

IND. REL. - WORKERS' Org. - W.P.W.A.B.

(1983

JANUARY — DEC.

Shipping recession blamed

600 dockers to lose Durban jobs

Mercury

5/1/83

(145)

Labour Reporter

ABOUT 600 workers are to be laid off by South African Stevedores Ltd in Durban, it was confirmed by the company and the General Workers' Union yesterday

The company also said that about 25 men in middle-management positions had been retrenched already

Mr Derek Lawrance, the company's financial director, said the retrenchments were regretted but had been forced on the company because of the effect the recession was having on the shipping industry

'It is a traumatic period to have to go through — but if we don't then nobody will be in business,' he said

Migrant

A union source said the General Workers' Union, which represents more than 2 000 stevedores in Durban, had expected the retrenchments, and together with the workers' committee had been having negotiations with the company about them since December

The first group of stevedores will be laid off on Thursday, and more will be retrenched as they return from leave. Many stevedores are migrant labourers

In terms of an agreement between the company and the union, those affected by the retrenchments will receive one week's compensatory pay for each year they have worked for the company

Fired dockers

await ¹⁹⁶⁴
~~report~~ ^{24/1/83}

Labour Reporter

ABOUT 600 dockers in Port Elizabeth, fired by the South African Transport Services last September, are anxiously awaiting a report by a committee of investigation into staff associations

Mr David Lewis, general secretary of the General Workers' Union, said the dockers were fired after taking part in a go-slow

The committee was appointed by SATS in October following an upheaval in the Port Elizabeth docks

IN MARCH

The four-man committee, under the chairmanship of Mr J P Verster, retired assistant general manager of SATS (Staff), has finished collecting evidence and will be ready to send its report to the Minister in March, according to Sats spokesman Mr Leon Els

The GWU — representing the dismissed dockers — the International Transport Workers' Federation, to which the GWU is affiliated, the Midland Chamber of Industries and SATS staff associations presented written evidence to the committee

"All the groundwork has been completed, and now the committee are following up certain things which have come to light," Mr Els said

URGENT

Mr Lewis said the union had expected the matter to be treated more urgently as "600 workers are anxiously awaiting the outcome of this inquiry and hope to be reinstated"

It did not require an in-depth investigation to ascertain that Sats had been guilty "of violating the most basic labour relations principles," he said

The workers have been without income for about five months, according to Mr Lewis

Workers take second unpaid leave

ARGAS 4/2/83
~~101~~
~~145~~
145

Labour Reporter

SIXTY-TWO workers at a Cape Town engineering firm are to take a second unpaid leave in an attempt to avoid further retrenchments because of the economic downturn

This brings the total number of Dorman Long Swan Hunter Ltd workers on two months unpaid leave to 101, a management spokesman said

The company's labourers, most of whom belong to the General Workers' Union (GWU), were told last August by management that between 30 and 40 workers would have to be retrenched because of the recession in the engineering industry

IN CYCLES

However, after negotiations between management and the GWU committee, it was decided that all the workers — about 100 — would take unpaid leave in cycles

A GWU spokesman said today all the workers had already gone on long leave and many of those now starting their second cycle had only been back at work for two months

"This means they have worked only two months out of the last six. It is an extreme hardship for workers to be without work for so long, but they have decided it is better for all of them to take unpaid leave than for some to be retrenched

EXPERIENCED

"The workers are all experienced engineering workers who would be an asset to any firm. They are without work through no fault of their own," the spokesman said

The union has found 18 men temporary work at another engineering firm. Workers recommended that those who had worked the least over the past months take the jobs offered

A management spokesman said 62 workers would return to work in March while the remaining 39 would return in May

CONDONED

It was difficult for management to have sections of the workforce coming back in two-month cycles, but the firm was prepared to condone it

"We understand the hardships black employees go through when they are retrenched, particularly those from the homelands"

Although the workers were classified as unskilled, they had acquired certain engineering skills, he said

RDM Feb. 1983 1701



Unions set to oppose Labour Party

AN ALLIANCE of emerging unions against the Labour Party's decision to take part in the Government's constitutional plan seems on the cards

The Federation of South African Trade Unions (Fosatu) has decided to campaign against the LP move. So have the Food and Canning and General Workers' unions. There have been clashes at meetings between LP supporters and union members.

Unions such as the SA Allied Workers' Union and General and Allied Workers' Union have also backed action against the proposals.

This is a significant development.

Fosatu, particularly, has not involved itself in a political campaign before — though it has always rejected claims that it is "non-political" and has been more prepared to make political statements for the past year or so.

The reason has been largely tactical — the belief that unions should build factory-floor strength before taking up political issues.

But what makes last week's union moves doubly significant is that they are, unionists say, a reaction to a groundswell of worker anger at the LP move.

Thus unionists report many requests from workers to discuss the proposals and the union's stand on them.

Fosatu's general secretary Mr Joe Foster says that, at Fosatu's recent executive meeting, all regions reported "anger" at the LP move, with black delegates — particularly from the Inkatha stronghold of Northern Natal — charging that they had been

"sold" and asking where coloured delegates stood.

There are many reasons why unionised workers might oppose the plan. But one factor may help explain why they see this as such a pressing issue.

A key aim of many emerging unions is to build co-operation between black and coloured workers. In some areas, they have succeeded.

They argue that the plan seeks to split irrevocably coloured and black people and so flies in the face of what they are trying to achieve in the factories. Its effect on them as unions is thus far more concrete than many other political issues.

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LAST week saw the launching of the country's first labour mediation service.

The new service plans to set up a panel of mediators which will be available to help settle labour disputes.

Mediation is a normal part of factory life in many Western countries, with governments often assisting it.

A mediator's job is to help bargaining — he only intervenes when both sides ask him to and seeks ways to get them bargaining again.

Here, worker suspicion of the Government has led to the belief that mediation must be totally independent of officialdom, which the new service is.

But planned legislation enabling the authorities to appoint mediators to settle disputes if both sides ask for them means mediation clearly has Government support.

Many unions are suspicious of it, seeing it as a threat to their independence.

And some labour experts argue that for mediation to work both sides must recognise the value of bargaining with each other — at least in principle. Where that exists you don't need a mediator, they say. Where it doesn't, mediation will be resisted.

Supporters of the new service reply that once it establishes itself it will show it is an aid, not an obstacle, to independent bargaining.

They also believe there are many firms in which the two sides have agreed to bargain, but where this is placed under stress by a dispute.

They believe they have a key role there and that, once they prove they can play a useful role, the demand for mediation will grow.

In this way, they say, the service can play a key role in promoting bargaining and reducing factory conflict.

□□□

FORMAL efforts to cement unity between emerging unions are under way again.

Last year efforts to get the unions to bury their differences and get together in a working alliance failed.

But the talks led to a realignment in which two groups emerged — on the one hand Fosatu, the GWU, and two food and canning unions, on the other a group of "community" unions led by the Motor Assemblers' and Components Workers' Union and the SA Allied Workers' Union.

The Council of Unions of SA has remained neutral.

With plans afoot to call a new meeting of unions to form a federation, the trends which emerged last year have hardened. Co-operation between Fosatu and its allies has increased — as has hostility between them and the Macwusa group.

There is thus little chance the latest move will produce an alliance of all the unions. But it may well cement the alliance between Food and Canning GWU and Fosatu.

As they have the vast bulk of unionised workers and factory muscle, this would be a big boost to unionism.

□□□

FOSATU's Sweet, Food and Allied Workers' Union is predictably delighted about an out-of-court settlement which means meat employers Vleissentraal will reinstate 30 workers it fired after a dispute last year.

One reason for the union joy is that Vleissentraal is a tough employer which took an uncompromising stance for much of the dispute.

But the deal was also made an order of court and is the first such order reinstating workers, rather than compensating them for their sacking.

Because it did not come to court, the case does not set a legal precedent.

But in this and similar recent cases, employers seem willing to settle rather than face court action.

One reason may be the judgment in a Transvaal case last year which gave much greater legal muscle to dismissed workers.

Paper No E 76 E 78
(to be copied from the heading on the Examination Paper)

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Initials		

NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
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4. Do not write in the left hand margin.

WARNING

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

Fired 145
S. Port
dockers
8/2/83
to take
their 270
money 33

By SANDRA SMITH

HUNDREDS of Port Elizabeth dockworkers who were dismissed in September will collect all money owed to them on Thursday — after nearly five months without income

They were sacked after a go-slow which aimed to force the South African Transport Services (SATS) to hold talks with the General Workers Union (GWU)

In a statement yesterday, the GWU said the workers had decided to sign off and collect their money

Repeated attempts by the union to convey this decision to the SATS management had been fruitless because officials had refused to talk to the general secretary, Mr Dave Lewis

The statement said the workers' decision was taken in the light of "the failure of the SATS committee investigating labour relations to issue its report"

It said "The conflict with SATS is a monument to the intransigence of South Africa's largest employer and is an indication that the basic principle of freedom of association has not been accepted by the Government

"We and other progressive trade unions will persevere in our efforts to accord the workers of SATS genuine representation in the unions of their choice

SATS' public relations officer, Mr Leon Els, said no special arrangements would be made for the payout because the workers' salary and pension money had been available since their dismissal

He said about 400 of 425 who were dismissed had not collected their pay. However the GWU believes more than 600 dockers were dismissed

Sacked SATS dockers give up

Labour Correspondent

SA TRANSPORT Services dockers, who were fired and taken by bus out of Port Elizabeth harbour last year, after a go-slow in support of demands for union recognition, finally admitted defeat yesterday — after six months

A statement yesterday by the General Workers' Union said the dockers, who have had no income since September, had decided to sign off as SATS workers and collect their pay

But the union labelled SATS's attitude to the dispute as an indictment of Government labour policies and said attempts to organise SATS dockers and win union recognition for them would continue

The dockers were sacked last September after a year-long attempt by the GWU to discuss union recognition with the SATS

Since then the fired men have refused to collect their pay, arguing that this would mean accepting their dismissal. They were also awaiting the report of a SATS committee on labour relations to which the GWU gave evidence

But the report — which the GWU says was promised in January — has not yet been released

The union said in its statement yesterday the workers would sign off and collect their money on Thursday. It said "repeated attempts" to communicate their decision to SATS had met with no response

"The workers have been without incomes for six months and it is expected that SATS will pay all the money owing to them on Thursday," the GWU said

It said the decision had been taken in the light of the SATS committee's failure to issue its labour relations report

"The conflict with SATS is a monument to the intransigence of South Africa's largest employer and an indication that the basic principle of freedom of association has not been accepted by the Government," it said

A SATS spokesman, Mr Leon Els, said that the money the workers are to collect had been available since their sacking and "it is not true that the GWU has organised for them to receive it"

PE dockers end Sats dispute

Cape Times 8/2/83
Labour Reporter

HUNDREDS of Port Elizabeth dockers who were fired in September last year have decided to collect their pay, signalling an end to their 18-month dispute with the SA Transport Services (Sats)

But their union, the General Workers' Union (GWU), has promised to "persevere in our efforts to accord the workers of Sats genuine representation in the unions of their choice"

The dockers were fired when they went on a go-slow after the Sats management had consistently refused to deal with their union committee

A statement released on behalf of the GWU by the union's general secretary, Mr David Lewis, said the workers had had no income for six months

The statement said their decision had been taken "in the light of the failure of the Sats committee investigating labour relations to issue its report"

"The conflict with Sats is a monument to the intransigence of South Africa's largest employer and indicates that the basic principle of freedom of association has not been accepted by the government"

Mr Leon Els, public relations officer for Sats, replying to a GWU allegation that attempts to communicate the workers' decision to the Sats authorities had met with no response, said the money was available at any time for the workers to collect

He said the Sats labour relations committee report was expected to be released by March

Sacked dockers line up for



Hundreds of dismissed dock workers gathered outside the Port Elizabeth harbour for their pay today. They have been without income for about five months. The pay-out went smoothly and without incident.

Pay-off of ¹⁴⁵ ~~770~~ ¹⁵⁰ ~~335~~ ^{10/2/83} hundreds goes smoothly

By SANDRA SMITH

THE paying off of several hundred dock workers who were dismissed by the South African Transport Services (Sats) last year proceeded without incident in Port Elizabeth today.

The workers were sacked in September after they had started go-slow action in an attempt to force Sats to hold talks with the General Workers Union (GWU).

They had refused to accept their dismissal and collect any money owed to them.

The workers gathered under the Campanile today before moving across to the payout office just outside the harbour where they received salaries, bonuses, overtime and holiday pay.

There was confusion among them shortly after the pay-out began when it was noted that the date of their dismissal was not being written in their reference books.

A member of the work-

ers' committee said they feared this might mean Sats did not intend paying out their pensions and other money owed to them.

Some workers insisted that Sats officials wrote the date of their dismissal in their reference books.

However, Sats' public relations officer, Mr Leon Els, said the workers could rest assured their pension and other money would be paid out. They also need not fear intimidation or arrest when collecting their money, he said.

The workers would receive their pension cheques after details had been sent to Sats' chief accountant in Johannesburg and final pay sheets prepared and sent to the addresses submitted by the workers today. Many of them will therefore receive their pension cheques in Ciskei and Tranksei.

Mr Els said it was difficult to say how long it would take for the pension cheques to be prepared and forwarded.

SATCO IV

★ The Cape Times, Friday, February 11, 1983 3

CANDIDATE MUST enter in the number of each question in the order in which it has red); leave columns (2) and

Union condemns new 'racist' labour bill

Labour Reporter

A NEW bill regulating conditions of employment in the South African Transport Services (Sats) was condemned yesterday by the General Workers' Union (GWU) as "racist" and a "denial of the principle of freedom of association"

If it becomes law, the proposed Conditions of Employment (Sats) Bill, a new version of the Railways and Harbours Service Act, will govern labour relations on the Railways

Mr David Lewis, general secretary of the GWU, which has been involved in a lengthy dispute with Sats, said the

bill had laid the ground for a similar dispute

He said the provision that non-citizens of South Africa be excluded from the provisions of the bill was blatant discrimination against African workers, many of whom were regarded as citizens of the "independent" homelands

"The provisions allowing the Sats general manager to classify the status of workers is virtually unchanged from the old Act. This means no black railways workers are 'permanent employees'

"There is no freedom of association. Only internal staff associations recognized by Sats manage-

ment can have access to labour relations machinery

"The so-called third party in disputes will be none other than the Minister of Transport. Quite clearly, the boss rules"

Mr Lewis said Sats workers were still excluded from the government's labour reforms as contained in the Labour Relations Act

"The irony is that the minister has issued new legislation at the same time that a committee of inquiry is supposed to be investigating Sats' labour relations. This merely shows that the committee was never intended to look seriously into the issue"

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Subject *FLON on 145*
(to be copied from the heading on the Examination Paper)

Paper No *1*
(to be copied from the heading on the Examination Paper)

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Examiners' Initials	<i>Jw.</i>	

NOTE CAREFULLY

- 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
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14/12/83
Labour Week By STEVE FRIEDMAN

20th 145
A slow-clap for SATS

THE CURTAIN rang down last week on one of 1982's key labour disputes as General Workers' Union members fired after a go-slow at Port Elizabeth harbour in September conceded defeat.

The go-slow was prompted by GWU's year-long battle to talk to the South African Transport Services about recognition at Port Elizabeth and East London harbours. The dispute was an embarrassment for Government labour reformers and raised fears of overseas union sympathy action.

By signing off and collecting their pay the GWU men accepted that they are not going to be re-employed and that the dispute is over — for the moment.

The defeat is obviously a setback for GWU. But the union has a reputation for taking on tough employers and this is not the first time it has had to admit defeat in a major dispute.

It survived defeat in the 1980 Cape meat dispute and will do so this time. The question now is whether fresh attempts will be made to organise SATS.

Clearly, this won't happen overnight.

The GWU believes an employer like SATS — not only the country's biggest but one of the least interested in sickly concepts like freedom of association — will only be fully organised by a united emerging union movement, and is pressing ahead with efforts to achieve this.

But one factor suggests SATS may face a similar dispute sooner than it thinks. Privately-employed stevedores in the harbours remain GWU members. Their work brings them into daily contact with SATS dockers. It was this which led to the dockers joining GWU before, and it could happen again.

Meanwhile, SATS seems not at all disturbed that its stance has dealt a major blow to the image of Government labour reforms among overseas unions.

A Bill governing work conditions on the Railways has been published. It shows little change from present legislation and confirms that SATS believes its cosy relationship with compliant staff associations can last for ever.

So last year's events have made SATS no friendlier to the 20th century.

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FOSATU'S National Union of Textile Workers, in a move long predicted by some labour insiders, has moved into the Western Cape.

It has been organising there for the past couple of months and has a majority in two factories and significant support in a third.

Initial organising was begun by Fosatu but now NUTW has appointed a full-time organiser there. Once membership reaches 1 000, it will form a West Cape branch.

This is Fosatu's first organising push in the area.

While the only motor plant in the Western Cape, Leyland, is organised by a Fosatu union and the small Jewellers and Goldsmiths Union is a Fosatu affiliate, it has never had a major presence in the Peninsula.

Textiles are a key industry in the area, employing, NUTW believes, around 30 000 workers. Success for NUTW would boost Fosatu's claims to being a truly national federation.

By organising in the area, NUTW is taking on Tucsa's long-established Textile Workers Industrial Union. One advantage for NUTW is that its rival does not have a "closed shop" agreement forcing workers to join it — its membership is far short of a majority in the industry.

But there are still obstacles in NUTW's path. It claims many employers prefer to deal with the Tucsa union and have threatened to act against workers who join its Fosatu rival.

And industrial council agreements between the Tucsa union and employers

bar companies from deducting union dues through 'stop orders' for any union not on the council, such as NUTW.

Nevertheless the Fosatu union is cautiously confident of success. It says it has solved the "stop order" problem by arranging with employers to collect dues by hand. It also claims widespread worker disenchantment with the Tucsa union.

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THE Confederation of Associations and Mining Unions (CAMU), which brings together white-led mine unions and officials' associations for the first time, meets the Chamber of Mines today to discuss whether the Chamber will bargain with it about pay and work conditions.

The Chamber has reservations about negotiating with unions and officials' organisations in one forum and is also unhappy as it would have to bargain separately with one of the officials' associations which has not joined CAMU.

But CAMU sources insist that, if the Chamber doesn't agree, CAMU will declare a dispute with it and thus force it to the negotiating table through a Conciliation Board.

As CAMU has refused to admit one coloured and black union and other new black unions on the mines won't join, it seems the mines will have to negotiate separately with blacks and non-blacks for the time being.

Meanwhile, annual metal and mining pay negotiations are due soon. They are likely to be tough. But any deadlocks are equally likely to be resolved short of strike action.

□□□

GOVERNMENT speakers often caution against overreacting during labour disputes.

Last week proved again the wisdom of these words. After all, those who lose their heads during disputes over labour matters might end up losing the Soutpansberg as well.

FM 11/2/83

SATS WINS A ROUND

145

~~146~~

The General Workers' Union (GWU) has finally conceded that it has suffered a major setback in its protracted recognition dispute with the SA Transport Services (SATS). However, the union says it will continue its attempts to represent SATS dockworkers.

About 400 dockworkers were sacked by the SATS in September last year when they embarked on a go-slow in support of demands for union recognition. They refused to accept their dismissal in the dispute which attracted the interest of several major transport unions abroad.

However, this week the GWU announced that the workers who have had no income since September have decided to formally sign off as SATS employees and to collect pay owing to them.

The union has obviously been harmed by the dispute. But some labour observers point out that it is still a major force in the stevedoring industry, where it negotiated substantial pay increases last year. The union also continues to be successful in persuading employers to implement procedures that prevent large-scale retrenchments — especially of migrant workers.

Carl Times
24/2/83

145

PFP: Defuse SATS dispute

HOUSE OF ASSEMBLY
— The dispute between the General Workers Union (GWU) and the SA Transport Services (SATS) over labour representation could escalate into a national crisis if not defused, Dr Alex Boraine (PFP Pinelands) said yesterday.

He was speaking in support of an amendment moved by the PFP that the Conditions of Employment wants to get its fingers into the SA Transport Services?"

The bill resulted from negotiation between management and SATS workers.

"Where does the PFP come barging in from the side? The GWU uses the same language in its dispute with the SATS as the PFP used in the House."

Dr Boraine replied that the PFP held a brief for

Union denounces Durban pamphlet

Staw

Labour Reporter

16/2/83

The South African Allied Workers' Union (Saawu) has denounced a pamphlet purportedly issued by them in Durban recently which attacks the General Workers' Union (GWU)

The pamphlet is seen by Saawu officials as another attempt to split the ranks of the emergent trade-union movement in Durban

The GWU is accused of having lost workers jobs because of unsuccessful strikes as well as being involved in the embezzlement of funds

NOT SIGNED

The pamphlet largely appeals to the black worker It is not signed and bears no publication details

Saawu's general secretary, Mr Sam Kikine, said that the pamphlet was a fraud and his federation had never adopted a racial stance He is going to get in touch with the GWU's general secretary, Mr Dave Lewis, over the matter

● There have been several pamphlets distributed in Durban and East London over the past few years seeking to discredit Saawu

2. Dispatch 15/2/83 (145)

Sats strikers lose benefits

PORT ELIZABETH — Dockworkers from Ciskei and Transkei who were fired after going on an "illegal strike" here last year have been told they do not qualify for unemployment benefits.

A spokesman for the South African Transport Services (Sats), Mr Leon Els, said the workers would not be paid out because they were "from outside South Africa."

Most of the 499 workers who went on strike are affected by the decision. The majority of them hail from Middle-drift, King William's Town, Alice, Alicedale, Fort Beaufort, Bedford and Centane.

They were involved in a go-slow at Port Elizabeth harbour last year and, for five months, refused to accept their final pay.

When they went to collect their money from the Department of Labour yesterday, all those regarded as coming from "outside" South Africa were told they would not be paid.

Grim-faced workers crowded the offices of the General Workers Union here after being told of the decision and com-

plained at being left penniless.

"I haven't been earning since August last year," said one. "I've been staying in Port Elizabeth because there isn't any sense in returning to Ciskei where there is only work repairing roads and dams."

Said Mr Els: "Only citizens of South Africa can apply for unemployment cards, and qualify variously if they are local, contract, temporary or permanent Ciskeians and Transkeians do not qualify because they are not contributors to the Unemployment Insurance Fund."

Instead of unemployment cards, Sats gave the workers certificates stating the period of their unemployment and the position they held — another move which caused concern among the workers.

"This is not even a testimonial, and I have been with the railways for 36 years," said one worker. "I must get work again sometime."

The workers were also told they did not qualify for rail tickets home as they were no longer employees of Sats — DDC.



SAT TIMES
Prober 2/3/83

migrant labour

HOUSE OF ASSEMBLY

— Black staff associations in the South African Transport Services (Sats) should be enabled to forge links with outside trade unions, but the initiative had to come from Sats workers. Mr Ron Miller (NRP Durban North) said yesterday. Speaking in the Third Reading debate on the Conditions of Employment (Sats) Bill, Mr Miller said circumstances surrounding migrant labour should not only be investigated within Sats but in all industries.

If a worker could come from England and eventually take out SA citizenship, then the same should apply to workers from the black national states, Mr Miller said.

"If a man is good enough to come and work in South Africa, then he should be able to take out citizenship if he meets the normal requirements."

The NRP supported the Third Reading of the Bill.

Replying to the debate, the Minister of Transport Affairs, Mr Hendrik Schoeman, agreed with Mr Miller that the problems of migrant labour should be investigated.

The bill was read for a third time over the objection of the PFP — Sapa

Workers in SATS warned on unions

By Colleen Ryan

Star 2/3/83
Independent trade unions which tried to recruit members in the South African Transport Services (SATS) could endanger harmonious labour relations

This was the warning given last night by the chairman of the Federal Council of SATS Staff Associations, Mr J Zurich, at the annual meeting

He warned workers to be wary of "trade union opportunists" who could leave employees in the lurch when they were needed most

"These trade unionists are gifted with silver tongues and have the ability to whip up emotions," said Mr Zurich. "They will stir up trouble, but will be conspicuous by their absence in the firing line"

But he added that he did not want to create the impression that all "outside" trade unionists were irresponsible

He said a chaotic situation could develop if the SATS management had to negotiate with outside unions "The SATS management already negotiates with 12 recognised unions. It will only create problems if organisers from outside unions are granted free access to SATS premises

"SATS employees are free to join any union, but they should remember that outside unions will not be able to negotiate with the Minister of Labour."

Sebe denies trade unions harassed

EAST LONDON — Ciskei state security is not taking "specific action" against any trade union or organisation, the commander-in-chief, Lieutenant General Charles Sebe, said yesterday

General Sebe was reacting to a claim by the branch secretary of the General Workers Union Mr David Thandani, that agents of the Ciskei Central Intelligence Service (CCIS) were trying to intimidate union members

Mr Thandani said a GWU member, Mr Pensile Deshe, was taken off a bus at the Mdantsane highway terminus at about 1130am yesterday and questioned at his home

He said the CCIS had also confiscated GWU T-shirts and documents

"I would like to say to the agents of the CCIS that they should stop terrorising and harassing the workers simply because they belong to trade unions as workers have all the right to join trade unions of their

choice"

General Sebe said he could not refute or confirm Mr Thandani's allegation that Mr Deshe had been questioned by his men until he had a full report of the matter

"My men are on operations all day I might not know if they question and release someone"

He said Ciskei state security worked to bring about stability and to circumvent any subversive tendencies

"There is no question of taking specific operations against trade unions, but what my men are doing is they are bringing about stability and circumventing any subversive tendency brought about by any organisation, let it be Ciskei National Independence Party (the ruling party), Saawu (South African Allied Workers' Union), ANC (African National Congress) the Communist Party or any organisation that brings about any subversive tendency in the Republic of Ciskei" — DDR

145
9/3/83
D. Dispat
145

**Union
minutes
sleazed**

ARGUS 8/3/83

145 ~~146~~

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Argus Bureau

EAST LONDON — The chairman of the East London branch of the General Workers' Union and a union member are understood to have been detained by Ciskei police today.

A union spokesman said the chairman, Mr Simon Wayene, and Mr Pensile Deshe were detained in Mdantsane this morning. It was not known whether they had been released.

Ciskei's head of security, Lieutenant General Charles Sebe, could not be contacted.

The homes of the chairman and the branch secretary, Mr David Thandani, were searched by police late yesterday. The spokesman said minutes of the union's national meetings, T-shirts and membership cards had been removed.

Union men detained by Kei police

145
8/3/83

Own Correspondent

EAST LONDON — Mr Simon Wayene, East London chairman of the General Workers' Union, and a union member are thought to have been detained by Ciskei police

A union spokesman said Mr Wayene and Mr Pensile Deshe were detained in Mdantsane today. It is not known if they were released later.

Ciskei's head of security, Lieutenant-General Charles Sebe, could not be contacted.

The homes of Mr Wayene and branch secretary Mr David Thandani were searched by police yesterday.

The union spokesman said that minutes of the union's national meetings, T-shirts and member cards were removed. Mr Deshe was also

questioned by police at his home after being removed from a bus in Mdantsane. Police confiscated documents and T-shirts, the spokesman said.

Yesterday Mr Thandani hit out at Ciskei's Central Intelligence Service, claiming its "agents" were trying to intimidate union members.

"I would like to say to the CCIS agents that they should stop terrorising and harassing workers simply because they belong to trade unions. Workers have the right to join trade unions."

General Sebe said yesterday that his men were not taking action against specific trade unions. "My men are circumventing any subversive tendency brought about by any organisation."

coal?

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+3

Sats still out of line

in labour relations

11/3/83

145

By PHILLIP VAN NIEKERK, Labour Reporter

LABOUR relations in the South African Transport Services (Sats), the country's largest employer, are still out of line with the rest of the country

That is the upshot of the Conditions of Employment (Sats) Act which the Minister of Transport, Mr Hendrik Schoeman, has recently piloted through Parliament. Sats' 250 000 workers are still governed at the workplace by laws substantially different from those which apply to other industries

The new, virtually unchanged legislation shows no sign of heeding Sats' first brush with the emerging black union movement last year which brought widespread local and international attention to the Port Elizabeth docks. There, more than 500 members of the General Workers' Union (GWU) were fired after embarking on a go-slow strike over the refusal of Sats management to talk to their representatives

Refused to meet

While Mr Fanie Botha, the Minister of Manpower, was urging private sector employers to deal with representative unions, Sats management was refusing even to meet GWU officials. And while the Department of Manpower was purging its laws and regulations of all traces of racial discrimination, Sats was continuing (as it still continues) to exclude blacks, coloureds and Indians from being permanent workers

So when Mr Schoeman appointed a committee to investigate labour practices on the railways, it was welcomed as a possible sign of change. However, before the committee had reported back (it still hasn't), new legislation streamlining the old S A Railways and Harbours Service Act but not making any major alterations was placed before Parliament.

Mr Schoeman has explained that he never had a new dispensation in mind. But what continues to puzzle observers is why Sats needs its very own labour laws at all. If the Labour Relations Act and the Conditions of Employment Act are adequate for the private sector, why not for Sats?

Critics of the legislation — and Sats' attitudes to labour matters in general — such as the Progressive Federal Party MP for Maritzburg North, Mr Graham McIntosh, have



Mr Graham McIntosh, MP... "Victorian", he says

condemned it as "Victorian", paternalistic and out of keeping with modern industrial relations

But it is in providing for the approximately 100 000 black railway workers that Sats could face its biggest test. The Black Staff Association, which joined the federal council of staff associations last week, is recognized as the sole mouthpiece of these workers

Sats' refusal to deal with any "outside" unions is seen as clear proof that black workers are being denied the right to be represented by trade unions of their own choice. That right is basic to the government's new labour dispensation and, as numerous disputes over recognition have shown, it is something black workers are prepared to fight for

As GWU general secretary, Mr David Lewis, has warned. By discriminating against black workers and denying the principles of freedom of association and the autonomy of trade unions, Sats could have laid the ground for another, potentially much bigger, dispute

the past few weeks more than 100 OK Bazaars workers at three stores have staged canteen sit-ins demanding the reinstatement of a fellow employee who they say was unfairly dismissed

The strike has not yet been resolved, but it has led to the suspension of recognition talks between OK management and Ccawusa. It is believed, however, that they will soon be back at the bargaining table

In another significant development in Durban this week, a strike by security guards at a firm called Safeguard came to an end after the company had agreed to talk to Ccawusa

According to Ccawusa general secretary, Mrs Emma Mashini, the union now has a membership of more than 20 000. She believes her union's current growth compared to other unions is because, curiously, commerce is not faced with the same problems in the recession as the manufacturing industry

"Even in the middle of a recession one reads of new malls and shopping centres going up all the time," she said. Apart from its apparent grassroots support, Ccawusa has signed, or is on the point of signing, recognition agreements with several major chain stores

O. Dipatle 18/3/83

6 unionists detained

EAST LONDON — Six leading trade union members, including Mr Thozamile Gqweta, the national president of the South African Allied Workers' Union (Saawu), have been detained by Ciskei's Central Intelligence Service, a Saawu spokesman said yesterday.

Mr Yure Mdyogolo, the East London branch secretary of Saawu, said the detention of the five Saawu officials and the general secretary of the

General and Allied Workers' Union (Gawu), Mr Sidney Mufamadi, had been confirmed by members of their respective families.

Those reported to be detained are Mr Gqweta, Mr Sisa Njikelana, the Saawu national vice-president, Mr Jeff Wubena and Mr Humphrey Maxegwana, two Saawu organisers, Mr Bangumzi Sifingo, vice-chairman of the Chloride workers' committee, and Mr Mufamadi.

Mr Mdyogolo said that Mr Njikelana was picked up at the house in which he was staying at Mdantsane. According to other people in the house, security police raided the house at 1 am on Wednesday after breaking in through a window, Mr Mdyogolo said.

After searching the house, police dug up the garden and then left with Mr Njikelana, he added.

The other five were taken to the Mdantsane police station after they were stopped on a road in the city during the early hours on Wednesday morning, Mr Mdyogolo said.

The Commander-in-Chief of State Security in Ciskei, Lt-General Charles Sebe, could not be reached for comment yesterday and late last night.

The head of the CCIS, Colonel Louis Nohnohno, was not available — DDR

Sebe confirms detention of unionists

EAST LONDON — The detention of six leading trade unionists by Ciskei's Central Intelligence Service earlier this week was confirmed last night by Lt-General Charles Sebe, Commander-in-Chief of State Security in Ciskei.

The men are being held in terms of Section 26 of Ciskei's security legislation at the Mdantsane police station.

Those who had been detained, General Sebe said were Mr Thozamile Gqweta, the national president of the South African Allied Workers' Union, Mr Sisa Njikelana, the Saawu national vice-president, Mr Jeff Wubena and Mr Humphrey Maxegwana, two Saawu organisers, Mr Bangumzi Sifingo, vice-chairman of the Chloride workers' committee, and, Mr Sidwell Mufamadi, general secretary of the General and Allied Workers' Union.

Mr Njikelana was arrested at 1 am on Wednesday at the house in which he was staying. The other five were taken to the Mdantsane police station after they were stopped on a road in the city during the early hours of Wednesday morning.

"The six men are being held subject to an investigation we are busy with, but which should be completed by Sunday," General Sebe said.

"We will refer the matter to the attorney-general next week and pending his decision, the six men will either be kept in custody or released.

"If there is a case against them, they will be brought before a court as soon as possible," General Sebe added.

He declined to comment on the nature of the investigations —
DDR

Unions dissociate themselves from ~~the~~ 145 ~~the~~ smear letter

12/3/83 By JIMMY MATYU

S. Post

THE Motor Assemblers and Component Workers Union of South Africa (Macwusa) and its sister organisation, the General Workers Union of South Africa (Gwusa) have vehemently dissociated themselves from a bogus smear letter

The letter stated that another union - the General Workers' Union - was "a bunch of whites manipulating black workers for its own obscure ends"

It was dated January 5, 1983, signed in the name of Mr S Duze (one of the Macwusa officials) and received in Cape Town by Mr David Lewis, secretary-general of the General Workers Union (GWU)

It was written after Macwusa, Gwusa and 13 other trade unions had met in Cape Town and Port Elizabeth during the past two years for trade union unity talks

Today Mr Government Zini, organising secretary of Macwusa and Gwusa, said "We deplore this mischievous letter and we dissociate ourselves from it Mr Duze has denied knowledge of it"

"It is understandable why it is written on our letter-heads, because in the past our offices had been burgled several times. We have our suspicions about who wrote it, trying to create mistrust between the progressive trade unions"

He said a similar letter with the same insulting wording had been circulated among civic and trade unions and its authors claimed it came from the South African Allied Workers Union of South Africa (Saawu). Saawu also denied writing that letter, he said

The question of unity in unions

WILL the major emerging unions get together in a federation, and so provide a boost to union muscle?

The second week of April is likely to provide the answer. The General Workers' Union has invited all emerging unions to a meeting in Cape Town then to discuss unity.

Unlike some of its predecessors, the meeting is to be intensely practical. GWU's letter inviting unions makes clear that the purpose is specifically to discuss the formation of a new union body.

So far, "mainstream" groups like Fosatu, the two food and canning unions and a few others have accepted GWU's invitation. The Council of Unions of South Africa and the Commercial, Catering and Allied Workers Union (Ccawusa) have expressed interest but have not given a final answer.

Whether the more vocal "community" unions — who see the "mainstream" unions as dangerous sell-outs — will attend is unclear.

But the rift between them and the "mainstream" group is so great that the chances of their joining in any alliance, if they attend, is minimal.

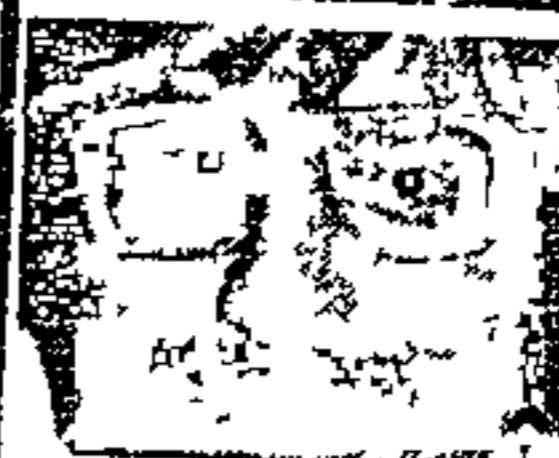
Instead, unionists expect the meeting to decide whether groups such as Fosatu, GWU and Food and Canning will get together.

Since these unions, with Cusa and Ccawusa, represent something more than 90% of emerging union members, this is the event to watch.

For a start, some officials of these unions believe it will be impossible for their unions to organise major industries — such as the mines and railways — thoroughly until such an alliance is achieved.

**Labour
Week**

By
STEVE FRIEDMAN



(145) Hansard (200)
~~270~~ Transport Services employees
Q Col. 742 21/3/83
500 Mr G B D McINTOSH asked the
Minister of Transport Affairs

How many (a) Whites, (b) Blacks, (c)
Coloureds and (d) Indians employed by
the South African Transport Services are
(i) permanent (ii) temporary, (iii) casual
and (iv) regular employees?

The MINISTER OF TRANSPORT AF
FAIRS

	(i)	(ii)	(iii)	(iv)
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(d)	—	—	106	2 006

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Jhks 23c
25c
Durban

DOM
Saawu
rights
victory
at Defy

Labour Correspondent
THE unregistered SA Allied
Workers Union has won its
biggest recognition agree-
ment yet - bargaining
rights at the Durban plant
of household appliance
firm, Defy

The agreement was signed on
Friday and follows a year
of informal dealings be-
tween Defy and Saawu,
Defy's general manager,
Mr Ron Colley, said
yesterday

It comes at a time when the
union's East London-based
president and vice-presi-
dent, Mr Thezamide-
Gqweta and Mr Sisa Njike-
lana, have been detained
by Ciskeian security
authorities

Although Saawu has won
several recognition agree-
ments in the Durban area
and is recognised at three
Eastern Cape plants,
Defy's site at Jacobs, out-
side Durban, is the largest
at which the union has won
representation rights

Some 1 300 workers are em-
ployed at the Jacobs site,
which houses Defy's appli-
ance and wiring plants

The agreement signed on
Friday is similar to one be-
tween Defy and Fosatus
Metal and Allied Workers
Union at the company's
East Rand plant

Defy and Saawu have been
negotiating informally
since the company was hit
by a strike over workers'
demands to withdraw their
pension contributions from
the metal industries' pen-
sion fund

Mr Colley said yesterday the
agreement signed on Fri-
day was largely procedur-
al and dealt with election
of shop stewards and other
general recognition issues

But Defy and SAAWU al-
ready have a retrenchment
agreement at the plant and
have signed other agree-
ments on factory issues

The agreement does not pro-
vide specifically for wage
bargaining between Defy
and SAAWU but it is ex-
pected this will take place
if the union requests it

Pat Senior's funeral today

Mail Reporter

THE Johannesburg Art Gal-
lery will close at 1pm today
for the funeral of the former
director of the Art Gallery,
Mrs Pat Senior

The funeral will take place
this afternoon.

Mrs Senior, who was killed
by a bus last Thursday, will
be cremated at the Braam-
fontein cemetery crematori-
um at a 2pm service

Donations may be made to
the Pat Senior Memorial
Fund for the purchase of art
works for the gallery

More unity likely after rival unions hold talks

22/3/83 By STEVEN FRIEDMAN
Labour Correspondent

IN an "historic" move which heralds in-
creased unity between union groups which
were once bitter rivals, shop stewards of the
Federation of SA Trade Unions' Metal and
Allied Workers' Union have met stewards of
the General Workers' Union to discuss com-
mon problems at the giant Dorbyl group

The meeting was held at the weekend and
will be followed by attempts by the two
unions to negotiate jointly retrenchment pay
for members with Dorbyl

MAWU said in a statement yesterday ste-
wards of the two unions were sharply critical
of Dorbyl's unwillingness to pay retrenched
workers severance pay

The joint meeting between the two ste-
wards' groups is the most concrete evidence
so far of co-operation between the GWU and
Fosatu unions such as MAWU

It is understood that there has also been
informal co-operation between other Fosatu
unions and both the GWU and the Food and
Canning Workers' Union

Union sources expect this to lead to an
alliance between these unions when emerging
unions meet in Cape Town to discuss unity on
April 10

In its statement, MAWU described the
first-ever meeting between shop stewards of

the two unions at Dorbyl as "historic" and
said the meeting had discussed "common
grievances against the Dorbyl group"

The "major issue" was "the refusal of Dor-
byl to pay retrenchment pay" The statement
said stewards were "disgusted" with Dorbyl
"which earns millions in profits but does not
think at all for the workers it retrenches"

It claimed the group had earmarked R40
million for projects at one of its companies
alone, but was unwilling to compensate re-
trenched workers

It said that where factories had been
closed, Dorbyl had paid workers only one
day's pay for each year of service which
'compared very badly' with other big metal
groups which paid one week's pay for each
year

Dorbyl is expected to reply to the state-
ment today

MAWU also said yesterday it had held its
first national shop stewards' council meeting
for Barlow Rand companies at the weekend
Stewards from Transvaal and Natal firms in
the group had attended

It said recognition talks with Barlow firms
were deadlocked over several points" and
accused the firms of setting "unreasonable
preconditions" to recognition

Comment from Barlow Rand could not be
obtained yesterday

'Blind led blind' inquest

CAPE TOWN - The compo-
sition of the watch on SAS
President Kruger at the time
of the collision with SAS Ta-
felberg could be described as
a case of the blind leading
the blind according to the
Deputy Attorney-General of
the Cape, Mr Frank Kahn

He said at the inquest into
the death of Chief Petty Of-
ficer Donald Webb yesterday
that he would argue that at
the time of the collision
President Kruger had an in-
experienced first officer of
the watch leading another in-
experienced second officer of
the watch

The first OOW was in turn
taking orders from the Prin-
cipal Warfare Officer (PWO)

who was himself not
qualified

The officers of the watch
on board President Kruger at
the time of the collision were
Lieutenant Peter Smith (the
PWO), Sub-Lieutenant R E
Pickstock (first OOW) and
Sub Lieutenant A J Meintjies
(second OOW)

Commander J F Wain-
wright of the Tactical and
Torpedo Anti-Submarine
School said in reply to a
question by Mr Kahn that the
competence of officers of the
watch was decided by the
captain of the ship

Mr Kahn then asked him if
he would accept that the
three officers were in charge
of the ship when it collided

Cmdr Wainwright "That is
fact"

In answer to a question
from Mr Kahn earlier, Cmdr
Wainwright said Lt Smith,
the PWO on President Kruger,
had, under his control,
passed a course which aimed
to produce a man capable of
acting as a PWO on a frigate

However, he had entered
certain reservations about
the Lt Smith's personality in
his report at the end of the
course

Cmdr Wainwright said he
would have expected Captain
Wim de Lange of President
Kruger to have read the
course report

He said he had stated in his

Mail Correspondent

CAPE TOWN - Police in
the south-western districts
made one of their biggest
drugs hauls ever at a road-
block between Graaff Reinet
and Willowmore at the
weekend

They found Mandrax tab-
lets worth more than

Mandrax tablets worth R318

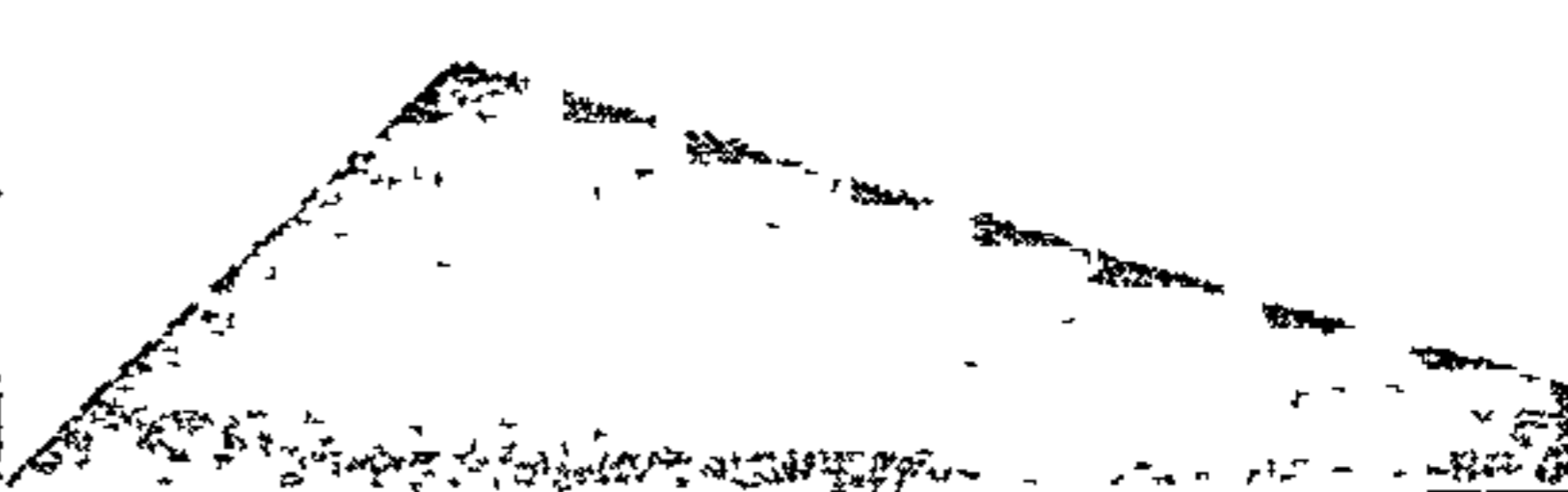
R300 000 hidden in a secret
compartment attached to the
chassis of a light delivery
vehicle and hidden in the
vehicle's canopy

Major Eddie Snyman po-
lice liaison officer for the

area, said policeman stopped
the vehicle at about 8 45pm
on Saturday night In search-
ing it, the men found 31 700
tablets which sell at about
R10 each on the black
market

SEE THE EXCITING NEW NATALIA QUARRY TILE R AT M. FIHRER & SON.

