two Eastern Cape ports since the GWU began organizing workers there last year, and brings them more or less into line with their counterparts in Cape Town.

## Weekly increase

City stevedores — on whose behalf the GWU has previously signed two agreements bringing wages from an initial R34 to the present R61 a week — will receive a weekly percentage increase of 11 percent.

Calculated on the basis of a four-day week, the basic weekly wages for stevedores in the three ports will now be Cape Town, R61, Port Elizabeth, R57, and East London, R53.

Daily wages in the ports will now be R15, R14 and R13, while weekend daily rates will increase to R30, R28 and R26 in Cape Town, Port Elizabeth and East London respectively.

## Leave pay

Leave pay has been increased by 66 percent in Cape Town, 134 percent in Port Elizabeth and 146 percent in East London and will be paid out for a three-week period instead of two weeks, as has been the case.

Sick pay has been increased by 44 percent in Port Elizabeth and by 41 percent in East London since the GWU started organizing there last year.

This is the third wage agreement in East London between a company and an unregistered, predominantly black union in recent months — an event unheard of a year ago.

ARGUS 28/12/81

# Workers

refuse  
to take

part in  
inquiry

Labour Reporter

THE recent wave of detentions of trade unionists has led a major progressive trade union, the General Workers' Union, to refuse to participate in an investigation being conducted by the National Manpower Commission.

In an open letter to the commission, the GWU's general secretary, Mr David Lewis, said the union had intended to submit detailed representations concerning the registration, recognition and representativeness of trade unions.

The union's executive committee had decided, however, that to proceed with its submissions would be 'a charade' in view of the recent spate of arbitrary actions against sections of the union movement.

## SEARCHES

'Over the past two months, numerous trade unionists in Johannesburg, Durban and East London have been detained and union offices in Cape Town and East London have been searched,' the letter said.

This kind of activity made a mockery of any attempts to reform and democratise the labour policies of the country. Unionists and workers did not know from one day to the next whether another unionist was likely to be detained or another office raided.

## UNDERMINING

The GWU called on the National Manpower Commission to state unequivocally and publicly that arbitrary action by the Security Police was undermining attempts to promote reformist labour policies, and to take steps to ensure that the Government puts a stop to it.

'Once we have evidence that the reformist words of the Government are matched by their actions, we shall be happy to submit our representations to your commission concerning its present investigating the letter said

# Unions may not meet

ARGUS 20.10.81

145

PORT ELIZABETH.  
The Chief Magistrate of Port Elizabeth has prohibited all meetings or gatherings at the weekend by members of two trade unions involved in recent strikes in the Eastern Cape.

Brigadier E S J van Rensburg, Divisional Commissioner of Police in the Eastern Cape, said the order had been issued in terms of Article 2 of the Riotous Assemblies Act. The ban applied to any meetings or gatherings by members of the General Workers Union of South Africa, and the Motor and Components Workers Union of South Africa — Sapa.

# Dockers

## strike

## over

## pensions

Labour Reporter

Durban was the scene of another pension strike yesterday when an early shift of about 200 stevedores downed tools

And at a Pinetown quarry about 30 workers struck over wage demands

Management at Rennie, Grindrod and Cotts Stevedoring held talks with workers who had demanded pay-outs of their pension contributions

Work returned to normal at the dock several hours later after management agreed to investigate stevedore grievances and report back to workers next week

Earlier this month the South African Stevedores Company (Sassco) was hit by a strike affecting 950 workers

A Sassco spokesman said this week that talks with the workers had been held and grievances worked out

The general secretary of the South African Allied Workers Union, Mr Sam Kikine, said workers at Ridgeview Quarries in Pinetown went on strike because management had not paid them a new wage increase and also because workers were trying to have their union recognised by the company.

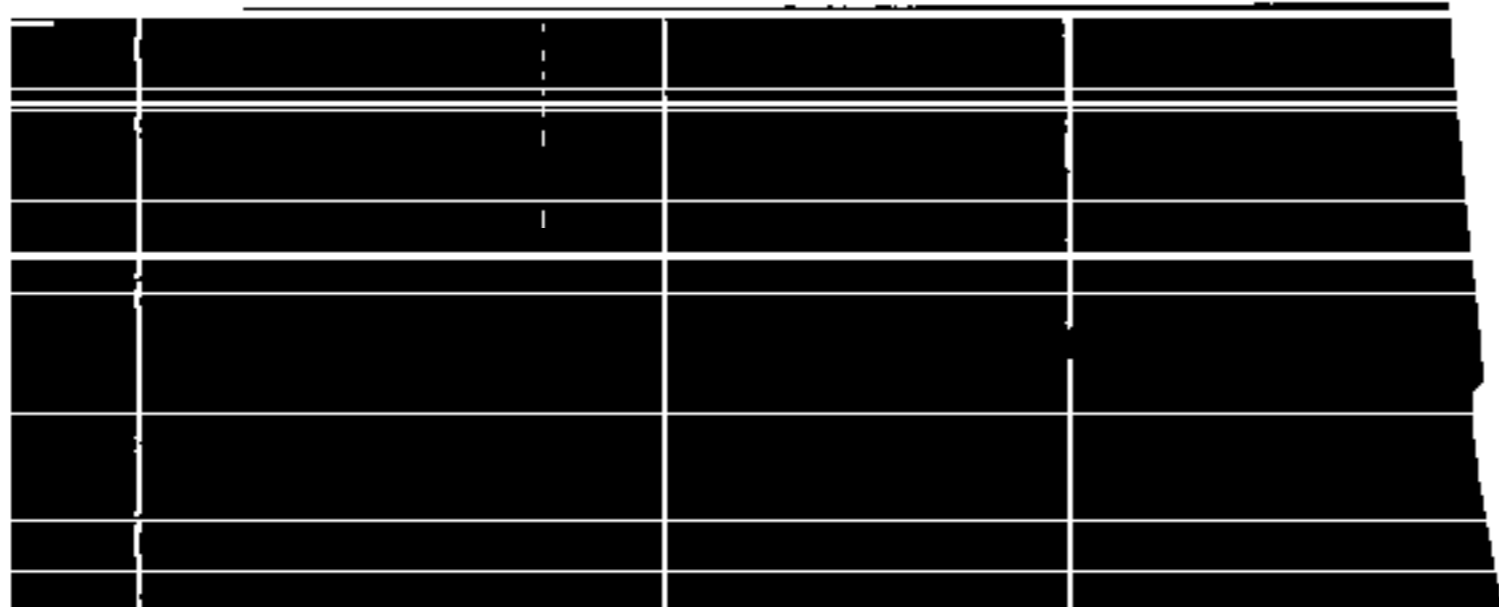
The company spokesman confirmed talks were held with workers yesterday

The Rennie group dock strike followed hard on the visit last Friday to Durban by the Registrar of Financial Institutions, Mr Naas van Staden, to discuss the pension unrest and impending legislation

Mr van Staden met the Natal Chamber of Industries and Durban Chamber of Commerce. Both chambers and workers have called for a deferment of the pension legislation because of the widespread unrest

Their pleas appear to have been met as Mr van Staden subsequently announced that next year's pension legislation would not be fully enforced for another three years — until 1985 — giving pension funds time to adjust to the changes

Both Natal and Eastern Province have been the scene of pension-related strikes this year, stemming from worker mistrust of Government interference in the funds.



August 15/10/81  
**Detentions a 'threat to peace'**

THE detention of 19 trade union members and officials in Port Elizabeth this week would exacerbate tension in the volatile Eastern Cape, a spokesman for the General Workers' Union said in Cape Town today.

'It has been proved time and again that the industrial peace is threatened by the detention of workers' leaders. This instance will be no exception, he said.

'We call for the immedi-

ate release of the detained members and leaders'

The detainees are members of the unrelated General Workers' Union of South Africa (Gwusa) and workers of the SA Bottling Company and the General Post Office.

Colonel H Snyman, an Eastern Cape security police officer, said they would appear in court on charges of intimidation.

He expected more strikers to be detained today.

Meanwhile, a deadlock

between workers and management at the Imperial Cold Storage factory at Alocs was broken last night when workers settled on an 80c-an-hour pay agreement.

At Mototvia in Uitenhage, where 180 walked out on Monday because of non recognition of Gwusa, workers were expected to return today following a management announcement that talks on union recognition would be held next week.

~~149~~ 145 141 151 157 ~~139~~

# Firm and 'illegal' union sign accord

CT 28/10/81 (145)

Staff Reporter

A MAJOR Cape engineering firm has signed an agreement with a worker's committee elected outside the framework of State labour legislation

The agreement, signed on Monday, is the second signed between an engineering firm and a workers' committee under the auspices of the independent General Workers' Union in the past two months, the first being that with Trident Marine in September

The agreement falls outside the framework of the Industrial Conciliation Act.

In a statement yesterday, the GWU praised the "progressive attitude" of the Consani management

"The agreement extends to the committee full rights of negotiation over wages and

conditions of service. A dispute procedure has been agreed and negotiations for a disciplinary and grievance procedure are well advanced

"The GWU participated in the negotiations and have been extended similar rights of negotiation in all future negotiations," according to the statement

The managing director of Consani, Mr R Aubin, said that although the company supported the concept of a central bargaining system, "it must also take cognisance of the expressed wishes of workers for effective representation in a system of their choice

"To this end, management has concluded an agreement on in-plant bargaining with an elected workers' committee"

# Union gets pay rise for stevedores

D. DISP. 22/12/81

222 145

**EAST LONDON** — A substantial wage increase for stevedores at three ports — East London, Port Elizabeth and Cape Town — has been negotiated between the unregistered General Workers Union (GWU) and the three stevedoring companies operating at the ports.

This is the first time an annual wage agreement has been negotiated at the East London and Port Elizabeth docks between the GWU and the three companies — South African Stevedoring Supply Company (Sascco), Remmes and Gindrod. There have been two previous agreements for Cape Town.

A statement issued by the GWU yesterday said the agreement was an indication of harmonious industrial relations which could be achieved when management recognised the right of workers to representation of their own choice. "We trust this attitude will continue to prevail and will stand as an example to other employers in the country."

Captain G J Stockley, the chairman of the Stevedoring Companies Labour Supply Association, concurred with what the union said, adding: "Our aim is to keep our ports competitive in a world-wide situation and see that the people who work in the ports receive a reasonable remuneration for the work they do."

Earlier this year an interim wage agreement was negotiated in Port Elizabeth and East London following the recognition of the GWU stevedoring workers committee by the companies.

Details of the agreement which were announced in the union statement yesterday and confirmed by management include:

● A daily wage of R13 for East London, R14 for Port Elizabeth and R15 for Cape Town. This represents a 64 per cent increase for East London and a 41 per cent increase for Port Elizabeth since the beginning of the year. Since the interim agreement the increase is 21 per cent in East London and 22 per cent in Port Elizabeth.

● A guaranteed wage for a four-day week. This is an increase from the previous three-day guarantee in all ports. Before the interim agreement there was no guaranteed wage for the East London stevedores who were only paid when there was work available.

● The guaranteed wage is now R53 for East London (a 64 per cent increase), R57 in Port Elizabeth (56 per cent) and R61 in Cape Town (11 per cent).

● Saturday and Sunday pay is now R30 for Cape Town (28 per cent increase), R28 for Port Elizabeth (22 per cent) and R26 for East London (21 per cent).

● There have been substantial gains in leave pay and leave has risen from two to three weeks for all existing employees. Since the beginning of last year sick pay and leave pay has risen 242 per cent in Port Elizabeth and 147 per cent in East London.

● There have been increases in all cargo allowances.

The GWU statement said the negotiations had been spread over several weeks and conducted in a healthy spirit.

Captain Stockley said: "The negotiations were conducted in an adult manner. The final settlement was more than we would have liked to pay and less than the workers would like to have received — but that is what negotiation is all about."

"The point is we were able to reach a settlement and this will provide us with an ongoing basis for negotiations in the future."

This is the third wage agreement in East London between a company and an unregistered predominantly black union in recent months — an event which was unheard of a year ago.

Earlier this month it was announced that two subsidiaries of the giant food conglomerate Tiger Oats, Meadow Feeds and KSM Milling, had concluded substantial wage agreements with the African Food and Canning Workers Union and the South African Allied Workers Union (Saawu).

In October Saawu negotiated a productivity-linked wage agreement with battery manufacturer Chloride SA — DDR.



# New deal cuts out industrial council

A MAJOR Cape engineering firm has agreed to negotiate wages and work conditions with a worker committee that is attached to an unregistered union outside the metal industries' official bargaining system.

The firm is Consam Engineering, which employs about 600. It becomes the second Cape Town firm covered by the metal industries' industrial council to agree to bargain with the unregistered General Workers' Union outside the official system.

The agreement is seen by unionists as another advance for their view that employers should negotiate directly with them, rather than through industrial councils.

It comes at a time when a small, but growing, number of employers are deciding to negotiate directly with unions outside the industrial council system.

The giant Steel and Engineering Industries Federation, a staunch supporter of industrial councils, is due to announce its revised policy towards councils early next week.

A statement issued by Consam's managing director, Mr Dick Aubin, said yesterday that

By STEVEN FRIEDMAN

the company supported "the concept of a central bargaining system at industrial level"

But it added that the company "must also take cognisance of the express wish of our workers for effective representation in a system of their choice".

"To this end management has concluded an agreement on in-plant bargaining with an elected workers' committee which acted with the guidance of the General Workers' Union. We believe this decision to be in the best interests of our company for sound industrial relations in the long term."

## Disputes

A GWU statement said the agreement gave the committee "full rights to negotiate over wages and conditions of service". A disputes procedure had already been negotiated and talks on a grievance and disciplinary procedure were "well advanced".

The statement added that the union had taken part in the negotiations and that it had been "extended similar rights of participation in future negotiations".

The GWU said: "The progressive attitude of Consam management is to be commended and is a worthy example to other employers in the industry."

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Second degree price  
limited

Third degree price  
discrimination as economic  
selling at separate markets

It is of obvious advantage to the producer as he  
can sell more of his product this way (i.e. he  
will be gaining at the expense of 'consumer  
surplus'). The producer will thus have to  
identify the separate markets and make sure that  
they do not establish some sort of link that  
would prevent his discriminating. The greater the  
number of different markets (with different elasticities  
of demand) that the producer can identify the  
greater will be his share in consumer surplus.

The further advantage of price discrimination  
to the producer is that it can make possible  
production that would be too costly if there was

Output

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Offence  
leads to  
fines

145

*Gwenan Post 29/2/8*  
Post Reporter

TWO men were convicted in the Addo Magistrate's Court today of distributing literature on SA Transport Services premises without the necessary authority.

They are Mr Roger Ngomo and Mr M N Mgxaska, members of the General Workers Union, who were arrested in Addo last Thursday by the Railways Police for distributing pamphlets on a train.

The magistrate, Mr W. L. Visser, fined both men R50 each (or 25 days).

Mr D Claasens appeared for the State

c

In Nepal malaria barrier in the area along the Southern border had for centuries reinforced the country's isolation. Control measures in the late 1950s initiated a wave of local migration from the overpopulated hillsides, leading to economic and social development of the region. In Ceylon eradication of malaria was accompanied by migration from the crowded third of the island to what had been the malarious two-thirds. In Ghana oncocerciasis (river blindness) has driven farmers from the fertile North to the less fertile and southern regions of the country.

"All along the retreating atmosphere of decline and although land is abundant, because of limitations on To the lay observer nutrition of minor infections such as When one visits these small help feeling the contrast and western sections, and border of the blind area. Beginning along the Red V land has been abandoned 4 years for the past 45-50 a role, the primary age Source: Hunter, Geograph D. - Changes in attitude

# Rise for stevedores but below other ports

The daily rate for Sasso stevedores in Durban has been increased to R12 a day, representing a 20 percent increase on this year's rate of R10 a day Saturday, Sunday and public holiday pay in Durban has been increased to R20 70

Mercury Reporter  
NEXT YEAR'S pay increases for the stevedores of a Durban company are lower than those of the wage agreement recently concluded by the Durban Stevedores' Union.

in terms of the wage agreement the rate for Saturday or Sunday pay is R30 in Cape Town, R28 in Port Elizabeth and R26 in East London Mr Dooley said yesterday it was probable that Durban would enter into a wage agreement with the General Workers' Union in the next few months.

Elizabeth and East London However, Durban stevedores are given free housing, food, clothing and transport Mr L Dooley, Sasso's financial manager, announced the increases for Durban stevedores yesterday He said it had to be taken into consideration that Durban was the only port where stevedores were given free housing, two meals a day, clothing and transport to work

It improves the quality of work. Mushkin using an econometric model of India large, but since large population, so small per capita income. total productive capacity of the economy (useful for war potential). expenditures on health potentially productive in four ways. Increase the number of man hours of work that can be performed - employment can be a problem. (Ceylon by lowering the death rate increases productivity).

Durban stevedores were not included in the agreement because the General Workers' Union had only recently opened an office in Durban and did not have sufficient members to represent Durban stevedores The agreement between the union and the companies, Sasso and Rennie's Grindrod Cotts, sets the guaranteed wage for a four-day week at R61 for Cape Town, R57 for Port Elizabeth and R53 for East London, representing an increase of 11, 56 and 64 percent respectively The daily wage for Cape Town is R15, Port Elizabeth R14 and East London R13

One problem is that many underdeveloped countries are tropical. Very difficult to work hard in hot weather no matter what one's health or nutritional status. Should be possible to focus on this question by examining the performance of poverty school children after installation of a school lunch program. It is hard to control further interaction of other variables.

If non-agricultural situation not so obvious that increased productivity is good, must produce glut on market. However if considering self-employed subsistence farmer may well be that could grow more, if healthier, would be direct benefit. Dependence on nature of the productive process. By clearing otherwise uninhabitable areas it makes possible the use of natural resources that could not otherwise be used.

of schistosomiasis in St. Lucia called to find any association of women, the daily output of workers that schistosomiasis is ultimate decline in productivity

attitudes installed by health activities apart from new vigor - health activities may have high demonstration effects. If health activities can succeed in alerting man to the proposition that he is not the pawn of the mystical and super natural, they might engender a new maturation toward self fulfillment and greater achievement.

An output function was eventually obtained for 22 developing countries.

- Value of ag. output = 133+0.344 A + 0.038 B - 0.13C - 0.00095D - 0.024E
- A = percent of labour force in agriculture
- B = pounds of fertiliser per acre
- C = infant mortality rate
- E = illiteracy

(The coefficients for labour, infant mortality and population per doctor differ significantly from zero at least at the 0.02 probability level)

Alan L. Sorkin

Human Capital - a good or service which increases the productive capacity of human beings. Thus investment in health or education yields a continuing return in the future. Thus greatest benefits to young people, migration a form of human capital - migrate when young.

Economic Development - an increase in output per head

$$\frac{GNP \text{ or } NI}{POP} = \text{per capita income}$$

of India large, but since large population, so small per capita income. total productive capacity of the economy (useful for war potential). expenditures on health potentially productive in four ways.

Increase the number of man hours of work that can be performed - employment can be a problem. (Ceylon by lowering the death rate increases productivity).

It improves the quality of work. Mushkin using an econometric model

of schistosomiasis in St. Lucia called to find any association of women, the daily output of workers that schistosomiasis is ultimate decline in productivity

INDUSTRIAL RELATIONS - Workers' Org. - General  
Workers' Union  
1982

JAN. — DEC.

Needs not only plays Boeremusiek, but jazz and light country music as well, to which can be attributed his popularity in South Africa

THE COLLIERIES  
in Weekend Post  
TOMORROW

# Labour leaders to fight layoffs in motor industry

By SANDRA SMITH

DESPITE denials by the motor and component companies, labour leaders predict widespread layoffs in the industry this year — and unions have vowed to fight them

Last week the Datsun and Sigma motor factories near Pretoria fired or laid off excess labour — 850 workers at Sigma and an estimated 150 at Datsun. Layoffs have also been reported in the metal industries

Further trimmings of workforces are expected as the downturn in the economy occurs, and a major Fosatu union, the National Automobile and Allied Workers' Union (Naawu) has urged employers to use other methods of cutting production

These include short time, where a company works a

shorter week and cuts all workers' wages instead of laying off staff, cutting overtime and slowing down production

Naawu has also urged employers to negotiate re-trenchment with workers

A union spokesman said this week many companies felt short time created worker resentment.

Union spokesmen interviewed tended to prefer a drop in workers' wages to a situation where the unemployment situation was worsened by large numbers having no jobs at all

The Naawu spokesman said in the event of layoffs becoming inevitable, the union wanted one month's notice so negotiations could start on how layoffs would occur

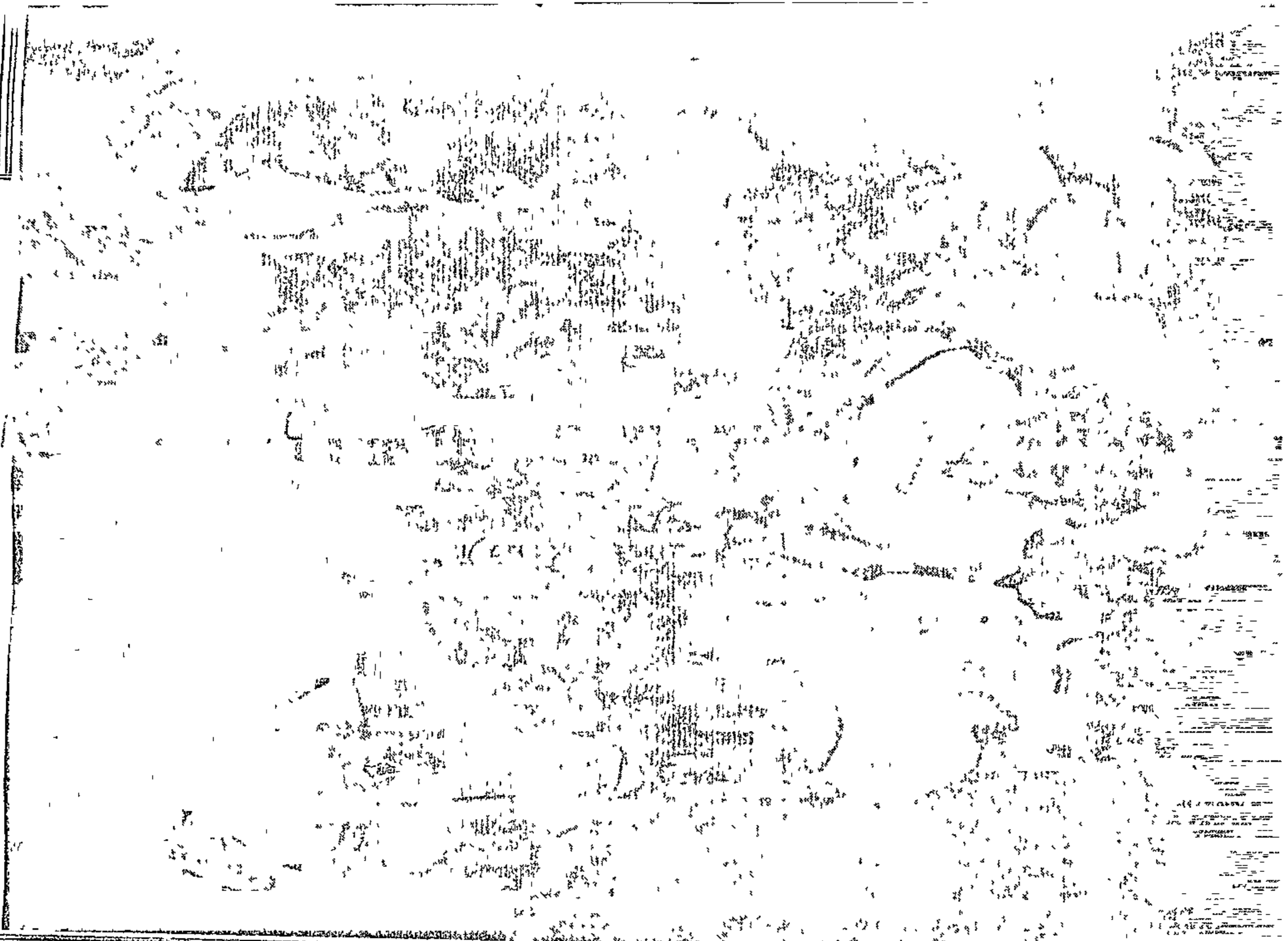
Naawu also wanted an objective standard for choosing who would go. The union preferred the method

whereby a worker's length of service was the only standard

A spokesman for the Motor and Component Workers' Union of South Africa (Macwusa) said the union also preferred short time to layoffs, and urged management to discuss the issue with them.

A spokesman for the General Workers' Union, mainly operative among stevedores in the Eastern Cape, said the present situation was one of tremendous economic hardship for workers and a volatile political climate

In the event of layoffs at Volkswagen, Ford and General Motors, workers would receive a Supplementary Unemployment Benefit Fund bonus in terms of an Industrial Council agreement which came into operation in 1979



It's a fair cop. Here

Patrols Speedily

## RETTIG'S

HUNTERS RETREAT

# Union accuses SAR

DOM 29/1/82

1200

145

## Labour Reporter

A MAJOR union recognition row on the SA Railways took a dramatic new turn yesterday when the SAR was accused of "waging a campaign" against union members in an attempt to "instigate" worker unrest.

The allegations came in a statement from the unregistered General Workers Union (GWU), which claims majority membership among workers employed by the SAR at East London and Port Elizabeth harbours.

An SAR spokesman said yesterday the railways were aware of the allegations contained in the GWU's statement but were not prepared to comment on them.

The GWU said the chairman of its worker committee at PE harbour was fired two weeks ago and that a large number of workers had been questioned by railway police and management.

labour  
lal

# Death clouds progress

229 132 145 165

By STEVEN FRIEDMAN  
WDM 8/2/82

THE death in detention of unionist Dr Neil Aggett seems set to prompt a serious deterioration in relations between the growing black union movement and the Government.

At least five unions or union groupings have warned that there can be no further relationship between them and the Government until Security Police action against unions ends

This was spelt out in a statement by representatives of Fosatu — the country's biggest independent union grouping with a membership of over 90 000 — the General Workers' Union, the Food and Canning and African Food and Canning Worker's unions, and the Cape Municipal Workers' Association

Although relations between the unions and the authorities have always been tense, in the past 18 months some independent unions have met the Minister of Manpower, Mr Fanie Botha

## Evidence

And many unions — even some regarded as "militant" by some employers and the authorities — have been prepared to comment officially to the Department of Manpower on legislation and to give evidence to official inquiries

In a recent confidential document, the Government's National Manpower Commission welcomed this and said it could be seen as a sign, that — whatever their differences with the Government — these unions were at least prepared to recognise the legitimacy of officialdom and the new official labour system

But in the statement issued after Dr Aggett's death, representatives of the union groupings said there could be "no further and future relationship" between them and the authorities while Security Police action continued

They claim Security Police action against unions has been increasing recently, and cite raids on union offices, detentions, arrests and banings as well as other actions, such as "inciting employers to adopt a harsh line against unions"

And they say the Department of Manpower "cannot wash its hands" of the death "by saying these are matters concerning the security of the State"

In another statement, the General Workers' Union said "We shall mourn (Dr Aggett's) death by intensifying our struggle against the State which bears the total responsibility for his death"

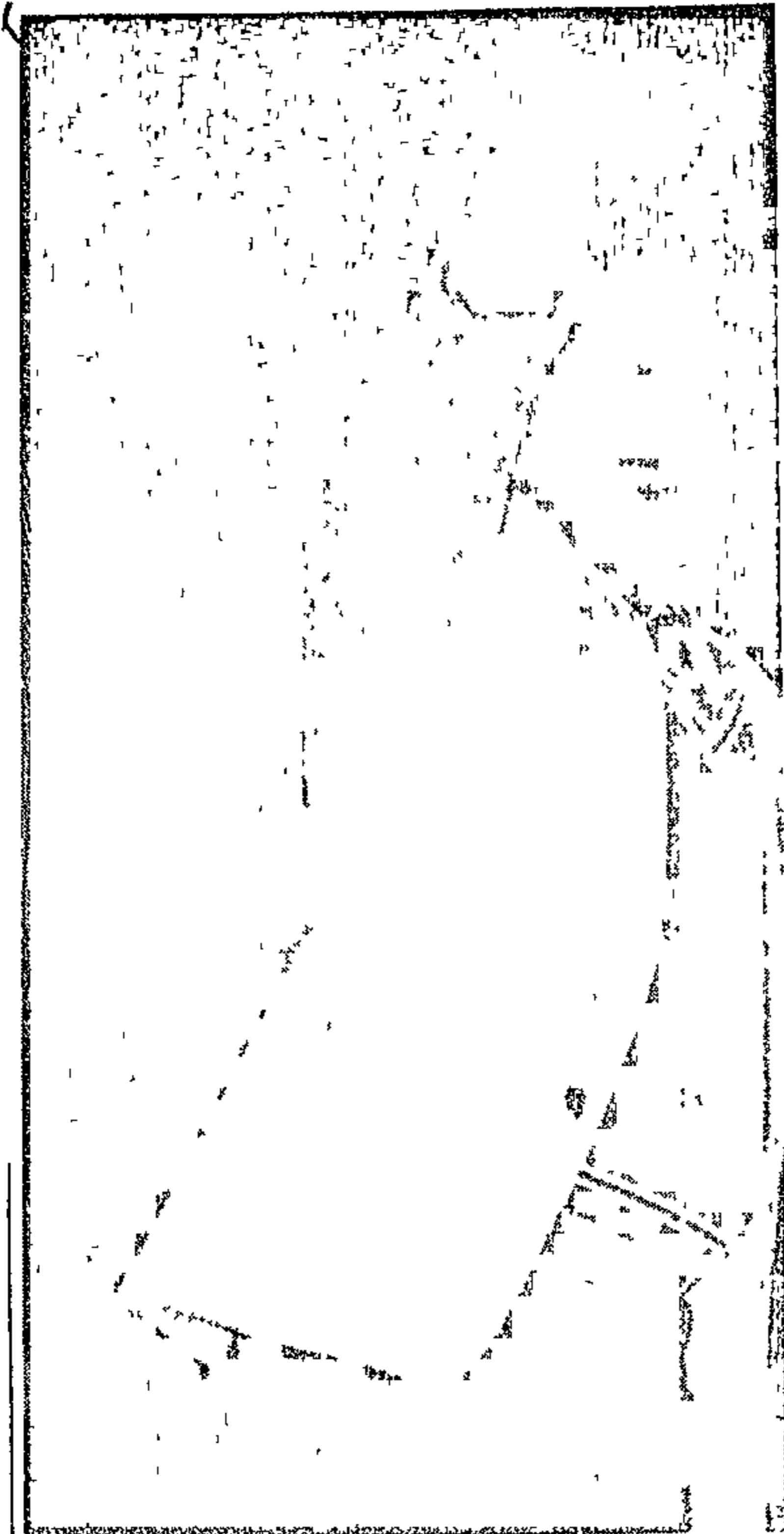
## Refused

The General Workers' Union recently refused to give evidence to a National Manpower Commission probe, in protest against union detentions

In statements issued after Dr Aggett's death, his union insisted it believed he had been detained solely in connection with his union work

Mr Jan Tregon, general secretary of the Food and Canning Workers' Union, said that when Dr Aggett was detained, police had removed the union documents from the union's Transvaal office

"What have these to do with the security of the State?" he asked



The branch chairman of the African Food and Canning Workers Union, Mr Ernest Qwesha, left, and the chairman of the memorial service for Dr Neil Aggett, Mr Joe Kobo, address the crowd at the City Hall

## Aggett death: Sash protest

EAST LONDON — Members of the Border region of the Black Sash took turns in one woman stands at the City Hall yesterday with a black-edged placard reading "Another death in detention"

They were joining a country-wide silent protest by Sash members against the death in detention of Dr Neil Aggett

The Border Black Sash organiser, Mrs Nora Squires, said later "It is less than two weeks since we held our last stand which was to mark the opening of Parliament

"Our message then was 'Parliament opens govern justly — no detentions'

"It is tragic that we had to stand today to mourn a death in detention" — DDR

# Service told of unionist's sacrifices

EAST LONDON — Dr Neil Aggett, the trade unionist who died in detention last week, was a white man who forewent his privileges to seek a better life for blacks, speakers said at a memorial service in his honour here last night

The service, held in the city hall, was attended by about 1 500 people and was addressed by representatives of the African Food and Canning Workers Union (AFCWU) the South African Allied Workers Union (Saawu), the General Workers Union (GWU), the United Women's Organisation (UWO) and the Congress of South African Students (Cosas)

Mr Ernest Qwesha, the branch chairman of the AFCWU, the union of which Dr Aggett was the Transvaal secretary said that despite being born into privilege Dr Aggett had seen himself as a human being first and foremost

"Now that Dr Aggett is dead, the struggle of the workers for the improvement of this system has not died with him," Mr Qwesha said "But his death has not gone unnoticed by the workers and it will only strengthen us in our resolve"

Mr Welile Mzozonyana, a former branch chairman of the union, said the world had greeted Dr Aggett's death with shock "It was not the fact that he died but the circumstances of his death which have caused so much concern" he said

Mr Mzozonyana praised Dr Aggett as "a man who had chosen to be a South African rather than a white man — no matter what big brother said"

He was a strong opponent of apartheid and all its attendant evils and I weep at this unnes-

sary death because I am also strongly opposed to apartheid

"The whole of South Africa has been robbed by his untimely death. He was one of the very few white people who reached across the chasm of apartheid to stand side by side with his fellow South Africans"

Mr Joe Kobo, the chairman of the meeting, said the cause Dr Aggett had aspired to was a non-racial future "Dr Aggett was a typical example of what we aspire to. He represented a South Africa of tomorrow"

Mr Kobo said the rulers of South Africa had never asked the black masses what they wanted as a solution "They are scared because they think we want to replace white domination with black domination. That is not true — we want a country where colour means nothing"

In Grahamstown academic, technical and general staff at Rhodes University will join a half hour work stoppage today to mourn the death of Dr Aggett

A meeting of staff and students will be held in the university's Great Hall in memory of Dr Aggett who attended Kingswood College in Grahamstown before going on to medical school, and to protest against detention without trial

The Vice-Chancellor of Rhodes, Dr Derek Henderson, agreed last night to the stoppage provided that no open air meetings were held on campus

Stoppages are also planned in other centres throughout South Africa

A funeral service for Dr Aggett will be held in Johannesburg on Saturday — DDR-DDC

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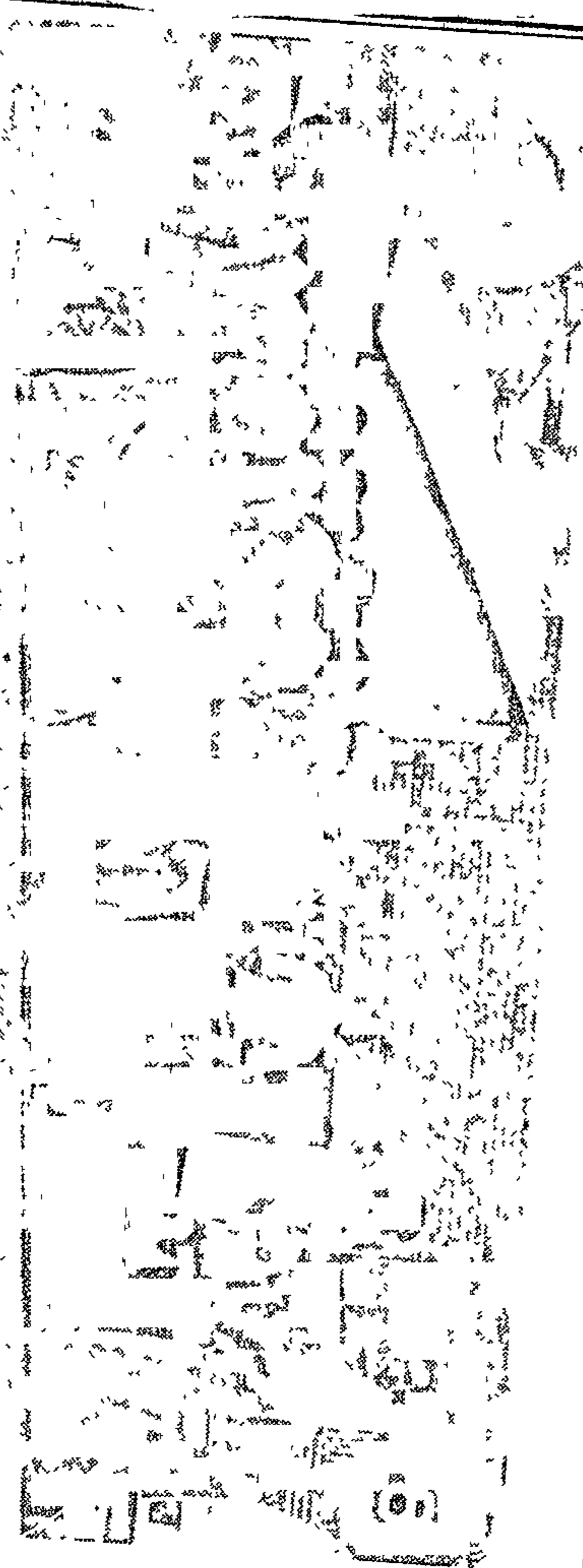
D. Dispatch  
11/2/88



# Factory stands till as thousands join

Mercury 12/2/82

145  
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~~170~~



WORKERS at S A Fabrics observed a 10-minute stoppage — while discussing the dismissal of a shop steward by management

### Mercury Reporters

FACTORIES throughout South Africa were brought to a standstill yesterday when tens of thousands of workers stopped work to mourn the death in detention of Dr Neil Asgett

Unions country-wide reported peaceful work stoppages but last night figures of the number of workers involved were not available

A spokesman for the Federation of South African Trade Unions said that 52 000 union members at 75 factories throughout the country observed the brief work stoppage

In Natal the Fosatu spokesman said more than 17 000 workers at 31 factories stopped work at the scheduled times

Meanwhile the general secretary of the Food and Canning Workers Union Mr Jan Theron, said that although he had not had all the reports back from the shop stewards he had no doubt that all 20 000 of their members observed

Discussing the dismissal of a shop steward by

bers at 75 factories throughout the country observed the brief work stoppage

In Natal, the Fosatu spokesman said, more than 17 000 workers at 31 factories stopped work at the scheduled times

Meanwhile, the general secretary of the Food and Canning Workers' Union, Mr Jan Theron, said that although he had not had all the reports back from the shop stewards he had no doubt that all 20 000 of their members observed the stoppage

Dr Aggett was the Transvaal secretary for the Food and Canning Workers' Union and they had initially issued the call for the half-hour stoppage

The general secretary for the General Workers' Union, Mr David Lewis, said that from his union about 4 000 observed the stoppage

He said stevedores at East London, Port Elizabeth and at Cape Town brought the harbours to a standstill for half an hour when they downed tools

According to figures released by Fosatu, the textile industry was the most effected by the work stoppage and the entire workforce of a number of large Hammarsdale factories all downed tools

### Observed

At Mooi River Textiles apparently 1 000 workers observed the stoppage but a spokesman for the company said there had been a 'five or 10 minute' stoppage which involved 'some of the workers'

He said that those who took time off would lose wages accordingly

Mr Barry de Wet, group industrial relations manager for Hulett's said 190 workers at the Felixton mill had observed the work stoppage between 11 30 a m and noon

The entire workforce, of nearly 2 000 workers, at the David Whitehead mill at Tongaat stopped work for 20 minutes yesterday afternoon. The night shift staff held a similar stoppage at 1 30 a m yesterday

At Defy Industries in Durban, the subject of a work stoppage over pensions recently about 1 200 workers also downed tools yesterday

More than 400 medical students yesterday gathered at the University of Natal Medical School in Congella to mourn and protest the death of Dr Aggett

The SRC of the University of Natal, Durban, also observed the half-hour work stoppage by closing its switchboard and holding a meeting on campus yesterday

Star 18/2/82. (145)

# Black unions slate Bifsa labour guide

By Drew Forrest

The tough new industrial relations guidelines of a major user of black labour the Building Industries Federation of South Africa, have drawn sharp criticism from black unions concerned.

The guidelines have been circulated to Bifsa's 3600 affiliates which employ more than 300 000 workers.

The recommendations include

- No negotiation outside the industrial councils on matters within the councils jurisdiction. These include wages and pensions.

- No negotiation of management decisions or with workers on strike.

- Only "very informal contact" with unregistered unions. Employers should grant only officials of registered unions access to their workers.

Bifsa also opposes recognition of union shop stewards. A spokesman

for the federation commented: "We will talk to proven representative of our employees but will not recognise their affiliation to any outside body."

Mr David Lewis, general secretary of a union organising black building workers in the Western Cape the unregistered General Workers' Union said the guidelines "fell far short" of those issued by other local employer bodies.

The building industrial councils have an "incredibly low standing among black workers," he said. "They simply would not join a union operating only at council level."

Mr Frank Mohlala, general secretary of South Africa's only industrial union for black building workers, the registered Building Construction and Allied Workers' Union said: "We would not be interested in joining an industrial council on these terms — the guidelines give all power to management."

145

# Dock firms' denial

EAST LONDON — A spokesman for two stevedoring companies here denied yesterday that there had been any arrangement between them and the General Workers Union (GWU) for stevedores to observe a half-hour work stoppage in memory of Dr Neil Aggett, the trade unionist who died in detention.

He was reacting to a report yesterday that only a few stevedores had stopped work at the harbour despite an arrangement between the management of the stevedoring companies and the union. The report quoted Mr David Thandani, the branch secretary of the GWU, as saying some of the foremen had not been informed of the arrangement and had insisted that work should continue.

Mr A Aylott, chairman of the East London Stevedoring Companies' Association, said yesterday they had been informed by workers that they intended to observe the stoppage, but had not replied to the workers' declaration of intent.

Although the companies' policy, which had been communicated to all foremen, had been neither to condemn nor condone the stoppage, but to leave it to workers, this had not been communicated to the union and it was therefore incorrect to speak of an arrangement with the union, he said.

A Durban member of the GWU executive, Mr Mike Morris, said the union had approached the South African Stevedoring Association in Durban on Wednesday and that the association had taken a policy decision not to obstruct workers if they decided to stop work for half an hour. This had been communicated to the GWU by a Mr Nielson who had given a personal assurance that there would be no obstruction at any of the ports, Mr Morris said — DDR

When the mad professor and then himself, the decision-makers act as an experimental hazard. And they During the International Belt was discovered. Belt was discovered. magnetic phenomena. to carry out an experiment to see if the The colourful draperies

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Read the following passage in your own words. Your answer should be in the form of an essay.

6. Compression moulding is a process in which plastic material is heated and then pressed into a desired shape under heat and pressure.

5. TO Various methods of plastic moulding are used in the production of plastic products.

4. SUCH AS Plastics are used in many different ways. Some of the common uses are listed below.

3. FROM/TO Plastics are used in many different ways. Some of the common uses are listed below.

2. AND/WHEREAS/Thermoplastics are plastics which soften on heating and harden on cooling.

1. AND There are two types of thermoplastics: thermoplastic and thermosetting plastics.

Example: They are cheap and they have a resistance to corrosion.

Example: They are cheap and they have a resistance to corrosion.

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Example: They are cheap and they have a resistance to corrosion.

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ARGUS 23/2/82 128 139 145 229

# Aggett: Threats continue

THREATENING and obscene telephone calls linked to the death in detention of Dr Neil Aggett are still being received by local trade unionists

Officials of the Food and Canning Workers' Union and the General Workers' Union have been called late at night

by a man saying they will be 'next on my list.'

The telephone numbers of some of the officials are not in the directory

Calls related to the death of Dr Aggett, Transvaal secretary of the Food and Canning Workers' Union, began the day after he was found hanged in a cell at John Vorster Square on February 5

A spokesman for the General Workers' Union

said the caller described himself as 'the one who strings people up'. At various times he said he was a member of Aksie Eie Toekoms, the Special Branch and the Security Branch.

'It is very unpleasant to receive such calls, but we are not intimidated by them,' the union spokesman said.

The calls have been reported to the police.

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Jan 31:

Income Statement  
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being closing entry

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Jan 2:

Income from Life Policy  
Income Statement  
being closing entry

24 000

Jan 2:

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Income from Life Policy  
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Jan 2:

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04, Jan 1:

Years 02 and 03 - same as 01

Income Statement  
Insurance Expense  
being closing entry

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Dec 31:

Bank  
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being payment of premium

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01, Jan 1:

Premiums Treated as Business Expense

(1)

SOLUTION TO: GLS

ACCOUNTING A

# Independent unions invited to pay talks

By STEVEN FRIEDMAN  
Labour Reporter

**IN AN unprecedented move, unregistered unions are to be invited to take part in this year's annual industrial council wage negotiations in the giant metal industries**

And registered unions in the industry have come up with a surprise demand — that legal minimum wages be raised to R2 an hour within a year — almost double the present minimum

The metal council is the biggest in the country, determining minimum pay and conditions for nearly half-a-million workers

Both moves come in the wake of attacks on the industrial council system by emerging black and non-racial unions

The Steel and Engineering Industries Federation (Seifsa), which strongly supports the metal council, has initiated talks with emerging unions on the council system and other issues

Although most of these unions are unlikely to take up the wage talks offer, the unregistered Black Allied Workers' Union has already taken part in a union caucus to draw up wage demands for the negotiations

Unregistered unions may not take part officially in council bargaining, but the metal council — which comprises regis-

tered unions and Seifsa — has invited them to take part informally

Mr Ben Nicholson, director of the Confederation of Metal and Building Unions, said yesterday that unions on the council had invited all unions in the industry to take part in their caucus meeting to formulate wage demands

Unions such as the General Workers' Union and Fosatu's Metal and Allied Workers' Union had not taken up the offer, but BAWU had.

Mr Ite van der Watt of the Boilermakers Society added that the industrial council had then agreed to invite all unions to take part in the negotiations, scheduled for March 9

This was confirmed by Seifsa's director, Mr Sam van Collier

Mr Nicholson disclosed the unions were demanding a minimum wage of R1,75, rising every three months until it reached R2 within the year. Unions were also asking for a 20% rise in the minimum for the highest-paid workers. The present minimum is R1,13

The demand for a R2 minimum was voiced in several strikes last year and adopted as a target by Fosatu

But both unionists denied this was the reason for the demand "It was simply the decision of unions at the caucus," Mr Van der Watt said

Both said they expected employers to strongly resist the demand, citing the downturn in the economy

(2)

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Income from Life Policy	
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SOLUTION TO: GLS

D. Dispatch 26/2/82

1028 1450 1381 145

(pd)

# Unions slam Siwani call

EAST LONDON — The General Workers Union and the African Food and Canning Workers Union have condemned a call by the Ciskei Minister of Justice, Chief Z Siwani for people to keep away from organisations such as the South African Allied workers Union (Saawu).

Speaking at a meeting of chiefs headmen and members of the National Assembly in Zwelitsha on Tuesday Chief Siwani warned those present not to identify themselves with such organisations, which he accused of aiming to disturb peace and order at places of employment.

In a joint statement the branch secretary of the General Workers Union Ml David Thandani and the branch secretary of the African Food and Canning Workers Union, Miss Debra Komose, said the reason why there had been problems at places of

employment was the intransigence of managements.

The honourable Chief Siwani must know as a matter of fact that there are large factories where Saawu has been recognised and where sound employer-employee relations prevail as a result of negotiations between the unions and management.

Chief Siwani said the sons of the chiefs and headman should not identify with organisations such as Saawu. Firstly, he should know that many of these people he was referring to are members of a trade union already.

"Secondly the Minister stands to mislead the unorganised workers and thirdly, he seems to be advocating the perpetuation of ill treatment of the workers while the unions are fighting for the betterment of their situation at their places of work —" DDR

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SOLUTION TO: GL5

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In a surprise move, the Engineering and Allied Workers' Union has accepted the invitation to unregistered unions to attend the 1982 wage talks for the metal industries

The decision was taken at an executive committee meeting at the weekend, according to EAWU's general secretary, Mr Calvin Nkabonde

EAWU and the Black Allied Workers' Union are the only unregistered unions known to have accepted the offer of observer status at the industrial council talks beginning on March 9

Two key unregistered unions, the SA Allied Workers' Union and the General Workers' Union, have refused

Registered unions outside the industrial council have also been invited



# Black union welcomed to SAR 'family'

Trade unions on the railways were called "sweetheart unions" by some people but there was nothing wrong with unions of this type, the general manager of the Department of Transport Services, Dr Kobus Loubser, said yesterday.

Opening the annual meeting of the Federal Consultative

ive Council of SAR and H Staff Associations, Dr Loubser asked "Why can't a union be a sweetheart union?" As long as you can fight for your rights, see the general manager and have a right to state your claim — what's wrong with it?"

His comments

come in the middle of a dispute over recognition between an independent union organising railway workers, the General Workers Union, and railways management

This year's official opening of the FCC meeting was a 'special occasion,' Dr Loubser said, as it was attended for

the first time by observers from the SAR and H Staff Association for Black Employees

This union, formed last year with the assistance of railways management now claims 52 000 members

Addressing officials of the black

union, Dr Loubser said the railways, as elsewhere in the world was a "conservative, family-type organisation."

"We know that at times overseas influences have come into your society, and we are thankful that you want to be part of the railways family"

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TEMPORARY NAMES USED IN TRANSFORMATIONS  
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VARIABLES TO BE USED  
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LABOUR MATTERS FM 12/3/82

# No wage demand dow

Managements hoping that union pay demands will be modest this year because of fears of lay-offs, due to economic contraction, might be in for a rude awakening

The message coming from the shopfloor in several industries is that workers are going to insist on substantial pay increases, even if some union leaders doubt the wisdom of pressing managements too hard at this stage. Workers have already started putting on pressure. For example, work stoppages have occurred in the garment and metal industries on the very eve of wage negotiations.

Dr Anna Scheepers, president of the Trade Union Council of SA (Tucsa), warns that wage negotiations will be "very, very tough this year." In industries such as the garment industry, where there have not been layoffs, workers believe they are entitled to substantial increases, she says. These employees are not concerned about the possibility of a recession and believe it is the duty of employers to compensate them for inflation.

Garment industry employers this year face demands that would be daunting in even a boom year. Unions want a 50% across-the-board wage increase, an annual holiday bonus equal to two weeks' wages, equal pay for men and women, and some other benefits.

Scheepers emphasises her commitment to avoiding confrontation with managements or unions breaking agreements with them. But she warns that there could be an increasing number of applications for legal strikes or arbitration.

## Talks deadlocked

Pay negotiations in the metal industries, which cover more than 400 000 workers, are deadlocked. Unions are demanding that legal minimum wages be raised to R2 an hour this year — almost double the present minimum. At talks this week they rejected the employers' pay offer. Negotiations will continue next month.

An important feature of this year's talks is that three unions, which do not belong to the metal industries industrial council, have accepted an invitation to take part. They are the Black Allied Workers' Union, the Engineering and Allied Workers' Union, and the Eastern Province General Workers' Union.

The Metal and Allied Workers' Union (Mawu) has, however, refused to participate in the negotiations because it is opposed to the industrial council system. An affiliate of the Federation of SA Trade Unions (Fosatu), Mawu grew rapidly last year and now has branches in most major



Tucsa's Scheepers .. "a tough year"

centres. By the end of the year it had about 23 000 members — almost double its membership at the end of 1980. It is therefore an open question whether a wage agreement reached without Mawu's participation will result in labour peace. Some observers doubt that it will, but say it is significant that the R2 an hour the metal industry unions are demanding is a much-publicised Fosatu target.

# Bannings anger unionists

ARGUS  
1/4/87  
145

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OWN  
BOOK

THE Cape Town Inter-Union Solidarity Committee has reacted angrily to the banning of four Port Elizabeth trade unionists who were recently released after several months in detention

The Government seems to have cast aside any pretence of labour reform and seems bent on a path of complete confrontation with the progressive trade union movement, the committee said in a statement

It warned that the biggest casualty of such action would not be the trade union movement but harmonious labour relations

Two-year banning orders have been served on Mr Dumile Makanda, chairman of the Motor Assembly and Component Workers' Union (Mac

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### NOTE CAREFULLY

- 1 Enter at the top of each the block on this cover you are answering
- 2 Blue or black ink answers. The use of Red or green underlining, emphasis pencil may also be used
- 3 Names must be printed (e.g. graph paper) in examination book (s)

Any dishonesty will result

usa), and Mucwusa organisers Mr Maxwell Madhogozi and Mr Zandile Njuza

Mr Siphho Pityana, an organiser of the Macwusa-affiliated General Workers Union of SA (Gwusa), was also banned

The trade unionists were detained in June last year. They were released in February without any charges being laid

Their attorney said the banning orders prevented them from attending social gatherings or meetings, compiling documents for publication or entering offices or factory premises

A bar on communicating with other banned people poses a particular problem for Mr Pityana, who lives in the same house as his banned brother, Mr Lizo Pityana

### FLED COUNTRY

Mr Siphho Pityana is the fourth member of the New Brighton family to be banned. Mr Barney Pityana, former secretary-general of the South African Students' Organisation, and his wife, Dimza, were banned before fleeing the country in 1978

Macwusa said in a statement that the banning of its officials was 'un-Christian' and made a mockery of talk of reform

by the Department of Manpower

The Cape Town solidarity committee said the growth of trade unions would not be countered by the removal of leaders. New leaders would take their place and organisation would continue

Represented on the committee are the General Workers' Union, Food and Canning Workers' Union, Mwasa, Fosatu, the Cape Town Municipal Workers' Association, and the Commercial, Catering and Allied Workers' Union

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

	Internal	External
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### WARNING

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator
- 3 No part of an answer book is to be torn out
- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination

disqualification and to possible exclusion from the university

# SATS will not negotiate with new unions

E. lost. 29/4/72

By BRIAN POTTINGER  
Political Correspondent

THE Minister for Transport Affairs, Mr Hendrik Schoeman, has again emphasised the South African Transport Services' (SATS) refusal to negotiate with unregistered emergent unions

Opening the 51st congress of the Artisans Staff Association in Port Elizabeth today, Mr Schoeman said the unregistered unions were making continuous efforts to win over members of the existing black personnel association of the SATS

"Since the establishment of the black personnel association in April last year, unregistered unions outside our organisation have made full-scale attempts to bring our black employees over to their side

"One of the unions is involved in black workers dealing with loading and unloading cargo in four of our biggest harbours

The SATS had refused to recognise any outside union or to allow them to make representations on behalf of SATS employees

Mr Schoeman, praised the various transport services staff associations for their co-operation in implementing the terms of the Wiehahn Commission recommendations.

He said the association had approached the question of greater employment of blacks in the transport services with realism

With the recognition of black trade unions and the unfolding of the Wiehahn Commission's recommendations the transport services had earlier began negotiating with representative black leaders

The result was the establishment of a personnel association for black workers which now had a membership of over 50 000

The two coloured personnel associations and the Indian personnel association had already associated with the Federal Advisory Council of Personnel Associations of the transport services

There were now indications that the black personnel association would also in the foreseeable future affiliate with the Federal Council

"This will mean that I and the management will be able to negotiate over broad policy matters on a joint basis with the Federal Council on behalf of 270 000 workers of all races"

Three of the personnel associations, including the Artisan Staff Association, had already registered as non-racial unions and many Indians, coloureds and

blacks had subscribed

Mr Schoeman said it was heartening that the existing personnel associations had such a good attitude towards the newly established association for black workers

As a result of the growing economy and advances on industrial and other areas everybody now accepted there were not enough whites to provide for all the labour needs

"There must therefore on a greater scale, but in a planned way, be made greater use of the potential labour sources from other race groups"

Mr Schoeman warned that the country was heading for a time of strict economic discipline and it was essential that everybody adapted to a smaller real income than was the case in the past few years

Although recruitment for the year of artisans exceeded expectations there were specific trades, especially in the building trades at which there were not sufficient whites to fill the posts

This year the first coloured, Indian and black apprentices were appointed in such trades as communications, radio-trician, bricklayer, carpenter and vehicle builder

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1972 - Coloured Malay and Asiatic Building Workers Union is absorbed by the Union (See p. 59)  
 1979/80 - Part of the Amalgamated Society of Woodworkers merge with the Union. (See p. 127)

145 (15022) RDM 5/5/82

# Overseas workers watch SA harbours union row

By STEVEN FRIEDMAN  
Labour Correspondent

OVERSEAS transport unions are taking a personal interest in a union recognition row brewing in South African ports between SA Transport Services (SA Railways) and the General Workers Union.

The dispute has re-erupted following a speech last week by the Minister of Transport, Mr Hendrik Schoeman

He said the GWU was organising SATS workers and said the railways would never recognise "outside unions" It would deal only with its own black staff association

His speech followed one earlier this year by SATS general manager Mr Kobus Loubser, who also ruled out talks with unions organised independently of SATS

The GWU issued a statement yesterday attacking Mr Schoeman's speech and saying it would seek a meeting with him on SATS's refusal to deal with the union

It said most SATS workers at Port Elza-

beth and East London harbours had belonged to the GWU for over seven months It was also gaining support in Cape Town and Durban

A union spokesman said yesterday Port Elizabeth and East London harbours were tense He said railway police had been harassing GWU members Pamphlets attacking the GWU had been distributed and a union man fired

"The workers are refusing to be provoked into a confrontation But we don't know how long we can hold them back," he said

The GWU said the International Transport Workers Federation had promised it support Employer sources confirmed this They said wharfside managers were "very worried"

The GWU statement said the union had consistently tried to discuss the issue with Mr Loubser and had been rejected

It warned of tension and said SATS management appeared to be "completely insensitive to the potentially serious consequences of their actions"

A senior SATS source said yesterday he knew of no harassment of union members

claim to the Ingwavuma area which lies on Kwa-Zulu's south-eastern border as well as the Kangwane homeland for the Swazis

### LINKS

There have been clear indications that the Government would like to meet the Swazi claims with speculation being that a quid pro quo in the form of greater links could be demanded in return

Both the Kangwane and the Kwazulu governments have consistently rejected the Swazi claims

Chief Buthelezi said he would be reporting back in detail to the King of Kwazulu in the Kwazulu Legislative Assembly today

Asked whether Dr Koornhof had offered any type of deal Chief Buthelezi replied "We would not discuss it so he could not"

In a bland statement Dr Koornhof said he had discussed the Swazi border issue affecting Kwazulu with the Kwazulu delegation today

"The Chief Minister, the Honourable G Buthelezi, made it quite clear that he objected strongly to any such issue affecting Kwazulu," he said

"The delegation suggested that the Ministers for Co-operation and Development and for Foreign Affairs of the Republic of South Africa should inform the Kwazulu caucus about this matter"

## Conservation

DON'T miss the next full-colour Argus-BP educational chart, Conservation, to be published in all editions on Friday.