NATALIA QUARRY TILES



22/3/83

The Star Tuesday March

Rival unions join to fight pay issue

Labour Reporter

Two rival trade unions met at the weekend to discuss common complaints against a major engineering and automotive components group

The meeting is seen as a significant alignment against an employer

The General Workers' Union (GWU) and the Metal and Allied Workers' Union (MAWU — an affiliate of the Federation of SA Trade Unions) met in Johannesburg at the weekend to discuss industrial relations problems with the Dorbyl group

A statement said the talks concerned Dorbyl's unwillingness to negotiate retrenchment pay

MAWU complained that in cases of retrench-

ment Dorbyl had paid out only one day's pay for each year of service while other major employers paid at least one week's pay for each year

The GWU-MAWU meeting resolved to call for a joint meeting with Dorbyl's board of directors before the end of March to negotiate retrenchment pay

A spokesman for Dorbyl in Johannesburg said the unions' statement would be looked into before any public reply might be issued

● Fosatu's first national shop steward council for Barlow Rand companies also met at the weekend. The meeting discussed difficulties in concluding recognition agreements with Barlow subsidiaries

Detentions are aimed at leaving movements headless

Ciskei moves to crush unions

By Tony Davis,
Labour Reporter

The detention of six trade unionists by the Ciskeian authorities last week marks the latest move by that territory's government to crush the independent union movement

Both Ciskei President Lennox Sebe and his mercurial brother, Lieutenant-General Charles Sebe, have been unashamedly ruthless in their opposition to independent trade unions since they came to power

Three unions have been hardest hit by this stance the South African Allied Workers' Union, the African Food and Canning Workers' Union and the General Workers' Union

Last week's detentions saw Saawu president, Mr Thozamile Gqweta, vice-president, Mr Sisa Njikelana, and others being detained by Ciskei Mr Gqweta has been detained on at least eight occasions by either Ciskeian or South African police and Mr Njikelana has been detained six times

Lieutenant-General Sebe said the men would appear in court in the Ciskei this week for what he described as "ANC activities"

The first notable action by the Ciskei authorities against the members of newly emergent unions took place early in 1981 after labour unrest at the Wilson-Rowntree sweet factory in East London

Twenty-one members of Saawu were arrested They

The appearance in a Zwelitsha court this week of officials of independent trade unions who were detained a week ago by members of the Ciskei security forces highlights the continuing crisis between the union and the territory's authorities.

were held under the territory's infamous Proclamation R252, which provides for detention without trial

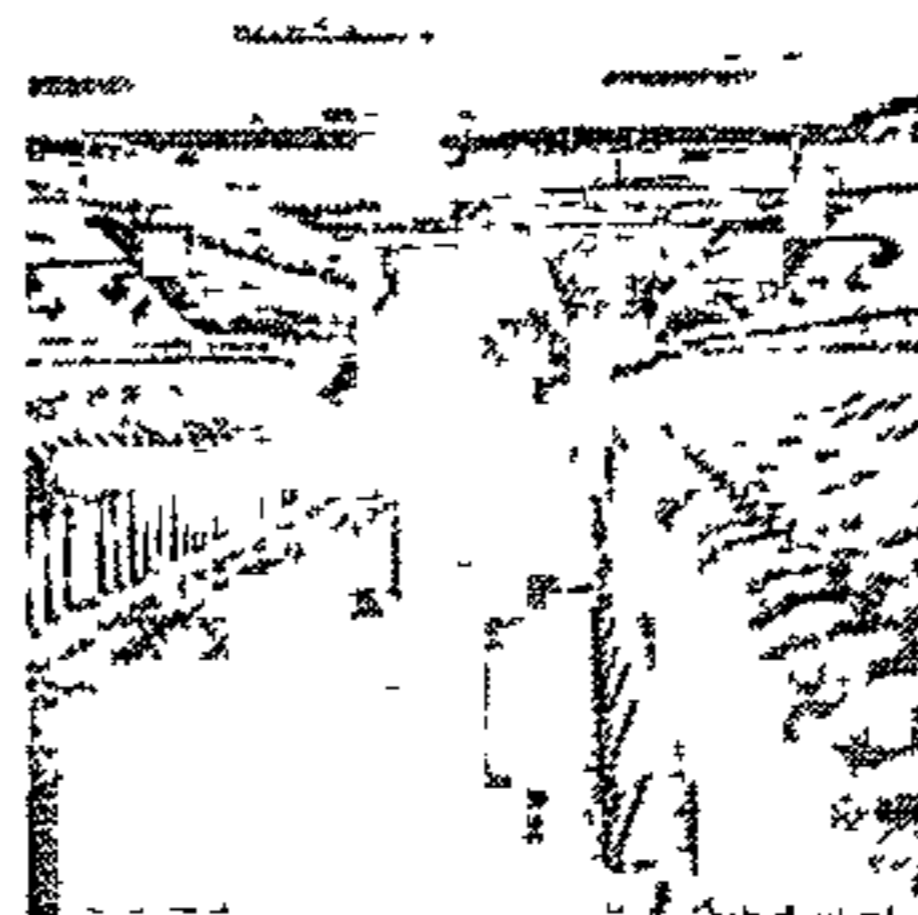
The anti-Republic Day campaign during 1981 was the occasion for further action against Saawu as members were arrested for distributing pamphlets Many of the union detainees were released without being charged

In East London Saawu found itself in the position of being evicted from its offices several times and being raided by the South African Security Police

The union faced the difficulty of conducting its union business in South Africa while its membership lived in Ciskei and complained of alleged harassment by members of Security Police on both sides of the border

In September 1981 matters came to a head with the detention of 205 unionists under Proclamation R252

The unionists, members of



Workers in a Ciskei textile factory . trade unionism can attract trouble

Saawu, the GWU and AFCWU, were arrested as they were returning to Mdantsane in Ciskei from a meeting in East London

They were accused of having sung freedom songs and condemned Ciskeian independence

The arrests sparked critical reaction as far afield as Australia

There were reports on several occasions that unionists had conducted hunger protest strikes while in jail

In November 1981 Ciskeian security services also involved themselves in a recruitment scheme for an East London factory Workers responded to a call by Ciskei's agricultural department for job-seekers only to find the security services were interested in screening the people first Various trade unions condemned this action

The funeral of Mr Gqweta's mother that month sparked

further unrest Ciskei police fired on mourners after they had reportedly refused to disperse

Saawu GWU and AFCWU issued a statement saying "If the South African authorities do not intercede and discipline the Ciskei authorities, the consequences will be disastrous"

Early in 1982 President Sebe spoke out publicly against the independent trade unions, apparently in response to an anti-Ciskei publicity campaign by some unions

President Sebe indicated that independent trade unions would not be tolerated and any organisations that made "revolutionary stuff" would not be allowed to operate in Ciskei

Lieutenant-General Sebe had also stated that he felt Saawu was not a trade union "It is not for the Ciskei Government to bow to Saawu — they must obey law and order."

During 1982 the homes of senior trade unionists in Mdantsane were raided by Ciskei security forces on several occasions and documents and pamphlets were seized

Reports of detentions of several trade unionists earlier this month could not be confirmed with the Ciskei authorities Last week's detentions added to union fears that Ciskei was once again "getting tough" on trade unions

Labour experts feel Ciskei is only one step from banning outright some trade unions and has shown it has hoped to crush the unions through repeated police action and detentions

Autobank. Around the clock around the country too.

~~184~~ (145) ~~1154~~
RETRENCHMENTS

Pressure on Dorbyl

FM 25/3/83

This week's joint meeting between shop stewards of the emerging General Workers Union (GWU) and the Metal and Allied Workers Union (MAWU) to plot strategy over grievances against the Dorbyl group may reflect increased union unity. It certainly does reflect the recession. The issue that brought them together was retrenchment pay.

The two unions have long been rivals. Their decision to form a united front against Dorbyl on the retrenchment issue indicates that rivalry in other areas does not necessarily preclude joint pressure on managements over specific issues. In this instance, they charge Dorbyl with failure to make severance payments or with calculating payments on a low basis.

Dorbyl's industrial relations adviser, Mike Beaumont, counters that the group is not "unmoved" by retrenchments, "but would prefer it to be dealt with at industry level. We consider retrenchment to be a last resort option where alternative measures have been exhausted or are not feasible in the circumstances. However, it has been our practice to pay out where we've closed factories permanently."

The unions allege that "where factories have been closed, Dorbyl has sometimes

paid only one day's pay for each year of service. This compares badly with the other big groups in the metal industry, most of whom pay at least one week's pay per year of service."

Shop stewards told the meeting that "Dorbyl is spending tens of millions of rands every year on projects. For instance, Dorbyl Auto Products has earmarked R40m for 1983, but refuses to pay for service on retrenchment."

Counters Beaumont: "We consider profits and expansion in a favourable light as they have a positive influence on both job security and job creation for our employees. We also consider the overall conditions of service in the group better than the industry average. For example, Dorbyl is probably the largest trainer in the metal industry and this permits advancement and upgrading."

The unions' meeting resolved to recommend "that all Dorbyl shop stewards should ask their managements to arrange a joint meeting with the board of directors before the end of March."

Beaumont says "We haven't been approached by GWU and Mawu jointly, but we will continue to talk to all trade unions with members in our employ. We regard any action bringing unions together as positive and to be welcomed. We support the idea of freedom of association and, if our employees wish to get together, we would

not resist."

The joint approach could well spur efforts to draw emerging unions together. A meeting is to be held in Cape Town in April, at the instance of GWU, to discuss the issue.

Old rival unions meet

SHOP stewards from one-time rival unions, the General Workers Union (GWU) and the Fosatu affiliated Metal and Allied Workers Union (Mawu) met for the first time to discuss common grievances against the giant Dorbyl group at the weekend.

The major issue at the meeting, which was described as historic, was the refusal of the company to pay retrenchment pay. Shop stewards said they were disgusted with the company, which earned millions of rands in profits every year while not considering the workers it retrenched.

The meeting heard that, while the Dorbyl group was spending tens of millions of rands

every year on various projects, where factories had been closed, the company had sometimes paid retrenched workers only one day's pay for each year of service.

Shop stewards said this compared very badly with the other big groups in the metal industry most of which paid at least one week's pay per year of service.

The meeting resolved to recommend that all the company's shop stewards should ask their managements to arrange a joint meeting with the board of directors before the end of March to negotiate this issue.

Also held at the weekend was Fosatu's first

national shop steward council meeting for the Barlow Rand companies which was attended by the federations shop stewards from the Transvaal and Natal.

The meeting concentrated on the problems faced by the federation in trying to negotiate recognition agreements with the group's companies.

Negotiations have reached deadlock over several points according to the shop stewards council especially the "unreasonable preconditions which companies are insisting on to restrict collective bargaining".

3 search, rob. GWU office

copy took 30/3/83

(146)

Staff Reporter

THE Athlone head office of the General Workers' Union (GWU) was broken into on Sunday night by three men who searched the office and stole "vital" union documents, according to Miss Di Cooper, assistant branch secretary of the GWU

Miss Cooper said the caretaker of the Benbow Building, which houses the GWU, saw three men entering the building. They had a key. They spent about three hours in the GWU offices.

She said they had taken away a number of important union documents, but had ignored a safe containing a large sum of money

The matter has been reported to the Athlone police and a theft docket has been opened

Unions to meet for historic unity talks

SUPER UNION ON THE CARDS

27/3/83
City Press
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CAPE TOWN — South Africa's major independent unions will take a break from bargaining with the bosses in the second weekend of April and get down to some hard bargaining among themselves

What could emerge is the largest non-racial body of organised labour in recent history

The Cape-based General Workers' Union has invited all the major independent union groupings to Cape Town to discuss the formation of a new union body.

At this stage, union leaders are tight-lipped about their attitudes to the meeting and its chances of success

CITY PRESS Correspondent

They fear a repeat of last year's breakdown in unity talks at Wilgespruit and Port Elizabeth

Off the record, unionists believe a new federation will emerge, even if it contains only some of the invited unions

Most likely at this stage is an alliance between the largest union grouping, the Federation of South African Trade Unions (Fosatu), the smaller GWU, the Food and Canning Workers' Union (FCWU) and the African Food and Canning Workers' Union (AFCWU).

Signs of new ties between these unions have been seen lately

This week shop stewards of the GWU and the Metal and Allied Workers' Union (Mawu), an affiliate of Fosatu, employed by the Dorbyl Group met to discuss retrenchment procedures at Dorbyl factories

Formerly bitter rivals, Mawu and the GWU decided on a joint strategy in their severance-pay dispute with Dorbyl

And the FCWU has co-operated with Fosatu's National Union of Textile Workers (NUTW) to organise Cape workers.

Labour observers are watching with interest whether the Council of Unions of South Africa (Cusa), the South African Allied Workers' Union (Saawu), the Commercial Catering and Allied Workers' Union

(Macwusa) and the Orange Vaal General Workers' Union will also become party to the new alliance

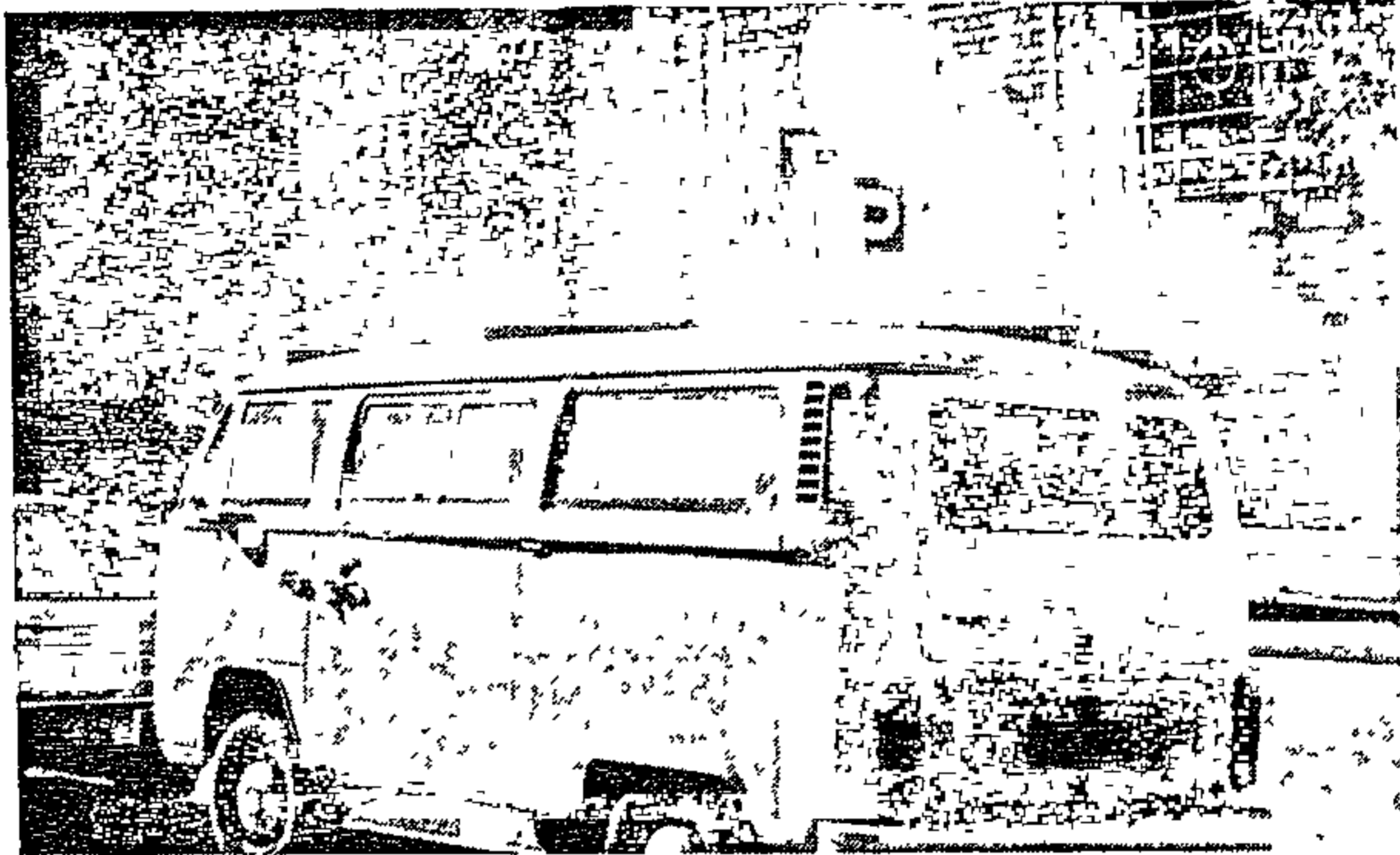
The Port Elizabeth-based Motor Assembly and Component Workers' Union (Macwusa) which led the walk-outs at the two previous unity meetings, will be sending a delegation, even though its annual conference

is being held on the same day

Macwusa walked out because it objected to the fact that some of the unions present were registered or served on industrial councils

This time individual union policy will not be at issue — the criterion for participation will be democratic control of unions by their members

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The combi with the same number plate as the one spotted outside the General Workers' Union offices, when they were raided on Sunday night, in the "police vehicles only" parking bay outside Caledon Square yesterday. *Cape Times 31/3/83*

Combi mystery after break-in

Staff Reporter

A COMBI with the same registration number as the one seen leaving the General Workers' Union (GWU) offices after they were broken into on Sunday night was spotted yesterday in a "police only" parking bay outside Caledon Square police station.

A GWU statement expressed suspicion at this apparent link with the midnight break-in in which a number of union documents were taken. A safe containing a "considerable" amount of money was left untouched, the union said.

A police liaison officer for the Western Cape, Captain Gerhard van Rooyen, said the security police categorically denied being in the vicinity of the Beverley Street, Athlone, head office of the GWU with their yellow-and-white combi.

He said that although the registration number of

the police vehicle — CA 283-034 — corresponded with that on a combi seen near the GWU office, the Athlone police had been given a sworn statement that a blue-and-white combi had been seen at the time of the break-in.

Captain Van Rooyen said the blue-and-white combi may have been using false number plates and the police put it down to a "coincidence". The police are investigating.

The GWU statement said: "At the time of the break-in the caretaker of the building saw three men driving off in a combi and noted the registration number. This information was conveyed to the police at Athlone police station when a charge of theft was laid."

"Today officials of the GWU saw the same vehicle parked in the police parking bay in Albertus Street outside Caledon Square."

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Unions
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head for
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key unity
8/4/83
summit

Labour Correspondent

ALL the country's emerging union groups are expected to attend a key meeting on union unity in Cape Town this weekend to explore the formation of a closer working alliance between them.

While the meeting is certain not to lead to an alliance of all emerging union groups, it could see three major groups — the Federation of SA Trade Unions, the General Workers Union and the two food and canning workers unions — decide to cement a closer alliance, although even this is not certain.

The meeting was called by the General Workers Union, which told unions in its invitation that the meeting would explore forming a new union federation.

Fosatu, the food and canning unions and several other unions quickly accepted the invitation, but it appeared at first that unregistered unions, which have adopted a tough stance against registration with the Government and joining official industrial councils, might boycott the meeting.

These unions, led by the SA Allied Workers Union and Motor Assemblers and Components Workers Union (MACWUSA), have now indicated that they will attend.

But observers believe the meeting may see a confrontation between them and groups like Fosatu, the General Workers Union and the food and canning unions.

The SAAWU/MACWUSA group is likely to accuse Fosatu of not honouring resolutions at earlier union summits to boycott industrial councils and registration while the Fosatu/GWU group is likely to accuse its opponents of giving little practical support to grassroots union unity efforts.

12/4/83 (145) 301

Unions slam new UIF plan

Labour Correspondent

BLACK workers who are citizens of "independent" homelands will begin contributing again to the Unemployment Insurance Fund on May 1

But, if they lose their jobs, they will not be entitled to claim their benefits from the South African fund — a stipulation which has been attacked by unionists

Their contributions will be paid into funds set up by each of the "independent" homelands and unemployed workers will have to visit these areas in order to claim their benefits

This is the implication of a recent announcement by the Minister of Manpower, Mr Fanie Botha

The new system which will be introduced implements legislation which has already been passed by Parliament

One of the results of homeland "independence" was that workers who were forced to be citizens of these territories were no longer allowed to contribute to or receive benefits from the UIF after a set period

Government spokesmen said they would instead have to rely on unemployment funds set up by the "independent" homelands

But, until now, only one of these territories — Bophuthatswana — has actually set

up a fund and workers were left without any unemployment insurance

The issue came to a head in late 1981 when workers in East London struck in protest at their imminent exclusion from the fund as a result of Ciskei "independence"

As a result, the Government agreed to allow these workers to resume contributions to the UIF — but only if the money they contributed was passed on to unemployment funds in the "independent" homelands

Recently, Mr Botha announced that Transkei, Venda and Ciskei had now decided to establish unemployment funds, thus allowing this new system to come into effect. It is understood that these funds were set up after the intervention of the department

But, when the law establishing the new system was debated in Parliament, PFP spokesmen expressed concern at the fact that there was no guarantee that the "independent" homeland funds would be properly administered

And the Cape-Town based General Workers Union has also criticised the new system, which will force many thousands of workers to journey to these homelands to collect their unemployment insurance



UIF: All the way 'home' to get it

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CAPE TOWN — Tens of thousands of contract and commuter workers will soon be able to claim unemployment insurance again — but they will have to return to the homelands if they want to be paid out.

And the General Workers Union (GWU), which has a majority contract worker membership, has warned of widespread dissatisfaction over the measure because workers were not consulted.

Mr Fanie Botha, the

Minister of Manpower, announced last week that Transkei, Ciskei and Venda have set up their own unemployment insurance funds (UIF) in consultation with the Department of Manpower. When those home-

CP Special Correspondent

lands took "independence", all their contract and commuter workers ceased to be contributors to the South African UIF, though Bophuthatswana set up its own UIF.

Thousands of Transkeian and Venda contract workers who have lost their jobs in the current recession have

been unable to claim unemployment insurance UIF benefits for Ciskei contract workers have been preserved until the end of next year.

The loss of UIF rights has been a hot issue among trade unions in East London, where more than 80 percent of the black workforce commute from Mdantsane in the Ciskei every day and where there is an exceptionally high rate of unemployment.

Amended

The Unemployment Insurance Act was amended last year to make it possible for commuter and contract worker contributions to be made to the UIF in South Africa and then transferred to funds in the independent homelands, once these funds had been set up.

Mr Botha said agreement had now been reached and contract and commuter workers would start contributing to the UIF from May 1.

UIF:

● Their names are Mthuthuzeli and Mziwabantu and they have been unable to claim UIF payments since the death of their father six years ago, despite all the efforts of their uncle.



By MARTIN
NTSOELENGOE

Orphans get the runaround but no money

ROODEPOORT — Two young orphans have been battling without success for the past six years to clam from the Unemployment Insurance Fund.

Their uncle, who is smuggling to support them, has almost given up hope, having travelled as far afield as Transkei in order to secure UIF payments to his two nephews.

Mr Butana Dhlilitye told City Press of his struggle to obtain the money for his nephews, nine-year-old Mthuthuzeli, and five-year-old Mziwabantu who live in abject poverty in Soweto as their uncle battles to support them, his wife and his three school-going children on R120 a month.

Mr Dhlilitye said after the death of his

brother in 1977, he applied to the Roodepoort Commissioner for benefits for his nephews. He was told to bring his late brother's UIF card.

From there he was sent to the Commissioner in Johannesburg who in turn referred him to the Commissioner in Krugersdorp.

"I was told to bring proof that my brother and sister-in-law were dead, as well as proof that my brother had worked in the Roodepoort area for the past 27 years," said Mr Dhlilitye.

"I had to travel to Mganduli in Transkei to get affidavits from the headman and I returned with these papers and took them to the Commissioner."

Six years later, not a penny has been received.

"I've been driven from pillar to post and it's cost me a fortune," lamented Mr Dhlilitye, who is now seeking legal advice.

City Press was unable to contact the Commissioner in Krugersdorp at the time of going to Press.

University

UNIONS FM 15/4/83 (145A)

Moving to unity?

(139) (140A) (145) (145)
Past attempts to forge unity between SA's emerging unions have faltered, but there are signs that the latest effort has a good chance of succeeding. Leaders of unions representing about 200 000 workers agreed last weekend to form a feasibility committee which will investigate the possibility of establishing a major new trade union federation.

Unions and groupings which have committed themselves to the investigation are the Federation of SA Trade Unions (Fosatu), the General Workers' Union, the Food and Canning Workers' Union and the African Food and Canning Workers' Union, the SA Allied Workers' Union (Saawu), the Commercial Catering and Allied Workers' Union (Ccaawusa), the General and Allied Workers' Union, and the Cape Town Municipal Workers' Association.

Most union leaders involved in the latest unity effort are reluctant to comment publicly about what exact form they would like the new federation to take. But there is considerable optimism that it will be possible to find a formula acceptable to all who have agreed to serve on the feasibility com-

JJJ

mittee. One union leader tells the FM it would be more accurate to describe the committee as a "steering committee," thus implying that the body will have more on its agenda than a mere examination of the desirability of a new federation.

There is little doubt, however, that much hard bargaining has still to take place. Some unions are, for example, opposed to past suggestions from Fosatu members that there should be tight, centralised control within a new union federation.

Unions and groupings which did not vote in favour of the federation were the Council of Unions of SA (Cusa), the Motor Assembly and Components Workers' Union of SA (Macwusa), the Orange Vaal General Workers' Union and the Municipal and General Workers' Union. Cusa has displayed a lukewarm attitude towards past unity efforts, while Macwusa has refused to ally itself with unions which register with government or take part in the industrial council system.

Employers are obviously watching these developments with great interest — and a certain amount of anxiety. If the new federation is formed, it will be the largest, and probably the most effective, co-ordinating body to represent black workers in SA's labour history. Inevitably this could strengthen the position of black workers on the factory floor.

But there could be some benefits for employers as well. Relations between some of the unions which are moving in the direction of the new federation have been extremely poor in the past. The fact that they are now willing to enter a strong alliance suggests that inter-union rivalry, which has presented severe problems to employers, may be reduced.

Boraine calls for facts on union office break-in

W/G Argus 16/4/83
145

Weekend Argus
Labour Reporter

DR ALEX BORAINÉ, Opposition spokesman on manpower, has called on the Minister of Law and Order, Mr L le Grange to make known all the facts on the recent break-in at the General Workers' Union offices

In a statement yesterday after the Minister had answered questions in Parliament, Dr Boraine said Mr le Grange's reply had "conveniently omitted to state that the car seen at the scene of the burglary, namely CA 283 034 belongs to the South African Police"

Criticised

He criticised Mr le Grange for seeming to "have made up his mind that the police in Caledon Square and anywhere else" were not involved in the recent burglary at the GWU offices in Athlone

Only union documents were removed in the burglary about three weeks ago. Money was not taken

The caretaker of Benbow Buildings, Athlone, in which the GWU has offices, made a sworn statement to the police, giving them the registration number of a kombi used by three white men, who allegedly entered the union offices

A kombi with the same registration number was spotted later in the week in a "police only" park-

ing bay outside Caledon Square

Answering Dr Boraine's questions Mr le Grange said the investigation into the burglary had not yet been completed

He confirmed a sworn statement had been made to the police, but said the registration number furnished was "probably false"

"It is astonishing that the Minister, whilst indicating on the one hand that the investigation is not complete, nevertheless seems to have made up his mind that the police at Caledon Square or anywhere else were not involved

"Against the background of constant harassment, arrests, detention and bannings of trade union leadership, it is of utmost importance that all the facts are made known on the burglary at the GWU offices"

ed that it will be completed, if so, what are the findings,

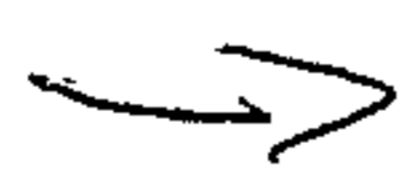
- (3) whether the police received a sworn statement concerning the vehicle allegedly used by the burglars, particulars of which have been furnished to the Minister's Department for the purpose of his reply, if so, what is the (a) make and (b) registration of the vehicle
- (4) whether the police have traced such vehicle, if so, who is the owner,
- (5) whether any arrests have been made in connection with this case, if so, what are the particulars of such arrests?

†The MINISTER OF LAW AND ORDER

- (1) Yes
- (2) No, it is not possible at this stage to give an indication when the investigation will be completed
- (3) Yes
 - (a) A blue and white Volkswagen Combi
 - (b) CA 283 034
- (4) No The registration number furnished was probably false
- (5) No, not yet

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 General Workers' Union: burglary
 Q 61.989 - 990 15/4/83
 Dr. A. L. BORAINÉ asked the Minister of Law and Order.

- (1) Whether the South African Police are investigating a burglary at the offices of the General Workers' Union in Cape Town on or about 27 March 1983, if not, why not, if so,
- (2) whether the investigation has been completed, if not, when is it anticipated



A movement of history

ARGUS 20/4/83 145

Labour Reporter

MR JOHNSON Mpu-kumpa is a confident, articulate man. Slightly built, with a winning smile, he says he is proud to be in the union movement.

A worker in a local engineering firm, Mr Mpu-kumpa is national chairman of one of the most powerful of the independent unions — the Cape-Town-based General Workers' Union, which now has more than 11 000 members. Because he is elected he receives no payment from the union.

Mr Mpukumpa recently chaired the historic inter-union meeting in Cape Town out of which has come a federation comprising seven of the major independent unions.

Living apart

Like thousands of other black workers in Cape Town, Mr Mpukumpa is forced to live apart from his family. For the past 16 years he has shared, with another man, a "kitchen room" in the overcrowded men's hostels in Nyanga East.

"I would like to have a room of my own, but so far I've had no luck. We've had to make our own alterations — put up partitions, paint the place and so on," said Mr Mpukumpa, who is also chairman of the Nyanga East hostels.

He believes firmly that he is nothing without the support of the workers he represents. Some of that support was evident recently when he received an enthusiastic welcome from hundreds

of workers at the airport and at the hostels on his return from a week-long trip to London where he attended an International Transport Workers' Federation (ITF) meeting. ITF is the international body to which the GWU is affiliated.

First trip

It was his first trip out of the country. One of the most exciting aspects was the opportunity to meet workers' representatives from all over the world, he says.

The union which began about 10 years ago as a Worker's Advice Bureau, now represents almost all the stevedores in the country's four major ports and has made major inroads into the engineering industry in Cape Town.

"Workers join the union to have a channel to express their grievances," says Mr Mpukumpa. "Without the union, the workers are voiceless. But the union must be run by the workers themselves. They must take the decisions."

Partners

"It is no good for a leader to run alone and leave the workers behind. Workers and leaders must all grow up together."

Unlike some independent unions which have emphasised black leadership, the GWU's policy is one of "non-racialism".

"If we say we are democratic we can allow no hint of racism. Colour is not the question. The question is whether a union represents its members or not."

Born in Transkei, Mr Mpukumpa has worked in various engineering factories in Cape Town for the past 20 years.

"When I first came to Cape Town as a young man I went to night school to study commerce."

"I wanted to be a man of money," he says with a laugh.

Factory floor

Instead, he carried on working in a factory and when he was offered an office job in the personnel department, he turned it down, saying he would learn more about "the situation" if he stayed on the factory floor.

Mr Mpukumpa's wife and four children live in Idutywa. He sees them twice a year, at Easter and at Christmas.

Most of the R67 a week he earns in wages goes towards supporting his family.

The duty

"Each and every worker would like to stay with his family, but many cannot."

So it is the duty of the union to take up issues like influx control. Many of us, too, have no houses.

"The KTC issue, where people are fighting for houses, has touched the workers deeply."

Tension

The year ahead will be one of "tension", according to Mr Mpukumpa.

"We have to fight retrenchments now every day. The recession doesn't help union activities."



Mr Johnson Mpukumpa

"But workers are still trying to pull themselves up. Management are beginning to realise they must deal with unions which represent the workers. We want change through negotiation rather than through conflict."

"Workers get upset when the security police detain unionists. They feel if the Government would hear what they had to say instead of locking them up it would lead us all to a better future."

The Argus Thursday April 21 1983

South African trade unions, representing more than one million members and still growing, are playing an increasingly important role in the political and economic development of the country.

The Argus Labour Reporter, PIPPA GREEN, introduces readers to one of the key figures in the independent trade union movement — JOHNSON MPUKUMPA, national chairman of the Cape-Town based General Workers' Union. He chaired the important meeting in Athlone recently when seven independent unions committed themselves to forming a new federation which will represent more than 200 000 workers.

CRIME

Riddle of the un

ARGUS 22/4/83

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Kombi at scene had a police number

Labour Reporter PIPPA GREEN gives a round-by-round description of a recent mystery

POLICE investigations into the mysterious break-in at the General Workers' Union offices in Athlone recently, in which only union documents were stolen, have left union officials and Opposition MPs uneasy

Union officials feel police investigating the case are "dismissing evidence too hastily", while Dr Alex Boraine, Opposition spokesman on manpower, has called for an open public inquiry on the matter to dispel mounting suspicions of a "cover-up"

Dr Boraine has also called on the Minister of Law and Order, Mr le Grange, to make 'all facts known about the burglary'

The unease arises from official denials of police involvement in the break-in about three weeks ago, after allegations that a kombi bearing the same registration number as the one spotted at the scene of the crime by the caretaker of the building in which the GWU has offices, was later seen in a "police only" parking lot at Caledon Square

What the caretaker saw

The caretaker of the Benbow Building in Athlone, Mr Milton Stefanus, said he was alone in the building on Sunday March 27 when he heard "a loud knocking coming from the union offices on the first floor"

Mr Stefanus, who has been caretaker there for 13 years, said he was in his room on the second floor when he heard the noise

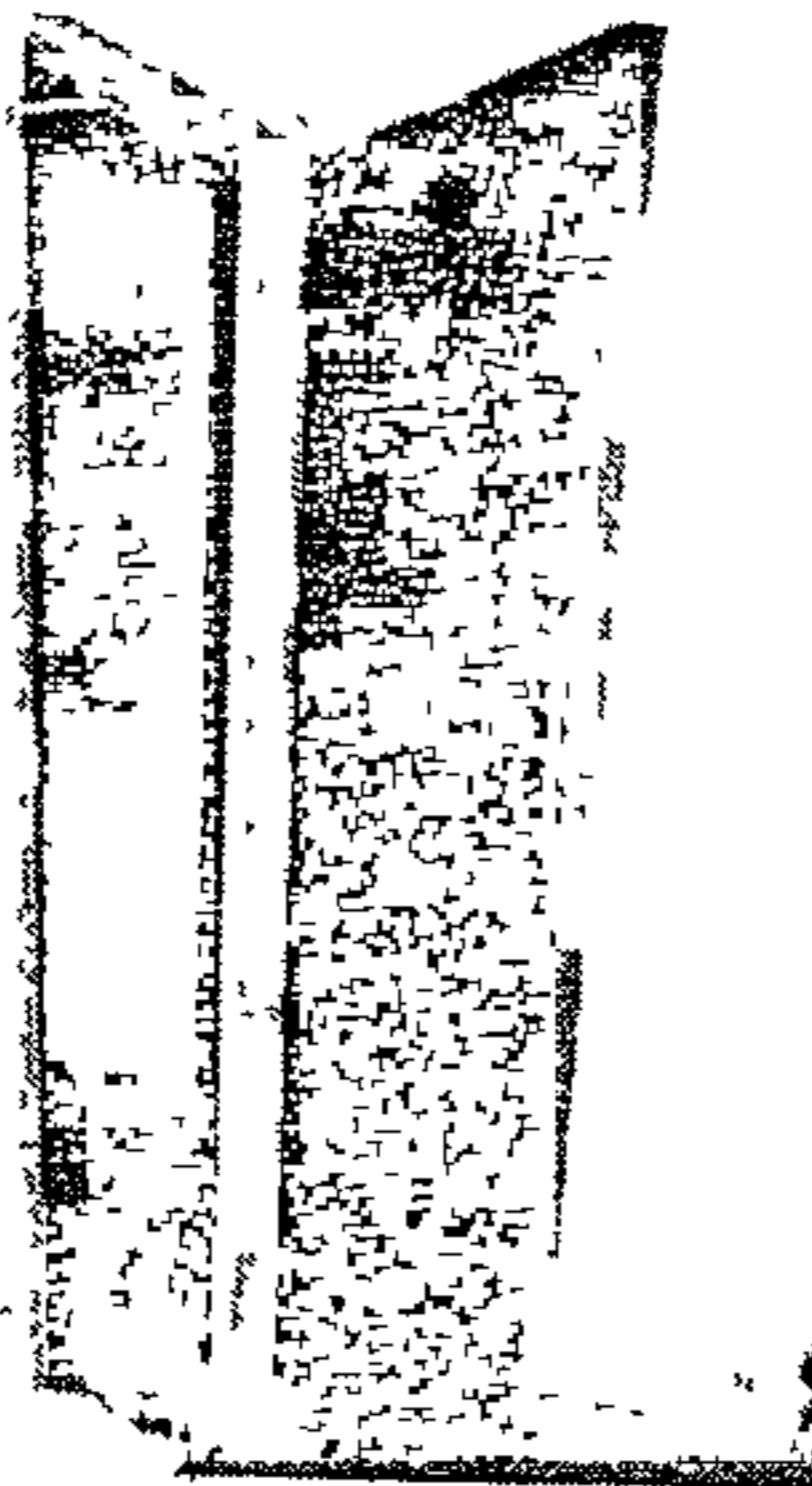
"It was about 11 45 pm. There was a loud knocking coming from the union offices on the first floor. I came downstairs and slowly and quietly looked inside the union offices

Three men

"I saw three white men going through drawers and filing cabinets

"One was wearing a brown track suit, but I did not wait long enough to see what the others were wearing"

"I went back to the second floor and looked through the window. I waited a long time



LEFT: The door leading to the offices of the General Workers' Union.



the registration number of the kombi which he had written down on a matchbox

Two days later a yellow and white kombi with the same registration number as that given by Mr Stefanus was spotted in a "police only" parking bay at Caledon Square by a union official and two reporters

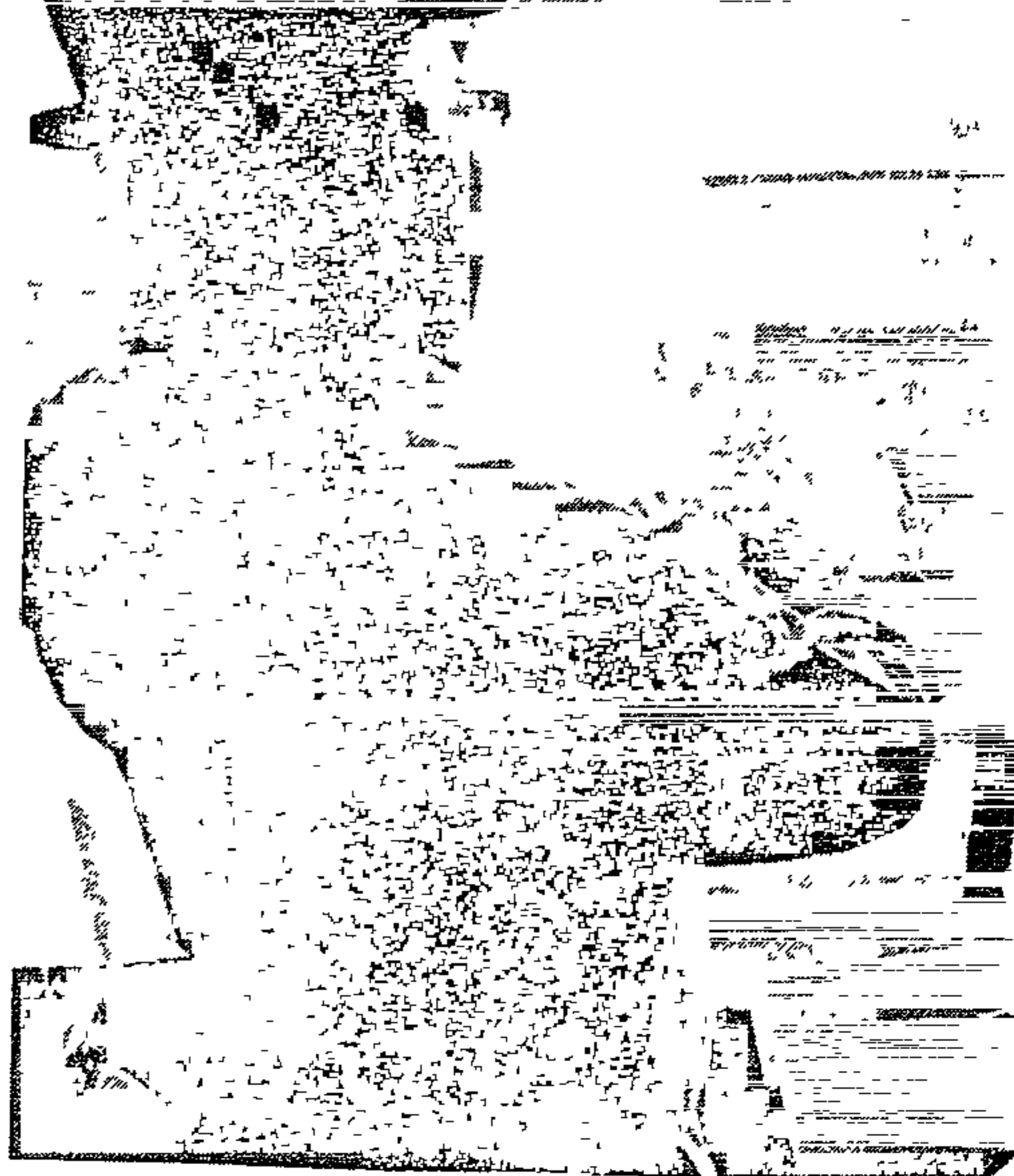
What the police say

This week Brigadier D K Genis, Divisional Commissioner of Police for the Western Cape, confirmed that the kombi belonged to the South African Police, but said that the vehicle concerned "was not near the scene of the burglary at the time"

No arrests

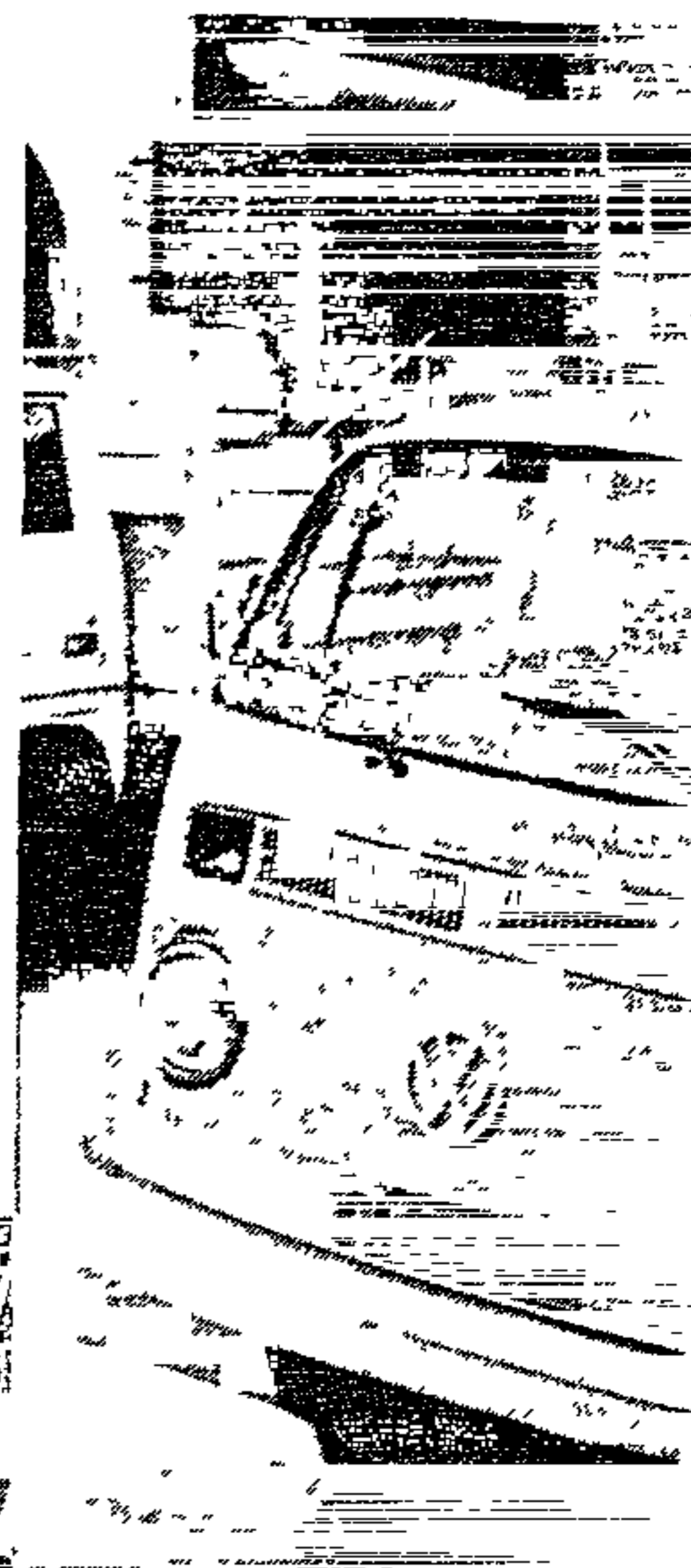
He said the burglary was still under investigation and so far no arrests had been made

"Police are searching for a blue and white kombi, presumably fitted with fake number plates. The particular registration number in question belongs to a vehicle of the South

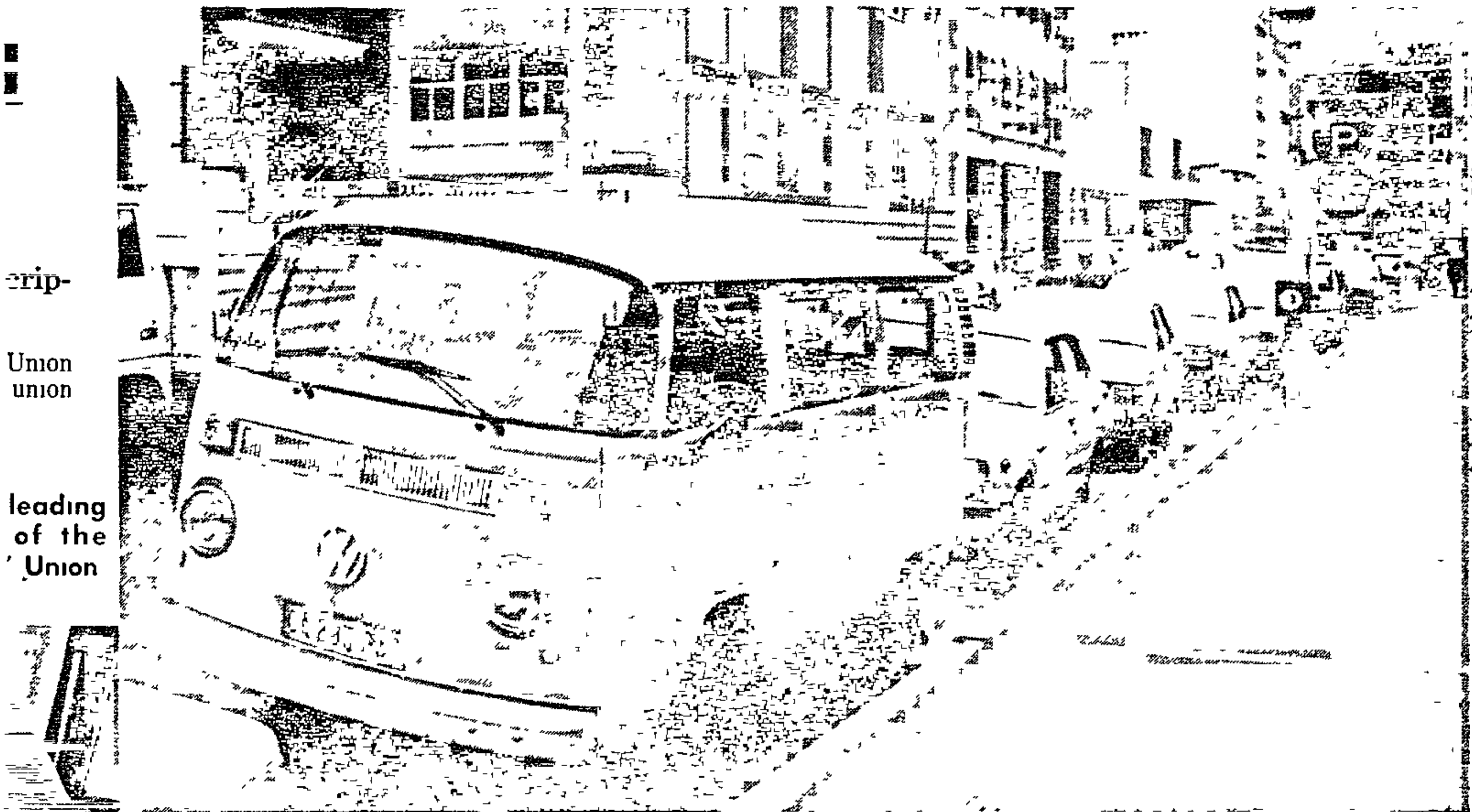


KOMBI bearing the same registration number as 'i' bay marked for police vehicles only outside Caledon the one used in the burglary was "probably using f-bow Building, points to where he first saw a kombi down the registration number of the vehicle. ABOVE:

Last year, in the middle of the railway workers' strike...



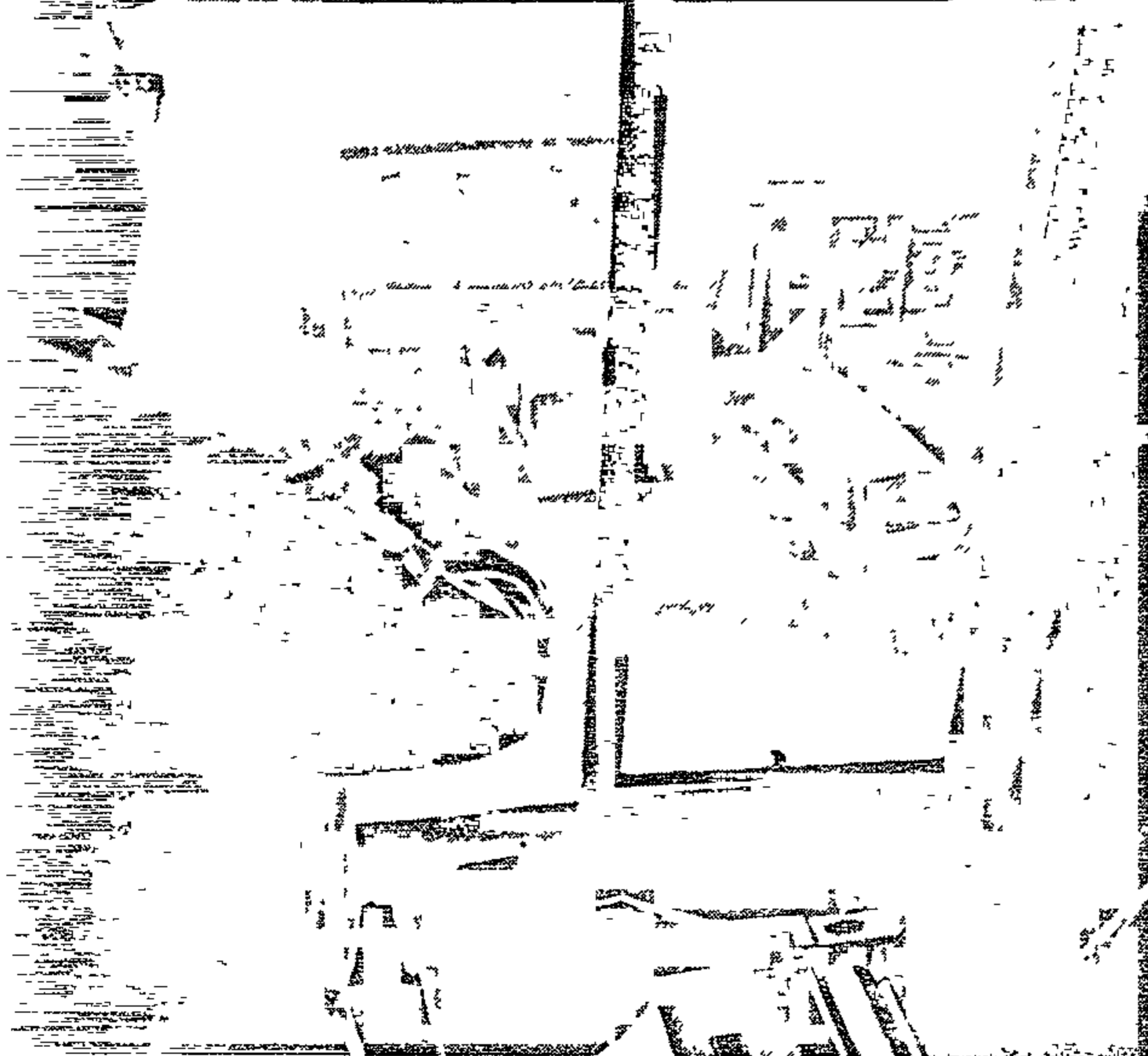
The union break-in



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: the same registration number as the one spotted at the scene of the union break-in, parked (top) in a parking lot with other police vehicles only outside Caledon Square. Police have not denied the vehicle belongs to them, but have said the burglary was "probably using false number plates." ABOVE: Mr Milton Stefanus, the caretaker of the Benja-
 min's to where he first saw a kombi from the second floor of the building. He then hurried downstairs to take
 the registration number of the vehicle. ABOVE RIGHT: A union official examines the desk from which the minutes book
 was stolen.

the building in which the GWU has offices, was later seen in a "police only" parking lot at Caledon Square.

What the caretaker saw

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"It was about 11 45 pm. There was a loud knocking coming from the union offices on the first floor. I came downstairs and slowly and quietly looked inside the union offices

Three men

"I saw three white men going through drawers and filing cabinets

"One was wearing a brown track suit, but I did not wait long enough to see what the others were wearing"

"I went back to the second floor and looked through the window. I waited a long time. All the time I heard a loud hammering on the walls

"I noticed a kombi parked below between two street lamps. I could not make out the exact colour of the kombi because of the dark, but I thought it was blue and white"

The distance from where Mr Stefanus stood to the point where the kombi was parked across the street from the building is about 25 metres. The street lamps are about 10 metres apart

Took number

Then Mr Stefanus hurried downstairs and took the registration number of the kombi

"It was CA 283 034. I am quite sure about the number plate"

He returned to the second floor and kept a watch until the men left the building about 2 30 am

"The outside door had not been broken, nor had the door of the union office. It seems they had their own keys"

Mr Stefanus is unarmed and has no access to a telephone when he is on duty at night so he was not able to raise the alarm immediately. He is employed by the owner of the building

The next morning when union office staff came to work he told them about the events of the previous night

The branch secretary, Mrs Zora Mehlomakhulu, took him to the Athlone police station where he made a sworn statement. He also gave the police

the registration number of the kombi, which he had written down on a matchbox

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What the police say

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No arrests

He said the burglary was still under investigation and so far no arrests had been made

"Police are searching for a blue and white kombi, presumably fitted with fake number plates. The particular registration number in question belongs to a vehicle of the South African Police, but this vehicle was not near the scene of the burglary at the time"

What the Minister said

In Parliament last week, Dr Boraine asked Mr le Grange about the progress of investigations into the burglary

Mr le Grange said investigations were in progress. He confirmed that a sworn statement had been made to the police by Mr Stefanus, but said the registration number furnished was "probably false"

What the union says

The union says it finds the situation "peculiar"

No money was taken from the offices — only a book containing the minutes of all union meetings over the past year and a few other documents

Union officials are worried about the "loud hammering" described by the caretaker

Electronics

"We are going to get electronic equipment in to trace any bugs that might have been put in the office," said assistant branch secretary, Miss Di Cooper

This has been the third known break-in at GWU offices in the past year



KOMBI bearing the same registration number bay marked for police vehicles only outside Ca! the one used in the burglary was "probably us" bow Building, points to where he first saw a down the registration number of the vehicle. A

Last year, in the middle of the railway workers' strike over SATS refusal to recognise the GWU committee in the Port Elizabeth docks, the Port Elizabeth office was entered and money and a cheque book stolen

However, there were no signs of forced entry

The union cancelled the cheques as soon as they discovered their disappearance, but it appeared that the thieves had decided to make a donation, courtesy of the GWU, to what one union official described as a "right-wing Christian body", International Christian Aid

"A substantial sum was made out to them and signatures on the cheque were crudely forged

"The organisation returned the cheque to the union because it bounced after we cancelled it and asked us if we could send them another one"

A second break-in at the Port Elizabeth office, also in the middle of the railways strike, resulted in missing documents

Referring to the most recent burglary, Miss Cooper said the union found it "astounding" that police were dismissing the available evidence so hastily

"We are an open, legal organisation with nothing to hide. We find it reprehensible that our offices are entered unlawfully in this manner in the dead of night"

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CAPE TIMES 13/5/83 145 100 139

UIF: Unions and employers to meet

By MARTINE BARKER
REPRESENTATIVES of five trade unions today meet East-London employers to discuss the recent implementation of the transfer of Unemployment Insurance Funds (UIF) from South Africa to Ciskei, Venda and Transkei

At the beginning of May, contract and commuter workers who were cut off from the UIF as each homeland took "independence" began having contributions to the South African UIF deducted from their wages again

The change from their previous participation in the UIF is that they will now have to return to their respective homelands if they want to claim benefits

A statement released yesterday by the

General Workers Union, the South African Allied Workers Union, the Media Workers Association of South Africa, the African Food and Canning Workers Union and the National Automobile and Allied Workers Union said the transfer of funds had caused considerable re- action among workers

The resolutions taken by workers at a mass meeting last weekend would be conveyed to East London employers through the representatives of the local chambers of industries and commerce at the meeting

A telex to the Minister of Manpower, Mr Fanie Botha, proposing a meeting with a delegation of workers on the UIF issue is being prepared

29 APR 1983

Unions demand bigger voice ^{STAR} ~~301~~ in pension fund ~~124~~

~~185~~ Labour Reporter ~~108~~ 145

Three unions want workers to have a bigger say in the management of the metal industry's pension fund.

At a recent meeting of the industrial council for the industry, the General Workers Union, the Metal and Allied Workers Union and the Chemical Workers Industrial Union opposed the fund's renewal.

Also at the meeting were members of the Confederation of Metal and Building Unions and other unions as well as representatives of the employers' organisation, the Steel and Engineering Industries Federation of South Africa and, despite the objections of the three unions, the CMBU and Seifsa agreed that the fund helped workers and should continue

The three dissenting unions argued that unions with more members in the fund should have more representation on the fund's board of management and that Seifsa should have fewer than 50 seats on the board

But Seifsa rejected this, stating that they contributed half the fund. The CMBU said the fund needed Seifsa's management expertise.

Mawu said that the funds came from the workers and should be controlled by them.

A further meeting between the three dissenting unions and the fund's board of management has been scheduled for May 27

FM 13/5/83

LABOUR MATTERS

Unions and recession

Unionisation of unorganised workers in SA is not significantly retarded by recession — it may even be enhanced, says David Lewis, general secretary of the General Workers' Union

Lewis, one of the most respected leaders in the emerging union movement, makes this point in an article appearing in the latest edition of the *SA Labour Bulletin*. Although the article is written in his personal capacity, and Lewis takes pains to emphasise he is giving "general impressions," it makes interesting reading. Some of his arguments may offend employers, but they are worth noting.

Lewis says that in an advanced industrialised society workers might consider, far more carefully and conservatively, the potential risks of joining a union struggle during a recession. In SA, this is not the case, he says, citing three main reasons.

□ "The appalling conditions under which workers labour spurs organisation. To put it more crudely, black workers in SA are generally not risking a well-paid satisfying job as certain of their counterparts in the advanced industrial societies might be doing."

□ People have been losing their jobs during the recession. But Lewis adds that black unemployment levels were so high during the past boom that the threat of unemployment is not perceived as being substantially greater now than in the immediate past. "Accordingly, 'recession-time unemployment' will not act as a brake upon new organisation", and

□ There is often a strong political imperative tied up in a black worker's decision to join a union. Lewis says there is no reason to expect the political imperative to abate in any way. "In fact, in the face of a concentrated political offensive by the State (with much of the offensive aimed directly at the workers) one might expect the political mo-

tive to turn workers to the union movement in increasing numbers"

Lewis concedes that these factors do not necessarily apply to the task of maintaining and stabilising organisation in unorganised factories. He points out that it is difficult to win demands — particularly on wages — in a recession when management attitudes harden and strike action becomes less effective.

He complains bitterly about attempts by employers to reverse gains already made by unions. "A recession teaches one the hard way that an 'established relationship' or an 'agreement' is principally (if not entirely) determined by the power relationship at any given point in time. In a recession, with the power relationship tipped in the bosses' favour, a union is constantly fighting to preserve the *status quo*."

Unions can reduce the scale and consequences of retrenchments, but it is extremely difficult for them to prevent retrenchments altogether, he adds.

"I am convinced that the real difficulty in preventing retrenchments results from the fact that redundancies do not arise directly from declining volumes of work, but rather from declining rates of profit. In other words, there is no one-to-one relationship between a decline in the volume of work and the size of a retrenchment. Retrenchment is necessary to halt a decline in profit rates or, what is the same thing, to increase productivity.

"In the short run this is achieved by an immediate intensification of labour (simply, making workers work harder) and in the long run by a complete restructuring of the production process. Fighting redundancies is not merely a question of fighting through an aberration, a bad patch, in the economic business cycle. Rather it is a question of fighting an inbuilt tendency in the economic system which manifests itself in the perpetual displacement of workers from the labour force."

Philippi firm recognizes GWU

CAPE TOWN Labour Reporter
26/5/83

THE unregistered General Workers Union (GWU) has signed a recognition agreement with Industrial Sands, a Philippi firm that is part of the Consol group of companies

The agreement, which was negotiated over two months, grants the GWU the right to negotiate all aspects of conditions of employment and procedural agreements with the company

A statement by the GWU said they were "heartened" by the attitude displayed by the management and felt sure the agreement would "enhance peaceful industrial relations" at the plant

Mr N Taberner, general manager of the firm, said he was "looking forward to a harmonious relationship" with the firm's employees

Eisteddfod results

THE following are the results of the Modern Dance, Strings and Junior Vocal sections of the Cape Town Eisteddfod which were held on May 23

MODERN DANCE (8 years and under)

Honours. Mandy Reeves, Peggy Rabb
(10 years and under)

Honours. Sarah Spickernell

Novice Modern (12 years and under)

Honours. Sandra Abraham

STRINGS

Violin Solo set music
(10 years and under)

Diploma: Eileen Wigram, Simon Wenger

Honours. Monique Prenaar
(11 years and under)

Diploma. Kate O'Hanlon
Honours. Lynne Menzies, Simon Wenger

Violin Solo own choice
(10 years and under)

Diploma. Simon Wenger
Honours. Eileen Wigram, Sheryl Katz.

(11 years and under)

Diploma. Kate O'Hanlon
Honours. Lynne Menzies

Violin cello Solo set music
(13 years and under)

Diploma. Rowena van der Merwe

Violin cello Solo own choice
(13 years and under)

Diploma. Pauline Hillman
Honours. Rowena van der Merwe, Cecily Hewlett

Piano Quartet
(15 years and under)

Honours. Tanya Wilson, Vanya Karth, Peter Martens, Fiona Berrisford

(18 years and under)

Honours. Rustenburg Girls' High School

String Quartet
(15 years and under)

Diploma. Orit Feldman, Jonathan Rubinsztern, Elizabeth Rennie, Gabriel Chapman

Trios

(14 years and under)

Honours. Fiona Berrisford, Lynne Menzies, Peter Martens, Monique Prenaar, Kim Prescott, Guido de Groot

Viola Solo own choice
(16 years and under)

Honours. Alan Rubinstern

JUNIOR VOCAL

Diploma. Craig Morris
Honours. Reyburn Hendricks

Girls Solo own choice
(12 years and under)

Diploma. Sasha van Vuuren

Honours. Penny McClurg, Heather Burgess

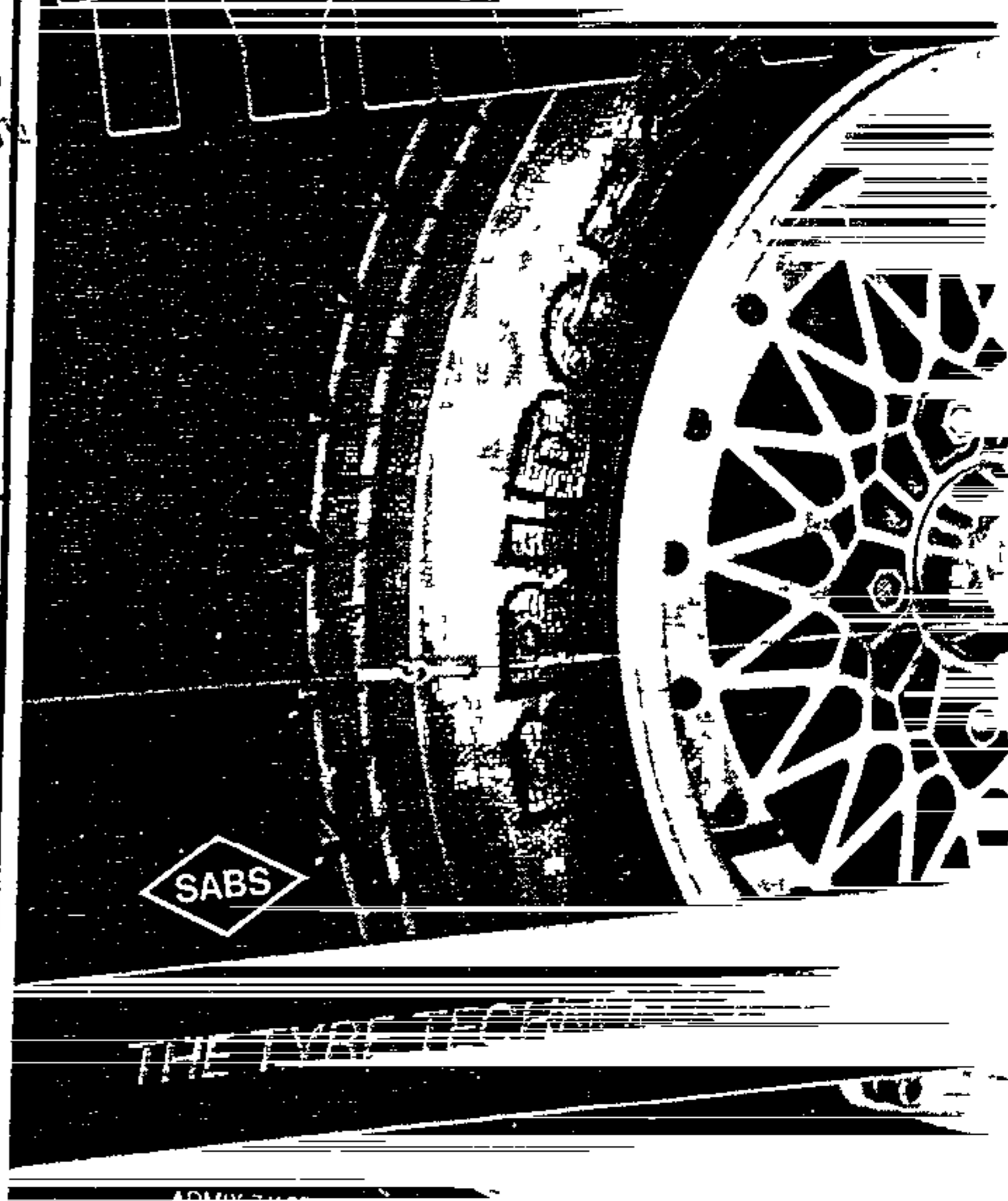
Girls Duets own choice
(13 years and under)

Diploma. Penny McClurg, Amanda Bowhill

Mixed Choirs

Open competition

Diploma. Strand Chamber Choir



Union 145

recognised

THE General Workers' Union, an unregistered union, has been officially recognised by the Industrial Sand and Engineering Company, a subsidiary of the Consul group.

Both parties confirmed that a recognition agreement was signed on Friday May 20 after two months of talks.

The agreement affords the union and its representatives the right to take up any matter affecting its members.

These include wages, retrenchment, grievance, discipline and conditions of work. Procedures for these are now to be negotiated.

According to a statement by the General Workers' Union they were heartened by the attitude displayed by the management of Industrial Sands.

"We are sure that this agreement will enhance harmonious and peaceful industrial relations at the Phillipi plant," it said.

Mr Norman Taberner, the company's general manager, said that they were looking forward to harmonious and constructive industrial relations with the union and its representatives.

ROOM 27/3/83
Workers bid to control fund

By STEVEN FRIEDMAN
Labor Correspondent

MEETING with key impli-
cations for the future of the
metal industries pension
which affects about
500,000 workers, takes place
in Johannesburg today.

Three emerging unions,
the Metal and Allied Workers
Union, General Workers
Union and Chemical Workers
Industrial Union will meet
the board of management of
the Metal Industries Group
Pension Fund to discuss their
demand for majority worker
representation on the fund's
board.

Unionists on the metal in-
dustrial council — who sup-
port the fund and sit on its
board — fear that this de-
mand could spell the end of
the fund and leave metal
workers without pension

But the three unions claim
workers are dissatisfied with
the fund and that they are
seeking to reform it rather
than to have it scrapped.

The issue has come to a
head because the five-year-
old industrial council agree-
ment setting up the fund is
due for renewal.

While none of the three be-
long to the council at present,
they were asked by the Steel
and Engineering Industries
Federation which represents
metal employers to agree to
a renewal of the agreement
setting up the fund.

The unions said they had
reservations about the fund
but would do so if their de-
mand for majority worker
representation on the fund's
board was met.

Half the members of the
fund's board are employer

representatives and half rep-
resent unions on the metal
council.

The three unions argued
that the fund was financed by
worker money and that
workers therefore ought to
have a majority say in how it
was run.

But Seifsa rejected this ar-
guing that employers con-
tributed half the money in the
fund and were therefore en-
titled to half the seats on the
board.

Today's meeting has been
called in an attempt to re-
solve the impasse.

Although the metal council
could renew the agreement
without the three unions con-
sent it would still have to be
extended to workers who do
not belong to council unions
by the Department of
Manpower.

Unions on the council fear

the department would be un-
able to do this if it was clear
that a substantial body of
workers — the members of
the three unions — did not
want the agreement
extended.

It would be impossible to
continue the fund unless all
metal workers belonged, and
if the deadlock continues, the
fund's future will be in
jeopardy.

Emerging union sources
say they will stick to their
demand at the meeting.

The question of represen-
tation is crucial to us and we
cannot agree to an extension
of the agreement unless this
is settled, a source said.

Unions on the council be-
lieve it may be possible to
find a formula to allow the
fund to continue even if
emerging unions withhold
support.

2 500 men in anti-terrorist operation

MDANTSANE — A routine operation directed at the eradication of terrorism was carried out by 2 500 men backed by four aircraft here early yesterday morning, according to the Commander-in-Chief of State Security in Ciskei, Lieutenant-General Charles Sebe

The operation lasted from 4 am until noon

Men from both Ciskei and South Africa, including two South African Defence Force helicopters and the Ciskei Defence Force helicopter and Skyvan, were involved, General Sebe said

Three people were arrested for "other" offences during the eight-hour operation, he added

"The operation was successful and fruitful, because we proved what we wanted to prove," General Sebe said

"We are aware of the fact that terrorists are constant in their operations. We have, however, decided on constant vigilance and we can't stop now

"Any terrorist who has received training of any kind from the communists, and who thinks he can set foot in this region, will have himself to blame and not the armed forces of Ciskei and South Africa," General Sebe said

According to eyewitnesses, roadblocks were set up throughout Mdantsane and also at the entrance to the city near Fort Jackson

Cars were stopped and the occupants and vehicles were searched while the aircraft flew overhead

Houses were also searched, it was said

Mr Mxolisi Nokhangela, a member of the General Workers' Union, said members of the Ciskei Central Intelligence Service entered his home at 5 30 am

"They confiscated union booklets, my membership card and a copy of the GWU's constitution," Mr Nokhangela said yesterday

He added the search had made him late for work.

A short statement issued by Mr Msokoli Utole, an official at the union's head office in Cape Town, said "This kind of harassment will only sour relations between our union and the Ciskei Government"

An SADF spokesman said late yesterday afternoon, the SADF had nothing to add to General Sebe's comments

He said it was understandable that the defence force would cooperate closely with independent states to solve common problems

General Sebe said it was significant that "during the past few weeks of terrorist operations the strategy arrived at by the enemy is of international standard"

"This is a fact that we must accept. It demands more vigilance and constant surveillance of the enemy because, once we show signs of inconsistency, it is then that the enemy will strike and strike bitterly

"We must co-ordinate our forces in Southern Africa as well as in our black states, accepting the fact that we have a very wide border that has to be covered by the forces to prevent the encroachment of trained terrorists in our territories," General Sebe said

— DDR

145

Union gets recognition

THE General Workers Union, an unregistered union, has been officially recognised by the Industrial Sand and Engineering Company, a subsidiary of the Consul group

Both parties confirmed that a recognition agreement was signed on Fri-

day May 20 after two months of talks

It gives the union and its representatives the right to take up any matter affecting its members

Wage, retrenchment, grievance, discipline and conditions of work agreements will now to be negotiated

According to a statement by the General Workers Union they were heartened by the attitude displayed by the management of Industrial Sands

"We are sure that this agreement will enhance harmonious and peaceful industrial relations at the Phillipi plant," it said

Mr Norman Taberner, the company's general manager, said they were looking forward to harmonious and constructive industrial relations with the union and its representatives

151 (81) 300 110A
120M (145)
16/6/87

Vital move for black unions in metal industry

By STEVEN FRIEDMAN
Labour Correspondent

IN A move regarded as a breakthrough, mainly-black unions in the metal industries are to be given an opportunity to have a say in running the industries' pension fund — whether or not they are registered and members of the metal industrial council.

The fund covers nearly 500 000 workers and has assets of well over R500-million. It is the biggest of its kind in the country.

A meeting of the industries' board of management — which is made up of employers and unions on the metal council — agreed this week that the 10 unions in the industries who have most members covered by the fund will each be entitled to a seat on its board. Employers will hold the other 10 seats.

This will apply whether or not the unions are members of the metal industrial council or are registered with the Government.

On the other hand, emerging unions, whose opposition to the fund at one stage threatened its existence, have agreed to apply to serve on the fund's board.

This arrangement is believed to be unprecedented and, although black union representatives will be a minority on the fund's board, it is expected that they will be able to exert considerable influence on the fund's direction.

This week's meeting at which the agreement was reached follows a period during which the fund's continued existence was in jeopardy.

The five-year-old agreement setting it up has been due for renewal and three emerging unions — the Metal

and Allied Workers' Union, the Chemical Workers' Industrial Union and the General Workers Union — refused to agree to renewal unless their demands for changes in the fund's boards were accepted.

These were that unions have a majority on the board — they now have half the seats — and that bigger unions hold more seats than smaller ones.

Unions on the council argued that this deadlock could make it impossible for the agreement setting up the fund to be renewed.

According to sources at this week's meeting, the agreement setting up the fund will now be renewed for six months, although it could be amended if all parties agree to this.

The three unions once again failed to win acceptance for their demand that workers hold a majority of seats on the board, but have agreed to apply to sit on it and will not oppose the agreement's renewal.

The sources said the three expressed dissatisfaction with the decision not to grant workers a majority and said they would raise this again soon.

The director of the Steel and Engineering Industries Federation, Mr Sam van Coller, yesterday confirmed details of the agreement and said a procedure for determining which 10 unions qualified for seats had been agreed.

This procedure was being put into motion now, he said.

Emerging unions who win seats on the council are expected to use them to push for major changes to the fund in response to what they say is mounting black worker dissatisfaction with it.

145 ROM
~~300 1189~~ ~~1400A~~
 20/6/83

Unions score a big breakthrough

NEGOTIATIONS on the future of the metal industries' pension fund this week produced an agreement whose impact might be felt for a long time to come

Readers may recall that the agreement setting up the fund, which covers nearly 500 000 workers and has assets of over R500-million, is due for renewal

Three emerging unions, the Metal and Allied, General Workers and Chemical Workers Industrial unions, refused to agree to this unless the fund's board — composed of employers and unionists on the metal council — agreed to changes in the board's composition

These were that worker leaders hold most of the seats and that bigger unions have more seats than smaller ones

The clash over these demands threatened the fund's continued existence

But last week a formula was found which will allow the fund to continue and the agreement is to be extended for six months

As expected, union demands for a majority of seats were not met

But, in a major departure, the board has agreed that the 10 unions with most members in the fund will sit on the board — whether or not they are registered or sit on the metal council

The fact that mainly black unions, particularly those not on councils, now have a say over a fund worth R500-million is clearly an event of moment.

Although the mainly black unions will be in a minority on the board, they may well exert a good deal of influence over decisions

Indeed, this may be the first time black representatives have been given a say over the investment of this much money

But in one key area, union decision-making power will be sorely limited

One of their demands is that pension money be invested to the benefit of the black community. They are unlikely to class investing in the Government in that category

But the law stipulates that over half the investments of all pension funds must be in Government stock.

Labour Week



By STEPHEN
FRIEDMAN

MIGRANTS' Fm 1/7/83

The paternity issue

The National Union of Mineworkers (NUM) recent demand for paternity leave for migrant mineworkers raised management eyebrows. However, it is a demand that could become a common item on the agenda at future negotiations — and not just in the mining industry.

Says the NUM's Cyril Ramaphosa "Most Council of Unions of SA (Cusa) unions, particularly those with a high migrant membership, are in favour of paternity leave and intend taking it up as an issue."

"NUM members have indicated clearly that they require this kind of leave because one of the major problems for black miners is absence from the family. White workers live with their families on the mines but black miners may be away from their families for up to two years."

"A mineworker may not have a chance to be with his wife or new baby, and obviously it is important for every parent to spend time with his family particularly at the birth of a new family member."

"We have demanded seven days as a separate type of paid leave which is expected to occur every two to three years until the

continued on P51

49

miner has established a family. At present our members generally have only three weeks of paid annual leave.

"Most mines, but not all, have facilities for visiting wives but they are highly inadequate and wives are only permitted to stay for a short period. For example, a mine which employs 14 000 workers will usually provide facilities for about 20 visiting wives."

Ramaphosa believes that the matter will be finalised within the next three weeks. However, Chamber of Mines Industrial Relations Adviser Johan Liebenberg says that "the industry doesn't have an official view yet. It is a novel idea but we have not yet had an opportunity to discuss it fully. We know of no one else granting this kind of leave at present."

The General Workers Union's Dave Lewis is right behind NUM. Lewis says "In the context of our membership, who are mostly contract workers, it is an excellent idea. People are deprived of the right to live with their families so it is up to employers to redress this as much as possible. A request for time off to be with his family is more than a legitimate demand, but also entirely legitimate is a demand for a worker's family to live with him."

According to the Metal and Allied Workers Union's Moses Mayiso, "We have never discussed paternity leave with our members, but will be doing so in the future. We support the NUM's stand and believe that it is an entirely justifiable demand."

NUM

Sats to pay unionists R4 000

Labour Reporter

SOUTH African Transport Services (Sats) has agreed to pay out R2 000 to each of two trade unionists who were arrested by railway police in the East London docks last year and imprisoned for several days.

Miss Nomonde Ngumane and Mr David Thandani, both organizers of the General Workers' Union (GWU), were charged under the Fund Raising Act.

After their acquittal in May last year they sued Sats, as employers of the police, for damages for unlawful arrest and imprisonment and

malicious prosecution.

In an out-of-court settlement, Sats has agreed to pay the full damages claim as well as the legal costs involved. According to lawyers for the two unionists, Sats had not stipulated that it was not accepting liability for the incident.

The arrest of the two unionists happened during a labour dispute between the GWU and Sats in the Eastern Cape ports of East London and Port Elizabeth.

A spokesman for the Sats public relations department in Johannesburg said they would not be in a position to comment on the settlement till tomorrow.

RDM 4/7/83 □□□ (145) 157 276

THE General Workers' Union lost last year's recognition dispute with SA Transport Services. But it got a little of its own back last week.

SATS have agreed to pay two GWU Eastern Cape organisers, Mr David Thandani and Miss Nomonde Nugumane, R2 000 each plus their legal costs after the two sued SATS for wrongful arrest and malicious prosecution.

The organisers were arrested under the Fund Raising Act by Railways Police while engaged in union work in May last year, shortly before the dispute came to a head. They were tried and acquitted.

The R2 000 is the full sum demanded by the two and, not surprisingly, the GWU says the pay-out confirms its claim that its members were subject to Railways Police harassment during the dispute.

(145) ROM 20/7/83

Workers strike after dispute over union

CAPE TOWN — About 175 workers went on strike at the Cape Town Iron and Steel Corporation in Kuils River on Monday morning over a union recognition dispute.

A spokesman for the General Workers' Union said recognition agreement discussions had been "dragging on" for 15 months and work-

ers were "extremely unhappy".

They were to return yesterday and a meeting was to be held to try to resolve the issue.

Mr K D Kynoch, managing director of the company - which is a subsidiary of Iscor, said he would start recruiting new staff if the workers did

not return yesterday.

"They are asking for a signature to an agreement not yet in existence. The union has been given the latest draft of the procedural agreement."

If the workers returned to their jobs he would "consider" taking them back, Mr Kynoch said — Sapa

~~(135)~~ ~~(130)~~ ~~(134)~~ (145) ~~(177)~~
Raise pay of SATS staff, or else — union
D. Disputch
9/7/83

JOHANNESBURG — Trade union officials warned yesterday there could be serious repercussions if railway workers, whose living standards have already declined because of inflation, were not given wage increases soon

The officials were reacting to conflicting assurances recently by the Minister of Transport Affairs, Mr Hendrik Schoeman, that railway workers would not get pay rises this year but wages would be reviewed later this year

The issue is so serious that the Federal Council of SA Transport Services Staff Associations, which represents more than 250 000 workers had decided to meet Mr Schoeman next month to demand pay hikes

The Minister had told union leaders in March there would be no

routine pay rises this year, but gave them an assurance he would reopen the pay issue with them in August

Yesterday Mr Msokoli Qotole, a spokesman for the General Workers Union (Gwu) said in Cape Town "It is totally unacceptable and inexcusable for a Minister to just say there would be no increases this year and 'that is that, take it or leave it'"

Mr Jimmy Zurich, president of the Artisan Staff Association and chairman of the Sats Federal Council, also reacted strongly to the conflicting ministerial statements

Unless adjustments were made, he warned, the worsening situation could result in an "explosion of big disruptive wage demands" when the economy began to emerge from the reces-

sion
Yesterday Mr Jan Havenga, public relations spokesman for Sats, said his department had not yet received official notice the status quo had changed since the beginning of the year

"As far as we're concerned nothing has changed since the Minister briefed us at the beginning of the year. He has not approached us again and, in any case, it's his prerogative to decide on whatever he wants to," said Mr Havenga —DDC

Doctors to meet in SA

CAPE TOWN — The assembly of the World Medical Association is to be held for the first time in South Africa in 1985

Strike at
W Cape
steel plant

Labour Reporter

ABOUT 175 workers went on strike at the Cape Town Iron and Steel Corporation in Kuils River yesterday morning over a union recognition dispute

A spokesman for the General Workers' Union (GWU) said recognition agreement discussions had been "dragging on" for 15 months and workers were "extremely unhappy" at this

They would return today and there would be a meeting to attempt to resolve the issue

Mr K D Kynoch, managing director of the company, which is a subsidiary of Iscor, said he would start recruiting new staff if the workers did not return today

"They are asking for a signature to an agreement not yet in existence. The union has been given the latest draft of the procedural agreement."

If the workers returned to their jobs he would "consider" taking them back, Mr Kynoch said

D. D. Dispatch 18/8/83 (145)

SAP detain 4 trade unionists

EAST LONDON — Four trade unionists were taken from their offices and detained by South African Police yesterday.

They are the branch secretary of the South African Food and Canning Worker Union, Mr

B P Norushe, the general secretary of the union, Mr David Tandani, the organiser of the South African Allied Workers' Union, (SAAWU) Mr Boyce Melitafa, and the branch secretary of SAAWU, Mr Yure Mdyogolo, all of Mdant-

sane. A spokesman at their North End offices said the officials were taken from their offices by members of the security police yesterday afternoon.

An attorney, Mr W S Tutani, said yesterday he had made inquiries

about their detention and been told to contact the police today.

The head of the security police here, Colonel A P van der Merwe, said he knew about the matter and further details would be obtainable today — DDR

Food company suspends 10 after incident

By CLAIRE
PICKARD-CAMBRIDGE

TEN workers at ICS Foods in the Markman Township of Port Elizabeth were suspended from work after an incident between management and workers at the deboning department yesterday.

Mr Michael Tofile, vice-chairman of the members group of the General Workers Union at the factory, said the incident arose after workers were told they could go off duty when they had finished offloading cartons.

The foreman, Mr Brian Smith reportedly reversed his decision after workers had done this and said they had to move more heavy cartons into the coldroom.

Mr Tofile said workers had refused to do this because the three pallets, with 40 cartons on each, were too heavy to move and the job was normally done by forklift trucks.

He said the workers were willing to work, but could not perform a duty needing the power of a machine.

Secondly, the personnel manager of the deboning department, Mr Terry Kelly had refused to communicate with the shop steward and would not let him discuss the issue with management.

He said Mr Kelly had given management the "unfair suspicion" that workers were on strike.

"We are not trying to squeeze the management, but just want a good working relationship with them."

Mr Tofile said they had not taken the issue to the General Workers Union as they hoped to discuss it with the manager who returned on Monday.

Mr Kelly said he did not wish to comment until the manager returned.

The assistant manager, Mr George van der Merwe, also declined to comment.

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'Junket' trip abroad stopped

Staff Reporter
MEMBERS of the Divisional Council of the Cape have stopped two of their colleagues from enjoying an overseas "junket" to study light rail transport systems

The three-week trip to Europe and North America was to have been financed by Divco's general rate fund and the Atlantis Capital Account

The purpose of the trip would have been to examine transport systems overseas with a view to building a similar one in Atlantis

But Mr Len Pother described the tour as "something of a junket" and said the best experts in the world were currently available at the transport exhibition in Johannesburg

The council chairman, Mr G M Basson, also opposed the idea of councillors going on the trip

Mr M J Aggenbach, deputy council chairman, one of the councillors due to go on the trip, said he would now go directly to the Department of Community Development for which the council merely acted as an agent

The other councillor due to join the overseas tour was Mr L J Rothman, chairman of the works committee

Workers in dispute with employer

Labour Reporter
ABOUT 170 workers at the African Spun Concrete Company in Blackheath have not worked for two days after a six-month recognition dispute flared up this week

The workers, all members of the General Workers' Union, downed tools yesterday after the company's management had apparently declined to meet with the union. All have remained on the factory premises since then

According to union spokesmen, management has told workers that the factory was closed until tomorrow

The general secretary of the GWU, Mr D Lewis, said union officials and worker representatives had first met with management in February to negotiate a recognition agreement

CANCELLED
However, negotiations had stalled and on June 23 management "summarily cancelled a planned meeting to discuss recognition of the union", Mr Lewis said

"The workers wish to work but they also want their union recognised," he added

A spokesman for management today refused to comment on the dispute

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(29) ~~145~~ (145)
D.D. Spitzer
19/8/83

Ban on trade union meeting

EAST LONDON — The chief magistrate of East London has banned a meeting of representatives of four of the main trade unions in the city

It was due to have been held in Braelynn this morning

The order was issued yesterday, banning a scheduled meeting of members of the SA Allied Workers Union, General Workers Union, African Food and Canning Workers Union and Congress of SA Students

The four bodies represent an estimated 100 000 members

The secretary of the SA Food and Canning

Workers Union, Mr P Norushe, said the meeting was scheduled for 10 am today "but we were issued with an order yesterday which banned all gatherings by the four unions from 7 am today until 7 am on Monday"

Mr Norushe declined to say what the meeting was to have been about and would only say that it had been called by the "community"

The banning order was signed by the chief magistrate of East London, Mr J M van Rooyen

It stated that it had been issued in terms of the Internal Security Act — DDR

Thursday, August 18, 1983

October trial for Mrs Sisulu

JOHANNESBURG — Mrs Albertina Sisulu will start her trial from October 17 in the Krugersdorp District Court for allegedly taking part in African National Congress activities.

Appearing in a crowded Johannesburg regional court yesterday, 66-year-old Mrs Sisulu — wife of late ANC leader Walter Sisulu — and 25-year-old Thami Mali of Soweto were told the trial would begin on October 17 and continue uninterrupted to the end of the case.

They have been charged under the old Suppression of Communism Act of 1950 which means the alleged offences were committed while Mrs Sisulu was still banned.

Walter Sisulu, who was arrested on August 5, has never been elected Transvaal president of the United Democratic Front.