# 90 Parow steel workers strike

145  
APGUS 4/5/87

MORE than 90 workers from Parow General Galvanising a steel firm, have been on strike since Thursday

The workers are members of the unregistered, independent General Workers Union

They downed tools after management refused to agree to a clause

in the union constitution obliging the management to consult the workers' committee before dismissing employees

Workers interviewed said the clause was to prevent unfair dismissals. They said workers were often sacked with no good reason given

The GWU said its demand was reasonable and

agreed to by all other managements which recognised the union

"The workers went on strike on Thursday after losing patience with months of drawn-out negotiations over the constitution and then being met with management's refusal to agree to one of the essential clauses," said a union statement

A spokesman for the GWU said management had told the workers to leave the factory on Friday and return later to be paid off. They were told they would be selectively re-employed

The workers refused to collect their pay and con-

sidered themselves still in the employ of the firm

A management spokesman said the company and associate companies had been affected by the strike, but production was continuing

"In spite of management's discussion with the workers to establish a works council, the workers have demanded an inclusion of a disciplinary clause which was not acceptable to management

"Subsequently, on Thursday, a section of the workers refused to return to work and in effect terminated their service with the company," said the spokesman

## Bills to clear the way for referendums

### Political Correspondent

A NUMBER of Bills to prepare the way for referendums on proposals for constitutional reform are to be introduced in Parliament

The Prime Minister, Mr P W Botha, has indicated that apart from referring constitutional reform proposals from the President's Council — the first are to be announced next week — he will be willing to hold referendums for whites, coloured and Indians

Yesterday the Minister of Internal Affairs gave notice of four measures to provide for this

One is the Referendums Bill

Another is the Electoral Act Amendment Bill which provides, among other things, for the preparation and amendment of voters' lists for the three population groups according to particulars contained in the population register

The Coloured Persons Representative Council Amendment Bill and the South African Indian Council Amendment Bill provide for a system of continuous voter registration

South Africa has only once before had a referendum. This was the 1960 vote on the Republic.

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# Milk deliveries back to normal

Cape Times 5/5/82

145

Staff Reporter

PENINSULA milk deliveries were back to normal yesterday when about 500 workers from Van Riebeeck Dairies returned to their jobs

The workers stopped work on Monday over a demand for higher pay

Mr M O'Connor, marketing manager of the dairy, said the company had agreed to backdate a pay increase due in June to April 1. He said the company's minimum wage for workers would increase from R175 to R200 a month

"We haven't changed the amount of the increase," he said. "All we have done is to bring the increase forward"

Mr O'Connor claimed that the "problem" was caused by another local dairy which had decided to pay increases to its workers from April

"However, I would like to say it has been a very amiable stoppage and the workers returned peacefully"

But at Parow General Galvanizing, about 90 workers continued their stoppage for the right to be consulted when workers are fired

A spokesperson for the General Workers' Union said the workers had made this demand because of frequent unfair dismissals at the plant. She said the workers were united in their fight to get the dismissed workers re-employed and their demand to be consulted accepted

Mr I B Dodds, the company's general manager, said there had been no new developments. "We are employing new staff and hoping to get some of our fellows back soon," he said



6/5/82

By STEVEN FRIEDMAN  
Labour Correspondent

AN ATTEMPT to test in court a point of law with far-reaching implications for labour practices at SA Transport Services (SA Railways) has ended in a settlement — which means the legal point has not been tested.

But similar cases in the future are a possibility

At issue is an alleged SATS ruling which, lawyers claim, deprives black rail workers of protection against firing which white workers enjoy, by automatically classing all blacks as "casual" workers

SATS is the largest employer of black workers in the country

Employment practices at SATS are governed by the Railways and Harbours Services Act which offers workers extensive protection against firing

But the Act also lays down that casual workers are not covered — their conditions are to be laid down by the railways administration

Lawyers acting for the General Workers Union, which is locked in a battle for

145 ROM

# Cheque stops test case for rail workers

recognition at SATS, claim that all black workers are automatically classed as casuals by SATS

The GWU briefed lawyers earlier this year to act on behalf of Mr Jeremiah Tolwana, a former GWU leader employed by SATS at Port Elizabeth docks who was allegedly fired after being given 24 hours' notice

The union's lawyers alleged that Mr Tolwana was classed as a casual worker despite working continuously for SATS since 1969. They said he was not a casual worker in the eyes of the law and was entitled to 30 days' notice

Had the court ruled in Mr Tolwana's favour, it would have established the right of black workers to become ei-

ther "temporary" or "permanent" workers in terms of the Act and give them greater job security, lawyers said

Instead, SATS has sent a cheque for 30 days' notice pay for Mr Tolwana, settling the claim. It has not admitted any liability and the legal point remains unresolved

A lawyer for Mr Tolwana said yesterday he had discussed with SATS the possibility of agreeing to submit the claim to court as a test case. The arrival of the cheque had removed the possibility of such a case

An SATS legal representative confirmed yesterday SATS had sent a cheque. But he insisted this had been done without conceding that Mr Tolwana had any legal claim to the money

# Work stoppage in Parow —deadlock

AR&US  
5/5/82  
145  
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THE DEADLOCK between management and 90 workers at Parow Galvanizing General over a clause in the proposed agreement obliging management to consult the workers' committee before dismissing any worker, is continuing.

The General Workers' Union, to which the workers belong, said this was a perfectly reasonable clause which had been agreed to by all firms which recognised the union. The clause was to protect workers against unfair dismissals, said the union.

Mr I B Dodds, a spokesman for management, said yesterday management would not agree to the clause. As far as management was concerned the workers had dismissed themselves by going on strike and would have to re-apply for their jobs. They would be selectively re-employed, he said.

## UNREGISTERED

Mr Dodds said management was not prepared to talk to the General Workers' Union because it is unregistered in terms of the Industrial Conciliation Act. "We recognise the right of workers to belong to the union but we will not talk to any

union which is unregistered," he said.

A spokesman for the General Workers' Union said while registration was an important issue, it was not the cause of the dispute.

"It is meaningless to recognise that workers have a right to belong to the union if they can't exercise that right as they see fit. We are an open legal organisation recognised by managements at a number of major firms, including those in the steel and engineering industry. Many managements and even the Minister of Manpower are indicating they must look at the representivity of unions, rather than at whether they are registered.

## PROOF

"In the case of Parow Galvanizing General, we provided ample proof that we were representative," she said.

The workers have not signed off or collected their pay. They say they will not accept selective re-employment either.

"They remain committed to winning their demand for the setting up of adequate channels through which grievances can be taken up," said a union statement. ●

## TRANSPORT WORKERS

### Pressure builds up

FM 7/5/82

(145) (276)

Increasing attention is being focused on the status of the more than 100 000 blacks working for the SA Transport Services (SATS). Virtually all these workers are classified as "casual servants" in terms of the SAR & H Services Act of 1960, a status which provides them with limited service conditions

When Jeremiah Stoki Tolwana, a SATS employee in Port Elizabeth, was dismissed with only 24 hours notice in January this year, the General Workers' Union (GWU) sought legal advice. No reason was given for Tolwana's dismissal, but the GWU be-



**SATS worker ... casual, temporary or permanent?**

lieves he was fired because he was the chairman of a workers' committee attached to the union

The view of the SATS was that because Tolwana was classified as a casual servant, the conditions of his employment were not determined by the Act, but by internal regulations which provided for dismissal with 24 hours notice.

Lawyers of the Legal Resources Centre who handled Tolwana's case saw matters differently. They argued that because he had worked continuously for the SATS since 1969, it was wrong to classify him as a casual servant. They said he should have been regarded at least as a "temporary servant," a status which would have resulted in his employment conditions being governed by the Act. If he had been awarded this classification the SATS would have had to give him 30 days notice of dismissal.

#### Worker paid

Lengthy negotiations took place between Tolwana's attorneys and the SATS in a process which could have paved the way for a court hearing. However, before the matter came to court, the SATS paid Tolwana a month's wages without admitting any liability. A test case, which could have had an important bearing on the status of virtually all SATS black employees, was therefore avoided.

There the matter rests for the moment. However, the union is determined to bring a test case to court. If a court were to rule that blacks providing lengthy uninterrupted service to the SATS are entitled to temporary servant status, this would be an important gain for them. In terms of the Act, once they have this status they will automatically, after a specific period of time, be entitled to the more secure position of "permanent servant."

The GWU has already briefed a group of workers who plan to go to court to have a ruling made about their status. GWU general secretary David Lewis deplores the attitude of the SATS. With some important exceptions, the Act is a fairly progressive piece of legislation, he says. It does not, for example, specifically provide for racial discrimination. Lewis charges that the SATS has in fact manipulated it to discriminate against black workers.

These developments are taking place against a backdrop of potential conflict between the SATS and GWU over the issue of recognition. The SATS has rejected a GWU application for recognition of a workers' committee attached to the union. Senior SATS officials insist that for a number of practical reasons labour relations have to

be conducted through SATS staff associations.

Any doubts about the SATS attitude to "outside" unions encroaching on what it regards as its turf were dispelled by a speech given recently by Transport Minister Hendrik Schoeman. He displayed a hostile attitude towards these unions and emphasised his commitment to the traditional system of negotiating with staff associations only.

Meanwhile, the deteriorating relations between the GWU and the SATS are attracting attention abroad. The International Transport Workers Federation is taking an interest in the matter and there are signs of increasing press coverage.

# Deadlock in Parow strike

By PHILLIP  
VAN NIEKERK

THE strike by 89 metalworkers at Parow General Galvanising has entered its 12th day with no sign of an end to the deadlock with management

The workers are demanding the right to be consulted before dismissals and have also alleged that working conditions in the factory are unsafe

Of the 89 on strike, 14 claim to have suffered injuries at the plant — either by steel falling on them or by being burnt by acid — and another 10 claim to have been treated for lung disease

## Acid death

In 1980 a worker, Mr Sipho Mvemvaki, died after falling into a bath of acid

Several of those who were injured say their accidents were never recorded and, as a result, they have not been paid workmen's compensation. Two workers claim to have suffered broken toes, partly as a result of not being supplied with safety boots

Most of the injuries involve broken limbs, burns or damage to the eyes from grit. The workers

complain about dust in the air as well as fumes from the acid baths, which are open and unprotected

"We work in the dust all day without masks, but when the manager comes to visit us he wears a mask," one of the workers said

A spokesman for the company said the strike had nothing to do with working conditions. "Their allegations are no longer about the initial issue which caused them to leave their jobs," he said

"However, our new factory is the first galvanising factory in South Africa to comply with the Atmospheric Pollution Act and to be approved by the Department of Health"

He conceded that conditions at the old factory across the road, where half the workers still worked, were not up to the same standards — for instance, having no fume extractor above the acid baths

## Unfortunate

The spokesman said "Apart from the very unfortunate incident in which a worker was killed, and which was fully investigated by the factory inspector, there have been no reported broken limbs in the last three years. As for the lung complaints there are only four cases of TB, with no evidence linking this to their employment, and one worker having joined the factory with the disease"

He said it was "absolute rubbish" that managers wore masks while visiting the factory or that accidents were not recorded in the injury book. He said all workers were issued with protective clothing

"What is most confusing is why they want their jobs back if they are forced to work in this environment"

A spokesman for the National Occupational Safety Association (Nosa) said he was aware of conditions at Parow Galvanising but in terms of the Workmen's Compensation Act said he was not allowed to divulge details

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Cape Times  
11/5/82

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# Parow strikers call for safeguards

ARGUS 11/5/82  
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## Labour Reporter

STRIKING workers from Parow General Galvanizing complained yesterday of dangerous working conditions in the factory and inadequate channels through which to discuss this problem with management.

Ninety workers from the firm have been on strike for more than 10 days after negotiations between management and the workers' committee broke down. Management refuse to agree to a clause in the constitution obliging them to consult the workers' committee before dismissing workers

Workers interviewed said they were inadequately protected from dangerous galvanising processes in the factory. They said they were not issued with safety boots and often heavy iron bars fell on their feet.

"We work with boiling acid, which stands in open baths in the factory. It makes our eyes and our lungs burn, but we get no goggles. The dust from the iron filings flies around the factory. It gets into our eyes and makes us cough. Sometimes workers are badly burnt and they get no compensation," said one worker.

A spokesman for the General Workers' Union, to which the workers belong, said the workers would like to discuss these and other grievances with management, but they have not yet had the forum to do this. The clause over which the workers went on strike is one which protects workers from victimisation, she said. The union called on management to re-open negotiations over this clause.

A spokesman for management, Mr I B Dodds,

issued a written statement to the Press. The statement said: "The allegations (about the working conditions) are now moving away from the initial issue which prompted the strike. That issue is not a debate on the working conditions in this or any other factory. The constitution was agreed to by both coloured and black workers and a disciplinary code and grievance procedure had been drafted for discussion by the management of the company.

"In our view, the constitution is a document which establishes how management and workers will communicate, while the disciplinary code and grievance procedure provide the detail of the required behaviour of both parties"

He declined to comment further.

# GWU in recognition dispute with SATS

CML Times 12/5/82. (145)

By PHILLIP VAN NIEKERK

A RECOGNITION dispute which could alter the course of labour relations in South Africa is emerging between the South African Transport Services (SATS) and the unregistered General Workers Union (GWU).

While the dispute involves only about 1 000 workers, mainly in the East London and Port Elizabeth docks, it has started to capture the attention of trade unions and the media overseas and the Minister of Transport Mr Hendrik Schoeman has already been drawn into it.

This is because it is the first time that a predominantly black union operating outside the official bargaining system has applied to a State employer for recognition.

Tension at the two ports began about a year ago after Railways quayside workers at East London, and later Port Elizabeth joined the GWU. At both ports, along with Cape Town, the union had already organized the stevedores and been recognized by the SA Stevedoring Service Company (Sasco) and Renies Grindrod Cotts.

## 'Harassment'

Mr David Lewis, general secretary of the GWU, claims that the response of the SATS management, apart from rejecting the union's approaches for negotiation, has been harassment and intimidation of union members. He says police have questioned workers, threats of dismissal have been made and the chairman of the Port Elizabeth workers committee, Mr Jeremy Tolwana, was dismissed early this year.

Mr Lewis believes the SATS could be provoking a strike — in which they would be afforded an excuse to sack the entire workforces at the two ports — in an attempt to rid the SATS of GWU members.

The SATS has rejected any possibility of dealing with the GWU. Last month Mr Hendrik Schoeman told the annual congress of the Artisan Staff Association that the SATS refused to recognize any outside trade union or to let them represent railway workers.

The SATS standpoint is that there is already a union to represent their workers — the Black Staff Association which after one year of existence claims to represent 50 000 workers.

Mr Lewis dismisses the Black Staff Association as the 'SATS black personnel department dressed up and registered as a trade union.'

## Discipline

"The SATS workers want to be represented by a union of their own choice, a right which has been recognized in present government policy," he says.

"What must be noted is the extraordinary discipline of our workers who have not allowed themselves to be provoked into striking."

There would be profound implications for industrial relations in South Africa if the SATS, one of the largest employers in the country and a State corporation, chose to recognize a workers committee affiliated to an unregistered progressive union. There could also be serious implications if the present situation were to continue.

Close working contact between the quayside workers and the stevedores means that in the event of a strike they would be united, with the power to effectively shut both ports, affecting Cape Town and Durban as well. In addition, interest shown in the dispute by the powerful International Transport Workers Federation (ITF) and its affiliate unions who have pledged support for the GWU, raises the possibility of blacking of South African goods.

The question is how the private sector and in particular the stevedoring companies, who have been silent until now, will react to the mounting tension at the two ports — which could prove a serious threat to industrial peace.

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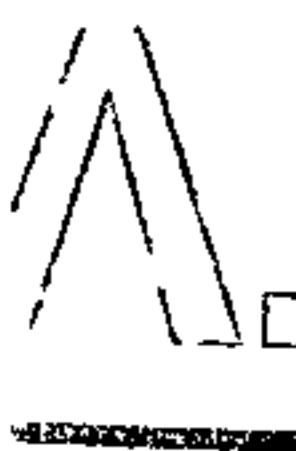
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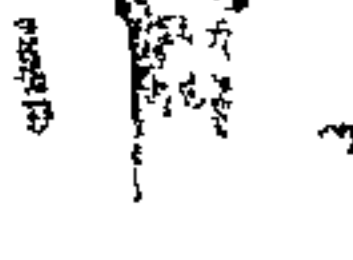
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**Worker 'lock  
out' settled**

Labour Reporter

THE dispute at the Dorman Long Swan Hunter factory in Bellville where more than 100 workers were reported locked out yesterday, has been amicably settled, according to both the General Workers' Union to which the workers belong, and the management of the company

ARGUS 19/5/82

A spokesman for management said 85 employees out of a total complement of 500 had had disciplinary action taken against them.

A spokesman for the GWU said the union considered the "disciplinary action" to be a lockout, but agreed that the matter had been amicably settled

DARE we hope 'in fact "goodbye" last night so the body at South elsewhere in Da stop feeling so get on with the interesting dev that seem to ha set up for the ne- Certainly, th hanger will not pelling as who There appear no hope for the South African of piring to his or house after last Special Edition cial journalis Greenblo's laughter at the programme whe what he thought lution to the pro pretty devastati-

It was the build eties which took ing for being re for most of the crisis Firstly, foreseeing the and secondly, for ulating the nu loans during th times and saving the bad

If we were de about the white crisis, what the programmes on and black housi evoke is frighte The first episod Beste Jare, based film Breaking Aw closely to the c script, with Sid sidy taking the young cycling he Stohler

Having been ed" on two level the big screen to sion and from F- Afrikaans, the feat pears to have lost its charm

NEILL HL TV 2 and

THE time-consumi boring conversati tween Fezile Wo and Terrence Ne presenters of last History of Mus. gramme will unfo ly leave us with a of great relief exhausting prog comes to an end It is not that the of yesterday is less taining than that present, but the once again robb ers of what coul been an evening vating music from years

By the way, w the culprit Fezile with a burning between his fingers he hardly smoked? On the credit sid ever, the profic versatility of Charl net, the highest-na leader of the 30s, soprano saxophone instrument he made it sound

continue to escalate, the confrontation remains essentially a matter of who controls the air

According to British spokesmen, the Argentines have now lost about 30 aircraft, including six Pucara counter-insurgency aircraft and several Skyvan light transports destroyed by commando raiders and a Mirage shot down by accident by defenders of the Port Stanley airfield

The British admit the loss of some helicopters and at least three Harrier jump-jets - some by enemy action and others in accidents

It has also been suggested that RAF Vulcans have bombed the two facilities as they did Port Stanley and damaged the runways so badly they cannot be used by sophisticated aircraft.

However, neither the Argentines nor the British have mentioned such raids, and it is thought the only reason why the Galtieri government would fail to mention such attacks would be to hide the embarrassment of admitting British aircraft had struck the Argentine mainland for the first time

In the meantime, as oper-

contain are lost.

Fuel consumption increases dramatically if the pilot switches from economical cruise-rate to combat or attack speeds

Local military observers are not sure why Argentina should want to use Comodoro Rivadavia instead of Rio Gallegos or Tierra del Fuego

Very little is known about these facilities and it has been suggested that neither has enough runway to handle high-speed fighters, particularly the one at Tier-

The Falklands are within range of Argentine Mirage 111s operating out of Comodoro Rivadavia and equipped with fixed or jettisonable external fuel-tanks

But several factors can turn a theoretical capability into a practical disability

If the auxiliary tanks are non-jettisonable, they cause extra drag, which increases fuel-consumption

If they are detachable, they will be jettisoned when contact is made in order to gain manoeuvrability In this

# ty doctor 'oke pledge' wed lover

Reporter R'S former lover Supreme Court y that she had vain at a Magis- court for more hours for her n up for their

laine Gollom, lands, said this four occasions Dr Leslie Emdin s had broken a of marriage after made her

llom is suing Dr R7 000 for dam- breach of pro- Emdin has de- t he was the any child car- and contested of pregnancy dence yester- Gollom said Dr first reacted as of her preg- mid-1980 by at her and tell- was only good that he hated

hen telephoned nly at work to hat she was go- about the preg-

## A case: ipany dated

Reporter ers for the se- of the estate k van Rooyen udation of his Acceptance In- incorporated, ed in the ourt yesterday ooyen of Step- Eversdal, is have flown to March 25 after had received yment of rom Barclays bruary He has

nancy, using abusive lan- guage and suggesting abortion

Dr Emdin had eventual- ly suggested they get mar- ried She had accepted, thinking the marriage would work, but he had phoned back saying they would have to live in dif- ferent rooms because he hated her She had turned down the marriage offer, not wishing to get mar- ried under those conditions

The next time a mar- riage was agreed on, Dr Emdin had phoned an hour-and-a-half before the time to say he had an emergency and had to postpone the wedding for a week The following week, Miss Gollom had waited at the Magistrate's Court for more than two hours for Dr Emdin to appear.

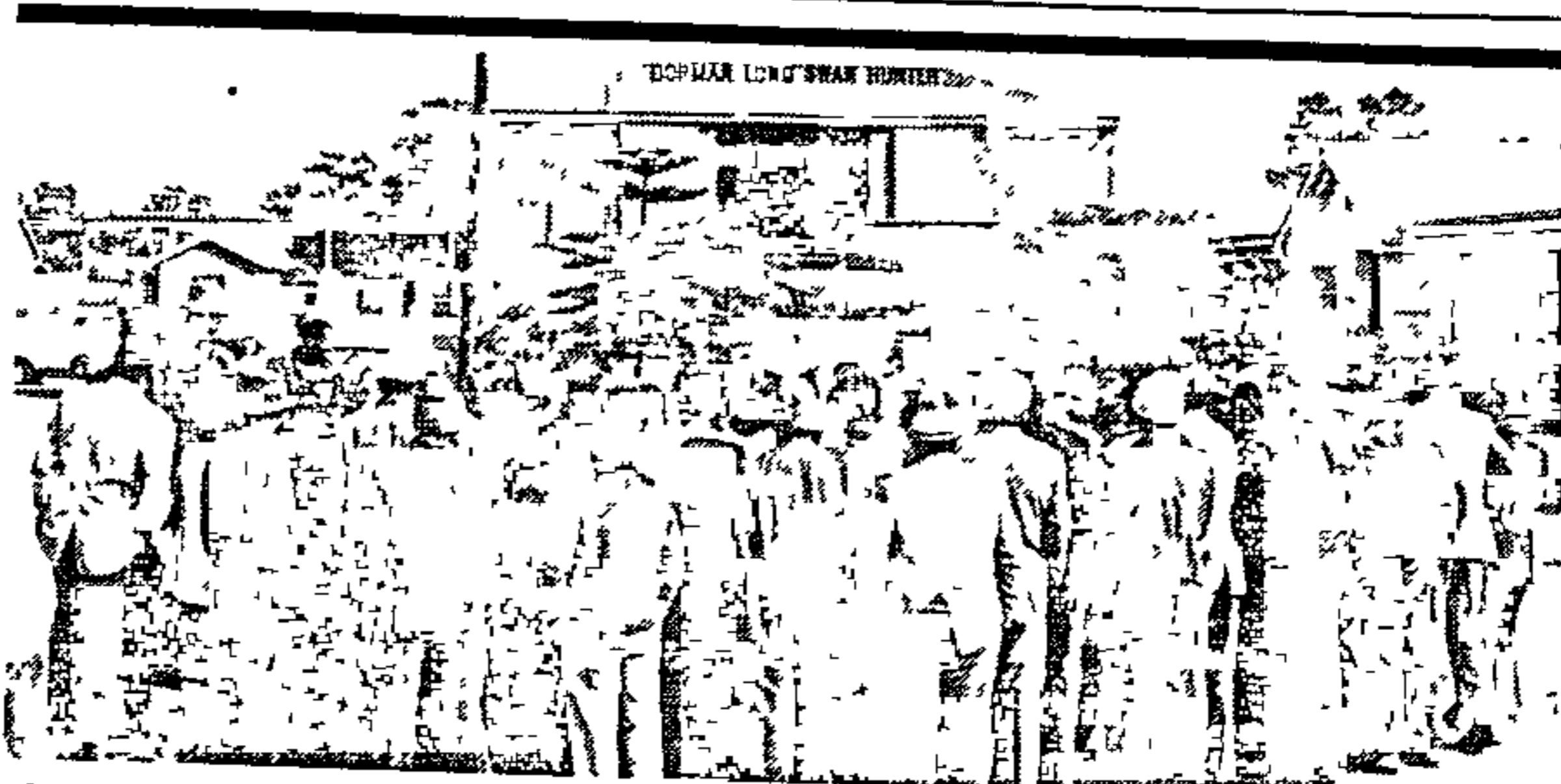
### Wedding conditions

Later, Dr Emdin's attor- neys had sent a letter to Miss Gollom setting out the conditions for a wed- ding, the aim of which would be to legitimize the child According to the conditions, rejected by Miss Gollom the parties to the marriage would have no intention of liv- ing together

Miss Gollom described to the court how in April 1981 she had delivered an "object", which she had flushed down the toilet with the help of newspa- pers and a toilet brush at the flat of a friend

The experience had left her angry and desperate and she had changed jobs because of embarrass- ment with the public, eventually stopping work completely because she "could not pull herself to- gether" Bleeding had continued for some time after the abortion

Miss Gollom said she would be prepared to submit to a breast biopsy



A group of workers who were prevented from entering the gates of the Dorman Long Swan Hunter factory in Bellville yesterday Eighty-five workers were fired on Monday afternoon but regained their jobs yesterday after discussions between management and the General Workers' Union

# Dorman Long dispute: Settlement reached

By PHILLIP VAN NIEKERK

CAPE TIMES 19/5/82

ABOUT 85 workers from the Dorman Long Swan Hunter factory in Bellville will be back at their jobs today following a settlement between management and the General Workers' Union (GWU).

The workers were all dismissed on Monday afternoon after they had failed to attend a meeting called by the works manager

Yesterday morning the workers re- ported for work as usual, but were prevented from entering the factory gates According to representatives of the GWU, they were joined by others from within the factory

Members of the workers' committee which has de facto recogni- tion from the company, said the worker had not at- tended the meeting because they had been informed of it by the "boss boys" According to an agreement with the company, they said the committee should have been consulted

This followed a similar meeting last week which a large number of workers did not attend The committee members said the workers did not want "boss boy messages" as they had a committee which represented them and provided a means of communication with management

After a meeting between management, the GWU and the workers' committee yesterday, the company agreed to rein- state the 85 workers and pay them all for the day's work they missed

In a statement last night, a spokesman for the company said "Pursuant to dis- ciplinary action taken against 85 em-

ployees out of a complement of 500, dis- cussions were held

"Arising out of these discussions the issue has been amicably settled and these employees will be returning to their work tomorrow The company de- nies that a lock-out occurred as has been suggested in certain press reports"

A union representative said she was pleased the dispute had been amicably settled

## Bid to end mine wage dispute

JOHANNESBURG - The Minister of Manpower, Mr Fanie Botha, has appoint- ed an official conciliation board in an at- tempt to settle the pay dispute between white mine unions and the Chamber of Mines

This means that the two parties will have to return to the negotiating table while the conciliation board is in opera- tion. If the board fails to end the dispute, unions may call a legal strike ballot

Unions on the mines, represented by the Council of Mining Unions (CMU), de- clared a dispute with the Chamber after rejecting its offer of a five percent in- crease for white workers The unions want a 15 percent rise.



# City milkmen strike again for higher wages

By PHILLIP VAN NIEKERK

PENINSULA milk deliveries were disrupted yesterday as several hundred Van Riebeeck Dairies workers went on strike for higher wages for the second time in three weeks

Late yesterday management and worker representatives were negotiating and it was still not clear whether there would be deliveries to the affected areas today

Mr Lloyd Whitfield, managing director of Van Riebeeck Dairies said earlier he did not know why his workers were striking. He said they "just failed to turn up"

Three weeks ago almost the entire black workforce at the dairy went on strike demanding pay increases. They returned after the company offered to backdate an in-

crease due in June

However, workers said yesterday they were not satisfied with the increases and would not return until their demands had been met

Deliveries to supermarkets and some homes were normal yesterday but there were no deliveries to large parts of the northern and southern suburbs. Cafe owners had to collect their supplies from the depots

Meanwhile, the Kensington Traders Association has issued a statement supporting the workers in their demand for higher wages. Mr A Khan, chairman of the association said it was disgusting that the Dairy

Board sponsored Springbok rugby while the families of dairymen starved

● In Worcester a strike by 14 workers at the local branch of Ackermans was resolved on Wednesday

The workers — mostly cashiers and sales staff — walked out in sympathy with a pregnant sales woman who was refused a guarantee that she would get her job back after she had taken leave to have her baby

Mr Don Finley, the industrial relations manager for the Edgars group, said the whole dispute had been due to a misunderstanding. He said the company would make every endeavour to re-employ the saleslady on her return to work but it was not company policy to give such a written undertaking



LAB

28/5/82  
Police take /  
Ston  
union's  
documents

145

Labour Reporter

Plainclothes police seized piles of documents from a union office in Kempton Park this week

Correspondence, agreements with companies and pamphlets were among items taken at the South African Allied Workers' Union (Saawu) office on Wednesday

Police also tore down posters and wall calendars, says the union's national organiser, Mr Herbert Barnabas

He described the police action as "routine harassment" and said the union had consulted a legal adviser with the aim of regaining its property

"The police took two minute books, with details of our committee members in the factories, and also several Saawu T-shirts," Mr Barnabas said

Police signed and left an itemised two page list of material taken

● Three senior Saawu officials from East London and Durban are to appear in the Johannesburg Magistrate's Court today on charges under the Terrorism Act. They are Mr Thozamile Gqweta, president, Mr Sisa Nikelana vice president and Mr Sam Kikine, general secretary.

latest and available to the latter through the report on the accounting and control features your task is to survey the current scene and accounting and control features are possible. sophisticated cash registers many useful problems surrounding cash sales but through only mastered many of the internal control supermarket and bottle store chains) have not large cash retailing organisations (such as

# Voice of the worker 'not heard'

ARGUS 28/5/81 (14)

Labour Reporter  
 IIL present industrial council system was not in substance a democratic one because it did not allow for rank and file participation of workers. Mr David Lewis, general secretary of the General Workers Union, said yesterday.

Mr Lewis was speaking in a panel discussion on 'Collective Bargaining - Which System?' organised by the Institute of Personnel Management. Also on the panel were Mr Jack Roos, director of the Cape Chamber of Industries and Mrs Kate Jowell, assistant director of the Graduate School of Business at UCT and a mem-

ber of the National Manpower Commission.

"The industrial council system has established a set of practices over the past 60 years which do not allow rank and file participation. If the workers are to control the union they must also have control over negotiation," said Mr Lewis.

Referring to the spate of strikes on the East Rand in the steel and engineering industry, he said the reason was that the voice of the ordinary worker was not heard on the industrial council.

"With in-plant bargaining, employers have a reasonably good assurance that the agreement

reached between them and the workers will be adhered to," he added.

Mr Roos said industrial councils if they included all workers, could be an instrument for stability and advancement on the labour sphere. Where industrial council agreements existed they tended to improve the lot of the worker, he added.

Referring to in-plant bargaining, Mr Roos said he had no difficulty supporting it where no industrial council existed, but it was "hardly fair

to expect an employer to submit to two levels of collective bargaining."

Slumming up, Mrs Jowell said plant level links were important to the stability of an industry. She said there was a particular danger in South Africa that industrial councils are barely representative of the employer or white and coloured workers who created them, not alone the millions of black workers who have had no part in their deliberations.

Founded: 1973

Area of Operation: Transvaal, Natal, Eastern Cape

Officials: Secretary: D. Sibabi

Address: 1 Central Court  
 125 Gale Street  
 Durban  
 4001

Telephone: (031) 69215

Report Nov. 1980/81  
 Fosatu Annual

Year	Membership			Total
	African	Asian and Coloured	White	
1980				8 400
1979				..
1978				..
1977	7 000			7 000
1976	6 700			6 700
1975	3 900			3 900
1974	3 900			3 900
1973				
1972				
1971				
1970				

METAL AND ALLIED WORKERS UNION

# Pay deal

AKGUS 28/5/82

## 22pc up on official basic rate

Labour Reporter

A NEW wage agreement made between the management and workers of Trident Marine Services outside the official collective bargaining system, guarantees workers a wage almost 22 percent higher than that specified by the Industrial Council Agreement.

The workers, all members of the unregistered General Workers' Union, and management have agreed on a minimum rate of pay of R1.78 per hour.

The minimum wage in the Industrial Council Agreement for the steel and engineering industry is R1.46 per hour.

### MINIMUM

Because of the fluctuations in work demands in the marine engineering industry, the management has also agreed to guarantee workers a minimum of three days pay a week.

This agreement is the first outside the official agreement to be reached with an affiliate of the Steel and Engineering Federation of South Africa (SEIFSA)

Mr David Lewis, general secretary of the General Workers' Union, said the agreement took account of the needs of the marine engineering industry in a way that the Industrial Council Agreement has never been able to do.

The marine engineering industry's whole working schedule is chaotic. This agreement stabilises workers' earnings and the labour force. It is a more rational basis to proceed from than the Industrial Council," he said.

South African Allied Work  
S.A. Typographical Union  
S.A. Society of Journalists  
S.A. Electrical Workers A  
S.A. Boilermakers, Iron &  
Paper, Wood & Allied Work  
Media Workers Association  
Amalgamated Engineering Un  
Paper & Paper Products,

National Union of Furnitu  
Paper, Wood and Allied Wo  
South African Allied Work

Wood & Wood Products, Inc

Trunk & Box Workers Indus  
Transvaal Leather and All  
Textile Workers Union (Tr

Textile Workers Industrial Union  
Tanning, Footwear and Allied Workers Union

Tailoring Workers, Dressmaking & Furriers  
S.A. Canvas & Ropeworkers Union (Cape)

S.A. Canvas & Ropeworkers Union  
South African Allied Workers Union (SAAWU)

National Union of Textile Workers  
National Union of Leather Workers

National Union of Clothing Workers  
General Workers Union of South Africa

General Workers Union  
Garment Workers Union (Western Province)

Garment Workers Union of South Africa  
Garment Workers Industrial Union (Natal)

Black Allied Workers Union  
African Trunk & Box Workers Union

African Leather Workers Union (Transvaal)  
African Garment Workers Union (Natal)

Textiles, Clothing, Leather and Footwear

Rustenburg Tabakwerkersvereniging  
National Union of Cigarette & Tobacco Work

African Tobacco Workers Union

Tobacco

Witwatersrand Baking & Confectionery Indu  
Witwatersrand Brewing Employees Union

Western Province Sweet Workers Union  
S.A. Electrical Workers Association

S.A. Boilermakers, Iron & Steelworkers, S  
South African Allied Workers Union (SAAWU)

Sugar Industry Employees Union  
Sweet Workers Union

Sweet Workers Industrial Union (Natal)

128/145/ RDM 28/5/82

# Breakthrough in metal industry pay agreement

Other

Diamond Jewelle Optical S.A. As S.A. Di

By STEVEN FRIEDMAN  
Labour Correspondent

THE first-ever formal wage agreement between a company and a union in the metal industries outside the official industrial council system was signed in Cape Town yesterday

The agreement, between marine engineering firm Trident Marine Services and a worker committee elected under the auspices of the unregistered General Workers Union, sets minimum pay at R1.78 an hour — well above the R1.43 minimum agreed at the industrial council earlier this month

ELECTRI

Cape To

Escom ( Escom S. Escom W. General Johanne

But, because workers in the marine engineering industry do not work a guaranteed five-day week, the rates are not strictly comparable with those in the metal agreement

One of the features of yesterday's agreement is that workers will be guaranteed at least three days' pay a week

This is regarded as a major breakthrough in the industry as workers do not work a guaranteed working week and could get less than three days' pay in slack periods

CONSTRU

Trident Marine, a subsidiary of the Freight

Services Group, last year became the first company covered by the Industrial Council to agree to negotiate pay and conditions outside the industrial council system

The GWU now has a similar agreement with another Cape Town firm Consani Engineering

A statement released by Trident Marine yesterday announced that the company had "successfully concluded negotiations with a committee representing its employees. It added that the committee had been supported" in the talks by the GWU

It says the concept of three days guaranteed pay "is of particular importance in the marine engineering industry"

Commenting on the sharp difference between its minimum rate and the industrial council minimum of R1.43 an hour, Trident says "Our relatively high rate should be seen as an attempt to compensate the employees for the lack of regular work and therefore regular earning opportunities

Whether workers will earn more than those covered by the council agreement will depend on the volume of work in the industry

Amalgamated Society of Woodworkers  
Amalgamated Engineering Union of South Africa  
Amalgamated Union of Building Trade Workers  
Black Allied Workers Union  
Blankebouwerkersvakbond  
Building, Construction and Allied Workers Union  
Building Workers Union  
Electrical and Allied Trades Union of South Africa  
Electrical and Allied Workers Union of South Africa  
Engineering and Allied Workers Union  
Engineering Industrial Workers Union of South Africa  
General Workers Union  
Metal and Allied Workers Union  
National Union of Engineering, Industrial and Allied Workers  
Port Elizabeth Operative, Plumbers Employees Association  
S.A. Operative Masons' Society  
S.A. Woodworkers  
Steel, Engineering and Allied Workers Union  
S.A. Electrical Workers Association

## WHOLESALE & RETAIL TRADE AND CATERING AND ACCOMMODATION SERVICES

### Wholesale & Retail Trade

Black Allied Workers Union  
Commercial, Catering and Allied Workers Union  
Concession Stores and Allied Trades Assistants Union  
Domestic Workers and Salesladies Association  
Kimberley Shop Assistants, Warehousemen and Clerks Association  
National Union of Commercial, Catering and Allied Workers  
National Union of Distributive Workers  
Pretoriase Vakbond vir die Kleinhandel Vleisbedryf  
Transvaal Retail Meat Trade Employees Union

### Catering and Accommodation

Commercial, Catering and Allied Workers Union  
East London Liquor & Catering Trades Employees Union

# Engineering wage deal first in industry

CAPL Times 28/5/82  
145  
346

By PHILLIP VAN NIEKERK

A WAGE deal bypassing the official bargaining system has been negotiated between a local engineering company, Trident Marine, and a workers' committee backed by the unregistered General Workers' Union

This is the first time a company affiliated to the Steel and Engineering Industries Federation (Seifsa) has successfully concluded wage negotiations with a trade union outside the industrial council system

Earlier this month, Seifsa reached agreement

with registered trade unions over pay and working conditions for 500 000 workers in the metal industry, arriving at a national minimum of R1,43 an hour

Agreement came in the face of a wave of strikes over wages by metalworkers on the East Rand and after a dispute had been declared by the registered unions

According to a statement released by the company yesterday, the new minimum pay level for Trident Marine workers is R1,78 an hour and for the first time the workers are guaranteed pay for three days a week

"In relation to the recently-negotiated Iron and Steel Industrial Council agreement our relatively high rate of R1,78 per hour should be

seen as an attempt to compensate the employees for the lack of regular work and therefore regular earning opportunities."

Mr David Lewis, general secretary of the GWU, said the wage deal — including the three-day guarantee — was particularly suited to the needs of the marine engineering industry, which the industrial council agreement did not take into account

"This means that no matter how little work there is for them, the workers will be assured of taking home a certain minimum wage every week. This benefits both the workers — whose earnings increase — and the employers — who can now rely on a stable workforce"

## BUSINESS BRIEF

Gold (close)	\$325,25
FT index (close)	584,30
RDM 100	536,70
Dow Jones	824,96

MANUFACTURE  
Food & Beverage  
African Food  
Amalgamated  
Bakery Emp  
Black Allied  
Boland Inma  
Brewery Emp  
Cadbury In-  
East London  
Food and Ca  
Food, Bever  
General Wor  
General Wor  
Natal Baking  
Natal Sugar  
National M  
National Uni  
National Uni  
National Uni  
Operative Ba  
Pretoria B

UNIONS OPERATING IN 1981 GROUPED ACCORDING TO INDUSTRIAL CLASSIFICATION

Of All Economic Activities. The full extent of the operation of the following general workers unions has not been established:

National Federation of Workers  
Orange-Vaal General Workers Union  
General and Allied Workers Union

AGRICULTURE, FORESTRY AND FISHING

Black Allied Workers Union  
Farmworkers Union  
Food and Canning Workers Union  
National Certified Fishing Officers Association  
Orange-Vaal General Workers Union  
Trawler and Line Fishermen's Union

MINING AND QUARRYING

Amalgamated Engineering Union of S.A.  
Amalgamated Union of Building Trade Workers  
Amalgamated Society of Woodworkers of S.A.  
Black Allied Workers Union  
Black Mineworkers Union  
Federated Mining Explosives and Chemical Employees Union  
Iron Moulders Society of S.A.  
Mine Coloured Staff Association of South Africa  
Mine Surface Officials Association of South Africa  
Mine Workers Union  
S.A. Bollemakers, Iron and Steel Workers Shipbuilders and Welders Society  
S.A. Electrical Workers Association  
S.A. Engine Drivers, Fitters and Operators Association  
S.A. Technical Officials Association  
Underground Officials Association of S.A.

# Industrial body 'obstacle to democracy'

CAPE TIMES 3/15/82

Staff Reporter

THE Industrial Council (IC) was the parliament of industry. Mr Jack Roos, director of the Cape Chamber of Industries, said in a discussion on the IC system hosted by the Institute of Personnel Management last week.

But Mr David Lewis, general secretary of the General Workers' Union, said the IC was a serious obstacle to democracy, whereas in-plant negotiations fostered a leadership of rank-and-file working class people.

In support of the system, Mr Roos said the IC was a well-tryed and orderly system which should not be undermined by limited, short-term demands.

"The most undesirable aspect of the IC — the exclusion of blacks — has been eliminated.

## Legislation

"Once an IC agreement is made, it carries the full weight of legislation and can be enforced.

"Wage rates on the whole are substantially higher in industries governed by IC agreements than those that are not.

"While ICs do contain certain limitations and adaptations are necessary in a rapidly-changing situation, it is no use throwing the baby out with the bath water.

"A two-tier system in which collective bargaining operates both at the level of the IC and the

shopfloor is unfair to the employer, who then has to conduct two sets of negotiations."

Mr Lewis said the IC was "a large bureaucratic machinery operated by a few skilled experts."

"By entering ICs we would be diluting our power. At the shopfloor level employers understand clearly what the consequences would be if no agreement is reached, but in an IC situation, the unions don't carry nearly as much clout.

## Not representative

"The ICs are not representative. How can we sign an agreement on behalf of 500 000 workers when we only represent 20 000?"

"One of our biggest objections would be sitting at the same side of the table of unions who are considerably more antagonistic towards us than some employers.

"The IC suffers from a lack of credibility among workers and is seen as a tool of the bosses.

"It sets an artificially low rate of pay which is set by the lowest common denominator — the most insubstantial firms.

"We are not opposed to multi-plant bargaining, but we set three conditions. The rank-and-file must express themselves, the companies must be logically grouped together and the unions must be speaking on behalf of their members.



# Status of 100 000 SATS workers may be tested

29/5/82 E. Post  
145  
222

**By SANDRA SMITH**  
THE status of more than 100 000 black employees of the SA Transport Services (SATS) as that of "casual servants" could be seriously challenged if the General Workers Union (GWU) goes ahead with a plan to bring a test case to court. Virtually all black SATS workers are classified as "casual servants" in terms of the SAR & H Services Act of 1960, even if they have been in the employ of the SATS their entire working life. It is a status which provides them with limited service conditions. The issue came to a head in January when an SATS employee in Port Elizabeth, Mr Jeremiah Stoki

Tolwana, was dismissed with only 24 hours' notice. No reason was given for his dismissal, but the GWU believed it was because he was the chairman of a workers' committee attached to the union. The union therefore sought legal advice at the Legal Resources Centre in Johannesburg. SATS spokesmen said because Mr Tolwana was classified as a casual servant, the conditions of his employment were not determined by the Act, but by internal regulations which provided for dismissal with 24 hours' notice. The GWU attorneys did not agree and argued that because he had worked

continuously for the SATS since 1969, he could not be classified as a casual servant. They felt he should at least have been regarded as a "temporary servant", which would have meant his employment conditions would have been governed by the Act. The SATS would then have had to give him 30 days' notice of dismissal. Lengthy negotiations between the GWU attorneys and the SATS took place, which could have led to the case going to court. However, before the matter could lead to a court hearing, the SATS paid Mr Tolwana a month's wages. They thus did not admit any liability and the status of

other workers in Mr Tolwana's position was not challenged. The union has decided to force the issue and bring a test case to court. If a court were to decide that black workers who have completed lengthy uninterrupted service to the SATS are entitled to the status of temporary servant, this would have important implications for all black SATS employees and the union. In terms of the Act, once they had this status they would automatically, after a specific period of time, be entitled to the somewhat more secure status of "permanent servant". A group of Port Eliza-

beth workers has already volunteered and been briefed by the GWU to go to court and have a ruling made about their status. The general secretary of the GWU, Mr Dave Lewis, is critical of the SATS attitude. He said the Act, with some important exceptions, was a fairly progressive piece of legislation. For example, it did not specifically provide for racial discrimination. Mr Lewis said the SATS had in fact manipulated it to discriminate against black workers. These developments are taking place against a backdrop of potential conflict between the SATS and

• Turn to Page 5

**MAURITIUS**  
ST, MAY 29, 1982

## Union plans to test black SATS workers' status

29/5/82 E. Post  
145  
222

• From Page 2  
GWU over the issue of recognition. An application to have a workers' committee attached to the union recognised has been rejected by the SATS. Spokesman for the employer have insisted labour relations must be conducted through SATS staff associations. Opening the annual congress of the Artisan Staff Association in Port Elizabeth last month, the Minister of Transport, Mr Hendrik Schoeman, dispelled all doubt about the SATS' attitude. He stated categorically the SATS would not negotiate with unregistered unions. He said one union

was organising SATS workers "in four of our biggest harbours" and the department would never recognise "outside unions". In response, the GWU warned that if railway workers in South Africa were not allowed representation by the union of their choice, the consequences could be politically and economically damaging. In a statement, the union said "The situation at the Port Elizabeth and East London docks is extremely tense and management appears to be completely insensitive to the potentially serious consequences of its actions". The SATS, as the largest

employer of blacks in South Africa, was not "exempt from the evolving industrial relations framework". The SATS should take the lead in implementing Government policy in this regard, the statement said. The GWU's attempts to discuss the issue with management had met with "intensified police harassment and management victimisation". Pamphlets attacking the union had been distributed at the harbours. Overseas transport unions have shown an interest in the dispute and the International Transport Workers Federation has promised its support for the GWU.

# Engineering firms in wage deals

145  
ARGAS  
2/6/82

Labour Reporter

TWO major engineering firms have this week made wage agreements with workers' committees backed by unregistered trade unions outside of the official collective bargaining systems

The management of Consani's Engineering and the General Workers' Union factory committee have agreed to a minimum wage of R1,60 an hour in an in-plant agreement which by-passes the official industrial Council Agreement

Earlier Trident Marine, a marine engineering firm, agreed to a minimum wage of R1,78 an hour for its workers, who are also members of the General Workers' Union

### THE FIRST

This was the first time a firm affiliated to the Steel and Engineering Industries Federation of South Africa (SEIFSA) had signed an agreement with a union outside the Industrial Council

The minimum wage stipulated by the Industrial Council for workers in the steel and engineering industry is R1,46 an hour.

A spokesman for the General Workers' Union said the in-plant agreement was more rational than the Industrial Council

Agreement and allowed for greater worker participation in the negotiation process

"It is a way of negotiating which suits both management and workers. For management, it takes account of the particular needs in their industry as well as establishing sound labour relations in their factory"

### REALISTIC

For the workers, it establishes a more realistic wage rate than that set by the Industrial Council," said the spokesman

Consani's Engineering said in a statement that in the past, the company had tried to pay above the Industrial Council minimum levels for labourer categories. "The recently concluded arrangement has ensured the continuation of this policy," they added

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SERVICES

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Catering and  
Transvaal  
Pretoria V  
National Uni  
National Uni  
Kimberley Sh  
Domestic Wor  
Concession S  
Commercial,  
Black Allied

Wholesale & I  
WHOLESALE & F

S.A. Electric  
Steel, Engine  
S.A. Woodwork  
S.A. Operativ  
Port Elizabeth  
National Uni  
Metal and Al  
General Work  
Engineering  
Engineering  
Electrical a  
Electrical a  
Building Wor  
Building, C  
Blankenbower

Black Allied  
Amalgamated Union of Building  
Amalgamated Engineering Union  
Amalgamated Society of Woodwork

CONSTRUCTION

Johannesburg Municipal Water W  
Cape Town Gas Workers Union  
Escam (Cape Western Undertaking) Salaried Staff Association  
Escam Salaried Staff Association  
Escam Workers Association  
General Workers Union

ELECTRICITY, GAS AND WATER

S.A. Diamond Workers Union  
S.A. Association of Dental Mechanicians  
Optical Workers Union  
Jewellers and Goldsmiths Union  
Diamond Cutters Union of South Africa

Other

Sweet Workers Industrial Union  
 Sweet Workers Union  
 Sugar Industry Employees Union  
 South African Allied Workers  
 S.A. Boilermakers, Iron & Steelworkers, Shearers, S.A. Electrical Workers Association  
 Western Province Sweet Workers Union  
 Witwatersrand Baking & Confectionery Workers Union  
 Witwatersrand Brewing Employees Union

Tobacco

African Tobacco Workers Union  
 National Union of Cigarette Workers  
 Rustenburg Tabakwerkersvereniging

Textiles, Clothing, Leather

African Garment Workers Union  
 African Leather Workers Union  
 African Trunk & Box Workers Union  
 Black Allied Workers Union  
 Garment Workers Industrial Union  
 Garment Workers Union of South Africa  
 Garment Workers Union (Western Province)  
 General Workers Union  
 General Workers Union of South Africa  
 National Union of Clothing Workers  
 National Union of Leather Workers  
 National Union of Textile Workers  
 South African Allied Workers Union (SAAWU)  
 S.A. Canvas & Ropeworkers Union  
 S.A. Canvas & Ropeworkers Union (Cape)  
 Tailoring Workers, Dressmaking & Furriers Industry  
 Tanning, Footwear and Allied Workers Union  
 Textile Workers Industrial Union  
 Textile Workers Union (Transvaal)  
 Transvaal Leather and Allied Trades Industrial Union  
 Trunk & Box Workers Industrial Union

Wood & Wood Products, including Furniture

National Union of Furniture & Allied Workers  
 Paper, Wood and Allied Workers Union  
 South African Allied Workers Union (SAAWU)

Paper & Paper Products, Printing & Publishing

Amalgamated Engineering Union of South Africa  
 Media Workers Association of South Africa  
 Paper, Wood & Allied Workers Union  
 S.A. Boilermakers, Iron & Steelworkers, Shearers, S.A. Electrical Workers Association  
 S.A. Society of Journalists  
 S.A. Typographical Union  
 South African Allied Workers Union (SAAWU)

TRADE unionist Cindy Mngadi was taken from her Lamontville home early yesterday and questioned at gunpoint by four men who claimed to be security police but police headquarters in Pretoria have denied any involvement in the incident,

Miss Mngadi, a Durban organiser for the independent General Workers' Union, said she was awoken about 12.15 a.m. by men who initially claimed to be from a doctor friend of hers who said they wanted to speak to her.

'I went out to ask them what they wanted but when I tried to go back into the house after finding out that I did not know any of them, they forced me into their car,' she said.

The four men then drove Miss Mngadi to an isolated place, stopped the car and proceeded to ask her questions about the union.

She said she asked them who they were and what they wanted. They told her they were security police.

**Union leader abducted and threatened**

'One of the men seated in the front of the car took out his gun and, waving it in front of my face, told me that I would tell them everything,' Miss Mngadi said.

'I started to cry and said I wanted to go home but they said I could not go home until I had told them the whole story.'

'I told them I did not know what they meant,' she said, 'but they continued asking me why I worked for the union, about other union officials and about a recent general meeting.'

At about 2.45 a.m., Miss Mngadi said, they had dropped her near the Lamontville Port Natal Administration Board offices from where she walked home.

Miss Mngadi said they had told her they would visit her again.

The General Workers' Union, in a statement released yesterday, condemned the action as 'sheer political thuggery'.

**Draconian**

'So much for all the assurances from the Government about the care in which their draconian security laws are implemented, this terrorising of a young girl renders all that totally hollow,' the statement said.

The South African Police have denied any involvement in the incident, according to a statement released by the directorate of public relations in Pretoria.

The statement adds that Miss Mngadi 'is obliged to report the incident to the nearest police station'.

**Midnight mystery**  
 145  
 Mercury Reporter  
 2/6/82  
 Mercury

# Gunmen question union worker

*CAPE TOWN*  
2/6/81  
145  
3/13  
14/1

Own Correspondent

DURBAN — A trade unionist, Miss Cindy Mngadi, was taken from her Lamontville home in early yesterday morning and questioned at gunpoint by four men who claimed to be security police. The South African Police has denied any involvement in the incident.

Miss Mngadi, a Durban organizer for the independent General Workers' Union, said she was awakened about 12.15am by men who initially claimed to be from a doctor friend of hers who said they wanted to speak to her.

## Forced

She said that once she was outside, they forced her into their car, drove her to a isolated place and began to question her about the union.

She said she asked them who they were and what they wanted. They told her they were security police.

"One of the men seated in the front of the car took out his gun and waving it in front of my face told me I would tell them everything," Miss Mngadi said.

About 2.45am, Miss Mngadi said, they dropped her near the Lamontville Port Natal Administration Board offices and from there she had to walk home.

Miss Mngadi said they told her they would visit her again.

The General Workers' Union, in a statement yesterday, condemned the action as "sheer political thuggery".

The South African Police have denied any involvement in the incident.

A statement from them says Miss Mngadi "is obliged to report the incident to the nearest police station".

1974 affiliated to 17 other unions formed in 1977/78 and with

1974 affiliated to 17 other unions formed in

Registration: Yes

Founded: 1939

Area of Operation:

Officials: Secretary

8001

Cape Town

Corporate

Address: 201/4 City

Telephone: (021) 433658

1980	
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1975	
1974	
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1980/81  
Report  
Fosatu Annual

460	
445	
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377	347
222	201
331	305
322	294
418	320
Total	White

UNION

Cape Times  
2/6/82

# GWU signs another contract

145  
3/1/82

A SECOND formal wage agreement to bypass the metal industry's industrial council was signed in Cape Town yesterday — within a week of the first. Negotiations between Consani's Engineering and a worker's committee belonging to the General Workers' Union (GWU) were concluded yesterday, setting new wage levels and a minimum rate of R1,60 an hour. It is 17c higher than the negotiated industry-wide minimum of R1,43.

Last week the GWU concluded a wage deal with Trident Marine, the first time a Steel and Engineering Industries Federation (Seifsa) company had formally negotiated wage levels outside the industrial council.

Consani's management said "In the past the company has endeavoured to pay above the industrial council minimum levels for labourer categories, and the recently concluded arrangement has ensured the continuation of this policy."

"Across the board increases remain in line with the metal industries industrial council agreement."

Miss D1 Cooper of the GWU said the union was satisfied with the agreement. "We believe that in-plant bargaining is a better manner of reaching agreement because it allows for full worker participation in the negotiating process."

"Workers are now earning more, management are provided with a more satisfied labour force, productivity is better and sound industrial relations are fostered."

Miss Cooper said the minimum hourly wage at Trident Marine (R1,78) was much higher than Consani's, but this was because of the variable rate of work in the marine engineering industry.

ROM 3/6/82

# Abduction 'political thuggery'

Labour Correspondent

THE General Workers Union is to lay a complaint with the police following the abduction of a 19-year-old union official who was questioned at gunpoint by four men claiming to be security policemen

The police denied any involvement and said the unionist, Miss Cindy Mngadi was "obliged to report the incident to the nearest police station"

Miss Mngadi said she was abducted from her home near Durban by the men in the middle of the night. She was driven to an isolated place and questioned at gunpoint about the GWU its officials and a recent union meeting

After two and a half hours she was dropped near the offices of the Port Natal Administration Board and had to walk home, she said

She said the men told her they were Security Police

A Durban spokesman for the GWU, Mr Mike Morris, said yesterday that Miss Mngadi would lay a complaint at a police station. Mr Morris said he planned to accompany her "to ensure she had no problems"

He said the decision to lay the complaint did not necessarily mean the union had accepted police assurances about the incident

Mr Morris added that it would be difficult for Miss Mngadi to identify the men who abducted her if called on to do so. "She would recognise their voices, but the incident happened in the dead of night," he said

The GWU reacted angrily to Miss Mngadi's abduction and labelled it "sheer political thuggery"

The union also charged that the incident made a mockery of Government assurances that trade unionists were now able to carry on their work free of Government intervention

Labour Reporter

WORKERS at Consani's Engineering are happier negotiating with management outside the Industrial Council system, the chairman of the workers' committee, Mr Johnson Mpukumpa, says

He was commenting on the new wage agreement reached with management outside of the official system

The management of Consani's Engineering and the workers, who are members of the unregistered General Workers' Union, have agreed to a minimum wage of R1,60 an hour in an in-plant agreement.

The minimum wage stipulated by the Industrial Council agreement is R1,46 an hour

# ARGUS 3/6/82 145 In-plant deal pleases workers

"This agreement with management is a very serious thing You can't succeed with anything without co-operation We have extended our hands to management by opening our hearts in this agreement.

"We have shown that workers are willing to participate in a good bargaining system which benefits both sides," said Mr Mpukumpa

He said it was wrong to think workers understood nothing about the Indus-

trial Council system "The workers must speak for themselves The Industrial Council system does not allow this," he said

## UPGRADE

Now that the workers had an agreement they were happy with they could concentrate on upgrading productivity, he said.

Consani's Engineering is the second major engineering firm to negotiate an in-plant agreement with a General Workers' Union factory committee

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Steel  
Trans  
Unite

Amalgamated Engineering Union of South Africa  
Amalgamated Society of Woodworkers  
Black Allied Workers Union  
Trade Union of S.A.

Base Metal Industries and Manufacture of Fabricated Metal Products  
Machinery and Equipment

Building, Construction and Allied Workers Union  
Glass & Allied Workers Union  
Glass Workers Union  
National Cement Employees Union  
National Union of Brick and Allied Workers  
Transport & General Workers Union

Non-Metallic Mineral Products

Black Allied Workers Union  
Cape Explosives Industrial Workers Union  
Chemical and Allied Workers Union  
Chemical Workers Industrial Union  
Chemical Workers Union  
Durban Rubber Industrial Union  
Engineering and Allied Workers Union  
Engineering Industrial Workers Union of S.A.  
Federated Mining, Explosives and Chemical Employees Union  
Industrial Salaried Staff Association  
General Workers Union  
Metal and Allied Workers Union  
National Union of Engineering, Industrial & Allied Workers  
National Union of Motor Assembly & Rubber Workers of South Africa  
S.A. Chemical Workers Union  
South African Allied Workers Union (SAAWU)  
Steel, Engineering and Allied Workers Union  
Umbogintwini Industrial Workers Union  
Weskapse Plofstof & Chemiese Operateursvakbond

Chemical & Chemical Products, Coal, Rubber & Plastic Products

# Argentina says forming an armed alliance with UK and

## forming an armed alliance

Britain, the dates and South... plans for a... military... seriously... in the area... Foreign Min... Nicanor Costa... told the Non... conference in...

Earlier, he had a series of meetings with the Cuban leader, Mr Fidel Castro, the current chairman of the Non-Aligned Movement... Argentina was a firm defender of the anti-colonial principles of the Non-Aligned Movement... He said Argentina had never rejected dialogue to solve the Falklands dispute... Proof of this were the peaceful claims his country had made for a century and a half for the return of its territory and the unfruitful dialogue it maintained for 17 years within the framework of the United Nations... — Sapa Reuter

# Women's Association

# Union warns of 'bloodshed' in PE harbour

Post Reporter

THE refusal of the South African Transport Services to recognise the General Workers' Union in Port Elizabeth and East London threatens the short-term economic and political stability of the area.

This is said in an open letter from the GWU to the general manager of the SATS, Dr Kobus Loubser. And the union warns that the dispute could involve solidarity action by over-

## Club opens doors to all races

Post Correspondent  
JOHANNESBURG — South Africa's biggest sports club, the Wanderers Club, has thrown its membership open to all races.

The unanimous decision was taken at the club's annual meeting here yesterday and blacks will now be able to become ordinary members and use all club facilities. Previously, they were able to join as sectional members. The outgoing chairman, Mr Kelsey Stuart, said the recent changes in the Liquor Act and the Group Areas Act had enabled the club to make the change.

seas transport workers

The unregistered union repeated an appeal to Dr Loubser, who has refused to negotiate with the union, to meet worker representatives to discuss the issue.

SATS spokesmen insist that negotiations take place through SATS staff associations.

## Total sanctions 'unlikely to succeed'

LONDON — Total economic sanctions against South Africa by its major trading partners would probably be ineffective in ending or modifying apartheid, the intelligence unit of the magazine, the Economist, said yesterday.

The British publication, in a special report on South Africa, said total sanctions, while unlikely to be applied, would seriously harm the economy but their impact would be borne most heavily by the blacks. South Africa, however, was rich in essential food, energy and raw materia

unregistered unions

GWU claims support amongst SATS workers at Port Elizabeth and East London harbours and has asked SATS on several occasions to negotiate with a workers committee.

In its letter, the GWU said its members had met with "an extraordinarily brutal response" from the SATS and Railway Police in their activities.

The chairman of the Port Elizabeth workers committee was fired and members

held for questioning by the Railway Police. The letter alleged they were offered money to leave the union.

Despite this workers had "in the face of extraordinary provocation, exhibited an exemplary commitment to conciliation and negotiation".

Open conflict in the harbours would have "severe consequences", the union said.

There was "good reason to believe there will be heavy police intervention

and in an area as 'volatile' as Port Elizabeth this would generate "an angry response from other workers in the city. We are genuinely worried at the possibility of bloodshed", the letter added.

The SATS has acknowledged receipt of the letter but has refused to comment publicly. Official claim the GWU represents less than 1 000 of the 8 000 SATS workers in the docks and is unrepresentative.

Mr Bouwer said reason separate... ited towns on di... occasions to replen... barriers was because... ferent people read di... things and it was... sible to get all the rep... books into the same v

# bring the heart of Italy into your home





Anxious colleagues comfort Sicilian seaman Mr Calenda Giuseppe, 35, of Palermo, who injured his back when he fell six metres into a hold on board the container ship Europa. Mr Giuseppe, was removed by ambulance from the ship when she docked in Table Bay harbour yesterday. He fell through the hatch when the ship was four days from Cape Town. The injured man was given emergency treatment by a doctor and Metro rescue service paramedics on the quayside. The doctor said Mr Giuseppe had a suspected spinal injury or pelvic fracture. He was lifted into an ambulance on a trauma board and taken to Sea Point Clinic. A clinic spokesman said Mr Giuseppe was "comfortable".

called the police and two men were arrested shortly afterwards.

Major Eddy Snyman, police liaison officer for the South Western Districts, said yesterday that about 2:30pm Mr Johan Olivier was in his home on the farm Welgeluk.

There was a knock on the door and when he answered it, he found two men. They asked for tobacco stalks and when told there were none available, the men left.

Shortly afterwards, Mr Olivier went into the farmlands and while talking to labourers, he saw

tacted the police and within minutes, Captain George Marx, station commander at Oudtshoorn, Lieutenant Andre Grobblor, his deputy, and sergeants Werner Lategan and Fanie Claassen were on their way to the scene.

When they arrived at the farm, they arrested a man outside Mr Olivier's home and shortly afterwards, a second man was arrested nearby.

Major Snyman said the two men, aged 19 years and 27 years, would appear in court today.

Mr Olivier was not seriously injured.

terminated that a colleague would go in the aircraft.

Mr Loubser, on behalf of the house, extended his condolences to the bereaved families.

● More provincial council reports, page 11

### the facts

To correct material errors of fact write to the Editor, Cape Times, PO Box 11, Cape Town or dictate the complaint briefly to the Editor's office telephone 41 3361 Ext 220 between 9:15am and 5:00pm.

THE Cape Times yesterday reported a court case concerning a woman accused of fraud "while in the employ of Mutual Medical Aid Society known as the Cape Medical Plan". This information was obtained from court records but the Cape Times has now been informed that the society is "a mutual medical aid society" run by its members and has no connection with the Mutual Medical Aid S...

## Victim shoots alleged mugger

Crime Reporter

AN 18-year-old man shot dead a wanted robber after he was allegedly threatened by the man on Tuesday night.

Police said the man had

## Bomb found in Butterworth

Own Correspondent

BUTTERWORTH — A live bomb was found by police in a shed on the corner of Blyth and Grubb Streets here yesterday morning.

The Transkei Commissioner of Police, Major-General Martin Ngeeba, confirmed this last night.

Police received a tip-off

about 10am and raced to Blyth Street where the bomb was found among old tomato boxes in a vacant shed once used as a fruit and vegetable shop.

All nearby streets were cordoned off. Experts from the Transkei police defused the bomb.

General Ngeeba said he was not able to say where the bomb was from.

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PRICES EXCLUDE GST

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Phone for priced catalogue

A union spokesman in Durban, Mr Mike Morris said yesterday that Miss

she said they were security police. The men had told her walk home she said from where she had to Administration Board offices of the Port Natal

she was dropped near the offices of the Port Natal after about 2 1/2 hours

union meeting its officials and a recent gunpoint about the GWU, and questioned at an isolated place

middle of the night drive home by the men in the home by the men in the

Miss Mgadi says she was abducted from her nearest police station

port the incident to the Mgadi, is "obliged to re-

the unionist, Miss Cindy Mgadi, and have said that

any involvement in the in the police have denied

JOHANNESBURG — The General Workers Union is to lay a complaint with

the police about an incident in which a 19-year-old union official was allegedly abducted from her home near Durban

will be held on June 9

Cape's Economic Growth, Promotion of the Western Association for the of Wesgro, which stands

The first board meeting year on to the market each

27 job-seekers' committee next decade next about the labour force over the

2.5 percent increase in being. Price of a would impose were the and the requirements this-

The Western Cape population was expected to double within 18 years

panacea for the ills of the Western Cape. He said the decision to

He planned to accompany her "to ensure she has no problems. He said the decision to

Mr Morris added that it would be difficult for Miss Mgadi to identify the men who abducted her if called on to do so

but may recognize their voices

But they say we should report it as we have de-

union had accepted the police assurances on the

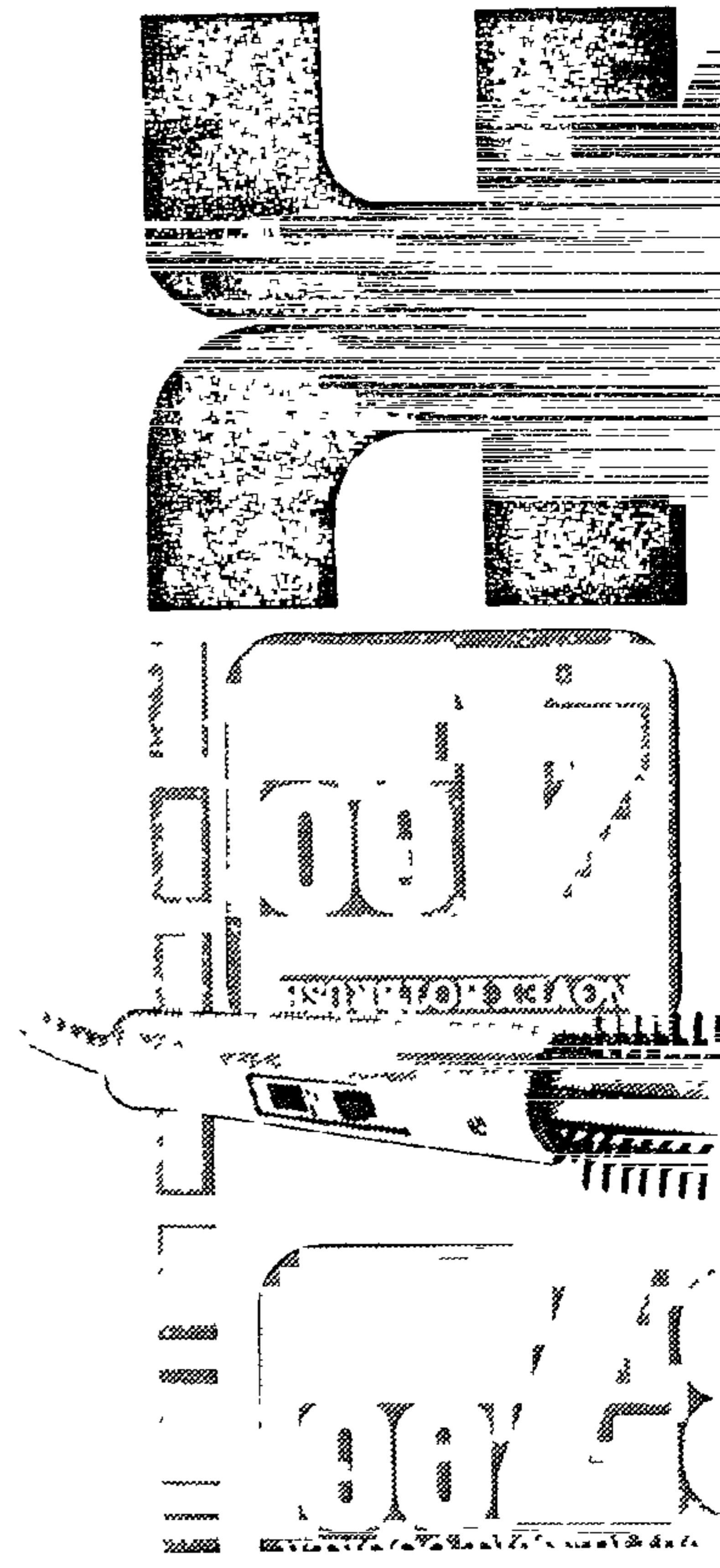
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**GWU**  
Complaint to police  
adduction  
3/6/82  
3/6/82  
3/6/82



Mr Kreiner said he had been encouraged by the positive response to the concept of Wesgro, and trusted it would be the

panacea for the ills of the Western Cape.

He said the decision to

He said the decision to

APR 1982 ...

INSIDE MAIL

RDM 4/6/82



145

A LABOUR relations time-bomb is ticking in the country's ports

If it explodes, the economic and political consequences could be awesome — a factor that has not been lost on key private sector employers, unionists, even, it is claimed, the Department of Manpower

Indeed, the unregistered General Workers Union charges that the only body which is not concerned is the one which created the problem in the first place — the SA Transport Services

At issue is a recognition dispute between the GWU and SATS at East London and Port Elizabeth harbours

The GWU says it represents most SATS workers at the ports — about 1 100 — but SATS has refused to negotiate. Instead it has harassed "workers and appears to lack an 'in-company' union, the Black Staff Association (BSA)

This week the union released an open letter to SATS's general manager Dr Kobus Loubser charging that workers who joined the GWU had been subjected to a "reign of terror" by management and Railways Police

It repeated requests for a meeting to regulate on the dispute and warned of extraordinarily serious consequences if confrontation developed

Dr Loubser has not replied but he says he will reply to the union. But it is known that private employers are worried about the implications

The dispute has its roots in the fact that the GWU has been organising stevedores in the country's four major ports

It has won recognition from employers in three ports and is likely to win it in the fourth, Durban, soon

Stevedoring firms and the GWU say their relations in the ports are excellent

Working alongside the stevedores are harbour workers employed by SATS

GWU general secretary, Mr David Lewis says SATS workers do "the same sort of work as stevedores — the one group loads goods off ships and the other then loads them onto trains"

It was thus "natural" that stevedores would recruit the SATS men into the GWU

The union also has members in Durban and Cape Town docks, he says but is asking for recognition only at the two ports where

SATS and labour ON COLLISION COURSE

A dispute in two East Cape harbours between the SA Transport Services and the General Workers Union could spark a chain of events with considerable economic and political consequences. Labour Correspondent RICHARD FRIEDMAN reports.

It has been a long time since the SA Transport Services and the General Workers Union (GWU) have made their views known to each other.

In a special letter to the unions, Dr Loubser said that the BSA was a "sweetheart union" and that the GWU was a "wildcat union".

In a letter to an established union, Dr Loubser said that the BSA was a "sweetheart union" and that the GWU was a "wildcat union".

But why should a union involving only about 1 100 workers be so serious enough to call for a meeting to regulate on the dispute and warn of extraordinarily serious consequences if confrontation developed?

The answer lies in the fact that the GWU has been organising stevedores in the country's four major ports. It has won recognition from employers in three ports and is likely to win it in the fourth, Durban, soon.

Secondly, the union is affiliated to the International Transport Workers Federation, a powerful international alliance of transport workers.

It warns in the letter that there is a "long history of solidarity" among dockworkers and foreign dockers could, intervene.

There was "good reason" to expect heavy police intervention "in such a conflict and the union was 'genuinely worried about possible bloodshed'.

In an area as volatile as PE unchecked police intervention will generate an angry response from other workers in the city. In short, this dispute threatens the short-term economic stability of two highly volatile areas of the Eastern Cape. It threatens a stable and mutually productive relationship between the stevedoring employers and the union, and indeed, threatens the very existence of the union.

It is understood that shipping employers and other industrialists believe the union is not exaggerating the possible consequences. The IFF, they say, has already indicated in its magazine that it may support SATS dockers with sympathy action if open conflict develops. Stevedores in the two ports are almost certain to take sympathy action as well.

Government industrial relations' policy will undermine the credibility of the new labour dispensation," says the union.

In the letter, the union also spells out its view of the dispute. It details charges of "extraordinarily brutal" action against the union by Railways Police.

The chairman of the GWU worker committee in PE, it notes, has been fired from SATS after 13 years service — he was given only 24 hours notice.

"Scores" of workers in both ports have been held for questioning by Railways Police and "threatened with dismissal or imprisonment", and some have been offered "substantial sums of money" to leave the union, it charges.

Anonymous "scurrilous" pamphlets attacking the union have appeared in the harbour area, it also charges. It says it has informed Dr Loubser of this. Despite this, workers remain committed to negotiation, the union says.

Loubser in which he said management must "actively aim at promoting effective communication and work towards creating and maintaining a situation in which employees feel that management acknowledges their right to freedom of association.

It comments: "We hope there is still time to generalise your attitude throughout the SATS management."

Although many workers belonged to the 50 000-member BSA, this was "at best, an in-company union, not independent of the employer's control". Black workers demanded independent unions and would not be satisfied by the BSA.

The union also suggests workers may not have joined BSA voluntarily. It says PE dockers have resigned from the BSA but are still having dues deducted from their pay. Their resignation letters had "been handed to the police."

The union says it is prepared to be "sensitive" to the present labour relations structure in SATS — it will not necessarily demand the same arrangement as it has with the stevedoring firms. "But the workers are at the end of their tether — they believe all avenues of conciliation have been closed and they find the daily abuse to which they are subjected increasingly humiliating and intolerable."

SATS's version of events is more difficult to ascertain. It has refused to comment on claims of Railway Police "harassment" of union men. And Dr Loubser has refused to comment publicly on the open letter. But a spokesman did say that SATS would not recognise the union because it was not representative of dock workers as a whole. It only had around 1 000 members and there were 8 000 SATS dockworkers in the country, he added.

The spokesman also went on to suggest that SATS refused to recognise the union was partly prompted by the attitudes of established rail unions.

"The unions operating in SATS, including the BSA, do not want us to recognise unions who have only scattered support in a few areas. We have 270 000 workers and both we and they feel we should not recognise any union which represents only a few of them," he says.

Meanwhile, the time-bomb keeps ticking away.

DR KOBUS LOUBSER What's wrong with sweetheart union

(145) (121) 2004 5/6/82

### Trade unionist lays charge

**Mail Correspondent**

**DURBAN.** — A trade unionist, Cindy Mngadi, who was allegedly taken from her Lamontville home and questioned at gunpoint by four men on Tuesday night, yesterday laid charges of abduction against the men

Miss Mngadi, an organiser for the General Workers' Union, said she had been questioned her on her union activities

The men had also claimed to be Security Police but the South African Police have denied any involvement in the incident

Miss Mngadi, accompanied by the union's attorney, Mr C J Albertyn, also handed in a statement drawn up by the attorney

Police confirmed a charge had been laid and said they were investigating

1977/78 and with

1974 affiliation other union

**Registration:** Yes

**Founded:** 1939

**Area of Operation:** Western Cape

**Officials:** Secretary: A. Frazer

**Address:** 201/4 City Centre Corporation Street Cape Town 8001

**Telephone:** (021) 433658

Fosatu Annual Report 1980/81

Year	Membership			Total
	African	Asian and Coloured	White	
1980				460
1979				445
1978				..
1977		30	347	377
1976		21	201	222
1975		26	305	331
1974		28	294	322
1973		98	320	418
1972				
1971				
1970				

JEWELLERS AND GOLDSMITHS UNION

# Pay boost for metal workers

145

~~145~~

~~145~~

C. Hendrick 5/6/82

HUNDREDS of Cape Town metal workers are to receive pay increases of up to 60c an hour after the unregistered General Workers' Union signed two wage agreements outside the Industrial Council system with two engineering firms in one week.

The management of Consani's Engineering and a GWU workers' committee on Tuesday signed an agreement

setting new wage levels and a minimum rate of R1,60 an hour. The new Industrial Council minimum is R1,43, up from R1,13 last year.

The agreement follows five days after the GWU achieved an agreement with Trident Marine Services, the first ever agreement outside the Industrial Council to be reached with an affiliate of the Steel and Engineering Federation of South Africa (Seifsa).

The workers at Trident Marine have had their minimum pay increased to R1,78 an hour.

Management has also guaranteed workers a minimum three days pay a week. This is seen as an important victory for the workers. Because of the fluctuating work demand, they have in the past spent many weeks without work, and also without money.

A member of the workers' committee said: "We hope that all the other workers in the other companies will take a keen interest in what we have achieved so far."

## PROBLEM

A union official said the wage at Consani was lower because, as a structural engineering firm they did not have the problem of fluctuating work demands. Workers work a five-day week.

The Consani agreement affects about 400 workers and the Trident Marine agreement affects about 100 workers.

A GWU spokesman said: "We try to negotiate at plant level because, in this way, workers are allowed to participate fully in all decisions taken.

Higher wages lead to a more satisfied labour force, better productivity and sound industrial relationships."

# Trade unionist lays abduction charges

Mercury Reporter  
 DURBAN trade unionist, Cindy Mngadi, who was allegedly taken from her Lamontville home and questioned at gunpoint by four men on Tuesday night, yesterday laid charges of abduction against the men

Miss Mngadi, an organiser for the General Workers' Union, said she had been abducted from her home by four men who, after taking her to an isolated place, questioned her on her union

activities. She said they had claimed to be security police but the South African police have denied any involvement in the incident

Miss Mngadi, accompanied by the union's attorney Mr C J Albertyn, laid a charge at C R Swart Square and handed in a statement drawn up by the attorney

Police confirmed a charge had been laid and said they were investigating

Welders

South African Allied  
 S.A. Typographical  
 S.A. Society of Jour  
 S.A. Electrical Wor  
 S.A. Boilermakers,  
 Paper, Wood & Allied  
 Media Workers Assoc  
 Amalgamated Enginee  
 Paper & Paper Proc  
 South African Allied  
 Paper, Wood and All  
 National Union of F

Wood & Wood Products, including Furniture

Trunk & Box Workers Industrial Union  
 Transvaal Leather and Allied Trades Industrial Union  
 Textile Workers Union (Transvaal)  
 Textile Workers Industrial Union  
 Tanning, Footwear and Allied Workers Union  
 Tailoring Workers, Dressmaking & Furriers Industrial Union  
 S.A. Canvas & Ropeworkers Union (Cape)  
 S.A. Canvas & Ropeworkers Union  
 South African Allied Workers Union (SAAWU)  
 National Union of Textile Workers  
 National Union of Leather Workers  
 National Union of Clothing Workers  
 General Workers Union of South Africa  
 General Workers Union  
 Garment Workers Union (Western Province)  
 Garment Workers Union of South Africa  
 Garment Workers Industrial Union (Natal)  
 Black Allied Workers Union  
 African Trunk & Box Workers Union  
 African Leather Workers Union (Transvaal)  
 African Garment Workers Union (Natal)

Textiles, Clothing, Leather and Footwear

Rustenburg Tabakwerkersvereniging  
 National Union of Cigarette & Tobacco Workers  
 African Tobacco Workers Union

Tobacco

Sweet Workers Industrial Union (Natal)  
 Sweet Workers Union  
 Sugar Industry Employees Union  
 South African Allied Workers Union (SAAWU)  
 S.A. Boilermakers, Iron & Steelworkers, Shipbuilders and Welders  
 S.A. Electrical Workers Association  
 Western Province Sweet Workers Union  
 Witwatersrand Baking & Confectionery Industrial Union  
 Witwatersrand Brewing Employees Union

ARGUS 9/6/82 1240 1240 145

# Trade unions pay tribute to Mavi

**Labour Reporter**  
**TRADE** unions today paid tribute to Joe Mavi, president of the Black Municipality Workers' Union, killed in a car accident in the Free State yesterday.

The unions are the African Food and Canning Workers' Union, the Food and Canning Workers' Union, the General Workers' Union, the Cape Town Municipal Workers' Association, the Media Workers Association of South Africa (Western Cape region) and the Federation of

**South African Trade Unions**  
 All are members of the local Solidarity Committee set up after the summit conference of independent unions in Langa last year.

In a joint statement they said they were shocked to hear of Mr Mavi's death. They described him as a "talented and committed trade unionist."

**INSPIRED**  
 "His death is a loss not only to the municipal workers in Johannesburg,

but to the working class movement as a whole.

"He was a leader who rose from the ranks of some of the most oppressed workers in South Africa — the municipal workers

"He inspired his fellow workers with vision and dedication and rose to lead them in the heroic struggle of 1980 which was put down with such brutality by the Johannesburg City Council and the police.

"The State has dealt him many heavy blows,

but he was never deflected from his aim of building up a confidence and strength of workers in their organisations. He will long be remembered for his outstanding courage," they said.

The unions urged members of the Black Municipality Workers' Union to "take heart in spite of their great loss and look to the future.

"We assure them of our support. Their struggle is our struggle," the statement said.

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# Nats preparing for more defections?

**Political Staff**  
**THE** Government appears to be preparing for possible defections from the National Party in the Provincial executive committees.

A Bill amending the Constitution Act, which was withdrawn last week, has been re-introduced with an added section giving Provincial Council's the power to remove any member of a Provincial executive committee, apart from the Administrator, by resolution of the council.

The Bill also specifically prohibits any debate on such a resolution. The clause is understood to follow speculation that Dr Servaas Lat-

sky, MEC in charge of hospital services for the Transvaal, had been considering his position in the National Party.

Dr Latsky, however, quashed the speculation when he remained firmly in the party when the joint caucus meeting of the National Party was held in Cape Town on Saturday.

In terms of the existing law, once elected, a member of a Provincial executive committee could not be thrown out by the councils until the next election.

The Provincial Council system operates differently from the central Government in selecting its executive.

The elected leader of the caucus of the majority party in Parliament is automatically appointed Prime Minister by the State President.

In turn, the Prime Minister chooses his executive.

The Prime Minister can change his Cabinet at any time he wishes.

The Provincial executives are elected by the full Provincial Councils after a general election and hold office until the next general election.

# SA link hits art show

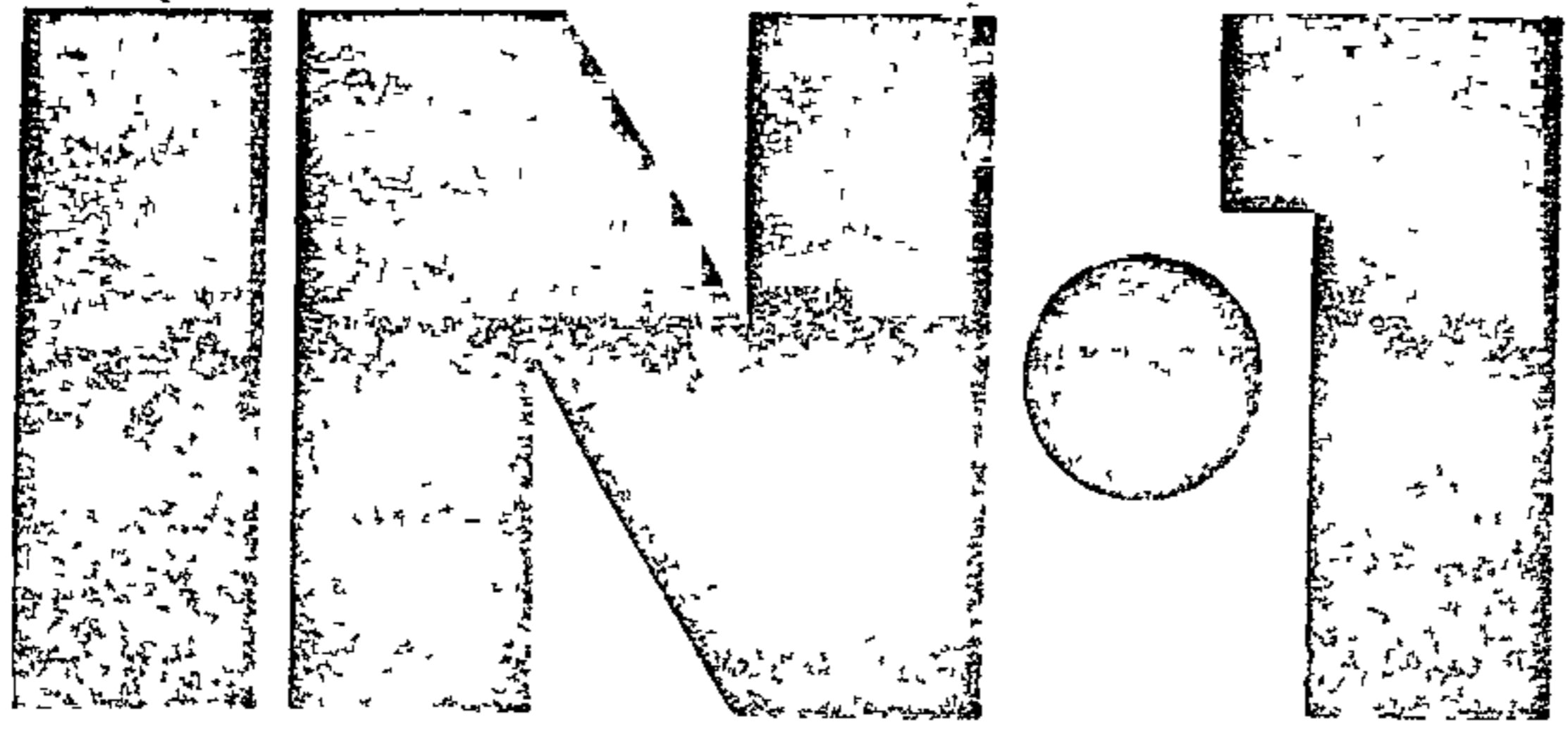
**Argus Bureau**  
**LONDON.** — The North London district of Camden council plans to ban a major exhibition on British mining in art because it is partly sponsored by Barclays Bank.

The council objects to

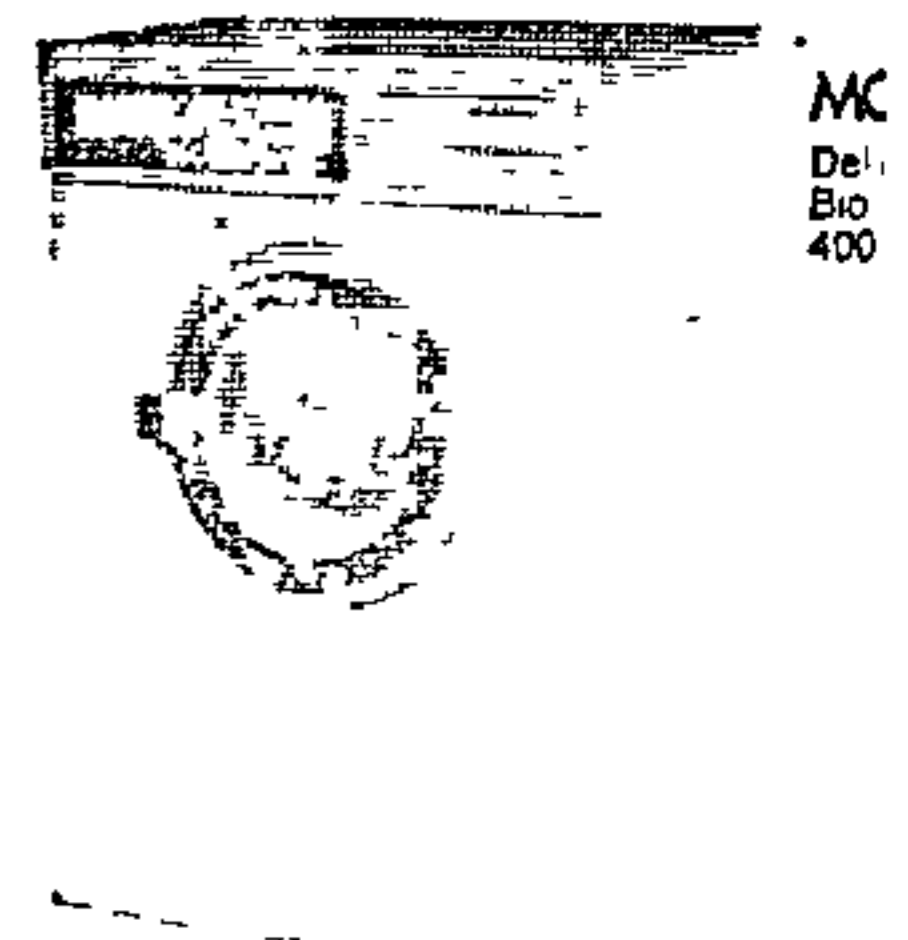
the bank's interest in South Africa.

An Arts Council official said "It is rather unfortunate as it is a very important exhibition. At this stage it will be a great problem to find an alternative venue in London."

**INDESIT INTRODUCES  
 TO SOUTH AFRICA  
 THE MACHINE  
 THAT'S TAKEN EUROPE  
 BY STORM**



**THE WASHING  
 MACHINE RAN  
 THAT IS  
 SOUTH AFRICA  
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### Labour Reporter

INCREASINGLY strained labour relations between the South African Transport Services and the General Workers' Union in the Port Elizabeth and East London harbours threaten "extraordinarily severe consequences" at four major ports if they erupt into open conflict, the union warns in an open letter to Dr Kobus Loubser, general manager of SATS.

The dispute, over SATS's refusal to recognise GWU shop-steward committees in the two Eastern Cape harbours as representative of the railway workers, is almost a year old.

In the letter to Dr Loubser, the union claims that the railway workers' decision to join the GWU "has met with an extraordinarily brutal response" from the railways administration, particularly the Railway Police.

#### DISMISSED

The chairman of the workers' committee in Port Elizabeth, Mr Jeremiah Tolwana, was dismissed from the SAR & H with 24 hours notice after 13 years' service.

Moreover, "scores" of workers have been detained and interrogated by the Railways Police about the union, says the letter.

"The workers have been subjected to a reign of terror and abuse.

"But in the face of the most extraordinary provo-

# Union warns of 'severe consequences'

ARGUS 9/6/82

cation, they have not wavered in their commitment to the union and have exhibited an exemplary commitment to negotiation and conciliation," it adds.

The GWU general secretary, Mr David Lewis, said the conflict in the two Eastern Cape ports had now affected Cape Town and Durban harbours.

#### AT GUNPOINT

The abduction at gunpoint last week of union organiser, Cindy Mngadi, in Durban, by men claiming to be security policemen, is seen by the union to be an attempt at intimidation.

In Cape Town, union organisers have been told by the Railways Police that they are not allowed to collect subscriptions from the stevedores who are GWU members.

"We've been doing this freely and peacefully for two years now. It is unlikely that the stevedores are going to accept this," said Mr Lewis.

The "extraordinarily severe consequences" of open conflict in the harbours are spelt out in the union's letter to Dr Loubser.

#### GOOD REASON

It says there is good reason to believe there will be police intervention.

"We are genuinely worried at the possibility of bloodshed," it says.

In an area as volatile as PE, police intervention will generate an angry response from other workers in the city, it adds.

It also points out that the union is representative of the stevedores throughout the country.

Both major stevedoring firms, Rennie's Grindrod and South African Stevedoring Services Company, have recognised GWU and the union says they enjoy a "productive and harmonious relationship" with them.

The letter says the stevedores are "outraged at the harsh treatment meted out to their fellow dockers and will undoubtedly lend their support

in the event of a serious conflict."

The GWU is affiliated to the International Transport Workers' Federation (ITF), which represents transport workers throughout the non-communist world.

If conflict erupts, it might "spill beyond the confines of South Africa" says the letter.

The manager of the public relations division of the SAR & H, Mr T van den Berg, said SATS would not negotiate with the GWU because they were not nationally representative of railway workers.

9/16/82  
**SAR unions clash**

Star  
 (200) (189)  
 145

By Drew Forrest

The controversial SAR and H Staff Association for Black Employees has denied that it is "the railways' black personnel department dressed up and registered as a trade union.

Reacting to rival union attacks, the president Mr N M Mbewu said his association was autonomous and was recognised by SA Transport Services management because it was representative of all black employees of the SATS.

The association is at the centre of a recognition dispute between the SATS and the un-

registered General Workers Union (GWU) which claims to have won majority support among railways workers at the Port Elizabeth and East London docks.

SATS says it will deal only with the association — it will not recognise "outside unions," and says the GWU is unrepresentative nationwide.

Mr Mbewu accused the GWU of deliberate encroachment on his membership. "This is inconsistent with trade union practice," he said.

He added that it was not clear how a union

could seek to negotiate for staff without knowledge of their work and service conditions.

The GWU says railways police have begun blocking the collection of union dues from stevedores at the Cape Town docks.

"We have been collecting dues freely and peacefully for two years," a GWU spokesman said. "It appears the police are trying to restrict our access to the docks, where railway workers are not fully organised."

An SATS spokesman denied the allegations.

About 550 paintshop workers at Volkswagen in Uitenhage returned to work yesterday after a series of work stoppages which paralysed production at the plant.

The paintshop workers were demanding the reinstatement of a shop steward dismissed, according to management, for disciplinary reasons.

About 3 600 employees in other departments were sent home on three successive days as a result of the unrest.

The company said it would rehire the dismissed man in another position at the plant, but not as a steward. It also said it would not negotiate on the issue

**Workers return to paralysed car plant**

until all workers returned to their posts

Despite the return to work, our Port Elizabeth correspondent reports that the workers are still demanding the steward's full reinstatement.

Representatives of the National Automobile and Allied Workers' Union were to meet top management, including the managing director, Mr Peter Searle.



# Dockers' union gets cold shoulder

145  
ADP

EDM

10/6/82

## Labour Correspondent

THE SA Transport Services yesterday ruled out any dealings with the General Workers Union, which claims majority support among SATS dockworkers, "unless circumstances change considerably"

But at a Press conference yesterday, SATS assistant general manager (staff), Dr Anton Moolman, said he could not spell out what conditions would have to exist for the railways to negotiate with the union

He also said he could not spell out any conditions the union would have to meet to gain recognition from SATS

Dr Moolman issued a Press release which appeared to confirm that railways police had questioned union members, but denied that the SATS was harassing workers in an attempt to get them to leave the union

The GWU says 1 100 SATS dock workers in East London and Port Elizabeth harbours — the "vast majority" — belong to it and are demanding recognition of the union in the two harbours But SATS has refused

There are fears the dispute could spill over into a confrontation in which the stevedores and overseas dockers would become involved

Dr Moolman issued a statement yesterday which said SATS "does not proscribe to or prohibit its staff from joining the union of their choice"

But it was "morally bound to only negotiate with those registered associations which are best suited to promote the interests of the staff they represent"

Dr Moolman said SATS had a "gentleman's agreement" with its 11 staff associations, including that for blacks, not to deal with any other union

The size of SATS's labour force — it employs about 276 000 workers — also made it impossible to recognise the union

# Railways bound by gentleman's agreement

RAILWAYS management was bound by a "gentleman's agreement" to negotiate only with recognised staff associations, the SA Transport Services' assistant general manager, Dr Anton Moolman, said yesterday.

Dr Moolman was speaking at a Press conference called to explain the SATS refusal to deal with the independent General Workers' Union (GWU), which claims majority support among SATS workers in the Port Elizabeth and East London docks.

The dispute has attracted international interest. The GWU says it threatens labour peace in the docks — although Dr Moolman questioned this.

## IMPOSSIBLE

Dr Moolman said it would be "totally impossible" if every employee group on the railways had separate representation. Through the 11 recognised staff associations, management could deal coherently with all SATS employees.

Emphasising that the policy would hold "until the situation changed entirely", Dr Moolman said the GWU would not be recognised even if it won full support in the Cape Town and Durban docks.

Mr Moolman said there was no indication that railways police had harassed workers because of their GWU membership, as the union claims.

He also denied union claims that GWU members were being forced to pay dues by stop-order to the rival Black Staff Association, after formally resigning from it.

"For administrative reasons, we cannot keep chopping and changing," he said.

"Workers therefore have to maintain stop-orders for a 12-month period."

By PHILLIP  
VAN NIEKERK

THE FRAGILE labour peace at the East London and Port Elizabeth docks — where the South African Transport Services (Sats) has refused to recognize the unregistered General Workers' Union (GWU) — was rapidly deteriorating, the general secretary of the GWU, Mr David Lewis, warned yesterday

And two prominent industrialists, Mr Fred Ferreira, industrial relations director of Ford SA, and Mr Brian Mathew, executive director of the Midland Chamber of Industries, said they were seriously concerned at the situation and called for an amicable resolution to the dispute

Mr Ferreira said "It would be a pity if the Sats management were to continue to underestimate the seriousness of the situation developing in this area, particularly in the light of potential international ramifications"

### Willingness

He said the country could not afford to have its harbour activities crippled through potential strike action and urged the Sats to at least show willingness to discuss the issues involved

The dispute has attracted international attention and the GWU, which claims a majority membership among railway dockers at the two ports, has issued an open letter to Dr Kobus Loubser, general manager of Sats, calling for negotiation, alleging a "reign of terror" by Railways Police against GWU members and warning of "extraordinarily severe consequences" if a confrontation developed

At a press conference this week, the assistant general manager of Sats, Dr Anton Moolman, ruled out any chance of the GWU being recognized, even if it won full support at the Cape Town and Durban docks as well

### Sats 'policy' stand

Dr Moolman said railways management was bound by a "gentleman's agreement" to negotiate only with the 11 recognized staff associations. It would be totally impossible to deal coherently with Sats employees if every employee group had separate representation

This policy would hold until the situation had changed entirely — mean-

ing the GWU would have to become nationally representative of Railways workers before Sats would talk to them

Dr Moolman denied that Railways Police had harassed workers because of their GWU membership

Commenting on resentment by 546 GWU members whose subscriptions to the Sats Black Staff Association (BSA) are still being deducted from their wages in spite of having resigned from that body in March Dr Moolman said that for administrative reasons the workers had to maintain stop orders for a 12-month period

### Management 'lackey'

Meanwhile, the BSA has denied a claim by the GWU that it is a lackey of Railways management. Mr N M Mbewu, president of the BSA, said he "would like to thank the Minister of Transport Affairs for his stand in refusing to negotiate with unions other than the only body which is truly representative of employees of Sats"

Mr Mbewu said his association was conversant with working and service conditions of Railways staff and was the best qualified to negotiate on their behalf

Mr Lewis said Mr Mbewu's statement was an attempt by Railways management to portray the recognition dispute as an inter-union conflict

Mr Lewis repeated an earlier claim — denied by Mr Mbewu — that the BSA was the Sats personnel department dressed up and registered as a trade union

Labour peace  
'fragile' at  
Cape docks

11/10/82  
145  
154  
333  
Cape Times

# Transport union row could threaten vital supply lines

ARGUS 14/6/82  
145  
170  
182

## Labour Reporter

TOP industrialists in South Africa are deeply concerned about the current deadlock between the General Workers' Union (GWU) and the South African Transport Services (SATS).

THE GWU has asked SATS to recognise shop-steward committees representing railway workers employed in the Port Elizabeth and East London harbours.

The union says it represents 95 percent of the railway workers in PE and 75 percent in East London, but the SATS management say they will not negotiate with a union that is not nationally representative.

Mr Brian Matthew, Director of the Midlands Chamber of Industries, which represents about 90

percent of industry in the Port Elizabeth-Uitenhage area, said he hoped the matter would be resolved amicably.

He said it was not the policy of the Midlands Chamber of Industries to tell others how to run their businesses, but businessmen in PE were concerned about the possible disruption of important supply lines.

## International

Mr Fred Ferreira, general manager of Ford Motor Company (SA) said it was important for SATS management to find a peaceful solution to the dispute. "Whatever the merits of the GWU case is, they do have a legitimate claim to some form of negotiation," he said. "A heavy responsibility rests on the SATS management not simply to dismiss that claim, but to negotiate the matter," he added.

He said he was concerned at the possible international ramifications, should the dispute erupt into open conflict.

Captain G J Stockley, chairman of the SA Stevedoring Employers' Association, said the stevedore employers had a very healthy relationship with their workforce, who were also members of the GWU. "We hope the railways management can follow the example of industrial relations in our industry," he said.

Referring to incidents where GWU organisers had been stopped from collecting union subscriptions from the stevedores in the East London and Cape Town ports, he said the employers were planning to talk to the Railways management to explain to them the need for this to continue. "We would not like to think a small thing like this could

become a major flash-point", he said.

He hoped the stevedore employers would be able to defuse the situation and find a solution acceptable to both parties.

## Attention

Mr R Ironside, the acting managing director of General Motors (SA) and vice-chairman of the Federated Chamber of Industries, said it was obvious that matters in the PE and East London harbours concerning the GWU needed attention. "If SATS were to listen to what the union is saying, it would lead to a point where the two parties would be able to accommodate each other," he said.

Because the dispute had not been resolved it had the potential for spreading and causing major disruption, said Mr Ironside. "This would affect most employers in the area", he added.

(278) (145) (62) 204 12/6/82

# SATS peace bid by Ford man

Labour Correspondent

IN AN unprecedented move, Ford's industrial relations director in Port Elizabeth has asked SA Transport Services to hold talks with the General Workers Union which is demanding recognition from SATS at two East Cape ports

Mr Ferreira said yesterday he did not ordinarily comment on "the problems of other employers", but was doing so now because the dispute was "of national importance"

He said it would be "a pity if SATS were to continue to underestimate the seriousness of the situation, particularly in the light of the international ramifications"

The Midland Chamber of Industries, which represents industrialists in the Port Elizabeth area, has also publicly expressed concern about the dispute

And in a reaction to their statements, the assistant general manager (staff) of SATS, Dr

Anton Moolman, flew to Port Elizabeth on Friday to talk to Mr Ferreira and the Midland Chamber

Although Mr Ferreira would not comment on the visit, an SATS spokesman confirmed that Dr Moolman visited Port Elizabeth on Thursday. He said he did not know who Dr Moolman had seen or what they had discussed

The GWU claims majority membership among SATS workers at Port Elizabeth and East London docks, but SATS refuses to deal with it. There are fears the dispute could spark a confrontation with local stevedores and sympathy action by dockers at foreign ports

Mr Ferreira said it seemed "totally senseless for an impasse to develop when the issues involved appear to be essentially questions of principle which are totally consistent with current perspectives on labour relations in South Africa"

# Official <sup>E. Post</sup> has talks in PE <sup>(145)</sup> on union <sup>(140)</sup> issue

<sup>14/6/82</sup>  
THE assistant general manager (staff) of the South African Transport Services (SATS), Dr Anton Moolman, came to Port Elizabeth last week for talks after warnings of possible economic disruption if recognition for the General Workers' Union (GWU) was refused.

His visit was confirmed today by the SATS manager of public relations, Mr M P van der Berg, who said Dr Moolman's visit "was not entirely connected with the GWU issue".

Mr Fred Ferreira, Ford's director of industrial relations, confirmed today he had met with Dr Moolman. However, it could not be confirmed that Dr Moolman also had discussions with Mr Brian Matthew, executive director of the Midland Chamber of Industries.

Last Thursday Mr Matthew said the chamber was seriously concerned about the SATS refusal to recognise the GWU as any disruption of "our supply lines" would affect industry.

Mr Ferreira said then that the country could not afford to have its harbour activities crippled through potential strike action and the SATS ought therefore, at least, to show a willingness to discuss the issues involved.

# Some rail workers get more security

By STEVEN FRIEDMAN  
Labour Correspondent

THE country's biggest employer, the State-run SA Transport Services (SA Railways), is to relax a controversial regulation which demes black, coloured and Asian workers the job security guaranteed white railway workers in law

The move will give greater job security to thousands of rail workers. But black contract workers will not benefit — and blacks, coloureds and Asians will still not enjoy the same job security as whites

The move comes after an attempted legal action by the General Workers Union, to change the controversial ruling which classed all blacks, coloureds and Asians as "casual" workers, no matter how long they had worked. The action was settled out of court

SATS assistant general manager (staff), Dr Anton Moolman, denied at a Press conference last week that the change was prompted by the court action

He said it followed two years of talks with black worker representatives, including the SATS's Black Staff Association

Work conditions on the railways are governed by the Railways and Harbours Services Act, which lays down that "permanent" workers can only be fired for breach of a disciplinary code

But blacks, coloureds and Asians have always been classed as "casual workers" which means they have had no job security at all — they can be fired on 24 hours notice even if they have not breached the code

SATS have announced that, from Wednesday, this ruling is to be scrapped and a new dispensation introduced

But Dr Moolman has made it clear that blacks, coloureds and Asians will still not be able to become "permanent workers". This, he said, would "make their conditions the same as those for whites and we cannot do this yet — but we are working towards this and should get there in the next few years"

Blacks, coloureds and Asians with two or more years service — and who belong to SATS's Non-White Pension Fund — will now become "regular workers"

This means they can only be fired because of "disciplinary infringements, reductions in staff, ill-health or permanent disability"

If they are fired for reasons other than disciplinary, they will be entitled to notice on a sliding scale based on length of service.

Workers with three to six months' service must get seven days' notice, with six to 24 months, 14 days, with two to five years, 21 days and with more than five years, 30 days

But contract workers — who make up the bulk of SATS's black workforce — will not benefit from this. Their conditions will continue to be regulated by the terms of their contract, an SATS spokesman said

He added that this did not mean these workers could be fired without reason

Workers excluded from the pension fund for medical reasons would still be classed as "casuals" and those with less than two years' service can still be fired "without application of the disciplinary code", the spokesman said

(145) ~~145~~ RDH

14/6/82

# SAR is to relax job ruling

CAPE TIMES  
14/6/82  
KLS

Own Correspondent

JOHANNESBURG — The country's biggest employer, the State-run South African Transport Services (SA Railways), is to relax a controversial regulation which denies black, coloured and Asian workers the job security guaranteed in law for white railway workers.

The move will give greater job security to thousands of rail workers. But black contract workers will not benefit from the change — and blacks, coloureds and Asians will still not enjoy the same job security as whites.

The move comes after an attempted legal action by the General Workers' Union which sought to have the controversial ruling — which classed blacks, coloureds and Asians automatically as "casual" workers, no matter how long they had worked — overruled by the courts. The action was settled out of court.

The Sats assistant general manager (staff), Dr Anton Moolman, denied at a press conference last week that the change was prompted by the court action.

## Talks

He said it followed two years of talks with black worker representatives, including the Sats' Black Staff Association.

Work conditions on the railways are governed by the Railways and Harbours Services Act, which lays down that "permanent" workers can be dismissed only for a specific breach of a laid-down dis-

ciplinary code

But blacks, coloureds and Asians have always been classed as "casual workers", which means they have had no job security at all and can be fired on 24 hours' notice even if they have not breached the code.

Sats has announced that from Wednesday this ruling is to be scrapped and a new dispensation introduced.

## Conditions

But Dr Moolman has made it clear that blacks, coloureds and Asians will still not be able to become "permanent workers". This, he said, would "make their conditions the same as those for whites and we cannot do this yet — but we are working towards this and should get there in the next few years".

Blacks, coloureds and Asians with two or more years' service — and who belong to the Sats Non-White Pension Fund — will now become "regular workers".

This means they can be fired only because of "disciplinary infringements, reductions in staff, ill-health or permanent disability", Sats says.

If they are fired for reasons other than a disciplinary infringement, they will be entitled to notice on a sliding scale based on their length of service.

## Contract workers

Workers with 3-6 months' service must get seven days' notice, with 6-24 months, 14 days, with 2-5 years, 21 days and with more than five years, 30 days.

But contract workers — who make up the bulk of the Sats black workforce — will not benefit from this. Their conditions would continue to be regulated by the terms of their contract, a Sats spokesman said.

He added that "this does not mean these workers can simply be fired without reason".



# Railmen win job security

(170)

(145)

Labour Reporter

Star 15/6/82

Contract workers on the railways can now become regular employees, ensuring better job security

This is one of the features of the new tenure scheme introduced by the South African Transportation Services (SATS) this week

Under the new provisions, black workers who were previously considered as casual employees and subject to a 24 hour dismissal notice, can attain regular status which offers greater job security and employment benefits

The provisions affect employees with over two years' service with SATS and a spokesman confirmed that the new status affecting black workers

was the same as that enjoyed by white employees

There are more than 155 000 black, coloured and Indian employees on SATS and about 90 000 of these are now classified as regular

The new scheme comes at a time when the Cape based General Workers' Union (GWU) has organised dock workers of SATS in East London and Port Elizabeth

Many of their members would now become regular workers, an issue about which the GWU has taken legal advice

The union has complained that SATS has taken advantage of the casual worker status in dismissing its members

Union (145)  
rejects 15/6/82  
'token' 209  
new deal 204

**Labour Correspondent**

THE General Workers Union yesterday rejected a new job security deal for black, coloured and Asian workers announced by the SA Transport Services and hinted it might go ahead with legal action to win greater protection for these workers

SATS's new deal excludes black contract workers and the GWU said yesterday that this made it "at best an exercise in tokenism" because the "overwhelming majority" of black rail workers were on contract

Attempts to contact SATS spokesmen for comment were unsuccessful

At the weekend SATS announced it was to relax a long-standing regulation that classed all black, coloured and Asian workers as "casuals" and denied them the job security that white rail workers are guaranteed in law

But the railways also announced that black contract workers were not affected by the new arrangement and that other races would still not enjoy the same job security as whites.

The change followed legal moves by the GWU aimed at challenging the "casuals" ruling, although the SATS said it was not connected with the action.

In a statement yesterday the GWU said its attorneys would examine the new regulations and added "We will continue to pursue our objective of non-discriminatory statutory job security for all SATS workers"

# 'Gentleman's agreement' condemned

**Labour Reporter**  
THE general secretary of the General Workers' Union, Mr David Lewis, has condemned the "gentlemen's agreement" between the South African Transport Services (SATS) management and the Black Staff Association, calling it "unacceptable when extended to workers who have never been party to this agreement and who have chosen another union."

Mr Lewis was responding to a statement issued by Dr Anton Moolman, SATS assistant general manager at a Press conference last week, where he said the SATS management would negotiate only with the Black Staff Association and not with "outside unions" because of a "gentlemen's agreement".  
The GWU has asked the Railways Administration to recognise shop steward committees, re-

presenting railway workers in the East London and Port Elizabeth harbours.  
"The SATS administration claims to adhere to the principle of freedom of association, yet they have press-ganged workers into joining a union which refuses to accept workers' resignations, while the Administration continues to deduct BSA subscriptions from GWU members" said Mr Lewis. This was

contrary not only to acceptable industrial relations practice, but to stated Government policy, he added.  
Mr T van den Berg, a spokesman from the public relations division of the SAR & H said last week that BSA subscriptions were still being deducted from workers' wages, although they were no longer members, because the stop-orders took 12 months to expire.

# SATS: <sup>ROOM</sup> New deal will benefit <sup>16/6/82</sup> ~~7760~~ <sup>145</sup> 84 000 workers

By STEVEN FRIEDMAN  
Labour Correspondent

ABOUT 84 000 of the 155 000 black, coloured and Asian workers in SA Transport Services will benefit from the new job security deal introduced today, a SATS spokesman said yesterday.

And the other 69 000 could qualify in time, the spokesman claimed - reacting to the General Workers' Union, which has slammed the new deal as "tokenism".

The new deal scraps a long-standing regulation classing all black, coloured and Asian SATS workers as "casuals" - denying them the job security guaranteed by law to white rail workers.

It enables blacks, coloureds and Asians - except contract workers - with two years service and who belong to the SATS pension fund to become "regular workers". This gives them greater job security, but not the same as whites.

GWU said most SATS workers were contract workers and their exclusion meant most workers could still be fired at one day's notice.

But the spokesman said yesterday the figures showed "the union is talking nonsense

- most workers will benefit" The new deal included new protection for contract workers.

A SATS document shows contract workers do have guarantees against dismissal - but they will not enjoy the same status as black colleagues with city residence rights.

Under the new dispensation

- Regular workers will only be able to be fired for specified reasons from today - if they are fired for anything other than disciplinary reasons, notice must now be given on a sliding scale depending on their length of service,

- With two exceptions, it also lays down new conditions - the same as for regular workers (disciplinary reasons, reduction in staff, ill-health or injury) - for firing contract workers,

- Contract workers are not entitled to the new notice pay provisions, and may lose their jobs if their contract is cancelled "by the authority concerned".

- The contracts of these workers will not be renewed if they perform in an "unsatisfactory manner".

LABOUR (145) (2/2/82)

## SATS vs GWU

FM 18/6/82

Employers in the Eastern Cape have taken the unusual step of publicly expressing concern about the deteriorating relations between SA Transport Services (SATS) and the General Workers' Union (GWU)

At issue is a recognition dispute between SATS and the GWU at the East London and Port Elizabeth harbours. Fears are growing that an all-out conflict between the union and SATS could have severe economic and political consequences not only for the Eastern Cape, but for SA as a whole. The Midlands Chamber of Industries as well as senior members of management at Ford and some other companies in the Eastern Cape have warned of the seriousness of the situation.

The GWU, which represents stevedores at all major SA ports, claims majority membership among SATS dockworkers at Port Elizabeth and East London. SATS has refused to recognise the GWU or negotiate with it, and in recent months the union has made frequent allegations of harassment

and intimidation of its members by SATS authorities. Senior SATS officials deny any knowledge of such intimidation.

The union says it is logical for it to represent the dockworkers, who do the same kind of work as the stevedores. It was, in fact, the stevedores who took the initiative to recruit the dockworkers, says GWU general secretary David Lewis.

SATS, however, sees matters differently. It prefers to conduct labour relations through 11 staff associations representing employees in the services. Senior officials say they would be placed in an impossible situation if they had to negotiate with a vast number of unions each representing a small fraction of the vast SATS labour force. They say it would amount to a breach of faith with the staff associations to negotiate with "outside" unions.

### Rising tensions

Employers in the Eastern Cape have watched with growing alarm as tensions have begun to rise over the recognition issue. It is not only the smooth operation of the two ports which is being threatened. The International Transport Workers Federation, a powerful international alliance of transport workers, is considering supporting the GWU with solidarity action if open conflict breaks out. In addition, the possibility of several local unions with friendly relations with the GWU entering

the conflict cannot be ruled out.

The Midlands Chamber of Industries has expressed its concern about the dispute and has made representations to SATS management. Fred Ferreira, Ford's director of industrial relations, says he does not normally comment on the problems of other employers, but has done so in this case because the issue is of national importance. He has urged SATS to speak to the union.