Mrs Sisulu and Mr Mali have been in custody since their arrest following an order from the Attorney-General of the Transvaal not to grant bail.

Cape Times 18/8/83

4 trade union men detained

Own Correspondent
EAST LONDON — Four trade unionists were taken from their offices here yesterday and detained by South African Police.

They are the branch secretary of the South African Food and Canning Workers' Union, Mr N Norushe, the general secretary of the union, Mr David Tandani, the organizer of the South African Allied Workers' Union (Saawu), Mr Boyce Melitafa, and the branch secretary of Saawu, Mr Yure Mdyogolo, all of Mdantsane.

A spokesman at their offices said the officials were taken from their offices by members of the security police yesterday afternoon.

The head of the security police here, Colonel A P van der Merwe, said he knew about the matter and further details would be obtainable today.

A number of Saawu officials are being held

in detention in Ciskei. In Cape Town, the General Workers' Union (GWU) and the SAFCWU expressed "outrage" and "shock" at the arrest of the men two of whom have been detained by South African and Ciskeian security police before.

Mr David Lewis, general secretary of the GWU, said "The South African Police are clearly looking for scapegoats for the upheavals in the Ciskei. Seeing the Ciskei authorities are no longer able to control the situation, their superiors are taking a hand".

The president of the SAFCWU, Mr L A Noko, said the arrests would "greatly aggravate an already tense situation" and that trade unions had "once again been victimized for a situation of the government's making".

The former acting president of the Media Workers Association of

South Africa (MWASA), Mr Charles Ngakula 40, was detained yesterday by the Ciskei security police.

The head of the security police Colonel Z Makuzeni, confirmed the detention. Colonel Makuzeni said Mr Ngakula was detained under Section 26 of the National Security Act. The act provides for indefinite detention.

Colonel Makuzeni also confirmed the detention of three former Mdantsane councillors — Mr M Maqosha, Mr D Qabaka and Mr N Nkohla.

An advocate and an attorney from Johannesburg have been barred from entering Mdantsane for 60 days by Ciskei's Commissioner of Police, Brigadier L B Madolo.

This was confirmed yesterday by the police liaison officer, Major G A Ngaki, who said the order had been issued in terms of the National Security Act.

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Cape Times 18/8/83

School exams brought forward

Pupils plan to boost boycott in 'action day'

Education Reporter

THIRD-TERM examinations in coloured schools — due to begin in September — have in most cases been brought forward to this week.

The press liaison officer for the Directorate of Coloured Education, Mr N Eales, yesterday denied teachers and pupils had only been informed of the move this week, saying a decision to allow early exams had been taken last term.

Parents, pupils and teachers have suggested that the move may in some way be connected with the boycott of classes at the Mount-

By MARTINE BARKER
Education Reporter

MOST coloured high school pupils in Cape Town are expected to hold a "day of action" today in a demonstration of sympathy with the boycotting pupils of Moutview Senior Secondary School in Hanover Park.

Students at the University of Western Cape and the Peninsula Technikon have also indicated they would support the "day of action".

SRC representatives from 25 coloured high schools in the Peninsula decided on the action at a meeting on Monday and confirmed this decision at another meeting

pending and face possible expulsion. The pupils have demanded, as well as the reinstatement of all 16 disciplined pupils, that the school principal, Mr P Snyders, be transferred.

The Directorate of Coloured Education has said categorically it will "not be held to ransom by these children" and will not transfer Mr Snyders.

Support

The Congress of South African Students (Cosas) has expressed its support of the Moutview pupils and their demands.

A statement issued by a spokesman for the Western Cape regional

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SA hands over 4 unionists to Ciskei

Argus Bureau

EAST LONDON — Four leading trade unionists detained here on Wednesday have been handed over to Ciskei police

Mr Bonisile Norushe, secretary of the African Food and Canning Workers' Union, Mr David Thandani, secretary of the General Workers' Union, Mr Boyce Melitafa, organiser of the South African Allied Workers' Union and Mr Yure Mdyogolo, secretary of SAAWU, were detained by South African Security Police

Head of Ciskei's security, Colonel Z Makhuzeni, confirmed yesterday that the four unionists were now being held in Ciskei under Section 26 of the National Security Act

He refused to say whether Ciskei had requested the South African Security Police to hold the unionists

At a Press conference on Tuesday, President Lennox Sebe charged SAAWU with organising a bus boycott

The boycott is now in its fifth week

As from today, bus fares have been reduced by 50 percent of the increase implemented over a month ago

Indications are, however, that workers will continue to boycott the bus service in spite of the reduction in fares which Chief Sebe said had been made possible by imminent fuel price reduction

EAST LONDON — Five local trade unionists detained by the South African security police last week were now being held by the Ciskei security police, the head of the Ciskei security police, Col Z Makuzeni, confirmed yesterday

But he would not comment on how the men came to be detained in Ciskei after being picked up by South African Police

The general secretary of the African Food and Canning Workers' Union, Mr Bonisile Norushe, the branch secretary of the General Workers' Union Mr

Unionists now held by Ciskei Police

David Tandani, the secretary of the South African Allied Workers' Union (Saawu), Mr Mzuzwana "Yure" Mdyogolo, a Saawu organiser, Mr Boyce Melitafa, and the chairman of Saawu at a battery factory on the West Bank, Mr Bangumzi Sifingo, were all held by

South African Police last week

In a statement the president of Saawu, Mr Thozamile Gqweta, said the men had been transferred to Ciskei,

This, he said was proof of the workers' claim that there was collabora-

tion between Ciskeian and South African Police

Mr Gqweta alleged further that Saawu offices were under surveillance and that the police were looking for him and Saawu's local organiser, Mr Jeff Wabena

The head of the South African security police here, Col A P van der Merwe, refused to comment on whether the men had been transferred to Ciskei

Col Makuzeni said the men were detained under Section 26 of the National Security Act — DDR

LABOUR
CAPE TIMES 1/8/83

Boraine warns on detentions

Political Staff

THE arbitrary detention of four leading East London trade unionists by the South African Police was tantamount to "putting a match to a powder keg" the PFP's labour spokesman, Dr Alex Boraine, said yesterday.

In a statement from Cape Town he called on the Minister of Manpower, Mr Fanie Botha, and the Minister of Law and Order, Mr Louis le Grange, to visit the East London area "without delay".

'Provocative'

The detention of the four unionists was a "highly provocative act in a very sensitive situation" and the ministers should visit the area and attempt to bring calm and peace to the tense atmosphere there.

"It is inevitable that thousands of black workers, without whom industry and commerce in East London will come to a standstill, will be directly affected by this harassment."

'Dangerous mood'

Dr Boraine said it was clear from recent developments that the situation in Ciskei continued to deteriorate, and could rightly be described as a "powder keg".

"The deaths and violence and arson continues apace in Mdantsane

and the township is in a dangerous mood.

"The utmost sensitivity and understanding are called for from all sides and the SAP have not helped the situation at all."

Govt 'creation'

If calm and peace were to return to the area, the immediate release of all those in detention was essential.

It was also necessary to ensure that workers were not intimidated and were given the chance to choose which form of transport they wished to use to get to work.

"The Ciskei is a creation of the South African Government and there is every indication that it has turned very sour indeed."

'Normality'

"But the urgent requirement is to restore normality, and this cannot be achieved by victimization and detention of trade union leaders."

The unionists detained by the police on Wednesday are the organizer and branch secretary of the South African Allied Workers' Union, Mr Boyce Melitafa and Mr Yure Mdyogolo, and the branch secretary and general secretary of the African Food and Canning Workers' Union, Mr B Norushe and Mr David Tandani.

Workers 'tired'

Report by PIPPA GREEN
Labour Reporter
Pictures by JOHN YELD

A GROUP of Transkeian contract workers, who say they are "tired of living like animals", have begun a struggle to improve the living and working conditions at a small engineering factory in the village of Klipheuvel near Durbanville.

The 100 employees at Klipheuvel Engineering Works — recruited in the Mount Fletcher district — decided to file formal complaints with the Industrial Council for the Iron, Steel and Engineering Industry and with the trade union they have recently joined, the General Workers' Union (GWI).

The managing director of the factory, Mr N Knoop, has promised to "rectify matters" as soon as possible.

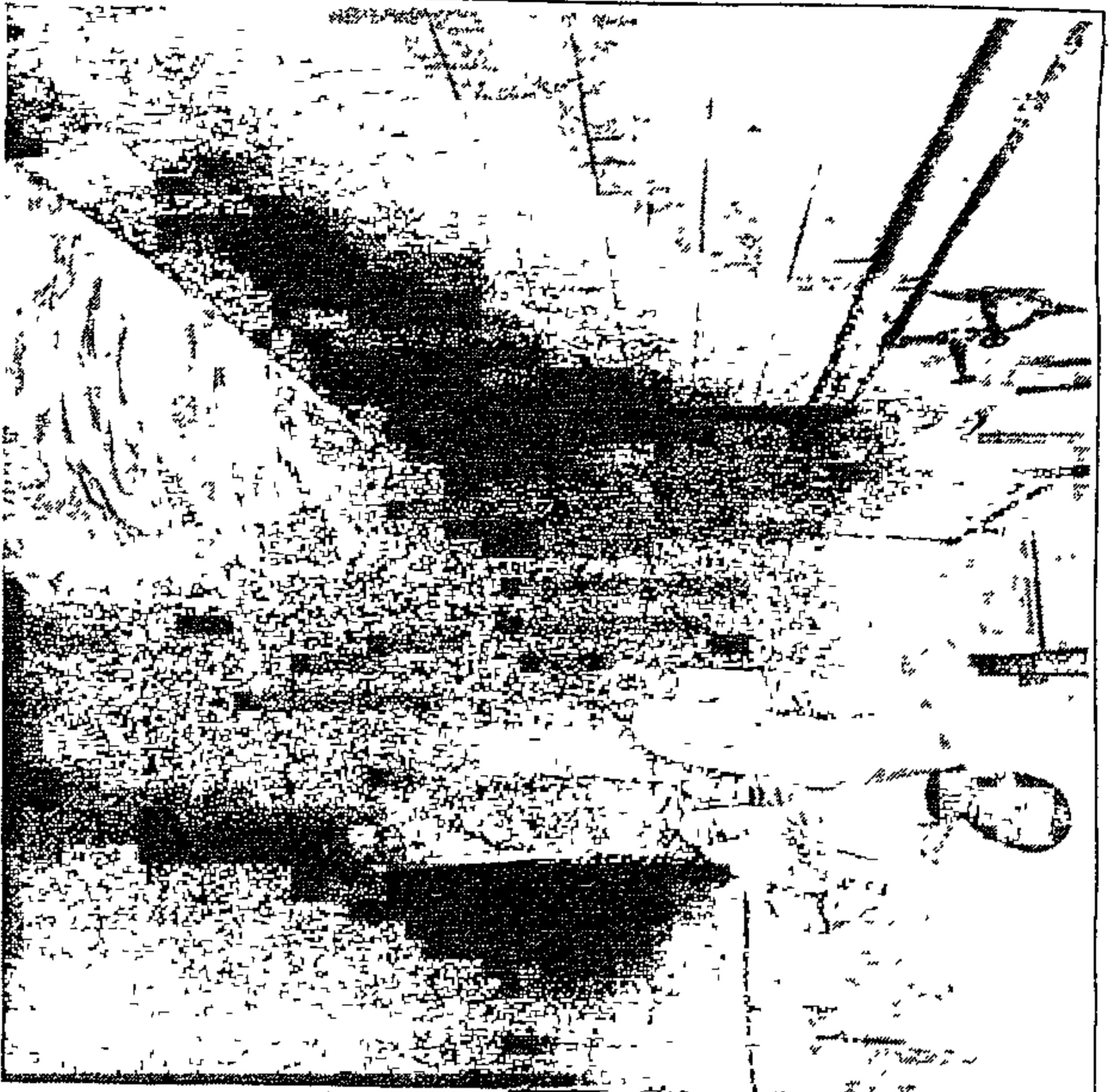
"We are working on all the workers' complaints right now. I've had the health inspectors here and the Industrial Council inspectors."

Notable improvements

The men say there have been a few notable improvements in both working and living conditions since they filed formal complaints. In the past week they have been issued with mattresses, which they claim they never had before, and hot water cylinders have been installed.

In a letter to the Industrial Council, they complained of

- Water with rust in it and no hot water or electricity,
- No fireplaces or stoves,
- Leaking roofs,



A MAN points to a tub he uses for washing. Although showers have recently been installed, residents complain of no hot water and no water drainage system.

A spokesman for the Industrial Council confirmed receipt of a letter

He said the council was empowered to investigate complaints relating only to working conditions

But the employees are determined to negotiate their compound conditions with management through a union committee they have elected.

Several said they had tried to "talk to the boss" about their problems, "but up till now he hasn't understood"

A man who has worked at the factory for 16 years said "We have tried to fix everything here ourselves

Rusty

"We fixed the springs on the beds and put cardboard down so we could sleep properly. We fetch our own drinking water from the railway station because the water here has rust in it"

Pots showed a rusty residue on the inside left by water from outside taps

The compound, consisting of several brick buildings around a courtyard, sleeps eight men to a room

There is no run-off system for rain water and muddy puddles collect in the communal courtyard

The hostels do not have ceilings and the floors are concrete

(Cont'd on page 11)

pledges action after move by labour council

(Cont'd from page 10)

Many men complain that their blankets are always wet in winter because the roofs leak

"What can we do? We have nowhere else to sleep," said one

Cooking, washing and toilet facilities have also caused much bitterness.

Pit toilets in a long row down one side of the courtyard have no doors

The washrooms do not have a run-off system and dirty water collects on the floor. The management installed showers the day I visited, according to employees

Concrete

In the small bare concrete room allocated as a kitchen and dining room, the sink leaks and there are no stoves

Concrete hatches with wire lids provided for men to store food are not used

"They are easy to break into and the roof leaks, so we keep our food in our rooms," one man said

"Since we joined the GWU and sent a letter to the Industrial Council, our boss is starting to listen to us

Promised

"We work only nine hours a day now. He has also promised to give us mattresses. And we have been told we will not have to wash with rusty water any more. He has promised to put in hot water cylinders"

A spokesman for the GWU said yesterday the men had been issued with mattresses this week and hot water cylinders had been installed.

Mr Knoop confirmed this and said he was working on the other problems

He has promised to attend to the water drainage problem as a matter of urgency

45

Pages 25/8/83 (20/11/83) (145)

METROPOLITAN

ired of living like animals'

port by PIPPA GREEN
Labour Reporter
ures by JOHN YELD

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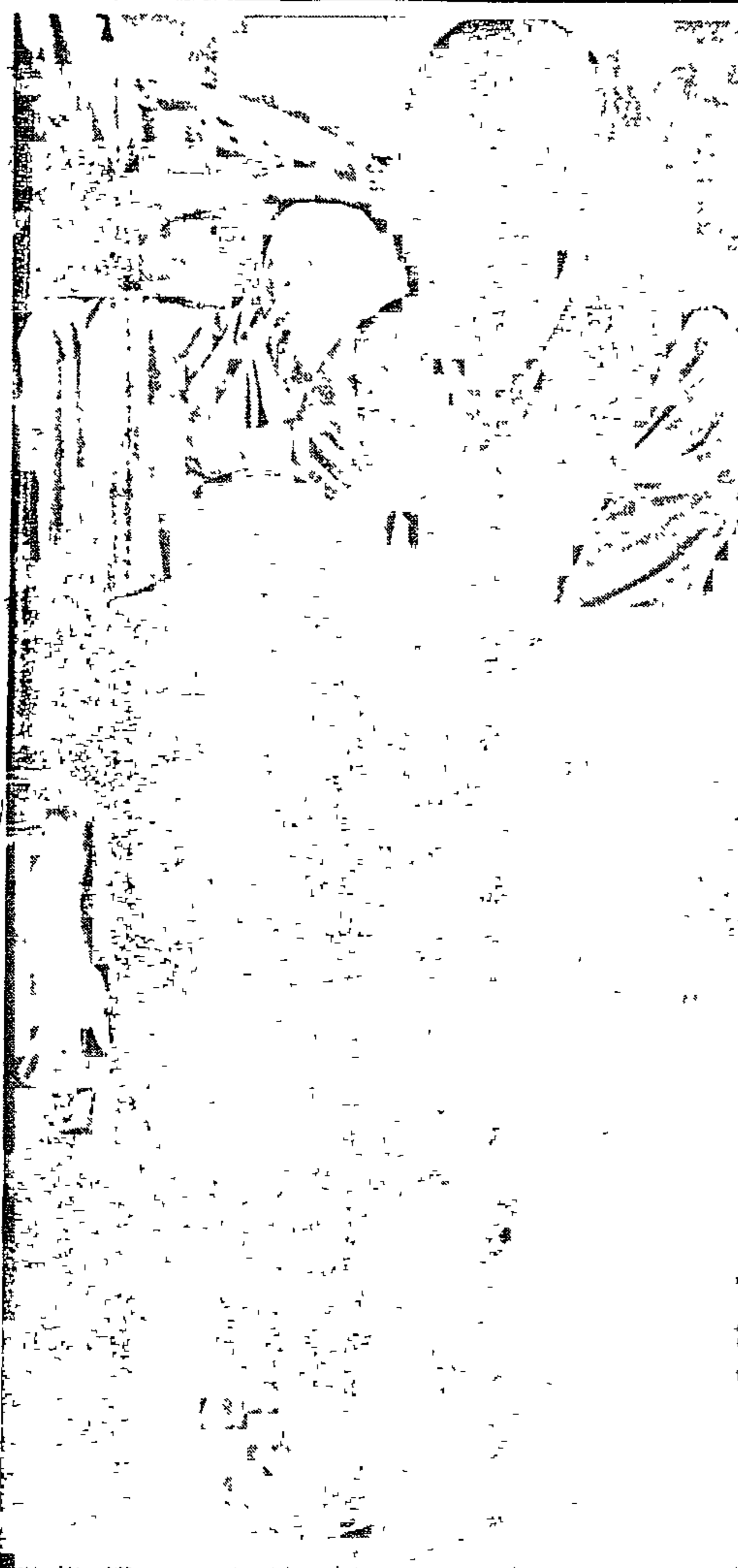
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BEDS in the compound had no mattresses until this week
and the springs are broken.

Workers 'tired

of



AN EMPLOYEE cooks his supper in the hostel room which he shares with seven other men. They say they cannot use the room allocated as a kitchen.

Report by PIPPA GREEN
Labour Reporter
Pictures by JOHN YELD

A GROUP of Transkeian contract workers who say they are "tired of living like animals", have begun a struggle to improve the living and working conditions at a small engineering factory in the village of Klipheuwel near Durbanville

The 100 employees at Klipheuwel Engineering Works — recruited in the Mount Fletcher district — decided to file formal complaints with the Industrial Council for the Iron, Steel and Engineering Industry and with the trade union they have recently joined, the General Workers' Union (GWU)

The managing director of the factory Mr N Knoop, has promised to 'rectify matters' as soon as possible

"We are working on all the workers' complaints right now I've had the health inspectors here and the Industrial Council inspectors"

Notable improvements

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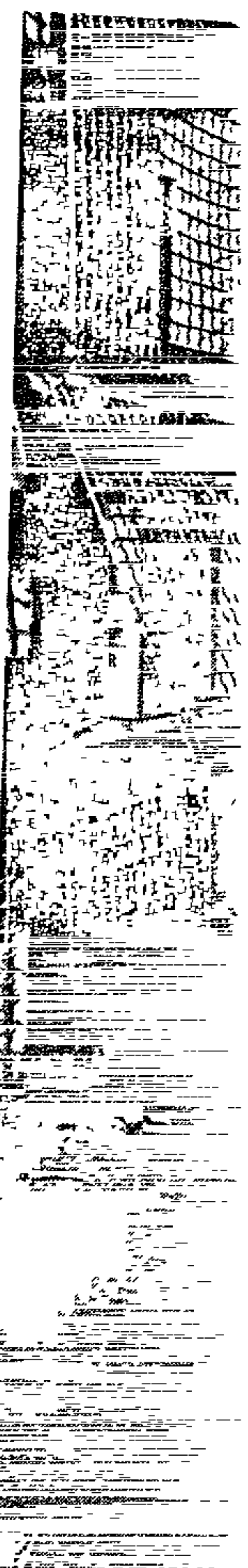
In a letter to the Industrial Council, they complained of

- Water with rust in it and no hot water or electricity
- No fireplaces or stoves,
- Leaking roofs,
- No formal time-keeping system at the factory, so the men have no record of the hours they work,
- No overtime pay — they claim they often start at 5.30 am and knock off at 5 pm,
- No sick benefits even if they produce medical certificates,
- Being put off without pay when machines in the factory break down, and
- No tea or lunch breaks and working 12 hours continuously

A spokesman for the Industrial Council confirmed receipt of a letter

He said the council was empowered to investigate complaints relating only to working conditions

But the employees are determined to negotiate their compound



THE locker room, located for storage of food and cooking. The men say the room leaks and lockers are easy to break into

Factory pledges action after move by

SCHESTER, Charles

Liaisons Soci.

Unions no to UDF 'at this stage'

CAPE Times 30/8/84

By PHILLIP
VAN NIEKERK
Labour Reporter

FOUR leading trade union groupings have decided at this stage not to join the United Democratic Front (UDF) or any other groups campaigning against the new constitution and the "Koornhof Bills"

However, the groupings — the Federation of South African Trade Unions (Fosatu), the General Workers' Union (GWU), the African Food and Food and Canning Workers' Unions (AFCWU and FCWU) and the Cape Town Municipal Workers' Association (CTMWA) — have reiterated their support for all "progressive" organizations opposed to the new constitution and other apartheid laws

'Top priority'

Mr Johnson Mpu-kumba, national president of the GWU, said the GWU was still busy with the formation of a new trade union federation, which was their top priority at the moment

"This is not to say we reject the UDF, which we would consider joining if we had a mandate from our members," he said. "We wholeheartedly support any organization which is progressive and democratic and we are prepared to assist in their campaign"

Mr Joe Foster, general secretary of Fosatu, said their unions had members who supported a large number of political organizations To

side with just one organization would divide Fosatu's membership

"While we are encouraging our members to take part in progressive community organizations, we are not as an organization prepared to affiliate to the UDF at this stage — though our executive will consider their approaches," he said

Mr Foster said the big tasks ahead for Fosatu were trade union unity and the development of working-class leadership

Encouraged

The AFCWU and FCWU said in a statement yesterday that they supported the UDF's stand and encouraged their members to take part in campaigns against the new constitution and other apartheid laws

"However, our first responsibility as a union is to the workers, and their foremost need is a federation which can unite workers' organizations and organize unorganized workers. Till this is done, it won't be possible for the working class to take the lead in the struggle for one united, democratic South Africa"

Mr John Erendzen, general secretary of the CTMWA said that to retain their unity, and in view of the impending federation, the workers had decided not to join the UDF or any other body opposing the constitution, though individual members were encouraged to play an active role

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4 unions say no to UDF

Sowetan 31/8/83

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Mr John Erendzen, general secretary of the CTMWA, said that to retain their unity, and in view of the impending federation, the workers had decided not to join the UDF or any other body opposing the constitution, though individual members were encouraged to play an active role — Sapa

C. Herald
10/9/83

Unions won't ~~join with UDF~~ join with UDF

145

MAJOR unions in the Western Cape have decided not to go into the United Democratic Front (UDF), but will give their full support for the campaign against the Government's new constitution and "Koornhof Bills"

Union leaders said this week their main priority was the establishment of a major union federation which would unite most progressive unions in the country

Mr Jan Theron, general secretary of the Food and Canning Workers' Union and the African Food and Canning Workers' Union, said they supported and would co-operate with the UDF, but would not formally belong to the alliance of community organisations, churches, trade unions, student, youth and women's organisations

"We would, however, encourage our members to take part and to attend meetings of the UDF," he said

A spokesman for the General Workers' Union, said they shared the FCWU's views

PARTICIPATE

"We have always stated that we will actively participate in the campaign against the new constitution but would not join the UDF"

Other unions who have

expressed similar views are the 11 000-strong Cape Town Municipal Workers' Union and the Federation of South African Unions (Fosatu)

Most major unions in other centres have joined the UDF, including the South African Allied Workers Union (SAAWU) with an estimated 60 000 members in East London and Durban, and the Council of Unions of South Africa (CUSA) in the Transvaal

The UDF was formally launched last month at a national rally in Rocklands attended by a crowd estimated to be up to 15 000-strong at times

Ciskei 'atrocities' highlighted

145

8/10/83

GRIM accounts of people being shot dead, children being beaten up, almost daily door-to-door raids and mass detentions in the Ciskei were heard at a protest meeting in Hanover Park on Sunday.

About 1 500 people at the rally pledged solidarity with the South African Allied Workers' Union (Sawu) and the people of Mdantsane in East London and resolved to "expose throughout South Africa

and the whole world the repressive and brutal measures of the (Lennox) Sebe regime and of Sebe's masters in Pretoria".

The meeting was organised by the Western Cape region of the United Democratic Front (UDF) with the support of the General Workers' Union (GWU) and the Cape Town Municipal Workers' Union. Sawu is an affiliate of the UDF and has been banned in the Ciskei.

They resolved to "encourage those people in Cape Town who donate money to the Sebe regime to stop doing so immediately and, in solidarity with the bus boycott in Mdantsane, to strongly discourage people from using Ciskei buses which leave Cape Town for Ciskei every week

"We will organise ourselves wherever we may be so that through our unity we will have strength to win our

freedom," read one of the resolutions.

A second resolution was passed in support of the people of Crossroads who have been facing regular harassment and administration board officials.

"Everyone should have the right to houses, security and comfort. The struggle of the people at Crossroads is also our struggle," read another resolution.

Mr Robert Gqwetha, chairman of Sawu's East London branch committee and brother of Saawu president Thozamile Gqwetha who has been in hiding for some months and is the only top Saawu official not in detention, told the meeting that the boycott would only stop if all the people's leaders were released.

"Detention and bullets will not stop us from taking concrete action. People who

have been beaten up and told to stop supporting Saawu have shown they are strong. Since we have been banned, our membership has doubled.

"What is happening in the Ciskei is intolerable. People coming from detention dog they had been given dog food to eat in prison. Animals are better protected than people in the Ciskei," he said.

Mr Moses Mobotwa, general treasurer of the GWU, said the Ciskeian

authorities were "yearning from their masters" to deny the allegations of brutality.

Mr R. D. Naidoo, chairman of the Western Areas UDF in Na-Housing Action Committee, said the winds of change were blowing rapidly through Africa towards South Africa.

"Botha will not stop our march to freedom. The UDF was born to lead us to a people's government," he said.

2 000 attend anti-Ciskei weekend rally

CAPE TIMES 3/10/83
145 1682

Labour Reporter

GUNS and brutality would not kill the spirit of the people who had been boycotting buses in Mdantsane for almost three months, Mr Robert Gqweta of the SA Allied Workers' Union (Saawu), told an anti-Ciskei rally in Hanover Park yesterday.

About 2 000 people packed the hall to hear speakers condemn the "ongoing atrocities" in the Ciskei, where a number of people have been detained and allegedly tortured and killed by the Ciskei Government in the wake of the bus boycott.

Cheering

The rally was organized jointly by the United Democratic Front, the General Workers' Union (GWU) and the Cape Town Municipal Workers' Association.

A plea by Mr Moses Mobotwa, an executive member of the GWU, for the "brutality to stop immediately" was greeted by loud clapping and cheering.

Mr Gqweta — the brother of Mr Thozamile Gqweta, Saawu's president, who has been in hiding for several months — outlined the course of events since the boycott began.

He said there would be negotiation with the bus company only when the Ciskei Government released the elected leaders of the people being held in detention.

Mr Gqweta said

● Mdantsane residents had decided to boycott the buses as they could not afford the fare increase of 25 percent. However, trouble began only when a number of people involved in the boycott were detained.

● People had been chased off trains, beaten, shot and arrested by Ciskei police, army and vigilantes brought in from the rural areas.

● Many people had been held for days at the Sisa Dukashe sports stadium, where they had been tortured and women had been raped. Some men had been tied up with ropes and hung by their hands for days.

● Schoolchildren had been taken away in army trucks and forced to sing "We like Sebe We no longer want to burn our schools".

Dog food

● Apart from the banning of Saawu in the Ciskei, six trade unionists had been arrested by the South African security police and handed over to the Ciskei police.

● There were door-to-door raids in Mdantsane every day and Saawu members were being beaten.

● It was impossible to estimate how many people had been killed or were still in detention. People who had been released said they had been forced to eat dog-food pellets while in detention.

● 400 people had been detained at unit eight in Mdantsane in one swoop last week after petrol-bombs had been thrown at the homes of Ciskei officials.

Police denial

● On Friday the Ciskei Government denied reports of police brutality at Sisa Dukashe Stadium and said "criminal elements have been acting under the camouflage of vigilantes who had been assisting the police".

Major G A Ngaki, police liaison officer for the Ciskei police, said "I know these allegations have been flying around, and I deny them".

GWU unlikely to join UDF

Labour Reporter

THE General Workers' Union (GWU) is prepared to campaign alongside but unlikely to ever join up with the United Democratic Front (UDF), according to a policy statement by the GWU's general secretary, Mr David Lewis

The statement, contained in an interview in the latest issue of the publication Work In Progress, is the first detailed public explanation of why many emerging unions have opted not to affiliate with the new anti-apartheid and anti-the new constitution organizations such as the UDF

Apart from the GWU, union groupings such as the Federation of South African Trade Unions (Fosatu) and the Food and Canning Workers' Union have not affiliated, while others such as the South African Allied Workers' Union (Saawu) and the Council of Unions of SA (Cusa) have done so

The relationship of unions to the UDF and the National Forum has become a key political issue

Mr Lewis said that while the GWU supported any opposition to the constitution and the Koornhof Bills, it was difficult for unions to slot into a national front

with organizations which had a completely different structure

He said the second difficulty was that unions represented only workers, whereas the other organizations represented a broad range of classes

He queried whether the style, tone, language spoken and sophisticated structures of the UDF made it easy for workers to play a role

"In 10 years of existence as a union we've never found the need to set up a single sub-committee, let alone a highly-sophisticated and complex structure"

Working class organization in South Africa had developed to the stage where workers insisted on the right to participate fully in the structures of any organization of which they were part

Mr Lewis foresaw the possibility of a future relationship between a national trade union movement, which was still in the making, and a national political movement.

(Report by P van Niekerk, 77 Burg St, Cape Town)

Beware the ¹⁴⁵ factory floor ~~30411~~ factor: unionist

By STEVEN FRIEDMAN
Labour Correspondent

A "YES" vote in the coming referendum will have a "dramatic" impact on the factory floor and will prompt black workers to believe employers have sided with the Government against them, according to a leading trade unionist

Mr David Lewis of the General Workers Union, makes this prediction in a special edition of the SA Institute of Race Relations' "Race Relations News" on the referendum. It was released to the Press yesterday

Mr Lewis, whose union has coloured, Asian and black members, says "there is no doubt" that all the GWU's members would reject the proposed constitution if they had the right to vote

At present, he says, workers often believe that Government actions are not supported by employers. But he argues that a "yes" vote would be seen as a "key test" for employers and that workers could change their views

He says workers have fought hard to unite across racial barriers and would reject a constitution "which has

racism as its strongest feature"

Mr Lewis argues that the emerging union movement has won negotiating rights and a "relative degree of democracy" in the factories

"What remains is for these victories to be extended — within the narrow confines of the economy and into the Government itself"

He adds that employers are faced with a choice — "to accept that the victories will spill off the factory floor or to reassemble the barricades anew" to ensure that workers do not win rights outside the factories

Business spokesmen who have actively campaigned for a "yes" vote, he adds, have indicated that they will "only give concessions under direct pressure" and are now reluctant to see worker rights extended

This would have a "dramatic effect" in the factories, even if this is not immediate

Workers, who up to now have used factories as a political power base "only with great restraint" would conclude that "only their power will bring them political rights"

(Report by Steven Friedman, 171 Main Street, Johannesburg)

Black workers 'will get the message'

By PHILLIP VAN NIEKERK

THE successful call by businessmen for a "yes" vote would leave black workers with little doubt about the link between their employers and the "apartheid state", a leading trade unionist warned yesterday

Mr David Lewis, general secretary of the General Workers Union, said he trusted that those employers who had called for a "yes" would no longer insist that trade unions could not similarly involve themselves in politics

He said workers would draw their own conclusions about the "explicit and successful" appeals by businessmen for what amounted to a further entrenchment of racism

However, Mr Arthur Grobelaar, general secretary of the Trade Union Council of SA, said the result was the "correct decision for South

Africa"

He said that, although the constitution excluded TUC-SA's black members, "the fundamental principle that people other than whites be included in Parliament has been accepted for the first time"

Mr Arrie Paulus, general secretary of the all-white Mine Workers Union, said the constitution meant integration, which he opposed. Though he still had to discuss the result with his members, he was sure they all sided with him

Mr Tyrone August, a spokesman for the Council of Unions of South Africa, said the new constitution was an attempt to impose white rule under a different guise

"We wish to place on record our complete and total rejection of the constitution and pledge to continue participating in every forum to

work towards the achievement of a just and democratic society"

The groundswell of worker rejection of the constitution was expressed this week by tens of thousands of Federation of South African Trade Unions members, who wore "one-man, one-vote" stickers to work and GWU members, who sported "no stickers

A spokesman for the GWU said a number of shop steward committees had approached their employers and warned them that if they voted "yes" they would be voting to exclude their workers from political rights

FOSATU president, Mr Chris Dlamini said "The aim of the constitution, if it goes ahead, is to divide the working class. We are now watching with interest the forthcoming referendums for coloureds and Indians"

145
5/11/83

ROOM

Leading unionist spells out his views

on UDF

145 140
 1965 20/10/83
 Labour Reporter

FOR THE first time since the formation of the United Democratic Front, a leading trade unionist has spelt out why his union will not join the new body, although it will participate in UDF campaigns

In an interview in Work In Progress, a publication produced at the University of the Witwatersrand, the general secretary of the General Workers' Union, Mr David Lewis, said there were three major reasons why his union had not affiliated to the UDF

- The structures of many organisations in the UDF were different from that of a trade union, making it difficult for a union to slot in

- Members of the GWU held a wide range of political views

- The UDF style and structure made it difficult for workers to participate

POLITICAL GOAL

UDF affiliates were often "activist" organisations — "a grouping of like-minded individuals brought together by a common political goal"

These organisations saw their role as spreading ideas among a certain constituency — a legitimate political role, according to Mr Lewis

However, unions were "representatives in the strongest sense" and could not appeal to "the masses out there"

MANDATES

The GWU fully supported the aims and policies of the UDF, but could not understand how it would fit into the complex UDF structure

Mr Lewis said the UDF was made up of "multi-class" organisations whose membership was bound by similar political views

Unions could incorporate a wide variety of political views in their ranks because workers had other common interests

The UDF also had to ask itself whether "its style and tone" and "the language spoken" facilitated participation by workers, Mr Lewis said

WORKERS' TIME

Workers' time was rigidly controlled. They did arduous, full-time jobs and did not feel they had the time to attend meetings which did not have a clear objective

However, the GWU would encourage workers to join community organisations affiliated to the UDF and would cooperate with the UDF in its campaigns against the new constitution and the "Koornhof Bills"

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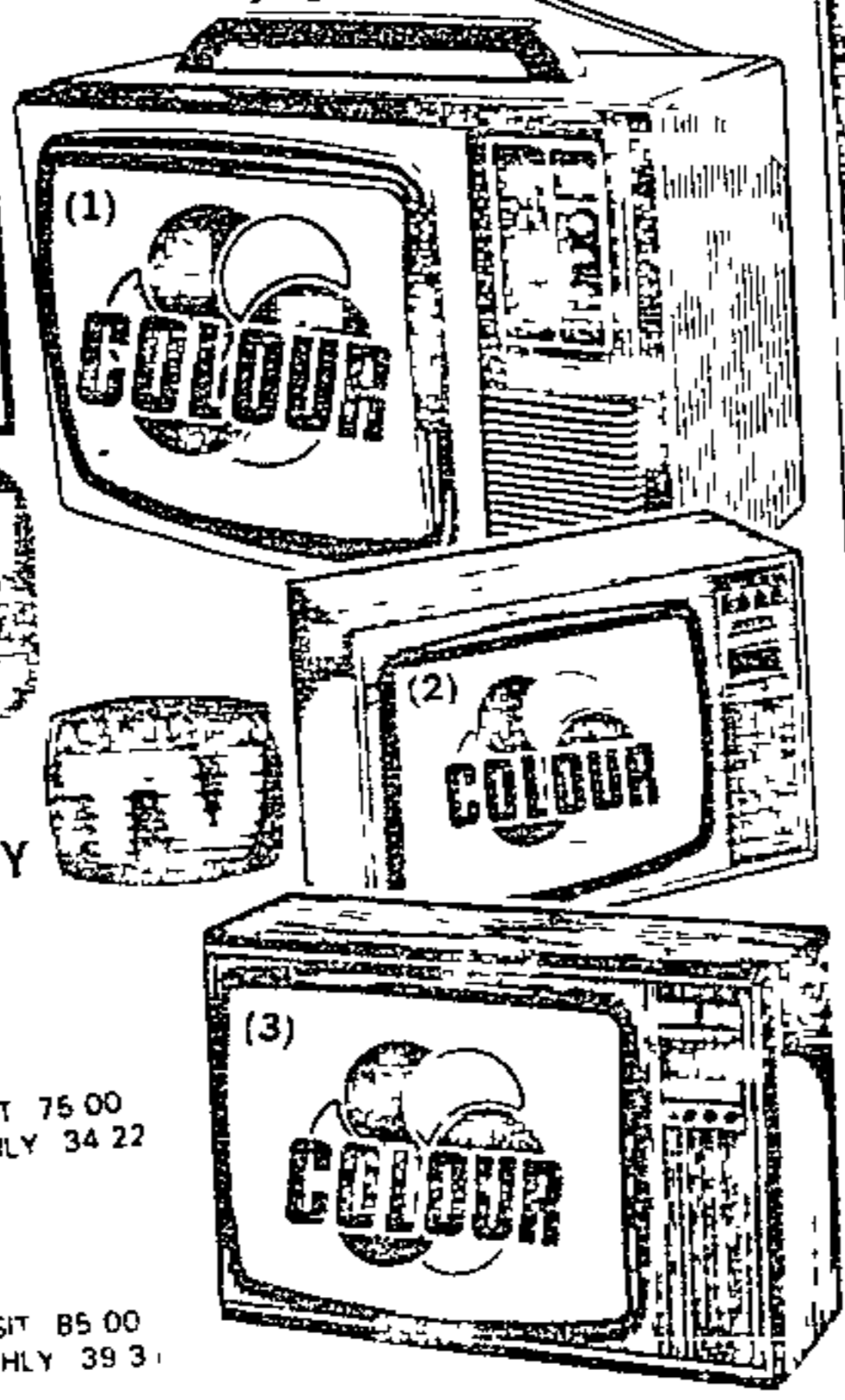
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Bosses' reaction averted strikes

Mail Reporter

EMPLOYER reaction to union anti-constitution campaigns had probably averted strikes and work stoppages and showed they had learnt to deal with these problems Dr Johan Van Zyl executive director of the Federated Chamber of Industries said yesterday

Had employers reacted negatively they could have faced work stoppages and strikes, he said

Unions and employers reported last week that the anti-constitution campaign launched by the Federation of South African Trade Unions (FOSATU) was "widespread" The Food and Canning Workers' Union and the General Workers' Union also made a stand

FOSATU said the campaign, in which union members wore 'one man, one vote' stickers to work, had been opposed at some companies Management had removed stickers and confiscated FOSATU pamphlets but Dr Van Zyl said employers had on the whole allowed workers to make their point

"Against the background of where we were just three years ago this represents an incredibly sharp change which no one could ever imagine would have taken place"

MATTER OF FACT

TO CORRECT specific errors of fact, write to the Editor at P O Box 1138, Johannesburg, or telephone the Editor's secretary at 710-9111 between 9am and 5pm on weekdays

If you have broader complaints about the Rand Daily Mail these can be taken up with the Mail Ombudsman, James McClurg, c/o the Editor's secretary

POLITICAL comment in this issue by R A Gibson and Peter Bunkell newsbills by Mike Stent headlines and sub-editing by Paul Holroyd cartoons by Dave Anderson all of 171 Main Street Johannesburg

145
20 M 7/11/83

FOSATU'S one-man-one-vote campaign directed at employers who back the new Constitution appears to have succeeded in mobilising many workers

Reports of activity were received from employers and unionists in most key industrial areas and Fosatu unionists say the demand by workers to wear stickers exceeded expectations

In Cape Town General Workers' Union members sported stickers urging rejection of the new Constitution

This is an historic event — the clearest sign thus far that many unionised men and women regard employers' political stance as something they have the right to challenge

Judging by the size of last week's "yes" vote the campaign had little impact on employer attitudes

So it also served to re-emphasise the gulf between employer and black worker political perceptions — a factor which may well be felt on the shopfloor

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Workers in freezing hold had no protection — union

ARGUS 22/11/83 145

Staff Reporters

THE General Workers' Union has criticised the employment of about 30 casual workers, without protective clothing, to off-load fish from the freezing hold of a ship

The GWU was referring to an incident at the Cape Town docks at the weekend when a shipping agent, Pescanova, which has a stevedoring li-

cence, employed about 30 workers to off-load frozen fish from the Ilha Dao Sol Nicalau to another ship, the Basilea

The GWU, which has an agreement covering wages and working conditions with the largest stevedoring company in South Africa, SA Stevedores, said "If the authorities permit casuals to be employed in a com-

pletely unregulated manner it could lead to a situation where they work with no protection whatsoever"

According to a GWU spokesman, SA Stevedores (SAS) did not take on casuals for the job because the company did not have sufficient protective clothing

At the quay where the ship was berthed, a su-

pervisor agreed that it was dangerous for the men to work without protective clothing, but "the agent brought these men along here to work" He added that protective clothing was not his concern

The manager of Pescanova, Mr W de Bruin, said the casual workers had provided their own protective clothing

APR 65 15/12/83 (70) 145 (115)

R5 000 settlement for migrant workers

Labour Reporter

THIRTEEN migrant workers, who were dismissed from an Epping factory before their contracts had expired, have received more than R5 000 from their former employer in an out-of-court settlement

The workers, all members of the General Workers' Union, were dismissed from Epping Cold Storage in February last year, after a recognition dispute with the company

A GWU spokesman said the workers sued the company for unlawful dismissal

"The workers planned

to take the management to court on November 29, but just before the court case they agreed to pay the workers R5 347 in damages as well as their legal costs," the spokesman said

A dispute flared up at the factory when the management would not agree to recognise the workers' elected committee, the spokesman said

"Management announced that they were not going to renew the contracts of a number of workers who were members of the union. Other workers, still in the middle of their contracts, were dismissed," the spokesman said.

55

organisations

The GWU has decided not to affiliate to the United Democratic Front (UDF) In a lengthy interview in a recent edition of the SA Labour Bulletin, Lewis emphasises that the GWU is committed to supporting any organisation which opposes the government's constitutional plans and the "Koornhof Bills" It would, therefore, support the UDF and be willing to become involved in joint campaigns with it to oppose the Bills and the constitution

However, Lewis outlines a number of important reasons why the GWU has not joined the UDF One is the "single class nature, working class nature of trade unions, relative to the multi-class nature of the UDF and many of the organisations affiliated to the UDF"

But also he focuses much attention on the important structural differences between a trade union and many of the organisations which have affiliated to the UDF Lewis describes many organisations affiliated to the front as "primarily organisations of activists" There is a great need for such bodies, he says, "but we still insist that they bear no similarity in their structure or organisational practice to a trade union"

Lewis says the GWU views an activist organisation as "essentially a grouping of like-minded individuals, who are brought together by a common political goal Their activity consists in propagating their ideas among a constituency which they themselves define Activists grouped together in this way, in an organisation of this sort, have a great deal of freedom to manoeuvre in the extremely flexible parameters in which they operate They don't represent members in the strong sense They propagate ideas amongst a certain constituency, or in a certain area, and as such play a very important political role

"Unions, on the other hand, are not organisations of activists, and union leaders are not activists in the same sense at all, because they are representatives in the strongest sense Union leaders don't claim to represent the views of the working class They represent the views of their members

"Church or student activists can claim to represent the broader social aspirations of church congregations or student bodies, and it does not really matter whether they are actually mandated by the broad mass of church-goers or students, or whether they are not By propagating their ideas or their line they attempt to make students or church-goers aware of their broader interests and their social role

"A union leader, on the other hand, can't go to a factory and claim to speak for the working class He has to be mandated by workers in a factory, and he has to be reasonably sure that the workers who have mandated him, back up his mandate In a union there is no alternative to working in that way"

The critical upshot of this, he says, is that

TRADE UNIONS ~~IAS~~ IAS Workers and politics

General Workers' Union general secretary David Lewis has provided important perspectives on the debate about whether unions should affiliate to political

organisation, and the painstaking process of drawing more and more members into the formal and disciplined structure of a trade union"

UDF affiliates "Most . . . have as their legitimate political task, to appeal to the masses 'out there' We have as our task the representation of the workers inside our or-

a union representative has to go through a long and very arduous process of getting mandates.
He says such issues do not apply to many

175
175
Fm 16/12/83

Parow firm to reinstate workers

CAPE TIMES 15/12/83

Labour Reporter

A PAROW engineering firm, Plaza Engineering, yesterday backed down in the face of an industrial court action brought by the General Workers' Union (GWU) and agreed to reinstate 13 workers it retrenched earlier this year.