145 270 272 D. Dispatch 17/6/82

# EL dockers help win new work deal

EAST LONDON — Pressure exerted by workers at the docks here and in Port Elizabeth has helped win a new dispensation for railway workers

This was claimed by the general secretary of the General Workers' Union (GWU), Mr David Lewis, in response to the announcement of improved job security for coloured, Indian and black employees of the South African Transport Services

Mr Lewis added, however, that legal action initiated by the GWU had also contributed to the new dispensation

Thousands of black, coloured and Asian employees of the SATS who have always been classed as 'casual' workers and thus could be fired without reason at 24 hours notice have now acquired a measure of job security for the first time

However, black contract workers will not benefit and blacks, coloureds and Asians will still not enjoy the same job security as whites

Mr Lewis said the SATS conditions of service remained a "blatant" example of racial discrimination between white and black despite claims by the government to have eliminated racial discrimination inwardly

Mr Graham McIntosh, the Progressive Federal Party MP for Pietermaritzburg North, said the concession had only come about as a result of pressure and hoped the black employees of the SATS would insist on their rights and continue to fight racial discrimination

Mr McIntosh, who is the PFP spokesman on transport affairs, said that over the years white employees of the SATS had negotiated extremely good terms of service as well as substantial fringe benefits. This had been as a result of the political clout of white railway workers

He said the announcement of the new concession was extremely pleasing — DDC

# Loubser sidesteps ITF inquiries into police harassment

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E Post 18/6/82

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**By SANDRA SMITH**  
THE head of the Railways, Dr Kobus Loubser, has told the International Transport Workers' Federation (ITF) that allegations of police harassment of Port Elizabeth dock workers should go through official channels

The General Manager of the South African Transport Services was responding to an ITF query about alleged harassment by railway police of members of the General Workers' Union (GWU)

A SATS spokesman said Dr Loubser made it clear that official channels for grievances existed within the SATS and that other methods could not be recognised

However, union sources claim that Dr Loubser also said in a telex to the ITF, which is based in London, that he would investigate any allegations of unnecessary police involvement in union activity

More than 840 Port Elizabeth dock workers have signed an open letter to the Port Manager calling on SATS to stop railway police from allegedly harassing GWU members

More than 260 of the sig-

natories have been questioned by the railway police in connection with their membership of the union

In the letter the men say they "are sick of being bothered by police at work"

These are the latest developments in a conflict between the SATS and the GWU. SATS has refused to recognise the union, which has warned of possible bloodshed in the Port Elizabeth and East London harbours

The GWU claims to represent a majority of black dock workers in the Port Elizabeth port

The Cape Midlands Commanding Officer of the railway police, Lt-Col C J H Pelsler, said today he would not comment on the allegations and had not received a copy of the letter

Employer representatives in Port Elizabeth have also warned of possible economic repercussions if the SATS continues to refuse to meet GWU representatives

An SATS spokesman said the letter would be ignored and not forwarded to Dr Loubser as it contravened official grievance procedure

The spokesman said "We cannot have discussions with representatives of unions we do not recognise"

The letter to the Port Manager said "We are surprised by the police interference in our affairs, which are no secret"

GWU members were also "not happy at being taken away from work" to be questioned about their resignation from the Black Staff Association

The letter alleged a Mr Magatya (clock number 1851) was interrogated by railway police last Monday

He was said to have been assaulted

The letter claims another worker, Mr Alport Zonke (clock number 1472), had been visited by six railway policemen and warned to resign from the GWU

Mr V Mqguba (clock number 73) was questioned about the names of five workers he recorded at a workers' meeting

A list of 846 names, "clock numbers" and signatures accompanied the letter to the Port Manager Workers who were illiterate signed next to their names with thumbprints

Responsibility  
Sufficiency

# Inquiry into dockers' claims

The Star Bureau  
LONDON — The director general of the South African Transport Services, Mr Kobus Loubser, has agreed to hold an investigation into allegations of police harassment of members of the black dockers' General Workers' Union

He made the offer in a telex yesterday to the General Secretary of the International Transport Workers Federation, Mr Harold Lewis, which has been trying to get talks underway between management and the union members SATS so far refuses to acknowledge

But Mr Loubser again refused to meet Mr Lewis for talks reiterating the official claim that the GWU represents only 'small groups in specific work situations' whereas the black Staff Association represents "the majori-

ty of the black labour force"

This is disputed outright by the GWU, and the international federation, of which the GWU is an affiliate, has expressed its doubts

Mr Lewis was "heartened" yesterday at the promise of an inquiry and said that both the GWU and the international body had documented material alleging harassment which would be made immediately available to Mr Loubser

"I shall be appealing again for the opportunity to get management and the GWU to the table. We simply want SATS to see there are many possible approaches to the problem."

He expressed "grave concern" about the pressures building up in troubled South African ports and the failure to seek a solution



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# Railways set target for equality

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Mercury

Mercury Correspondent

PRETORIA—South African Transport Services management aims at total equality in all areas between white and black workers by 1987

The reforms have already started, according to the President of the Federal Consultative Council of Railway Staff Association, Mr Jimmy Zurich, with the establishment of pension funds for coloured and black workers

'The other reforms are on the way, the enormous cost is dictating the timetable, but before the end of the 80s there will be absolutely no difference in the service conditions or earnings of black and white employees'

Referring to the unregistered General Workers' Union, which includes black dockworkers, Mr Zurich said there was no room in the Railways for maverick unions

### 'Chaotic'

'We have 11 unions now, four of them for non-whites. To allow the registration of more railway unions would lead to a chaotic situation. A further fragmentation of workers into more unions would benefit no one,' he said

He claimed that GWU had about 400 railway members in Port Elizabeth and a 'few' more in Cape Town and East London. Another unrecognised union had also started operating in Durban

Mr Zurich warned the GWU to 'leave railway workers alone'

'The existing unions are quite capable of looking after the interests of all railway workers, whatever their colour or jobs'

Unregistered unions, claiming to represent railway workers and operating outside the acknowledged railway trade union movement, could be the source of unnecessary labour strife

'All problems that have developed over the years cannot be wiped out overnight and the appearance of maverick unions claiming to represent railway workers can only delay the process of attaining equality'

The issue is expected to be referred to at next week's meeting of the Federal Consultative Council of Railway Staff Associations, and by the general manager of South African Transport Services, Dr Kobus Loubser

Mr Zurich said yesterday he had told the Minister of Transport, Mr Schoeman, and railway management, that unless the black apprentices in railway workshops were granted equal rights and wages, his own union, the Artisan Staff Association, would refuse to indenture any more black apprentices'

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CAPE TIMES 19/6/82  
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# Loubser pledge on 'harassment'

Own Correspondent

**PORT ELIZABETH** — The London-based International Transport Workers' Federation (ITWF) received assurances this week from the head of the SA Transport Services, Dr Kobus Loubser, that he would investigate allegations of Railway Police harassment of dock workers

The investigation would be done if evidence was provided, a spokesman for the organization said from London yesterday.

A telex was sent by Dr Loubser on Wednesday, only a day before a letter signed by 846 dock workers was handed to the Port Elizabeth port manager, providing three specific allegations of harassment of General Workers' Union members

Of the signatories, 264 put their names to a list of workers who said they had been questioned by the police about their union membership and refusal to belong to the SATS Black Staff Association (BSA)

## Surprise

In the letter, the workers expressed surprise at police interference in their affairs. They had written to the general manager calling for the recognition of their union and "now we see the police questioning us about joining the union"

The SATS management has elected to ignore the letter because it comes from a union it does not recognize. Management has repeatedly said it will deal only with the in-house Black Staff Asso-

ciation

The ITWF spokesman said the organization was going to take Dr Loubser up on his word as it "presumed Dr Loubser was ready to consider evidence" If he was not prepared to take note of the allegations by union members, the allegations would be put to him by the federation

The spokesman said that Dr Loubser's telex, in reply to ITWF questions about Railway Police harassment of union members, said "I would be only too pleased to institute investigations should you produce any evidence showing activities have gone beyond normal bounds and practices"

## Second time

Dr Loubser's telex refused for the second time a request from the general-secretary of the organisation, Mr Harold Lewis, for an interview to discuss the tension in East Cape ports over the SATS refusal to recognize the union

Mr Lewis had told Dr Loubser that his organization, of which the General Workers' Union was an affiliate, "includes almost all major port workers' unions throughout the free, non-communist world"

It therefore had "a great body of experience in industrial relations structures and problems which could make a considerable contribution to discussions and settlement of the dispute between SATS"

Dr Loubser could not be reached for comment

# Railway reforms 'are on the way'

RDM 18/6/82

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Pretoria Bureau

TRANSPORT Services' management aims at total equality in all areas between white and black workers by 1987

The reforms have already started, according to the president of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Zurich, with the establishment of pension funds for coloured and black workers

"The other reforms are on the way, the enormous cost is dictating the timetable, but before the end of the 80s there will be absolutely no difference in the service conditions or earnings of black and white employees"

Referring to the unregistered General Workers Union, which includes black dockworkers, Mr Zurich said there was no room in the Railways for maverick unions

"We have 11 unions now, four of them

for non-whites To allow the registration of more railway unions would lead to a chaotic situation A further fragmentation of workers into more unions would benefit none," he said

He claimed that the GWU had about 400 railway members in Port Elizabeth and a "few" more in Cape Town and East London Another unrecognised union had also started operating in Durban

Mr Zurich warned the GWU to leave railway workers alone

"The existing unions are quite capable of looking after the interests of all railway workers, whatever their colour or jobs happen to be"

Unregistered unions, claiming to represent railway workers and operating outside the acknowledged railway trade union movement, could be the source of unnecessary labour strife

Mr Zurich said the railways administration was committed to a policy of equality among its workers, and a firm start had been made in implementing the policy

"All problems that have developed over the years cannot be wiped out overnight, and the appearance of maverick unions to represent railway workers can only delay the process of attaining equality"

Mr Zurich said yesterday he had told the Minister of Transport, Mr Schoeman, and railway management, that unless the black apprentices in railway workshops were granted equal rights and wages his own union, the Artisan Staff Association, would refuse to indenture any more black apprentices

Mr Zurich will have further talks on the issue with the Minister next week

S. Post 2/16/82  
**Dossier on GWU harassment**

By SANDRA SMITH

THE International Transport Workers Federation (ITF) is to compile a dossier of alleged harassment and assault of members of the General Workers Union (GWU) by the railway police in Port Elizabeth

The dossier will then be submitted to the head of the South African Transport Services (SATS)

This is in response to a telex from the SATS general manager, Dr Kobus Loubser, last week in which he said he would investigate allegations of police harassment if evidence was submitted to him

Dr Loubser's telex is reported to have said "I would be only too pleased to institute an investigation should you produce any evidence showing activities which have gone beyond the normal bounds and functions" of the railway police

More than 800 Port Elizabeth dock workers signed an open letter to the Port Manager and Dr Loubser last week in which they claimed 260 of the signatories had been questioned by police about their membership of the GWU

An SATS spokesman said the letter would be ignored as it contravened official grievance procedure

The ITF has decided to compile a dossier and forward it

to the SATS

The GWU belongs to the London-based ITF, which has been corresponding with Dr Loubser in an attempt to persuade SATS to negotiate with the GWU, which claims to represent a majority of dock workers in the Port Elizabeth harbour

In a further development the GWU has reacted strongly to a warning from the head of the Federal Consultative Committee of Railway Staff Associations, Mr Jimmy Zurich, to the GWU to "leave railway workers alone"

Mr Zurich said the GWU was a maverick union for which there was no space in the railways and claimed that reforms aimed at total equality by 1987 between white and black SATS employees had already begun

In response the GWU said Government claims had already been made in the international forum that discrimination in the workplace had been eliminated

"Now we have the major employer talking about 1987. There is not even evidence that steps are being taken to eliminate the differentials," a GWU spokesman said

The spokesman said he feared Mr Zurich's attitude in "telling black workers they cannot join the union of their choice" did not augur well for future peaceful race relations among railway staff

(145) (170) (150) ROM  
19/6/82

# Railway chief to get harassment dossier

By STEVEN FRIEDMAN  
Labour Correspondent

THE powerful International Transport Workers Federation (ITF) is to compile detailed evidence of alleged SA Railways Police harassment of members of the General Workers Union and submit this to the general manager of SA Transport Services, Dr Kobus Loubser

The ITF's move is a response to a telex from Dr Loubser on Wednesday in which he said he would investigate allegations of police harassment if evidence of this was submitted to him

The ITF's announcement yesterday came a day after SATS said it would ignore a petition by 846 Port Elizabeth harbour workers, which contained detailed charges of harassment, because it was channelled through the GWU

Yesterday a spokesman said SATS would only investigate complaints made through "the proper channels" The ITF says it is forwarding evidence to SATS because it seems unwilling to receive it from local dockers

The ITF's planned move is

the latest in the dispute in which the GWU is seeking recognition from SATS at East London and PE harbours

The GWU has repeatedly said its members have been harassed by rail police SATS denies this but has not denied that rail police have questioned workers

The GWU belongs to the London-based ITF, which has been corresponding with Dr Loubser in an attempt to win SATS agreement to talk to the union

Yesterday, the ITF said it had received a telex message from Dr Loubser on June 16 responding to its allegations of police intervention

"I would be only too pleased to institute an investigation should you produce any evidence showing activities have gone beyond the normal bounds and functions" of the railways police, Dr Loubser said

The ITF's general secretary, Mr Harold Lewis, has welcomed this But his personal assistant, Ms Andrea Earney, said yesterday the ITF understood Dr Loubser

had been given this evidence "but is unready to receive it directly"

Mr Lewis was therefore assembling the evidence "and will take up Dr Loubser's offer as soon as he has it in a proper form for presentation"

Meanwhile, the GWU's East London secretary, Mr David Thendani, has reacted sharply to remarks made yesterday by the head of the Federal Consultative Committee of Railways Staff Associations, Mr Jimmy Zurich

Mr Zurich attacked the GWU as a "maverick" union and said it had only 400 members at Port Elizabeth and "a few more" in other harbours

"SATS workers in this area know nothing about the staff associations Our membership is far greater than he claims and the recent reforms granting SATS workers greater job security were the result of pressure from our members"

He asked whether the staff associations "support a situation in which workers who refuse to join them are harassed by the police"

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# 5 pamphlets in parcel, court told

*D. Dispatch*  
22/6/82

MDANTSANE — Mr Boyboy Mpulampula, 27 pleaded not guilty to being in possession of prohibited literature when he appeared before Mr J Dracatos in the Regional Court here yesterday

Before the commencement of yesterday's proceedings, Mr Dracatos dismissed a defence application that the charge be declared ultra vires because the matter could not be heard in a Ciskei court as the relevant charges were committed before independence

Mr Dracatos said that although the offence was committed before Ciskei became independent it applied to Ciskeians as they were part of South Africa when the relevant Act was enacted. Further the Act had not been repealed in Ciskei and would still apply like many others that still applied in Ciskei

Giving evidence Lieutenant W M Mbejeni, of the Ciskei Central Intelligence Services said that they were patrolling Qumza Highway, here on the night of September 2, 1981

At 11 pm they saw a man and stopped him. He had a parcel in his hand and on taking it they found it contained a bottle of medicine, a book on the Industrial and Commercial Workers' Union (ICU) and five pamphlets three of which were produced in court as exhibits. These included women of South Africa and Umkhonto — Lerumo, mouthpiece of the ANC

Mr Mbejeni said that after arresting Mr Mpulampula they took him to his home where they

searched his room and found no other documents. They then took him to the police station where they left him with an officer

Another CCIS member, Constable C Damoyi said they had been attracted by the parcel Mr Mpulampula was carrying. He said that when they asked him where he got the book, he said he had obtained it in a newspaper he picked up in a bus. He said Mr Mpulampula later told them he had got it from a friend in NU 3

Mr Mpulampula denied knowledge of the leaflets before court. He said that on his arrest the men found the ICU booklet and during his detention this was what he was questioned on

He alleged that when the men arrested him they had assaulted him and alleged he was a Saawu member

The first time he heard about the documents was when they were produced in court

He denied saying he had got the book from a bus. When the men took him away after searching his home his mother had asked Lt Mbejeni where he was being taken and had been told he was being arrested for being in possession of banned literatures

He was detained in Dimbaza for 76 days before being taken to court to face the charge

The hearing continues today when the prosecutor, Mr J Kristafor will cross-examine Mr Mpulampula — DDR

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*CAPE TIMES 22/6/82 (145)*

# GWU secures agreement on dock workers

**Staff Reporter**

WITH the signing of an agreement at Durban harbour, the General Workers' Union (GWU) has become the first independent trade union to represent the overwhelming majority of workers in an industry — the stevedoring industry

GWU workers' committees have now been recognized at the four major stevedoring ports — Cape Town, Port Elizabeth, East London and Durban — by the two stevedoring companies, SA Stevedores Service Company (Sassco) and Rennie's Grindrod Cotts Stevedoring

A joint statement issued by the GWU and the SA Stevedoring Employers' Association (Sasea) yesterday announced that an agreement had been concluded between a

workers' committee, representing more than 2000 workers at Durban harbour, and their employers, Sassco and Rennie's

The committee had been elected under the auspices of the GWU and the agreement was substantially similar to those reached at the other three ports — extending full rights of negotiation to the committee and incorporating a mutually-acceptable dispute procedure

The statement said the relationship between stevedores and management in Cape Town, Port Elizabeth and East London "has been a productive and harmonious relationship and secured more than two years of uninterrupted industrial peace in the three Cape ports"

**EVERY CANDIDATE MUST** enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

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Subject

(to be copied from the heading on the Examination Paper)

Paper No

*Paper Two.*

(to be copied from the heading on the Examination Paper)

**NOTE CAREFULLY**

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

**WARNING**

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator
- 3 No part of an answer book is to be torn out
- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination

**Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University**

# Stevedores in accord with 2 Durban firms

145  
E. Post  
21/6/82  
Post Reporter  
AN agreement has been reached between the General Workers Union (GWU) and two Durban stevedoring companies

The agreement means that GWU committees are now recognised in the four major South African ports, according to a joint statement issued today by the SA Stevedoring Employers Association (SASEA) and the GWU

As such they represent the overwhelming majority of workers employed in the South African stevedoring industry, the statement says

A spokesman said the

agreement had been concluded between a workers' committee representing more than 2 000 stevedores in Durban harbour and their employers, the SA Stevedore Services Company and Rennie's Grindrod Cotts Stevedoring

The spokesman said the committee, elected under the auspices of the GWU and management, had concluded an agreement substantially similar to those reached in East London, Port Elizabeth and Cape Town harbours

The agreement extended to the committee full rights of negotiation and incorporated a mutually acceptable disputes procedure

"The relationship between stevedores and management in Cape Town, Port Elizabeth and East London has been productive and harmonious and has procured more than two years of uninterrupted industrial peace in the three Cape ports," the spokesman said

"SASEA and the GWU are confident that similar harmony will extend to the Durban docks," he said

The agreement takes place against a background of increasing tension in the Port Elizabeth and East London docks

Here the SA Transport Services (SATS) has refused to recognise the GWU



# Car industry threatened by dispute

22/6/87  
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By Tony Davis,  
Labour Reporter

The dispute between the General Workers Union and the South African Transport Services threatens the motor assembly and components industries in the eastern Cape.

Employers fear that the unwillingness of the SATS to deal with the union could mean international boycotts and economic ruin for their area.

The SATS has refused to hold talks with the GWU, which claims worker membership at the docks at Port Elizabeth and East London. Now the SATS faces overseas union pressure.

Pressure on the SATS to deal with the union has also come from area industrialists who have called for talks between the two parties.

The SATS has remained determined to deal only with the Black Staff Association, which has a greater membership than the GWU.

Last week the Port Elizabeth office of the union sent a letter to the harbour's port manager detailing alleged Railway Police action taken against its members.

The letter was accompanied by the sig-

natures of 846 GWU members in the SATS.

Also last week the International Transport Workers Federation added its muscle to the GWU letter by stating it was examining the allegations of police interference.

The Port Elizabeth-Uitenhage area has one major industry — car manufacturing — which is supported by regional component industries.

Employers in the area say that if the SATS is hit by an international embargo through overseas unionists in America and Europe, their industries would be crippled.

The motor industry is already in a slump, with car sales down over earlier months. Firms such as Ford and Volkswagen have put workers on short time, with no weekend or overtime work.

## MINIMUM WAGE

VW had to retrench 316 workers last month because of flagging business. Motor firms also face the highest yet minimum wage demands from unions.

The Fosatu-affiliated National Automobile and Allied Workers Union is pressing for a R3,50 hourly minimum at industrial council negotiations.

The wage talks, coupled with the downturn in sales, have manufacturers worried.

For the SATS, having to deal with the GWU — an unregistered union which has been tainted by some employers as "radical" — is a very serious matter.

The railways and harbours are strategic industries and the SATS prefers to deal with a staff association with which it already has good relations.

The embargo threat for the SATS could come from the International Transport Workers Federation which has six million members worldwide.

The federation has said its main interest is to see the SATS agree to talks with the GWU.

The GWU is critical of the Black Staff Association, especially after Railway Police reportedly questioned union members on their recent resignations from the association.

The GWU is also not impressed with the move last week by the SATS to reclassify black workers from "casual" to "regular" employees which would effectively give them better job security.

Quality Show

# Dockers union industry forge new deal

RRGUS 23/6/82

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## Labour Reporter

A RECOGNITION agreement has been reached between a General Workers' Union workers' committee in the Durban harbour, representing more than 2 000 stevedores, and the stevedoring employers, the SA Stevedoring Services Company and Rennie-Grindrod Cotts Stevedoring.

The agreement makes the GWU the first unregistered union to represent workers on a national and industry-wide basis.

In a joint statement, the South African Stevedoring Employers Association (SASEA) and the GWU said the agreement extended to the committee full rights of negotiation and incorporated a mutually acceptable dispute procedure.

## EFFECTIVE

"The Durban agreement, effectively means that GWU committees are now recognised in the four major ports in the country and as such represent the overwhelming majority of workers employed in the stevedoring industry," said the statement.

The GWU and SASEA have concluded similar agreements in the East London, Port Elizabeth and Cape Town ports.

"The relationship between stevedores and management in the three Cape ports has been productive and harmonious and has secured more than two years of industrial peace.

"SASEA and the GWU are confident that similar harmony will be extended to the Durban docks," said the statement.

# Stevedores' union given all ports OK

By STEVEN FRIEDMAN  
Labour Correspondent

**THE** unregistered General Workers Union (GWU) yesterday became the recognised representative of stevedores at all four of the country's major ports after an historic agreement was signed in Durban between it and stevedoring employers.

The recognition agreement, announced yesterday by the GWU and the SA Stevedoring Employers Association (SASEA), grants a stevedores' committee elected under GWU auspices full bargaining rights at Durban harbour — the country's biggest port

The union is already recognised at Cape Town, Port Elizabeth and East London docks.

And a union spokesman said yesterday discussions aimed at introducing industry-wide bargaining on certain issues were under way — a move which could produce the country's first industry-wide bargaining arrangement outside the official industrial council system

A joint statement by the GWU and SASEA said the agreement had been signed between a GWU committee representing more than 2 000 Durban stevedores and their employers, the SA Stevedores Services Company and Rennie-Grindrod Cotts Stevedoring

The agreement is "substantially similar" to those reached in the other three ports. It gives the committee "full rights of negotiation and incorporates a mutually-agreed disputes procedure", the statement said

"The Durban agreement effectively means that GWU committees are now recognised on the four major ports and as such represent the overwhelming majority of workers employed in the stevedoring industry," it added.

"The relationship between stevedores and management in Cape Town, Port Elizabeth and East London has been productive and harmonious and has secured more than two years of uninterrupted industrial peace in the three Cape ports

"SASEA and the GWU are confident similar harmony will prevail in the Durban docks," the joint statement said

The series of agreements in the four major harbours mean that stevedores' wages and work conditions are now covered by the most wide-ranging bargaining agreement in any industry outside the official system

At present, negotiations take place separately at each port and this will continue to be the case, according to a union spokesman

But he added that memoranda had been exchanged between SASEA and the GWU aimed at producing industry-wide bargaining at the four ports

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# Loubser won't talk to ITF on dock row

By STEVEN FRIEDMAN  
Labour Correspondent

THE general manager of SA Transport Services, Dr Kobus Loubser, has twice refused to meet the International Transport Workers' Federation which is attempting to mediate in the simmering dispute over the recognition of unions at Eastern Cape ports

Mr Harold Lewis, the ITF's general secretary, offered to meet Dr Loubser in South Africa to discuss the dispute, but was turned down

This emerged from telex messages exchanged between Dr Loubser and Mr Lewis, released to the Rand Daily Mail yesterday

The General Workers' Union, which is demanding talks with SATS over bargaining rights for its members at East Cape docks, is a member of the ITF

The ITF is committed to supporting GWU members in their attempts to talk to SATS and there are fears that a confrontation in the ports could lead to sympathy action by foreign dockers

The telexes reveal that Mr Lewis first cabled Dr Loubser in February indicating concern about "management and police pressure against members of the GWU" at the two harbours and calling on SATS to recog-

nise workers' rights

Dr Loubser replied that 50 000 workers belonged to SATS's Black Staff Association, compared to 1 000 GWU members, and that all unions already recognised by SATS opposed recognising the GWU. He said SATS was therefore "bound and obliged to negotiate only with unions already recognised"

After a further message warning that SATS's stance was "stoking tension" in the harbours, Mr Lewis cabled Dr Loubser on June 3, asking for a meeting in South Africa

Dr Loubser replied reiterating his earlier statement that the BSA was the majority union and adding that "the labour situation is fully under control and has by no means deteriorated to the extent as intimated"

On harassment claims, he said railway police interrogated workers "in the normal course of duty in the investigation of criminal and other offences". He added "In view of the foregoing discussion would serve no purpose"

Later this month, Mr Lewis renewed his plea for a meeting and asked Dr Loubser to reconsider his stance

He said the ITF represented almost all major port workers' unions in non-communist world

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INTERNATIONAL UNION OF STEVEDORES

FM 25/6/82  
GWU WINS RECOGNITION ~~2/6/82~~  
The unregistered General Workers' Union (GWU) and the SA Stevedoring Employers Association sign a recogni-

145

tion agreement granting a stevedore's committee full bargaining rights at Durban harbour. The GWU is now the recognised representative of stevedores at SA's four major ports.

# SATS reverses decision to deduct subscriptions from workers' pay

By SANDRA SMITH  
DEDUCTIONS from the salaries of more than 540 Port Elizabeth dockworkers, who resigned from the South African Transport Services (SATS) Black Staff Association in March, have been stopped

Earlier this month SATS issued a statement saying the workers, who had joined the General Workers Union (GWU), would have to continue paying the subscriptions for 12 months after resigning from the association

The union claimed recently that since the resignation of 546 workers

from the association they had been called into the offices of the railway police and questioned about their GWU membership.

In a letter to the Port Manager last week workers also alleged railway police had harassed and assaulted some GWU members.

The SATS has refused to take up the grievances in

the letter as it did not conform to official grievance procedure

The Cape Midlands Systems Manager, Mr J D Engelbrecht, said today

any worker could approach him with grievances, and that he had not received any direct approaches from the signatories of the letter

A SATS spokesman today confirmed the stoporders would be discontinued from the end of this month "because of workers' requests".

GWU's general secretary, Mr Dave Lewis, said the move showed SATS had finally acknowledged the workers could no longer be forced to belong to an

organisation they rejected.

"We are pleased reason is starting to prevail. It is a small step, and we hope now the SATS will start adopting a more reasonable attitude to the issue of freedom of association."

In a further development in the conflict between the union and SATS, the GWU's

right to collect members' subscriptions in the Cape Town docks has been restored.

Earlier this month railway police officials told the Sasco company, in whose premises the subscription collection took place, that the GWU could no longer collect the money.

At a meeting yesterday

between the Cape Town Stevedoring Association, the SA Stevedoring Employers Association (Sasea) and stevedore representatives from Cape Town, Port Elizabeth, East London and Durban, Sasea had been reversed.

Sasea's chairman, Captain G Stockley, said in an interview today the decision followed discussions with the SATS.

A SATS spokesman confirmed that the stevedore committee could continue collecting subscriptions in Cape Town

145

# GWU hits at stand by SATS trade unions

E. Post 145  
25/6/82

By SANDRA SMITH  
THE General Workers' Union today strongly criticised a statement by the Federal Council of the South African Transport Services Staff Associations supporting the refusal of SATS management to negotiate with the union

At its half-yearly meeting in Johannesburg yesterday the council expressed pleasure at the strong stand taken by the Minister of Transport, Mr Hendrik Schoeman, and the General Manager of the SATS, Dr Kobus Loubser.

The council said there were 11 registered and recognised trade unions which catered for all SATS workers

Today a spokesman for the GWU said the union represented a majority of dockworkers in Port Elizabeth and East London and therefore had a bigger constituency than some unions represented on the Federal Council

He said these unions, in-

stead of being able to boast of "decades of labour peace" and catering for all employees, "can boast of nothing at all with respect to African workers"

"These workers have never been represented and their voice has never been heard through this council

"In addition, any organisation in South Africa which attempts to prevent dialogue between workers and management is, in so doing, posing a very severe threat to industrial peace," he said

It was certainly not the legitimate activity of a trade union and was "very peculiar".

Dr Loubser had himself referred to the Federal Council unions as "sweet-heart unions", he said, and "we cannot divorce any statement they might make from the SATS position itself"

He added that the council's attitude to dialogue between the GWU and SATS management had no place in South Africa

02d

# SATS drops bars on dockers' union

Labour Correspondent

TWO decisions by SA Transport Services, which were seen as an attempt to hamper the activities of the unregistered General Workers' Union, have been reversed

This is the latest development in the recognition row at two Eastern Cape ports where the GWU claims majority support among SATS dockers

The first decision to be reversed prevented the GWU from collecting dues from members employed by private stevedoring companies at Cape Town harbour

The union is recognised by stevedoring employers and has arranged with them to collect dues at a building in the harbour area. But SATS

stopped this because the building is on SATS property

A union spokesman said yesterday that SATS had dropped its bar on dues collection. A SATS spokesman confirmed yesterday that they had agreed to a request to allow dues to be collected at the building

In the second decision, SATS has now stopped deducting union dues from GWU members who have resigned from its Black Staff Association

SATS had said it was forced to continue deducting dues because they had signed "stop orders" authorising deductions for a year and that it was administratively impossible to stop deductions before the year was up.

ROOM 25/6/82

145 270



25/6/81 (144) (145) (170) ROM  
**Concern over moves by unions**

THE Federal Council of South African Transport Services Staff Associations has expressed concern over efforts by independent fledgling trade unions to initiate dialogue with and obtain recognition from the SATS

In a statement at its half-yearly meeting in Johannesburg yesterday, it however said it was gratified over the strong stand taken by the Minister of Transport Affairs, Mr Hendrik Schoeman, and the general manager of

the Railways, Dr Kobus Loubser, in not entering into dialogue over the recognition of the unions

To do so would bring chaos and confusion resulting from the possibility of many unions trying to gain a membership foothold among the SATS staff

The council said there were 11 registered and recognised trade unions, some of them established in the early '20s, who were experienced and catered adequately for

workers of all races employed in the SATS

Ten of these unions were affiliated to their umbrella organisation, the Federal Council and it was hoped that the 11th union would also shortly affiliate

The statement said the council was formed in 1942 and it could boast of decades of achievement and four decades of labour peace in its industry — Sapa

# Railways, union, in dispute over recognition

Cape Times  
26/6/82

145 (154) (220)

By PHILLIP VAN NIEKERK, Labour Correspondent

A DRAWN-OUT recognition dispute with a trade union representing a tiny section of its total staff has brought the labour practices of the South African Transport Services (SATS), formerly the SA Railways, into the public eye

More than a year ago the unregistered General Workers' Union first applied for recognition at the Port Elizabeth and East London docks. Despite evidence that the union is representative of railway dockers at the two ports, pleas by industrialists, pressure from overseas unions and the possible threat of industrial action which could spill over into other ports, SATS management has adamantly refused to deal with the union.

It was inevitable that the new era of independent black trade unionism which is transforming industrial relations throughout the country should one day touch on the country's largest employer. But the state-owned SATS, which employs about 240 000 people, is not just another employer.

## Scrapped

That the SATS is very much a law unto itself, with the power to regulate the status of its own employees, was illustrated recently when a regulation classing all black, coloured and Asian SATS workers as "casuals" was scrapped. This ruling had cut all but white workers off from the legal protection of the SAR and H Services Act of 1963 which governs work conditions on the railways.

For the first time a measure of job security, the right not to be fired without reason at 24 hours' notice — has been granted to some of these workers. But many, notably black contract workers and those with less than two years' service, are still excluded, and black, coloured and Asian workers will not enjoy the same security that is guaranteed by law to white railway workers.

The GWU, while condemning the change as "hopelessly inadequate and blatantly discriminatory", claimed it had been prompted by their own ongoing legal moves to challenge the regulation.

## Was fired

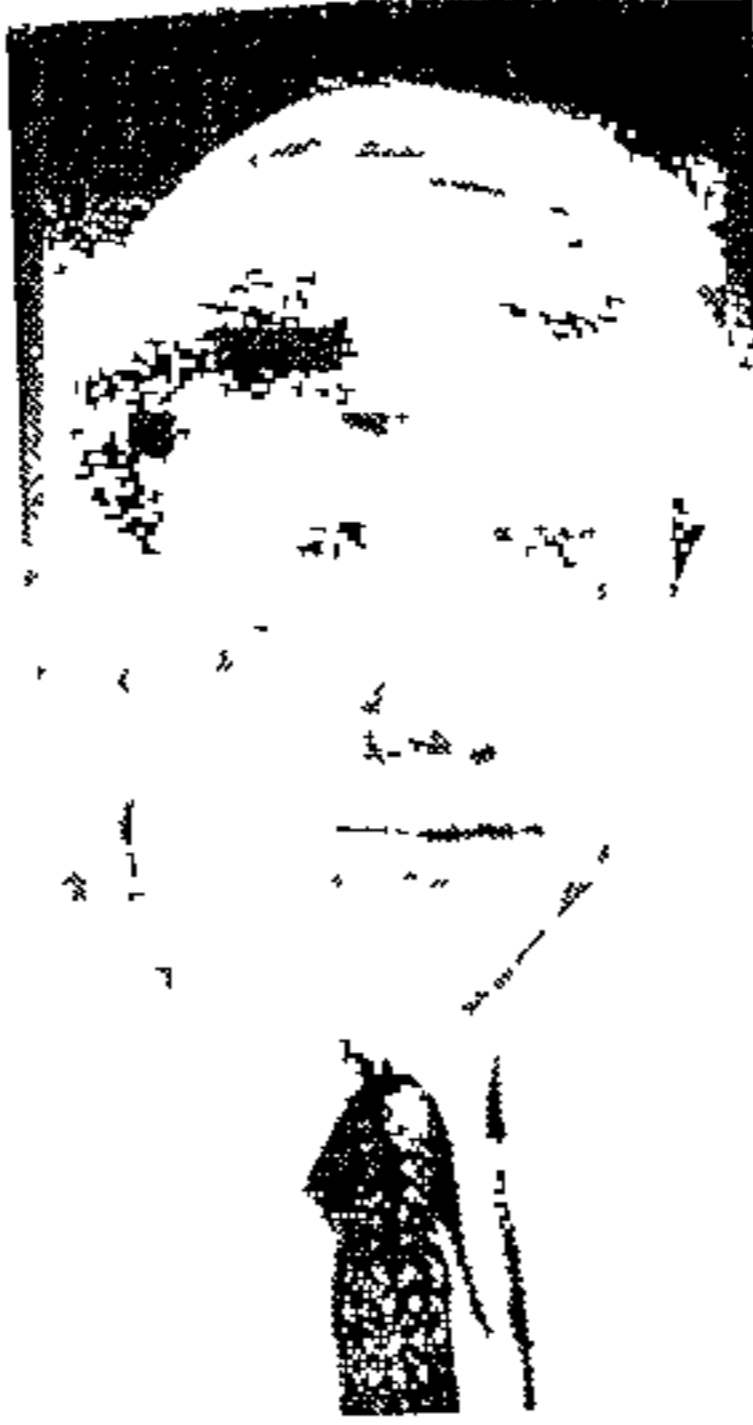
In January this year, the chairman of the GWU's Port Elizabeth railway dockers' committee, Mr Jeremy Tolwana, was fired without reason at 24 hours' notice. The union prepared to bring the matter to court as a test case which would affect the status of more than 100 000 workers, but the SATS headed them off by paying Mr Tolwana a month's wages without admitting any liability.

The SATS denied the change was connected with the court action, saying it followed two years of talks with black worker representatives, including the SATS's Black Staff Association (BSA).

Mr Jimmy Zurich, the president of the Federal Consultative Committee of Railway Staff Associations, which is composed of the 11 railways staff associations, said SATS management aimed at total equality between white and black workers by 1987. Reforms had already started, but the enormous cost involved was dictating the timetable.

While this amounts to an admission that substantial discrimination exists in the SATS, it would indeed be significant if all SATS workers were upgraded to the same status as whites. As a cornerstone of the "civilized labour policy" begun in the 1920s and 1930s, the railways have played an important role in economically uplifting once-impoorished Afrikaners.

In addition, the political clout of white railway workers, whose votes can sway a number of constituencies, has ensured good terms of service from the state in the form of cheap housing, overtime pay, pension benefits, medical aid, lump sum retirement payments and travel concessions. But, as Mr Graham McIntosh, MP for Maritzburg North and a PFP spokesman on transport, says, "black, Indian and coloured workers do not get the same deal."



Mr Graham McIntosh, MP on "gross racial discrimination" by the railways

Mr McIntosh points to housing as one example of "gross racial discrimination" practised on the railways. "Black SATS employees are forced to live in vast single-quarter accommodation when family housing can and ought to be provided and when white workers receive incredible housing benefits."

"If one looks at old reports, one is amazed at what the railways did for white workers who were in the same socio-economic bracket as most blacks are now. But very little has been done to uplift black workers, many of whom can still be fired with little notice after years of loyal service to the SATS."

While the SATS has acknowledged the need for reform after decades of white privilege, its refusal to talk to the GWU seems out of step with the government's own labour reforms. As Mr Fred Ferreira, the industrial relations director of Ford SA, said "It seems totally senseless for an impasse to develop when the issues involved appear to be essentially questions of principle which are totally consistent with current perspectives on labour relations in South Africa."

SATS management's standpoint is that the GWU is not nearly representative of black SATS workers, that it does not want to deal with a multitude of unions representing small "splinter" groups and that it has a "gentleman's agreement" to deal only with the 11 existing staff associations, one of which is the Black Staff Association (BSA).

## Claim right

Though the GWU's 1 000 dockers constitute a minuscule slice of the total SATS labour force, they claim a majority among railway dockers at the two ports. As such, they believe it is their right to be represented by the union the majority have chosen and not the BSA which they regard as having been foisted upon them by management.

One industrialist who would be closely affected if any industrial unrest broke over the issue expressed the hope that the SATS would eventually "come to their senses". They were just a "little slower than everyone else", he said. "But even if the railways do not always run on time, they always get to their destination in the end."

In the meantime, as one Johannesburg newspaper has put it, a time-bomb is ticking in the Port Elizabeth and East London docks.

(145) NOK  
Recruiting  
curb is boost  
to unity 29/6/67

Labour Correspondent

IN A major boost for unity moves among emerging unions, the Cape-based General Workers' Union (GWU) has decided to stop recruiting workers in key industries organised by rival unions and has offered to help "progressive rivals" in these industries.

The industries affected are food, textiles motor and the commercial distributive trade.

The GWU has also announced terms for union unity which mean that only differing views on union autonomy separate it and the Federation of SA Trade Unions (Fosatu) whose proposals launched the present unity drive.

These decisions were taken at the GWU's second annual conference in Cape Town at the weekend. They come shortly before a second meeting of key emerging unions aimed at cementing a working alliance between them.

In a statement released after the conference, the GWU said it was "strongly in favour" of moves towards the unity of "all democratic unions" and "the establishment of mutually acceptable criteria to verify and monitor the attainment of basic democratic practices in each union".

# Union won't act in some industries

Stan 29/6/82  
By Tony Davis 145  
Labour Reporter

The General Workers Union has taken a far-reaching step by deciding, in a bid to create greater unity among emergent trade unions, not to organise workers in certain industries.

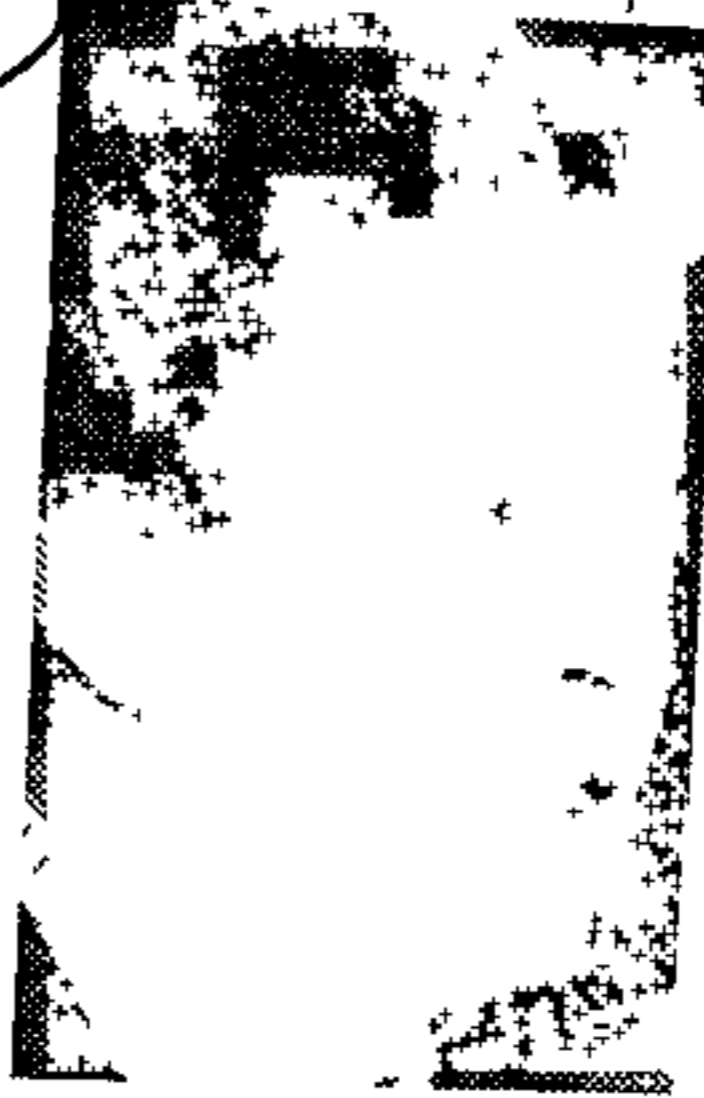
The decision was reached at the union's second annual national conference which was held in Cape Town at the weekend.

The conference noted that demarcation was the greatest cause of divisions in the trade union movement, especially with the proliferation of "general" workers' unions.

The lack of demarcation saw different unions competing for workers and resulted in splits in the emergent union movement.

General Workers Union members agreed at the conference to amend their constitution to exclude their organising workers in the food and canning, textile, motor assembly and commercial and distributive trades.

The conference also agreed to assist other unions where possible to organise these categories of workers, a GWU statement said.



DAVE LEWIS . . . need for union unity.

The GWU has been largely active in organising dock workers in Cape Town, Port Elizabeth, East London and Durban.

The GWU's general secretary, Mr Dave Lewis, said other unions should take the same decisions as demarcation was essential for trade union unity.

"The two principal reasons for our wanting to specify our areas of operation through demarcation was to stress unity and cause us to focus on areas where we are interested in organising workers."

● A unity summit of emergent trade unions is being held in Port Elizabeth this weekend.

Unintelligible

totally  
confused.

GWU out  
of several  
industries

Staff Reporter

IN A SIGNIFICANT step towards industry-based organization, the General Workers Union (GWU) resolved at its annual national conference in the City at the weekend not to operate in certain industries

The GWU constitution was amended to exclude workers in the food and canning, textile and motor assembly industries and the commercial and distributive trades.

A GWU statement said demarcation disputes between unions were the "single greatest cause of division in the democratic union movement" and that the large number of general unions "greatly added to the potential for conflict."

This fact, and difficulties in co-ordination, had led to the decision to stay out of certain industries. The GWU offered to help other progressive unions in these industries where it could.

It was also agreed to contact the Metal and Allied Workers' Union (Mawu) to discuss demarcation issues and general co-operation in the engineering industry.

A request was made to other general unions to follow the GWU's example and "give serious consideration to the question of demarcation"

The conference endorsed the moves towards trade union unity, calling for unity of all democratic trade unions and the establishment of "mutually-acceptable criteria to verify and monitor the attainment of basic democratic practices in each union."

Too late for classification

# Unions move <sup>145</sup> to greater unity

*Mercury* Mercury Reporter 20/6/82

THE 10 000-strong General Workers' Union has come out 'strongly in favour' of current moves towards worker unity, and has also decided not to recruit members in industries organised by rival unions.

Independent unions meet in Port Elizabeth on July 4 where they will discuss Fosatu's call for a more 'disciplined' form of unity in which unions planned common action

The unregistered GWU recently became the recognised representative of stevedores at all four of the country's major ports after an agreement signed in Durban with stevedoring employers

In a statement released after the GWU's second annual conference this weekend, the union said it was in favour of the unity moves as long as the 'autonomy of each union was respected at all times'.

The GWU favoured the establishing of 'mutually acceptable criteria' to verify and monitor the attaining of basic democratic practices in each union and that each union should commit itself to a 'rationalisation of its areas of organisation', the statement said.

The union noticed that 'demarcation disputes' between unions were the 'single greatest cause of division' in the democratic union movement and that the proliferation of general unions greatly added to the potential for conflict.

The conference therefore decided to amend the union's constitution to exclude from the scope of the union all workers in the food and canning, textile and motor assembly industries and in the commercial and distributive trades.

## Improving

BLOEMFONTEIN—The condition of former State President, Mr C R Swart, 87, has steadily been improving. He has been able to take occasional walks in the Universitas Hospital here, where he has been under treatment for heart trouble. — (Sapa)



UNIONS FN 2/7/82

## Unity moves (145)

Representatives of all the major emerging union groups are due to meet in Port Elizabeth this weekend — at a time when progress is being made in efforts to forge greater unity between them

A decision taken by the Cape-based General Workers' Union (GWU) at its annual conference last weekend has given further impetus to attempts to create closer bonds between emerging unions. The GWU announced it would stop recruiting workers organised by "progressive rivals" in certain important industries. These include the food, textile and motor industries and the commercial distributive trade

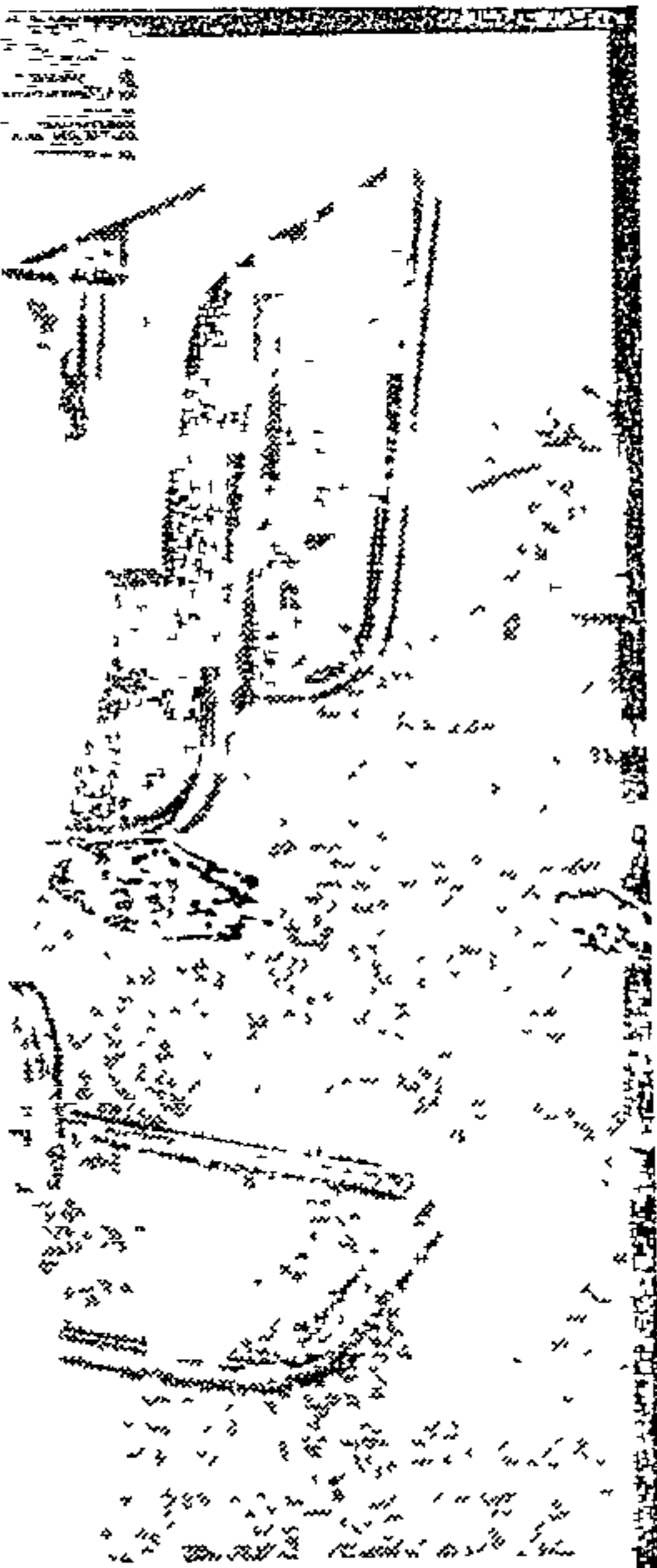
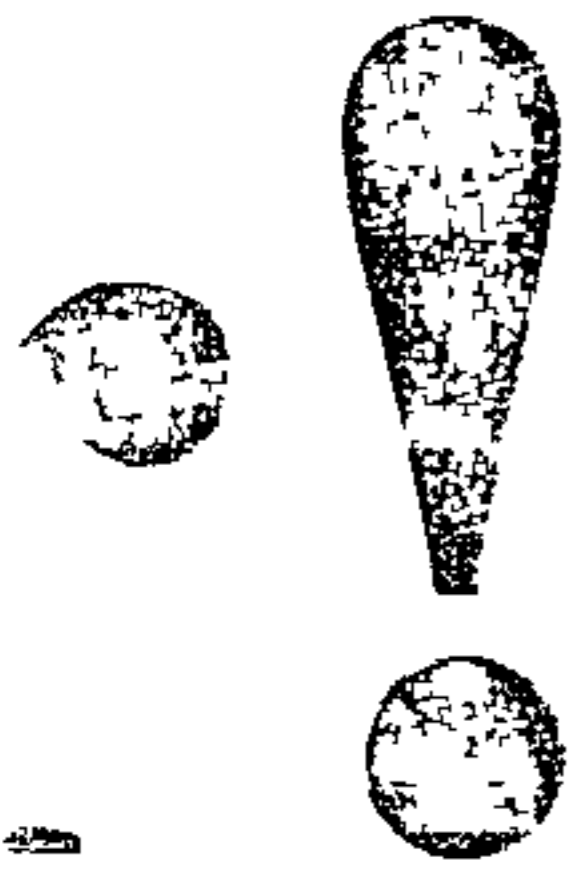
The GWU will also attempt to reach agreement with the Metal and Allied Workers' Union (Mawu), an affiliate of the Federation of SA Trade Unions (Fosatu), to cooperate, rather than to compete.

According to union sources, no firm decisions are likely to emerge from this weekend's meeting. It will be a forum for the discussion of issues which will then be referred back to the unions for further study. Another meeting will then be held later in the year

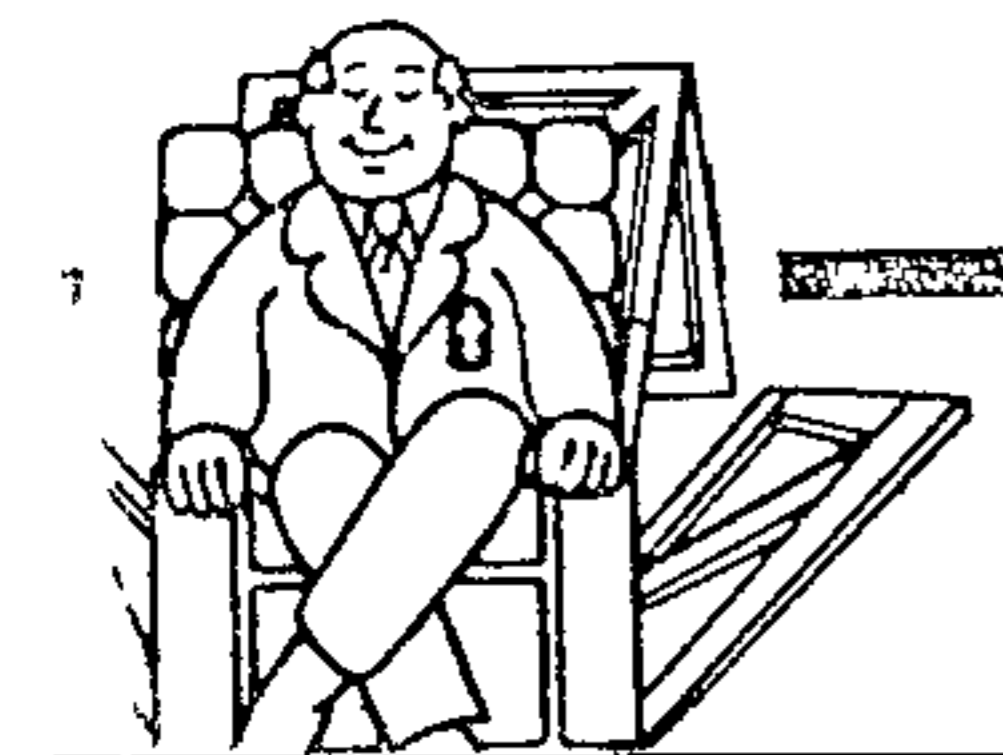


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ancient serpentine relative that the reports indicate  
of today's whale family the presence of large animals in the lake that are  
called Zeuglodon that is supposed to have become unknown to science

**Harbours open  
for union dues**

Argus Correspondent  
**JOHANNESBURG**  
Officials of the General Workers Union will not be prevented from collecting dues from their members working for stevedoring companies at South African harbours

This assurance comes from the South African Transport Services (SATS) which is involved in a long-running dispute with the GWU over access to the harbours

The union had accused the Railway Police of preventing its officials from collecting dues from members in stevedoring firms

However a spokesman for the SATS said it had made an official decision to allow the union this access at any of the harbours

The GWU claims membership on the harbours in Cape Town Durban,

Port Elizabeth and East London It is estimated by stevedoring companies The general secretary for the union, Mr Dave Lewis, said subscriptions were only one issue of a number with the SATS

**IN TABLE BAY**

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| D Berth CHIOS CLIPPER                      | South Side Collier Jetty AL-KAIOS  |
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# Major union changes likely

Own Correspondent

JOHANNESBURG — A major realignment of emerging mainly black trade unions may be on the cards after the breakdown of union unity moves over the weekend

It could see three of the biggest emerging union groupings — the Federation of SA Trade Unions (Fosatu), the General Workers Union (GWU) and the Food and Canning Workers Union — continuing unity efforts union sources said yesterday

This could weld the groups into one of the most powerful mainly black union alliances in decades

At the same time a group of newer unregistered unions has been exploring a federation in opposition to this group, unionists added

Efforts to launch a more permanent union alliance collapsed at the weekend when a unity meeting in Port Elizabeth ended in failure

No unions would comment officially and a brief joint statement said there was "no basis for the formation of a federation at this stage No further meeting is planned" Sources said two camps had emerged

A group lead by the Port Elizabeth-based Motor Assembly and Components Workers Union (Macwusa) and its sister union Gwusa had attacked unions who opted for government registration or membership of industrial councils

They had refused to enter any alliance which included unions who took part in "dummy bodies"

Among the unions who supported this view were the SA Allied Workers' Union Black Municipality Workers Union and the Orange Vaal General Workers Union

It is understood there have been moves among these unions, as well as the General and Allied Workers' Union, to form an alliance of unregistered unions

Fosatu, the GWU and Food and Canning are, however said to believe that these unions have little worker support and adopt attitudes at meetings which are not the result of a mandate from their members

The chief question mark at present hangs over the Council of Unions of SA which was not clearly aligned with either group at the meeting

From page 1  
CAPL Times 6/7/82

State President's first proclamation was turned down by Mr Justice Shearer in the Durban Supreme Court

It was therefore ordered that Proclamation 121 — deemed illegal by Mr Justice Milne the Deputy Judge President last week — should be again declared null and void and not be suspended by the noting of an appeal

The costs of two counsel for each of the applicants should be paid by the State the judge ordered

### 'Unique case'

Immediately after judgment was given Mr W De Villiers asked for leave to appeal against the decision stating that another court could take another view

Mr De Villiers said that the consequences of yesterday's order could be grave and irreversible as the case was unique from a constitutional point of view

The applicants advocates immediately notified the judges of intention to oppose the appeal

After a short adjournment Mr Justice Leon turned down the application for leave to appeal He said there were no reasonable prospects of success on appeal

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cucumber and restaurant had. If you arrived simply did not food advertised enu men's committee outings to the opera, and ballet es legates also visi-

ted Leningrad, Russia's cultural capital, and many hospitals. Professor Brink said the medical service was broad but basic. The general level of their medical service was not high. "Their equipment, facilities and training are not

as good as ours" he said. Their training of doctors differs from training in South Africa. Professor Brink, said besides doctors with six years' training, there were 'felshars' who had three years' training at a "secondary medical institute" after only eight years at a school. These "felshars" provide basic medical services and are allowed to practice

# No union accord on federation

ARGUS 6/7/82 (134) (135) (136) (145) (146)

Labour Reporter

INDEPENDENT trade unions have decided that there is "no basis" for the formation of a federation representing all of them "at this stage".

A meeting was held in Port Elizabeth at the weekend at which 14 trade unions and union groupings debated the question of a federation. The matter had arisen at a meeting held in Johannesburg in April. Mr Jan Theron, the chairman of the meeting, said in a statement it had been decided there was no basis for the formation of a federation 'at this stage'. No further meeting was planned.

### COUNCIL

The unions represented at the meeting were the Federation of South African Trade Unions, the General Workers' Union, the Council of Unions of South Africa, the Food and Canning Workers' Union, the African Food and Canning Workers' Union, the Cape Town Municipal Workers' Association, the Orange Vaal General Workers' Union, the Motor Assembly Components Workers' Union of South Africa, the General Workers' Union of South Africa, the South African Allied Workers' Union, the Black Municipal Workers' Union, the South African Transport and Allied Workers' Union, the General and Allied Workers' Union and the Media Workers' Association of South Africa.

# Ghana's judges 'go on strike'

ACCRA — Ghanaian judges decided today to withdraw their services in protest at the 'callous and coldblooded' murder of three colleagues, the Ghana News Agency said. A statement issued after an emergency meeting chaired by Chief Justice Fred Apaloo said the judges had failed to find any discoverable motive for the murders and that the victims had performed their duties in accordance with their judicial oaths and in the manner expected by right-thinking Ghanaians. "IMPOSSIBLE"

The statement added that Ghana's Head of State, Flight Lieutenant Jerry Rawlings, who has ordered a special inquiry into the murders, had advised the judges to continue to discharge their duties undaunted. Last Saturday the bullet-riddled and partly burnt bodies of three High Court judges were found on the Accra Plains, along with that of the personnel director of the Ghana Industrial Holding Corporation — Sapa-Reuter.



Cynthia Balinyanga and three young children of the more 200 squatters who spent last night outside the grounds of Holy Cross Church with hardly any shelter. Their eviction from the churchyard where they have been staying for the past months, comes as a direct result of the delay by the Department of Co-operation and Development in deciding whether to grant them legal status in the Western Cape. (Report Page 1).

# itor quits new paper

Argus Bureau ON. — The editor of Mail on Sunday — its first new Sunday paper in more than 10 weeks. — has resigned. The departure of Mr Shrimpsley has speculation that could be a cham

reaction of executive changes in Fleet Street. The Mail on Sunday, launched with a R6-million publicity campaign, has failed to reach its target circulation of 1.2-million copies. It is believed to be selling about 850 000. The chairman of Associated Newspapers, Lord Rothermere, has

announced that the editor of the Daily Mail, Sir David English, will now also edit the Mail on Sunday. Sir David spent most of yesterday afternoon in a meeting with Associated Newspapers executives, fuelling speculation that there may be a string of executive changes instead.

# Immunisation

Argus Africa News Service

NAIROBI — Kenya has launched a large-scale immunisation campaign against polio. The target is to immunise 100 000 children against the crippling disease.

# Voluntary lay-offs help migrants

ARGUS 9/7/82

~~235~~ 107  
109 145

Labour Reporter  
WORKERS at Trident  
Marine Engineering with  
rights to remain perman-  
ently in the Western  
Cape have volunteered to  
be retrenched to save  
their fellow contract  
workers from having to  
return to the homelands,  
where the chances of  
finding alternative  
employment are minimal.

Trident Marine re-  
trenched 13 workers  
earlier this month be-  
cause of a downturn in  
the dry-dock sectors of  
their operations, accord-  
ing to Industrial Rela-  
tions manager, Mr G Cor-  
mack.

## VOLUNTEER

Mr. Cormack said the  
retrenchment exercise  
had been made easier for  
both management and the  
workers because of a pre-  
viously negotiated proce-  
dure with the workers  
and their union the  
General Workers' Union.

According to a GWU  
spokesman, the workers

were informed of the  
decision to retrench in  
advance. They decided  
that those with Section 10  
1(a) and (b) rights, entit-  
ling them to remain per-  
manently in Cape Town,  
would volunteer to be the  
first to go, rather than let  
the contract workers re-  
turn to the homelands.

"The union and the  
workers are concerned  
that retrenchment will  
lead to increased rural  
poverty. Rather than let  
their fellow workers suf-  
fer the full burden of  
retrenchment, those with  
Section 10 rights gave up  
their jobs to protect the  
contract workers from un-  
employment," said the  
spokesman.

"The union is proud of  
the stand made by these  
workers. It is an example  
of the unity between  
migrants and Section 10  
workers in our union,"  
she added.

● Jobs in peril.—Page 18.

Union  
Cape Times 10/7/82  
Secretary  
detained  
in Ciskei

Staff Reporter

MR DAVID Thandani, East London branch secretary of the General Workers' Union, had been detained by Ciskei security police yesterday, a union spokesman said.

Mr David Lewis, general secretary of the GWU, said "It is time Ciskei learnt they are not going to stop the trade union movement by this type of action."

"These endless detentions of trade unionists are making the workers angry."

### Arrested

The union spokesman said Mr Thandani was arrested on Thursday evening, released and detained again at 5.30am yesterday.

Mr Thandani's detention comes a day after the release without charge of Mr Bonsile Norushe, the East London branch secretary of the African Food and Canning Workers' Union, Miss Zodwa Mapela and Mr Boy Soti, who were arrested at a roadblock outside Mdan-tane and detained in the Ciskei for three weeks.

Sapa reports from East London that Mr Thandani's detention was confirmed by the Director-General of State Security in Ciskei, Major-General Charles Sebe, who said Mr Thandani was being held under Proclamation R252, one of the Ciskei's security laws. General Sebe said last night that Mr Thandani had not been detained as a trade unionist but because he was in possession of documents of banned organizations.

General Sebe could not say when Mr Thandani would appear in court, as investigations were continuing.



MR Donka Zondani left and Mr Shadrack Gqiba . . . volunteered to be retrenched

# Bleak future for 11 who voluntarily gave up jobs

ARGUS 13/7/82

145

Labour Reporter  
THE men who recently volunteered to be retrenched at a Cape Town engineering firm to save the jobs of 11 contract workers from the homelands face a bleak future

Two of them told The Argus yesterday of some of the burdens of being unemployed at a time of recession

Mr Donka Zondani and Mr Shadrack Gqiba both of whom have worked for Trident Marine Engineering for the past eight years were two of the 11 workers with rights to remain permanently in Cape Town who offered to be retrenched first to save contract workers from having to return to a much more insecure existence in the homelands

The men who are all members of the General Workers Union decided that Section 10 workers would volunteer for retrenchment after negotiations with management

The company announced last week that because of a downturn in business 13 workers had to be laid off. Only two contract workers lost their jobs because of the other workers' decision

Mr Gqiba and Mr Zondani are family men with small children

## TERMS

"When Trident started short-time, it was only Section 10 people who were affected," Mr Zondani said. The contract workers could not go on to short-time because it was against the terms of their contract. But later the contract workers also agreed to short-time to relieve the Section 10 people

"Now when the management announced there would be retrenchments, the Section 10 people felt they must show the same feeling to the contract workers. They had suffered enough through working short-time and we felt they should at

least be given a chance to finish their contracts'

Mr Gqiba said employees had never distinguished between Section 10 individuals and contract workers

## PROBLEMS

"We all had the same problems because we all worked for the same company. That is why we joined the General Workers' Union. We knew by standing together we could help solve our common problems

"We accepted the retrenchment because we knew it had to happen, unlike the past where anything could happen. We knew the contract workers would be the worst off if they were retrenched," he said

Both Mr Zondani and Mr Gqiba said it had not been easy for them to decide to give up their jobs

Mr Zondani has 12 children to support, a number of whom are at school. Mr Gqiba has 10 children and five grandchildren

Although some of the children are working, he is nevertheless worried about how long his severance pay of R800 will support his family

Unemployment insurance can take several months to come through, according to Mr Zondani

"You also have to wait in queues every day at the labour office in Lange and this takes up a lot of time if you are trying to look for another job", he said

Jobs in Cape Town may become increasingly scarce, particularly for Africans, as the recession deepens

In spite of the fact that both workers have strong letters of recommendation from Trident management they say they will first concentrate on getting back all their pension payments to meet their financial obligations

Neither is optimistic about his chances of finding a new job soon

E. Post 14/7/82  
ITF steps  
in over  
PE dock  
workers'  
claims

Post Reports

THE International Transport Workers Federation (ITF) has written to the General Manager of the SA Transport Services (SATS), Dr Kobus Loubser, about allegations of interrogation of Port Elizabeth dock workers by railway police

The workers alleged to have been interrogated and assaulted are all members of the General Workers Union (GWU) which the SATS has refused to recognise

The letter from the London-based ITF follows a similar letter signed by more than 800 Port Elizabeth dockers to the port manager last month calling for an end to alleged railway police harassment of GWU members

The ITF letter alleged one worker was hung upside down by the legs by railway police and told he would be "taken naked to Transkei" at night if he did not "co-operate"

It also claimed workers had been offered money to give police information on the GWU

A SATS spokesman said today Dr Loubser received the ITF letter on Monday and that a reply would be made direct to the federation





# GWU secretary Thandani arrested

EAST LONDON — Ciskei security police yesterday arrested the branch secretary of the General Workers' Union (GWU) here Mr David Thandani at his home in Mdantsane

This was confirmed by the director-general of state security in Ciskei, Major-General Charles Sebe, who said Mr Thandani was being held under Proclamation R252 one of the Ciskei security laws

The general secretary of the GWU, Mr David Lewis said Mr Thandani had been detained briefly on Thursday after police searched his home but was released

the same night He was picked up again at his NU7 home at 6.30 yesterday morning

Mr Lewis said Mr Thandani's arrest was "ridiculous" and said it was time for the Ciskei Government to stop its harassment of trade unionists

"It is time they realised they are not going to stop the trade union movement by this absurd vendetta

"The hostility that will follow this sort of action is inevitably going to be taken out on employers. It just has to stop"

Mr Lewis said he had telephoned Major-General Sebe yesterday

to find out why Mr Thandani was being held

"He told me David was a communist ANC (African National Congress) subversive — and David has not even been put on trial yet"

Last night Major-General Sebe said Mr Thandani had not been detained as a trade unionist

"He was detained because he was in possession of documents of banned organisations" he said

Major-General Sebe could not say when Mr Thandani would appear in court as "the boys are still investigating" — DDR

## SA radar to be developed

JOHANNESBURG — Preference was being given to the development of radar in South Africa because of its increasing importance in modern warfare the executive director of Armscor Mr Fred Bell, said last night

Mr Bell said that the country's present radar capabilities were one of its shortcomings

The relatively extensive radar system — the Northern border and the Cactus systems — were "a bit long in the tooth," and they would have to be replaced soon

The time had also come for South Africa to develop its own generation of ships and missiles to its specific requirements and circumstances and to the wishes of the SA Navy — SAPA

## Death threats don't deter radio panel

JOHANNESBURG — The radio Phone-In programme on the subject — Funerals, are some profiting from death? — went over the air last night despite death threats to the panel not to appear

The programme proved immensely popular with callers around the country calling in and giving "grave" stories of being overcharged by undertakers

Panel chairman, Nigel Murphy said after the radio discussion that "to the credit of the panel, they ignored the threats

and provided the important advice to listeners that the best policy was to shop around

Panel member Tony Factor, the discount king said he could see no reason why the "funeral industry" should not fall under "price control"

A pensioner from Somerset West said that she was horrified to learn from one of the two big undertaker firms in Cape Town that R1 000 was the going price for cremation and R1 750 for burial with headstone included — DDC

## Fire in computer room

MDANTSANE — Production was interrupted at a textile factory near here yesterday when a small fire broke out in the computer room

A spokesman for the textile company said the

fire was put out before the East London Fire Brigade arrived, and damage was "minimal" Nobody was injured

The cause of the fire is unknown — DDR

... pound in suburban Baabda week the Prime

Police said three presidential guards were wounded and one police guard was injured when a Palestinian-fired shell crashed into the garden of Lebanese Parliament Speaker, Mr Kamel

### Ovett col

PARIS — Oly athlete Steve Ovett taken to hospital night suffering fr vere stomach cras ter retiring from a



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... matter to the regional It continues "It has been observed that the number of structures According to a report left unchecked will compiled by the coun- and wa-

# hazard

letter from the federation which contains allegations about the intimidation of SATS employees who joined the union at Port Elizabeth harbour

The ITF has alleged that a worker was hung upside down by his legs by Railway Police and threatened with deportation to Transkei. It has also claimed that workers had been offered money to give police information about the union.

SATS general manager Dr Kobus Loubser has undertaken to investigate the ITF complaints and issue a reply.

In recent months, the ITF has been trying to intervene in the dispute over recognition between SATS and the union at the PE and East London harbours. The union says it represents most SATS employees at these ports, but the SATS has refused to have anything to do with it. SATS spokesmen maintain that collective bargaining has to be conducted through the staff associations in the services. They also point to opposition from staff associations to SATS management negotiating with "outside unions".

Employers in the eastern Cape have begun to voice their concern about the possibility of conflict at the ports and in recent weeks there have been signs that the SATS may be trying to avoid a showdown. After the union complained that its officials were being barred from collecting dues from members employed by companies at the

ports, the SATS announced that the officials could have access.

However, although a SATS spokesman insists that all is calm at the ports, the union's general secretary, David Lewis, says that a tense atmosphere still prevails.

DISPUTES

**Pressure on SATS**

The International Transport Workers Federation (ITF) is displaying an increasingly close interest in the dispute between the SA Transport Services (SATS) and the General Workers' Union.

SATS management, which has consistently refused to have any dealings with the union, appears to be taking the ITF very seriously. It has decided to respond to a

145  
FM 16/7/82

## Call for federal system

PORT ELIZABETH — Dr Cedric Phatudi, Chief Minister of Lebowa said at the ASB congress in Port Elizabeth yesterday that efforts should be made to establish a federal and not a confederal system in South Africa.

Dr Phatudi said South Africa was the home of all race groups and they had a common future.

It was obvious that South Africa was prepared to waste precious time on a futile attempt to create a confederation of States in spite of the fact that the situation indicated a federal system, he said.

"Self-governing States such as Lebowa will not accept a subordinate role. They are an integrated part of the country and will not ask for so-called independence. We obtained our independence in 1910 and will not accept any other form of independence." — Sapa

# Pilot lied on hijack, court told

CAPE TIMES 16/7/82

Own Correspondent

MARITZBURG — The Air India pilot whose aircraft was allegedly hijacked in the Seychelles last year had flown voluntarily to South Africa but had changed his story to avoid trouble, the Supreme Court here was told yesterday.

Mr Piet Oosthuizen, SC, arguing for 10 of the accused, also contended that a ministerial order prohibiting the disclosure of military matters by certain of the accused had led to the court operating under a grave irregularity.

Mr Oosthuizen claimed that Captain Umesh Saxena, pilot of the jet that was allegedly hijacked on November 25 last year, had lied about his aircraft's arrival in the islands.

### 'Tricked'

He had claimed that he "had been tricked" into landing by Colonel Mike Hoare's men, but at a later stage while giving evidence before a commission he had said he did not have enough fuel when he landed to 'go anywhere'.

It was only after the aircraft had been flying for three hours that Captain Saxena had alerted Bombay that he was being hijacked. He had then pressed the hijack transponder to give Jan Smuts ground control the impression that he was being hijacked.

Captain Saxena had claimed that Colonel

Hoare had threatened to destroy his aircraft or kill one of the pilots if he did not cooperate with the mercenaries.

If this had been so, Saxena would have had an indelible mental picture of where the threat had been made. However, he had been vague when asked where it had occurred, Mr Oosthuizen said.

During the entire episode the captain had never mentioned his concern for the safety of his passengers.

### 'Ludicrous'

During the flight to South Africa some of the cabin crew had posed for pictures with the mercenaries and some of them had given their addresses in India to the men.

It was ludicrous to claim that these acts were performed under duress, Mr Oosthuizen claimed.

The men could also not be found guilty of possessing arms at Louis Botha Airport as the guns had been piled together under a blanket with no body near them. It could not be ascertained when they had passed from the mercenaries' control.

Mr Oosthuizen said the State had failed to prove the men had acted together with common purpose to hijack the jet and he submitted that if the court discarded Captain Saxena's evidence, the men should be acquitted on all charges.

Colonel Mike Hoare will present his argument in defence today.

# Torture claims by detainees' parents

CAPE TIMES 16/7/82

Own Correspondent

JOHANNESBURG — The Detainees Parents' Support Committee (DPSC) has submitted to the CID and the Minister of Law and Order a third batch of allegations concerning torture and abuses of detainees.

In a statement yesterday, the DPSC said the allegations covered the range of abuses mentioned in its memorandum handed to Mr Louis le Grange, Minister of Law and Order, and Mr

Cape Town in April.

The ministers had rejected the allegations, adding that the DPSC would be given a chance to substantiate its claims. A few days later the Commissioner of Police had announced an investigation into the allegations.

The parents group said the statements alleged, among other techniques, the use of sleep food and toilet deprivation, electric shocks, hooding, prolonged interrogation with or without physical exertion.

# International call for talks with union

CAPE TIMES 16/7/82

By PHILIP VAN NIEKERK

THE INTERNATIONAL Transport Workers Federation (ITF) has appealed to the South African Transport Services (Sats) — which is locked in a recognition dispute with the General Workers Union — to talk to the union.

In a sign of international concern over the dispute at the Port Elizabeth and East London docks, the ITF general secretary Mr Harold Lewis has sent a personal letter to Dr Kobus Loubser, general manager of Sats.

In the letter Mr Lewis offers the services of the ITF, which has considerable international experience in dealing with disputes, to help find a way out of what is a very dangerous impasse.

Referring to the in-house Railways Black Staff Association (BSA), the letter says the evidence indicated it was not acceptable to the PE and East London dock workers.

"The mere fact that the workers have joined the GWU in large numbers makes it clear they want the GWU and not the BSA to represent them."

You have the power to formally ignore their wishes and impose on them and other black workers a negotiating structure giving monopoly to the association, but to what purpose?"

The letter also contains allegations of Railways police harassment of Sats workers at the PE docks, including the claim that one worker was 'hung upside down by his legs by Railways police and told he would be taken naked to the Transkei if he did not cooperate'.

# Hearing rules on City doctors

Staff Reporter

A CAPE TOWN doctor Dr M Saadien Raad was sentenced yesterday to three months' suspension from the medical profession, suspended for three years by a South African Medical and Dental Council disciplinary committee.

Dr Saadien Raad was found guilty by the committee of disgraceful conduct. He had previously paid admission of guilt fines for failing to keep his schedule seven drug register correctly updated and for being in possession of a pornographic film.

Mr W J Pretorius, who appeared for Dr Saadien Raad, said in defence that Dr Saadien Raad had correctly filled in his drug register, leaving nothing out.

The only thing he had not done was to add up the totals regularly.

Mr Pretorius said the pornography charge was personal and had nothing to do with his profession. It was also an extremely subjective matter.

Mr R J Filmalter, pro forma complainant for the committee, said the relevant factor was that Dr Saadien-Raad had admitted guilt to a criminal charge.

Two other Cape Town doctors were cautioned and reprimanded by the committee after being found guilty of improper conduct.

Dr E D Kaplan and Dr E de la H Hertzog were both found to have practised as specialists without being registered. However, it was stated that both were qualified to practise as specialists.

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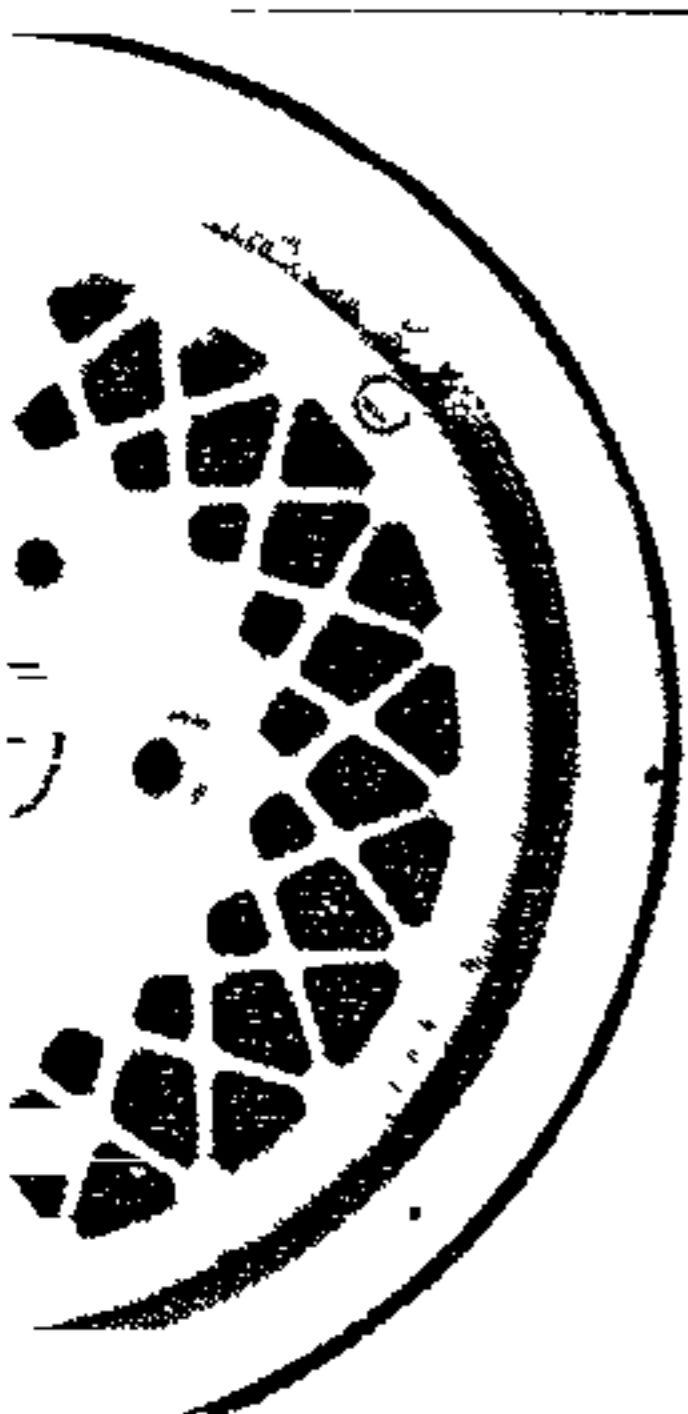
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Cape Times 17/7/82

# Recession tests black unions

By PHILLIP VAN NIEKERK Labour Correspondent

THE new mainly black trade unions face a major trial of strength as an ailing economy leads to reduced wage packets, retrenchments, increased unemployment and privation for thousands of black South Africans.

Strike action by thousands of motor workers in the East Cape this week and Reef gold miners last week are a vivid reminder of where the recession is being felt. Employers are finding it increasingly difficult to pass the buck of falling sales and profits on to their staff.

For the black unions, which grew rapidly in the more prosperous days before a sinking gold price and the effects of a world-wide recession knocked the economy, the fall in the demand for labour has made their task more difficult. They are being hard pressed to defend their members' wages and jobs.

Reports of redundancies and staff cutbacks are becoming more and more common

in the Western Cape. Apart from a few large scale retrenchments such as at Reckitt and Colman, several engineering companies have cut back on staff and textile manufacturers, too, report a general drop in orders with some companies reverting to short time or staff reductions. Mr Jack Roos, director of the Cape Chamber of Industries, says the talking is over — the wolf is already at the door.

The question is at whose door?

University of Cape Town economist Mr Brian Kahn says "When sales fall, companies try to retain profits by reducing costs, one of which is the wage bill. This can be done either by cutting down on the amount of employees or reducing the wage rate."

And Miss Di Cooper, assistant branch secretary of the General Workers Union (GWU), says "It is not the workers' fault that work is short, so why

should they be made to feel the brunt? In lean times, employers should not protect their profits by throwing people on to the street.

Workers who do not belong to unions depend largely on their employers for security of jobs during a recession. But this time around, many more black workers belong to unions than during the last downturn, and this poses a huge challenge both to the new unions as well as to employers, faced for the first time with an organized workforce.

For this reason, the sight of virtually the entire Port Elizabeth-Uitenhage motor industry at a standstill yesterday over workers' wage demands is likely to be repeated in other industries. Earlier in the year, East Rand metal workers downed tools in plant after plant, reflecting a new worker militancy towards what management has to offer

them.

The National Automobile and Allied Workers Union (NAAWU), which represents the majority of workers in the Eastern Cape, has also had to deal with large-scale retrenchments at several plants such as Car Distributors Assembly (CDA) in East London and Volkswagen in Uitenhage.

At Volkswagen, failure to reach agreement over the redundancies led to a spate of strikes and unrest at the plant for several weeks. Mr Les Kettleidas, East Cape secretary of NAAWU, says that when the possibility of retrenchment arises, employers and employees should get together and look at the alternatives.

The GWU, like most of the new unions, negotiates retrenchment procedures as a matter of policy when it is recognized by a company. Alternatives which are looked at include



voluntary unpaid leave for a limited period, short time, the cutting of overtime and the transfer of workers to other departments.

"We ask the company to give us notice when a retrenchment is planned," says Miss Cooper. "The blow should be softened by adequate severance pay because the state offers such poor unemployment benefits. We also ask employers to help find workers jobs elsewhere and to give them first option if their jobs become available again." The GWU believes "last in, first out" — where workers who have been with the firm the longest are the last to be retrenched — is usually the most acceptable criterion.

But in one significant deviation from this principle, GWU members at the engineering firm Trident Marine decided that only workers with Section 10 rights (permanent residence) — and not contract workers — would be among the 13 employees the company intended retrenching.

This decision involved considerable sacrifice for those Section 10 workers who would not otherwise have lost their jobs. It showed a remarkable degree of solidarity with their fellow workers for whom unemployment would have meant a return to an impoverished homeland with little prospect of getting another job. It has also been interpreted as a warning to state that attempts to divide blacks into more privileged and less privileged categories are unacceptable to the people affected.

## Loss of income

One result of homelands "independence" is that there is no unemployment insurance for Transkei contract workers, who make up the bulk of Cape Town's migrant workforce. Being fired, which can happen at one shift's notice, means an immediate loss of all income unless there is severance pay provided by the company. Furthermore, the unemployment insurance benefits of Transkei contract workers expire in 1984, also as a consequence of last year's "independence."

A stark feature of the recession in South Africa is the absence of dole queues. Jobless workers are merely shipped out of view to the homelands to place a further burden on the already overpopulated and starving rural ghettos. And it is here that the real crunch of the recession is being felt.

# to open negotiations

145

**EAST LONDON** — The Federation of South African Trade Unions (Fosatu) has urged the South African Transport Services to open negotiations with the General Workers Union (GWU) to try to resolve the union recognition dispute in East Cape ports

In a statement issued after a central committee meeting in Johannesburg, Fosatu warned of the consequences of SATS' "intransigent and ostrich-like attitude" towards recognition of the GWU, which has several hundred dockworkers in its membership

"SATS has already been warned of the grave consequences of suppressing the representative voice of dock-based railway workers by unions, employers and overseas organisations," the statement

said "As a result of its intransigent attitude, which is out of step with even the stated government policy, SATS must bear direct responsibility for any industrial unrest on the docks"

Fosatu accused SATS of using intimidatory tactics" to suppress the GWU, which it described as "a representative union"

"SATS must realise that the sweetheart unions, such as the ones it has thus far encouraged and consulted with, are not acceptable to the majority of workers"

Reacting to the statement, an SATS spokesman Mr Leon Els, said from Johannesburg that the organisation felt it was "not necessary" to negotiate with outside unions when it had its

own "in-house unions"

"Our own Black Staff Association has a membership of approximately 55 000 The GWU does not have more than 1 000 members in the SATS, and we feel the existing channels of communication are sufficient," the spokesman said

Referring to Fosatu's

allegation of intimidatory tactics, the spokesman said there had been no individual complaints from employees to back this up

"We have had letters from the GWU and the International Transport Federation, but no direct complaints from employees" — DDR

Daily dispatch  
27/7/82

27/7/82 - ~~145~~ 145 ~~270~~ Sowetan

## SATSU COMES OUT IN SUPPORT OF GWU

**By JOSHUA RABOROKO**  
**THE POWERFUL** Fosatu and an international transport-union federation have displayed strong concern over the dispute between the South African Transport Service (Sats) and the General Workers' Union (GWU)

The management of Sats has in the past consistently refused to have any dealings with or to grant recognition of the union

In a statement to **The SOWETAN** yes-

terday Fosatu said that at its central committee meeting it had considered the implications of the dispute

Fosatu condemns the strong-arm intimidatory tactics used by Sats and its sister bodies in the State in the attempt to suppress a representative union

"Sats must realise that the sweetheart unions such as the ones it has thus far encouraged and consulted with are not acceptable to the

majority of workers

"Sats has already been warned of the grave consequences of suppressing the representative voice of dock-based railway workers by unions and employers as well as by overseas organisations

The Transport Service must as a result of its intransigent and ostrich-like attitude an attitude out of step even with the stated policy of the Government bear direct responsibility for any industrial unrest on the

docks  
Fosatu strongly supports the GWU in its struggle for recognition from Sats

We call on Sats to immediately open negotiations leading to the recognition of the union the statement said further

Union sources say that the International Transport Workers Federation (ITF) also recently tried to intervene in the dispute over recognition between Sats and the union at the Port Eli-

zabeth and East London harbours

The union has asserted that it represents most Sats employees at these ports but Sats has refused to have anything to do with it

A Sats spokesman has said that collective bargaining has to be conducted through the staff associations in the services They also point to the opposition from staff associations to Sats' management negotiating with outside unions

21/7/82 - ~~140A~~ 145 ~~270~~ Sowetan

# OSATU COMES OUT IN SUPPORT OF GWU

By JOSHUA RABOROKO  
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zabeth and East London harbours

The union has asserted that it represents most Sats employees at these ports but Sats has refused to have anything to do with it

A Sats spokesman has said that collective bargaining has to be conducted through the staff associations in the services. They also point to the opposition from staff associations to Sats' management negotiating with outside unions

# Fosatu urges SATS to open negotiations

EAST LONDON — The Federation of South African Trade Unions (Fosatu) has urged the South African Transport Services to open negotiations with the General Workers Union (GWU) to try to resolve the union recognition dispute in East Cape ports

In a statement issued after a central committee meeting in Johannesburg, Fosatu warned of the consequences of SATS' "intransigent and ostrich-like attitude" towards recognition of the GWU, which has several hundred dockworkers in its membership

"SATS has already been warned of the grave consequences of suppressing the representative voice of dock-based railway workers by unions, employers and overseas organisations," the statement

said

"As a result of its intransigent attitude, which is out of step with even the stated government policy, SATS must bear direct responsibility for any industrial unrest on the docks"

Fosatu accused SATS of using intimidatory tactics to suppress the GWU, which it described as "a representative union"

"SATS must realise that the sweetheart unions, such as the ones it has thus far encouraged and consulted with, are not acceptable to the majority of workers"

Reacting to the statement, an SATS spokesman Mr Leon Els, said from Johannesburg that the organisation felt it was "not necessary" to negotiate with outside unions when it had its

own "in-house unions"

"Our own Black Staff Association has a membership of approximately 55 000. The GWU does not have more than 1 000 members in the SATS, and we feel the existing channels of communication are sufficient," the spokesman said

Referring to Fosatu's

allegation of intimidatory tactics, the spokesman said there had been no individual complaints from employees to back this up

"We have had letters from the GWU and the International Transport Federation, but no direct complaints from employees" — DDR

Handwritten mark resembling a stylized 'U' or 'D' with a horizontal line through it.

Handwritten annotations in the top right corner: a circled '240', a circled '145', and some scribbled-out text.

<sup>21/7/82</sup>  
<sup>145</sup>  
<sup>270</sup>  
Fosatu  
pledges  
support  
for GWU

**Labour Correspondent**

THE Federation of South African Trade Unions — the country's biggest emerging union federation — has pledged "strong support" for the unregistered General Workers' Union in its recognition battle with SA Transport Services (SA Railways)

Fosatu has also called on SATS to "immediately open negotiations leading to the recognition of the GWU" — which claims majority support among SATS harbour workers at two East Cape ports, Port Elizabeth and East London

The GWU has been requesting recognition talks in the harbours for some time. But SATS refuses to talk to the union. The GWU is not a Fosatu member but, despite past tensions, there have been signs of a thaw in their relations

Fosatu made the statement yesterday after Fosatu's central committee decided to back the GWU at the weekend. Fosatu condemned "the strong-arm intimidatory tactics used by SATS and its sister bodies in the state in their attempt to suppress a representative union"

Referring to SATS statements that its own staff associations are against dealing with the GWU, it said "SATS must realise that the sweetheart unions, such as the ones it has thus far encouraged and consulted with, are not acceptable to the majority of workers"

SATS had "already been warned of the grave consequences of suppressing the representative voice of dock-based railway workers" and its "intransigence and ostrich-like attitude" was "out of step even with the stated policy of the Government". It would have to "bear direct responsibility for any industrial unrest on the docks"



# Injured soldiers satisfactory

# Call to recognise Workers' Union

ARGUS 21/7/82 (145) (270)

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Argus Correspondent  
 PRETORIA — Three SWA/Namibia Territory Force soldiers seriously injured in an accident in the operational area are in a "satisfactory condition under the circumstances".  
 Sergeant D H Tap, Corporal K Jakobs and Rifleman M C Boshoff were flown to Pretoria yesterday and admitted to No 1 Military Hospital after their truck overturned — killing one man — and

injuring and bruising 24 occupants near Okavango handja.  
 Six other men are being treated for their injuries in the Windhoek military sickbay.  
 Corporal Michael Daniel Otto, 21, of Walvis Bay was killed. He leaves his wife Mrs M F Otto of Markaria Flats, Walvis Bay.  
 A board of inquiry has been appointed to establish the cause of the accident.

THE Federation of South African Trade Unions (Fosatu) has called on the South African Transport Services (SATS) to immediately open negotiations leading to the recognition of the General Workers' Union (GWU).  
 In a statement after a central committee meeting in Johannesburg, Fosatu condemned the "strong-arm intimidatory

tactics used by SATS and its sister bodies in the State in the attempt to suppress a representative union".  
 The statement added "The SATS must realise that the sweetheart unions, such as the ones it has thus far encouraged and consulted with, are not acceptable to the majority of workers".  
**"OSTRICH-LIKE"**  
 "SATS has already been warned of the grave consequences of suppressing the representative voice of the dock-based railway workers by unions, employers and overseas organisations.  
 "SATS must, as a result of its intransigent and ostrich-like attitude, an attitude out of step even with the stated policy of the Government, bear direct responsibility for any industrial unrest at the docks".  
**"APPALLED"**  
 "Fosatu strongly supports the GWU in its struggle for recognition from SATS. We call on SATS to immediately open negotiations leading to the recognition of the GWU".  
 The statement added that Fosatu was "appalled at the disruptive tactics of certain unions" which led to the breakdown of discussions at the unity summit recently.

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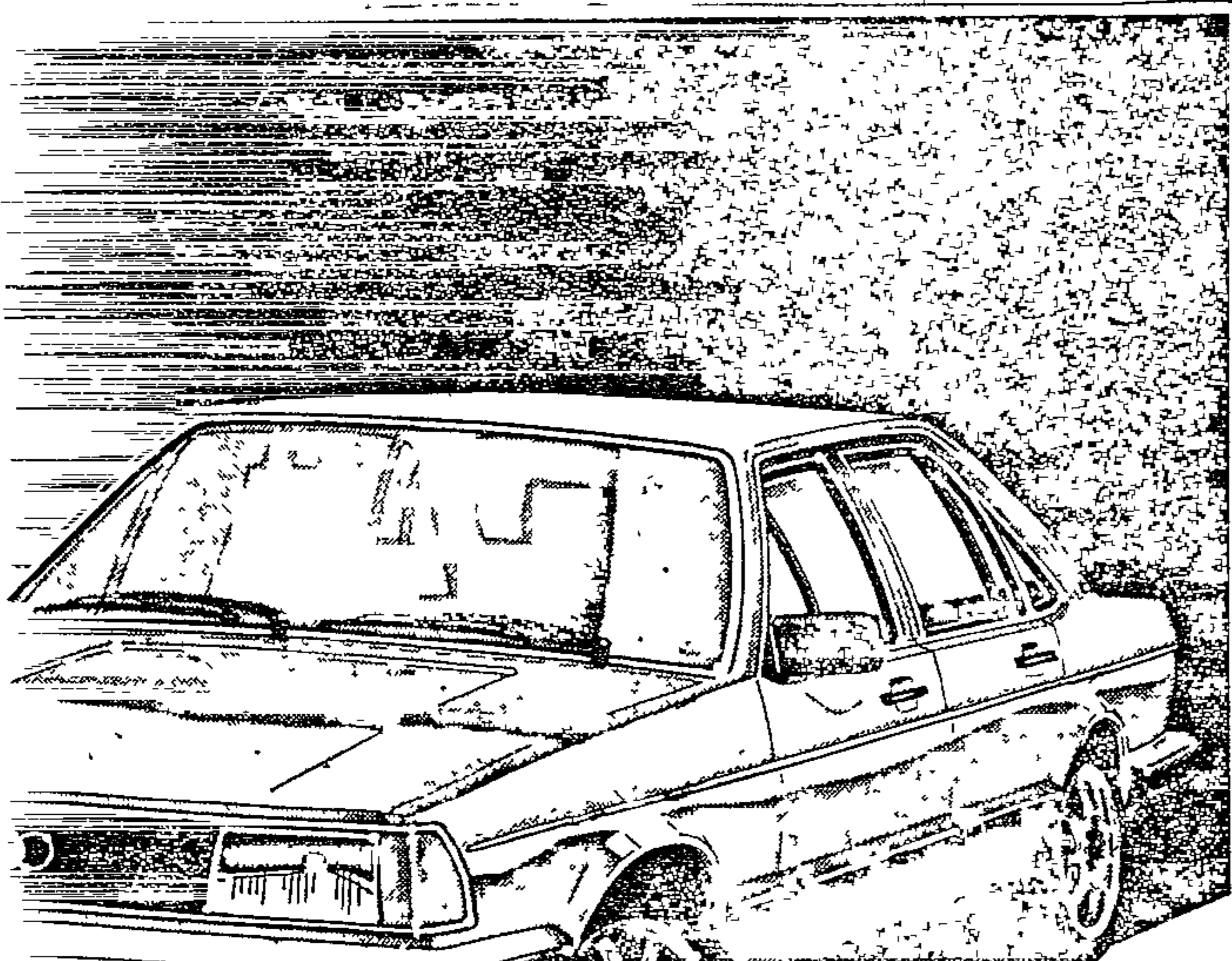
from Italy ...



R399 R1299 ADD TAX

**Garlick's**

FLUSH chairs; or bustle-backed or Inlaid. CITY, PAROW, PAARL



# SATS warned to resolve union feud

130  
270  
145  
Stan  
22/7/82

By Tony Davis,  
Labour Reporter

The South African Transport Services has been warned that it could face boycott and other action by West German and American trade unions because of its long-standing feud with the General Workers' Union

Correspondence addressed to the SATS's general manager, Mr Kobus Loubser, accuses employers of intimidating union members and calls on the SATS to enter into a recognition agreement with the GWU

The deputy chairman of West Germany's

Public Services and Transport Workers' Union, Mr Siegfried Merten, warns that action against the GWU could result in strained relations between the two countries, which could mean a boycott of South African goods to Germany, and German goods to South Africa

The head of the American International Longshoremen's Association, Mr Ted Gleason, writes that unless the SATS adopts a new attitude towards the GWU and considers recognition talks, there could be "serious consequences"

Both unions have in-

fluence in their countries' harbours.

The GWU has fought with the SATS over recognition and the right to organise dock workers, and has accused the SATS of using railway police to intimidate members, and of dismissing its organisers

The GWU already has recognition agreements with stevedore employers in Durban, Port Elizabeth, East London and Cape Town

The dispute has also prompted a rebuke to the SATS by the International Transport Workers' Federation, of which the GWU is a member.

Employers in the Port Elizabeth area have shown concern about the dispute because overseas boycotts could mean incalculable harm to the motor assembly and components industries

● An SATS spokesman confirmed that Mr Loubser had received the correspondence and replied to the unions, but said it was not policy to comment publicly on such matters

# US dockers warn SATS

By STEVEN FRIEDMAN  
Labour Correspondent

AMERICAN and German trade unions representing dock workers have warned the South African Transport Services of the harmful consequences if SATS continues to refuse to negotiate with the unregistered General Workers' Union

The German union warned of possible action against South African goods in foreign ports, and the dock workers' union of the US and Canada warned of "serious consequences" if SATS does not deal with the GWU in two Eastern Cape ports

The warnings are contained in two telex messages to SATS general manager Dr Kobus Loubser. They are likely to heighten fears of the possible economic consequences of a confrontation between SATS and the GWU

A SATS spokesman confirmed yesterday that Dr Loubser had received the messages and had replied to the unions

The GWU claims majority support among SATS dockers at the Port Elizabeth and East London harbours, but SATS refuses to hold recognition talks with it. The union belongs to

the International Transport Workers' Federation and Western dockers' unions have been watching the dispute closely

In a telex from deputy chairman Mr Siegfried Merten, the German Public Services and Transport Workers' Union charged that Railways Police were harassing GWU members and said this violated the International Labour Organisation's charter

It urged SATS to recognise the GWU and the telex added

"We want to point out that (SATS) actions will place a considerable strain on relations between your country and ours and could result in a ban on loading and unloading of cargoes from and to South Africa" in foreign ports

In a separate message Mr Thomas Gleeson of the International Longshoremen's Association, which represents American and Canadian dockers, urged SATS to "favourably consider talks" with the GWU

Mr Gleeson said his union was known for its vigorous support of unionism world-wide

His union was convinced that "a failure to extend (the GWU) even the courtesy of a hearing could provoke serious consequences"

# Problems at the ports

FM 23/7/82

115



Some of the most difficult industrial relations problems faced by employers and trade union leaders are mirrored in the current dispute between SA Transport Services (Sats) and the General Workers' Union (GWU)

It vividly illustrates why labour peace in

All answer books must be numbered

legitimate measure of public interest, it is not surprising that there is widespread concern over the labour policies pursued by Sats. Not only is it the country's single largest employer of labour, but because of the vital service it provides, any labour conflict within it can have a profound effect on the economy as a whole.

## Staff associations

Like many other employers Sats is faced with a challenge to the way in which it has traditionally conducted collective bargaining with its employees. In the past, they have been represented exclusively through staff associations and during the past year, in response to government's labour reforms, Sats has helped its black employees establish their own association, which is likely to join the Federal Consultative Council of Sats Employee Associations.

The threat to this system which Sats so jealously guards has come from the GWU, which represents stevedores at all SA's major ports. It claims to have signed up about 1 500 Sats dockworkers at the East London and Port Elizabeth harbours. The GWU is asking Sats to recognise a union committee for the purpose of negotiating about those working conditions and issues which fall within the ambit of the East London and Port Elizabeth port managers.

Attempts by the GWU to hold discussions with Sats management have been rebuffed and opposition to the union appears to hinge on two arguments. One is that the staff associations are strongly opposed to the recognition of "outside" unions. However, this argument is as questionable as that put forward in favour of the closed shop by many established unions in other industries. Attempts by unions to gain a monopolistic control over labour — and that is basically what the closed shop is all about — are a sure recipe for conflict at a time when black workers are being unionised at a rapid rate.

The second argument deserves closer scrutiny. Sats management say that recognition of the GWU could pave the way for many other unions to seek similar recognition. This, they insist, could place them in an impossible position of having to deal with an extremely wide array of unions, each representing only a small fraction of the total workforce.

It is possible to extend some sympathy to them on this point. In an organisation as large as Sats, management obviously prefers to have a coherent, simplified system for collective bargaining. Such bargaining

the Eighties will depend to a great extent on the ability to create mutually acceptable collective bargaining structures.

Forums and systems through which such bargaining has traditionally been conducted in many industries are coming under enormous pressure from emerging black

sympathy for the problem it faces, but the way it has dealt with it is open to criticism. Employers in the eastern Cape have been watching the dispute between the union and Sats with growing anxiety and have even publicly questioned Sats management's adamant refusal to even speak to the union.

The problem of dealing with unions which represent a small section of the workforce is one which is causing headaches to employers in a variety of industries. But while Sats resolutely refuses to speak to the minority GWU, other employers are adopting a more pragmatic and imaginative approach. In the metals industries, for example, the employer body has held talks with emerging unions in an effort to find common ground. In the mining industry employers have made it easier for black workers to be recruited by unions and are negotiating with white unions to eliminate discriminatory practices. In the motor industry, where there is disagreement among unions over the industrial council, some employers have held discussions with unions in an effort to create a collective bargaining structure which is acceptable to all.

Close at hand to Sats is the example set by the SA Stevedoring Employers Association. It negotiates substantive and procedural agreements concerning wages and conditions of service with one body, democratically elected by the simple majority of employees. The GWU is the majority union, but there has also been a demand for recognition from a small, splinter group which has left the GWU. The association has solved this problem by stating that although disciplinary, grievance, layoff and retrenchment procedures are negotiated with the majority union, members of minority unions may be represented in the application of these procedures.

Employers in large industries with a diverse labour force have to deal with a wide array of unions. The guidelines they have formulated to deal with the recognition of minority unions vary. Most will talk to any union which approaches them, but companies differ over what percentage of the workforce the union must represent before it is granted recognition.

## Guidelines

There are some who believe numerical guidelines and percentage factors are irrelevant. They say the only guideline is pragmatism and whether management considers the number of people affected to be significant. Professor Johan Piron of Unisa's School of Business Leadership has a

unions. Many black workers perceive the traditional structures, created at a time when they lacked a union voice, to be unsuited to their needs and biased in favour of established unions and employers.

If one accepts it is a fact of life in industrial relations that each dispute attracts a

workforce, the union says the number of Sats employees it represents compares well with the membership of some of the smaller staff associations.

Sats also asserts that its staff associations are best qualified to represent the interests of its employees. GWU general secretary replies that it is logical for the GWU to represent dockworkers who do the same kind of work as the union's stevedores. It was the GWU stevedores who took the initiative to recruit the dockworkers.

One unhappy factor which has helped to boost the whole Sats/GWU recognition dispute to much larger proportions has been the alleged victimisation of employees who have joined the union. A spate of serious complaints of harassment and ill-treatment of workers by railways police has attracted the attention of international labour movements. The International Transport Workers' Federation (ITF), a formidable alliance of Transport Workers Federation (ITF), has indicated that it may support the Sats dockers with sympathy action if a conflict breaks out.

In recent weeks there have been signs that Sats management may be trying to avoid a showdown. GM Kobus Loubser has promised to reply to an ITF letter containing allegations about the intimidation of employees who have joined the GWU. Measures, such as a prohibition on GWU officials collecting dues from members employed by companies at the ports, have been withdrawn.

## Employers' fears

However, while the basic issue of recognition remains unresolved, the danger of a conflict erupting still exists. It may be premature to give much credence to the worst-case scenario which haunts employers in the eastern Cape. However, their fears are worth noting. They warn that if the Sats employees were to strike over recognition or any other grievance, the chances are that the GWU stevedores would support them. The ITF would then instruct its members to refuse to handle goods being transported to and from SA, while the possibility of the emerging unions in SA which have friendly links with the GWU being drawn into the fray, should not be lightly or entirely disregarded.

Such a conflict would have dire consequences for SA's economy. Clearly Sats needs to rethink its attitude towards the union and make an effort to reach an accord with it. The union concedes that it is in a minority position and is therefore only asking for a limited form of recognition.

23/7/82  
Release

Sowetan  
Thandini

- GWU 145  
229

THE local branch of the General Workers' Union has called for the release from detention of their branch secretary, Mr David Thandani, saying: "It is totally ridiculous to hold people in detention for sweet nothing."

In a statement released yesterday, Ms Nomonde Mgumane, assistant secretary, said Mr Thandani was still being held by Ciskeian Security Police for no specific reason.

Mr Thandani was picked up from his home in Mdantsane by Ciskeian Security policemen on July 9.

"The honourable General Sebe must understand that holding trade unionists in detention under the Ciskeian R252 will not stop the workers from demanding from their employers," Ms Mgumane said.

145 (145) (221)  
O. Dispatch  
after 2 weeks 24/7/82

# Unionist freed

## after 2 weeks

EAST LONDON — The branch secretary of the General Workers' Union, Mr David Thandani, said yesterday he was released on Thursday after two weeks' detention in Ciskei

He said he had been held at the Mdantsane police station

Mr Thandani said he would continue working as the GWU branch secretary

He said the only time he was questioned during his detention was on Tuesday morning, between 8 am and 11 30 am, when he was taken to the Ciskei Central Intelligence Service offices in Zone 6

"They wanted to know if GWU and African Food and Canning Workers' Union were both under the control of the South African Allied Workers' Union (Saawu), which they said was part of the African National

Congress (ANC)

"I told them GWU had its own executive, its own headquarters and its own organisation and was completely independent of Saawu"

Asked to comment, the Commander General of State Security, Major-General Charles Sebe, said last night Mr Thandani had been in possession of certain documents

"He was questioned about these documents and matters concerning subversive organisations," he said

He said regarding GWU he knew very well that the GWU was under the wing of Saawu

As a matter of fact, he said, all such trade unions were working under the wing of Saawu

"We are very conversant with the subject of trade union relationship," General Sebe said — DDR

Ciskei

145

Star  
frees

105

24/7/88  
unionist

589

EAST LONDON — The branch secretary of the General Workers' Union, Mr David Thandani, said yesterday he was released on Thursday after two weeks in detention in Ciskei.

He said he had been held at the Mdantsane Police Station and added that he would continue working as the GWU branch secretary. He said the only time he was questioned during his detention was when he was taken to the Ciskei Central Intelligence Service offices on Tuesday.

"They wanted to know if the GWU and the African Food and Canning Workers' Union were both under the control of the South African Allied Workers' Union (Saawu).

"I told them the GWU had its own executive, its own headquarters and its own organisation and was completely independent of Saawu."

Asked to comment, the Commander-General of State Security, Major-General Charles Sebe, said Mr Thandani had been in possession of certain documents.

"He was questioned about these documents and matters concerning subversive organisations."

The GWU, he said, was under the wing of Saawu as were all such unions — Sapa

# 200 take 'unpaid leave'

By PHILLIP  
VAN NIEKERK

ABOUT 200 workers at the Dorman Long Swan Hunter factory in Bellville have found a novel way of avoiding retrenchment — they are taking voluntary unpaid leave.

The workers, who belong to the General Workers' Union (GWU), were recently told the company wanted to retrench 30 to 40 workers. They all decided to take three months' unpaid leave over the next year to 15 months instead, thus avoiding the necessity of retrenchments.

A GWU spokesman said the workers, who handed in their leave applications this week, felt they should all make the sacrifice of losing several months' pay to prevent some losing their jobs.

## Procedure

The company is still in the process of recognizing the GWU committee and retrenchment procedures had not been finalized when the company announced it planned to lay off workers. The GWU spokesman said they were still negotiating a general retrenchment procedure.

A Dorman Long spokesman said management had agreed to the workers' proposal because while it meant the labour force would be disrupted, the company could offer employment to a wider spread of employees.

"However, one of the provisos was that the leave, which would be strictly voluntary, should be at the discretion of management. Certain key employees will not be able to take unpaid leave.

"In the meantime, we are hopeful for an upturn in business so we can call the people on unpaid long leave back to their jobs."

## 'An indication'

Miss Di Cooper, assistant branch secretary of the GWU, said the workers' decision was "an indication of the extent to which workers are prepared to unite and protect themselves."

Trident Marine workers — also members of the GWU — recently decided that only workers with permanent residence rights would be laid off, after the company had announced it intended retrenching employees. This was to save the jobs of the contract workers, who would have had to return to the homelands with little chance of getting new jobs.

Miss Cooper said both the Dorman Long and Trident Marine cases showed that it was worth negotiating over retrenchments. "During a recession, management can save a lot of trouble if it is prepared to look at the alternatives to retrenchment."

Earlier this month, there were large retrenchments at Dorman Long's ship-repair factory at the docks, where the GWU is not organized.



# Stevedoring firms merge to 'rationalise'

AGUS 2/8/87

145

## Labour Reporter

THE two major stevedoring companies in South Africa — the South African Stevedores Services Company Ltd (Sasco) and Rennie Grindrod Cotts Stevedoring — have merged into a single company to "rationalise their interests in this strategic but shrinking industry"

The new company will be known as South African Stevedores Ltd.

The stevedoring industry in South Africa had been severely affected by the decline in the volume of the breakbulk cargo caused by increasing containerisation, the company said in a press statement.

Over the past five years the annual tonnage handled by stevedores in South African ports had dropped by 40 percent

and the containerisation of the Far East and North American routes was expected to depress volumes further, it said

The General Workers' Union, which represents the majority of the stevedores in four major ports, has indicated that it is unhappy at being informed "at the last minute" about the merger

The GWU said in a statement that the move had "important implications" for the 5 000 stevedores in the industry and the first attempt to consult the workers formally had been made only yesterday

"We are not claiming the right to veto the merger, but in some ports it is a very sensitive issue and the employers should have consulted earlier with the union", said the GWU

## MINDFUL

Mr Neville Organ, chairman of the new company, said the merger had only been formalised in "the last few days" and the employers had not been able to consult the union earlier

"However, we are very mindful of our relations with the union and obviously we must talk to them about all aspects of the merger", said Mr Organ.

One possible result of the merger is the retrenchment of stevedores, but the employers are expected to negotiate retrenchment procedure with the GWU

of the length of the long run average cost curve.

Saawu <sup>145</sup>  
detainee  
'took an ~~overdose~~  
<sup>S. Express</sup>  
overdose'

8/8/82  
By CHARLENE  
BELTRAMO

MR ERIC Mntonga, an Eastern Cape trade unionist, has been admitted to Johannesburg Hospital after apparently taking a drug overdose while in detention at John Vorster Square.

Mr Mntonga, 26, national coordinator of the Wilson-Rowntree boycott and East London chairman of the 79 000-member South African Allied Workers Union, is also suffering psychiatric problems

According to reliable sources, Mr Mntonga was admitted to hospital suffering from an overdose of sleeping pills

Police would not comment on how Mr Mntonga, as a detainee, could have been in possession of a large number of sleeping tablets and said he was being "treated for a minor ailment"

Mr Mntonga's family claimed security police had not told them of his admission to hospital

He is the third member of the Saawu executive to be admitted to a hospital psychiatric ward recently

The other two were Mr Thozamile Gqweta, head of Saawu, who is awaiting trial in East London, and general secretary Mr Sam Kikine, who is on bail

# Stevedore companies merging

By PHILLIP VAN NIEKERK

THE SA Stevedores Service Company (Sassco) and Rennie's Grindrod Cotts have merged, creating an effective monopoly in the South African stevedoring industry.

Mr Neville Organ, chief executive of Freight Services and chairman of the new company, SA Stevedores Limited, said the move was aimed at rationalizing the companies' interests in a "strategic but shrinking industry"

Freight Services, owners of Sassco and Rennie's Grindrod Cotts will each own half of the new company

Mr Organ said retrenchments of workers — in line with rationalization in other areas — was inevitable, but it was too early to say how many would be laid off

## Negotiated

All reduction of staff would be negotiated with the General Workers' Union (GWU) — which represents the vast majority of the industry's 4 000 to 5 000 workers and is recognized at the four major ports — Cape Town, Durban, Port Elizabeth and East London

While the merger would create a *de facto* monopoly, any competitor would be free to apply for a licence, although this was unlikely in the current difficult times, Mr Organ said "We merged because we were killing each other and one of us was on the verge of bankruptcy."

According to a joint statement by the merging companies, the stevedoring industry has been severely affected by a declining volume of breakbulk cargo caused by increasing containerization

"Over the past five years, the annual tonnage handled by stevedores at South African ports has dropped by 40 percent from 18-million tons to 11-million tons. The current containerization of the Far East and North American routes is expected to decrease volumes even further, and to increase the excess capacity in the industry

"At the same time the industry has, over the past two-and-a-half years, improved working conditions and wages very considerably, invested heavily in sophisticated handling equipment and improved the training of its labour and supervisory staff

"The merger is in line with the worldwide trend towards consolidation in the stevedoring industry"

The general secretary of the GWU, Mr Dave Lewis, said the creation of a single giant stevedoring company in South Africa had "extremely important implications for the 5 000 workers in the industry"

He said the union was formally informed of the merger "at the very last minute" and added "we are not satisfied with the marked lack of consultation to date

"Our agreement with the employers specifies clearly that the mechanics of this merger will be negotiated with GWU committees at the four ports and we are pleased that the new company has committed itself to immediately honouring this commitment"

# ITF backs SA rail workers in dispute

Cape Times. 12/8/82

Staff Reporter

INTERNATIONAL transport workers are prepared to "black" South African goods in support of local railway workers locked in a recognition dispute with their management, according to Mr Harold Dunning, European representative of the 10-million strong International Transport Workers' Federation (ITF)

Mr Dunning, who is in South Africa on a fact-finding mission, was

commenting on the refusal of the South African Transport Services (SATS) to deal with the General Workers' Union (GWU)

He said the ITF was represented in nearly every country in the world outside the communist bloc and these workers were ready to refuse to handle South African products if the dispute worsened

"ITF affiliates — who are in the most international of all forms of employment — are known

for taking international action where labour problems cannot be settled at a national level. There is a particularly strong sense of solidarity with transport workers in this country"

"We are not adopting a threatening or hostile attitude. We want the workers to be represented by a trade union of their choice and we want to see workers and management talking in a civilized manner"

SATS management, in favouring one trade union — the Black Staff Association — above another — the GWU, was contravening one of the conventions of the International Labour Organization (ILO)

"The fact that the South African Government has started to make representations to the ILO again shows that they wish to be judged by international labour standards

"Unfortunately, the SATS is one of a dwindling number of employers in South Africa who flatly refuse to deal with genuine trade unions"

# SATS ROW: Warning on world action

Labour Reporter

AN International Transport Workers Federation (ITF) representative warned yesterday that transport workers in the non-communist world would take international action against management in the transport sector that refused to talk to representatives of the workers choice.

Mr Harold Dunning, European representative of the ITF is in South Africa to visit two affiliate unions — the Transport and Allied Workers Union in the Transvaal and the Cape Town-based General Workers Union.

Referring to the current dispute between the General Workers Union (GWU) and the South African Transport Services (SATS) over the recognition of workers' committees representing railway workers in the London and Port Elizabeth ports Mr Dunning said the ITF was not adopting a 'hostile' attitude to SATS.

### CIVILIZED

'We want the workers and employers to talk in a civilized manner. But we don't like being told by management who is going to represent the workers' said Mr Dunning.

SATS has so far refused to recognise the GWU workers committees in the two Eastern Cape ports saying it will deal only with a company union — the Black Staff Association (BSA).

More than 1000 railway workers in these ports belong to the GWU.

Mr Dunning said in its 80 year history the ITF had become well-known for taking international action in support of workers rights when it had been impossible to settle problems on a national level.