The workers, who were laid off in September, will be reinstated pending the negotiation of a "mutually acceptable retrenchment procedure", according to a statement issued by the GWU yesterday.

In the process, they will receive arrear wages amounting to about R10 000 for 2½ months of the three months in which they have been out of work.

Agreement was reached in an out-of-court settlement between the two parties before the industrial court was to hear an application for reinstatement of the workers and payment of arrear wages yesterday.

In its statement the GWU said it was "satisfied" with the settlement and added "Had management agreed in

the first place to negotiate in good faith with the representative union, it would not have been subject to the heavy financial commitment which the settlement extracts"

A union spokesman said the workers were likely to be retrenched again, but this would now occur in terms of a "proper retrenchment procedure"

According to the spokesman, the firm informed its workers on September 15 that it would have to lay off workers but said it would consult the union shop stewards' committee before doing so.

However, it retrenched 16 workers the next day without consulting the committee or the union.

The GWU brought the court action after the firm refused to reinstate the workers and negotiate their retrenchment. Three of the workers concerned had subsequently been re-employed.

The spokesman said the union would continue to press for a recognition agreement.

145
E. Post
22/12/83

Concern over PE harbour traffic slump

By CLARE
PICKARD-CAMBRIDGE

THE 10 000-member-strong General Workers' Union expressed deep concern today over the exceptional decline in activity in the Port Elizabeth harbour.

The general secretary of the independent trade union, Mr Dave Lewis, said it was "scandalous" that the Government should permit the running down of a major national asset, with the consequent poverty this entailed for workers in Port Elizabeth.

He said his union was aware of a temporary decline in harbour traffic all over the country.

"But we feel Government neglect of the Port Elizabeth harbour causes hardship to our workers in the Port Elizabeth region and is detrimental to the general level of regional economic activity," he said.

"If the Government does not take positive steps to

induce exporters and importers to make greater use of our harbour, this already impoverished region will be faced with increasing unemployment and hardship.

"We believe the Government needs to examine, as a matter of urgency, the possibility of special rail subsidies and the obligatory utilisation of the Port Elizabeth harbour by major concerns such as Iscor."

Mr Lewis said GWU and SA Stevedores had concluded negotiations for wage rates and conditions of services in Port Elizabeth, Cape Town, Durban and East London next year and the basic wage for stevedoring hands would increase by an average of 13%.

The 1984 rates paid for an 8½-hour shift in Port Elizabeth and East London will be R18,20, in Cape Town R19,13 and in Durban R18,65.

23/12/83

Mercury Stevedores get pay rises

Mercury Correspondent

CAPE TOWN—Almost 3 000 stevedores in South Africa's four largest ports will receive an average pay rise of 13 percent in terms of a new wage agreement negotiated between the General Workers' Union and S A Stevedores Ltd

Announcing the pay rises in a statement yesterday, the union said the 1984 rates for stevedoring hands for an eight-and-a-half-hour shift would be R19,73 in Cape Town, R18,65 in Durban and R18,20 in Port Elizabeth and East London

Workers in higher categories would receive similar percentage increases

Its members found the new rates 'acceptable under present circumstances' the statement said

A union spokesman added that the new agreements were signed port by port in negotiations held over the past six weeks

The pay rises were slightly higher than increases in the cost of living during the past year

Also, further progress had been made in elimi-

nating the pay differentials between the ports he said

A spokesman for S A Stevedores confirmed the pay rises but declined to comment further

In its statement, the union sharply attacked the Government for allowing the decline of the Port Elizabeth harbour

The union said its members were 'suffering the consequences of Government neglect of the region in general and the harbour in particular'

This caused hardship to other workers in the region and was detrimental to the general level of economic activity

UNION

INDUSTRIAL RELATIONS — WORKERS ORG, — GENERAL WORKERS
(FORMERLY WESTERN PROVINCE WORKERS' ADVICE
BUREAU)

1984 —

JANUARY — DEC.

RDY 9/2/89
Feeling
against
tax
plan
grows

By STEVEN FRIEDMAN
Labour Correspondent

UNION resistance to the Government's move to include black workers in the same tax system as whites gathered yesterday as eight union groups with a membership of well over 250 000 workers issued a joint statement calling for the withdrawal of the new system tax change — which comes into effect on March 1 — to be delayed in the short-term and withdrawn in the medium term "until a just and equitable system" of taxing black workers was found.

The statement follows an earlier call by the country's biggest emerging union group, the Federation of SA Trade Unions (Fosatu), for the new system's delay. Fosatu also signed yesterday's statement, together with the second biggest emerging union group, the Council of Unions of SA.

Other unions which signed are the Commercial, Catering and Allied Workers Union, SA Allied Workers Union, Motor Assemblers Union, General Workers Union of SA, General and Allied Workers Union and Al-Orange-Vaal General Workers Union.

The new tax system will scrap the Black Taxation Act, under which blacks were taxed in terms of a different system to whites, and subject blacks to the same tax system as whites.

Most black workers will pay less tax under the new system but some groups, such as married women and some higher-paid workers, will pay more.

In their statement, the unions say inclusion in the white tax system will have a "devastating effect" on workers. They rejected the present tax system "as it perpetuates the inequities of the apartheid system of taxation without representation".

The unions said they also rejected it because they "discriminate against married women" and would place a further burden on migrants from foreign countries who already had to pay tax in their own countries.

The unions also charged that the State "is not geared to respond to the tremendous administrative network required to handle the implementation of the new system and the new tax rebate system".

● See Editorial comment

'Poor people hardest hit' by incre

By BARRY STRECK

POOR and working-class people would be hardest hit by the latest increase in sales tax, trade unionists and academics said last night.

It would also force a new round of wage negotiations, said Mr Joe Foster, general secretary of the Federation of South African Trade Unions (Fosatu), the largest grouping of independent unions.

Mr David Lewis, general secretary of the General Workers' Union, said last night's announcement made it quite impossible for unions to commit themselves

to annual adjustments in wages when the government is able to introduce a measure as drastic as this without prior warning and without negotiation.

Mr Lewis also said the "cost of military adventurism, sanctioned by a minority, is ultimately borne by a majority who have to pay for it".

Ms Laurine Platky, co-ordinator of the Surplus Peoples Project, said the decision would be "devastating" in resettlement areas.

"It means that a bag of meal, the staple diet, is going to have to last five weeks instead of four weeks

"People barely survive in those areas and whole families live off old-age pensions — R114 every two months

"Now they are going to live on even less. What can you do on R57 a month for a whole family?" she said.

Mr Charles Simkins, a University of Cape Town economics lecturer, said the latest research by the Southern African Labour and Development Research Unit (Saldru) showed that the medium minimum wage — the effective income — for labourers and unskilled workers dropped by 4.7 percent between January 1983 and De-

cember 1983. In that kind of context this one percent was an additional burden to bear. Moreover, between May 1982 and May 1983 — the latest figures — black employment had dropped by 1.8 percent and it had probably dropped further since then. This had made people worse off.

Mr Johan Marée, a lecturer in industrial sociology at the University of Cape Town, said taxes were usually progressive, and people with higher incomes were usually taxed more. Sales tax, however, had

something of the opposite effect. It was not progressive. It started making the low-income groups pay more in tax. The burden also fell on low income groups to pay more for basic commodities. The whole approach of sales tax was to put a heavier tax on the poor and low income groups — and the more the government did this, the less it needed to increase the tax burden on the wealthy. Mr Marée said.

In his reaction, Mr Foster said the increase in GST would hit workers hard at a time of high unemployment and high inflation.

Mr Lewis said that in the midst of a severe recession, the brunt of which had been borne by workers and their families, the government had in effect introduced a general price increase which would affect all those who were unemployed, as well as those who had been forced to stomach a decline in real wages through the period of the recession.

In Johannesburg, Mrs Leah Tutu, wife of Bishop Desmond Tutu, said she did not think the government had taken the lower income group into consideration at all when reaching a decision



People hardest hit' by increase in GST

~~145~~ 145

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In Johannesburg, Mrs Leah Tutu, wife of Bishop Desmond Tutu, said she did not think the government had taken the lower income group into consideration at all when reaching a decision

about increasing GST.

"Most black people, and particularly domestic workers, will be extremely hard-hit by this."

"If housewives worked together on issues such as these, we would possibly be more effective in staving off the government. We are too used to taking things lying down," she said.

"The national president of the Black Housewives' League, Mrs Sally Mollana, said the increase in sales tax was "shocking".

She said, "This will be the last stranglehold on the black community I think it would

have been advisable for the government to think of stopping the increase of tax on food, because people simply can no longer live like this."

She said the issue would be discussed at the next meeting of the Housewives' League. A spokesman for the Consumer Council said in a statement to Sapa in Pretoria that the GST increase from six to seven percent represented a greater rate of increase than the inflation rate itself.

He described the decision as "most disappointing" and predicted that it would not be long before sales tax doubled from the initial four percent

General Workers' Union pamphlets

*8 Dr A L BORAINI asked the Minister of Foreign Affairs

- (1) Whether his Department or any member of his Department was involved in the (a) compiling, (b) printing and (c) distribution in February 1984 of pamphlets relating to the General Workers' Union, if so, (i) why, (ii) on whose instructions, (iii) what was the nature of the involvement and (iv) what was the total cost incurred by the State in connection with these pamphlets,
- (2) whether he will make a statement on the matter?

†The MINISTER OF FOREIGN AFFAIRS

- (1) (a), (b) and (c) No The rest of the question falls away
- (2) No

CAPE TIMES 15/2/84 (145)

Union warns on pamphlet attack

By RIAAN DE VILLIERS
Labour Reporter

THE General Workers' Union yesterday reacted angrily to anonymous pamphlets attacking the union and its general secretary which have been distributed at the Brackenfell plant of Everite, where it has majority membership.

In a statement, the union said it was investigating the source of the pamphlets and would take legal action against whoever was responsible for them.

The two mystery pamphlets, written in similar terms, declare that

the GWU is "dead" and call on workers to resign from it.

They attack white officials of the union, including its general secretary, Mr Dave Lewis, and call on workers to join an unnamed blacks-only union in the brick and cement industry. No such union is known to exist.

In its statement, the union said the pamphlets "seriously defame" it and its general secretary.

"They are a direct provocation to the workers and a clear attempt to forestall the process of negotiation."

Justin 2/3/84 145

Call for release of unionist

THE International Confederation of Free Trade Unions has asked the South African Government to drop charges of holding an illegal meeting against a prominent black trade unionist, Mr Skakes Sikhakhane.

Mr Sikhakhane, the general secretary of Food and Beverage Workers' Union, was arrested outside Chubby Chicks company near Potchefstroom last Thursday after traveling to the plant after a dispute there.

About 26 workers were also held by police who say that they will

appear in court within a fortnight

In a telegram sent to the Director-General of the Department of Manpower, Dr Piet van der Merwe, the ICFTU said they were concerned over the reported arrest of Mr Sikhakhane.

"Arrests of trade unionists for their union activities which are in total accordance with ILO convention and recommendations, negate South Africa's labour reforms which we understand were aimed at bringing South African legislation more in line with internationally re-

Labour news

cognised labour standards, guaranteeing freedom of association and freedom of assembly.

"We request Sikhakhane's immediate release, dropping of all charges and freedom to pursue his trade union activities," the telegram said.

* * *
• About 600 workers at Smith and Nephew Textile Company in Pinetown yesterday entered the third day of a strike in support of a wage demand.

The branch secretary of the National Union of Textile Workers, Mr Isaac Ndlovu, yesterday said that the workers were demanding a weekly basic pay increase of R12.50 across the board and the scrapping of a productivity bonus scheme.

The company had agreed to give an increase of R7.82 in basic pay and a R2.10 productivity bonus increase—a combined increase which fell short of the workers' demand.

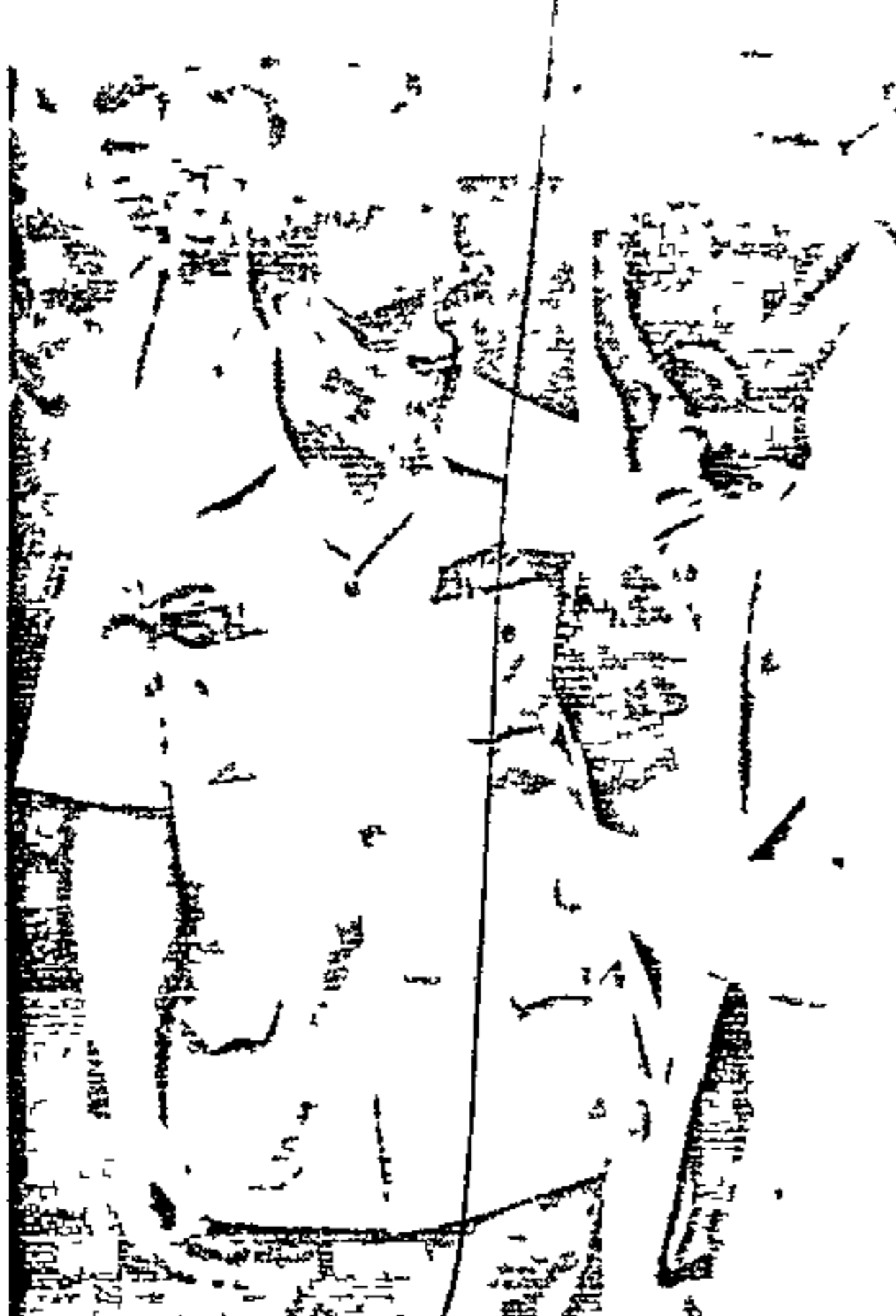
• A meeting to review a two-week-old strike at Dairy-Maid company was postponed to Sunday in Pretoria yesterday.



Toivo ... returning to lobby for Swapo

progress in monitoring southern Angola and handing it back to MPLA control. The JMC is moving its headquarters further south to Evale for the next phase of the operation.

Last week's tension between SA and Angola has subsided with an "unambiguous assurance" from Luanda that it stands by the Lusaka agreement that set up the JMC. Angolan deputy Foreign Minister Venancio de Moura said this week that the Angolan-



Nujoma ... offer to finance a 'palace revolution'?

Cuban statement of support for Swapo and the African National Congress (ANC) merely repeated "positions of principle." He regretted that attention was not paid to the statement's "most important part: the gradual withdrawal of Cuban troops in Angola under certain conditions."

In Namibia itself the political scene is in turmoil. The Multi-Party Conference (MPC) was dealt a blow when one of its most prominent members, Chief Justus Garoeb, withdrew his Damara Council and went into an alliance with Swapo.

Patriotic front

The indications are that Swapo is trying to form a "patriotic front" with other groups to undermine the MPC. Swapo leader Sam Nujoma has had meetings with dissidents from another MPC member, Swanu, and has reportedly offered to finance a palace revolution in the party.

If Swanu president Moses Katjuongua gives in to pressure for a party congress, there is a chance that the party might also decide to ally itself with Swapo. It is thought in Namibia that Swapo has approached other internal politicians and that lobbying will be continued by Herman Toivo ja Toivo — who is on his way home from visits to Lusaka, Dar es Salaam, Harare and Luanda.

UNIONS

Unity in sight

The prospect of two major trade union federations and several unaffiliated unions forming a powerful new federation representing more than 300 000 workers grew more likely this week.

Following talks held in Johannesburg earlier this month, representatives of the unions met in Durban in an attempt to cement their relationship, as the FM went to press. If the talks are successful — and the indications are that they will be — the new federation will be the largest, mainly black, union organisation ever formed in SA.

Although the unions involved are reluctant to comment, the FM understands that the participants represent the Federation of SA Trade Unions (Fosatu), the Council of Unions of SA (Cusa), the Food and Canning Workers' Union, the General Workers' Union, the Cape Town Municipal Employees' Association, and the Commercial Catering and Allied Workers' Union of SA.

The Johannesburg meeting earlier this month broke the impasse which has blocked unity moves for almost a year. In the past the main stumbling block arose from disagreements between the bigger and more established unions, and newer organisations linked to community groups. The newer unions are the SA Allied Workers' Union, the General and Allied Workers' Union, and the Municipal and General

SHOP

In a story about the dispute between two unions in Natal last week, the FM mentioned that Tucsa has a closed shop at the James North Africa factory. Tucsa's general secretary Arthur Grobbelaar points out that this should have read "The Tucsa union has a closed shop."

Workers' Union of SA

The established unions, disturbed at what they perceived as attempts by the "community" unions to delay the formation of a new federation, brought matters to a head in early March — indicating they would go ahead with their plans.

Community unions were gravely offended at being offered only observer status at the Johannesburg meeting — which the larger organisations justified on the grounds that the community bodies did not appear ready to support a new umbrella organisation.

There is disagreement on what happened next. According to the established unions the community bodies walked out. The smaller unions, on the other hand, claim they were expelled from the meeting. Last week the unions claimed they still wanted to be involved in the unity talks.

No one will say whether the community groups have representatives at this week's meeting in Durban — although it is regarded as highly unlikely.

Despite optimism that most of the obstacles to unity have been removed, there are still problems to be resolved. Personality clashes and accusations about past breaches of trust have still to be ironed out. In addition, the formation of a new federation will almost certainly require the "rationalisation" of many existing union posts and the allocation of some power, and revenues, to the federation — not matters on which unions easily agree.

**BLACK EDUCATION
Continuing crisis**

Unless parents, children and teachers can work together the crisis in black education will continue, says Eskia Mphahlele, professor of African Literature at the University of the Witwatersrand. He was speaking at the regional annual general meeting of the SA Institute of Race Relations in Johannesburg.

Mphahlele says blacks must work out alternative non-formal structures and strategies, both within and outside the conventional system, to make education meaningful.

One problem was that the basic agreement between parents and teachers — that pupils in school should be disciplined and guided — no longer applied. It had been un-

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CAPE TIMES 1/15/84

Hearing 'clears' Everite man

Labour Reporter

EVERITE announced yesterday that a superintendent at its black worker hostels had been "cleared of charges brought against him by fellow employees" at a disciplinary hearing.

The hearing came after workers struck briefly at the company's Brackenfell asbestos manufacturing plant two weeks ago in support of a demand that the hostel superintendent and supervisor be fired.

They claimed they had been ill-treated by the two men concerned. Workers, the General Workers' Union — to which most of them belong — and management eventually agreed on a disciplinary hearing.

Everite said yesterday the hearing had been presided over by a senior personnel executive of the company and had been attended by an employee representative who was also a GWU shop steward.

The hearing had sat for nearly 20 hours and heard 22 witnesses.

The statement quoted Everite's regional manager, Mr John Wayland, as saying there were "no grounds to justify disciplinary action against the supervisor".

The hearing to investigate allegations against the hostel manager — who has been on leave — would be held "shortly", it added.

Union officials could not be reached for comment. At the time of the strike, they warned further industrial action could result if the issue were not resolved.

Chopper used to fight fire

Staff Reporter

THE Department of Forestry yesterday used a helicopter to dump water on a runaway fire on the slopes of the Twelve Apostles range of Table Mountain.

The Assistant Deputy

Cabinet to review 100km/h speed

Political Staff

SOUTH AFRICA'S maximum speed limit of 100km/h is to be reviewed by the Cabinet and it is possible that an announcement will be made this week during the budget debate on the Department of Mineral and Energy Affairs.

Several organizations, including the AA, have appealed from time to time for an increase in the limit.

The annual report of the department, which has been tabled in Parliament, said that fuel conservation measures such as the speed limit

were constantly reviewed "in the light of prevailing circumstances".

The expected imbalance between petrol and diesel consumption did not materialize last year because of a reduction in diesel sales resulting from the drought and a slowdown in the economy. There had also been a marked increase in the sale of petrol.

"It may therefore not be necessary to stimulate petrol sales by, for instance, increasing speed limits to rectify a possible imbalance — to balance the barrel

should trend in the future,"

"Regarding the price, we have received information that the Cabinet said the debate to be discussed is ca's oil is scheduled Friday limit - cussed

Too late for classification

BIRTHS

HANEKOM — To Chrismar and Petrus a girl born on April 30 at the Jan Marais Clinic. Thanks to doctor and staff.

DEATHS

FREEMAN — Victoria May RRC passed away peacefully on Saturday April 28. Fondly remembered by Margaret. No flowers by request, donations if so desired to Animal Welfare Society P.O. Box 5395, Walmer Port Elizabeth 6065.

BUTCHER — Alfred Gordon passed away peacefully on Sunday April 29 1984 aged 74 years. Deeply mourned by his loving wife and family. Memorial service at the Human and Pitt Chapel Church Street Wynberg today May 1 at 2pm. Cremation private. Donations in lieu of flowers may be sent to charity of own choice. Arrangements Human & Pitt Wynberg Phone 77 1101.

BRIGGS — Reg Sadly missed but always remembered. To the Briggs family your loss is greater than ours. Thoughts are with you all. Richard Jeremy and Neil.

GUTHRIE — Alexander passed away peacefully April 29. Deeply mourned by his wife Jean and family. Service at Martland Crematorium Chapel on Wednesday at 9:20am. Arrangements Goodall & Co. Phone 24 3357.

HARRISON — Michael William passed away peacefully April 30. Deeply mourned by his loving wife Aimee, children Robert, Adrian, Odette and Sonja. Service at Martland Crematorium Wednesday 2nd at 1:20pm. Arrangements Goodall & Williams, Waterfall & Hardick. Phone 47 1150.

LAMPRECHT — Oom Bill passed away suddenly on April 30. Deeply mourned and sadly missed by Raymond, Iris and children.

HUSKISSON — Victor Joseph passed away suddenly on April 30. Deeply mourned by his mother, brothers, sisters and families. Service at the DR Church, Kommetjie Road, Fish Hoek, on Wednesday May 2 at 2pm. Thence to Noordhoek Cemetery. Arrangements Human & Pitt. Phone 77 1101.

LAMPRECHT — Elias Albertus (Bill) aged 75 years passed away suddenly on Monday April 30. Deeply mourned by his wife Sadie and son Adrian. Service at Huis Luckhoff, Alma Road, Rosebank, on Wednesday May 2 at 11am. Private cremation. Arrangements Goodall & Williams, Waterfall & Hardick. Phone 47 1150.

LAMPRECHT — Bill my beloved husband suddenly passed away on April 30. Deeply mourned by his beloved wife Sadie.

LAMPRECHT — Pappie and Oupa passed away suddenly. Deeply mourned by his daughter Petro, son in law Dennis, grandchildren Monique and Mark.

LAMPRECHT — Bill Pappie and Oupa passed away suddenly. Deeply mourned by his son Adrian, daughter Hazel, grandchildren Dirk, Estelle

24 provis seats nan

Staff Reporter

THE Delimitation Commission yesterday announced the 20 provisional constituencies for the Cape Peninsula and four for the Port Elizabeth-Uitenhage complex in terms of the new dispensation for the "coloured" House of Representatives.

They are Tafelberg (including Walvis Bay), South Cape, Retreat, Grassy Park, Ottery, Liesbeek, Rietvlei, Hanover Park, Silver Town, Elsie's River, Bonteheuwel, Heideveld, Manenberg, Strandfontein, Bishop Lavis, Matroosfontein, Pinedene, Mitchells Plain, Belhar and Kasselsvlei.

The PE-Uitenhage constituencies are Chatty (including Uitenhage), Bethelsdorp, Gelvandale and Schauderville.

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'Missing' I safe at hc

Staff Reporter

MEMBERS of the Mountain Club of South Africa and Metro Rescue personnel combed the slopes of Table Mountain yesterday in search of four "missing" hikers who had already made their way down after spending the night huddled together above Skeleton Gorge.

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CAPL. FILES 19/4/84
~~19/4/84~~ 145
**Everite workers
strike for 5 hours**

By RIAAN DE
VILLIERS
Labour Reporter

HUNDREDS of black and coloured workers struck for five hours at Everite's Brackenfell asbestos manufacturing plant yesterday morning in support of a demand that two men in charge of black hostels on the site be fired

Workers returned to work pending a meeting between union officials, shop stewards and management yesterday afternoon

But the dispute was not resolved and the union warned later that further industrial action was "imminent"

According to a statement by Everite, union officials also warned management yesterday that "violence could ensue" if the hostel supervisor was not removed from his accommodation

Management had therefore "reserved the right" to use additional security measures, the statement said

Union officials were reporting back to workers last night.

Mr David Lewis, general secretary of the GWU, said the talks had deadlocked when management refused to fire the two men and also rejected a "union compromise" that one of them be suspended pending a disciplinary inquiry

Mr John Wayland, regional manager of Everite, said a worker delegation had demanded the dismissal of the hostel manager and supervisor on Monday

At yesterday's meeting, management insisted on a full investigation before suspensions or dismissals could be considered and proposed a full inquiry today

1726453/5/84 (145)

'Affront to integrity'

Labour Reporter

THE clearing of an Everite hostel supervisor by the management of the company was "an affront to the integrity and honesty of witnesses in the inquiry and the 700 workers supporting them", according to the General Workers' Union.

The GWU claims majority support at Everite's asbestos-product plant and its transport division, Cape Haulers.

The GWU said the result of the inquiry, which the management initiated after hundreds of workers downed tools in support of a demand that the hostel supervisor be dismissed, reflected "prejudice on management's part"

Workers have alleged the supervisor, who lives with them in the company's Brackenfell hostels, was guilty of "severely ill-treating" them

The union spokesman said workers planned to "take action in the hostel environment", but declined to spell out details

Workers threatened similar industrial action after the first stoppage if the supervisor was not dismissed

After the stoppage Everite's regional general manager, Mr John Wayland, said the company would hold an inquiry to investigate workers' allegations

He announced this week that the inquiry had "cleared" the supervisor

The GWU spokesman said the issue had been mistakenly turned into "a dispute over management prerogative, whereas it is simply a case of workers demanding that they be free of undue management control in their free time"

KAM 715184 (145) 15-000-000

Fired dockworkers in pension dispute

Mail Correspondent

PORT ELIZABETH — Half of the 600 dock workers dismissed in February last year after a go-slow strike in September 1982, have allegedly not received any pension refunds from their former employer, South African Transport Services (SATS)

Three former dockworkers who are members of the General Workers' Union (GWU), put at 300 the number who had not yet been paid — but a SATS spokesman claimed all the workers had received money due to them

The three GWU members approached Mrs Margaret Hayward of the Black Sash in

Port Elizabeth for help last week

Mrs Hayward told the delegation that Mr John Malcomess, PFP MP for PE Central, had taken up their case with the Minister of Transport Affairs, Mr Hendrik Schoeman, who had already said in writing he would investigate their claims

Dockers' pensions dispute not cleared up yet

By LINDA GALLOWAY

A DOCKYARD worker who was dismissed with 600 others in February last year was removed from railway property by railway police when he attempted to approach the regional manager's office with a query about his pension repayment, the Black Sash in Port Elizabeth said today.

This was in response to a statement issued by the regional manager for the South African Transport Services (SATS), Mr George Engelbrecht, at the time of the dismissals, that any worker with grievances should approach his office.

A Black Sash advice worker, Mrs Mar-

garet Hayward, said the three dismissed workers, who are officials of the General Worker's Union, had approached the Black Sash advice office alleging that half the workers dismissed had not yet received their pension repayments and those who had were insufficiently paid.

She said one of the men had tried to approach Mr Engelbrecht, but Railways Police had prevented him from doing so. Mr Engelbrecht said today he was not interested in the General Worker's Union

"At the time, everybody was paid what they were entitled to and no one has since

approached me with any problems," he said.

"The whole thing was cleared up last year and I do not see how three men can speak on behalf of 300, with no proof at all. Any of our former workers who still have any complaints are welcome to come and see me," he said.

The Press Liaison officer for SATS, Mr Leon Els, said from Cape Town today that as far as he knew, the men dismissed had been paid their outstanding salaries in March last year.

But two registered letters sent from Mrs Margaret Hayward to the SATS chief ac-

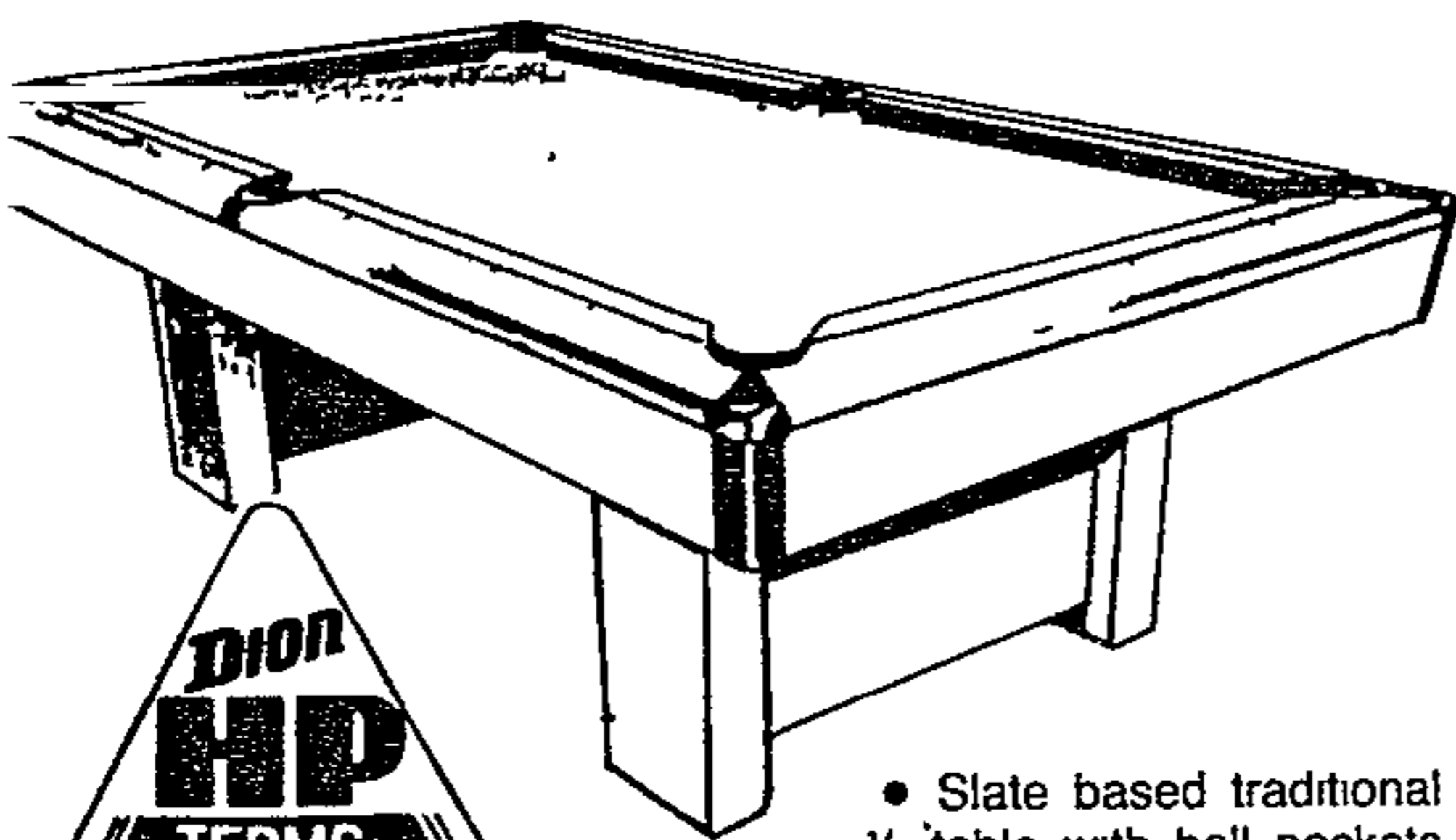
countant in Johannesburg, who issues pension cheques, requesting clarification of the financial statements issued with the cheques, have so far gone unanswered.

Mrs Hayward said the men who approached her were not satisfied with the money they had received and the statements issued noted only that they were pension repayments.

Mrs Hayward said the matter had been taken up by the MP for Central, Mr John Malcomess, and the Minister for Transport Affairs, Mr Hendrik Schoeman, had promised to investigate the case.

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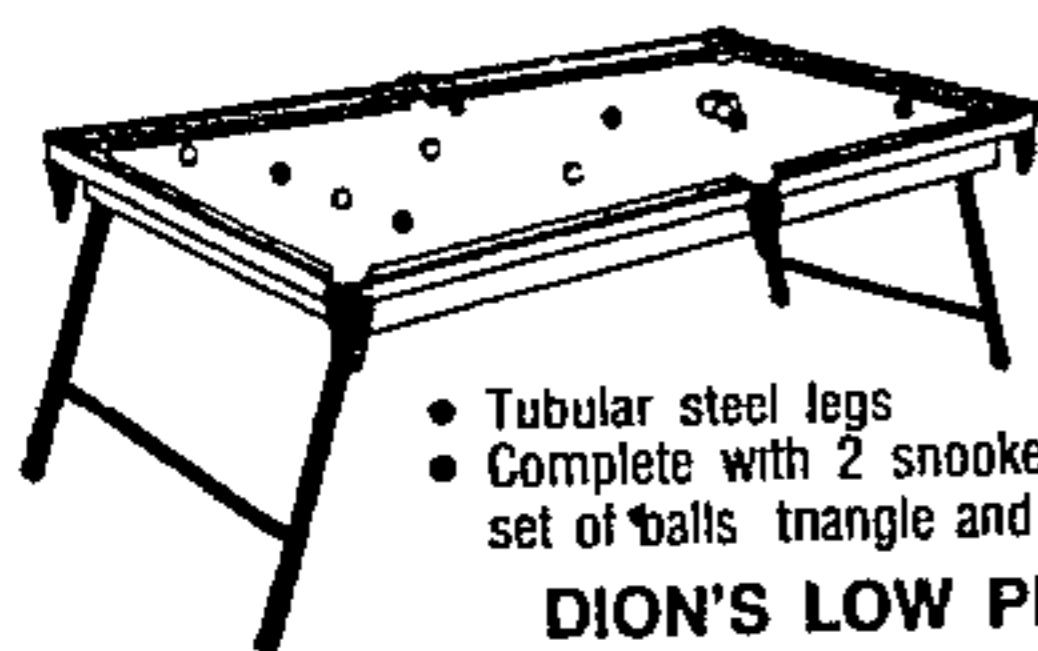
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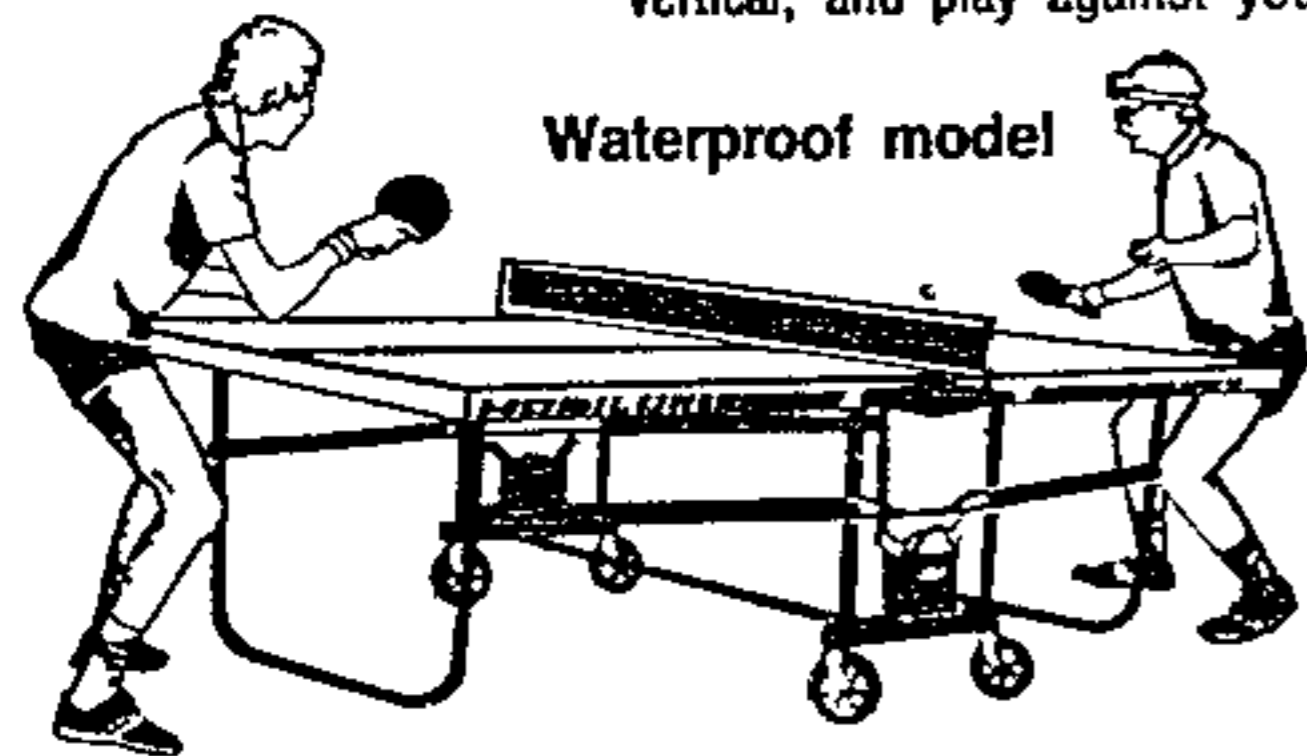
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CAPE Times 8/5/84
**Another
Signatory
for GWU**

Labour Reporter

PREBUILT Products, a subsidiary of the Murray and Roberts group, has signed a recognition agreement with the General Workers' Union

In a statement, the powerful Cape-based union said the agreement recognized the union's right to represent members at the firm over "any matter affecting their employment"

The agreement also gave it rights of negotiation over wages, conditions of employment, health and safety and other matters

The signing followed several months of negotiations which took place in a "spirit of co-operation"

The union added that the management's attitude was "commendable to other employers, particularly in the cement and concrete industry"

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From 9/5/84 145 28

Cape firm backs union rights

Mail Correspondent

CAPE TOWN — Prebuilt Products, a subsidiary of the Murray and Roberts group, has signed a recognition agreement with the General Workers' Union

In a statement, the powerful Cape-based union — due to affiliate to a new federation of independent unions later this year — said the agreement recognised the rights of the union to represent its members at the firm over "any matter affecting their employment"

The agreement also granted rights of nego-

tations to the union over wages, conditions of employment, health and safety and other matters

The signing of the agreement followed several months of negotiations which took place in a "spirit of co-operation"

It added that the management's attitude was "commendable to other employers, particularly in the cement and concrete industry"

A management spokesman yesterday confirmed the agreement had been signed but declined to comment further

FM 11/5/84

LABOUR RELATIONS
Stevedoring blues

The General Workers Union (GWU), which is the dominant stevedoring union, is turning its attention to smaller stevedoring firms which it accuses of exploiting workers. It warns "Pay exploitive wages and you'll face union action"

The warning was made after a strike at Keeley Forwarding (KF) in Durban won the reinstatement of two workers the union says were dismissed because of their union activities

The GWU's branch secretary, Mike Mor-

ris, says the dispute at KF, which is newly unionised, was a union victory. GWU, which claims about 3 000 stevedoring members has recognition agreements with the industry's principal employer, SA Stevedoring in all major ports

But it is concerned about the proliferation of smaller stevedoring companies, many of whom use casual labour, and whose small size makes them extremely difficult to unionise

In the case of KF, Morris says the company was paying stevedores around R39 a week — approximately half the rate paid by the bigger employers. GWU also regards KF as having a history of resistance to unionism. Morris says a clause in the company's employment contract reads ominously "As for union members, we are less concerned about them. We hope all is understood"

The company has now agreed to meet union officials who will push for a wage review

Says Morris "Some of these employers have emerged from nowhere and are trying to take us back to the dark ages of 1979 (when) the average wage of stevedores was around R23 a week. We want to make it clear that progress is inexorable. They can't turn the clock back"

~~145~~ 145 ~~145~~

2 The Cape Times, Thursday, June 7, 1984

Workers held, allege assault

Labour Reporter

THIRTY-FIVE workers were arrested and alleged they were assaulted during a joint Western Cape Development Board and police raid near the Everite asbestos plant hostels in Brackenfell last week, the General Workers' Union said in a statement yesterday

Those arrested spent the weekend in police cells and the injured received no medical treatment, the statement claimed

It said eight of the workers had approached the police yesterday to lay charges of assault. Union lawyers would also investigate possible civil action

It warned that tensions were "running high" at the Everite hostel and added "If the police carry on in this way and if management does not take steps to defuse the tension, they risk an escalation of conflict"

The latest incidents follow continued friction between the union and Everite management

Union members were released on Saturday afternoon on payment of admission of guilt but were "unaware of the charges in respect of which they are supposed to have admitted guilt", the statement said

It said the police raid had coincided with the continued boycott of hostel kitchen and bathing facilities by workers, in protest against the conduct of the hostel manager and supervisor

Captain Gerhard van Rooyen, a police liaison officer, said yesterday the allegations were being investigated and a statement would probably be issued today



SA TRANSPORT SERVICES

Unequal by law (145)

In an era which has been marked by labour reform, the largest single employer in this country — SA Transport Services (SATS) — is something of an anachronism

An examination of the law governing working conditions in SATS reveals that compared to the private sector the 241 000 SATS employees have far fewer legal rights than other workers. Although SATS does not dispute this, it argues that this is necessary because it is an essential service, and also part of the public sector

SATS workers, like all other members of the giant SA civil service, are excluded from the provisions of the Labour Relations Act (LRA). Instead, their working life is governed by the Conditions of Employment (SA Transport Services) Act of 1983 (Cesatsa)

Cesatsa is a formidable piece of legislation. It is the legal basis for employment in SATS which, thanks to its exclusion from the provisions of the LRA, has developed into a self-sufficient sub-section of society with its own internal rules and regulations

In terms of Cesatsa, SATS is sealed off from having to have any dealings with unions. It is not prepared to recognise unions. And unions it has recognised are denied some basic rights enjoyed by those operating in terms of the LRA. In addition, the Act discriminates against black, coloured and Indian workers by denying them significant rights which are accorded to whites

Cesatsa allows the Minister of Transport, Hendrik Schoeman, to decide which unions will be recognised. So far these have all been in-house ones — composed of members who perform similar work, based on the principle of "identity of interests"

Of the 11 recognised unions three are multiracial — the Footplate Staff Association, Artisan Staff Association, and Police Staff Association. There are four exclusively white unions: Salaried Staff Association, Running and Operating Staff Association, the Employee's Union, and the Spoorbond. And then there are the Black Staff Association, Indian Staff Association, Coloured Staff Association (South section) and Coloured Staff Association (North section)

Conflict is inherent in the labour-management relationship. The LRA contains special provisions to deal with conflict when collective bargaining ends in deadlock. These are conciliation boards and arbitration. In most circumstances the Industrial Court usually has final say in disputes — although the Minister of Manpower has, in some circumstances, the power to stop an issue reaching the court.

Collective bargaining, as the term is generally accepted, does not occur in SATS. Unions work with SATS management to determine point values for jobs but it is management's prerogative to attach a monetary value to those points. If a dispute

Fidelity Group Limited

Preliminary Results Statement and Final Dividend Announcement for the Year Ended 31 March 1984

The unaudited estimated consolidated profit of the Group for the year ended 31 March 1984 is as follows

	1984 R'000	1983 R'000	% Increase
Net earnings for the year after transfers to inner reserves	2 554	1 720	48,5
Taxation	794	626	26,8
	1 760	1 094	60,9
Deduct: Profit attributable to outside shareholder	5	28	—
	1 755	1 066	64,6
Extraordinary items	782	—	
Less: Transfer to General Reserve	782	—	
Group profit after tax	1 755	1 066	64,6
Dividends	872	792	10,1
Interim	291	264	
Final	581	528	
Retained profit for the year	883	274	
Earnings per share (cents)	132,8	80,7	
Dividend per share (cents)	66,0	60,0	
Dividend cover	2,0	1,3	

The annual report and financial statements detailing the results and activities of the Group will be forwarded to shareholders on or about 14 July 1984

Comments

The results for the year show the satisfactory progress by both Fidelity Bank and The Board of Executors that was envisaged in the interim statement, and the future is viewed with confidence. The extraordinary item of R782 000 transferred to General Reserve is the profit arising from the disposal of the Group's interest in Robert Enthoven & Company (Pty) Limited to Rennies Consolidated Holdings Limited

For and on behalf of the Board

A. MCGREGOR, Chairman R. E. LIPPSTREU, Deputy Chairman

Declaration of Final Dividend

Notice is hereby given that a final dividend of 44 cents per share (1983 — 40 cents) was declared on 1 May 1984 in respect of the year ended 31 March 1984 payable to shareholders registered on 1 June 1984. Dividend cheques will be mailed to shareholders on or about 15 June 1984. The transfer books and register of members will be closed from 2 June to 10 June 1984, both dates inclusive

In terms of the Income Tax Act, South African non-resident shareholders' tax at the rate of 15% will be deducted from dividends where applicable

By Order of the Board J. KEVITT Secretary
1 May 1984

RIGHTFORD SEARLE TRIPP MAXON 11801/E

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 145

is declared by one of the SATS unions about wages or any other matter, the Cesatsa does contain provisions which amount to the equivalent of conciliation boards and arbitration. But unlike outside unions, the SATS unions do not have right of access to the Industrial Court — an institution which is playing an increasingly important role in determining the balance of power between managements and labour.

And when it comes to the crunch, SATS unions are prohibited from striking — usually the ultimate weapon open to outside unions. The LRA recognises striking as a right, provided the warring parties have gone through a process of conciliation. However, Section 26 of the Cesatsa totally prohibits strikes.

The rationale behind this is that SATS is regarded as an essential service. But even if that consideration is accepted, SATS unions lack a powerful weapon which would substitute for a strike to use in the trade-offs which are integral to the bargaining process.

A further failing of the Cesatsa's conciliation and arbitration provisions is that these forms of relief can only deal with disputes involving SATS-recognised unions. This factor had major ramifications in 1982 in the labour row which broke out when SATS refused to recognise an outside union, the unregistered General Workers Union (GWU). GWU claimed it had organised the majority of the services' workers at the docks in Port Elizabeth and East London. SATS resolutely refused to deal with it.

GWU members fired

In all, 423 GWU members were fired in go-slows which occurred in protest against the refusal. The machinery of the Cesatsa kept the GWU out and the union was denied access to either conciliation or arbitration procedures.

The ban on the GWU and other outside unions remains. In this respect Cesatsa goes against the tenor of the LRA and developing labour law which indicates that employers should bargain with representative unions and which gives unregistered unions access to conciliation boards and arbitration procedures. The LRA also allows the Industrial Court to judge on matters like unfair labour practices — something not found in the Cesatsa.

Even more contentious aspects of the Cesatsa are its provisions barring black, coloured and Indian workers from enjoying the same protections and security of tenure as white workers. At present SATS employs 241 000 workers: whites 110 000, coloureds 18 000, Indians 2 000, and blacks 111 000.

They are divided up into five categories of staff:

- Permanent. Whites who have completed two years' service,
- Temporary. Whites with less than two years' service who become permanent thereafter provided they are medically fit,
- Casual. Coloureds, Indians and blacks



**White and black SATS' workers
 ... some more equal than others**

(including foreign blacks and homeland contract workers) who are not members of the SATS pension fund. Medically unfit whites also fall into this category;

- Regular. Coloureds, Indians and blacks (homeland contract workers) who become members of the pension fund after two years' service provided they are medically fit, and
- Contract workers — who get none of the benefits of the other categories.

SATS was only able to supply the FM with figures for regular, casual and contract workers. According to SATS assistant GM (personnel), Dame Butler, the figure he has supplied for regular workers includes both temporary and permanent white employees. The total of 184 000 regulars includes 108 000 whites, 14 000 coloureds, 2 000 Indians and 60 000 blacks.

The number of workers falling into the casual category, which covers 21 000 workers, are whites 700; coloureds 5 100, Indians 100; and blacks 15 100. There are 36 000 contract workers.

Although the Cesatsa makes no mention of race, it is littered with the word "perma-

nent" — and it is only these white workers who get protection from the Act. Thus, permanent workers cannot lose their jobs before retirement "other than for a reason laid down in this Act." Reasons for retirement include "inefficiency," "reduction or reorganisation of staff," physical and mental disability, and "mutual agreement."

There are no similar provisions relating to black workers. On the contrary, the Act says employment of casuals and regulars "shall be regulated exclusively by such conditions as may be agreed upon at the time of his employment, as well as by such conditions as may be from time to time laid down or made by the General Manager."

In all fairness SATS must be commended for embarking on a four-year, five-phase, R40m programme to bring the conditions of employment of workers who are not white into line with those of their white counterparts. Phase one, in which the salaries of six top black, coloured and Indian grades have been made equivalent to those of whites, has already been implemented.

But for the present there are other advantages reserved in the Act for permanent employees only.

- No permanent worker can be dismissed or reduced in rank for an alleged disciplinary infringement without an inquiry being held into the incident in which the worker can cross-examine witnesses and call his or her own witnesses,
- Only permanents can appeal against a punishment for disciplinary infringement, and
- Only permanents can be represented by a union representative at inquiries and appeals.

SATS says that the same protection conditions apply to blacks, coloureds and Indians "in practice."

Abedian, Iraq. Dept of Economics, UCT. Gained B Econ from Iereran Universi and MA from UCT. Presently Economics lecturer at UCT. Articles published in the South African Journal of Economics and the organ of the Institute For Management and Development Studies, University of Transkei.

2) Ad-Hoc Video Group. P O Box 92104 Norwood, JHB. Tony Bensusan, Brian Tilley Deborah Morgan, Paul Weinberg, Wendy Schwegmann. All members of the group are film and video technicians.

2) Adkins, Norma. 21 Carnegie St, Butterworth, Transkei. Trainee public relations officer, and Public Relations student at Technikon, Natal.

Archer, M F. Department of Archeology, UCT.

1) Archer, Sean. Dept of Economics, UCT. Economics lecturer with BA Hons from UCT and Cambridge.

Ardington, Elizabeth. P O Box 176, Mandini. BA(UCT), MA(Oxford). Currently employed as a researcher at the Development Studies Unit, University of Natal.

3) Armstrong, Amanda. 26 Becker St, Yeoville, JHB. BA Hons (Industrial Sociology) from Wits. Currently studying law.

2) Bac, Martin. Medical doctor from the Netherlands, currently working at Gelukspan Hospital near Mafeking.

1) Badsha, Omar. P O Box 37315, Overport, 4067. Photographer who has exhibited extensively in South Africa and overseas. Published collection of photos, "Letter to Farzanah". Awarded Sir Basil Shonland Award Art SA Today 1965, Ernest Oppenheimer Memorial Award Art SA Today 1969. Former secretary of the Chemical Workers Union.

1) Bam, F C. Box 813, Umtata. A practising lawyer at the Supreme Court in Umtata, Transkei. BA(UCT), B Proc LLB(Unisa).

1) Bank, Leslie, 5 Roslyn Rd, Rondebosch, Cape Town. BA Hons (UCT). Presently a masters student in Anthropology, UCT

3) Barry, Jean. Research Assistant at UCT. BA (UCT), B Soc Sc (UCT).

1) Baskin, Julian. ~~xxxxxx~~ Currently employed by the Institute of Management and Development Studies, University of Transkei. Former SRC President, University of Natal, Durban.

P. Hoeks 11/6/84 (145) CITY

Industrial dispute ends with union recognition

Labour Reporter

A FORMAL industrial dispute, lasting several months, has been resolved with the signing of a recognition agreement between a firm in Kuils River and the General Workers' Union (GWU)

Litigation which was pending between the GWU and African Spun Concrete Company in the Industrial Court will now be dropped

A GWU spokesman said the agreement accorded the union "full rights of representation and negotiation"

"We trust that other employers will take note of this agreement and recognise the futility of long, protracted battles over union recognition.

"The workers' right to join and be represented by a union of their choice is inalienable and will be fought for whenever obstructed," the spokesman said

The dispute was due to come before the Industrial Court next month.

In January, a Conciliation Board hearing failed to resolve the dispute, which centred on the company's refusal to recognise the GWU, which had majority membership in the plant.

Mr P Hoeks, managing director of African Spun, confirmed the agreement and said the company was committed to "making the mechanisms that have been established work"



Pictures WILLIE DE KLERK, The Argus

WORKERS at the Jowells transport depot in Springbok hose down one of the company's trucks.

Namaqualand's giant 'does everything round here'

Argus
18/7/84

~~332~~
~~333~~
145

By PIPPA GREEN
Labour Reporter

ANY Namaqualander will invariably give the same reply when asked about the region's giant transport company. "Jowells? Oh yes, they do everything around here"

And in an area where the nearest railway line is nearly 200km away — south of Springbok at Bitterfontein — Jowells Transport has been the kingpin in the region's economy for the past four decades, second only to the mines

The story goes that Joe Jowell, then co-owner of a garage in Springbok, converted an old Buick into a truck in 1930 when the South African Railways stopped their service between Bitterfontein and Springbok.

"They didn't give notice or anything. They just stopped," said Mr Theunis Uys, who has been with the firm for 44 years and is now public relations officer

Copper mines

"Of course, in 1937 when an American company took over the copper mines here (the O'Okiep Copper Company) and they re-opened, the railways came back all of a sudden and started running coal and copper to and from Bitterfontein

"But Jowell's still did everything else"

Now the mines in the area — De Beers diamond mines, the O'Okiep Copper Company and the Goldfields mine at Aggeneys — provide Jowells with 75 per cent of its revenue

These days, Jowell's carries

most things Explosives, coal, minerals, refrigerated goods, petrol, diesel, and passengers in aircraft and buses

Taken over

The last remaining independent transport firm in Namaqualand, which ran between Garies and Bitterfontein, was taken over by Jowells two years ago

In 1955, the company went public under the name of Jowells Transport and Motor Company, now the Transport and Engineering Corporation (Trencor) with 50 subsidiaries.

"We believe we are the railways of Namaqualand," Mr Uys said

"We try to protect our transport services as much as possible from other people who want to come in and take over the best parts

Understanding

"We have no written agreement with the railways — only an understanding that if someone applies to the Road Transportation Board for a permit to transport something to Springbok from one of the major centres, we will support each other in objections to the board"

Jowell's has scored a first in the Namaqualand business community by signing a recognition agreement with one of the independent black trade unions, the Cape Town-based General Workers' Union

David Tuck, employed at Jowell's as a clerk, is chairman of the shop-stewards' committee.

"The workers are very glad. In general, Jowell's pay the best

of all firms here But the work is exhausting — long hours Sometimes drivers work for 14 hours a day," he said

"They don't get paid overtime, but on a kilometre system It's very complicated If you are on a certain run, you have to work 2 000 kilometres for the firm You get paid 3,9 cents a kilometre for the extra kilometres you travel

"There are drivers who can earn R98 a week just on overtime

"Workers began to join the union last year At first the supervisors told us that the union was a very weak thing If you want to belong to a union you had to pay a lot of money — many stories We got together and said that if they said the union was so weak, it had to be good for us

Getting better

"Things are now getting better. The problem with people in Namaqualand is that they do not really have an idea about what a union is Look, this is the first time there has been such a thing in Namaqualand

"The labourers at Jowells have a hard time The 'lorry boys' get only R1 for every 400 extra kilometres they travel with the driver

"That is the first thing the union must make right"

The company says it is not "bothered" by the union

Mr Uys said "We do not discriminate as far as salaries go The wages are better than most people pay here If it's the workers' choice to belong to a union, then it's their choice We have nothing to hide"



RBM 21/1/84 (145) (148) (149)

600 walk out as 5 held at factory

CAPE TOWN — About 600 workers walked out of a Brackenfell plant manufacturing asbestos products yesterday in protest at the arrest of five shop stewards

The arrests followed an incident on Monday when workers at Everite Limited allegedly damaged an office at the company hostel

Mr David Lewis, general secretary of the General Workers' Union, which represents about 700 employees at the plant, said the workers had gone on strike to "express their contempt for what they see as collaboration between the police and management"

The dispute will be discussed at a union conference this weekend

"The union will decide what to do when a major multinational company flouts even nationally accepted standards of labour relations," he said

An Everite spokesman Mr Brian Gibson said the company had informed the police after "serious damage to company property" was caused

He denied there was any collaboration between management and police

The five will appear in court on Monday — Sapa

21/7/84 (145) E. Times

Strikers halt Everite plant

By RIAAN DE VILLIERS
Labour Reporter

ALL BUT 10 of the more than 700 workers at Everite's asbestos products plant at Brackenfell went on strike yesterday in protest against the arrest of five union shop stewards by police earlier this week.

The dispute deepened later in the day when management representatives rejected all demands framed by workers at a mass meeting at their hostel. Workers then decided to continue their strike on Monday.

Demands

Among the demands were that management should withdraw charges against the shop stewards, who are being held at the Brackenfell police station.

While the full implications of the strike were not clear, a management spokesman acknowledged that all but 10 black workers were on strike and that the plant was at a standstill.

The strike follows increasing friction over the past few months between workers — most of whom belong to the General Workers' Union — and management at the large multi-national company.

After added friction between workers and the hostel management over the weekend, workers allegedly damaged the hostel supervisor's office on Monday night. Police arrested the five union shop stewards on Wednesday.

Union officials later accused Everite of "col-



Striking Everite workers stream out of the factory gates in Brackenfell early yesterday morning.

laborating with the police in victimizing union leaders"

After a stormy meeting at their hostel on Thursday night, workers clocked in early yesterday morning but massed at Everite's gates. The strikers included workers at Everite's transport subsidiary, Cape Hauliers.

Later they streamed to their hostel, where workers and union officials addressed a mass meeting.

After being ap-

proached by the company's personnel manager, Mr Neil McLeland, workers agreed to elect a deputation to put their demands to management.

These were that criminal charges against the arrested men should be withdrawn and that all internal disciplinary hearings should be dropped. These demands were later rejected by management.

A management spokesman rejected charges that the company had

victimized union leaders.

"There is no question of the disciplinary action or reports to the police bearing any ulterior motive towards the union," he said.

In a later statement, Mr Dave Lewis, the GWU general secretary, said the union "utterly rejected" management's denial of collaboration with the police.

He said all five shop stewards had been arrested in the company offices after being called

in by management.

Mr Lewis said "A major multi-national company that is prepared to use the South African Police in this way can only expect the harshest possible response from the international trade union movement."

Mr Lewis said the strike would be discussed at the union's annual national conference being held this weekend. "We will also discuss how to take the matter up with the rest of the trade union movement," he added.

August 20/7/74

600 strike at asbestos plant over arrests

Labour Reporter

at ABOUT 600 workers streamed
a- out of a Brackenfell asbestos
st product manufacturing plant
h today after they downed tools
y in protest over the arrest of
five shop stewards

The arrests followed an incident earlier this week when workers at Everite Ltd allegedly damaged an office at the company hostel.

Mr David Lewis, general secretary of the General Workers' Union, which represents about 700 workers at the plant, said the workers had gone on strike to "express their contempt for what they see as collaboration between the police and management"

The dispute would be discussed at the union's annual national conference this weekend

"The union will decide what to do when a major multi-national company flouts even nationally accepted standards of labour relations," he said

Everite spokesman Mr Brian Gibson said the company had filed a report with the police after the incident which, he alleged, had caused "serious damage to company property"

He denied any collaboration
Tension has also been running high at Everite over living conditions in the company hostel in Brackenfell

Captain Gerhard van Rooyen, police liaison officer, confirmed the arrests and said that five men would appear in court on Monday on charges of housebreaking

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23/7/84 C-Times
**GWU warns Everite
of trade union action**

By RIAAN DE VILLIERS
Labour Reporter

THE General Workers' Union yesterday warned that it would seek national and international trade-union action against the Swiss multinational Everite company if it failed to accede to the demands of more than 700 workers striking at its Brackenfell plant.

This was contained in a resolution adopted at the 12 000-member union's annual national conference held in Cape Town at the weekend.

Everite workers downed tools on Friday in protest against the arrest of five union shop stewards and disciplinary action taken by the company against a sixth. Workers voted to continue striking after management had rejected

demands that they withdraw criminal charges and all disciplinary hearings.

The conference declared that Everite was engaging in a "systematic campaign of victimization of union shop stewards in co-operation with the police" and it therefore strongly endorsed the workers' decision to strike.

It demanded that Everite reinstate the dismissed shop steward and withdraw charges against others.

Failing this, it would inform the next meeting of the feasibility committee setting up a new federation of independent unions and the Building Workers' International that Everite was in "flagrant violation" of internationally-accepted

principles of freedom of association.

It would urge the South African and international labour movements to "seek compliance with these standards," it added.

Meanwhile, Everite yesterday rejected previous GWU accusations that it had collaborated with the police in victimizing union leaders.

Mr Evert Claasen, its personnel director, confirmed that the company had laid a complaint of breaking and entering and of malicious damage to property following damage caused to the hostel manager's office on Monday.

'Labelled'

Following a police investigation, management was instructed to call five shop stewards from their work places on Thursday. These men were arrested and would appear in court today.

"These logical consequences of a criminal action have now been labelled as sinister 'police collaboration' and 'victimization of shop stewards' by the GWU."

"We suggest however that the union should look no further than the behaviour of its members to discover the reasons for police involvement and for internal disciplinary hearings that are the cause of the current work stoppage," he said.

Union demands that disciplinary procedures should be withdrawn sought to give "privileged status" to the shop stewards concerned and were a "direct attack on management's inalienable right to discipline", he added.

GWU president calls on rising unions to unite

By STEVEN FRIEDMAN
Labour Correspondent

THE president of a key union involved in efforts to unite emerging unions into a powerful new federation yesterday issued a surprise call to all emerging unions to rejoin the unity move

Mr Johnson Mpukumba, president of the General Workers Union (GWU), made his call after the union's national conference in Cape Town at the weekend

Earlier this year, newer "community" unions left the unity talks after being told they could attend as observers or not at all. This left the six biggest emerging union groups to continue efforts to

form a new federation

Since then, it has been assumed that unions involved in the move do not believe the new federation will be weakened if "community" unions do not join.

However, yesterday Mr Mpukumba called on all "progressive unions" to join the planned new federation. He said he had chaired a meeting last April at which all "progressive" unions were present. "I feel unhappy that we have lost the unity we had then — we can regain it before the new federation is launched," he said.

Mr Mpukumba invited unions which had not joined the unity initiative to "discuss their suspicions about it

with us" and said he believed this could lead to their agreeing to rejoin the unity talks.

"All progressive unions belong in the same organisation," he said.

He stressed that the GWU conference had reaffirmed its support for the unity move.

Mr Mpukumba also revealed that the conference had maintained the GWU's opposition to the new tricameral Parliament to be created in terms of the Government's new constitution.

He said the GWU had both coloured and Asian members and that they had joined other union members in opposing the elections to the new parliaments which will be

RAM 24/7/84
145

ions we are... and that he has... not kept his... this... whether raids... at KTC, Mr... said the De... of Co-opera... Development... informed of the... of the talks and... was "waiting... action".... confirmed that the... ad offered Mr... and his people... sites on a strip... between Mahope... and the Nyanga... ion squatter... 'Afraid'... Urban Foundation... undertaken to pro... Memani with a... one, and police... undertaken to... area regularly... KTC, committee... ers and other... of the deputa... sized that all... were afraid... anywhere near... people have... houses and cars... burnt down... not move How... people must... one squatter

Farm killings: Youth in court

Staff Reporter

A 16-YEAR-OLD youth pleaded not guilty in the Robertson Magistrate's Court yesterday to two charges of murder arising from the death of two labourers on a Robertson farm earlier this month. The appearance of the youth is a sequel to the fatal shooting of two farm labourers, Mr Hans Luttig, 20, and Mr Piet Pietersen, 35, on the farm Groot Vlakte on July 14. The youth, who may not be identified, pleaded as follows: ● Not guilty to murdering the two men but guilty to the alternative charges of culpable homicide ● Guilty to breaking into the house of Mr J S Cilliers and stealing a shotgun worth R200 and ammunition worth R8

(The magistrate noted a plea of not guilty after questioning). ● Not guilty to attempted murder—he denied that he had attempted to murder Mrs Chrystal Kuñ by shooting at her. He said he had aimed at a dog but the shot had gone high and he had not seen Mrs Kuñ standing at a window. ● Guilty to pointing the shotgun at both Mr Willem Marthinus Folcher and Mrs Alice van Rooyen. ● Guilty to possession of a firearm without a valid licence. The hearing was adjourned to August 29 for a decision by the Attorney-General. The youth is to remain in custody. Mr M P H Stander was the magistrate. Miss H S Lombaard appeared for the State. The youth was not represented.

Everite strike: New prospect of settlement

By RIAAN DE VILLIERS Labour Reporter

PROSPECTS for a settlement of the Everite strike appeared to improve yesterday when officials of the General Workers' Union and worker representatives presented management with amended demands at talks held yesterday afternoon. The demands were tabled after five shop stewards, whose arrest triggered off the strike last week, rejoined their fellow workers. They were released on bail of R50 each after appearing in court yesterday morning. They were not asked to plead to charges of housebreaking and an alternative charge of public violence. The hearing was adjourned to August 8. The five shop stewards later joined union officials and other worker representatives in talks with management.

and a union official at his appeal — and that a mediator should be present. They had also proposed the rectification of a "major grievance" of hostel dwellers. Management had then agreed to "wide-ranging talks" over conditions at the hostel. He said workers had resolved to go back to work this morning until they heard from management at 11am. 'Extremely bitter' Describing the demands as "very reasonable", he said workers were still "extremely bitter and resentful" over management's actions. "They are pleased that the arrested shop stewards are back, but they say management is not responsible for their return," he added. The Swiss multinational company's asbestos products plant at Brackenfell appeared to be at a complete standstill yesterday. However, a spokesman was quoted as saying that "limited production" was taking place. A management spokesman later confirmed that management had agreed to consider a "broad range of issues" raised and would respond to them today. ● The union resolved at its annual national conference at the weekend to seek national and international trade union action against Everite if it failed to accede to worker demands.

Tisdall released

ON VALENCE, Ex-Foreign clerk Miss Sarah jailed for leaked documents about the visit of US Cruise in Britain, left yesterday clutching papers from anti-activists. She was pushed back by reporters and photographers as Miss Tisdall, 23, her head was driven away from low-security prisoner parents. Tisdall, who served four months of a month sentence, has become a cause celebre among civil libertarians in the media since her arrest, suspension and release last January. She carried 24 white balloons sent by the Campaign for Nuclear Disarmament's chairman Joan Ruddock, general secretary, Ignor Bruce Kent, and CND members outside with banners saying "Thank You, Sapa-AP".

LWF delegates to see 'torture film'

From JOHN BATTERSBY

BUDAPEST — Delegates to the seventh annual assembly of the Lutheran World Federation will see a 30-minute film entitled "The Torture of a South African Pastor". The film deals with the case of a Lutheran minister from the Venda homeland, Dean Simon Farisani, and includes his own testimony of alleged torture by the Venda security police. Dean Farisani, 36, who will be addressing the assembly tomorrow was recently paid a substantial sum in an out-of-court settlement for damages suffered as a result of alleged torture by the Venda security police. Dean Farisani's case has attracted widespread international attention and has rallied concerned Lutherans from more than 100 countries to his cause. The film will be shown on Friday before next Wednesday's crucial debate on the proposed suspension of the white Lutheran churches in South Africa and South West Africa because of their failure to condemn apartheid publicly and merge with the black churches. ● An African motion to suspend two white South African churches from the LWF has thrown the seventh assembly into confusion. The South African suspension bid has emerged as the major issue of the conference — the biggest gathering of Christians ever held in an Eastern Bloc country. Now the LWF executive committee has decided to hold an open hearing on Southern Africa later this week to allow free discussion on the subject before a proposal goes forward for debate next week.

Steward excluded

However, a sixth shop steward who has been suspended from work by the company pending an appeal against a decision taken at an internal disciplinary hearing last week that he should be dismissed, was excluded from the talks. Mr Dave Lewis, the GWU's general secretary, said later that workers had proposed that the sixth shop steward be permitted representation by shop stewards.

SABC Olympic effort

Staff Reporter

Auckland Park said yesterday. Meanwhile, the SABC had bought tickets for all the important events and their reporters, Kim Shippey and Friedel Hansen, would be filing stories from Los Angeles on each day's events in their capacity as spectators. According to the spokesman, both reporters would not be entitled to make use of official Olympic press facilities, but using other facilities, would supply telephonic reports from Los Angeles.

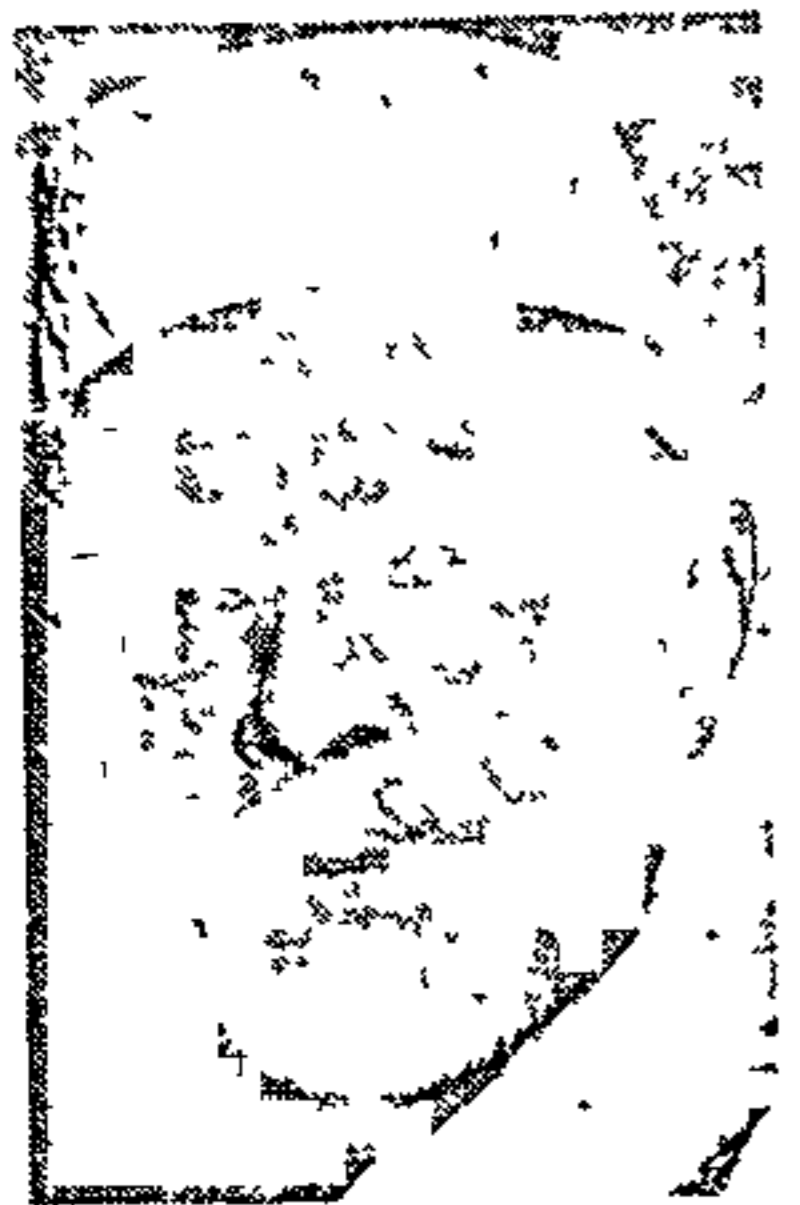
THE SABC is still continuing its efforts to beat the Olympic blackout and to worm its way around the International Olympic Committee's denial of press accreditation to journalists and correspondents covering the Games for South African news services. Negotiations between the SABC and the giant American Broadcasting Corporation for a series of delayed transmissions on the Games events (which would highlight events one to two days

WRITER — FREELANCE — FLEXIBLE, VERSATILE — technical, non-technical/business — ad marketing and sales material — A-V tips — brochure and ad copy from concept

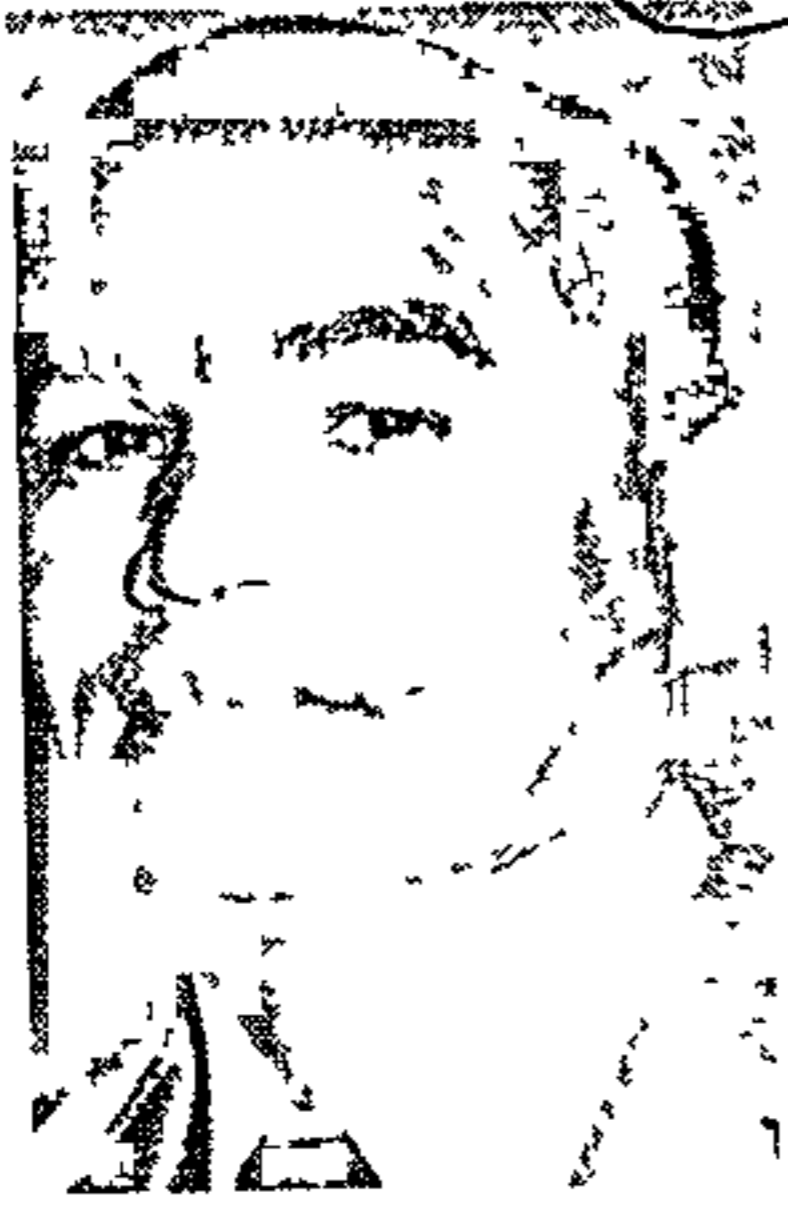
Political comment by A H Heard, G E Shaw, J V Scott and M P Acott. Cartoons by Tony Grogan. Headlines and sub-editing by A J Moth, W C Odenaal and E I Zinn. All of 77 Burg Street, Cape Town.

Too late for classification

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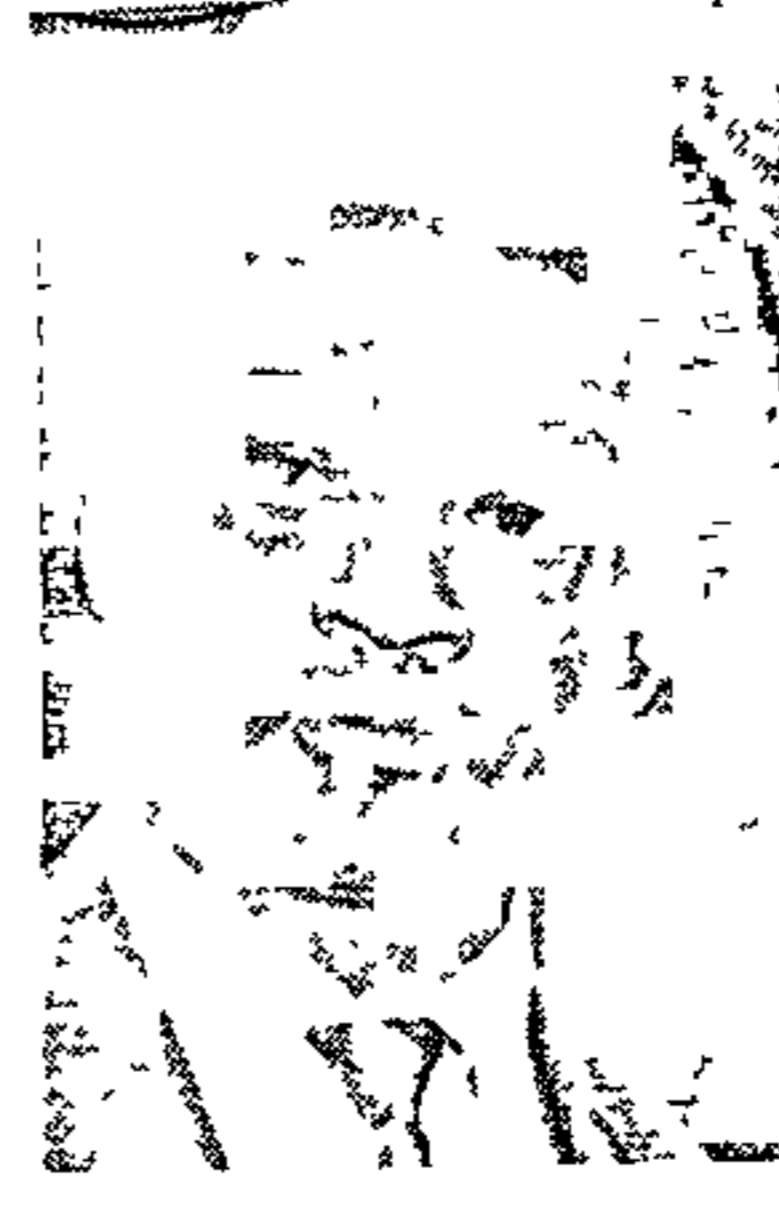
Sheik G A Bardiën
(PCP South Cape)



Mr M N Isaacs
(LP Bishop Lavis)



Mrs L Veldsman
(PCP Retreat)



Mr P J Marais
(PCP Bishop Lavis)



Mr Charles Julies
(RFP Addo)



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Battle between the LP and PCP

C. Times 24/7/84

145

Election delights Curry

Union pled boycott etc

Labour Reporter

THE 12 000-strong General Workers' Union (GWU) has pledged to cooperate with other trade unions and "progressive organizations" in the campaign to boycott the elections for the coloured and Indian Houses in the new parliament next month

The decision was taken at the annual GWU national conference held in Cape Town at the weekend, attended by some 120 delegates from centres throughout the country

The conference declared that the union had an "important and legitimate role to play in the struggle for a non-racial democratic society"

The new constitution

was based on racial discrimination and was intended to reinforce apartheid in South Africa, and the union therefore called on its members to fight the new constitution

"In particular, it calls upon those of its members who are entitled to vote in the forthcoming elections to refuse to vote, and resolves to cooperate with other unions and progressive organizations in the campaign to boycott the elections on the 22nd and 28th of August," the resolution stated

The GWU is among more than 20 emergent unions expected to unite in a new federation of independent unions later this year

(Report by R de Villiers, 77 Burg Street, Cape Town)

Staff Reporter

MR DAVID CURRY, a former national chairman of the Labour Party, became one of the first coloured people elected to the new tri-cameral parliament yesterday when he was returned unopposed as the Labour Party member for Pniel.

No other parties put up candidates against him at the Stellenbosch nomination court, and Mr Curry said he was surprised that no independents would oppose him

He was elected to the House of Representatives yesterday with effect from September 3, when the new constitution comes into effect.

His constituency includes the Stellenbosch area, Pniel, Franschhoek, Simondium, Kylemore and Wemmershoek.

"I am delighted to be elected, though it is not the kind of parliament I would wish for," Mr Curry said.

"The real battle will start now, and a lot of hard work lies ahead I am engaged in the political fight against apartheid Housing remains a tremendous problem, and it must be finally settled that black people can live in Langa, Nyanga and Guguletu"

Mr Curry's political experience stretches back to before the passing of the Prohibition of Political Interference Act, when he was a member of the Progressive Party

(Report by Peter Dennehy, 77 Burg Street, Cape Town)

after the returning officer at Hanover Park had declared nominations closed yesterday

There are 33 independent candidates

The surprise of yesterday's nominations was that the fifth party to register for the election, the New Convention People's Party, failed to nominate a single candidate The NCPP is led by the Rev J M Vosloo

A total of 203 candidates will contest the elections after four, all from the Labour Party, were elected unopposed yesterday They included the former LP chairman, Mr David Curry, in Pniel.

Those returned unopposed yesterday, and the others elected on August 22, will be Members of Parliament-designate until the new Constitution is implemented on September 3

The same will apply to those elected to the Indian chamber, the House of Delegates, when nominations close on July 30, and in the August 28 elections

The third chamber in the new Parliament will be the present white House of Assembly, with its current MPs

There was a strong police presence at nomination courts throughout the country yesterday. No incidents were reported but violence flared at a LP meeting in Bishop Lavis last night.

(Report by M P Acott, 77 Burg Street, Cape Town)

chamber is convened in September is the People's Congress Party of Mr Peter Marais, which put up 59 candidates

The Freedom Party of Mr Arthur Booysen, with 24 candidates, and its offshoot, the Reformed Freedom Party of Mr Charles Julies, with 11, will be minority parties, even if all their candidates win

A 12th RFP candidate, Ms Zainoenisa Maneveldt, missed nomination by minutes She sought to hand in her nomination forms just

she tried to hand in her nomination form and deposit less than a minute after he had declared nominations closed.

Mrs Maneveldt said she had not understood the procedure as this was the first time she had ever stood for election.

(Report by Hilary Venables, 77 Burg Street, Cape Town)

By MICHAEL ACOTT
Political Correspondent

THE battle for control of the new coloured parliamentary chamber will be fought between two of the four parties which registered candidates yesterday for the August 22 elections

The Rev Allan Hendrickse's Labour Party was the only one to field candidates in each of the 80 seats for the House of Representatives.

The only other party which can hope for a majority when the coloured

RFP woman was too late

Staff Reporter

A MEMBER of the Reformed Freedom Party was disqualified as an official candidate for Hanover Park after handing her nomination in late.

Ms Zainoenisa Maneveldt was disqualified by the returning officer, Mr Dormeul Vosloo, when

4 LP candidates unopposed

Political Correspondent

FOUR Labour Party candidates were returned unopposed when nominations closed yesterday

They are Mr D Curry (Pniel), Mr N J Padiachy (Gendandal), Mr P T Saunders (Southern Free State) and Mr G L Leeuw (Eastern Free State)

All four party leaders were opposed.

The LP leader, the Rev A Hendrickse, faces a challenge from Mr A W Tiry The People's Congress Party leader, Mr P Marais, faces Mr N M Isaacs. The Freedom Party leader, Mr A Booysen, is opposed by Mr D D Nieuwenhoudt. The Reformed Freedom Party's Mr C Julies faces Mr P Hendrickse and Mr I Daniels

(Report by M P Acott, 77 Burg Street, Cape Town)

Oregon 25/1/54 (145)

Strike at Everite ends: 700 return

Labour Reporter

THE five-day strike at Everite Limited's Bracknell plant has been settled and about 700 workers returned to work today.

Workers downed tools last week to protest against the arrest of five shop stewards and the dismissal of a sixth

The truce was reached after an all-day meeting between General Workers' Union officials, shop stewards and the company

But the union, which presented modified demands after its original demands were rejected, warned the company that the settlement would be of "short duration" unless it "radically changed its attitude to industrial relations"

"If it continues to treat every grievance of the workers as evidence of provocation and agitation by the union and its shop stewards and if it continues to involve the police in industrial relations it can expect further conflict," said Mr David Lewis, GWU general secretary

Mr Evert Claasen, personnel director, said "Everite can only repeat that it has not in the past behaved in this way, nor will it do so in future"

Argus 24/7/84 145/157

New bid today to end strike at Everite plant

Labour Reporter

THE dispute at the Swiss multi-national asbestos product manufacturing plant, Everite Ltd, entered its fifth day today as 700 workers continued their stayaway

The workers downed tools last week in protest against the arrest of five shop stewards and the dismissal of a sixth

Manager of the Everite's Brackenfell plant, Mr John Wayland, confirmed today that the workers were still on strike.

DEMANDS REJECTED

The workers' two main demands — that management withdraw charges against the five shop stewards and re-instate the sixth — have been rejected

Union representatives will meet management later today in another attempt to break the deadlock

Meanwhile, production in the factory, which is a major sup-

plier of building materials, is seriously affected

The General Workers' Union has accused the company of victimising shop stewards and flouting "internationally accepted principles of freedom of association"

"STAGE MANAGED"

The company has denied the union's charge that it has "collaborated" with the police and has accused the union of "stage managing a confrontation".

A company spokesman said "The company has continually co-operated in the negotiations towards the successful achievement of a recognition agreement with the General Workers' Union

"This co-operation includes a specific agreement with the GWU that the hostel issue would be a priority for discussion immediately after the signing of the recognition agreement"

Conditions in the company's hostel have also led to unrest at the plant recently.

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LABOUR NEWS

RDM 31/7/84 145

Department accused over minimum wage

By STEVEN FRIEDMAN
Labour Correspondent

A DURBAN stevedoring company, which faces worker unrest because it is paying below a legally binding minimum wage order, claims the Department of Manpower gave it permission to pay less than the law requires.

A spokesman for the General Workers Union made this charge yesterday, adding that, if the department had done this, it would be "making nonsense of the country's minimum wage machinery".

But a senior department official denied yesterday that the company, Keely Forwarding, had been given permission to ignore the order.

He said it had applied for an exemption from the order and had asked whether it was forced to pay the binding minimum wage while it waited for a decision.

"We said that, if they were taken to court, they might be able to argue that the matter was sub judice because they were waiting for a decision — but at no stage did we say they could pay less than the order," he said.

A Keely spokesman refused to comment, saying the dispute was "sub judice".

According to the GWU spokesman, Keeley, which employs about 200 workers, is one of several small companies which have entered the industry recently and which, he charges, are attempting to "undercut" the national wage agreement between the union and the national stevedores' employer association.

He said Keely had recognised the GWU after a brief strike in April. At the time, he said, the company was paying R39 a week, while other firms paid R93.

Keely, he said, was also paying less than

the minimum laid down in the industry's wage determination and, after the union threatened legal action, it agreed to pay workers R400 each as "lump sum" compensation for this.

Since then, however, a new wage order had come into effect and the company was also paying below this. While the order set the minimum wage at R18,65 a day, Keely was paying R10,50, he said.

"We challenged them on this and they said they had applied for an exemption from the Department of Manpower. We said we would oppose this, but that, in the meantime, they still had to pay the minimum laid down by law.

"They then said the department had given them permission to pay less than the minimum," the union's spokesman said.

According to the union, the company was also not obeying the overtime provisions in the order, but has since agreed to do this.

According to the union, the company's refusal to pay the minimum rate has prompted worker anger and led to a brief work stoppage last Friday. This ended after GWU officials intervened.

At several meetings, it says, the company has repeated its claim that the department has said it does not have to obey the order.

Both sides are now waiting for the department's decision on Keely's request for an exemption, but the GWU spokesman warned that "worker anger is continuing to grow because the company still refuses to obey the order".

The department's spokesman said yesterday the request for an exemption had not yet reached the Minister of Manpower, who must take a final decision on it.

Everite strike ends after negotiations

C. Turner
25/7/84
(145)
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Labour Reporter

THE strike of more than 700 black workers at Everite's Brackenfell plant has ended after lengthy negotiations between management, General Workers' Union officials and worker representatives yesterday.