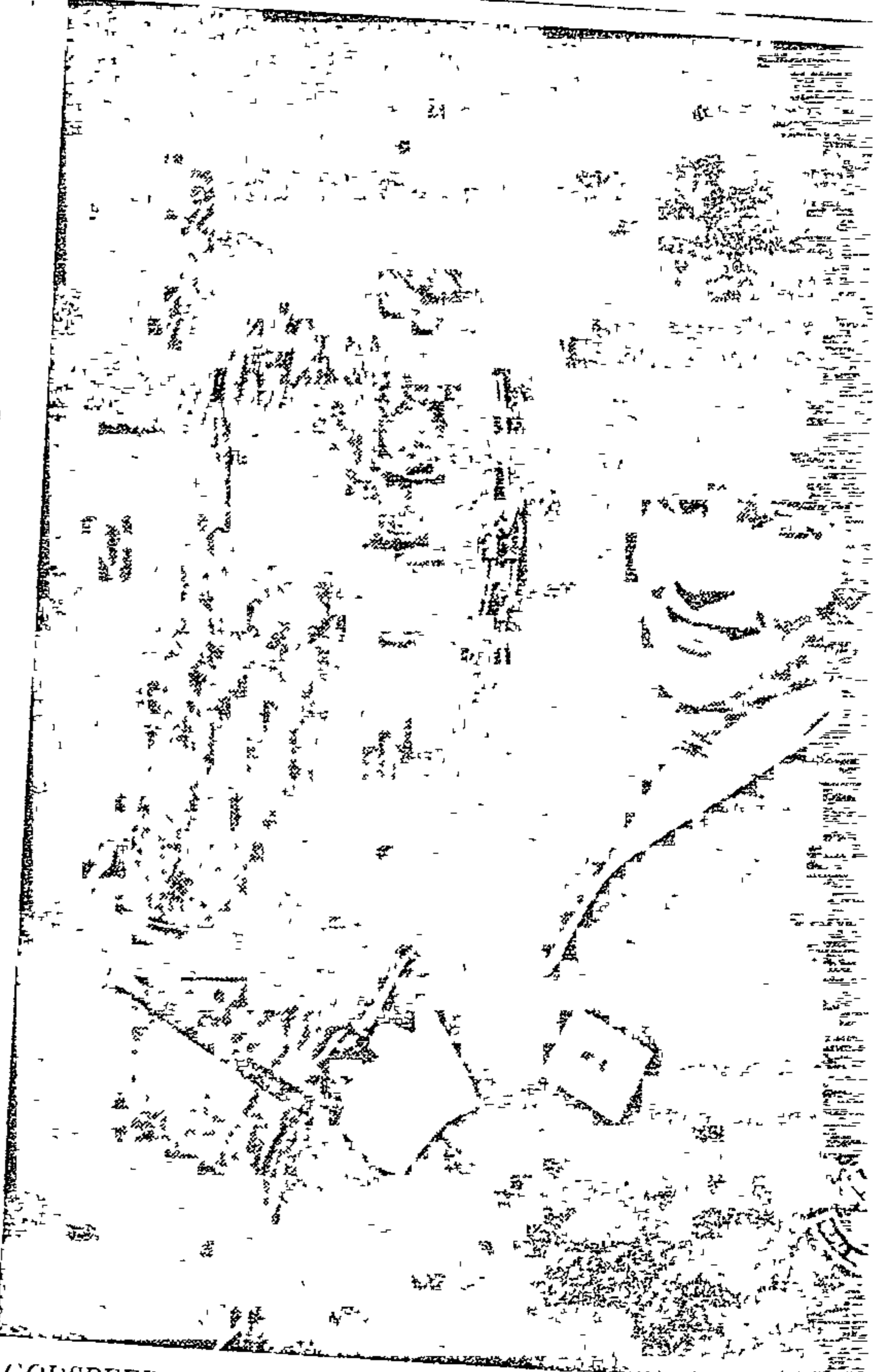
'These are not simply empty words. There are numerous cases when affiliate unions have refused to handle ships registered under flags of convenience because of the failure of those ship owners to ensure the safety of their crew or minimum pay.

The level of awareness of labour affairs in South Africa among transport workers in other countries was very high said Mr Dunning.

'They are pleased at some of the changes taking place in the labour field in South Africa, but there is still a great deal of concern about certain things here.'

One of most powerful trade union federations in the non-communist world, the ITF has affiliate unions in more than 50 countries and represents about 10 million workers.

ST WHO WAS AIMED WITH A HEAVY RIFLE TODAY BY LIEUTENANT AND WAS IN THE SHED AT INCIDENT WAS CON-RUSSIAN MAKAROV PISTOL DANGEROUS



**GODSPEED** means farewell wishes as well as the name of her horse to Miranda Collings 16 of Somerset West. Miranda, who won the junior section of the supreme equitation championship at the Rand Show this year received as her prize an overseas trip during which she will attend the world dressage championship in Lausanne, Switzerland, and the three-day event championship in Lumuhlen, West-Germany. She leaves South Africa on August 22 and will be accompanied by her mother who won the other half of the prize which went to the supreme champion and her instructor.

145 ~~270/151~~  
17/8/82 Star

# GWU bid to settle dispute

## Labour Reporter

The General Workers Union in Port Elizabeth has called on business leaders to urge SA Transport Services to agree to talks aimed at settling a 10-month-old dispute with the union.

The SATS has refused to hold talks with the union, which claims membership among railway workers at Port Elizabeth docks.

The employers have said they will deal only with a black staff association, although the GWU already has recognition agreements with stevedore employers at four ports.

The union has given SATS until next Monday to reply to its

appeal. If it receives no reply it will assume SATS is not interested in talks.

A GWU spokesman said the union had appealed to business leaders to convince SATS of the need for talks as a threat of international sanctions had been voiced.

The International Transport Workers Federation has already warned SATS about its unwillingness to hold talks with the GWU.

The Port Elizabeth area is dependent on the motor and component industries and an international boycott could be disastrous.

Business leaders in the motor industry and commercial interests have voiced concern over the dispute.

270-150 (145)  
E. Post, 17/8/82

# SATS chief refused to answer overseas labour body's letter

Post Reporter

THE South African Transport Services has allegedly refused to reply to a letter from the powerful International Transport Workers Federation (ITF) dealing with police harassment of dockworkers — because the letter was released to the Press

In a statement released yesterday, the ITF revealed that the head of SATS, Dr Kobus Loubser, had told the ITF he could not reply to their letter because it was released to the Press

The statement went on to say the letter was only released to the Press "after allowing ample time for him to receive and consider it"

This is the latest development in a recognition dis-

pute between the SATS and the General Workers Union, in which the ITF has expressed solidarity with dockworkers belonging to the union

In a lengthy correspondence with Dr Loubser, the ITF queried alleged harassment by railway police of GWU members in the Port Elizabeth docks

The SATS has refused to consider calls for the recognition of the dock workers' committee, and allegations of harassment by Railways police, as these had not been conducted through "the correct channels"

A SATS spokesman said today Dr Loubser had not gone back on his undertaking to investigate allegations of police harassment, and had appointed someone to investigate the claims

CAPL Times 18/8/82  
145 (251) 270

## SATS refuses to reply to letter from ITF

PORT ELIZABETH — The South African Transport Services (Sats) has allegedly refused to reply to a letter from the powerful International Transport Workers' Federation (ITF) claiming police harassment of dockworkers — because the letter was released to the press.

In a statement released on Monday, the ITF said that the Sats head Dr Kobus Loubser, had refused to reply to the letter. The ITF was "very surprised" as the letter was released to the press only "after allowing ample time for him to receive and consider it".

This is the latest development in a dispute between the Sats and the General Workers' Union, in which the ITF has ex-

pressed solidarity with dockworkers belonging to the union.

In lengthy correspondence with Dr Loubser, the ITF queried alleged harassment by Railways Police of GWU members in Port Elizabeth.

The ITF had written that it was sure the Sats would not dispute that "these questions are of public concern involving the policy and practices of a State-owned enterprise of great size and importance".

The Sats had refused to consider calls for the recognition of the dockworkers' committee or allegations of harassment by police as these had not been conducted through the "correct channels" — Sapa



(145) RDM 17/8/82

# Docks dispute adds to city's misery

By STEVEN FRIEDMAN  
Labour Correspondent

FEARS of new labour unrest in Port Elizabeth — this time at the docks — are growing among employers, and the Midland Chamber of Industries yesterday called for an independent delegation to try to settle the simmering dispute between the General Workers' Union and SA Transport Services

The fears come as the motor industry dispute continues in the city. The chamber's director, Mr Brian Matthew, said yesterday employers were concerned that "the whole labour situation seems to be deteriorating"

In another development, it

was revealed that SATS general manager Dr Kobus Loubser has refused to answer a letter from the International Transport Workers Federation (ITF), alleging police harassment of GWU members

The moves are the latest in the row between SATS and the GWU in which the railways refuse to recognise the union at Port Elizabeth and East London docks. There are fears the dispute could grow into a major confrontation

The ITF wrote to Dr Loubser after he agreed to investigate specific claims of police action against union members. It made several

charges, including one that Railway Police had hung up a union member by his legs

SATS refused to answer Press queries on the allegations saying it would reply directly to the ITF

Yesterday a SATS spokesman confirmed an ITF claim that Dr Loubser had refused to reply to the letter because it was released to the Press. But he said he was honouring his promise to investigate the claims

The ITF said it was surprised at Dr Loubser's reaction, 'as the letter was released to the Press only after giving him ample time to receive and consider it'

The ITF would write to Dr

Loubser again after it received a report — apparently from a senior official who recently visited South Africa

Meanwhile, the Midland Chamber has called for a delegation of city councillors and labour experts to meet SATS and the union to find a solution to the dispute

Its call follows a recent letter from about 600 dockers appealing to the port manager to open discussions with the GWU workers' committee

The letter said workers were not seeking a confrontation with SATS but added "If SATS does not agree to the workers' request, they will be

forced to conclude that there is no point in further efforts to initiate discussions

"A conflict of this scale will inevitably spill into the already tense black townships of Port Elizabeth," the letter added

"We call upon the leaders of the city and all those concerned with PE's well-being to intervene urgently to try to persuade SATS to negotiate a solution to this potentially dangerous conflict"

A SATS spokesman said the railways would not reply to the letter because it had been submitted through the GWU rather than the "correct channels"

# PE Mayor's help sought in dispute

1511 263 145 270  
E. Post 19/8/82

By SANDRA SMITH

THE Midland Chamber of Industries has formally asked Port Elizabeth's Mayor, Mr H van Zyl Cillie, to intervene in the dispute between the South African Transport Services (SATS) and the General Workers' Union (GWU)

The union, which represents nearly 1 000 workers in the harbour, has tried for 10 months to hold talks with SATS on conditions of employment of its members and has now given the employers until Monday to respond

The SATS has consistently refused to meet a GWU delegation because approaches have not come through recognised SATS channels

The Transport Services have also said there will be no negotiations with any worker body other than its own staff associations

The Chamber of Indus-

tries, Opposition spokesmen and academics have called on the SATS to hold talks with the union and have warned of international repercussions if negotiations do not take place

On Monday, the Chamber of Industries called for a delegation comprising the Mayor and labour relations experts to find a solution to the dispute

Mr Van Zyl Cillie today confirmed receipt of a letter from the chamber on the issue, but said the contents were confidential

It is believed he was asked to intervene urgently and hold talks with top SATS management on the issue

"I am very concerned about the labour unrest in the Eastern Cape and am doing everything in my power to try to reach a favourable conclusion in this matter," he said

# SATS union row <sup>18/8/82</sup> under the spotlight

Post Reporter

THE Labour Affairs Committee of the Midland Chamber of Industries today discussed the Port Elizabeth harbour clash between the South African Transport Services (SATS) and members of the General Workers Union

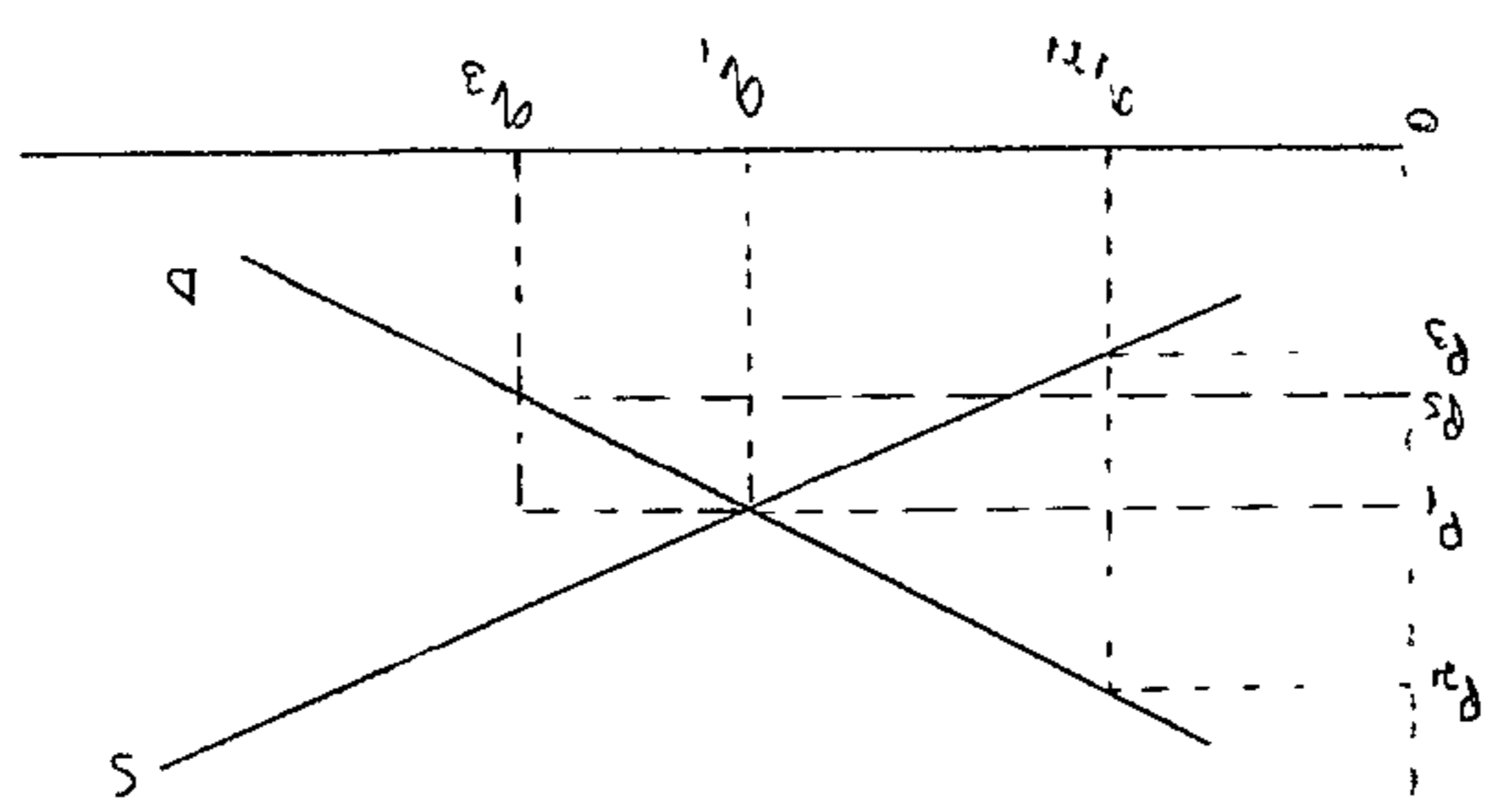
Beforehand, the chamber's executive director, Mr Brian Matthew, said the overall labour situation, including the dispute in the motor manufacturing industry which has crippled production for more than a month, would be discussed

A report on the situation in the harbour, where the GWU has given the SATS an ultimatum to meet its workers' committee by Monday, would also be received

Academics, opposition spokesmen and the chamber have called on the SATS to do so

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In a good year output rises to  $q_3$ . Now  
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Question 6 (Cont.)  
 long run. It however the general rules indicate that the  
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 increase over time. The government may wish to stabilize  
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 in the agricultural field

ARGUS 20/8/82

# Railmen tell SATS deadline is Monday

145

## Labour Reporter

ABOUT 600 railway workers at Port Elizabeth docks say that if the South African Transport Services has not begun discussions by Monday, they will make no further attempts to talk

The workers — all members of the General Workers' Union — have been locked in a recognition dispute with SATS for a year

The GWU says it has made numerous attempts to discuss the dispute, but management has not responded

## NOT DECIDED

Mr David Lewis, general secretary of the GWU, said yesterday the workers had not decided what to do on Monday if SATS still refused to talk, but they would make no further efforts to negotiate.

"However, they won't refuse to talk if SATS initiates discussions with them"

Mr Brian Matthews, director of the Midland Chamber of Industries, has appealed to the mayor of Port Elizabeth, Mr H van Zyl Cillie, to "set up a diplomatic shuttle" between the GWU and SATS

He said "If people don't talk, the end result could be conflict, and there is enough strife in this area already in terms of labour unrest."

The chamber had appealed to the mayor to chair a discussion between the GWU and SATS and get dialogue off the ground.

Mr Cillie said today he had been talking to both the GWU and SATS, but declined to comment

"It is a very sensitive issue at the moment, and it would not be wise to say too much about it"

Mr W B Holtes, chief executive of the South African Foreign Trade Organisation, said if there were a strike, inland cargo for export would be channelled through other ports, which might prove attractive alternatives to Port Elizabeth.

"Port Elizabeth already has a development problem and is struggling to get more products through its port"

Mr Holtes added he did not want to get involved in the dispute.

145 150 155 160 165 170  
CAPE TIMES 21/8/82  
**Railmen hand  
in ultimatum**

Staff Reporter

WORKERS at the Port Elizabeth docks have given the South African Transport Services (SATS) until Monday to talk to their committee — after which they will consider "further action"

This ultimatum was contained in a letter by more than 600 railways dockers to the port manager, a move which could bring the lengthy recognition dispute between the SATS and the General Workers Union (GWU) to a head.

The union has warned that if the dispute does erupt into a strike, stevedores at four ports, in-

cluding Cape Town, would probably be drawn into it. It could also generate international solidarity action from the International Transport Workers Federation (ITF).

The Midland Chamber of Industries has called for a deputation of industrialists and councillors to meet the SATS and the GWU in an attempt to break the deadlock, and PE employers — already hit by large-scale conflict in the motor industry — are edgy at the prospect of a major strike at the docks.

In a statement, the GWU said the conflict had been "brewing for 10 months now and has involved an unprecedented level of victimization and police harassment."

"The union's considerable efforts at negotiation have failed. The effect of the deadline is that if the SATS does not respond to the worker's request, we will be forced to conclude there is no point in making further efforts to initiate discussions with them."

A GWU spokesman said that after Monday the workers would be meeting to decide what to do if the SATS standpoint did not change. Nothing had been planned yet, he said.

A spokesman for the SATS said their policy had not changed and they were not prepared to react to the letter.

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# Dock tensions rise

fears are growing in Port Elizabeth of labour unrest which could have far graver consequences than the current motor industry wage dispute. As the FM went to press this week there were signs that the steadily deteriorating relationship between the SA Transport Services (SATS) and the General Workers Union (GWU) was entering a dangerously explosive phase.

A major confrontation between SATS and the union, which claims to represent most SATS dockworkers at the Port Elizabeth and East London harbours, could have

severe consequences for SA's economy as a whole (FM July 23). Not only could it result in the closure of Port Elizabeth harbour, but there is a strong possibility of it provoking strikes at other SA ports. Powerful international transport workers' unions have also threatened sympathy action if the dispute develops into open conflict.

At issue is SATS's steadfast refusal to recognise a GWU committee for the purpose of negotiating about those working conditions and issues which fall within the ambit of the Port Elizabeth and East Lon

don harbours.

About 600 dockers have appealed in a letter to the Port Elizabeth port manager to open discussions with a union committee. They have set a deadline of August 23 (Monday) for a reply saying that if SATS does not agree to their request, they will be forced to conclude that there is no point to further efforts to initiate talks.

The Midland Chamber of Industries is so concerned about the dispute that it has called for a delegation of civic leaders and labour experts, led by Port Elizabeth's

mayor, to try to find a solution. By mid-week this initiative had not yet achieved any results, but there were still hopes that an independent delegation could help resolve the dispute.

Mayor Van Zyl Cilie told the FM he was "terribly concerned" about the consequences of a major confrontation, and said he was willing to play a mediating role if the warring parties were willing to meet in his parlour. But he indicated that he was reluctant to intervene directly in the dispute.

He expressed the hope that the more conciliatory approach displayed by government towards unregistered unions recently (see cover story) might result in SATS changing its attitude towards the unregistered GWU.

SATS, however, betrays no sign of any such change. A spokesman for the services declined to comment on private sector concern about the dispute and reiterated the policy that black workers have to be represented through official channels for collective bargaining.

GWU members will not necessarily strike immediately if a satisfactory reply is not received from SATS's management by August 23. But union sources warn that tensions will inevitably rise further.

What bothers many employers is that a large-scale conflict could aggravate the already serious labour problems in the region. The pay dispute in the motor industry continues, with employers and union leaders holding informal discussions in an effort to ease the deadlock.

# Union dispute with SATS on the brink

23/12/81  
E. Post

210 145  
157

Post Reporter

AN ultimatum to the South African Transport Services to meet representatives of Port Elizabeth dock workers expires at midnight — with SATS still adamant it will not respond to approaches not conducted through the "correct channels"

The SATS stance has been criticised by the Midland Chamber of Industries, the Port Elizabeth Chamber of Commerce, Opposition spokesmen and academics who have warned of international repercussions if negotiations don't get underway

The General Workers Union (GWU), which represents about 1 000 workers in the harbour, has tried for 10 months to hold talks with SATS

Last week about 600 of the union's members signed a letter to the Port Elizabeth Port Manager giving SATS until today to respond

to their request for a meeting

They have said they will decide on action if there is no response

SATS' Public Relations Officer, Mr Leon Els, said today no meeting with the GWU representatives would be considered

Workers' grievances should be made through the Black Staff Association or through direct approaches to the Midlands System Manager or the General Manager

"Our position does not change and we are still waiting for people to make representation through the channels available," Mr Els said

The Secretary of the Port Elizabeth Chamber of Commerce, Mr A J Gilson, said the repercussions of industrial action by the dockers could have ramifications beyond Port Elizabeth as GWU was linked with the International Transport Workers' Federation

# GWU ask Minister to probe dispute

*2. Post*  
*145*  
*24/8/82*

Post Reporter

THE General Workers' Union (GWU) is to ask the Minister of Transport Affairs, Mr H Schoeman, to investigate the 10-month-long dispute between the union and the South African Transport Services (SATS) in Port Elizabeth

This follows reports that the Minister said last night he was prepared to investigate the dispute if the GWU approached him

He is also reported to have said he understood the problem was that SATS' Black Staff Association had a closed shop agreement with the Transport Services and would not allow it to deal with any other union

Mr Schoeman was at a Cabinet meeting today and unavailable for comment

A GWU spokesman said today the union had noted the Minister's offer to investigate the dispute and would request an investigation immediately as the situation at the docks was "very tense"

Yesterday a SATS spokesman reiterated the employer's stance that workers should express grievances or suggestions through the Black Staff Association or by direct approaches to SATS management

An ultimatum to SATS to meet representatives of Port Elizabeth dock workers expired yesterday

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# No reply to ultimatum by dock workers

Cape Times 24/8/82  
145 150 155 160 165 170 175 180

By PHILLIP VAN NIEKERK

THE South African Transport Services (SATS) has failed to respond to an ultimatum by more than 600 railway dockers to meet with their union committee

There are now increasing fears of a strike in South Africa's ports

The ultimatum, contained in a letter to the Port Elizabeth port manager, was delivered after numerous unsuccessful attempts by the General Workers' Union (GWU) to deal with SATS on behalf of its membership at the Port Elizabeth and East London docks

The deadline for a response was yesterday afternoon. A GWU spokesman said the workers would meet this week to discuss the refusal and plan further action

He said the workers believed they had been left with little alternative to industrial action

A spokesman for SATS said yesterday that the letter had not been sent through the "normal channels" and therefore they had to ignore it

The GWU spokesman said "Our doors remain open as always to the SATS management and we shall be happy to talk to them at any time without pre-conditions. However, the workers, who have made countless unsuccessful attempts to talk with their employers, will not again attempt to initiate discussions"

Mr Brian Mathews, executive director of the Midland Chamber of Industries, said the chamber's informal attempts to break the impasse were

continuing. The chamber believed a dockers' strike, which could spill into other ports, would cause serious difficulties for industry

"The important principle in this dispute is that a worker has the right to belong to a union of his choice. This principle has been recognized in the government's new labour dispensation"

● Metal and Allied Workers' Union shop stewards in seven Witwatersrand factories owned by the Barlow Rand group are to ask the group for joint talks with all of them, aimed at negotiating a uniform union recognition agreement at all seven plants

## First time

This is believed to be the first time a union has asked a major group to negotiate a number of recognition agreements simultaneously

● Production at Ford's plants in Port Elizabeth returned to normal yesterday following Friday's walk-out by 400 workers over the company's refusal to reinstate more than 500 retrenched workers

The walk-out came soon after Ford had reopened its plants following a 10-day closure

The regional secretary of the National Automobile and Allied Workers' Union (Naawu), Mr Les Kettleidas, said the union was hoping to set up a meeting today to discuss the retrenchments

The company's industrial relations director, Mr Fred Ferreira, confirmed that all the workers had returned, but would not comment on the possibility of a meeting with Naawu

● Stevedore firm lays off 240, page 3

# Dockers'

ARGUS 24/8/82

## warning

1445 ~~250~~ ~~114~~

## to SATS

270 333

## on action

Labour Reporter

THE refusal of the South African Transport Services (SATS) management to speak to the Port Elizabeth dockers who belong to the General Workers' Union has left the workers with no alternative to industrial action. Mr David Lewis, general secretary of the GWU, said yesterday.

The warning comes after SATS's refusal to open discussions with the workers after a deadline which was issued to the Port Elizabeth Port Manager by 600 dockers last week, expired yesterday.

### MANY TIMES

In a statement on behalf of the union Mr Lewis said the workers had made "countless efforts" to talk to their employers but had been unsuccessful.

Mr Lewis said the workers would not try to initiate any further discussions.

"However, our doors remain open as always to SATS and we shall be happy to talk to them at any time without preconditions," he said.

"The workers will meet this week to discuss the Port Manager's refusal to speak to them and plan a further course of action."

### 1 000 WORKERS

"It must, however, be emphasised that the workers believe they have been left with no alternative to industrial action."

The GWU, which represents more than 1 000 SATS dockers in the Port Elizabeth and East London ports, had tried for 10 months to hold talks with SATS, he said.

The union was aware of attempts by industrialists and Port Elizabeth civic leaders to find a solution to the present impasse and urged them to persevere in their efforts.

# Minister

11645 25/8/82

# refuses

# to talk

# to docks

## union

Labour Reporter

THE Minister of Transport Affairs Mr Hendrik Schoeman, has said he is not prepared to negotiate with the General Workers' Union, which represents more than 1 000 railway workers in the Port Elizabeth and East London docks

Yesterday it was reported that Mr Schoeman was indicating a "willingness to investigate the dispute"

In a statement released by Mr Leon Els, public relations officer of the South African Transport Services (SATS), on behalf of the Minister, he said Mr Schoeman's comments should not be read out of context, but against the background of his whole interview with the newspaper"

### "MADE CLEAR"

"The Minister made it quite clear from the outset that he would negotiate only with his own personnel or their recognised representatives, namely the SATS staff associations, and not with any outsiders

"It is self-evident that one would listen to your own people's grievances whether there is talk of a strike or not," the statement read

SATS knew of no complaints from any of its staff regarding salaries or service conditions and any strike which might be called would be for reasons other than the normal ones, it added

### APPEAL

Mr David Lewis, general secretary of the General Workers' Union, made an urgent appeal to the Minister yesterday, asking him to intervene in the year-old dispute between SATS and the 1 000 dockers which threatens to erupt into a strike which, he said, could have international ramifications

A spokesman for the Minister confirmed that the Minister had received a telegram from Mr Lewis and said the Minister would reply to him directly

Top industrialists and civic leaders in Port Elizabeth, including the director of the Midland Chamber of Industries, Mr Brian Matthews, and the Mayor, Mr H van Zyl Cillie, have expressed concern about the dispute and have appealed to the two parties to open talks

SATS had no comment to make on these appeals, Mr Els said

# Plea to minister on docker row

CAPE TIMES 25/8/82

145 ASD Staff Reporter ASD JHC

THE GENERAL Workers' Union (GWU) has sent an urgent request to the Minister of Transport, Mr Hendrik Schoeman, to investigate the union's dispute with the SA Transport Services (Sats) at the Port Elizabeth docks

The request was made following a report by the Cape Times Port Elizabeth correspondent that Mr Schoeman would be prepared to look into the dispute if approached by the GWU, indicating a softening in Sats' attitude to the union

Mr Schoeman was busy at a cabinet meeting yesterday and was not available to verify his reported statement or state his response to the GWU's approach

On Monday, a deadline set by GWU dockworkers for Sats to open talks with their workers' committee expired without response. The union said the workers believed there was no alternative left to industrial action

Sats has been refusing to deal with the GWU for more than 10 months and Mr Schoeman himself told a meeting of the Artisan Staff Association in April that he would never deal with an unregistered trade union

Mr David Lewis, general secretary of the GWU, said that following Mr Schoeman's reported remarks they were hopeful of a resolution to the dispute "even at this late stage".

The dispute has captured international attention and industrialists, fearing the effects of a dockers' strike which could affect Cape Town, East London and Durban as well, have urged Sats to meet the GWU

rather than a consumption expenditure <sup>12</sup>.

Thirdly, I would like to examine medical education. The medical schools have to face several problems, and many of these will influence the health services of our country.

Firstly, there is a shortage of medical schools in the United States. There are 17 medical specialists with the S.A. Medical problem, does not steps are taken where Kennedy has to take care of a million to take care of 20 million. A second major problem is geographical maldistribution. Thirdly, there is an emphasis on the exclusive use of students. This has led to a lack of research in health care and development of countries. Finally, there is a need for more health care and solutions to these problems.

or a substantial investment in buildings or medicine or equipment, governments throughout the third world persist in building prestige hospitals. For example, a multi-storey hospital in Addis Ababa stands empty, because when it was completed it was found that it would cost more than the entire health budget of the country to staff it properly. It is also common to find expensive buildings in rural areas, but uncommon to find them fully equipped and staffed. A colleague of mine, from an independent Southern African state recently complained that he was suffering from the effects of too much aid! This aid, had taken the form of a massive grant to build a prestige hospital. This hospital would require all the doctors in the territory to staff it and the running costs would be beyond the reach of his country's limited finances. What then are the options?

Oscar Gish in his book "Planning the health sector: the Tanzanian experience", gives two examples of the options available to health planners. Using the same investment of 6 million Tanzanian shillings planners could construct one regional hospital or 15 health centres. The operating cost would be similar but the in-patient admissions, out-patient visits and population covered at the 15 health centres would be vastly higher than at the one regional hospital. Similarly Gish highlights the differences in cost per in-patient day of dispensaries, rural health centres, district hospitals, regional hospitals and national hospitals <sup>15</sup>. Unfortunately such information is often lacking but when it is available the choice is clear.

Education plays a major role in influencing the structure of health services, although I would not presume to stress the importance of equal educational opportunities to an audience at U.C.T. three specific types of education are of importance:

Firstly, Health Education. Here I quote the Secretary for Health, Dr. Johan de Beer, who stated "The extent to which we will be able to reach the potential blessings of even the most forward looking health legislations will largely depend on the success we achieve when we attempt to establish or extend appropriate health education services" <sup>16</sup>.

Secondly, I believe that we must educate those in the private sector, in order to convince them that Health is indeed, a production investment,

# PE dock workers warn of industrial action

By STEVEN FRIEDMAN  
Labour Correspondent

A MAJOR confrontation between the SA Transport Services and workers at Port Elizabeth docks loomed yesterday as the harbour's port manager failed to meet a worker deadline for union recognition talks.

In another development in the strife-torn Eastern Cape labour relations yesterday, the National Automobile and Allied Workers Union (NAAWU) held talks with motor employers in a fresh attempt to break the industry's wage deadlock.

Sources at the meeting said "good progress was made" and that another meeting would be held soon.

The meeting was called

after NAAWU which recently withdrew from the industry's industrial council, approached employers to ask for direct factory bargaining on workers' pay claims.

Informed sources said yesterday employers were not willing to negotiate individually with the union, but had indicated that they were prepared to discuss joint bargaining with NAAWU outside the official council system.

A confrontation in the docks appeared almost inevitable yesterday as the General Workers Union (GWU) warned that workers believed they were "left with no alternative but industrial action".

But the union urged business leaders to continue their efforts at finding a solution.

The GWU, which claims majority support among SATS workers at the docks, has been asking the Railways for talks for 11 months.

Recently, about 600 union members at PE harbour wrote to the port manager, asking for a meeting on recognition. It set yesterday as the deadline.

Last week, a SATS spokesman said the administration would not reply because the request had been channelled through the union.

The union said yesterday its doors "remain open as always to the SATS management", but stressed that workers would not initiate discussions again.

Workers will meet later this week to discuss SATS' refusal to answer their letter.

Industrial relations  
The following possible solutions to these problems

Initially, we may need to reform the selection process for medical students. At present most medical students throughout the world are chosen on the basis of their intellectual ability. Scant attention is paid to value characteristics, or personality characteristics. The School of Medicine of Ben Gurion University of the

# Minister

# will not

~~270~~ 145 ~~117~~

E-Post 25/8/82

# intervene

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## 'No talks on PE docks dispute with outsiders'

By SANDRA SMITH

THE Minister of Transport Affairs, Mr Hendrik Schoeman, today denied reports that he said this week he would investigate the dispute at the Port Elizabeth harbour between the General Workers Union (GWU) and the South African Transport Services (SATS).

The Minister was reported to have said he would investigate the 10-month long dispute if approached by the GWU

The report added that the Minister said he understood the problem was that the Black Staff Association would not allow SATS to recognise any other union

On hearing of the Minister's reported statement on Tuesday, the GWU immediately telexed him urgently requesting an investigation into the dispute

A statement released by SATS today on behalf of the Minister said reports

"alleging that the Minister had stated he was prepared to negotiate with the GWU are definitely incorrect"

The statement added "The Minister has indicated that his comments should not be read out of context but against the background of his whole interview with a newspaper

"He made it quite clear from the outset that he would negotiate only with his own personnel through recognised representatives, namely the SAR Staff Associations, and not with any outsiders

"It is self-evident that one would listen to your own people's grievances, whether there is talk of a strike or not

"It is interesting that SATS knows of no complaints from its staff regarding salaries or service conditions and that any strike which may be called for would be for reasons other than the normal"

● The Minister's reported statement came after an ultimatum from Port Elizabeth dockworkers to SATS to open talks with their representatives expired on Monday

# SATS snubs outsiders'

Own Correspondent

PORT ELIZABETH —

The SA Transport Services (SATS) yesterday issued a statement saying that the Minister of Transport Affairs, Mr H Schoeman, was prepared to negotiate only with his own personnel and their recognized representatives, the SAR Staff Association, and not with any "outsiders"

The full SATS statement reads "Over the last few days there have been several newspaper reports alleging that the Minister of Transport Affairs had stated that he is prepared to negotiate with the General Workers' Union

"These reports are definitely incorrect

"The minister has indicated that his comments should not be read out of context but against the background of his whole interview with the newspaper

"He made it quite clear from the outset that he would only negotiate with his own personnel or their recognized representatives, namely the SAR Staff Association, and not with any outsiders

## 'No staff complaints'

"It is self-evident that one would listen to your own people's grievances whether there is talk of a strike or not

"It is interesting that SATS knows of no complaints from its staff regarding salaries or service conditions and that any strike which may be called for would be for

reasons other than the normal"

On Tuesday Mr Schoeman was quoted as saying in an interview that he would be prepared to investigate the dispute between SATS and the General Workers' Union (GWU) if the union contacted him

The report did not state that Mr Schoeman indicated he would be willing to negotiate with the GWU

The minister made no mention of negotiation with any party, nor did the report

## Official solution

In the interview Mr Schoeman said "I have discussed (the dispute) with officials of the Railways and it seems they are going to solve it themselves

"I don't know how serious it is but I understand it is a problem between our union and this other union

"These workers want another union"

When asked whether, in the light of warnings of the seriousness of the situation and recent urgent calls on SATS to open talks with the GWU, he was not prepared to intervene, he said "I would be prepared to investigate the dispute if the union contacts me"

Mr Schoeman also said that although the SATS Black Staff Association was still young, over 70 percent of black employees had joined it

Mr Schoeman was not available for comment yesterday

# Refusal of talks with ~~17/8/82~~ GWU seen E. Post 145 as insult

By SANDRA SMITH

THE South African Transport Services' (SATS) refusal to hold talks with representatives of Port Elizabeth dockworkers is considered an insult to major employers in the country who have urged the SATS to behave in a "reasonable and mature fashion"

This was said in a statement by the General Workers Union (GWU), which represents about 1 000 dockers in Port Elizabeth, and has tried to meet SATS representatives for about 10 months

The statement comes after a denial by the Minister of Transport Affairs, Mr H Schoeman, yesterday that he had said he would be prepared to investigate the dispute if approached by GWU

The GWU statement said, the important issue was not the Minister's "apparent about-face" but the SATS's continued refusal to talk with an independent union

A confrontation was now likely because of the employers' "obstinate refusal" to discuss the establish-

ment of a structure through which the workers could channel grievances

The attempt by SATS to "turn back the clock of time" on labour reform would lead to a confrontation which would shatter three years of labour peace in the country's harbours, the statement said

The SATS' attitude exhibited "a scandalous disregard for the economic and political stability of the country's most depressed and volatile region"

It would discredit the efforts of "all those seeking negotiation rather than confrontation as a solution to this country's problems"

"The Minister said we are outsiders. We are certainly outside of SATS' control, but we are representative of SATS dockers in Port Elizabeth and East London," the statement said

Like all other workers, the SATS dockers had grievances which they wanted to discuss with their employers

SATS's refusal "flies in the face of Government labour policy", it added



78/8782  
Star  
Top SAAWU men (145)  
released on bail (229) (237)

The South African Allied Workers' Union president, Mr Thozamile Gqweta, and his deputy, Mr Sisa Njikelana, were yesterday released on bail of R750 — three days before they are due to appear in court

The two trade unionists have been charged under provisions of the Terrorism Act as yet unspecified. The trial has been set for Tuesday

Mr Njikelana has been in police custody since November last year, first as a detainee and then as an awaiting-trial prisoner, under several different provisions of security legislation

Mr Gqweta was apprehended by police in May this year — the sixth time the trade union leader has been the subject of security police investigations

grave error in the development of a multimillion-dollar business and leisure the showground

ince to appoint the consultants responsible for the design of the pool to investigate its present problems and if necessary to relocate the outlets

hard-hitting Mr Van der Merwe that never in the history of the council councillors been criticised with so much reports running for hundreds of pages had been submitted to council

Councillors criticising the appointment of the same consultants said it was unfair that taxpayers would have to foot the bill to get the pool altered when the consultants had been responsible for the design of the pool

not believe it is tantamount upon the decision to decide if a venture by an entrepreneur is or unfeasible I fully opposed to the bill" he said

"UNJUSTIFIED" Dr F Sonnenberg said the design of the pool was not satisfactory and it was not justifiable to expect taxpayers to foot the bill to have it put right

**BUSINESS** analyse every venture in Cape Town to this extent to find out if it is going to be a success, there would be no business in it

"Surely we should have made absolute sure these faults would not occur before we built the pool," said Mr Solm Yach

objectors were told, it would be a waste of each had a right to be heard

Defending the expenditure of R70 000 on immediate improvements to the Muizenberg Pavilion, the chairman of the council's amenities and health committee, Mr Emil Riess, said nobody would have believed just how successful and popular the pavilion would become and it was now necessary to spend more money to cope with the crowds

council voted by 10 to 9 to inform the public of its objectives and the scheme

developers have to the Province to make the scheme a success

day class boycotted by power in hostels which is a preparation for the day

Association of the University of the Cape has called for unconditional reinstatement of 1 500 students and a lecturer after a boycott of classes recently

In a statement yesterday, the association said it seriously questioned "the university authorities' handling of the student crisis, the involvement of the Ciskei police in internal university matters and the suspension of a colleague for expressing concern over student affairs

affairs and the denial of healthy negotiation between students and administration appears to be a serious catalyst for confrontation"

dismissal declared invalid

Fort Hare students in Cape Town will hold a meeting in Guguletu tonight to discuss the formation of a parents-students committee to handle the issue.

day class boycotted by power in hostels which is a preparation for the day

**GRIEVANCES**

"Furthermore the suspension of meetings of the Black Staff Association can be regarded as a serious infringement of academic freedom," the statement read

The association called for the "immediate and unconditional" reinstatement of Mr Jackson and all the students and for the "normalisation of all student and academic activity" at the university.

**"BRUTAL"**

Mr Holliday admitted the case had no connection with an internal decision by the university, but still declined to comment

A statement by the Fort Hare Support Committee formed by students at UWC pledged support and said the students had "taken note of the brutal manner in which the Fort Hare authorities, in collaboration with the Ciskei police, have handled genuine student grievances."

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**CONTRACT**

suspension of a contract in Land Surveyor Jonathan Jackman's case. He made criticism of the university's actions in a contract.

"We feel students have a legitimate right to express their grievances with respect to campus

The public relations officer of the University of Fort Hare, Mr Norman Holliday, said yesterday the university could not discuss the status of Mr Jackson until the Ciskei Supreme Court had heard an application from four students to have their

VILLE mother was paid R20 to a constable to be able to go to Table Bay. She was found guilty by the Town magistrate yesterday of bribing

**Woman guilty of bribing policeman**

on July 30 she paid a Constable Plaatjes R20 she had received from a Chinese man

journeyed until September 24

Mrs Dunn was released on R50 bail. One of the conditions was that she remain with her parents

stelle Dunn, 25, was found guilty.

ation. Mr J J

Her children were

**'End of docks labour peace'**

Labour Report

THE attempt by the South African Transport Services (SATS) to turn back the clock on labour reform would lead to a confrontation and shatter three years of labour peace on the country's docks Mr David Lewis general secretary of the General Workers' Union said last night

Mr Leon Els public relations officer of SATS said yesterday that the Minister would not discuss the dispute in the Port Elizabeth and East London docks between SATS and 1-000 railway workers, despite an urgent appeal by the GWU for him to intervene

Like all other workers, the dockers had grievances which they wanted to discuss with their employer, he added.

He warned that a confrontation was likely because of SATS's "obstinate refusal" to discuss the establishment of a structure through which workers could channel their grievances

**CONTROL**

Mr Lewis said "SATS have said they will not deal with outsiders. We are certainly outside of SATS control but we are representative of SATS dockers in Port Elizabeth and East London and it is on the instructions of these SATS employees that we have requested discussions with management"

The workers would no longer accept a refusal to talk he said

"SATS's attitude will discredit all those who seek negotiation rather than confrontation as a solution to this country's problems," Mr Lewis said

Reacting to the statement released yesterday by SATS on behalf of the Minister of Transport Affairs, Mr H Schoeman Mr Lewis said SATS's attitude "exhibited a scant disregard for the economic and political stability of the country's most depressed and volatile region"

**Consumer Reporter**

A SUPERMARKET chain has cut the price of frozen chicken to R1.28 a kg until the end of this month

**Chicken price cut**

chicken by 9 c from R1.38 a kg to R1.29

"they do," an executive promised

Now Grand Bazaars has retaliated by cutting its price by 10 c to R1.28 a kg

Both firms are selling fresh chicken at R1.49 a kg. Four weeks ago fresh chicken was R1.79 a kg and frozen R1.69 in most supermarkets

"We are selling at a loss but we cannot let Pick n Pay get away with this. We will hold our price down as long as

Producers claim that they are selling at a loss, and say the price must go up soon.

**'Reinstate 1 500' - UWC**

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**GREAT NEWS - JURGENS CAN TAKE YOU ANYWHERE**  
  
**JURGENS MAGNIFICENT B**

has been exerted on SATS to reach an accord with the GWU (*Current Affairs* August 20). The union claims to represent most SATS workers in the Port Elizabeth and East London harbours and is demanding that SATS should grant it a limited form of recognition at these ports. Last Monday was the deadline for SATS to reply to a demand to start negotiations with a dockworkers' committee.

SATS did not meet this deadline. But early in the week there were press reports that Schoeman was willing to investigate the dispute, which is threatening to escalate to a major confrontation.

However, the statement issued by SATS said reports that Schoeman was willing to negotiate with the union were incorrect. Schoeman would negotiate only with SATS personnel or their recognised representatives — the staff associations — “and not with any outsiders”.

“It is interesting that SATS knows of no complaints from its staff regarding salaries or service conditions, and that any strike which may be called for would be for reasons other than the normal,” the statement said.

By midweek it seemed as if a private sector initiative to resolve the dispute had stalled. Some Eastern Cape employers are still hoping that SATS can be persuaded to have informal discussions with GWU leaders, but SATS sources say there is little chance of this happening.

Union members say that industrial action remains the only alternative to them if SATS refuses to deal with their union.

Powerful unions and union groupings abroad have threatened sympathy action if the dispute develops into an open conflict.

FM 27/8/82  
LABOUR MATTERS (145)  
**Showdown looms**

A statement issued on Wednesday by Transport Minister Hendrik Schoeman has dashed hopes that the SA Transport Services (SATS) might try to avoid a showdown with the General Workers' Union (GWU).

Extraordinary private sector pressure

However, some observers claim that SATS may be willing to risk a confrontation now because the action that these bodies might take against SA might not be as severe as was originally feared. They believe union leaders in some Western countries might find it difficult to persuade their members, who face declining earnings because of the depressed state of world trade, to refuse to handle goods going to or from SA.

ARG 43 30/8/82 (145) 12/11/82 9

# otha meet

Last night Dr Kissinger met several prominent South Africans at a meeting organized by the US Ambassador in South Africa. It is understood Chief Gatsha Helezi attended the meeting.

## MOTLANA, TUTU

Among the people Dr Kissinger will meet are prominent Soweto residents Dr B Motlana and Desmond Tutu.

Kissinger will leave South West Africa tomorrow and is also expected

to visit Zimbabwe and Zambia.

On the question of a Cuban withdrawal from Angola Dr Kissinger said he understood there would be "no legal linkage" between a withdrawal and a solution to the South West African conflict.

However a factual relationship is assumed and this means there will have to be a Cuban withdrawal linked to positive developments in Namibia, he said — Sapa

from the immediate area.

Hopes that the hostages were still alive were boosted when a cent team in the Lupan-Nkai area was held by 12 armed men who demanded money to buy them "for the white people in our company".

Yesterday Mr Nkomo

travelled the 170 km north to Lupane from Bulawayo and told 1 000 at a rally to spread the word that the tourists should be released.

He said he had appealed to the government to withdraw the army to create an atmosphere conducive for the tourists' release.

**Labour Reporter**  
MORE than 800 dockers in Port Elizabeth have decided to hold a "go slow" from today to try to get the South African Transport Services to open discussions with them.

The workers, members of the General Workers' Union, have tried unsuccessfully for the past 10 months to negotiate with SATS about establishing a local committee through which to channel workplace grievances.

Mr David Lewis, general secretary of the GWU, said the SATS dockers believed they had been left with no alternative but to engage in industrial action after SATS ignored a deadline to open discussions with them.

## RELUCTANCE

"They will embark on a go-slow starting today and will meet after a week to reassess the position," Mr Lewis said.

"The workers wish to reiterate that it is with extreme reluctance that

# Go-slow by PE dockers starts

they have decided to embark on this course of action and that they are still willing to discuss the issue with their employers at any time.

A go-slow will mean that cargo will take considerably longer to load and discharge than if the workers were working at their normal pace.

## Nobel death

NEW YORK — A Nobel prize winner for chemistry, Dr Stanford Moore, was found dead in his flat after apparently committing suicide, police said. He had an incurable nerve disease — Sapa-Reuter

## AUCTION SALES

# R40 000 INSL

BRAND NEW QUALITY FURNITURE — LOUNGE SUITES — DINING ROOM SUITES — BEDS AND MATTRESSES — ROOM DIVIDERS — TABLE UNITS — BEDROOM SUITES —

Acting on instructions of Campbell and Will claim has been removed from a large furniture and will be cleared by public

TUESDAY 31st  
WEDNESDAY 1st  
WEDNESDAY 1st  
92 REGENT

including Cottage dining room suites — Sky track — Var Dvk shaggy and patterned carpet — two small office safes — electric typewriter — cash registers — calculators — quantity of motor car — Nashua 1215 dry photocopier — brand new lantern torches — factory hard lawn mowers — vacuum cleaners — sewing machines — Benz wheels and Hub caps — Pedestals — front bureau — 30 metre rolls of carpeting to



★ Goods accepted and collected for auction  
★ Auctioneers Kenny Finberg and Eddie C

# OPERATIONS

# NOBER BUY-ALLS TOMORROW

WHITE RHINO

Dea... ..

Public Relations  
torate in Pretoria said  
the woman, in her thir-  
ties, was admitted to the  
hospital last Sunday and  
her babies were born the  
next day

Just after 3am the twins  
and three other babies  
were strangled and then  
their heads were beaten  
on the floor. A sixth child  
died last night

The dead babies were  
Tokozani and her brother  
Sibiso — twins of three  
days, and George More-  
mong, Wilson Hlongwane  
and Neo Mokua, a girl, —  
all five days old

The Chief of the Soweto  
CID, Brigadier J J  
Viktor, said today the  
woman was taken to  
Sterkfontein mental hos-  
pital for observation. The  
police were awaiting a  
psychiatrist's report

The superintendent at  
Baragwanath Hospital  
was not available for  
comment today and the  
Public Relations Depart-  
ment at the Hospital said  
it was still gathering in-  
formation

A hearing would be held  
soon to investigate how  
the woman had got past  
the night nurses

The South African Nursing  
Council was also likely to  
investigate the circum-  
stances of the babies'  
death and the role of the  
nurses, according to the  
sources — Sapa

when he was expelled from  
the party and claimed at

about 1 000 people

# Dock workers in PE start a go-slow

By SANDRA SMITH

ABOUT 1 000 Port Eliza-  
beth dock workers started a  
go-slow today in an effort  
to force the South African  
Transport Services (SATS)  
to hold talks with their  
union

The General Workers'  
Union (GWU) has at-  
tempted to meet SATS re-  
presentatives for 10 months  
to discuss working condi-  
tions in the Port Elizabeth  
and East London docks

SATS has consistently  
refused to meet the GWU  
because it will not recog-  
nise any body outside of its  
staff associations, and has  
said any approaches by em-  
ployees must be conducted  
through "correct channels"

The business community  
has warned of possible  
national and international  
repercussions of industrial  
action by the Port Eliza-  
beth dock workers

A SATS spokesman said  
today "some workers are

working slower than  
usual", but that there was  
"no disruption in the work-  
ing of the harbour"

SATS was "monitoring  
the situation carefully", he  
said

In a statement the GWU  
said about 750 dockers "ex-  
pressed their bitter disap-  
pointment at SATS man-  
agement's refusal to  
respond to their request for  
a meeting aimed at resolv-  
ing the current dispute" at  
a meeting this weekend

The workers felt they  
had been left with no alter-  
native but to "engage in  
industrial action"

"However, mindful of the  
seriousness of this particu-  
lar dispute and its potential  
consequences for the stabil-  
ity of the Eastern Cape, the  
workers have decided to  
engage initially in limited  
industrial action"

They were still willing to  
discuss the issue with their  
employers at any time, the  
statement said

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~~145~~ 145 ~~2/8/82~~ C, Times  
**Dockers begin  
go-slow at PE**

Labour Reporter

31/8/82

THE General Workers' Union (GWU)-SA Transport Services (SATS) recognition dispute entered a new phase yesterday as Port Elizabeth dockers began a week-long go-slow

A decision to take limited industrial action was made on Saturday when the dockers — all members of the GWU — expressed their "bitter disappointment" at SATS's refusal to meet their committee in an attempt to resolve the dispute

A SATS spokesman said there was no major disruption of the port yesterday and "only a few people" were involved

A GWU spokesman said, however, that the go-slow was being supported by nearly all SATS workers at the docks "There is no major disruption because that's not what the workers want — if they had wanted that, they would have gone on a full-on strike

"If this wide support is not treated with due seriousness, they (SATS) might well be faced with a major disruption"

The GWU was, however, perturbed at the "extraordinary" police presence at the docks

2710 (1245) 2011  
21/8/82

# Hardline SATS faces 'go-slow' by dockers

By STEVEN FRIEDMAN  
Labour Correspondent

PORT Elizabeth docks teetered on the brink of labour confrontation yesterday as about 1 000 SA Transport Services (SATS) dockers began a go-slow to protest at SATS refusal to recognise the General Workers Union

The GWU has been trying to talk to SATS about union recognition for 11 months — and a confrontation will have serious local and international repercussions. The dispute has evoked unprecedented concern among East Cape businessmen.

A worker meeting called at the weekend — to discuss the Port Elizabeth port manager's failure to answer a letter signed by 600 dockers asking for union recognition talks — decided not to opt for immediate strike action but

rather for "limited industrial action" a go-slow.

The GWU said workers would review the situation next weekend — workers were "mindful of the seriousness of the dispute for the entire East Cape region".

If there is no progress, a strike seems certain — although the GWU is still prepared to talk to SATS.

A SATS spokesman said yesterday "one or two workers" were working more slowly, but harbour operations had not been affected, and SATS was monitoring the situation closely.

Meanwhile Eastern Cape businessmen fear a strike would seriously affect the region's economy. All their attempts to mediate so far have been unsuccessful.

The GWU statement said workers had expressed their

"bitter disappointment" at SATS' refusal to respond to their calls for a meeting to hammer out a solution to the dispute. Workers felt they had "no alternative" but to engage in industrial action.

"However, mindful of the seriousness of their particular dispute and its potential consequences for the stability of the Eastern Cape, the workers have decided to engage initially in limited industrial action."

"We wish to reiterate that workers have embarked on this course with extreme reluctance and are ready to talk to their employer at any time," the GWU statement said.

This is the second time SATS dockers in the ports have embarked on a go-slow. They did so previously in a dispute over bonuses, which was resolved.

# 'Police-state measures' in new bill

Staff Reporter

LOCAL trade unions and community organizations have warned of "widespread unrest and confrontation" in the urban areas and deepening poverty in the homelands if the controversial Orderly Movement and Settlement of Black Persons Bill becomes law

These warnings are contained in submissions by these organizations to the parliamentary select committee which is reviewing the bill. Today is the closing date for submissions.

In a lengthy memorandum, the African Food and Canning Workers' Union and the Food and Canning Workers' Union — a number of whose members will be hit by the tough provisions of the bill — say its measures are "appropriate to a police state".

## Brutal measures

"Should this bill become law, it will prove to

us that apartheid, far from being dead or even in the process of being eliminated, is being reinforced by the most brutal measures

"No person or organization seeking industrial and social peace in South Africa will be in any position to support this bill, which if approved will necessarily result in increased polarization and hostilities."

The Cape Town Municipal Workers' Association and the General Workers' Union have both called for the repeal not only of the bill, but of all existing influx control laws

## Constitution

The United Women's Organization (UWO) also rejects the bill "in its entirety," saying "every aspect of the proposed legislation is in violation of the constitution of the UWO"

The Federation of Cape Civic Associations says "the effects of the bill will be to further limit and confine the movement of a large section of the South African population"

Chief objections to the bill include the belief that it will confer vast powers on the Minister of Co-operation and Development, will in a number of instances remove recourse to courts of law and will require massive policing

● Leading article, page



AP 145 RDM  
11/9/82

# PE docks 'tense' as the go-slow enters day three

By STEVEN FRIEDMAN  
Labour Correspondent

LABOUR relations at Port Elizabeth docks were reported "extremely tense" yesterday as a dockers go-slow in support of union recognition demands entered its second day and unionists reported widespread worker support for the action.

According to General Workers' Union (GWU) sources, today will be a "critical" test for wharfside labour relations as general cargo vessels are expected in the harbour and the effect of the go-slow will be felt for the first time.

There has been little general cargo in the ports over the past few days.

But a spokesman for SA Transport Services (SATS), which employs the dockers, said yesterday that, despite go-slow action by "a few" workers, the port was "calm" and there had been no effect on harbour operations.

In another development yesterday, the GWU received a telegram from the Minister of Transport, Mr Hendrik Schoeman, refusing its request for a meeting on the dispute and claiming that recognising the union would lead to "labour unrest".

The go-slow is the latest development in a 10-month union recognition row between GWU members and

SATS. There are fears the dispute could escalate into a full confrontation between dockers and the Railways.

Yesterday a GWU spokesman said the go-slow was proving "extremely effective". But it had had little impact at this stage because there had not been much cargo in the port.

"Tomorrow could be crucial. General cargo vessels are expected in the ports and the worker action will make itself felt for the first time. The situation is extremely tense," he said.

An SATS spokesman said he was not sure whether general cargo vessels were expected today.

He said "a few workers" were taking part in the go-slow and added "The situation is calm and under control." SATS was not planning any action on the go-slow at this stage, but was "watching developments", he said.

In his message to the GWU, Mr Schoeman said he was satisfied that "there is no evidence of complaints regarding salaries and general service conditions" and workers had "recognised channels of communication and negotiation to air possible grievances".

He advised the GWU to contact the Federal Consultative Council of Railways and Harbours Staff Associations.

# Few supporting PE docks go-slow — PRO

Labour Reporter  
THERE was no effect on work in Port Elizabeth docks yesterday after a go-slow was declared by South African Transport Services dockers, said SATS public relations officer Mr Leon Els today

Only a few workers were supporting the go-slow, he claimed

"There is absolutely no disruption in PE harbour. Only about 20 workers are working at a slower rate," said Mr Els

However, Mr David Lewis, secretary of the General Workers' Union, said the SATS statement was "stupid and downright misleading to industrialists and the general public, who could be seriously affected by the escalation of this dispute"

"SATS have known for months that our membership figures stand at close on 900. It is not true that only 20 workers are supporting the go-slow

"SATS are guilty of severely misleading the public by perpetuating the myth that the go-slow is not strongly supported"

## PAMPHLETS

In the past two months more than 840 workers have signed letters to the port manager asking him to open discussions with them and complaining about alleged police harassment. All said they were members of the GWU

Anonymous pamphlets were distributed at the docks yesterday. They were said to have come from "old dockworkers" and claimed that the GWU and Mr Lewis were provoking a strike

The union was also disturbed at the "extraordinary police presence" in the harbour yesterday, he added

PRGAS  
31/8/87

(R/S) (U/S) (W/S) (X/S) (Y/S) (Z/S)

# Railmen accused of increasing racial tensions

Post Reporter

THE General Workers Union (GWU) today accused the Federation of South African Railways Staff Associations of increasing racial tensions in the Railways by allowing themselves to be used as a "smokescreen" by the employers

The Federation of Staff Associations yesterday told the GWU they could not allow the South African Transport Services to deal with any outside unions

The GWU has for 10 months attempted to hold talks with SATS on behalf of its members in the Port Elizabeth and East London docks

Yesterday the Minister of Transport Affairs, Mr H Schoeman, informed the GWU by telex that negotiations between SATS and the GWU would lead to the breaking up of the existing labour negotiating struc-

ture and "labour unrest". On Monday about 900 Port Elizabeth dockers started a go-slow in protest against SATS' refusal to talk to their representatives

A GWU spokesman said today SATS was using the staff associations as a "smokescreen".