However, it appeared from statements from both parties that months of friction at the plant may continue.

The union warned later that the settlement would be of "short duration" unless management "radically changes its attitude to industrial relations".

Mr David Lewis, the GWU's general secretary, added that management could expect further conflict if it continued to treat every worker grievance as "evidence of provocation and agitation" and continued to "involve the police in industrial relations".

Let out on bail

The strike was sparked off last week when police arrested five union shop stewards on charges of breaking and entering and malicious damage to the hostel manager's office.

They have been let out on bail and their trial was adjourned to next week.

Mr Evert Claasen, Everite's personnel director, said in a statement that management had "consistently refused" a GWU demand that the charges should be withdrawn or that it cancel internal disciplinary hearings.

The parties had agreed that a "task force" of management representatives, hostel residents and the Western Cape Development Board investigate worker allegations about the hostel.

He said he was "satisfied" with the agreement as the company was "not prepared to condone criminal actions or relinquish its inalienable right to exercise discipline".

Legal action by union

While the strike was "unfortunate and unnecessary", management was willing to continue negotiating a recognition agreement with the union in a "spirit of goodwill".

Mr Lewis said the union would take legal action against the company if an appeal against the dismissal of another shop steward tomorrow failed.

He added the company had further agreed to an "urgent investigation" into the "acute grievances" of workers living in the hostel by three shop stewards and three management representatives.

3/8/84 FM.

WAGE DETERMINATIONS Payment problems

Trade unions claim it is becoming increasingly difficult to get some smaller employers to observe statutory wage determinations. The General Workers Union (GWU) dispute with a Durban stevedoring company, Keeley Forwarding (KF), (*Currents* May 11) is a case in point.

After pointing out that KF was in contravention of a 1979 wage agreement in respect of overtime rates, working hours and shift, cargo and travelling allowances, GWU managed to extract an undertaking from the company to pay a settlement figure of R400 per worker. With 200 workers and back pay of some R80 000 involved, an instalment payment was agreed upon.

At the time of the meeting the GWU pointed out that a new wage agreement was due to come into effect on May 21 and said it expected the company to increase wages accordingly.

Mike Morris, GWU branch secretary, says the company has not done so. He says the KF is still paying R10,20/day as opposed to the agreed R18,65/day and is "in violation of almost every other aspect of the agreement."

When union shop stewards pointed out the discrepancy, KF gave notice that it intended to apply for an exemption on the basis that it could not afford to pay the new rates. The company claims that it is locked into contracts, quoted for on the basis of the old rates, until June next year and that they cannot be renegotiated. It says it is prepared to grant workers a 20% increase in June 1985 followed by a further 25% increase in June 1986.

Morris is unimpressed. He says the company has demonstrated that it is contemptuous of the law and the Department of Manpower. He says KF is legally obliged to

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FM 3/8/84
pay the new rates pending the outcome of its exemption application.

"If they wanted an exemption they should have applied for it in advance. They knew the new wage determination was coming and they wilfully ignored it. Now they are rushing back to the law they ignored by applying for an exemption."

Morris refuses to accept that the company cannot pay the new rates. He has written to the Department of Manpower asking for an investigation and suggesting that the KF be prosecuted for violating the Wage Act. The increases the company has offered, he claims, are "meaningless" because they come off such a low base. In addition, a new industry-wide increase is due to come into effect on January 1 next year, by which time they will be trailing even further behind.

A company spokesman said that the wage determination had doubled the minimum wage for some workers. If KF failed to obtain an exemption from the determination, he said, it would have to look at ways of "trimming" the work force.

THE MINIMUM WAGE

How to destroy jobs

Down in Durban some 200 Zulu stevedores are working — voluntarily, we assume — for a small company known as Keeley Forwarding. Many complexities appear to be involved in the company's current labour troubles — but if Keeley has created a couple of hundred jobs which didn't exist before, then it can be said to have made some contribution to society. In the pursuit of its own wellbeing, of course.

That's how free enterprise best works as a voluntary arrangement between the owners of labour and the owners of capital without interference from the State or well-intentioned do-gooders.

Now we read that the General Workers' Union is attacking Keeley for not paying a minimum wage according to an order issued by the Department of Manpower. It has been reported that the minimum wage laid down is R18,65/day, while Keeley is said to be paying R10,50. The union talks of "worker anger" and there have been strikes.

It is clear that unions have a constructive role to play in presenting to management a united front for workers in negotiations. This is particularly the case in SA where the workforce is unsophisticated and the security of workers is undermined by legislation such as influx control.

But there is a very real danger that the union leadership, in pursuing what it sees as the workers' interests, will, in fact, damage those interests. Let's assume that, at R18,65/day, it is just not economic for Keeley to stay in the forwarding business. Bingo, 200 jobs go down the drain

FM 3/8/84
145

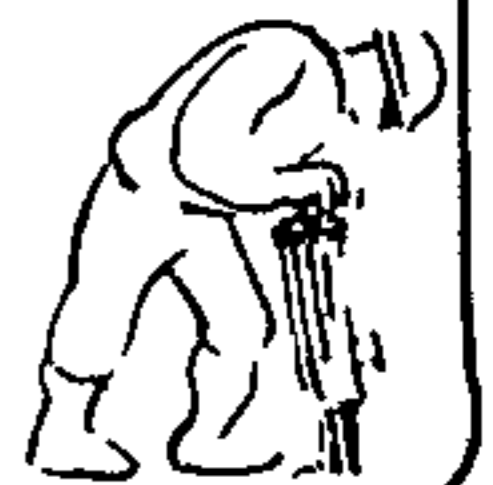
and, instead of receiving whatever Keeley calculates it can afford, those workers and their families will suddenly have no income at all.

There are already signs that union pressures in SA are increasing the momentum towards capital intensity, and this in a country where the critical need is the creation of jobs for the semi-skilled. The very fact that the Department of Manpower has the power to lay down legal minimums is bad in principle and will lead inexorably to the destruction of jobs. In the US, it has been argued by the eminent black economist, Thomas Sowell, that minimum wage legislation played a direct part in the rise in black youth unemployment from low single digits — below that of white youths — to levels of 40% and 50%.

In *Ethnic America*, Sowell wrote "Black teenage unemployment in 1978 was more than five times what it had been 30 years earlier. Among the factors responsible, a number of government programmes — notably the minimum wage laws — have made it more difficult for blacks to find jobs . . ."

Ancillary to this was the growth of crime, drug addiction and other social evils among youths who would otherwise have spent their energies in useful tasks, albeit at modest wages.

As the late Joan Robinson of Cambridge University wrote of the Third World, there is only one thing worse than being exploited by capitalism, and that's not being exploited by capitalism.



FM 7/8/84 (143)

mum up to R2 47/hour It was also agreed that negotiations would be conducted annually in future instead of half-yearly

Toyota, the only motor company making a healthy profit, has its plant in Natal There the company has been paying a R2 65 real minimum wage since the beginning of July Naawu has 35% membership at the plant A union spokesman tells the FM wages in Natal are directly influenced by what Naawu has achieved in other areas

By contrast, eastern Cape wages have stabilised largely due to the fact that an 18-month agreement was negotiated on June 7 1983 It expires at the end of this year The eastern Cape motor industrial council's minimum wage is R2 15/hour This amount swells to a minimum of R2 26/hour if the industry's year-end gratuity of approximately 4% of basic salary and an attendance allowance are included A union spokesman tells the FM that the average actual wage is R2 70/hour

Far lower

Wages in the motor components sector are far lower The industrial council minimum is R1 11/hour — agreed in December last year In terms of the agreement it will rise to R1 50 from October The lower wages in this sector is largely accounted for by the fact that components manufacture is split between a large number of small companies — who lack both the resources and the vulnerability of the big motor companies

Naawu and UAMWU both have presence in the motor components sector as has Fosatu's Metal and Allied Workers' Union (Mawu) But the key union is the Trade Union Council of SA's Motor Industry Combined Workers' Union (Micwu) These unions are all committed to increasing wages

Signs of co-operation have already become apparent Last year, in an unusual display of Fosatu-Tucsa co-operation, Naawu publicly backed Micwu's wage demands This year Micwu, Mawu, Naawu and UAMWU met to discuss future co-operation Micwu and the Fosatu unions are all affiliates of the SA Co-ordinating Council of the International Metalworkers' Federation Naawu and Mawu have also applied to join the sector's industrial council This could spell trouble for the council's two dominant unions — the Motor Industry Staff Association and the Motor Industry Employees' Union of SA Union strength will also be enhanced if the current unity talks initiative succeeds in creating a single union out of Naawu and UAMWU

Naawu's Taffy Adler tells the FM the union has a short-term aim to increase the component sector's minimum wage to R2 Its aims for the assembly industry are clear it wants a R3 50 minimum wage But this demand is unlikely to meet favour among employers struggling with increased costs and low rates of exchange

One employer told the FM "If they are

going to to call for R3 50/hour they may be prepared to back off at R3/hour or lower Otherwise they'll have to strike for a long time"

raids



Koornhof ... handing the problems to Heunis

partment dropping the responsibility is Piet Koornhof's Department of Co-operation and Development

MOTOR INDUSTRY Assembling strength

Management in the motor industry has been complaining about tough times — but their assembly line workers are sitting pretty They are among the country's highest paid workers Whether they will be able to maintain their position now depends on a combination of economic conditions and union strength

Until recently it was the militant eastern Cape motor workers who topped the wage scale for unskilled labourers That position was won after a number of strikes in the Uitenhage area at the end of 1980 in which the National Automobile and Allied Workers' Union (Naawu) called for a minimum R2/hour wage Some of the union's success can be attributed to the fact that, as signatories to foreign employment codes, many of the companies — Ford, GM, Volkswagen and BMW — are obliged to pay more than minimum wages

But in the last year the wage gap between the eastern Cape workers and those in the Transvaal and Natal has closed This

too came about largely through concerted union activity and a number of strikes

The two important (mainly black) unions in the motor assembly industry are Naawu, an affiliate of the Federation of SA Trade Unions (Fosatu), and the United African Motor Workers' Union (UAMWU), which is affiliated to the Council of Unions of SA The Motor Assembly Component Workers' Union of SA has a small presence in the eastern Cape but it has recently been affected by internal dissent

Naawu is the dominant union with significant representation in every motor assembly plant in SA except Nissan, near Pretoria, where UAMWU holds sway

This year the union's members have been involved in a number of major strikes At BMW's Rosslyn plant 1 500 workers struck for ten days in late January over dissatisfaction with an interim increase the company awarded after discussions with a works council They returned to work after obtaining a management commitment to negotiate wages with the union

In negotiations with Naawu, BMW agreed on a minimum across the board increase of 33c/hour — bringing the minimum wage in the factory to R2 73/hour Other conditions included a compulsory year-end bonus, the introduction of an attendance allowance ranging from 5c-12c/hour depending on length of service, voluntary overtime rates and the adoption of procedures to be followed in the event of overtime work The agreement expires at the end of June 1985

Workers at Alfa Romeo's Brits plant struck for six days in July over a wage dispute In the end they won a 16c across the board increase effective from July 1 to October 1, with an additional 4c from October 1 to December 31 From October the minimum wage will be R2 44 an hour Negotiations with the Naawu for next year's wages open in September

In April Naawu negotiated a minimum R2 20/hour wage with Sigma (now Amcar) management Due to a productivity deal workers are actually guaranteed a minimum wage of R2 40/hour and can earn up to R2 56/hour, depending on productivity

UAMWU too has been involved in a major strike In late June 7 000 workers at Messina's Nissan, Magnus Truck and Motorware complex struck in support of union demands for a 45c/hour increase. Management had offered between 8c and 10c In negotiations after the strikers returned to work, the parties agreed on an 18c across the board increase effective from July 1 and further 2c/hour increase from September That will bring the mini-

FM 3/8/84

Mass Cape rally against elections

By RIAAN DE VILLIERS
Labour Reporter

ALL emergent trade unions and major community-based political organizations active in the Cape and opposed to the new constitutional dispensation will join forces in staging a mass anti-election rally in Athlone on Monday night.

This was announced finally in a statement yesterday following a series of behind the scenes meetings this week between the organizations involved.

The rally is seen as an event of major political importance, as it will represent almost the entire spectrum of extra-parliamentary organizations

opposed to the new dispensation.

Political organizations taking part are the United Democratic Front, the Cape Action League (CAL) and the Federation of Cape Civic Associations.

Unions include all those expected to unite in a new federation of independent unions later this year.

They are the National, Automobile and Allied Workers' Union and National Union of Textile Workers, both FOSATU affiliates, the General Workers' Union, the Food and Canning Workers' Union and the Cape Town Municipal Workers' Association.

Others are the Media Workers' Association of

South Africa, a UDF affiliate, and two new emergent unions closely aligned with the UDF, the Clothing Workers' Union and the Retail and Allied Workers' Union.

'Boycott'

Mr A M Omar, who has been elected to chair the rally, said yesterday that its central theme would be a "call to the oppressed and exploited people not to vote on August 22 and 28 and to boycott the dummy apartheid elections".

"We call upon the working people of this land to unite and fight against every aspect of the so-called new deal and against all attempts to divide the working class," he added.

The rally will be held in Fun City, off Hines Road, and will start at 7 30pm.

Tension

There have been varying degrees of tension between participating organizations in the recent past.

A major rift developed last year when independent unions refused to affiliate to the UDF. At the same time they said they were willing to cooperate with any organizations, including the UDF, opposed to the new deal.

This sparked off an acrimonious debate between various factions over the relationship between trade unions and community-based political organizations.

However, these tensions have abated considerably since then and observers say the rally is an important indication of the extent to which relations between unions and community organizations have improved.

There have also been tensions between the UDF, the CAL — affiliated to the rival National Forum — and the Federation of Cape Civics, an independent community organization.

● Yesterday's statement charged that there were "attempts to sow disunity and division between the organizations" — and cited as an example a "mischievous report" which appeared in the Cape Times earlier this week.

It "condemned" these actions which it charged were "designed to disrupt the joint rally and united action to boycott the elections".

But participants were "determined to make the rally a success," it added.

● The Cape Times report stated the joint meeting was being organized and focused attention on the political debate between the UDF, the National Forum, CAL and Azapo as reflected in a recent issue of CAL's mouthpiece, Solidarity.

(Report by Riaan de Villiers, 77 Burg Street, Cape Town)

Pay minimum wage, Govt tells stevedore firm

By STEVEN FRIEDMAN
Labour Correspondent

A DURBAN stevedoring company Keeley Forwarding, which caused a major row by refusing to pay workers the legal minimum wage, has failed in an attempt to win a Government exemption allowing it to pay less than the minimum

A Department of Manpower spokesman confirmed yesterday that the Minister of Manpower, Mr Piet du Plessis, had turned down the company's request for an exemption from a legally binding wage order covering the docks

A spokesman for the General Workers Union (GWU), which represents most of Keeley's 200 workers, hailed the decision, saying it "vindicates the union's stance"

Comment could not be obtained from the company yesterday

Keeley's attempt to avoid paying the legal minimum sparked work stoppages by its workers and threats of action by dockers in one foreign country

The wage order lays down a minimum of R18,65 a day,

but Keeley has been paying workers R10,50

When it was challenged on this by the GWU, it said it had applied for an exemption from the order and had been told by the Department of Manpower that it did not have to pay the minimum while its application was under consideration

But the department denied this and the Director-General of Manpower, Dr Piet van der Merwe, confirmed in writing that Keeley had to pay the minimum while its application was processed

Despite this, Keeley continued to refuse to pay the minimum, according to the union

The GWU's spokesman noted yesterday that the minimum in the order was the same as the wage rate negotiated between the union and the national stevedores' employer association

By refusing to pay it, Keeley was seeking to evade a negotiated agreement between the GWU and employers, he said. He charged that other small companies which had recently entered the industry were trying to do the same.

S RAY 10/8/84 145-11

Dock pay issue seen as urgent

By STEVEN FRIEDMAN
Labour Correspondent

A REQUEST by a Durban stevedoring employer that it be allowed to pay less than the minimum wage required by law is being treated as a matter of urgency by the Department of Manpower.

The move could prompt unrest and have "international implications", a department spokesman said yesterday.

A General Workers' Union (GWU) spokesman charged yesterday that the company, Keeley Forwarding, had again refused to pay the legal minimum wage despite a letter from the Department of Manpower's director-general saying it must do so.

He said the union was now considering legal action against the company and warned that anger among Keeley workers was rising. Keeley's refusal to pay the minimum sparked a brief strike last month.

The International Transport Workers' Federation, which represents transport unions throughout the West, is aware of the dispute and dockers in at least one country are known to have threatened action in support of Keeley workers.

Recently, the Rand Daily Mail reported that Keeley was paying its workers R10.20 a day instead of the R18.65 required by law. It has applied to the department for an exemption allowing it to continue doing so.

A company official told the union the department had given it permission to continue paying below the minimum while the application was considered, but the department has denied this.

Since then, the Director-

General of Manpower, Dr Piet van der Merwe, has confirmed in writing that Keeley is obliged to pay the minimum laid down by the order while the exemption application is considered.

A General Workers' Union spokesman charged yesterday that this letter had been shown to the company this week but that it had again refused to pay.

The company has refused to discuss the dispute with the Mail, but Sapa reports that Keeley says it cannot pay the minimum because it is "locked into" contracts based on its present wage rates until June 1985.

It says workers will be granted a 20% rise in June 1985 followed by a further 25% in June 1986.

A company spokesman added that, if Keeley failed to obtain an exemption, it "would have to look for ways of trimming the workforce".

The union rejects this and is demanding that Keeley pay the minimum.

Yesterday, a spokesman for the department said Keeley's application for exemption would be with the Minister of Manpower before the end of this week.

The department had already formulated a recommendation on the application to the Minister. It hoped a decision could be taken as soon as possible, he added.

Only the Minister had the power to grant exemptions from wage orders.

"We regard this as a matter of urgency. The dispute about wages at the firm has given rise to unpleasantness and also threatens to cause unrest.

"It is in everyone's interest to settle it as soon as possible," he said.



PPP's Slabbert ... doubts about lobbying

General have been relying heavily on the MPC in their strategy to find an "honourable" way out of Namibia. Their strategy seems to be to force Swapo to become a political party only, and come to some sort of agreement with the MPC before the independence process can start. That will not work with a DTA/NP/Baster alliance.

If Swanu defects from the MPC, it may give Swapo confidence to agree to stop its armed struggle and operate as a purely political party. Swanu has mainly Herero support — the one tribe, besides the whites and the Basters, which has never supported Swapo in any significant numbers.

PARLIAMENT

A lobby system?

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FM 17/8/82

There is a strong feeling in business quarters that the new constitutional dispensation will lend itself to a strong, US-style lobbying system. There is unconfirmed talk of some organisations looking for well-connected political agents to lobby for them.

The theory is that special interests will best be advanced by gathering support from members of standing committees before they deliberate on legislation. Meetings of the standing committees (on "general" affairs) will be closed to the press.

The committees are seen as roughly analogous to the American House and Senate committees which are the focus of much of the American lobby system.

If committee members can be persuaded by lobbyists that a particular measure should be passed, or not passed, their attitude could be decisive. The argument runs that if a majority of the committee can agree then it will present a "consensus" report which will be difficult for government to overturn.

However, Progressive Federal Party leader Frederik van Zyl Slabbert, who is

familiar with the American system, points out that SA's new constitution is not nearly as open to lobby power as the American system.

Constitutionally a decision by a congressional committee, particularly one not to "report" a measure to the full house (effectively to drop it) is usually the final word. In addition, the absence of a strong party disciplinary system in the US means that individual legislators are far more open to persuasion and influence.

In SA with its strong party caucus system, particularly as it applies to the National Party (NP), things could be different.

If government is determined on a course of action it can still revive, or change, a measure in the Houses of Parliament, even in the face of a "consensus" joint committee report.

A consensus report favouring a particular standpoint would, of course, make things more difficult for government. However, party discipline should still enable it to ensure that its majority representation on any committee will push the official viewpoint.

Where a lobbying system may be effective is through the reluctance government is expected to feel about antagonising the coloured and Indian legislators it needs to make the constitution work. If coloured and Indian representatives on a joint committee can be persuaded to adopt a strong stand on any issue, their view could carry disproportionate weight.

REGIONAL AFFAIRS

Swaziland's hopes

Handwritten: FM 17/8/82

Swaziland does not believe that Pretoria has finally shelved the controversial land transfer of KaNgwane and Ingwavuma to the Kingdom. This is despite Pretoria's recent announcement that KaNgwane is to be granted "self-government as soon as

practicable"

The move has been widely interpreted as signalling an end to the proposed "border adjustment" Swaziland is seeking from SA. Pretoria at one stage seemed determined to cede the area, not least because it would entail the transfer of some 800 000 SA blacks of Swazi extraction to another state.

A leading member of the ruling Swazi Dikoqo (Supreme Council), George Msibi, tells the FM "There is no way that the SA government can give an undertaking (to cede territory) and then renege on it." He hinted that "other agreements" between the two countries might be "jeopardised" if the land deal did not go through. However, Msibi said it was "premature to say the matter has been shelved."

He added that a meeting with SA is to take place "very soon" to discuss the land affair. Msibi did not rule out "talking" (as opposed to negotiating) with the authorities in the disputed territories, although he questioned whether their Chief Ministers, including KwaZulu's Gatsha Buthelezi, "represent anybody in those areas."

The granting of constitutional self-governing status normally precedes the granting of homeland independence by SA. KaNgwane is the only one of the six non-independent homelands not to have this status, despite repeated requests since 1980.

Paradoxically, KaNgwane Chief Minister Enos Mabuza says he "strongly" opposes taking independence. His stance on this matter is "non-negotiable," he says.

Mabuza expects that KaNgwane will be

KEELEY MUST PAY

Handwritten: (145) FM 17/8/82

The Department of Manpower has turned down a request from the Durban stevedoring firm, Keeley Forwarding, for an exemption from the current minimum wage determination for the stevedoring industry (FM August 3).

Keeley claimed an exemption on the basis that it could not afford the new rates which effectively increase wages from around R10,50 a day to R18,65.

The General Workers Union (GWU), which represents most Keeley workers, filed an objection to the application and threatened to take industrial action if the exemption was granted.

Union branch secretary Mike Morris says the company has indicated that it will now pay the new rates — reluctantly.

Says Morris, whose union has a history of confrontation with Keeley: "The GWU has warned companies who attempt to stand outside of Industrial Council agreements that they should take heed."

"We are very serious about collective industrial bargaining and intend to make sure that these agreements are abided by."

24/8/84
Worker's
dismissal: 70
out on strike

Labour Reporter

ABOUT 70 contract workers at a Blackheath concrete factory downed tools in the third strike in two weeks in protest against the dismissal of a fellow worker

They went on strike yesterday after an independent mediator failed to resolve the dispute between the company, P A Concrete, and the workers

The General Workers' Union, which represents the workers, said the mediator, Mr Johann Maree of the Department of Sociology at UCT, had recommended to the company that it reinstate the dismissed worker, but the company rejected this.

The managing director of P A Concrete, Mr J Stone, said in a statement that the company was "convinced the dismissal was fair and justifiable, both in terms of the most recent judgments of the industrial courts and in terms of common law"

RAM 17/8/04 (S) (145)

Minimum for stevedores

Labour Correspondent

DURBAN stevedoring company Keeley Forwarding yesterday agreed to pay the legal minimum wage — and to pay backpay for the 11-week period it did not do this — a spokesman for the General Workers' Union revealed yesterday

The company made this undertaking at a meeting with the union yesterday, after its application to the Minister of Manpower to be exempted from a wage order laying down a minimum of R18,65 a day, was denied. The company has been paying many of its workers R10,20 a day.

Keeley workers and opposed the company's request for an exemption. But the main reason for its joy has become obscured.

The GWU is the only unregistered union to have a formal national bargaining arrangement with employers — it negotiates pay with the national stevedoring employer association at four major harbours.

This arrangement is under threat because some small companies which are not party to this agreement have entered the industry.

The union is concerned that they will undercut its wage agreement with the employer association. As a result, the minimum in the wage order is the rate negotiated by the union and the association.

In the absence of an industrial council agreement, the wage order is a unique way of ensuring that all employers pay the negotiated rate.

The GWU has now warned that it will act against any other employer who pays below the minimum.

ROM 20/8/84 □□□ (45) (225)
THE failure of a Durban stevedoring firm, Keeley Forwarding, to win Government exemption allowing it to pay below the legal wage minimum has key implications for bargaining at the docks.

Keeley was paying workers R10,20 a day, well below the R18,65 minimum in a binding wage order. Last week its request for an exemption was turned down and it will have to pay more than R50 000 in back pay.

This has obviously delighted the General Workers' Union, which represents most

145
60 lose

jobs after striking

By RIAAN DE VILLIERS
Labour Reporter

ABOUT 60 contract workers have lost their jobs after going on strike at a Blackheath concrete plant this week and are due to be sent back to the homelands at the weekend.

Their dismissals became effective yesterday when workers rejected a management ultimatum to apply for re-employment and collected their pay packets instead. They have refused to return to work — or apply for re-employment — without the reinstatement of a recently fired worker.

'Contemptuous'

The General Workers' Union, to which most of the workers belong, said yesterday that the workers were "contemptuous" of management's attempts to divide them by selective re-employment and to "threaten" them with eviction and return to Transkei.

"They say they have lived without food before and they can, if necessary, live on water for another 10 years rather than capitulate now," it said.

Mr John Stone, managing director of PA Concrete Products, confirmed that workers had been "effectively dismissed" when they took their pay packets.

TRADE UNIONS ~~(137)~~ Moving to unity? ~~(138)~~ (145)

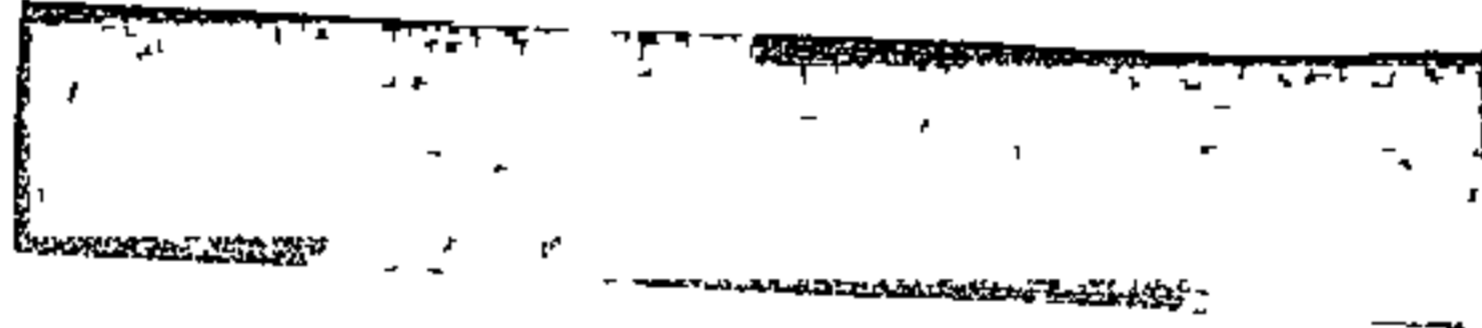
Representatives of 24 emerging trade unions with a total of over 250 000 members met in Cape Town last weekend to continue discussions aimed at forming a new federation of unions. A feasibility committee, which began meeting in April last year, appears to have made substantial progress following the withdrawal of a group of mainly general unions in March.

According to a press statement issued after the meeting, a constitution for the proposed new organisation has "virtually been finalised". A sub-committee will meet to draft a declaration of principles and "consider other outstanding matters".

Once each union has approved the constitution, the inaugural conference of the federation will be held. This is unlikely to happen until 1985.

The organisations taking part in the talks are the Federation of SA Trade Unions (Fosatu), which has nine affiliates, the Council of Unions of SA (Cusa — 11 affiliates), the Cape Town Municipal Workers'

Financial Mail August 24 1984



~~(137)~~ (138) (139) (145)

Association, the General Workers' Union, the Commercial, Catering and Allied Workers' Union and Food & Canning Workers' Union.

Earlier this year five other participants — the SA Allied Workers' Union, the General & Allied Workers' Union, the Municipal & General Workers' Union, the General Workers' Union of SA and the Motor Assembly and Components Workers' Union of SA — withdrew from the talks. They had been accused of delaying progress and of organising workers in opposition to other unions involved in the talks.

A statement at the time said that the five would be welcome to rejoin the talks as soon as they had reconstituted themselves as industrial unions. Indications are that any return to the ranks will occur only once the new federation is a *fait accompli* — on the terms of the founding members.

For the participating unions themselves the formation of the federation is only a step on the road to unity. Up to four of them are open to the same workers in a number of key industries. One important measure of their success will be the speed with which they move towards their avowed

goal of one union per industry.

If the talks end in the formation of a single umbrella body for emerging unions, as opposed to the present two federations and numerous independent unions, they could have a major effect on industrial relations in SA.

Employers would be faced with a single union organisation, which would presumably exercise greater power than the present fragmented set-up, but would also benefit by being largely freed from the competing claims of different unions all trying to organise the same members.

— face to face —

27/8/84
Mogus
145

Stoppage — union accused of 'unfair practice'

Labour Reporter

A LABOUR relations row has erupted over a claim by a Blackheath concrete company that a Cape Town trade union committed an "unfair labour practice in calling its members to strike"

In an unusual move, the company, P A Concrete claimed the union had "unfairly affected and prejudiced the rest of the labour force's employment security" after workers had downed tools for the third time in two weeks

The workers stopped work after a suggestion by an independent mediator — that management reinstate a dismissed fellow worker — was rejected by the company. The company said the worker was dismissed for 'unsatisfactory work and had been issued two written warnings

The General Workers' Union, which represents the dismissed workers, blamed the high turnover of labour at the plant and "unrealistic work loads" for low productivity

Workers interviewed at their hostels in the township of Mfuleni said that except for 13 of them, all had begun work at the company this year

EVERY MONTH

One of the few men who has worked at the company for four years, Mr Edward Dwe-sha, said the company had dismissed workers almost every month this year

He said the workers would not move from the Western Cape Development Board hostels until they had received train tickets and holiday pay, to which they claim they are entitled

The workers are also angry at a company statement, reported last week, that the union had called them out on strike

"It was our decision to stop work when the company turned down the mediator's advice. We are tired of so many dismissals," said one worker, Mr Jeremy Tonga

Fired workers arrested

Labour Reporter

A NUMBER of contract workers fired after striking at PA Concrete Products in Blackheath last week were arrested early yesterday morning for allegedly being in the Cape illegally after they had failed to return to Transkei at the weekend.

It is believed the workers were arrested early in the morning at their hostel in Mfuleni near Kuils River by inspectors of the Stellenbosch division of the Western Cape Development Board.

Full details were not available yesterday and it was not known how many of the 57 fired workers had been arrested. Those held are expected to appear in the Langa Commissioner's Court today.

According to the General Workers' Union, they will be charged with being in the Western Cape illegally and trespassing at the hostel in which they had stayed.

In a statement, the GWU said the workers had not left on Sunday because the company had failed to pay their bus fares.

The workers went on strike last week to demand the reinstatement of a fellow worker. Management refused to reinstate the worker and the strikers lost their jobs when they rejected a management deadline to apply for re-employment.

Mr John Stone, managing director of PA Concrete said yesterday that workers were supposed to return to Transkei on Sunday but had not vacated their hostel.

He said the development board was responsible for clearing the hostel and the matter was "out of the company's hands".

He confirmed that the company had not paid for the workers' bus fares but said this was because the workers had "broken their contracts".

A spokesman for the development board could not supply details yesterday.

Journal 30/8/84

Workers strike

145

ABOUT 600 workers at Consol Limited in Pretoria West downed tools yesterday over demands for better pay.

A spokesman for the South African Allied Workers Union (Saawu) said trouble at the glass containers manufacturing factory started after negotiations for about R1 across the board hourly increases had ended in a deadlock a few weeks ago. Workers at the company, he said earned an average of R1,68 an hour

The public affairs manager at Consol, Mr Bruce Stewart, confirmed the strike yesterday. He, however, would not reveal other details as his company and union officials were still engaged in negotiations to resolve the dispute

Demands

Said Saawu "Realising that management would not come to terms with our proposal for a R1 increase, we reduced the workers' demands to only 70c. But still this did not help us win the battle because officials said they would not offer anything more than 24c."

The spokesman added that Saawu later declared a dispute with the company and even went to the extent of hiring a mediator from an independent organisation in a bid to solve the problem. The services of this agent ended last week

after an attempt to get the company to meet the demands had proved fruitless

A meeting of workers, according to a union spokesman, was called

on Monday and there workers resolved to stage a work stoppage. This was after they had been told of management's refusal to improve their wages

Fired migrants are nabbed in Cape hostel raid

Mail Correspondent

CAPE TOWN — A number of contract workers fired after striking at PA Concrete Products in Blackheath last week were arrested early yesterday morning for being in the Cape illegally after they had failed to return to the Transkei at the weekend.

It is believed the workers were arrested at their hostel in Mfuleni, near Kuilsriver, by inspectors of the Stellenbosch division of the Western Cape Development Board.

Full details were not available yesterday and it was not known how many of the 57 fired workers had been arrested. Those held are expected to appear in the Langa Commissioner's Court today.

According to the General Workers' Union, they will be charged with being in the Western Cape illegally and trespassing at the hostel in which they had stayed.

In a statement, the GWU said the workers had not left on Sunday because the company had failed to pay their bus fares.

A collection was being held for them among other union members.

"The union condemns the development board's involvement in this industrial dispute. The swiftness of their actions also leads us to suspect management's complicity in the arrests," the statement said.

The workers went on strike last week to demand the reinstatement of a fellow worker. Management refused to reinstate the worker and the

strikers finally lost their jobs when they rejected a management deadline to apply for re-employment by Friday morning.

Mr John Stone, managing director of PA Concrete, said yesterday workers were supposed to return to the Transkei on Sunday but he believed they had failed to vacate their hostel to make room for 40 new workers recruited in the Transkei.

He said the development board was responsible for clearing the hostel and sending the workers back and the matter was "out of the company's hands".

"All we did was to inform the board that their contracts had been terminated, as we are normally required to do," he said.

He confirmed the company had not paid for the workers' bus fares but said this was because the workers were regarded as "having broken their contracts".

He added, "We are obviously concerned about the situation, but if workers did not accept our offer of re-employment that is their problem. There is nothing much we can do about it."

He said the new workers were now in the hostel and the offer of re-employment remained open as long as the remaining jobs were still available.

A spokesman for the development board could not supply details yesterday. He said the matter would have been handled by its Stellenbosch regional office and no report had yet been received.

Low pay no answer to jobless

Workers defend wage demands

145
S. Tuis 2/9/84

BELOW-minimum wage rates will not solve South Africa's growing unemployment problem, but are likely to fuel worker anger, says the General Workers Union (GWU).

The union's branch secretary in Durban, Mike Morris, was responding to charges that wage demands based on minimum rates would result in increased unemployment.

The merits of paying minimum wages came under the spotlight after the Minister of Manpower, Pietie du Plessis, refused to exempt a Durban stevedoring company from the statutory minimum wage order

Nonsense

Mr Morris says the exemption makes nonsense of the State's minimum wage policy as recommended by the National Manpower Commission.

He denies that wage demands are a cause of South Africa's chronic unemployment.

A labour expert says unemployment rates are highest in border areas where the Government granted exemptions from statutory minimum rates. "This refutes the argument that current minimum wage levels will boost unemployment," he says.

He argues that wage determining bodies in most cases set minimums based on labour supply and demand.

By Amrit Manga

"In some cases these minimums are lower than the lowest rates determined by market forces."

The stevedoring company, Kelly Forwarding, was paying stevedores 91c an hour before the GWU complained that its members received "starvation wages". The wage was increased to R1,20 an hour — R10,20 a day.

But the rate is far short of the statutory minimum of R18,65 a day, says Mr Morris

Prosecution

After the Kelly management refused to pay the statutory minimum, the GWU reported the matter to the Department of Manpower. According to South African labour relations legislation, companies that fail to pay a statutory minimum are open to prosecution. However, Kelly Forwarding was not prosecuted because it applied for exemption, according to the Department of Manpower.

Keely Forwarding warned that if exemption were not granted it would have to trim

its work force. But no retrenchments have occurred and Kelly Forwarding has agreed to abide by the minimum wage order.

Ability to pay

The Director-General of the Department of Manpower, Piet van der Merwe, says exemptions from statutory minimum wage orders are granted only in special circumstances.

"The wage board takes into account all the implications of a minimum wage before implementing it for a particular industry.

"The effect of a minimum wage on the viability of a company and on employment is considered. The ability of employers to pay minimum rates is one of the major concerns of the Department of Manpower," says Dr van der Merwe.

Commenting on the merits of a national minimum wage, Dr van der Merwe says "the National Manpower Commission decided against it and instead recommended different rates for various industries and regions".

These minimums are determined according to the circumstances facing the industry in a given area.

~~workers 2/18/84~~
**Workers told
to leave city
by Sunday**

Labour Reporter

A GROUP of contract workers, who were dismissed after going on strike, have been given until Sunday to leave Cape Town

They were dismissed by a Blackheath concrete company after downing tools in protest against the dismissal of a fellow worker

They were arrested earlier this week at their Mfuleni hostels

52 FOUND GUILTY

Fifty-two were charged in the Langa Commissioner's Court with being in the area illegally and trespassing at the hostels

They pleaded guilty to the first charge and were given suspended sentences on condition they returned to the homelands on Sunday. The second charge was dropped

The General Workers' Union, to which the workers belong, has been negotiating with the company to pay workers their return train fares to the homelands

Arguo 3/9/84 (145)

70 workers leave city after strike

Labour Reporter

NEARLY 70 migrant workers from a Blackheath concrete company left for home in Transkei at the weekend after being dismissed for striking and endorsed out of Cape Town

The workers, employed by P A Concrete, left their hostels in the small migrant-worker township of Mfuleni for Mount Fletcher

Last week they were given five days to leave the city after being found guilty in Langa

Commissioner's Court of being in the area illegally

During a farewell meeting at the weekend, held in the dining-halls at Mfuleni, workers from building products factories in Cape Town urged them to organise other workers into unions when they found new jobs

The workers downed tools in protest at the dismissal of a fellow worker. An independent mediator failed to resolve the dispute when the company turned down his recommendation that the worker be reinstated

The managing director of the company, Mr J Stone, said the worker concerned was given two written and several verbal warnings

Mr David Lewis, general secretary of the General Workers' Union, told the workers at the meeting the union was "sad" to lose them

"But you have shown other employers that even if you are hungry and jobs are scarce, you will not stand back and be treated the way you have been"

100 ⁽²⁰¹⁾ ⁽¹⁴⁵⁾ ⁽¹⁵⁰⁾ opted for union, ^{7/11/84} 'fired' ⁽¹⁵⁰⁾

By RIAAN DE VILLIERS *C. T. van*
Labour Reporter

A STRAND employer fired his whole black work-force of more than 100 contract workers yesterday morning immediately after they had declared their allegiance to the General Workers' Union, a union spokesman claimed

He said the union regarded the action as "completely unacceptable" and would take further steps if the workers were not reinstated

Mr David Lewis, the GWU's general secretary, said the union wrote to the management of Strand Foam last month saying it had attained majority membership in the factory and including a list of members

He said the union had recruited 111 black workers, almost the whole black work-force

On Wednesday, Mr W J Laurie, a director of the firm, called nine workers to his office and told them to elect two members to form part of a committee to which he would nominate two more

After a meeting at the workers' hostel in Lwandle township on Wednesday night, the nine workers returned to Mr Laurie yesterday to inform him that they would not do so

Soon after, Mr Laurie told all the workers to separate into those who wanted to belong to the union and those who did not. When more than 100 workers declared their allegiance to the union, he told them they were fired and that transport back to the homelands would be arranged for them

Twelve workers who initially opted to continue working later also joined the dismissed workers

Mr Laurie was not able to come to the phone when Strand Foam was contacted yesterday for comment. He did not respond to a request to return the call

Attempts to trace him at home last night were unsuccessful

● In another development last night two union organizers, Mr Howard Marawu and Mr Wilson Fundani, were released from Strand police station after having paid R40 admission-of-guilt fines for trespassing in the grounds of a hostel in Lwandle township

Nail-biting is part of election — councillor

Tygerberg Bureau

"NAIL-BITING is one of the things you have to accept in an election," says Durbanville town councillor Mr Eddie Fivaz

This week he won a narrow 10-vote victory over his opponent in Kenridge (Ward 4), in the municipal elections

It was the first election in his 12 years as a councillor that Mr Fivaz has had to fight. And it was a close thing against newcomer Mr Lukas Olivier, chairman of the rate-payers' association

NEW PEOPLE

"Nobody should consider themselves entrenched in any position, because the population is always shifting and new people move in and out," Mr Fivaz said

He enjoyed the election and did not mind the close finish

"I am encouraged by the outcome. I think that with the proper channels of communication between councillors and voters, great things can be done," he said

Company 'threat' to send union men back to Transkei

Staff Reporter

THE General Workers' Union is to take a Strand company to the industrial court unless the firm's migrant workers, allegedly fired for belonging to the union, are "immediately reinstated"

The GWU general secretary, Mr David Lewis, said the union had written to Strand Foam, giving the company a list of union members and asking for recognition

Yesterday a company director asked all workers who belonged to the GWU to "stand to one side"

Two arrested

When the majority of workers indicated that they belonged to the union, they were fired and told that transport back to the homelands had been arranged, Mr Lewis said

Two union organisers, the Rev Howard Marawu and Mr Wilson Fundani, paid R40 admission of guilt fines late last night after being arrested for being in a black hostel without a permit

The two men said they had been arrested near one of the influx control monitor points at the intersection between the N2 and the turn-off to Lwandle at the bottom of Sir Lowry's Pass

However, a Western Cape Development Board spokesman said a board inspector had arrested the men in Lwandle township, some distance from the monitoring point, while they were addressing a meeting of workers

The managing director of Strand Foam, Mr WJ Laurie, said 216 workers were employed at the factory. Fifty of

them had left because their contracts had expired and another 50 were in dispute with the company

Death threats

"There are unregistered unions from Cape Town trying to interfere with our works committees which have run for 34 years"

He said the union was "going as far as threatening to kill employees who do not join the union, so much so that we are now housing some employees on the factory premises"

"There are 50 workers, with whom we are negotiating, who were intimidating the other workers to join their unregistered union and whom we would like to send back to the Transkei," Mr Laurie said

He said that the factory was "operating normally" today



Pact ends Transvaal's rugby chaos

Argus Correspondent

JOHANNESBURG — The turmoil inside the Transvaal Rugby Football Union has ended with a peace pact sealed by a triple hand-clasp

Mr Louis Luyt, called in to take over the presidency of the TRFU, last night emerged from negotiations with the pledge "Transvaal rugby starts a new era and we intend to work our way back to the top"

Harmony was restored when Mr Luyt clasped hands with the two main protagonists in the battle that was brought to a head when the controversial Mr Jannie le Roux was forced to quit on Monday night as president of the TRFU



Mr Louis Luyt

Angling teams named for contest

Staff Reporter

THE Western Province rock and surf angling teams to take part in the mini inter-provincial tournament at Struisbaai on October 13 and 14 and the national championships in Port Elizabeth in March have been selected

The official Western Province team to fish in both tournaments is Heavy tackle Dave Menesis (captain), Boetie van der Berg, M Pugh, C Bauermeister, H van Greunen, A Kriel D Wright, G Roberts and J Barnard (reserve).

Light tackle Nols van Zyl (vice-captain), L J van Zyl, Tobie Lerm, W de Jong and P Kehl (reserve)

The Western Province Association team for the Struisbaai

ripped over in
~~August 10/19/84~~
**50 workers
return to
foam factory
after talks** (145)

Labour Reporter

WORKERS at a Strand factory, allegedly dismissed for belonging to a union, returned to work today

Mr W J Laurie, managing director of Strand Foam said 50 workers returned after "negotiations" between them and the company

However, the General Workers' Union, to which the workers belong, claims that at least 100 workers were fired last week after they had declared allegiance to the union and that not all had been taken back

"Some workers who returned to the homelands did not have their contracts renewed after management saw their names on the list," said GWU organiser, the Rev H S Marawu

SILENTLY

Workers queued silently in the factory yard today and were seen to be producing their reference books before receiving their pay for the two days they had been away from work. Western Cape Development Board officials were also present at the plant

Workers have consulted an attorney at the Legal Resources Centre who said he would apply to the industrial court for their reinstatement

The union also said it would take action about company claims reported last week that workers reluctant to join the union had received "death threats"

Referring to union allegations that union members were not re-recruited, Mr Laurie said "It is our choice to recruit from wherever we wish and if this sort of thing arises we will spread our recruiting areas to a different section. There is nothing new in this"

8/19/59
dispute

Union plans action in death threat

By RIAAN DE VILLIERS
Labour Reporter

THE General Workers' Union yesterday said it had started legal action against a Strand employer who claimed workers had been intimidated and threatened with death during a dispute involving the union this week.

A spokesman for the Cape Town-based Legal Resources Centre said it was preparing legal action to have dismissed workers reinstated.