"This goes to show the nature of the trade unions SATS is prepared to deal with—ones which collaborate with them," he said

A SATS spokesman said today that while it was difficult to pinpoint which workers were involved in the go-slow, "in certain areas we can definitely see that they are, and have identified a number of them"

He said disciplinary action against those involved was a possibility "depending on the circumstances, and what effect they are having on the work pattern"

134

145

152

E. Post

1/9/82

# 400 PE dockworkers fired after 'refusing to work normally'

By SANDRA SMITH

A TOTAL of 400 Port Elizabeth dockworkers were dismissed yesterday, according to a spokesman for the South African Transport Services (SATS), and today 20 stevedores staged a three-hour work stoppage

The spokesman said the 400 workers, out of a workforce of about 1 100 dockers, were fired after refusing to "work normally".

A spokesman for the General Workers Union, however, said workers were under the impression that all GWU members who were involved in the go-slow — about 900 workers — had been dismissed

GWU members started a go-slow on Monday in a bid to force SATS to hold talks with the union on working conditions

For more than 10 months the GWU has attempted to meet SATS representatives who have said they cannot deal with any worker representative body outside of Railway Staff Associations

Yesterday, several workers on the morning and afternoon shifts were dismissed and, watched by members of the Reaction Squad in camouflage uniform, put in buses and police vehicles and taken to the black residential areas under police escort

A SATS spokesman said the workers were given an ultimatum to work normally

or be fired

He said those who lived at the hostel in New Brighton had been taken there and others had been dropped at central points

He said they would be paid all money owed to them tomorrow at pay points outside the harbour and those who were migrant workers would be returned by train or bus to Ciskei or Transkei

"I want to emphasise that there is no question of the workers being arrested when they collect their money," he said

A spokesman for SA Stevedores Ltd said today the total workforce of 32 had downed tools in a demand that the company intervene in the dispute

After talks between officials and members of the stevedores committee the workers resumed work at about 9am The stevedore committee then held talks with SA Stevedores representatives

The executive director of the Midland Chamber of Industries, Mr Brian Matthew, said it was impossible to make any sensible comment on the situation as there was such a discrepancy in the information being provided by the two parties

The secretary of the Port Elizabeth Chamber of Commerce, Mr A J Gilson, expressed grave concern about the situation and said the chamber was in contact with SATS

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank

	Internal	External
1)	(2)	(3)
3	58	
1	63	
Examiners' Initials		

Paper No

(to be copied from the heading on the Examination Paper)

### NOTE CAREFULLY

1. The answers only on the right hand pages will be marked. The left hand pages may be used for rough work, but no credit will be given for such work.
2. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
3. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
4. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

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Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

# Dockers in PE sacked, then bused out of city

By STEVEN FRIEDMAN

HUNDREDS of dock workers employed by SA Transport Services at docks in Port Elizabeth were yesterday fired, bused out of the harbour by Railways Police in camouflage uniforms and deposited in black townships outside the city after refusing to abandon a go-slow, eye-witnesses reported yesterday.

The eye-witnesses said all 900 workers had been bussed out, but a SATS spokesman claimed that only 200 had been fired.

The workers, the vast majority of who are members of the unregistered General Workers' Union, had been on a go-slow since Monday in protest against SATS's 11-months-long refusal to talk to the union.

Yesterday GWU general secretary Mr David Lewis described the sackings and removal of the workers as "sheer barbarism".

He said they came only days before a high-ranking delegation from the United States union federation, the AFL-CIO, was due to arrive in South Africa and urged the delegation to refuse to meet Government representatives.

Union sources in PE said yesterday stevedores in the harbour employed by private companies were meeting their employers to discuss the situation.

The dockers had embarked on a go-slow in reaction to the port manager's failure to respond to a letter signed by 600 workers asking for a meeting.

A SATS spokesman said yesterday about 80 morning shift workers in the pre-cooling sheds had been asked to abandon the go-slow but had refused. They had then been fired for "repudiating an instruction", he said.

Another group of about 120 on the afternoon shift had also been fired and both groups had been transported to their hostels to collect their belongings. "They have been told to leave the hostels immediately," he added.

The attention of labour observers in the Eastern Cape is now likely to move to the stevedores who may take action in support of the dockers.

● Botha's warning  
— See Page 3.

THURSDAY, SEPTEMBER 2, 1982



The Minister of Manpower, Mr FANIE BOTHA (left), at a Press conference in Port Elizabeth today. With him are Dr PIET VAN DER MERWE, (right) Director-General of Manpower, and Mr J C GREYLING, PE Divisional Inspector of Manpower.

*Post*  
**Govt pledge on harbour unrest**  
*2/9/82*  
*145*

Political Correspondent

THE Minister of Manpower, Mr Fanie Botha, today pledged the Government to work for a "stabilisation" of the dockworkers situation in Port Elizabeth but gave no indication of what steps he personally would take.

Mr Botha told a Press conference that it was not policy to comment on industrial unrest while it was in progress. He confirmed that the Government's broad advice to the private sector was that it should at least keep talking to the unions even if not registered but declined to comment on the SATS's consistent refusal to talk to the GWU.

In answer to a question as to what steps the Government could take to resolve the dockworkers' dispute, he said that it was not a matter for comment through the Press.

Pressed as to whether his department was in fact considering taking action in the dispute, he replied "Draw your own conclusions".



# 200 dock workers fired

145  
2/9/82

All answer books  
Number of  
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Surname  
First Name(s)  
Date  
Degree/Diploma you are registered for  
Subject (to be copied)  
Paper No (to be copied)

**Own Correspondent**  
**PORT ELIZABETH** — At least 200 General Workers' Union (GWU) members, employed as dockers in the Port Elizabeth harbour, were fired by the SA Transport Services yesterday.  
 On Monday the dockers had begun a go-slow to gain the right to be represented by the GWU.  
 The GWU said 900 workers had been fired, but a SATS spokesman said only 200 workers were dismissed — 80 in the morning and 120 in the afternoon.  
 The SATS spokesman said dismissed workers would have to vacate the railways hostel immediately and would "be returned to their home addresses as soon as they have collected their belongings". Contract workers would be returned to Transkei and Ciskei.  
 Police vehicles escorted the workers, in buses, from the harbour in two police convoys. The morn-

ing-shift workers said they were dropped in Kwazakele and the afternoon shift, in Veeplaas. They denied a SATS statement that they had been dropped at the hostel in New Brighton.  
 According to the SATS spokesman, the workers conducting a go-slow had been "asked to return to their normal pattern of work". Workers in the pre-cooling shed "refused" and continued their go-slow yesterday morning.  
 Eighty workers were fired with immediate effect because they failed to obey lawful instructions and in the afternoon, 120 were fired for refusing to resume their "normal duties".  
 It was pointed out that in an earlier interview the spokesman had said no disciplinary action would be taken against the workers "because they were still working and only if they stopped, would they be contravening their contracts".

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

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(1)	(2)	(3)
8	65	
Examiners' Initials		

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...making competition at the Iowa State

# Questions to Minister over fired dockers

145  
E. Post 2/9/82

By JERRY McCABE

THE dismissal of 400 workers by the South African Transport Services yesterday was raised during a question-and-answer session with the Minister of Manpower, Mr Fanie Botha, at his meeting with Eastern Cape businessmen today

Mr Brian Matthew, executive director of the Midland Chamber of Industries, asked Mr Botha why, when the Government had issued a White Paper accepting certain principles of maximum self-government, these principles were not carried out by Government departments like the SATS

Mr Matthew said a situation had arisen where the private sector was almost being held at ransom by what had happened in the Port Elizabeth harbour

Mr Botha replied that, as far as possible, the various Government departments were all dedicated to the principle of self-government and autonomy

"I am sure if you discussed the problems with the relevant department the matter could be sorted out. That department is

also dedicated to self-government," he said

The Government sometimes had to "look forward when other people neglected to do their duty", Mr Botha said

Another questioner asked Mr Botha to what extent he thought the police should be involved in industrial disputes

The Minister answered that his department never called on the police to solve its problems, and that the police became involved only when those involved in industrial disputes gave them reason to be

Mr Botha was also told that certain unions had difficulty in obtaining official recognition, and was asked what could be done about this

"We do try to expedite the recognition of unions as far as possible. Sometimes we do have a great problem getting the right information from the unions to enable us to recognise them. Sometimes the problem lies with the other side and not with us," Mr Botha replied

"It is to the advantage of all concerned that all unions should be registered"





1149

# Dockers won't be replaced

G. Post 2/9/67

Post Reporter

BECAUSE of the general slowing down in cargo being handled in the harbours, South African Transport Services (SATS) would not replace 400 Port Elizabeth dockworkers fired after a go-slow this week, the SATS public relations officer, Mr Leon Els, said today

Mr Els said the remaining 900 or so Port Elizabeth dockworkers were sufficient to handle the present traffic.

There had been a marked decline in traffic at South African harbours during the past five months

Mr Els linked the decline in traffic and the decrease in exports to the slump in the economy. Even Richards Bay had seen a decrease in coal exports

# World body hits at firing of dockers

Post Reporter

THE International Transport Workers' Federation (ITF) has condemned the sacking of 400 Port Elizabeth dock workers in telexes to the Minister of Manpower, Mr Fanie Botha, and the Minister of Transport Affairs, Mr H Schoeman

The workers were dismissed on Wednesday after a go-slow in an effort to force the South African Transport Services (SATS) to hold talks with the General Workers Union (GWU).

SATS' action would solve nothing and could only escalate the present dispute, the ITF's general secretary, Mr Harold Lewis, said

The GWU was affiliated to the ITF and had its full support.

Mr Lewis had tried for months to discuss the "recognition problem" with the Director-General of SATS, Dr Kobus Loubser, "in an effort to avert the very situation which has now arisen".

The GWU was ready at any time to discuss industrial relations structures with SATS management with no preconditions, Mr Lewis said

SATS' "adamant refusal" to deal with GWU at all had left union members with no room to manoeuvre and it was inevitable that they felt forced into action to press their case.

"The situation is now almost, but still not completely, irretrievable.

"I must therefore once more urge your prompt personal intervention to defuse the situation by the re-instatement of those dismissed and the opening of dialogue with the union," Mr Lewis said

The ITF's transport unions around the world were closely following developments



# Dock labour dispute comes into the open

*152 170 145*  
*E. Times 3/9/82*

By PHILLIP VAN NIEKERK  
Labour Reporter

All answers

Number  
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**NOTE**

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ONE of South Africa's most significant labour disputes broke into the open this week when the S A Transport Services (Sats) fired hundreds of workers at the Port Elizabeth docks and gave them their tickets back to the homelands

The dockers had embarked on a go-slow demanding that Sats speak to their union committee. The dispute has been brewing for almost a year and has international as well as national consequences

At stake is a fundamental tenet of the government's new labour dispensation, the principle of freedom of association

The majority of Sats workers at the PE and East London docks want to be represented by the unregistered General Workers Union (GWU) — the trade union of their own choice

**Pressure**

Speaking in Port Elizabeth yesterday, the Minister of Manpower, Mr Fanie Botha, urged employers to talk to all representative trade unions — registered and unregistered. And top industrialists have publicly called on Sats to meet with the GWU

On the other hand, Mr Hendrik Schoeman, the Minister of Transport Affairs, has adamantly refused to deal with an "outside" union, Sats, the country's largest single employer with a staff of about 240 000, already deals with 11 in-house staff associations

The staff associations have themselves called on Mr Schoeman to reject the GWU's advances and Mr Jimmy Zurich, head of the Artisan Staff Association, has said that if Sats recognizes the GWU they will "lodge a strong protest" with the minister

**Newest association**

The newest of these associations is the Black Staff Association (BSA), which after a year and a half of existence claims to

have more than 50 000 members and is recognized by Sats as the sole representative of black railways workers

The GWU has rejected the BSA as "Sats's black personnel department dressed up and registered as a trade union" and stressed that in the present climate of black worker unionization the need is for "independent" trade unions

The whole dispute has been watched with interest internationally, not least because Sats is a quasi-state corporation and its reaction to black trade unions is an important test of the government's sincerity in implementing the new labour reforms

**Bald statement**

If Sats were to recognize the GWU, even on a limited basis, it would open up one of the country's most crucial industries to unionization by the new generation of black unions. But Sats is not even prepared to talk to the GWU and their dismissal of the dockers is a bald statement of how they see the dispute

The GWU, however, represents the vast majority of South African stevedores at Cape Town, Durban, East London and PE. Solidarity with railway dockers could spread the dispute into other ports.

**ITF support**

And the International Transport Workers Federation (ITF) which represents 10-million workers in the non-communist world, has pledged support to the GWU. Mr Harold Dunning, the European representative of the ITF, said in Cape Town recently that international transport workers — who are keenly aware of the dispute — would be prepared to "black" (refuse to handle) South African cargo

"We are not adopting a threatening or hostile attitude," he said "We want the workers to be represented by a trade union of their choice and we want to see workers and management talking in a civilized manner"

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

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(1)	(2)	(3)
5	59	
Examiners' Initials		

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FM 3/9/82  
**DOCK WORKERS' DISPUTE**  
**Reaching crisis point**

(145)  
Increasing conflict between the SA Transport Services (SATS) and the General Workers Union (GWU) in Port Elizabeth docks came to a head this week. Developments were not clear as the FM went to press, but were certain to exacerbate the serious labour problems in the eastern Cape — and could have international repercussions.

According to a statement by SATS on Wednesday, the employer body had terminated the services of 80 dock workers. This came in the wake of a three-day go-slow by

a disputed number of workers

According to SATS spokesman, Leon Els "After repeated requests to work normally, the workers refused to work in accordance with the terms of their contract, so their services have been terminated with immediate effect"

He added, "We're keeping a tight monitor on the situation. There is still no disruption of the harbour. Out of 1 000 workers, only 80 have been paid off"

However, the GWU's David Lewis gave a different interpretation "Several hundred workers were involved. The entire morning shift of nearly 450 workers were instructed to stop working by the port manager. When they did so, they were herded into police vans and taken to the townships"

This cannot be good news for private sector concerns which have called for the swift resolution of the conflict. And, this week, the International Transport Federation (ITF) again cabled Transport Minister Hendrik Schoeman and Minister of Manpower Fanie Botha outlining their support for the GWU go-slow. If the situation worsens, ITF support for the workers is virtually certain.

Lewis said "We have no idea of the ITF's intentions and little idea of the support the ITF might organise. However, the political implications of an international union becoming directly involved in SA labour mat-

ters are very significant. It will set a precedent and undermine the credibility of the government's labour reforms"

Brian Mathews, executive director of the Midlands Chamber of Industries, told the FM "The regional economy could be seriously affected, so we're still trying to avert strike action. We're exploring a few options and until these are all explored, we're hopeful it won't reach a critical stage"

"Industry is bringing goods through the port and we'd like this to continue without any hassles. We don't want supply lines disrupted, particularly as 60% of the regional economy is dependent on the motor car industry. If SATS can't supply the industry with components, this could impact on the region. However, this is obviously dependent on how effective GWU action is and how replaceable the workers are"

# Fears that dispute may spread

145  
14/8/82 E-Post

Weekend Post Reporter

FEARS have been expressed that the dispute between the General Workers Union (GWU) and the South African Transport Services (SATS) in Port Elizabeth could spread to other ports in the country, crippling imports and exports

The business community has warned of possible national and international repercussions, particularly in view of the support for the dockers expressed by the International Transport Workers Union (ITF)

The deadlock between the GWU and SATS continued this weekend as dockworker and stevedore members of the GWU met to discuss the sacking of several hundred GWU dockworkers this week

For 10 months the SATS has refused to talk to representatives of the GWU despite approaches from industrialists, politicians and trade unions, nationally and internationally

The SATS says it will deal only with its in-house staff associations, with whom it has a closed shop agreement

On Monday about 800 GWU members out of a total black labour force of 1100 at Port Elizabeth's harbour started a go-slow in an effort to force their employer, the SATS, to hold talks with the union

This blank refusal by the SATS to talk to the union is in direct contrast to a recommendation made this week by the Minister of Manpower, Mr Fanie Botha, to employers to talk to unions — even those which are unregistered

On Wednesday SATS dis-

missed 400 Port Elizabeth dockworkers, who were loaded on to buses and police vehicles in the harbour and taken to the black residential areas under police escort

A spokesman for the GWU said workers were under the impression that all the union's members who were involved in the go-slow — about 800 — had been fired

A SATS spokesman said the workers had been given an ultimatum to work normally or be fired

On Thursday the harbour was unnaturally quiet. Only two ships were being unloaded. Few black workers were seen and reports were received of white SATS staff doing the work of the dockers

The harbour entrances were manned by Railway Police, some in camouflage, who had been instructed to watch out for "unlawful entry" by the dismissed workers

On Thursday 32 stevedores employed by the SA Stevedores Ltd downed tools in a demand that the company intervene in the dispute. After talks between officials and members of the stevedores' committee, the workers resumed work

A SATS spokesman said workers would be paid all money owing to them on Friday at pay points outside the harbour, and those who were migrant workers would be returned by train or bus to Ciskei or Transkei. But not one worker collected severance pay.

The workers are awaiting the outcome of today's meeting.

(170) 145  
Fired  
workers  
D as patch  
won't be  
replaced  
4/19/82

PORT ELIZABETH — Because of the drop in cargo being handled in the country's ports, the 400 dockworkers fired here after a go-slow this week would not be replaced, a spokesman for the South African Transport Services said yesterday

The remaining 900 men were sufficient at present, the spokesman said

The decline in traffic was due to decreased exports

The International Transport Workers' Federation has condemned the sackings in telex messages to the Minister of Manpower, Mr Fanie Botha, and the Minister of Transport Affairs, Mr H. Schoeman

SATS' action would solve nothing and only aggravate the dispute, the federation's general secretary, Mr Harold Lewis, said

The general workers' union was affiliated to the federation and had its full support, he said  
— SAPA

# Provocation by police, claim city dockers

w/6 ARGUS 4/9/82  
Labour Reporter

Cape Town stevedores have accused the Railways Police of provoking conflict in Cape Town docks and so spreading the dispute in Port Elizabeth harbour

The stevedores, who belong to the same union as the 400 dismissed South African Transport Services dockers in Port Elizabeth — the General Workers' Union — say that yesterday they were questioned by the police about a general meeting they plan to hold today

745  
152  
275  
333

About 900 SATS dockers in Port Elizabeth stopped work on Wednesday after SATS dismissed 400 workers

The GWU stevedores' committee in Cape Town met its management yesterday to express concern about the situation in Port Elizabeth harbour

The committee plans to hold a meeting to report back to the workers today

SATS could not be contacted for comment



# Sacked dockers ponder action

Labour Correspondent

A CRUCIAL joint meeting of stevedores and fired SA Transport Services dock workers at Port Elizabeth harbour today will decide how workers will react to 'SATS' decision to sack and bus out of the harbour hundreds of dockers this week. At the meeting, stevedores will decide whether to act in support of the fired dock workers next week. The stevedores and the dockers belong to the General Workers' Union.

Meanwhile, all the fired workers yesterday chose not to collect from SATS their termination pay and rail warrants back to the "homelands".

A GWU spokesman said yesterday this was because the workers were prepared to acknowledge neither their firing nor that they should return to the "homelands".

The 400 sacked workers would not be replaced, a SATS spokesman said yesterday, adding that the harbour was operating normally.

He confirmed that no pay had been collected, but said SATS was adamant the workers were no longer employed. They could collect their pay "when they choose to".

He said all fired dockers had now vacated their SATS hostel rooms, but because they were apparently not leaving Port Elizabeth, they were now "illegally in the area".

But this, the spokesman said, was a matter for the police and the local black administration board, not SATS. A GWU spokesman warned yesterday that there could be "serious consequences" if police stepped in.

He said today's meeting of dockers and stevedores would be "crucial". The union has put to the workers several options for action. At the meeting, they and the stevedores will decide what action to take," he said.

Meanwhile, the powerful International Transport Workers' Federation, which has warned of possible sympathy action in support of the fired men, has told the Ministers of Manpower and Transport Affairs that the situation is "almost, but not completely, irretrievable".

Its general secretary, Mr Harold Lewis, said the GWU belonged to the federation and had its full support.

Mr Lewis said he had tried for months to discuss the demands for recognition of the GWU with SATS "to avert the very situation which has now arisen".

# Dockers won't return to work

## Mail Correspondent

DURBAN — Striking Port Elizabeth dockers decided at a meeting this weekend not to return to work today, and stevedores in the city promised them "concrete support"

The General Workers' Union's 11-month recognition dispute with South African Transport Services resulted in a strike last week by hundreds of Port Elizabeth dockers

Port Elizabeth stevedores threatened to strike in sympathy but agreed to hold off until they had met the dockers this weekend

At Saturday's meeting, attended by about 1 000 workers, the dockers resolved not to return to work unless they were all reinstated and until SATS committed themselves to negotiations with workers' representatives

SATS, which last week fired 400 dockers, insists it will deal only with its in-house staff associations and not with any "outsiders"

A statement released by GWU yesterday said that SATS' action in using the police to drive the dockers out of the harbour and the "brutal expulsion" of these workers from their accommodation had "generated considerable anger in the black community and among the affiliates of the International Transport Workers Federation (ITF)"

The ITF, one of the world's largest trade union federations, has made a last-minute plea in a telegram to the Ministers of Manpower and Transport to salvage the deteriorating labour situation in the docks

father-in-law refused to name the child

daughter back," said the prosecutive father-in-law

Miss De Palma returns to Italy in October

researcher writes a thesis on the role of the woman in rural Lesotho.

# Stevedores support sacked workers

By SANDRA SMITH  
9/18/82

THE Port Elizabeth stevedore workers' committee met with SA Stevedores Ltd today to discuss the sacking of several hundred dockworkers last week.

The meeting followed a decision at the weekend by stevedores who are members of the General Workers Union (GWU), to give "concrete support" to the dockworkers.

There are 263 stevedores in the harbour, most of whom are GWU members. On Monday, dockworkers

belonging to the GWU started a go-slow in an effort to force the South African Transport Services to hold talks with the union.

On Wednesday, hundreds of dockers were taken from the harbour in buses and police vehicles to black residential areas. SA Stevedores said 400 were dismissed.

Later in the day all the stevedores on duty in the harbour — 32 men — downed tools, demanding that SA Stevedores Ltd intervene in the GWU-SATS dispute.

At a weekend meeting of

about 1 000 SATS employees and stevedores, the stevedores committed themselves to "concrete support for the SATS workers", and said they would convey the details of their decision to their employers today.

At the meeting it was resolved that SATS workers would not return to work "unless all the workers are re-instated and SATS commits itself to dialogue with worker representatives".

"We must warn that we are on the verge of a total shut-down of the Port Elizabeth harbour, a state-

ment said. "Moreover, SATS's action in using police to drive the workers off the harbour and the brutal expulsion of these workers from their accommodation, has generated considerable anger in the black community and among the affiliates of the International Transport Workers Federation (ITF)."

"We re-iterate our preparedness to talk, and re-emphasise the profound political and economic implications of this confrontation. It is vital the Minister of

Manpower, Mr Fanie Botha, and leading industrialists, use their good offices to bring SATS and the union together to avoid a further escalation of this dispute.

At a meeting of Cape Town stevedores on Saturday it was decided to "closely monitor the situation in Port Elizabeth and hold another meeting at the weekend to discuss the issue."

GWU has alleged that several Cape Town stevedores were questioned by Railway Police last week.

DURBAN — A Natal company is selling a cheap one-man "push plough" — said to be capable of saving South African farmers hours of backbreaking work — which

By MIKE CADMAN

## R55 plough tilling from New push for



A PORT ELIZABETH man was shot in the head while showing his family how a

(Crime Reporter

## Third roulette victim to die in PE

gestions He fled when she screamed. The police Press Liaison officer for the Border, Major W W Brown, said today the woman was not hurt.

Mrs D Knox, of Durban, a Mrs Yadeni, no address given, a Miss Paya, no initial or address given, and Mrs M Louwin, no address given.

E W azak and Mrs F W azak, of Austria, Mr G Bender, no address given, and Mrs E Bender, Mrs J Chandler, of Kimberley, and Mrs Sheila Black, of England.

Logue, of Durban, who fractured her neck and femur, and Mrs R Maguire, of Grahamstown, whose right hand was amputated. The other patients still in

OWN  
The luggage of the injured passengers was brought to the Provincial Hospital today. Six of the passengers

## Boost for poor farmers

# Stevedores in attempt to end harbour deadlock

By STEVEN FRIEDMAN  
Labour Correspondent

STEVEDORING employers and workers at Port Elizabeth harbour yesterday agreed to make a concerted last-minute effort to prevent the labour confrontation in the docks escalating into a stevedore's strike

And a high-ranking delegation from the American union federation, the AFL-CIO, which arrived in Johannesburg yesterday, announced it had cancelled a planned meeting with South African Transport Services in protest against its actions

The AFL-CIO men, who originally asked to meet SATS, said they would only meet SATS if the General Workers Union was also allowed to attend the meeting — SATS refused to meet the union — and attacked SATS' actions in the harbour

"We believe in the right of workers to join unions of their choice and we could not meet an employer which has demonstrated it does not share that belief", delegation leader Mr "Chick" Chaikin said yesterday

The decision by stevedoring employers and workers to seek a solution follows one by stevedores at the weekend to support their fellow-members of the General Workers Union who were fired and bused out of the harbour by SATS last week

It is believed that attempts will be made to break the deadlock between SATS and the GWU, and stevedoring employers yesterday appealed to SATS to talk to worker leaders in an attempt to settle the dispute and avert escalation

However, both sides were pessimistic yesterday about

the chances of preventing an escalation and sympathy action by the stevedores seemed likely

Stevedores met their employer, SA Stevedores Limited, yesterday, after taking a decision to back the SATS dockers, thus raising fears of a crippling harbour strike

In a statement, the company said the dock dispute had "regrettably spilled over into stevedoring operations" It had been told by its worker committee that "workers have no option but to stage some form of sympathy action"

It said the industry had experienced harmonious relations through its dealings with the GWU over the past three years "and this in an industry which historically and worldwide has been characterised by industrial strife"

145 ROM 7/9/12

# Dockers' strike may spread to Durban

7/9/82

## Labour Reporter

FEARS of the Port Elizabeth dockers' strike spreading to all four of South Africa's major ports increased yesterday when stevedores warned their employers that unless the dispute were quickly resolved they would take sympathy action.

The General Workers' Union, which claims to represent the Port Elizabeth dockers, is also the recognised representative of more than 2 000 stevedores employed in the four major ports by one giant stevedoring company — S A Stevedores Ltd.

An employer source said it was highly likely that if the Port Elizabeth stevedores went on strike on Friday, it would spread to East London, Cape Town and Durban.

Meanwhile, at the port yesterday SATS claimed that the situation had returned to normal. More than 500 dockers returned to work.

But, the GWU rejected this as an attempt to understate the seriousness of the dispute and said at least 700 SATS workers were out.

In a statement released after yesterday's meeting with Port Elizabeth stevedores, S A Stevedores said the dispute between

SATS and its workers had now 'regrettably spilled over into the stevedoring corporation'.

'We have been told by our workers' committee that our workers have no other option but to stage some form of sympathy action,' it said.

It added that the stevedoring employers 'sincerely hope therefore that the SATS will endeavour to resolve this confrontation by communicating with their relevant workers representatives'.

## Traffic

Yesterday's statement from the union said 'The meeting agreed to explore certain avenues in order to prevent an escalation of the dispute'. They will meet again today.

'The relationship between the stevedoring company and the GWU has been responsible for three years of uninterrupted labour peace in the four harbours, but this peace has now been shattered by the SATS,' it said.

It added that traffic in the port was expected to increase dramatically during the week, and white workers and labour recruited from other departments would be insufficient.

# SATS must talk to union, says ITF

145

E. Post  
7/9/82

By SANDRA SMITH

THE International Transport Workers' Federation (ITF) today told the Director-General of the South African Transport Services (SATS), Dr Kobus Loubser, it was imperative SATS hold talks with the General Workers' Union (GWU) for industrial peace

The ITF has in a lengthy correspondence over many months with SATS and the Minister of Transport Affairs, Mr H Schoeman, urged that the transport services hold discussions with GWU

SATS has said it cannot meet GWU representatives or deal with any body outside of its Staff Associations

In a telex Dr Loubser today the ITF's general secretary, Mr Harold Lewis, said he had referred to the bussing of GWU members out of the harbour last week (400 GWU dockworkers were fired after a go-slow) in a telex as "arrests" because "it was my assumption from the fact that dockworkers were removed from the port by police" that they had been arrested

He was aware of the law forbidding strikes in the SATS but an application of "the letter of the law" would solve nothing

The SATS dockers had been seeking acknowledgement of their basic right to be represented by spokesmen of their own choosing but management had not "given an inch"

SATS had instead insisted they rely on the Black Staff Association, in which the dockworkers had absolutely no confidence

The GWU had repeatedly requested exploratory meetings without preconditions where questions of representation would be discussed "rationally and calmly", but all such requests had been "tersely rejected"

The withdrawal of the dismissals and the opening of dialogue between the union and management was now imperative for industrial peace, Mr Lewis said

It would be tragic if management sought a short-term solution by "heavy-handed sanctions which would only store up worse trouble in future", he said

A SATS spokesman said Dr Loubser had not yet received the telex

Meanwhile, the SA Stevedores Ltd has and will again approach the SATS in an attempt to persuade SATS to communicate with the elected representatives of Port Elizabeth dockworkers

This was said by a spokesman for SA Stevedores today after the PE stevedore workers' committee of the GWU yesterday told the company that its employees would have no option but to give "sympathy action" to dismissed dockworkers if the dispute was not resolved soon

●The Fosatu affiliated Eastern Province Sweet, Food and Allied Workers Union and Chemical Workers Industrial Union last night passed resolutions supporting the GWU members and condemning SATS's sacking of the dockworkers

# Unions slam sats

THE 20 000 strong Food and Canning Workers' Union and African Food and Canning Workers' Union have said they are "appalled" at the action of the South African Transport Services in first refusing to meet with the union representing Sats employees in the Port Elizabeth harbour and later by dismissing hundreds of workers.

Sats was not prepared to grant workers elementary trade union rights and had resolved on a course of confrontation in the Port Elizabeth docks, said a spokesman for the FCWU.

The spokesman said the Sats/General Workers' Union dispute had exposed the shortcomings of the Government's labour relations policy.

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RDM 8/9/82

# Bid to defuse docks dispute

By STEVEN FRIEDMAN  
Labour Correspondent

STEVEDORES in Port Elizabeth harbour plan to strike in sympathy with fired SA Transport Services workers unless the dispute between SATS and the General Workers Union is settled by Friday, a statement by SA Stevedores Limited, which employs the stevedores, said last night.

The statement also contains the clearest call yet by stevedoring employers for SATS to deal with the GWU, saying the dispute centred around SATS's "refusal to acknowledge the basic right of workers to associate freely".

A sympathy strike could have a serious effect on harbour operations and on the flow of imports into Port Elizabeth, and, as discussions between South Africa's major stevedoring company, SA Stevedores, and union representatives continued yesterday, the company revealed it was talking to both the Department of Manpower and SATS in an attempt to find a solution.

At the weekend stevedores employed by the company decided to actively support their fellow-GWU members, who were fired and bussed out of the harbour last week, after embarking on a go-slow in support of union recognition demands. Since then, talks between the GWU stevedores committee and SA Stevedores have been taking place daily in an attempt to prevent the dispute escalating. The two parties are due to meet again today.

In its statement, SA Stevedores said it had met its worker committee and GWU officials yesterday in an attempt to "avoid the dispute between SATS and their workers spilling over to the stevedoring industry".

"It seems likely that unless the SATS management and their dismissed workers resolve their dispute, which revolves around the refusal to acknowledge the basic right of workers to associate freely, the stevedoring workers will embark on a sympathy strike commencing on Friday. We are attempting through the Department of Manpower and senior SATS management to resolve the issue," the statement said.

The International Transport Workers Federation has urged SATS to hold talks with the GWU.



# Provoking in docks denied

Labour Reporter

THE South African Transport Services (Sats) has denied provoking stevedores at the Cape Town docks following Wednesday's sacking of Sats dockers in Port Elizabeth.

According to a spokesman for the General Workers Union (GWU), a number of stevedores were questioned while working or while going from their checkpoints to work. They all belonged to the GWU, which also represented the dismissed Sats workers in PE.

"The police asked them questions like where they were going to hold their meeting, at what time, and so on. It was obviously to let them know they were being watched after last week's events in Port Elizabeth.

"This kind of action is both irresponsible and provocative and we hope they'll stop it."

The Sats spokesman said it was "futile" to comment on all accusations made by the GWU. "There was questioning, I was in the 'normal run' of the railway police's duties and not intended as provocation."

# Stevedore support pledge to dockers

Labour Reporter

STEVEDORES in Port Elizabeth have decided that if the dispute between the South African Transport Services and 800 dockers is not resolved soon, "they will be compelled to take action in support of the dockers," a spokesman for the General Workers' Union says

Meanwhile, the South African Stevedores Employers Association (SASEA) has said it hopes SATS will "endeavour to resolve the confrontation by communicating with their relevant worker-elected representatives"

The stevedores' committee met management yesterday to discuss the recognition dispute between the GWU and SATS which has resulted in the dismissal of 400 dockers

The GWU spokesman said it was "with great reluctance" that the stevedores had decided on support action

"The relationship between the stevedoring companies and the GWU has been responsible for three years of uninterrupted labour peace in the four major ports. This peace has now been shattered by SATS in a manner which obliges the stevedores to lend their support."

Captain G J Stockley, chairman of SASEA, said in a statement that the stevedoring industry had experienced a harmonious relationship with its workers through the GWU for three years

Meanwhile, the GWU has denied claims by SATS that the docks are working normally

Mr David Lewis, general secretary, said "We estimate that at least 700 SATS workers are out

Black  
union  
stands  
firmly  
behind  
SATS

New law

could have

averted PE

dock dispute

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8/9/82

Post Reporter

THE Black Staff Association (BSA) of the Cape Midland region of the SA Transport Services (SATS) stands firmly behind its management in SATS's refusal to hold talks with the rival General Workers Union (GWU)

This emerged yesterday in an interview with the BSA's secretary, Mr J Fonya, and the chairman Mr G Pemba

SATS's refusal to meet with GWU representatives led to the sacking of hundreds of Port Elizabeth dockworkers last week after a go-slow — a move which could prove to have international repercussions

SATS's stand is that it cannot deal with any worker representative body outside of its staff associations, which spokesmen refer to as "our own people"

The BSA represents 277 dockworkers in the harbour, the GWU more than 800

Mr Fonya rejected criticisms that workers found the BSA inadequate as a trade union and that it was merely a "puppet" organisation

In addition he felt SATS dealt adequately with all workers' grievances and said employees who were not members of the BSA also had easy access to officials

"It would not work for other organisations to attempt to represent groups of SATS workers. How would SATS negotiate with so many trade unions?" he said

Mr Pemba said the BSA could also not accept the International Transport Workers Federation's support for the GWU and its criticisms of the BSA

●The employers of more than 200 Port Elizabeth stevedores, SA Stevedores Ltd, have warned that their employees could embark on a sympathy strike with the dockworkers on Friday if the dispute is not resolved

After a meeting with the stevedore workers' committee and GWU officials yesterday, a SA Stevedores spokesman said unless SATS resolved the dispute, "which revolves around their refusal to acknowledge the basic right of workers to associate freely", the stevedores would embark on a sympathy strike

The company would attempt to resolve the issues through the Department of Manpower and senior SATS management, and would meet stevedore representatives again today, the spokesman said

And today another trade union, the National Union of Textile Workers, condemned SATS for refusing to negotiate with the GWU

The union said SATS's attitude "makes a mockery of the new labour dispensation", and was a serious violation of the internationally recognised principle of freedom of association

By JERRY McCABE

THE dockworker crisis in the Port Elizabeth harbour could have been averted had proposed changes to labour laws been passed, according to a Stellenbosch University industrial relations expert

The draft Labour Relations Amendment Bill 1983, recently published in the Government Gazette, makes it possible for unregistered trade unions to apply to the Department of Manpower for the establishment of a conciliation board

Here employees will meet employers to settle industrial disputes

Professor "Blackie" Swart of the Department of Industrial Relations at the University of Stellenbosch, said the proposed amendments could force employers to negotiate with their workers even if they did not want to do so

It would also be a forum for the settlement of disputes in areas where industrial councils had no jurisdiction and where one of the parties was a representative, unregistered trade union or employers' organisation

According to the head of the Department of Industrial Relations at the University of Port Elizabeth, Professor Roux van der Merwe, this could create a forum where the employer was compelled to listen to his employees — even if they belonged to an unregistered trade union

The dispute between dockworkers of the General Workers' Union (GWU) and the South African Transport Services (SATS) has been compounded by SATS refusal to negotiate with the unregistered GWU

About 400 dockers have been fired

"By refusing to talk to the union, SATS are short-circuiting the very principles of labour relations in this country," Prof Van der Merwe said

He predicted a "great deal of trouble" in the South African labour situation in the period prior to the amendments being passed by Parliament

"It is a significant move in the right direction, but it has unfortunately come a bit late," Prof van der Merwe said

Prof Swart said the success of the changes mooted in the labour laws assumed "that the union involved is prepared to make use of this facility"

Although he could only speculate about what action GWU would have taken, he assumed that "in this specific situation they might just have used the machinery available to them"

He said whereas the labour legislation amendments theoretically also applied to SATS, it depended on whether or not they could be classified as a public service body

The public service is exempt from labour legislation

"SATS are more of a State corporation than a State department. They are independent of taxes and have their own income. I would be inclined to put them in line with the private sector," Prof Swart said

SATS were bound to consider the consequences of any action they took

He said it could be expected that dockworker unions in other countries would sympathise with the GWU dockworkers and this could result in an international boycott on unloading South African ships and goods at foreign ports

ABOUT

# Stevedore employers meet Schoeman

**Pretoria Bureau**  
 The Minister of Transport, Mr Hendrik Schoeman, this morning held a last-minute conference with the general manager of South African Transport Services, Mr J G Loubser, before meeting employers of Port Elizabeth stevedores who are threatening to strike

The stevedores have warned they will hold a strike in sympathy with 400 fellow dockworkers dismissed last week by SATS for conducting a go-slow strike

SATS has refused to hold talks with the General Workers Union which represents the stevedores and the sacked dockworkers,

and Mr Schoeman was called on to intervene in the dispute

A GWU spokesman said the stevedore employers had undertaken to meet officials of the Department of Manpower today in an effort to resolve the dispute SA Stevedores management contends that the problem stems from the denial by SATS of the basic right of "freedom of association"

The SATS workers have recommended to the stevedores that they postpone tomorrow's planned strike pending the outcome of today's talks

The GWU spokesman said the recommendation of the SATS workers underlined the union's commitment to negotiation

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d)  
c)  
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a)

5. In the light of the 1979 amendments to the Industrial Conciliation Act, could you please indicate if your union has made any application for extensions in scope. If so,

Federation of Salaried Staff Associations of South Africa	
Pulp and Paper Industry's Joint Committee	
Rand Water Board Unions Joint Committee	
South African Council of Mining Unions	
South African Federation of Leather Trade Unions	
South African Council of Transport Workers	
South African Federation of Chemical and Allied Workers Union	

4. AFFILIATIONS TO INDUSTRIAL FEDERATIONS CONTINUED:

Support  
for <sup>145</sup> ~~45~~  
SATS in  
harbour  
<sup>E. Post</sup>  
dispute

<sup>1/1/85</sup>  
Post Reporter

THE executive of the Port Elizabeth Forwarding Agents Association, whose members control the movement of cargoes through the Port Elizabeth harbour, both inward and outward, have come out in support of South African Transport Services

After a meeting yesterday at which the latest harbour developments in the labour situation were discussed, the association issued a Press release which said

"A good deal of Press coverage has been given to this issue, the tenor of which supports the principle of dialogue between the SATS and its workers through the medium of the General Workers Union

"SATS, on the other hand will not recognise the unregistered GWU whose strength, taking the most optimistic of conflicting reports, totals possibly some 800 dockworkers

"This decision must be viewed against the background that there are established lines of communication through the SATS staff association acceptable to in excess of a quarter of a million workers, also there is no apparent dispute as such between SATS and its black employees since no grievances have been defined," the statement says

"The PE Forwarding Agents Association wishes to associate itself with the stand taken by SATS and view with concern the current involvement of stevedoring labour in what is essentially a domestic matter between the SATS and its employees"

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# Urgent talks on fired dockers

Labour Correspondent

SENIOR officials of SA Stevedores Limited, which employs stevedores in all the major ports, are flying to Pretoria to meet senior Department of Manpower officials today in an attempt to find a solution to the labour dispute in Port Elizabeth harbour

As a result of this initiative, fired SA Transport Services (SATS) dockers have suggested to stevedores that they delay their planned sympathy strike, which is due to begin tomorrow

The stevedores will consider the suggestion today

The threatened stevedores' strike follows last week's firing and bussing out of Port Elizabeth harbour of hundreds of SATS dockers who were on a go-slow. The go-slow was a reaction to SATS' 11-month refusal to talk to the General Workers Union (GWU), to which the fired dockers and the stevedores belong

Since the firings, SA Stevedores and the GWU have been trying to find a solution to the SATS impasse in an attempt to avert a potentially crippling strike

The company has backed calls for talks between SATS and the union, saying that the dispute centres around the workers' right to join a union of their choice

A statement issued by the GWU yesterday said in the light of today's talks between the department and the company, a general meeting of SATS dockers yesterday "recommended to the stevedores that they postpone Friday's sympathy action pending the outcome of (the) talks"

The union said that the recommendation by the dockers that the action be delayed "underlines the GWU's commitment to negotiation"

It said "As long as there is a possibility, however slim, of a negotiated resolution, our members will talk and only when faced with a blanket refusal to talk will they embark on industrial action"

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# Docks dispute: Talks today

Labour Reporter

THE management of South African Stevedores Ltd meet senior officials of the Department of Manpower in Pretoria today to discuss the dispute between the South African Transport Services (SATS) and the General Workers' Union in Port Elizabeth harbour.

Port Elizabeth stevedores told their management this week they would begin a sympathy strike tomorrow if the dispute between the 800 dockers and SATS management was not resolved

## STRIKE

The dockers have been on strike for more than a week after SATS fired 400 workers for taking part in a go-slow

The SATS workers have recommended to the stevedores that they postpone tomorrow's planned strike, pending the outcome of talks with the Department of Manpower

The stevedores will meet today to discuss the recommendation and will give their decision to management.

## "RESOLUTION"

"As long as there is a possibility, however slim, of a negotiated resolution, our members will talk. It is only when faced with a blanket refusal to talk that they will embark on industrial action," said a spokesman for the General Workers Union

Mr Leon Els, public relations officer for SATS, said he assumed the stevedore management was going to contact SATS management, as well as meeting the Department of Manpower.

However, everything at the docks was going "according to plan", he said

## Post Focus

THE sacking of hundreds of Port Elizabeth dockworkers after their go-slow last week raises important questions about conservative resistance in the State bureaucracy to Government "reforms" and about the impact the disarray in Afrikaner Nationalism is having on those reforms themselves

Mr David Lewis, general secretary of the General Workers Union, believes both aspects are important in trying to understand the hardline stand taken by South African Transport Services against recognising the General Workers' Union

The refusal of SATS over the last year to even talk to the unregistered GWU appears on the surface an inexplicable rejection of one of the guiding principles in the Government's new labour dispensation — that management and unions keep talking whether the union is registered or not

The paradox of the Government's stand has been emphasised by Rhodes University sociologist Mr Paul Stewart

"To call for employers in the private sector to keep the channels for dialogue open and simultaneously refuse to negotiate with the representative worker organisation in the docks is patently absurd," he said

Indications are that the SATS stand — with all its implications for further unrest and perhaps international reaction — has not been greeted favourably by the Department of Manpower, although inter-departmental niceties will no doubt keep Manpower effectively sidelined in the dispute

Mr Lewis believes two main reasons can be found for SATS's stand bureau-

# PE dock dispute points to SATS resisting reform

WHAT is behind the South African Transport Services' continuing refusal to talk to the General Workers' Union, which represents the majority of black SATS workers at the Port Elizabeth docks? BRIAN POTTINGER and SANDRA SMITH report:

cratic opposition from within SATS itself to the Government's "liberal" labour policy and, running complementary, concern by the Government at the political fall-out among conservative white transport unions at any bowing to demands from an unregistered independent union representing black workers

Both points raise interesting issues

Bureaucratic resistance to new Government directions is not specific to SATS Senior officials in the Department of Co-operation and Development fought tooth and nail against a policy change that accepted blacks as permanent urban residents while in Community Development a fierce rearguard action was waged against shifts in the Government's housing policies

In many cases — especially at middle-management level — the resistance to innovations in policy is likely to increase as the traditionally conservative and inert civil service confronts the new breed of P W Botha

technocrat

Mr Lewis believes it is precisely this battle which is playing itself out in SATS at the moment

The retiring General Manager, Dr Kobus Loubser, is taking a strong stand against any changes to the traditional SATS worker organisation which has been characterised in the past by strong paternalism on the part of management and ineffective representation on the part of union leaders

Other observers believe the issue is complicated by the fact that Mr Hendrik Schoeman, Minister of Transport, is comparatively new in his post and has shown at critical junctures in the recent past a questionable grasp of the issues at stake

The second aspect involves the Government's will to push forward unambiguously with its more enlightened policies in the labour field following the CP-NP split

The question has particular significance in SATS which has in South Africa's political economy tradi-

tionally had an importance far beyond the service it renders. Along with other major para-statal it provided a powerful instrument for the social upliftment of the Afrikaner from the 1930s onwards through what amounted to State socialism

But the State can no longer carry the cost of a huge and underproductive transport service and the Government no longer sees the political need to financially underwrite what is in any case a diminishing socio-economic group

What has this to do with SATS's refusal to talk to the GWU?

Mr Lewis believes that with the particular tensions between Government and white transport workers — the shift from sheltered to competitive employment, staff cut-backs, overtime cutbacks, high inflation and the emergence of a powerful Right-wing party — it is not exactly the time SATS would choose to deliberately antagonise the white unions by recognising GWU



Dr KOBUS LOUBSER  
... strong stand

One of the few reasons SATS has advanced for refusing to talk to the GWU is that it would destroy the existing system of worker organisation in the transport services. Significantly this stand has been strongly endorsed by the white union leaders

The renewed Government concern for the interests of white workers is not peculiar to the SATS. Only last week Mr Fanie Botha, Minister of Manpower, announced financial assistance for those "loyal, experienced, most skilled" elements of the automobile workforce who are affected by strikes of others

In the Eastern Cape context the scheme — widely criticised as "impractical" — is clearly aimed at white workers who in the existing conditions of industrial unrest provide prime recruiting material for the Conservative Party

If the Government is concerned about the political leanings of white auto workers, how much more so must it be about the sympathies of the white transport workers

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# Sacked dockers in plea on strike

Own Correspondent

**PORT ELIZABETH.** — Hundreds of dismissed SA Transport Service (Sats) dockers yesterday decided to recommend to Port Elizabeth's stevedores that they await the outcome of talks between their employers, SA Stevedoring Ltd (SAS), and the Department of Manpower before embarking on a strike in sympathy with the dockers.

The year-long dispute between the General Workers Union (GWU) and Sats came to a head last week when Sats fired the dockers for refusing to call off a go-slow they had begun in an effort to win the right to be represented by the GWU.

Numerous GWU requests for a meeting with Sats management have been turned down. Sats refuses to talk to the union and will deal only with its Black Staff Association (BSA) in matters relating to its black employees.

The BSA claims membership of 300 workers in the harbour while the GWU claims membership of around 900.

At a meeting held yesterday with the Port Elizabeth stevedores committee and GWU officials, SAS informed them that they planned to meet senior officials of the Department of Manpower in Pretoria in an effort to find a resolution to the dock dispute.

A statement issued by the GWU said the recommendation of Sats workers underlined the union's commitment to negotiation.

## Possibility

"As long as there is a possibility, however slim, of a negotiated resolution, our members will talk. It is only when faced with a blanket refusal to

talk that they will embark on industrial action.

"If the Department of Manpower is able to secure the implementation of the spirit of the new labour dispensation it will be able to prevent a damaging escalation of the present dispute, and we anxiously await the outcome of the meeting," said the statement.

The stevedoring employers said they had put "certain proposals" to the stevedores committee and the GWU officials and confirmed that they had undertaken to go to Pretoria to meet Department of Manpower officials.

The stevedores are to meet today to discuss the proposals and to take a decision on their planned sympathy strike in the light of the recommendation from the dockers. Their decision will be conveyed to their employers later today.

## Dispute

In a statement earlier this week, SAS made clear its view that the dock dispute revolved around Sats's "refusal to acknowledge the basic right of workers to associate freely".

A Sats spokesman said harbour activities were "still normal" and no additional workers had been brought in to cope with additional traffic.

By JERRY McCABE  
RECOGNITION of unregistered trade unions by the South African Transport Services would lead to "an endless proliferation of trade unions" and an eventual end to more than 50 years of peace

This was said by the Minister of Transport, Mr Hendrik Schoeman, in a statement issued yesterday

Mr Schoeman also issued a veiled warning to stevedores who had threatened strike action in support of 425 dockworkers who were dismissed recently.

"I am aware that the stevedores in the harbour have indicated that they may consider certain industrial action in sympathy," he said.

"As these people are not employees of SATS I would not like to offer comment except to say that I hope that unrest will not ensue in the harbours and that the parties concerned will take into consideration that they

# Why Minister will not recognise trade union

perform their business in the harbour under licence from SATS."

The dockworkers were fired last week when they refused to call off a go-slow which had been started in an attempt to gain recognition for their unregistered General Workers' Union, of which they were members

Port Elizabeth's stevedores have come out in support of the fired GWU dockworkers and Mr Schoeman's statement came as private stevedoring employers continued last-ditch efforts to avoid a strike by stevedores in sympathy with the workers fired by SATS

Officials from the Department of Manpower and management members of

SA Stevedoring Ltd are at present engaged in talks to discuss the strike threat

Yesterday the stevedores decided to postpone the strike action they had planned for today, while the outcome of the talks is awaited

In his statement yesterday, Mr Schoeman said SATS was in the fortunate position of having had labour peace "for many decades" and that this had been accomplished by well-structured labour negotiation and conciliation machinery which "made ample provision for communication from the lowest up to my level"

He said every employee of SATS had the opportunity to negotiate through

the recognised trade unions on all aspects of service conditions

Mr Schoeman also came out in support of the SATS policy of refusing to recognise or negotiate with unregistered trade unions

"I have no other choice but to stand by the time-honoured standpoint that SATS will not recognise external trade unions," he said

The SATS had a binding agreement with 11 recognised trade unions that it would only recognise trade unions whose members consisted entirely of SATS employees

He said that the 425 workers out of a total of 950 had "insisted on recognition of an outside trade union"

and had gone out on strike on September 1

"Through this action these persons terminated their service contracts with SATS," Mr Schoeman stated

He had appointed a committee some time ago to examine the existing labour relations structure and to ensure it met with "present-day circumstances and norms" as well as future requirements

"Interested parties are naturally at liberty to request to give evidence before this committee," he said

Meanwhile, the Artisan Staff Association has warned Mr Schoeman of "serious trouble" if he agreed to negotiate with the GWU

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# Don't talk to GWU, Schoeman warned

**Pretoria Bureau**  
THE Artisan Staff Association yesterday warned the Minister of Transport Affairs Mr Hendrik Schoeman of "serious trouble" if he attempted to negotiate with the General Workers Union in Port Elizabeth.

Asa president Mr Jimmy Zurich said in Pretoria the GWU was seeking recognition from the Minister and Railways management.

Its aim was the right to

negotiate directly with the Minister. This was totally opposed by Asa - and we told this to the Minister yesterday.

"If the Minister agrees to talk to these people it could be the start of a chaotic period in labour relations on the Railways."

Mr Zurich said he told the Minister that the GWU Port Elizabeth harbour workers could be adequately catered for by the existing black Railways union.

# 2 ANC men had arms

**MBABANE** - Two members of the African National Congress were found guilty in a court in Mbabane yesterday on charges of illegally possessing weapons.

The court said Richard Nzumalo, 26 and Moses Mathebesi, 31 stored the arms at a farm in Fonteyn House before planning to move to South Africa.

Two Russian-made AK-47 rifles, two sub-machineguns, 13 magazines, a loaded pistol, a hand grenade, bayonets and 515 rounds of ammunition were found during a raid on the farm on July 9 - UPI

who cannot be named for ethical reasons - said her skin was looking "beautiful"

Linda, who has not been able to have any consistent formal schooling was able to return to the Newlands Junior School recently.

Her fingernails, which were blackened and destroyed by the disease, have recovered and partly regrown. Her toenails have yet to make the same progress. The hair which had fallen out has also started to grow again.

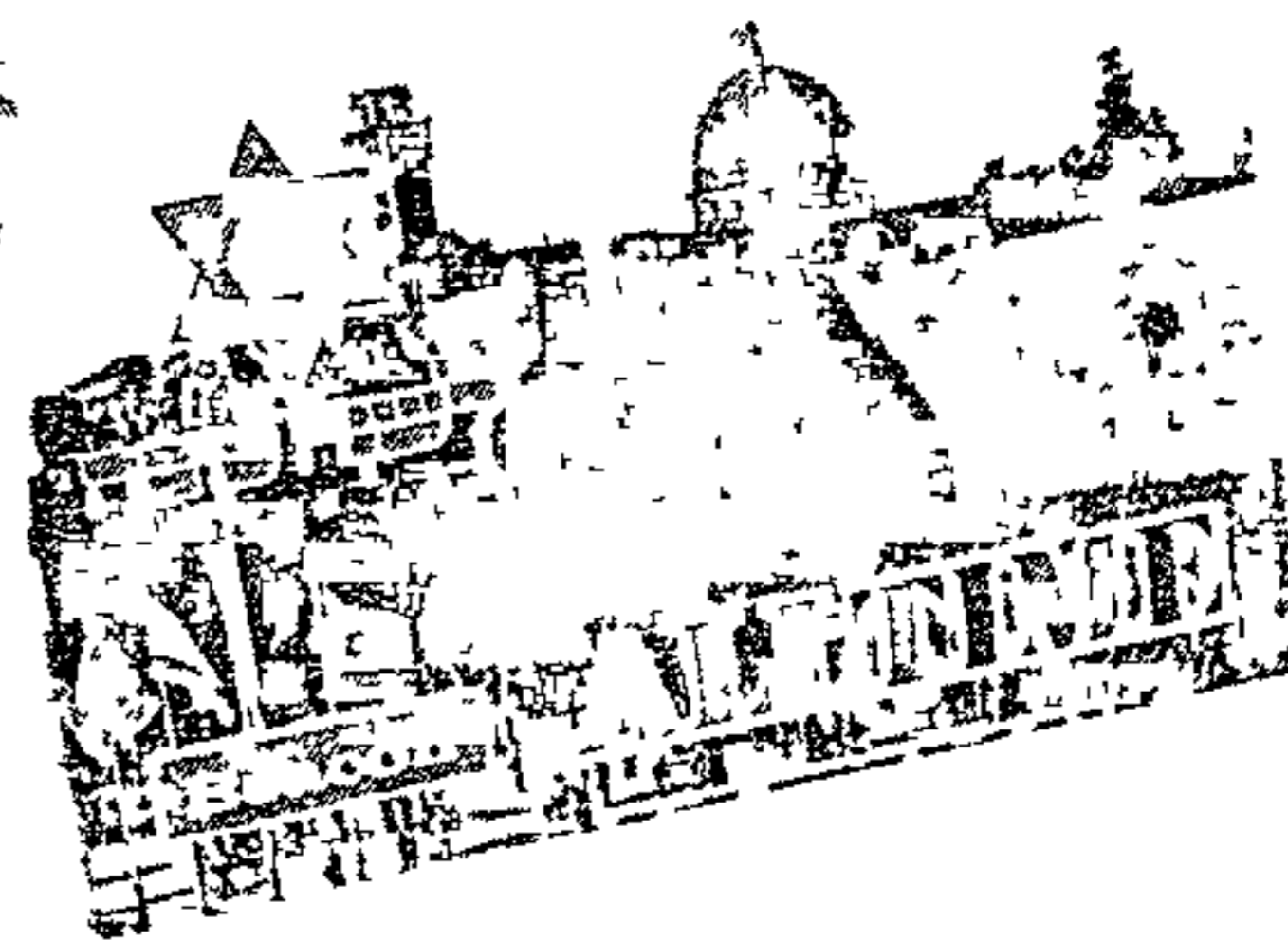
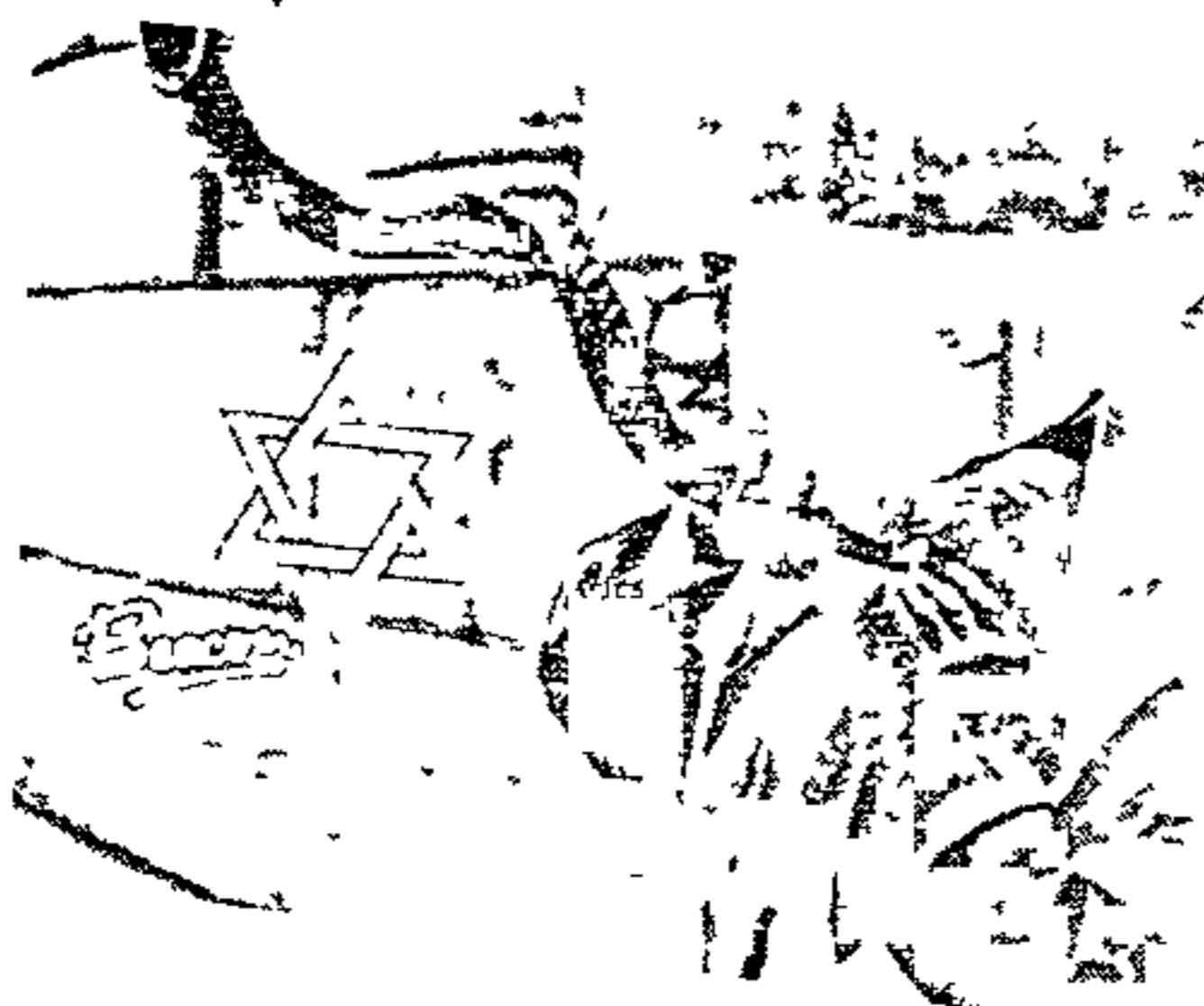
The doctor said that in the near future he hoped to cut down Linda's visits to him from one in 10 days to one in three weeks because her progress had been so good.

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# Schoeman rejects PE dock unions

By Tony Davis,  
Labour Reporter

Despite increasing labour unrest at the Port Elizabeth harbour, the Minister of Transport Affairs, Mr Hendrik Schoeman has categorically rejected any form of negotiation with an unregistered trade union which claims membership among his workers

In a hard-line statement issued last night, he said that dealing with "outside" unions could lead to an end to the more than 50 years of labour peace in the SA Transport Services

But trade unions and employers in the Eastern Cape have said the recent unrest at the harbour is the result of the unwillingness of SATS to deal with a representative trade union

And yesterday executives of SA Stevedores Ltd, which employs stevedores at the harbour, flew to Pretoria and met senior Department of Manpower officials to seek a resolution to the unrest

Stevedores at Port Elizabeth had threatened a sympathy strike today in support of the more than 400

dock workers who were dismissed by SATS last week for refusing to abandon a go-slow protest

But the stevedores have said they will postpone any action until next Wednesday when they will hold another meeting with employers

Mr Schoeman stated that SATS workers were not allowed to strike because they were part of a State-controlled enterprise which was a "strategic infrastructure service"

He said that dock workers had a representative trade union to act on their behalf and SATS did not want to deal with any union which was outside its "sphere of influence"

The General Workers' Union has members among SATS workers as well as the stevedores and has a recognition agreement with the stevedore employers

If SATS was to recognise another union, this would lead to a proliferation in the number of unions and would end the labour peace which SATS had enjoyed for more than 50 years Mr Schoeman claimed



Mr Schoeman  
"SATS workers can't strike."

"Against this background I have no other choice but to stand by the time-honoured standpoint that the SA Transport Services will not recognise external trade unions," he said

The Port Elizabeth harbour is being managed by more than 500 workers and the GWU has warned that they will not be able to handle any increase in the volume of traffic at the docks

Port authorities have said they will not take on any new workers to replace dismissed staff

SATS has drawn widespread criticism from overseas unions and there are fears by employers in the Eastern Cape that the continuing unrest could lead to international boycotts

A delegation of the powerful American labour federation, the AFL-CIO, will be in Port Elizabeth next Monday and also has a meeting planned with the executive of the GWU in Cape Town

Lewis  
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threat  
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Post Reporter

THE secretary of the General Workers' Union, Mr David Lewis, said today it would be intriguing to find out what the private sector thought about the implied threat made by the Minister of Transport against stevedoring companies in the docks

He was responding to a statement yesterday by Mr Hendrik Schoeman, Minister of Transport, setting out the Government's standpoint on the recent dockworkers unrest

Mr Schoeman — referring to threats of sympathy strike action by stevedores — said he hoped unrest would not take place and called upon the parties concerned to take note that the parties performed their business in the harbours under licence

Mr Lewis today referred to the "spectacle" of the State seeking the co-operation of the public sector on the one hand while publicly making arrogant threats against them when they did not conform in the terms laid down by a single department.

"Is the Minister saying that co-operation with the private sector will only be on Government terms".

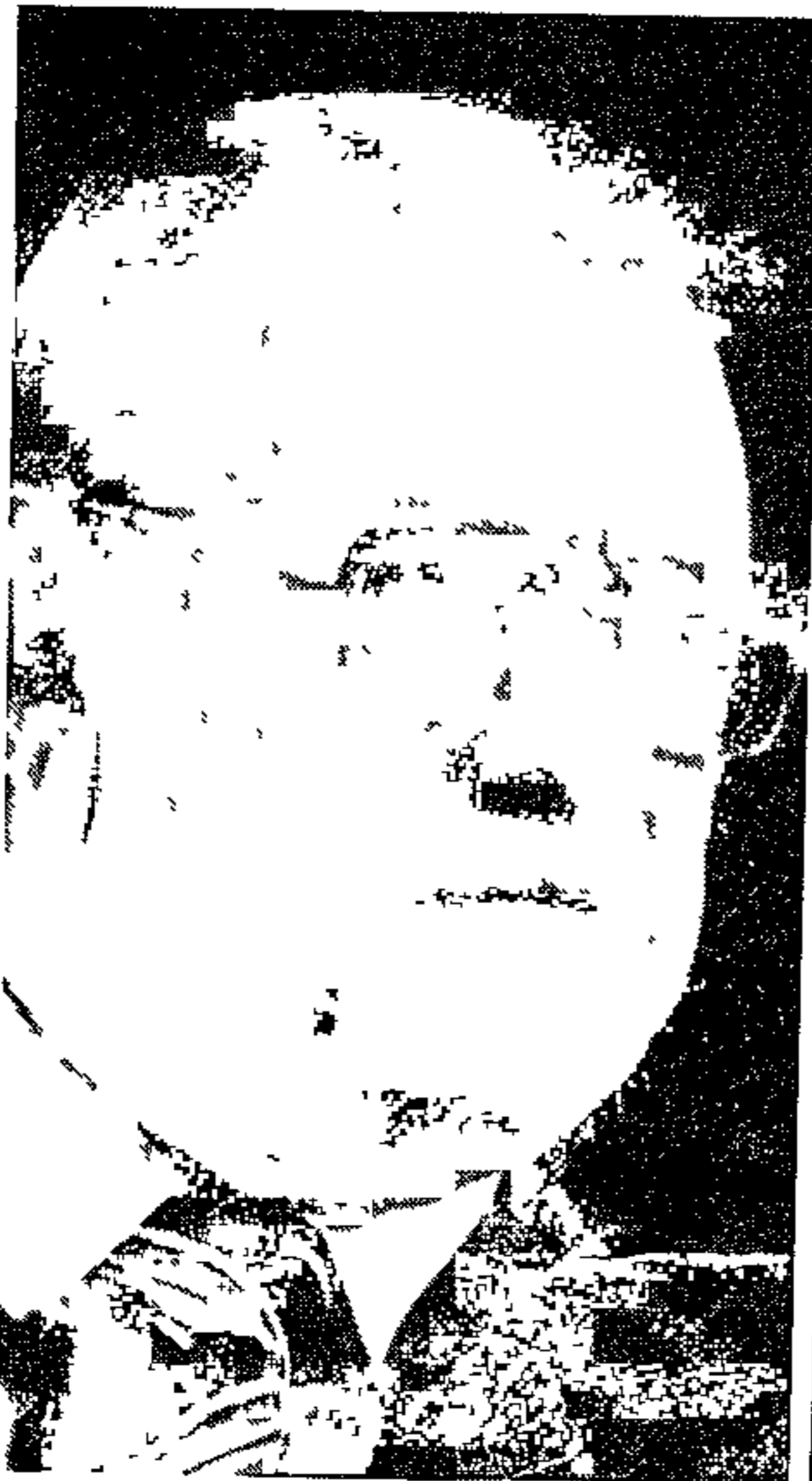
Yesterday executives of SA Stevedoring Ltd held meetings in Pretoria with Department of Manpower

# Politics not motive of unions — experts

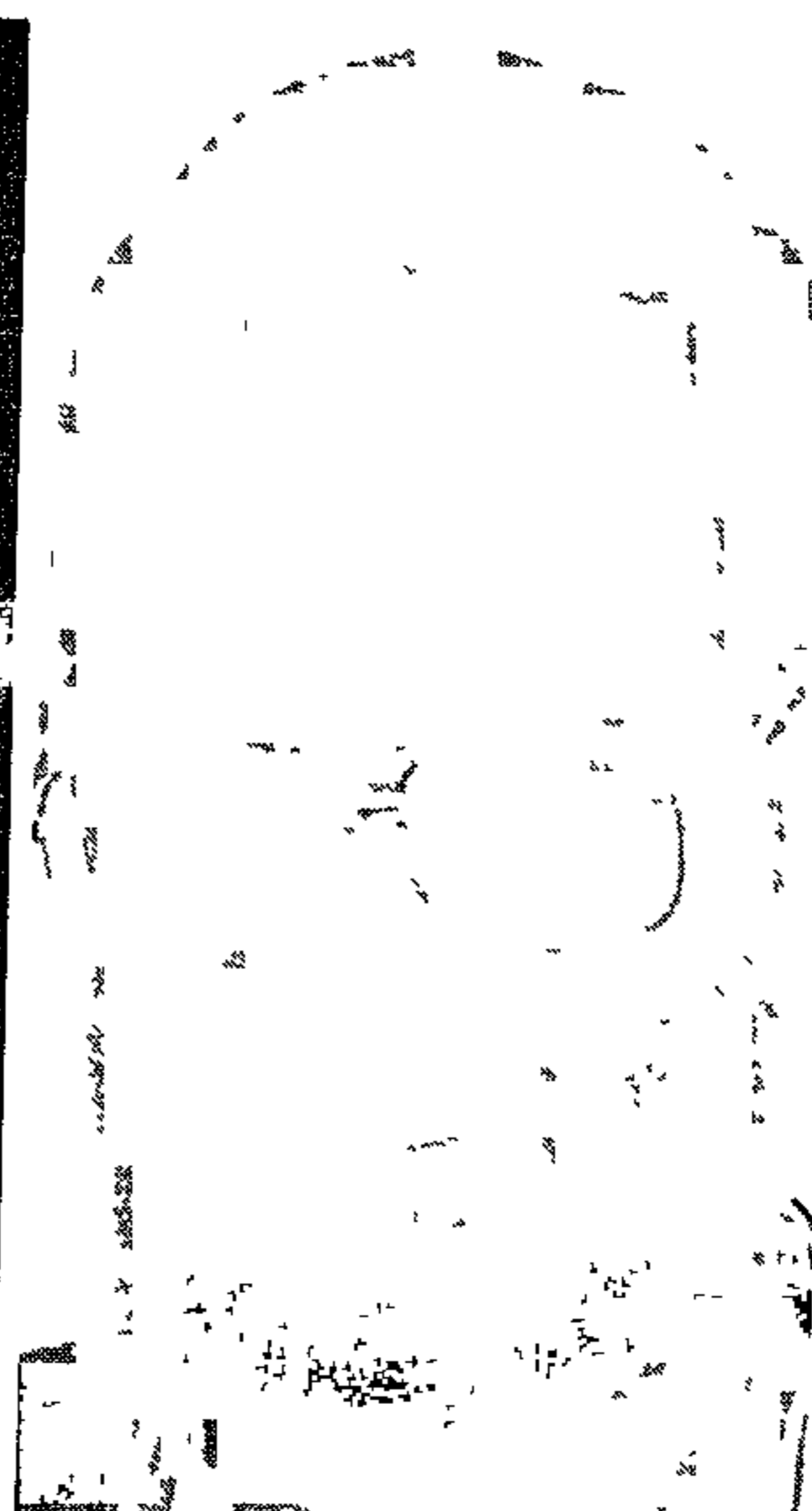
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11/9/82  
E-Post

By SANDRA SMITH

RECENT increases in trade union activity and worker militancy in South Africa have led to speculation that the labour movement is being used largely as a channel through which blacks can achieve political expression. There have also been claims that overseas union groupings are manipulating the South African labour situation for political aims. Weekend Post spoke to authorities in the field to canvass their opinions.



Manpower Minister Mr FANIE BOTHA called for dialogue.



Naawu's Mr FREDDY SAULS says labour demands reflect need.

say in the running of factories without having any say in the running of the country, he said

Referring to the dispute between SATS and the GWU in the Port Elizabeth harbour, a Rhodes University sociology lecturer, Mr Paul Stewart, said the Government's present stand on labour relations was "riddled with contradictions"

These contradictions forced trade unions into the political arena, to the detriment of attempts in the private sector to establish sound labour relations

On the one hand, the Government was attempting to provide a framework for collective bargaining, while on the other it employed "its traditional strong-arm tactics to squash worker organisation"

The contradictions between for example, the call by the Minister of Manpower, Mr Fanie Botha, on the private sector to keep open the channels for dialogue with unions, and the SATS refusal to talk with the GWU, served to politicise the labour situation

The general secretary of the National Automobile and Allied Workers' Union (Naawu) Mr Freddy Sauls, said people who believed the trade union movement was primarily political in nature "show a clear lack of understanding of what is really taking place in the South African labour situation"

He cited the example of the wage demands in the Eastern Province automobile industry which were "based purely on the socio-economic needs of the workers and have nothing to do with political aspirations"

The reason for the widespread view that trade unions were politically motivated was that often those confronted with workers' demands needed to avoid the issues with which they were confronted — to invalidate them

"Workers are not going to listen to someone else dictating to them what they should do," Mr Sauls said

Connections between South African and foreign trade unions were based on co-operation on matters of mutual interest

LAST week saw the sacking of several hundred dockworkers in Port Elizabeth after a go-slow aimed at forcing the South African Transport Services to hold talks with the General Workers' Union

For almost a year, the union has attempted to meet the SATS management. But the Transport Services are adamant that they cannot deal with any body representing workers other than their staff associations

Employer representatives, trade unionists — nationally and internationally — and Opposition spokesmen are united in their criticism of SATS' refusal to concede an internationally-recognised right — that of workers to be represented by a union of their choice

The SATS has never refuted the GWU's claim that most of the dockers — about 900 out of a workforce of 1100 — belong to the union

Against this background, the belief is still widely held that the South African trade union movement is being used as a political platform and that this is the root of labour unrest

Weekend Post asked trade unionists, major employer representatives, a sociology lecturer and an industrial relations expert how they viewed statements that action by workers or trade unions was largely politically motivated

The Executive Director of the Federated Chamber of Industries, Dr J van Zyl, felt such generalised statements were often aimed at undermining the status of all trade unions

"If the intention of such allegations about political motivation is to cast doubt on the whole black labour movement, they should be rejected. They are not true, and possibly dangerous," he said

On the other hand, how-

ever, it was probable that political influences motivated by considerations other than the welfare of workers were at work, he said

The executive director of the Midland Chamber of Industries, Mr Brian Mathew, pointed out that trade unions had never raised political issues or demands in strikes or labour action in the Eastern Cape

The Director of the Institute of Industrial Relations, Mr Henk Botha, said all trade unions had political views but this was not necessarily sinister

The fact that South African blacks did not have political rights meant the trade union movement would be used to express political views. This was not necessarily a bad thing as long as it did not effect the employer-employee relationship

"A worker's existence is

not merely in the workplace — and that is why trade unions will always be used to express political views — in black as well as white trade unions," Mr Botha said

However, workers' real concerns were with wages, and the long-term political situation was a secondary concern

A political interest expressed through a trade union did not invalidate wage demands, Mr Botha felt

Mr Jan Theron, general secretary of the Food and Canning Workers' Union, felt the Port Elizabeth dock dispute made nonsense of statements that the trade union movement was being used as a political platform

"I do not believe workers choose strikes as a way of resolving disputes. It is a last resort when it appears to them that no other

course of action is available," he said

Those acting on the supposition that strikes were orchestrated by union leaders or outside forces had no conception of the working class, particularly in the face of high unemployment

"People who are well-paid and have a say in determining their working conditions are not going to place everything at risk at the urging of some outside agent. Neither do workers expect employers to change the political status quo," Mr Theron said

Far from attempting to "cause chaos" to focus international attention on South Africa, unionists were trying to build organisations for the benefit of workers

While there were political implications in people belonging to trade unions, it was not possible for them to be content with having a

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# Transport committee <sup>145</sup> <sup>S. Post</sup> 'will listen <sup>13/9/82</sup> to anyone'

Post Reporter

A SPOKESMAN for the South African Transport Services (SATS) said he was sure a committee set up by the Department of Transport Affairs to investigate the SATS "would be only too glad to listen to everyone"

This was in response to a statement by the General Workers Union (GWU) that the committee may be one way of speaking to the Department

More than 400 of the union's dock worker members were sacked by SATS this month after a go-slow in an attempt to force the Transport Services to hold talks with the GWU

Last week, the Minister of Transport Affairs, Mr Hendrik Schoeman, revealed that a committee had been set up to investigate among other things, SATS' labour relations structure

The SATS spokesman said today the committee had been set up "some months ago to look into the

SATS' overall organisation"

"If the GWU interprets this as a potential solution to the situation, I am sure the committee would be only too glad to listen to everyone"

Replying to the GWU's statement that a reinstatement of all the sacked workers was crucial for a resolution of the dispute, the SATS spokesman said the 425 sacked dockworkers were no longer employed by SATS and would have to go to a SATS labour office if they wished to be re-employed

He stressed, however, that there were enough dockworkers in the harbour and that SATS did not intend to recruit more labour at present

He also disputed the GWU's claim that other than those who were dismissed, more than 300 of the union's members were staying away from work

About 40 dockworkers were absent without leave, he said, and about 400 were working normally

FM 10/9/82  
DOCKERS' DISPUTE

### Ripple effects

As the ~~dispute~~ <sup>145</sup> between the ~~General~~ <sup>SA</sup> Workers Union (GWU) and the SA Transport Services (SATS) continues, fears are growing of a sympathy strike by stevedores at Port Elizabeth harbour

Last week SATS fired 400 dockworkers who took part in a go-slow in protest against its refusal to recognise the union. SATS says it will deal only with its in-house staff associations

When the FM went to press, there were signs that stevedores employed by SA Stevedores Ltd would strike in sympathy with the dismissed SATS workers if the dispute was not settled by today (Friday). During the past week SATS has been able to maintain a regular flow of goods through the harbour, despite the dismissals. However, a sympathy strike by stevedores could disrupt the harbour's operations

SA Stevedores Ltd says it is having talks with SATS management, the Department of Manpower and the GWU in an effort to prevent the dispute from spilling over into the stevedoring industry

Meanwhile, a high-ranking delegation from the American union grouping, the AFL-CIO, has cancelled a meeting with SATS in protest against its stand against the GWU



# MCI bulletin sets out workers' rights

288 422 145

Post 14/9/82

## Post Reporter

IN an editorial in its latest Information Bulletin, the Midland Chamber of Industries has laid down some of the principles involved in labour relations

Freedom of association and the right of workers to organise were accepted as inalienable human rights in

the Western world, to which South Africa was linked both in investment capital and technology, the editorial said

As a result of a difference of opinion over the interpretation of these basic rights, Port Elizabeth had once again been the scene of management-worker

## confrontation

The editorial was referring to the dispute between the South African Transport Services and the General Workers Union which led to the sacking this month of 425 dockworkers after a go-slow

The GWU, which represents most dockworkers,

has tried for nearly a year to hold talks with SATS on working conditions

Freedom of association and the right to organise were entrenched in two International Labour Conventions of 1948 and 1949, the bulletin said

Convention number 87 stated that workers and

employers should have the right to establish and join organisations of their own choosing, and the rejection of any interference by any public authority was spelled out clearly

South African labour legislation followed the principles in the Labour Rela-

tions Act which stated that an employer "and all or any of his employees" could set up a Works Council.

"It is this concept that this chamber believes should be applied to all labour," irrespective of which Act it may fall under," the editorial said

Damage

to car 145

linked 145

with 145

14/9/92  
docks

Mercury  
strike

#### Labour Reporter

A DURBAN organiser for the General Workers' Union, Mr Mike Morris, has linked the throwing of a rock through his car windscreen late on Sunday night to the dockers' dispute in Port Elizabeth

The year-long dispute between the General Workers' Union and the South African Transport Services over the right of Port Elizabeth dockers to belong to an 'outside' union recently broke out into a dockers' strike. The dockers were subsequently fired.

Mr Morris said he woke up yesterday morning to find that someone had thrown a rock 'as big as a soccer ball' through the windscreen of his car.

Mayville police station was contacted and police said they would investigate the matter.

#### Incidents

Mr Morris said this was the climax of a spate of incidents which had begun shortly before the Port Elizabeth dockers' dispute came to a head.

'On two occasions my car tyres have been let down. On one of them, the car had been surrounded by other cars in the carpark outside Addington Hospital, but none of the others had been touched,' he said.

'The day before the dockers started their go-slow, our Durban office was broken into and the briefcase of the union's general secretary, Dave Lewis, was stolen.

'In the briefcase was the SATS dockers' file as well as Dave's identity documents,' he added.

Mr Morris said these were clearly attempts to harass the union because of its involvement in the dockers' dispute.

'As soon as the sort of climate exists as that between the Port Elizabeth dockers and SATS, union officials become targets for Right-wing maniacs.'



ation — Mr Michael Lescault, Mr Chick Chaikin and Mr Frederick O'Neal.

# 'Happy to help you' say U.S. unionists

*Mercury* ~~270~~ ~~300~~  
16/9/82 (145)

**Labour Reporter**  
THERE was surely room for improvement in South Africa where trade unionists could be detained or banned without being charged, Mr 'Chick' Chaikin, leader of the delegation from the giant American trade union federation, AFL-CIO, said yesterday.

But, he added, once the country developed a strong and stable free trade union system, then it would of necessity begin building a whole system of human rights.

Mr Chaikin, a vice-president of the AFL-CIO, is leading a four-man delegation which for the past 10 days has been talking to employer bodies, labour academics, Government officials and local trade unions.

### Opposed

Responding to the refusal of a number of black trade unionists to meet the delegation because it had come to create division, Mr Chaikin, asked 'Why would we come to disrupt trade unions?'

'The South African Government is not happy we are here because we are opposed to apartheid.'

'We wanted to speak to the broadest spectrum of trade unions as possible and have been willing to talk to whoever is

willing to speak with us,' Mr Chaikin said.

'The only people we have refused to meet have been the South African Transport Services because of their repression of the General Workers Union in the Port Elizabeth docks.'

'We were asked by the Government to meet with SATS but we said, no, because we are not prepared to meet with anybody who uses such repressive measures.'

### Repressive

'As far as we are concerned it is a determined attempt by SATS to smash the union.'

Mr Chaikin said the delegation found it difficult to understand why one department expressed the Government policy of the right of the workers to belong to a union of his choosing and another used such repressive measures.

He said they did not come to South Africa with 'a big bag of gold' but some of the AFL-CIO's members would be happy to contribute to a fund in order to provide assistance to local trade unions.

The confederation could also assist in areas such as worker education or by providing material on aspects of union organisation which could be adapted for South African use, he said.

'But this would only be done if requested by local unions and programmes would be run and designed by the union concerned,' he added.

Mr

# Stevedores in PE talks

## on dispute

By SANDRA SMITH

THE SA Stevedores company met the General Workers Union (GWU) local stevedores' committee today to discuss developments in the Port Elizabeth dock dispute

The dispute revolves around the union's year-long attempts to hold talks with the South African Transport Services (SATS), and led to the sacking this month of 425 dockworkers after a go-slow

More than 200 harbour stevedores belonging to the GWU have demanded their management intervene

They staged a three-hour work-stoppage on the day

the dockworkers were dismissed and were escorted from the harbour by police

SA Stevedores has warned that their employees might embark on a sympathy strike — which would bring business in the harbour to a standstill — if the issue was not resolved

Company spokesmen have emphasised the stevedoring industry has experienced a harmonious relationship with its workers through the GWU during the last three years, despite the fact that it is an industry which, world-wide and historically, has been characterised by industrial strife

Last week, SA Stevedores representatives met officials of the Department of Manpower in an attempt to persuade SATS that it was necessary to communicate with "their workers' elected representatives"

The next day, the Minister of Transport Affairs, Mr Hendrik Schoeman, levelled veiled threats at the stevedore employers that they could lose their licence to operate in South African harbours

He reiterated the official position that recognition of an "outside" union by a State body would lead to "an endless proliferation" of unions

E. Post 15/9/82

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1111

# Hopes rise for PE docks peace

FROM 16/9/82

**Labour Correspondent**

HOPES that an escalation of the labour dispute in Port Elizabeth docks will be avoided rose yesterday after a meeting between a stevedores committee of the General Workers Union (GWU) and SA Stevedores Ltd, which runs stevedoring operations at the harbour.

The GWU's general secretary Mr David Lewis said the two sides had a "fruitful and important meeting" and added that proposals which had been discussed would today and tomorrow be put to meetings of stevedores and dock workers fired by SA Transport Services.

The SATS dockers were fired and bussed out of the harbour after launching a go-slow in support of demands that SATS talk to the GWU about recognition SATS has refused to do this for the past 11 months.

SA Stevedores has warned that its workers have planned a sympathy strike in support of the fired dockers and their

demand for reinstatement as well as talks between SATS and the GWU.

Since then the two parties have been seeking ways to prevent this, a move which has involved attempts to settle the dispute between SATS and its dockers.

Mr Lewis would not elaborate on yesterday morning's discussions.

But it is likely the worker meetings will discuss whether the GWU should give evidence to a committee set up by the Minister of Transport Affairs, Mr Hendrik Schoeman, to examine SATS's labour relations structures.

Although SATS says the committee was established in May, its existence was revealed for the first time in a statement by Mr Schoeman late last week.

Some sources see a decision by the GWU to give evidence to the committee as a way of beginning communication between the union and SATS and as a way of resolving the dispute.

# SATS still not talking to dockers

Labour Reporter

THE deadlock between South African Transport Services and about 800 Port Elizabeth dockers who have been on strike since 400 were dismissed two weeks ago, is unresolved.

## Union call for talks on staffing

Labour Reporter

THE General Workers Union has asked to appear before the South African Transport Services Committee of Investigation into staff associations

A meeting of 586 dismissed and striking dockers in Port Elizabeth yesterday elected a delegation to see the committee

"The willingness of SATS to investigate its labour relations structure is one critical ingredient in the resolution of the current conflict and we would welcome the opportunity to make representations," a union spokesman said

### "RESOLUTION"

He said the workers hoped the committee would permit "sober and dispassionate reflection" by both parties and that it would promote a "much-needed" resolution of the dispute

Mr Leon Els, public relations officer of SATS, said the committee was appointed in May "to look at the staff and labour structures inside our organisation"

The Minister of Transport, Mr H Schoeman, said last week that SATS had appointed the committee to ensure that the labour relations structure "fully meets present day needs"

SATS still refuses to negotiate with the men or their union

The General Workers Union (GWU), to which the dismissed men and strikers belong, claims to represent about 80 per cent of the workers in the harbour

A spokesman for the GWU said about 860 dockers in Port Elizabeth joined the union at the end of last year, but with retrenchments and transfers, membership had dropped to about 770

The SATS workforce in the Port Elizabeth docks before the dismissal of 425 workers was about 960

Commentators, including leading industrialists, say the dispute revolves around the question of freedom of association

A spokesman for the South African Stevedoring Company Ltd, which has a recognition agreement with the GWU in the four major South African ports, has appealed to SATS to talk with their "relevant elected workers representatives"

### PUZZLE

However, SATS have said they will deal only with the Black Staff Association (BSA), an in-company union formed in 1981, which claims a membership of 67 000.

The BSA's membership claim of 67 000 has been described as "astonishing" by a UCT industrial sociologist, Mr Johan Maree

"It is a very big puzzle to me how they could have achieved such growth over 18 months" Pointing out that 546 members had resigned from the Black Staff Association recently, he said this was a strong indication of workers' rejection of the organisation

"No workers have yet expressed themselves in favour of the organisation," said Mr Maree

The secretary of the Cape Midlands region of the BSA, Mr J Fonya, today refused to give BSA membership figures in the Port Elizabeth docks

However, a Port Elizabeth correspondent reports that, according to Mr Fonya, the BSA represents 277 workers in the harbour

## DOCKERS' DISPUTE. ~~CONFIDENTIAL~~

### A way out?

FM 17/9/82 (145)

SA Transport Services is adamant it will not reinstate Port Elizabeth dockworkers dismissed two weeks ago for holding a go slow in protest against SATS's refusal to negotiate with the General Workers Union (GWU)

SATS says about 400 workers were dismissed but union sources put the figure as high as 570. A SATS spokesman told the FM "There is no question of them being reinstated. They are not our employees any more."

During the past week both the GWU and stevedoring employers, whose workers are threatening to strike in sympathy with the dismissed SATS dockworkers, have had talks with senior Department of Manpower officials. Both groups say the officials were very willing to hear their views.

However, a tough statement issued on Thursday last week by Transport Minister

Hendrik Schoeman reiterated SATS's determination to not recognise "outside" unions such as the GWU.

Schoeman's statement contained one of the most bizarre warnings yet issued by SATS in the current dispute. Referring to the possibility of a sympathy strike by stevedoring employees, he said "As these persons are not employees of SATS, I would not like to offer comment except to say that I hope that the unrest will not ensue at the harbours and that the parties concerned will take into consideration that they perform their business in the harbours under licence from SATS."

Stevedoring employers have been startled by this warning. "Just what does he mean? Is this a threat to nationalise the stevedoring industry?" snapped one employer source.

Schoeman did however, reveal the existence of a SATS committee which is conducting a wide-ranging investigation into labour relations within the services. Interested parties can request to give evidence to this committee, he said.

This announcement has raised hopes of some kind of dialogue being initiated between the GWU and SATS. A SATS spokesman says if the union feels it can make a contribution it is welcome to make representations to the committee.

GWU general secretary David Lewis says the union believes there is still a

chance for a settlement. "Workers are willing to work providing they can all work," he says. "If this committee represents a genuine willingness to review SATS policy and to hear our views, then there is a possibility of a resolution being achieved." The union will decide soon whether to approach the committee.

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 US delegation  
*D. Disputes*  
 slates SATS  
 18/9/82

JOHANNESBURG — In a meeting with the Minister of Manpower, Mr Fanie Botha, yesterday a high ranking delegation from the American union federation AFL-CIO, criticised the behaviour of SA Transport Services in the continuing labour dispute at Port Elizabeth harbour

This was revealed yesterday by the delegation's leader, Mr "Chick" Chaikin, who said the AFL-CIO had voiced similar criticism to the Director-General of Manpower, Dr Piet van der Merwe, at an earlier meeting

The dispute concerns demands by the General Workers' Union for talks with SATS on recognition. It recently led to the firing of hundreds of dock workers who embarked on the go-slow

Mr Chaikin said the delegation's visit to Port Elizabeth had confirmed its earlier criticism of SATS as an "employer which does not accept the right of workers to join the union of their choice"

It had also confirmed its view that its decision to refuse to meet SATS in protest at its action was "correct"

Asked about the possibility of international union action against SATS, Mr Chaikin said that the fact that the union was to give evidence to an SATS committee on labour relations was "a small step towards progress in the dispute"

But it was possible that, if this failed to resolve the issue, the union would call on international transport unions for support — DDC



SATS gets  
blast from  
US team  
team

Labour Correspondent

AT A meeting with the Minister of Manpower Mr Fanie Botha yesterday, a high-ranking delegation from the American union federation AFL-CIO, criticised the behaviour of SA Transport Services in the continuing labour dispute at Port Elizabeth harbour

This was revealed yesterday by delegation leader Mr "Chick" Chaikin, who said the AFL-CIO had voiced similar criticism to the director-general of Manpower Dr Piet van der Merwe

Mr Chaikin said the delegation's visit to Port Elizabeth had confirmed its earlier criticism of SATS as an "employer which does not accept the right of workers to join the union of their choice"

# Unions 'won't be forced to register'

CAPL Tracks 22/9/82

Labour Reporter

THE Director-General of Manpower, Dr Piet van der Merwe, told the annual conference of the Trade Union Council of South Africa (Tucsa) in the City yesterday that his department had no intention of forcing trade unions to register. Amid calls by Tucsa

delegates for compulsory registration of unions, he said this was incompatible with the basic philosophy of the department of maximum self-governance by employers and employees.

Mr Robbie Botha, of the Mine Surface Officials' Association of SA, said on Monday that registration

was becoming an encumbrance and unregistered unions were poaching where they pleased and "disrupting the whole labour relations structure".

Mr D C Benade of the Tramway and Omnibus Workers' Union, told Dr Van der Merwe that a policy of forced registration could have prevented the General Workers' Union (GWU) dispute at the Port Elizabeth docks by stopping the GWU from operating in the South African Transport Services — an industry where there already was a registered union.

Dr Van der Merwe replied that the issue of registration was highly sensitive and was still being investigated by the National Manpower Commission. "But a system of compulsory registration will be strongly criticized in international circles," he warned.

In reply to criticism that the cost of factory building was escalating because of safety requirements, Dr Van der Merwe said he was not prepared to lower safety standards to a level below which the workforce would suffer.

He also accused employers of being lax in reporting injuries properly and registering their businesses in terms of the Workmen's Compensation Act.

About 9 000 summonses had to be issued against employers every year for failing to report accidents in the proper manner, and thousands of court orders had to be issued against employers for failure to pay their as-



**tucsa  
conference**

# ITF chief replies on PE dispute

*E. Post*  
*23/9/82*

By SANDRA SMITH

STATEMENTS by the president of the South African Council of Transport Workers, Mr D C Benade, about the International Transport Workers Federation (ITF) and the Port Elizabeth dock dispute were criticised by the ITF today

Speaking at the Trade Union Council of South Africa (Tuca) conference in Cape Town this week, Mr Benade said the ITF was "misreading" the situation

The federation has, in a lengthy correspondence with the Department of Manpower, the Department of Transport Affairs and the SA Transport Services (SATS), repeatedly urged the recognition of the General Workers Union (GWU)

For nearly a year the union has attempted to hold talks with SATS, and this month hundreds of its members were fired after a go-slow

Mr Benade said the dispute was not over a violation of the principle of freedom of association, but was "a jurisdictional dispute between two opposing unions"

He said the Council of Transport Workers was still affiliated to the ITF, even though the federation had been hostile to him and to his union

Replying today, the ITF's general secretary, Mr Harold Lewis, said he was "very disappointed" by Mr Benade

"The facts of the Port Elizabeth dock dispute have been known intimately to the ITF from the beginning," he said

"I must doubt whether Mr Benade knows nearly as much or is nearly as qualified to read the situation as I am"

The issue remained whether SATS management was ready to recognise the dockers' right to choose their spokesmen

"If Mr Benade does not understand then he should refrain from comment. If he does understand then he should have no problem deciding which side he is on," Mr Lewis said

## DOCKS DISPUTE EASES

Hopes are rising that it may be possible to settle the protracted recognition dispute between the SA Transport Services (SATS) and members of the General Workers' Union (GWU) at the Port Elizabeth docks

Both the union and representatives of union members at the harbour have applied to testify to a SATS committee which is investigating labour relations within the services. Stevedore members of the union have meanwhile shelved plans for a sympathy strike in protest against SATS's dismissal of hundreds of its workers who took part in a go-slow early this month

FM 24/9/82

# ITF man wants to testify at enquiry

By SANDRA SMITH

THE general secretary of the International Transport Workers Federation (ITF), Mr Harold Lewis, has applied to a South African Transport Services (SATS) committee of enquiry to give oral evidence on the Port Elizabeth dock dispute

The dispute arose after the General Workers Union (GWU) attempted for nearly a year to hold discussions with SATS on the working conditions of Port Elizabeth dockers

More than 400 of the workers were fired after a go-slow last month in an attempt to force SATS to meet GWU representatives

The union has presented written evidence to a committee set up by the Department of Transport Affairs to investigate the SATS

In a telex today, the ITF said it had submitted evidence to the committee on September 30

Now Mr Lewis has told SATS he would like to give "oral evidence" and has asked the transport services to suggest dates on which this could be done

Mr Lewis' personal assistant, Miss Andrea Earney, said the ITF's written representation to the committee was based largely on a letter the federation

had sent to the director-general of SATS, Dr J G H Loubser, in June

The letter said if workers had no faith in the willingness or ability of their representatives to 'put their case and stand up for their interests', it did not matter what kind of labour relations structure existed

"If there was really whole-hearted and massive backing for and confidence in the Black Staff Association (BSA), the GWU could neither expect nor deserve much consideration," the letter said

The evidence pointed the other way as the Port Elizabeth dock workers had joined the GWU in large numbers and clearly rejected the BSA

Managements had nothing to gain and much to lose by talking to and striking deals with "unions" which did not have genuine support

Mr Lewis also reiterated a request to meet Dr Loubser to discuss the issue

Attached was a list of allegations of railway police harassment of GWU members, which Dr Loubser undertook to investigate if the ITF could show that the police's activities had gone beyond "their normal bounds and functions"

E. Post

6/10/82

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# ITWF backs PD strikers

Labour Reporter (145) Mercury 25/9/82

THE International Transport Workers' Federation one of the world's biggest union federations has slammed the president of one of its affiliates the S A Council of Transport Workers for accusing it of 'misreading' the Port Elizabeth harbour conflict.

The ITWF has pledged its support for the Port Elizabeth dockers who were fired last month when they refused to call off their go slow.

At Tucsa's Cape Town conference Mr D C Benade, who is also the general secretary of the Tucsa-affiliated Tramway and Omnibus Workers' Union accused the ITWF of being hostile 'not only towards me personally but the whole country'.

He added that ITWF's threat of 'blacking' South African goods showed they had misread the situation.

Mr Benade said he had refused to support the General Workers Union in the dispute because it was a new arrival on the scene at South African Transport Services.

In a telex to the Mercury from ITWF's London office, the general secretary Mr Harold Lewis said he was 'disappointed by Mr Benade's remarks because the facts of the dockers' dispute had been known 'intimately' to ITWF from the beginning.

'I doubt whether Mr Benade knows nearly as much or is as qualified to read the situation as I am.

'The issue remains whether SATS management is ready to recognise dockers right to choose their spokesmen,' he said.

# New move in docks dispute in PE

D. Dispatch 7/10/82

145

**PORT ELIZABETH —**  
The general secretary of the International Transport Workers Federation, Mr Harold Lewis, has applied to a South African Transport Services committee of inquiry to give oral evidence on the Port Elizabeth dock dispute

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The ITF said yesterday it had submitted evidence to the committee on September 30

Now Mr Lewis has told SATS he would like to give "oral evidence" and has asked the Transport Services to suggest dates on which this could be done

Mr Lewis' personal assistant, Miss Andrea Earney, said the ITF's written representation to the committee was largely based on a letter the federation had sent to the Director-General of SATS, Dr J G H Loubser, in June

The letter said if workers had no faith in the willingness or ability of their representatives to "put their case and stand up for their interests" it did not matter

what kind of labour relations structure existed

"If there was really whole-hearted and massive backing for and confidence in the Black Staff Association the GWU could neither expect nor deserve much considering," the letter said

The evidence pointed the other way as the Port Elizabeth dock workers had joined the GWU in large numbers and clearly rejected the BSA

Managements had nothing to gain and much to lose by talking to and striking deals with "unions" which did not have genuine support

Mr Lewis also reiterated a request to meet Dr Loubser to discuss the issue

Attached was a list of allegations of railway police harassment of GWU members, which Dr Loubser undertook to investigate if the ITF could show that the police's activities had gone beyond "their normal bounds and functions" — SAPA

# Unions are being 'forced into politics'

E. Post

11/10/82

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By SANDRA SMITH

PROGRESSIVE trade unions have been forced into the political arena by legislation, members of the Motor Assembly and Component Workers' Union of South Africa (Macwusa) and the General Workers' Union of South Africa (Gwusa) were told at a meeting in Port Elizabeth last week

The meeting was filmed by the United States television company, ABC News

The unions' organising secretary, Mr Government Zini, said legislation such as the Orderly Movement and Resettlement of Black Persons Bill, which is aimed at tightening up influx control, drew trade unions into politics

"The members of progressive trade unions are political pawns because politicians have already decided our fate for us"

Progressive trade unions would refuse to register as long as the pass laws, the Group Areas Act, the Separate Amenities Act and influx control regulations remained

"If we register with the

Department of Manpower, we are saying we are pleased and more than prepared to abide by all these laws, which are a hindrance to the black worker," Mr Zini said

While the Government professed to be a Christian one, it separated wives and children from husbands and fathers — "a complete contradiction of the scriptures"

Despite the absence of true leaders like Nelson Mandela, of visionary prophets like Steve Biko and of "the godfather of civic bodies", Thozamile Botha, freedom was on the march in South Africa, Mr Zini said

"I have a feeling that the march is only a few kilometres from Pretoria"

Ford Motor Company came under criticism from a Macwusa executive member, Mr Mpumie Cilibe, who said its "demotion of union officials" was an attempt to "break the spirit and morale of the leadership and intimidate potential leadership being groomed in the membership"



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# Union to testify in SATS probe

7/10/82

By STEVEN FRIEDMAN  
Labour Correspondent

SA TRANSPORT Services have officially invited the General Workers Union (GWU) to give written evidence to an internal committee investigating Sats' labour relations

But it appeared yesterday that former Sats dockers at Port Elizabeth harbour, who belong to the unregistered GWU and who were fired after a go-slow in support of union recognition demands recently, will not be able to give separate evidence

And, in another development yesterday, it was learned that the International Transport Workers Federation, to which dockers unions in major Western countries belong, will also seek to give evidence to the committee

The GWU recently asked to give evidence to the committee in an attempt to break the impasse between it and Sats over union recognition, which began about a year ago and led to the go-slow at Port Elizabeth harbour

Hundreds of workers were fired and bussed out of the harbour for taking part in the protest action

At the time the union decided to make an attempt to give evidence, the sacked dockers said they would ask to give evidence in addition to the GWU

The committee, chaired by a retired Sats assistant general manager, Mr J P Verster, is examining negotiating structures at Sats

Yesterday the GWU general secretary Mr David Lewis confirmed that the union had received a letter from Sats inviting it to submit written representations

He added, however, that the fired dockers had received a letter which simply acknowledged their request and added that the union had already been given permission to submit evidence

Sats has confirmed it has received the two letters

# ITF warning to Sats on dock workers

CAPE Times 13/10/82 (43)

Labour Reporter

INDUSTRIAL peace in the SA Transport Services (Sats) could no longer be taken for granted, according to a written submission by the International Transport Workers' Federation (ITF) to the committee of inquiry into Sats's labour relations

The recent events in the Port Elizabeth docks — where more than 400 workers had been sacked after embarking on a go-slow in support of demands that Sats recognize their union committee — were a "sign" that the times had changed

The submission said that for much of its history, Sats (formerly the SA Railways and Harbours) had benefited from "a quiescent non-white workforce which for the most part accepted whatever wages or conditions were laid down for it"

It said the government's recent labour legislation was "an acknowledgment of the urgent need to make some concession to the growing and irresistible demand, particularly by black workers, for the right to share in the making of decisions which bear on their working lives and conditions of employment"

Neither the General Workers' Union (GWU) nor the ITF was bent on disturbing industrial peace. The threat to peace came from management's "serious underestimation of the dockers' determination to be their own masters in the choice of their representatives"

The ITF called on Sats to talk to the GWU at the earliest opportunity

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RDN 26/10/72

# World backing for fired dock workers

Labour Correspondent  
THE giant International Transport Workers Federation (ITF) has instructed its general secretary to mobilise transport unions throughout the Western world to support dockers in Port Elizabeth harbour who were fired by SA Transport Services recently.

The dockers, members of the General Workers Union, were fired after embarking on a go-slow in support of demands that SATS talk to the union on recognition, which it had been demanding for 11 months.

The GWU belongs to the London-based ITF which has intervened in the dispute in an attempt to persuade SATS to talk to the union.

A Press release issued by the ITF says its executive board decided at a meeting in Bremen, West Germany, last week to instruct general secretary Mr Harold Lewis to "take whatever measures he feels appropriate to enlist the aid of the ITF's affiliates in support of the GWU".

The Board sees in that dispute a question of principle, namely whether the SATS dockworkers are to be granted the fundamental rights of freedom of association and collective bargaining," the ITF says.

X  
Dock unrest  
SATS 27/10/82  
findings  
next year

Labour Reporter

A South African Transport Services committee of investigation which is looking into the dispute at the Port Elizabeth harbour between SATS and the General Workers' Union is not likely to submit its findings until next year

More than 400 dock workers were dismissed at the beginning of September for refusing to abandon a go slow protest against SATS' unwillingness to hold talks with the union

The committee has already received written submissions from the GWU, the International Transport Workers' Federation, the Federated Chamber of Industries and various SATS staff associations, a SATS spokesman said

● The ITF announced this week it would mobilise support from its Western nation members for the dismissed Port Elizabeth dock workers

# SATS report is still not complete

Mail Correspondent

PORT ELIZABETH — The committee investigating the labour relations structure of the SA Transport Services is not likely to report on its findings for "at least a month or two", a spokesman for the SATS said yesterday

And although all expected representations about the situation in the Port Elizabeth harbour had been received, an interim report was unlikely to be released, he said

The committee would probably await the completion of all its investigations before making any reports

In August hundreds of dockworker members of the General Workers Union (GWU) were dismissed by the SATS after refusing to call off a go-slow they had begun in an effort to win the right to be represented by the GWU

The dismissed workers welcomed the announcement in September of the SATS committee of inquiry as a chance to air their grievances with regard to the Black Staff Association (BSA)

The SATS insists that the BSA adequately serves the needs of its black employees

The SATS spokesman also confirmed that the committee had received representations from the London-based International Transport Workers Federation (ITF) which announced this week it had instructed its general secretary "to enlist the aid of ITF affiliates in support of the GWU"

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Unionists up  
for trespass

Labour Reporter

Three Pretoria members of the General Workers' Union of South Africa were yesterday charged with trespassing at the Olifantsfontein Education and Trade Centre.

The men, regional organiser Mr Donsie Khumalo, Mr Solomon Maleka and Mr Solly Masemola, were summonsed to appear at the Kempton Park Magistrate's Court on December 30.

Mr Khumalo said they had gone to the centre to talk to management about organising trainers.

*Lower* 30/11/82  
**Union men charged**

By MONK NKOMO

THE TRANSVAAL secretary of the General Workers' Union of South Africa (Gwusa) Mr George Donsie Khumalo and two senior officials of the Union, were yesterday issued with

summonses for alleged trespassing at a trade centre in Olifantsfontein.

Mr Khumalo (27) of 7005 Section U, Mamelodi West, organiser Mr Solomon Maluleka (30) of Tembisa and Mr Solly Masemola (22) of 5024 Section P, Mamelodi West, were issued with summonses at the local police station after they were allegedly found on the premises of the National Education and Trade Centre at Olifantsfontein at 9 am

125m 112/82  
**Unionist in court**

**Pretoria Bureau**

A MAMELODI trade unionist allegedly incited workers of a Pretoria dry cleaning depot to go on strike so he could help them to get pay increases, the Pretoria Regional Court heard yesterday

Miss Christina Radebe was giving evidence against Mr Donsie Khumalo, 27, the Transvaal secretary of the General Workers Union (GWU), who is charged with instigating workers to strike

Mr Khumalo, of Mamelodi, has pleaded not guilty before Mr J A le Roux to inciting

workers at the De Luxe Dry Cleaners of Koedoespoort, Pretoria, to go on strike between August and September last year.

Miss Radebe said Mr Khumalo told workers to sign forms and also urged them to down tools so he could help negotiate with management to have their wages increased

She told the court she had signed the forms because she had been told they were from a union which helped people to earn better pay

The hearing continues on Friday

(10) Johannesburg news -

restrict collection hours of

shops

help cost down one  
competitive

cost

...



Unionist on  
strike  
strike count

Labour Reporter

There had been no violence or intimidation during a strike at a Pretoria dry-cleaning firm last September, an organiser of the General Workers Union of SA (Gwusa) told a Pretoria Regional Court at the weekend.

Mr Donsie Khumalo had pleaded not guilty to a charge of inciting or taking part in an illegal strike at the De Luxe Laundries at Koe-doespoort last year.

Judgment was postponed until January 21

## BLACK ARTS

### A boost for Fuba

Sponsorship of sporting events in SA often takes precedence over sponsorship of cultural events. So BMW's recent decision to sponsor a countrywide tour of works by 90 international artists, in conjunction with the Federated Union of Black Artists (Fuba), is to be commended.

The 120-piece collection, comprising paintings, sculpture and other works of art, has been donated to Fuba by well-known artists such as Henry Moore, Frank Stella, Kenneth Noland and Anthony Caro.

Fuba director Siphos Sepamla says "The collection was the brainchild of Caro, who came to SA to judge an art competition. He realised that black artists are underprivileged in this country and decided to help them through Fuba, working through the London-based African Arts Trust.

"At present the collection consists of American and European art. We intend starting an African art collection as well



Artists at work ... a spin-off from sponsorship

The collection will then form the core of a collection for Soweto's first art gallery which will be founded sometime in the future.

"The present collection will not be housed in one place as it is too large. However, Caro wanted the collection to function as a teaching aid to help young artists, so part of the collection will be housed at Fuba's Johannesburg centre, where we've started a small gallery."

BMW MD Eberhard von Koerber explains the company's involvement "A company dedicated to free market principles has a particular responsibility to demonstrating how a successful free economy contributes to progress and welfare in all spheres of society. Fuba's project combines the enjoyment of art with the training of artists and with the cultural education of people. This makes it an imaginative project with which BMW is proud to be associated," he says.

Fuba was founded five years ago with a grant from the Urban Foundation. Its aim was to stimulate black art and assist black artists.

"Today Fuba's principle role is to encourage artists to find their feet as many people are unaware of the extent of their talents," says Sepamla.

"We've had to employ a full-time organiser, as the exhibition will be on show in Johannesburg, Port Elizabeth, Durban, Umtata, the universities of Fort Hare and Zululand and at the National Gallery in Cape Town next year. We will use this art collection to stimulate our students and to raise funds for further development of Fuba's Johannesburg centre."

FM 17/12/82  
UNION MATTERS

### An emerging split

There are signs that the present, just noticeable rift in the emerging trade union movement will widen. This warning is contained in an information sheet prepared by Professor Willie Bendix of the Industrial Relations Research Unit at the University of Stellenbosch business school, and issued to associates of the university's Unit for Future Research (UFR).

According to the UFR information sheet this will lead to two factions:

- Some unions will continue to consolidate their power base by strong shop-floor and industrial organisation, and
- The "opposing faction" will, unless they modify their policy and strategy, increasingly play a "political" role.

Although during the past year nearly all emerging unions were united in their objection to government's detention of union leaders, as well as issues concerning registration and the industrial council system, the UFR says this year's "unity congresses" saw the emergence of new issues.

The UFR says the dominant issues which

caused the split in the union movement were the redirection of the "workers struggle" from a struggle against government to one against capital, as well as a proposal by the Federation of SA Trade Unions (Fosatu) in favour of "disciplined unity" of unions in a close federation.

The UFR says a significant step in the direction of a federation was taken by the decision of the General Workers' Union (GWU) to stop recruiting workers in certain industries, and to have talks with Fosatu's Metal and Allied Workers' Union to discuss demarcation in the engineering industry.

Although at the emerging union summit meeting in May the decision was made that no basis existed for the formation of a federation of all unions at that stage, the UFR says some observers believe Fosatu, the GWU and the Food and Canning Workers' unions will continue their unity efforts.

The UFR points out that the same congress also saw the beginning of attempts by a number of unregistered unions, led by the Motor and Components Workers Union of SA (Macwusa), to form their own alliance.

#### Defined structures

Fosatu and the GWU perceive the trade union movement as a strong workers' movement, based on well-organised, defined structures, operating in a conflict between workers and employers within the working situation. Macwusa and its comrades' main point of departure is the resistance to a widely defined system. Support for Macwusa came from its sister-union, the General Workers' Union of South Africa (Gawusa), the Black Municipality Workers' Union, the Orange Vaal General Workers' Union, the General and Allied Workers' Union and sections of the SA Allied Workers' Union.

The UFR believes this has some important implications:

- Should an alliance between Fosatu, the General Workers' Union and the Food and Canning Workers' Union be achieved, they will have established an extremely powerful body and employers could greatly benefit from the more stable, disciplined and cohesive procedures that would most likely result from such an alliance.
- These unions which continue to consolidate their power base by strong shop-floor and industrial organisation will become the unions to be bargained and reckoned with in the industrial relations sphere.
- The "opposing faction" which is likely to increasingly play a political role will run the risk of a complete takeover by political protagonists. The result could be their eventual demise as real trade unions.
- Ironically, unions which, at present, refrain from involvement in factional politics will, by their strengthening of the worker movements through industrial issues, eventually build up an extremely effective political powerbase. They may in future wield far greater political power than their anti-system counterparts.

# Motor industry and port disputes dominated 1982

S. Post  
22/12/82

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By SANDRA SMITH  
Labour Reporter

Two issues dominated the labour scene in the Eastern Cape this year — a crippling motor industry strike and a fight for union recognition in the harbour

Unquestionably the first was pre-eminent

At times it involved about 11 000 workers at Ford and General Motors in Port Elizabeth as well as at Volkswagen in Uitenhage. It led to a shutdown of all vehicle manufacturing plants and to dire warnings of the possible economic consequences for the region.

The dispute began in July and was finally resolved only in November, after the emasculation of the industry's industrial council through the withdrawal of the National Automobile and Allied Workers Union (Naawu) and weeks of sporadic go-slows and work stoppages.

Under protest, the union finally negotiated with the three employers

through their representative body

The settlement entrenched workers' job security instead of gaining the minimum wage increases initially sought.

At a time when all three companies had retrenched hundreds of workers during the year — despite earlier denials that there would be widespread lay-offs — the union saw better lay-off provisions as a priority.

The agreement came into operation on December 1. Eight days later GM retrenched 230 workers. They were able to benefit from the new provisions.

The dock dispute, in which workers fought for nearly a year to persuade the South African Transport Services (SATS) to talk to, if not officially recognise, the General Workers Union (GWU), received international prominence.

The threat of sympathy strikes by stevedores in four major South African ports and of embargoes on South African goods by affiliates of the Inter-

national Transport Workers Federation (ITF) led to widespread condemnation of the SATS actions in refusing to meet dock representatives and in sacking more than 400 workers after a go-slow.

The dockers have resolved to await the outcome of a SATS inquiry at which they and the ITF will give evidence.

Another Eastern Cape dispute which attained national prominence was that at the Veldspun International textile company in Uitenhage.

More than 1 000 workers were fired when they downed tools in protest against the sacking of 60 colleagues.

The Fosatu-affiliated National Union of Textile Workers (NUTW) claimed that Barlow Rand (which has a majority holding in Romatex, of which Veldspun is a subsidiary) had broken its code of employment and was indifferent to the unfair labour practices of its subsidiaries.

The union also criticised the group's failure to intervene in the dispute.

The issue shot to national prominence when students at the University of the Witwatersrand, of which Barlow's chairman, Mr Mike Rosholt, is chancellor, took it up and produced a booklet outlining the history of the dispute and calling on the chancellor to intervene.

The NUTW eventually agreed to a management proposal for the staggered re-employment of 214 of those dismissed.

Other important events included the banning, after months of detention, of four officials of the Motor Assembly and Component Workers Union (Macwusa) and the arrest and release without charge of two East London-Ciskei unionists of the SA Allied Workers Union (Saawu).

Splits in the "progressive" union camp also widened with the failure of a Port Elizabeth summit in July to agree on a union federation.

Ciskei:

CAPL Times 18/1/82

# Union leaders raided

Own Correspondent

EAST LONDON — Ciskei security police raided the homes of a number of trade union leaders and arrested at least one union member, unionists here said yesterday

Mr Yure Mdyogolo, branch secretary of the South African Allied Workers' Union (Saawu), said his 24-year-old brother, Mr Sebenzile Mdyogolo, had been arrested in a dawn raid on his home

Mr Bonsile Norushe, branch secretary of the African Food and Canning Workers' Union, said his home was also raided

The homes of the branch secretary of the General Workers' Union (GWU), Mr David Thandani, the president of Saawu, Mr Thozamile Gqweta, and a former branch chairman of Saawu, Mr Eric Ntonga, were also raided

The commander-in-chief of Ciskei state security, Lieutenant-General Charles Sebe, said on Thursday that the Ciskei Central Intelligence Service (CCIS) together with the Sword of the Nation squad had searched the homes of several "activists" in Mdantsane since the beginning of the week

# New Year wage hikes for stevedores

145 ~~375~~ ~~355~~ Mercury 23/12/82

Labour Reporter

STEVEDORES in the country's four major ports will receive wage increases of up to 28 percent in the new year following the completion of negotiations between the General Workers' Union and S A Stevedores Ltd

A statement released yesterday by Mr Dave Lewis, the union's general secretary, said Durban stevedores' weekly wages would be increased by 17 percent. This would bring the guaranteed weekly wage up to R70 a week.

The increase follows an interim wage increase of 25 percent negotiated for the Durban port in September. Before the increases Durban stevedores earned R48 a week.

The union, which has conducted the negotiations through workers' committees in the various ports, is the recognised representative of the 2 000 stevedores in the industry.

The wage agreement lays down an 18 percent increase for stevedores in Cape Town, 19 percent in Port Elizabeth and a 28 percent for stevedores in East London.

## Bonuses

It comes at a time when the shipping trade has experienced a slowdown due to world-wide recession.

The 1983 agreement has also increased bonuses and special cargo handling allowances and includes agreements designed to raise productivity in the industry, the statement said.

Mr Lewis said the new productivity measures follow stevedores' complaints about the way in which labour was allocated.

'All the work tended to be packed into one day which required the hiring of casual labourers and then the following day there would be nothing for workers to do,' he said.

The agreements were aimed at the improvement of labour utilisation by cutting down on the hiring of casual workers and the spreading of work evenly, Mr Lewis said.