And a GWU spokesman said it was considering further court action restraining the Western Cape Development Board from evicting dismissed workers from their hostel accommodation until legal steps seeking their reinstatement had run their course.

The union has claimed that more than 100 contract workers were fired on the spot at the factory on Thursday after declaring their allegiance to the union.

Yesterday Mr W J Laurie, managing director of Strand Foam, said the company had received a letter from the union three weeks ago claiming majority membership.

When a list was provided, management found that many workers had joined "under protest and under threat".

Workers have been intimidated to such an extent that they have even been threatened with death if they did not join the union.

Workers were scared to go home after work and some had slept at the factory this week.

He said the works committee had told management on Thursday that the situation could not continue and that the "agitators" should be sent back to Transkei.

When workers were called together, 50 rejected the committee and declared their support for the union. They agreed to return to Transkei and were dismissed.

However, the union then "appeared on the scene again" and workers were intimidated into not leaving.

Mr Laurie said The 50 workers had not yet been paid off and management was negotiating with them on their possible return.

"We have no objections against them belonging to the union — but I and other workers object against the intimidation."

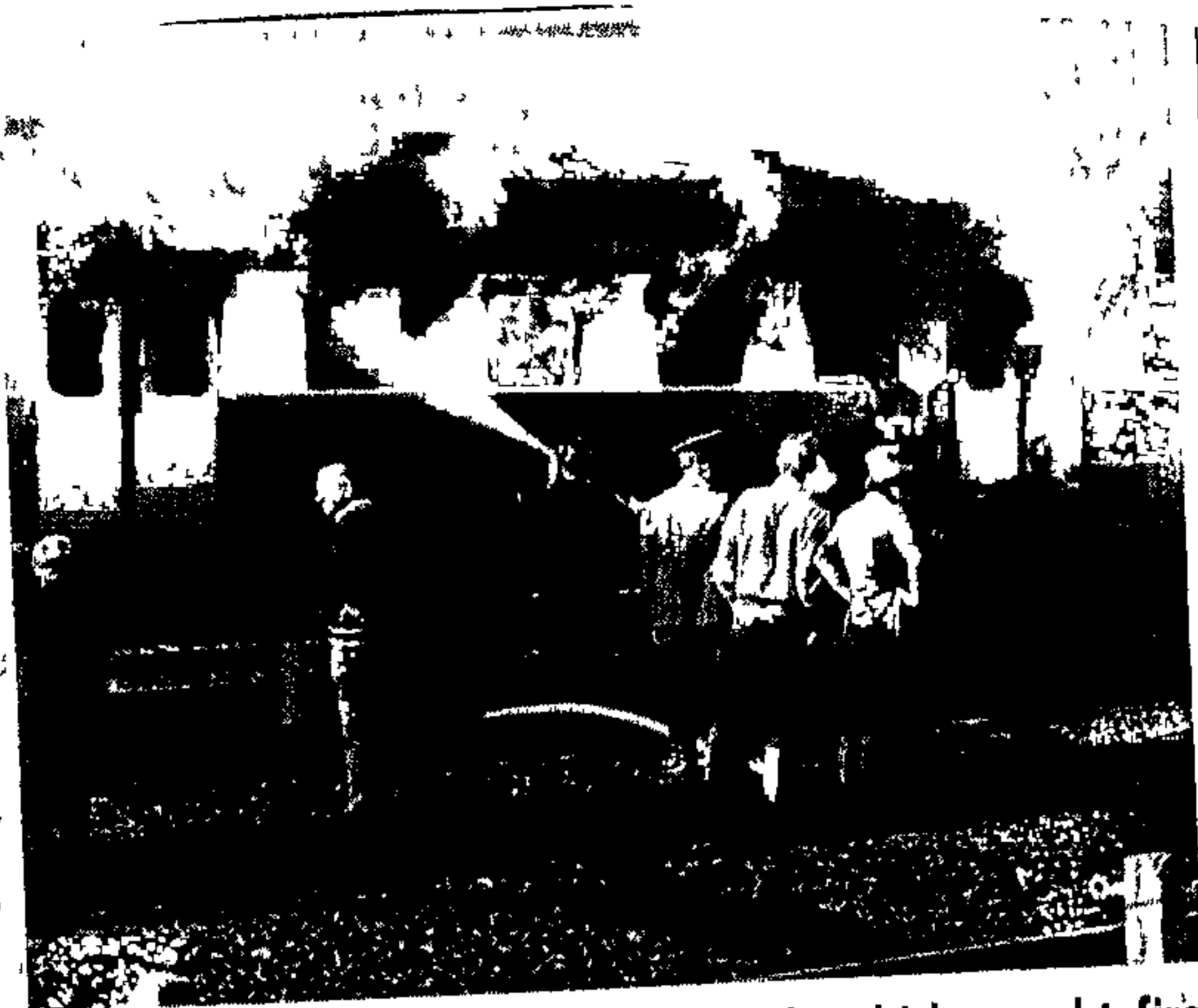
Mr David Lewis, the GWU's general secretary, said it dismissed the allegations of intimidation "with the contention 'with the consent they deserve'." It regarded them as defamatory and the matter had been handed over to the union's attorneys.

A spokesman for the LRC said it had taken instructions from some of the workers yesterday. It appeared they had been unfairly dismissed and were also victims of

"gross victimization solely by reason of their membership of the GWU"

Mr Lewis said later that the development board had undertaken not to evict the workers until Tuesday afternoon

However, the board was aware that legal steps were being taken aimed at the workers' reinstatement, which might take longer



Flames leap from a passenger coach which caught fire yesterday at a siding at Culemborg. The blaze was extinguished by Cape Town fire brigade and a unit of S A Transport Services.

Argus 11/9/84 ~~1984~~ 145

Union puts off legal action: Strand workers reinstated

Labour Reporter

THE General Workers' Union, which threatened to take a Strand company to the Industrial Court for allegedly firing union members, has put off legal action following reinstatement of the workers.

Yesterday the company, Strand Foam, re-employed the workers and paid them for the two days they had been out of work.

The company claimed 50 workers were involved in the dispute. However, the GWU said 100 members were dismissed.

A GWU spokesman said reinstatement of the workers "vindicated our view that the dismissals constituted victimisation on the grounds of the workers' membership of the union and was therefore illegal".

The spokesman warned that if contracts of some of the migrant workers, due to expire soon, were not renewed the union would proceed with legal action.

The union acknowledged that it was no longer representative at

the factory, since new workers from Transkei were recruited last week.

"But if we again become representative we expect management to agree to negotiate with us in terms of the precedents set by the industrial court," the spokesman said.

DENIED

Mr W J Laurie, managing director of Strand Foam, said the workers had been taken back after negotiations.

The workers denied that the management approached them directly and said they received a message at the weekend to report for work this week.

The union also criticised involvement of the Western Cape Development Board, whose officials were at the factory yesterday.

"We trust the board will learn from this experience the inadvisability of meddling in industrial relations matters," said the union spokesman.

145 201 177

Foam workers all reinstated

C. Times 11/9/84

By RIAAN DE VILLIERS
Labour Reporter

MANAGEMENT of Strand Foam yesterday reinstated all the workers involved in a dispute at the firm last week.

The reinstatements were announced by the General Workers' Union and confirmed by a management spokesman.

The union said the move "vindicated its view" that the dismissals constituted victimization on the grounds of the workers' membership of the union and were therefore illegal.

It said it would now stay legal action planned against the company last week — but warned that it would "watch the situation closely".

Charging management with "misrepresenting" the dispute, the GWU said it had already "categorically denied" management claims that it had intimidated workers, and was proceeding with a possible defamation action against the company.

Charges against workers withdrawn

It also disputed a management claim that the dispute was resolved during negotiations between management and the workers. "Workers state that management at no stage approached them directly. Management merely sent them a message on Saturday indicating that they should report for work on Monday and that they would be paid their wages for Thursday and Friday," the statement said.

The union warned it would take legal action if contracts of some workers due to expire soon were not renewed, as it would find it "difficult to believe that management had not merely deferred victimization" of its members.

The union said charges were withdrawn in the Strand Magistrate's Court yesterday against two workers arrested on Friday in terms of influx-control legislation. It said it would also take legal action if the firm did not reinstate the two workers as well.

Mr W J Laurie, managing director of Strand Foam said yesterday that the contracts of some workers would expire this week "in the normal manner" and would not be renewed because of "economic circumstances".

He declined to comment on the union's statement.

Mercury 14/9/84 (145) (145) Telephone

Factory workers continue strike

Mercury Reporter

A STRIKE by the entire work force of more than 400 black workers at the Mobeni, Durban, branch of Blaikie-Johnstone continued yesterday.

A statement by the company said employees had been repeatedly urged to return to work.

The workers went on strike for a second time on Tuesday after workers

heard they would not be paid for the time they had downed tools in an earlier dispute the previous day.

The employees had resumed work on Monday following negotiations between the company and the South African Allied Workers' Union

National treasurer of the union Isaac Ngcobo said although he had met with company management yesterday there had

not been enough time to reach an agreement

He said he hoped to meet with the company representatives again today to try to resolve the dispute

Meanwhile, many of the New Germany Post Office workers who were dismissed on Monday following a work stoppage over pay, have been rehired, according to a senior Post Office spokesman, Mr J A

Swanepoel

'Everything is quiet and as far as we are concerned we are back to normal,' Mr Swanepoel said

'Many of the dismissed workers have been rehired. If they come back they are welcome to apply for re-employment.'

'Whether they are taken back or not depends on the circumstances and the individual'

50 foam
workers
to go
back

Labour Reports

FIFTY Strand Foam workers fired after declaring their support for the General Workers' Union last week would return to work today, a company spokesman said yesterday

However, a spokesman for the General Workers' Union said later that more workers had been involved in the dispute and some had "definitely" not been taken back.

Mr W J Laurie, managing director of Strand Foam, said the dispute had finally been settled during talks with the workers on Saturday morning

"All the problems were sorted out. There is no ill-feeling and we now regard this as the end of the matter," he said

All workers would be paid for the two days when they did not work last week.

He emphasized that the company had at no stage negotiated with the General Workers' Union "Workers sorted out the differences among themselves"

At this stage, the company would continue to work "without an unregistered union such as the General Workers' Union" — but added that it might be "forced" to recognize it if the union could recruit the majority of all hourly-paid workers "in a legal manner"

Legal action

"At this stage they cannot prove majority membership and we will therefore not negotiate with them," he said

Asked to comment on legal action the union and the Legal Resources Centre intended to take against the company last week, he said "We believe we have been right from the beginning, and still stand by that. If the union wants to continue with any legal action, it is welcome to do so and we will contest it"

Mr David Lewis, the GWU's general secretary, yesterday declined to comment on the settlement and its implications for legal action, but added "If only fifty workers are returning, there are definitely some workers who will not go back."

He said the union believed the company may not have renewed the contracts of some workers, and if this were correct, it would regard this as "tantamount to victimization"

He added that the union would continue to press for recognition from the company

Mr P Steyn prosecuted

Argus 19/9/84 (145)
**Shop stewards
acquitted of
housebreaking**

Tygerberg Bureau

EIGHT trade union shop stewards have been acquitted in Kuils River Magistrate's Court of housebreaking and malicious damage to property during a strike

Mr K Fezile, 49, Mr F Gowa, 27, Mr M Gwuu, 38, Mr M Mclgutyana, 44, Mr W Ngcoholo, 51, Mr R Momi, 31, Mr T Spaw, 38, and Mr K Biluh, 35, had pleaded not guilty.

They were charged with breaking into the Everite factory in Brackenfell "with intent to commit a crime unknown to the prosecutor", alternatively malicious damage to property

Damage to documents, a telephone, windows and an office door had been estimated at R400

The court inspected the site yesterday.

The magistrate, Mr S L Janse van Vuuren, said in judgment that State witnesses had given conflicting evidence

Mr Henk Mulder appeared for the State and Mr A M Omar for the accused

19/9/24
C. Times
145

8 Everite workers are acquitted after unrest

Staff Reporter

EIGHT General Workers' Union shop stewards were acquitted yesterday of charges brought against them by their employers, Everite Asbestos Products in Brackenfell

The workers, who were arrested in July after a hostel manager's office had been broken into and the contents damaged, were acquitted without the defence having to lead any evidence, according to a witness's report from the GWU secretary-general, Mr David Lewis

The acquittal comes after months of unrest at

the plant, including two strikes, stemming from dissatisfaction with the conduct of the hostel manager and the hostel supervisor, Mr Donald Diniso

Management at the asbestos company has consistently refused to remove either Mr Diniso or the manager from their positions

In his judgment in the Kuils River Magistrate's Court yesterday, the magistrate said the evidence of the prosecution, which used Mr Diniso as its main witness, was so unreliable as to justify acquittal

According to Mr Lewis,

the magistrate said he did not believe either Mr Diniso or the other State witnesses could possibly have identified the accused, and that by identifying the eight shop stewards, the witnesses had effectively drawn their own conclusions regarding responsibility for the alleged offence

"The magistrate also said he had gained the impression that Mr Diniso had collaborated with the second witness in the preparation of his statement," Mr Lewis said "We will not let the matter rest here and our attorneys are already investigating claims of damages"

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Argus 24/9/84 (313/145)

Union accuses WCDB of 'meddling'

Labour Reporter

A CAPE Town trade union has accused Western Cape Development Board officials of "meddling" in industrial relations after a union official claimed he was barred from the tiny Strand township of Lwandle

The Rev H S Marawu, a General Workers' Union official, said board officials had stopped him entering Lwandle, where he went to meet union members

GWU general secretary Mr David Lewis said the board also prohibited union members from holding meetings in the township

ALLEGATIONS

A senior official at the board's head office promised to investigate several union allegations that officials of the Stellenbosch division of the board were "siding with employers" in delicate industrial relations matters

The latest incidents follow the dismissal and subsequent reinstatement of between 50 and 100 Strand Foam workers, who were allegedly dismissed for belonging to the GWU

The managing director of Strand

Foam, Mr W J Laurie reinstated most of the workers after the union threatened to take the company to the industrial court

ARRESTED

About two weeks ago Mr Marawu and another union official, Mr W Fundani, were arrested for being in the hostels without a permit. They were there to discuss the workers' dismissal

Board officials were seen in the factory yard when workers were reinstated and paid for the two days on which they were absent

Mr Laurie said board officials were present to "prevent unrest"

INTERPRETER

However, a spokesman for the board's head office in Goodwood said the company had requested an interpreter on the day

A spokesman for the Stellenbosch division of the board said the board was entitled to prohibit meetings in the Lwandle hall in case of damage

The Stellenbosch spokesman said he was not aware that Mr Marawu was refused entry to Lwandle, but would investigate

Wages union, firm agree

EAST LONDON — Federated Timbers and the General Workers' Union (GWU) have signed recognition and wage agreements, a union official said here yesterday.

145 ~~190/151~~
The branch secretary of the GWU, Mr David Thandani, said in a press statement "The GWU and Federated Timbers have signed a recognition agreement which accords full collective bargaining rights to the union and its shop stewards

D. Aspinall

"The union and the company have also concluded a wage agreement in terms of which the minimum basic wage will increase by 17 per cent

5/10/84

"In addition, certain service increments have been agreed upon"

A management spokesman for the company in Johannesburg said the agreements with the union, which is unregistered, would only apply to the East London branch

The group personnel manager, Mr R W Childs, said in a press statement yesterday "An agreement on wages was concluded today between the East London branch of Federated Timbers and the General Workers' Union

"Minimum wages will be increased by 17,3 per cent to R1,42 per hour with effect from October 1, 1984

"In addition the company will introduce a service allowance whereby employees with more than three years' service will receive an extra 30c per week for every completed year of service

"In view of the current economic situation and particularly the impact this is having on the demand for building materials, the company regards the increases as very fair and reasonable

"The company has an ongoing commitment to improve the wages and working conditions of all its employees. The company also has a responsibility to protect the jobs of its employees to the best of its ability, especially during periods of economic recession —
DDR

RDM 8/10/84 (145)

GWU minimum wage deal

Mail Reporter

A WAGE agreement concluded between the East London branch of Federated Timbers and the General Workers Union will increase minimum wages by 17.3%.

Mr R W Childs, group personnel manager of Federated Timbers, said in view of the current economic situation the increases were "very fair and reasonable"

"The company has an ongoing commitment to improve the wages and working conditions of all its employees"

"It also has a responsibility to protect the jobs of its employees to the best of its ability, especially during periods of economic recession."

Transkei party bid for local support

145
C. J. M. M.
11/10/84
Staff Reporter

THE Western Cape region of a Transkei opposition party will be revived this weekend to muster support among migrant workers, squatters and permanent residents in a bid to overcome alleged harassment by homeland authorities.

Mr B V Ntsodo, regional secretary of the Democratic Progressive Party, said yesterday a conference would be held in Crossroads on Sunday, while similar conferences are envisaged for other urban centres where branches had become inactive.

He said invitations to the conference had been extended to the United Democratic Front, some of its affiliates and trade unions, though he had received no replies.

Mr Ntsodo said the initiative of reviving the party's branches in South Africa's major towns had been taken by the Western Cape regional committee.

Promote aims

"One of the reasons for doing this was because during the last election in Transkei many had been detained, making it very difficult to get any of our people into the parliament.

"We feel we need to promote the aims of our party among the migrants here, permanent residents and squatters so they as Transkeians can support us."

Mr Ntsodo said the party was opposed to the community council and homelands system, but had participated in the Transkei elections "as a means to end apartheid".

Among the issues on Sunday's agenda are calls for "the release of the people's leaders and the return of the exiles", and for the government to proceed with phase two of New Crossroads.

One of the speakers at Sunday's meeting would be Mr Cromwell Mda, the party's only elected member of the Transkei parliament.

22/10/84 (15) (145)

Shipyard strike

set to continue after talks fail

Labour Reporter

THE strike by about 300 workers at a Durban shipbuilding yard is set to continue into its fourth day today, according to a spokesman for the General Workers' Union.

A series of meetings were held between representatives of the management of Dorbyl Marine and the union last week, but the talks broke down late on Friday afternoon when the management refused to accept a counter-proposal by the union.

The black workers downed tools at lunch time last Wednesday protesting at the dismissal of 16 of their colleagues, including a senior shop steward.

They called on the management to have the people reinstated or alternatively introduce a system of short-time instead of retrenchments.

GWU branch secretary Mike Morris said he had doubts whether the company had acted in accordance with the principle of 'last in first out,' which was widely accepted as

fair retrenchment procedure.

If that is the case, then why were some workers with up to 17 years' service also dismissed? he asked.

He said the dismissed staff had not been given severance pay nor had they been given advance notice of their dismissal.

In a statement to the Mercury yesterday, Mr R S Deane, the company's general manager, confirmed that talks had been held on Friday with representatives of the union, but added that agreement could not be reached as management had been unable to accede to a union request that the senior shop steward be excluded from those retrenched.

The company confirmed that none of the dismissed staff had been given severance pay.

Mr Deane said the staff cuts had been made 'in accordance with the union's previously agreed upon retrenchment procedure'.



Dorbyl Marine employees emerging from the hall where they held a meeting yesterday afternoon.

Morris 24/10/84 *145* *187*

200 workers fired after ignoring work ultimatum

Mercury Reporter
MORE than 200 striking Dorbyl Marine employees were fired yesterday after ignoring a management ultimatum to return to work by noon or be dismissed.

The General Workers' Union maintains that Dorbyl is guilty of an unfair labour practice and will seek action against the company in the Industrial Court.

The employees stopped work last Wednesday when they heard that 16 colleagues, including the chairman of the shop steward committee, Mr WS Dlamini were to be retrenched.

A series of meetings between the union and the company to have Mr Dlamini reinstated ended in deadlock. The last meeting, held yesterday, included the union's legal representatives.

Yesterday a spokesman for the union, Mr Mike Morris, said the employees saw the inclusion of Mr Dlamini among those who were to be laid off as an attempt to break the union.

The company has not applied the principle of "last in, first out", Mr Morris said.

The company has refused to consider taking

Mr Dlamini back. It is this they are striking about.

Mr Morris also protested at the way the company had conducted the retrenchment.

'It was only on Thursday afternoon that we even knew who all the people were who were to be retrenched — the next day. There was no way the union could make effective representation.

'The company also refused severance pay, which is a standard practice, although it is not legally binding.'

Mr Morris described the company's action in handing the employees

an ultimatum to return to work just before the meeting between the union and the company yesterday as 'highly provocative'.

The managing director of Dorbyl Marine, Durban, Mr Rob Deane, said discussions had been held with both the GWU and the S A Boilermakers' Society before the retrenchment.

The Boilermakers' Society, which Mr Deane said was supported by the majority of employees, had accepted the retrenchment after the company had explained that certain alternatives

proposed by the union were not feasible.

'Continued intimidation of members of the Boilermakers' Society and non-unionised employees prevented them from returning to work,' Mr Deane said.

'All the retrenchments were carried out in accordance with the procedures previously agreed with the GWU.

'Management also repeatedly pointed out to the union representatives that if they were not satisfied with the developments they were able to proceed to the Industrial Court to obtain relief.

Durban 145
company
Star
fires 200
24/10/84

DURBAN — More than 200 striking Dorbyl Marine employees were fired yesterday after ignoring a management ultimatum to return to work by noon or be dismissed.

The General Workers' Union maintains that Dorbyl is guilty of an unfair labour practice and will seek action against the company in the Industrial Court.

The employees stopped work last Wednesday when they heard that 16 colleagues, including the chairman of the shop stewards' committee, Mr W S. Dlamini, were to be retrenched.

DAILY COLUMN

WESTERN CAPE

FM 12/16/84

New union target

The western Cape stands out as the region that has been least affected by the emerging power of new black-dominated trade unions. Where they have had an effect is in the food, stevedoring and motor assembly industries.

This could change. That was the consensus opinion at a seminar on "Emerging Unions of the Western Cape," organised by labour consultants Andrew Levy and Associates.

Only 25% of SA's economically active population is unionised. Yet, says Levy, union membership is doubling just about every two years — mainly due to the unionisation of blacks, coloureds and Indians. Black unionism is growing five times faster than that of whites.

The Trade Union Council of SA (Tucsa), with more than 400 000 members, remains SA's largest trade union federation. In the last year it has lost 100 000 members. Levy says this happened because of Tucsa's inability to recognise early enough the trend of the mass mobilisation of blacks which started in 1979 when blacks were legally recognised as "employees." Tucsa will not be able to maintain its numerical superiority for more than another 18 months, he predicts.

In its place will come the emerging unions. The African Food and Canning Workers' Union and the General Workers' Union have been active in the western Cape for a long time now. Expectations are that other emerging unions will start to make their presence felt. The United Democratic Front (UDF) affiliates, Clothing Workers' Union (Clowu) and Retail and Allied Workers' Union (Rawu) are active already.

In addition, the Commercial, Catering and Allied Workers' Union of SA (Ccawusa)

Continued on page 51

has a small presence. The National Union of Textile Workers (NUTW), an affiliate of the Federation of SA Trade Unions (Fosatu), is also active.

Employers will have to face two major issues in dealing with emerging unions: pressure to bargain at plant level as opposed to industry level and the closed shop.

The new unions are the "lusty children" of industrial relations, says Levy. They are fundamentally different from the established unions. The Fosatu unions, which have successfully built themselves on a shopfloor base, are the most competent of the emerging unions. Levy says it is likely that they will have prior experience of any strategies that western Cape employers use if they attempt to resist unionisation.

NUTW general secretary John Copelyn spoke about demands employers could expect from Fosatu unions. They would want access to factories, stop order facilities, acceptance of shop stewards and their right to take up grievances and represent workers in disciplinary hearings, sole right to bargain and the right to bargain at factory level. Industry level bargaining would not be ruled out — provided it did not mean the loss of any rights won at factory level.

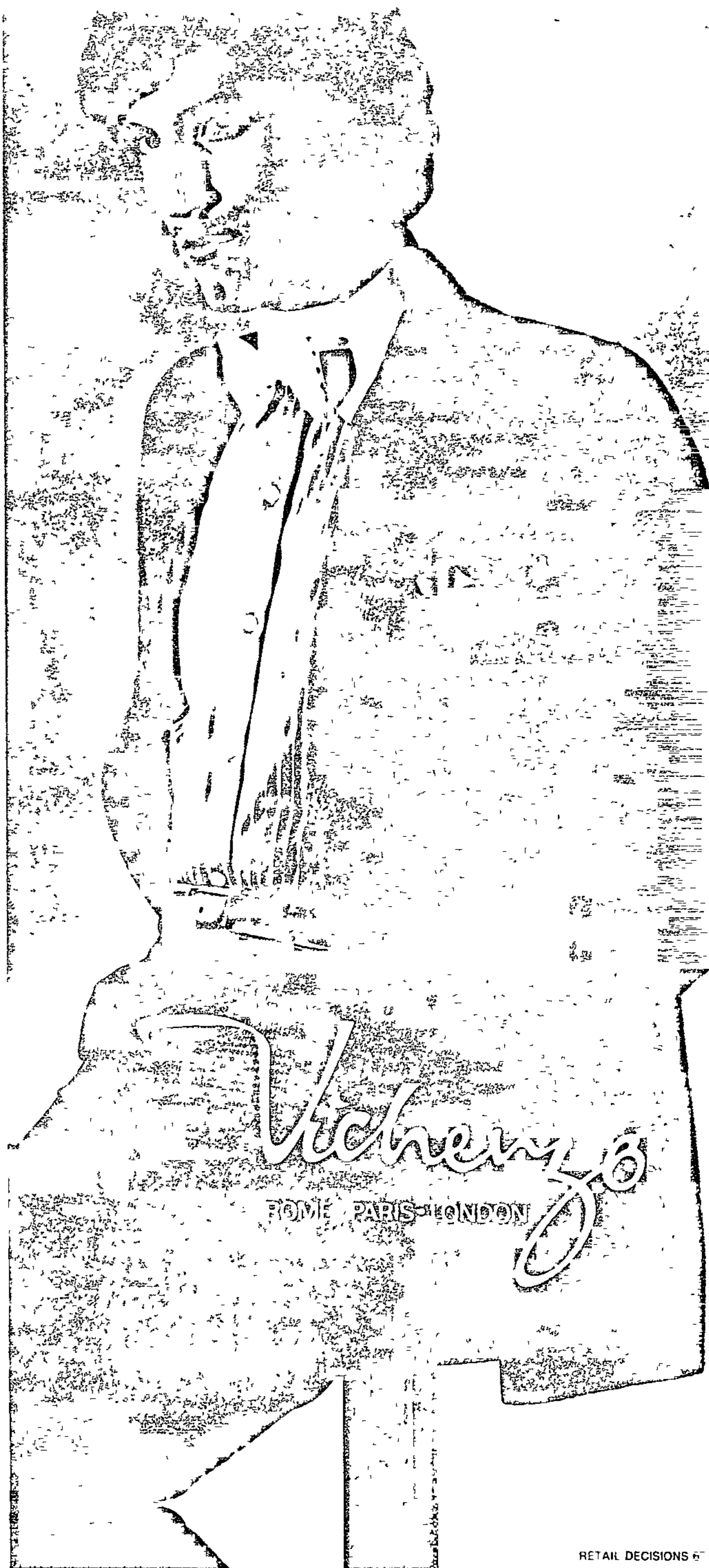
Lawful and fair

The role of the Industrial Court and the impact it is having on industrial relations was outlined by Unisa law school academic Peter le Roux. Before 1979, if an employer wanted to take action against employees he merely had to ask himself whether he was acting lawfully. But now that the concept of an unfair labour practice has become entrenched in SA labour law, they also have to question whether their actions are fair, as it is possible for lawful actions to be unfair labour practices.

The emerging unions have not been slow to utilise this loophole in the law, and have made significant gains in the Industrial Court. As a result, the court had gained acceptance and legal action had become an alternative to striking. Recently, however, the Minister of Manpower had been excluding the consideration of unfair labour practices from the terms of reference of conciliation boards. This has been perceived as unwarranted interference and has raised questions about the value of official dispute settling procedures.

Leading labour lawyer John Brand dealt with union recognition and closed shops. Brand said it is generally recognised that a major disadvantage of closed shops is that they can have an adverse affect on an individual's right to freedom of association and also be used to restrict access to skilled jobs.

Anomalies in the law after the Wiehahn-inspired amendments to labour legislation had resulted in the compulsory unionisation of large numbers of Africans through closed shops. Brand labels the process as one of the "grossest abuses of the closed shop in modern labour law".



PM 12/10/84

~~15~~ (15) ~~15~~ ~~15~~ ~~15~~

"This abuse contributed significantly to the suspicion and contempt which many African employees and emerging trade unions feel towards the trade union parties and industrial councils who co-operated in the exercise," he says

Nevertheless there are legal strategies which both employers and employees can use to circumvent or challenge closed shops Brand, however, also said that recent developments in labour had made unions lose faith in legalistic procedures Unless action was taken, government's success in institutionalising conflict would be

eroded

Industrial relations consultant Gavin Brown said several factors indicated that the pattern of emerging unionism in the western Cape would be different to that experienced in the rest of the country

□ The Cape workforce is predominantly coloured As a result, there is a greater degree of cultural homogeneity than in the Transvaal or Natal,

□ The workforce is more fully urbanised than anywhere else in the country Thus the target market of emerging unionism is likely to have a more sophisticated un-

derstanding of commercial practice, be more acquainted with the capitalistic ethic, be generally better educated and consequently far less afraid to confront white authority structures

□ Officials of emerging unions were likely to be older than unionists in other parts of SA and employers would have to deal with more stable levels of commitment and more sophisticated approaches, and

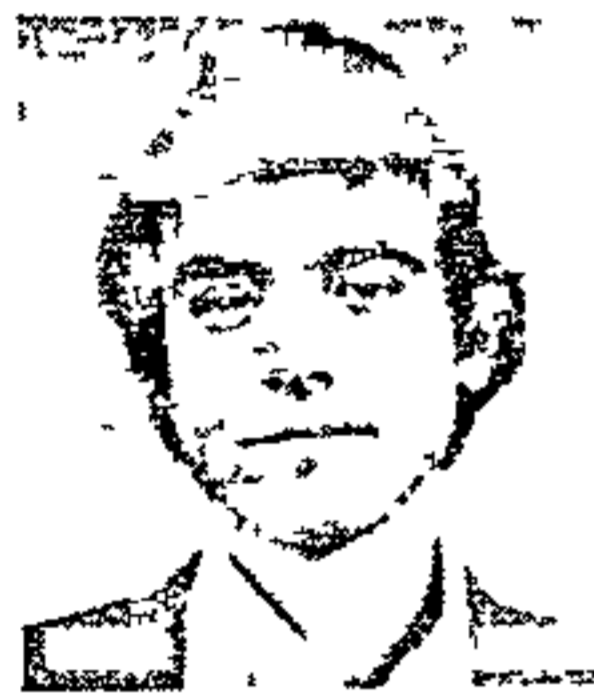
□ The high level of community solidarity meant that workplace disputes could quickly develop into major and epic community events

in my opinion

CLIVE THOMPSON

Problems with strike law

~~15~~ ~~15~~



Clive Thompson is an attorney and a researcher with the Centre for Applied Legal Studies

In the field of labour law, the tension between lawful conduct and fair conduct continues to plague the development of a coherent body of rules for the regulation of the major areas of conflict between employers and unions

After some initial hesitation, the Industrial Court tackled the question of individual unfair dismissals head-on and proceeded to apply the International Labour Organisation's standards with remarkable alacrity Notwithstanding perfunctory notice periods in employment contracts, the court decided that a dismissal should be for good cause only and be preceded by a fair inquiry

An employer's contention that a dismissal which complied with the contractual notice period and which was otherwise lawful could not be unfair was effectively rejected by the court in *Mawu v Barlows Manufacturing* The objects of labour peace advanced by the Labour Relations Act were to take precedence over the formal and artificial "agreement" on termination assumed by the individual contract

Unfortunately the court's treatment of larger-scale issues, usually involving trials of strength between unions (as opposed to employees) and employers, has been rather less salutatory Perhaps struck by the stridency of recent criticisms which have come its way from certain employer parties and over-awed by the prospect of challenging the boundaries of managerial prerogative on really telling issues, the court has de-

monstrated a conservatism that comes close to an abdication of its rule-making function The result has been that the emerging law on strikes is shot through with confusions and that one looks largely in vain to the 1984 clutch of decisions for guidance on the subject.

At least one steady theme does emerge workers who ignore negotiated and statutory dispute procedures and who engage in wildcat action will have a tough time in securing relief through the court This judicial attitude underscores the premium placed by the Act on collective bargaining However, the virtues of the bargaining process have apparently been overlooked in pronouncements on other features of labour disputes

Trade unions like to argue that all strikes are provoked by management The Industrial Court could not be accused of being uncharitable if it regarded this proposition with a measure of scepticism Nonetheless, where mass dismissals have followed in the wake of strike action, the court's first inquiry should be to ascertain who was responsible for the breakdown Should it be established that the strike was indeed triggered by provocative managerial behaviour, especially behaviour which itself amounts to an unfair labour practice, the court should not be chary in reinstating the affected workers Instead it has tended to engage in an exercise to determine whether the parties' conduct has been lawful rather than fair The practice has been to assess whether the dispute can be characterised as a lock-out or a strike and, if it decides on the latter (which, given the nature of labour disputes, it usually must), it declines to give relief Only the grossest managerial action meets with a reinstatement order, and then normally a qualified one

Arbitrary and selective dismissals or

rehirings in the course of labour disputes are also expedients which deserve short shrift before the court They lend themselves to abuse and are a deviation from the basic legal principle that like cases should be treated in like manner In *Ngobeni v Vetsak*, however, the court was not impressed by these considerations and came to the startling conclusion that, provided an employer was legally entitled to dismiss, he was also at liberty to rehire as he saw fit Instead of viewing the dispute in question as a whole, it scanned the sequence of events and then homed in on a particular segment which it declared to be decisive If one accepts that only a careful assessment of the equities of the total situation can lead to sound industrial relations and labour stability, this piecemeal approach grounded in narrow common law notions must be eschewed

A more discerning and contextual treatment can be found in the decision of *Raad van Mynvakbonde v Kamer van Mynwese* Here the court had to decide whether the otherwise lawful dismissal of workers on a legal strike would also be fair It concluded that under certain circumstances such dismissals could be unfair, and noted that one of the factors that needed to be taken into account was whether the parties had negotiated in good faith during the strike It also indicated that selective dismissals and rehiring could constitute unfair labour practices

The principles regulating individual unfair dismissal have crystallised out after a relatively short period of uncertainty Despite the clear guidance available in the more developed jurisdictions abroad, and despite an accommodating domestic statute, the weighty issues of collective action and mass dismissals remain unresolved in this country In the interregnum, self-help will presumably prevail on all sides

1604 25 11/84
200 fired
after go
to work'
orders

DURBAN — More than 200 striking Dorbyl Marine employees were fired on Tuesday after ignoring a management ultimatum to return to work by noon or be dismissed

The General Workers' Union maintains that Dorbyl is guilty of an unfair labour practice and will seek action against the company in the Industrial Court

The employees stopped work last Wednesday when they heard that 16 colleagues, including the chairman of the Shop Steward Committee, Mr W S Dlamini, were to be retrenched

A series of meetings between the union and the company to have Mr Dlamini reinstated ended in deadlock. The last meeting, held on Tuesday, included the union's legal representatives

A spokesman for the union, Mr Mike Morris, said the employees saw the inclusion of Mr Dlamini among those who were to be laid off as an attempt to break the union

"The company has refused to consider taking Mr Dlamini back. It is this they are striking about"

The managing director of Dorbyl Marine, Durban, Mr Rob Deane, said discussions had been held with both the GWU and the SA Boilermakers' Society before the retrenchment

The Boilermakers' Society, which Mr Deane said was supported by the majority of employees, had accepted the retrenchment after the company had explained that certain alternatives proposed by the union were not feasible — Sapa .

Morning 27/10/84 145

Dorbyl claims loyal workers intimidated

Labour Reporter
 THE management of a Durban ship-building yard, hit by labour unrest, yesterday claimed that many of its employees had indicated that they wished to return to work but were afraid of intimidation.

About 200 Dorbyl Marine workers who went on strike protesting at the retrenchment of their 16 colleagues, were fired this week after ignoring a

return-to-work ultimatum.

Mr Rob Deane, managing director of the company, said yesterday there had been three violent incidents since the work stoppage last week and in one case, an employee with 30 years' service had been attacked and stabbed.

'He is presently in a serious condition in the King Edward VIII Hospi-

tal. He is able to identify his assailants and the matter has been reported to the police,' he said.

'A driver in the employ of the company for 34 years and who is not a member of the General Workers Union and who did not participate in the strike, was severely beaten near his home.

'His attackers did not permit his wife to take him to hospital for treatment and he was forced to attend a union meeting the following day to serve as an example to other loyal employees who wished to return to work.

'A further assault victim was an employee who had 10 years' service and who also was not a member of the GWU. Threats of intimidation have continued,' he said.

Retrenchments

Mr Deane denied allegations by GWU branch secretary Mike Morris that the company had not adopted the internationally accepted principle of 'last in first out' in retrenching the workers.

'The union has also stated in discussions that they would accept the retrenchments of the other employees provided the senior shop steward, Mr W S Dlamini was excluded.

'It was stated that if he were not excluded it would be alleged that all the retrenchments were unfair. Management were unable to accede to this demand which in itself is inherently unfair,' he said, adding that they had been informed that Mr Dlamini had been temporarily employed as an official of the union.

Mr Mike Morris, branch secretary of the union, could not be reached for comment yesterday.

Striker

Mercury 15/11/84

(145-162-53)

arrested

after meeting

Labour Reporter

FOUR striking workers of a Durban shipbuilding yard, Dorbyl Marine, have been arrested by police since a work stoppage about a month ago.

Yesterday, one of the strikers, Mr Enoch Buthelezi, was arrested as he left a meeting of striking workers at a church hall in Congella shortly after 1 30 p m.

Mr Mike Morris, secretary of the General Workers' Union, said two other strikers were released on bail of R100 each and another was still in jail awaiting trial. All three were charged with intimidation, he said.

Since 250 workers went on strike and were subsequently dismissed from the company, they had been holding regular meetings at a church hall where union leaders reported back on their talks with the management.

'At the end of the meet-

ing yesterday as they got up to say prayers. Police arrived and told the workers they could not leave the premises,' he said, adding that some workers then telephoned the union offices to inform him.

When Mr Morris arrived at the hall he questioned the police on what authority they were holding the workers. 'But after I asked the police to sign a statement which I wrote to confirm that they were holding the workers against their will, the police allowed them to leave,' he said.

As the crowd moved out of the hall, police arrested Mr Buthelezi after he had been pointed out by an unknown man. Mr Morris said the union lawyers were handling the matter.

A police spokesman said yesterday they arrested a worker following a complaint.



GWU's Lewis fighting layoffs
 145 FM 16/11/84

company, Hart, in which the issue was also plant level versus industrial council bargaining. The Hart dispute was resolved when management agreed to negotiate a long-service allowance for workers at plant level.

A Wispeco spokesman countered that agreement had been reached with the boilermakers and the EWIU that retrenched workers would receive payment for 10 shifts in lieu of notice. "Management cannot agree to demands that would result in employees with a different union affiliation receiving different benefits," he said.

At Dorbyl Marine, between 250 and 300 members of the General Workers' Union (GWU) have been on strike for the past month over the retrenchment of 15 employees, among them the plant's senior shop steward, Winnett Dlamini. GWU's Dave Lewis has accused the company of victimising Dlamini. The union has lodged the dispute with the metal industrial council and has applied to the Industrial Court to have the workers reinstated.

The union claims it has warned the company's board of directors in the past that Dorbyl's retrenchment policies would lead to conflict. Lewis says the conflict is caused by three provisions of Dorbyl's retrenchment procedures:

legal strike since November 2. The plant has been brought to a standstill as workers who are members of two other unions — the SA Boilermakers' Society and the Electrical Industrial Workers' Union (EWIU) — are also out.

Tensions at the plant have been building up for some time. Mawu originally declared a dispute some months ago because of Wispeco's refusal to negotiate substantive issues with the union at plant level. The company states that it is not prepared to support plant-level bargaining on issues that are covered in the main agreement of the giant National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

Wispeco subsequently retrenched 95 workers from all three unions, including a senior Mawu shop steward, and refused to negotiate on severance pay with Mawu outside the industrial council. This brought matters to a head, and Mawu members, who had qualified to go on a legal strike because of the council's failure to settle the dispute, downed tools.

Says Mawu's Geoff Schreiner "The position adopted by Wispeco is totally naive and unworkable... collective bargaining has to take place at a whole range of different levels, depending on the issues to be negotiated. This is the pattern that has developed internationally, and even Seifsa has suggested that matters such as severance pay could be negotiated at plant level. The workers are caught in a situation in which Seifsa is saying one thing and the company another."

Schreiner drew a parallel between this dispute and a legal strike which occurred some months ago at another Durban metal

□ The company gives as little notice as possible of retrenchments. This prevents full discussion on alternatives to retrenchment. In this case, the possibilities of voluntary early retirement by some employees and the relocation of others were not considered.

□ It does not follow the system of last-in, first-out (lifo) properly. Many of the 16 who were laid off, including Dlamini, were long-serving employees. They were retrenched because they had only recently been transferred to new departments and were regarded by management as first in, and

□ Retrenched workers do not receive severance pay and are normally given only one shift's notice.

Dorbyl says the retrenchments were carried out in terms of a procedure agreed to between the company and the union. The required two weeks' notice was given to the union and alternatives were discussed "at length". Management has also denied that the lifo system was being instituted unfairly.

In a statement, Dorbyl said "Since the dismissals, many employees have indicated that they wish to return to work, but fear intimidation." The company states that a number of violent incidents have occurred.

LABOUR DISPUTES

Retrenchment ripple

Layoffs in the metal industry have become a major point of contention between trade unions and employers, as two current strikes in Durban vividly illustrate.

At window-frame manufacturer Wispeco, which is a member of the Steel and Engineering Industries Federation of SA (Seifsa), 300 members of the Metal and Allied Workers' Union (Mawu) have been on a

S. Post
2/11/24 145
Entire staff of
650 fired

Post Correspondent

JOHANNESBURG — A company in Pretoria yesterday fired its entire staff of 650 after some refused to work overtime and were dismissed and the rest downed tools in a show of support

A spokesman for the South African Allied Workers' Allied Workers' Union said the union had been informed by the management that Continental China was closing down the factory

An SAAWU spokesman said workers of three departments received orders to work overtime on Saturday and again on Monday, but they refused

When they arrived at work yesterday, they were told they had been dismissed. All the other workers then downed tools.

Memory 15/12/84 (1520) (145)

700 strikers go back to work

Pietermaritzburg Bureau

THE 700 workers who downed tools on Thursday at the Pietermaritzburg branch of Corobrik after a misunderstanding over the payment of their annual bonuses returned to work yesterday morning

The managing director

of Corobrik in Durban, Mr B K Waberski, confirmed yesterday that the problem had been resolved and said workers had received their bonuses

'They were upset over the timing of the bonus payments,' Mr Waberski said 'By Friday morning the matter had been sorted

out and all the workers were back at work'

According to reports, workers had been under the impression that they would receive their annual bonuses on Thursday. Later they were told they would be paid their bonuses only on Monday next week

Since many workers are migrants who have only the weekends to give money to their families, they were unhappy about the situation

A spokesman for the General Workers' Union said yesterday that as a result of the work stoppage on Thursday, the workers concerned had not been

paid for that day

Since they felt that the misunderstanding over the bonuses had arisen as a result of having been misinformed by the management, they ought not to be penalised for the stoppage

This matter would have to be resolved next year, he said

U I C T Y

INDUSTRIAL RELATIONS - WORKERS' Org - W.P.W.A.B.

1985

600 Durban dock workers to lose their jobs

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Mercury Reporter

SOUTH African Stevedores, the biggest stevedoring firm in South Africa, is to cut its staff by 30 percent and nearly 600 Durban dock workers will be retrenched in the next month

The move follows weeks of negotiations between the company and the General Workers' Union

It was made necessary by increasing mechanisation in the industry, which enabled greater unit loads to be handled,

according to S A Stevedores' industrial relations manager, Mr Les Owen

The recession had only hastened that day, he said

'There has been a downward trend and the recession just made the curve steeper

'The number of people in the stevedoring industry worldwide has been steadily declining over the last decade and South Africa is no exception

'The industry's man-

power needs have been significantly reduced'

He said the company did not anticipate rehiring when the economy improved

'We have been trying to avert this for some time,' Mr Owen said

Employees had been on a four-day working week for at least two years, and had been taking periodic unpaid leave on rotation

'But the cycle was starting to catch up with itself

'We also spent a lot of money on training to en-

able people to transfer to other jobs, but unfortunately there are not many other jobs around

'We first asked for volunteers to leave, and we retired people early

'And then we used the principle of "last in first out"

'Some of the people have already stopped work and we hope to have wound up by mid-March'

A spokesman for the General Workers' Union could not be contacted for comment yesterday

RDM 26/3/85 145

Union decides to register

By PHILLIP VAN NIEKERK

THE General Workers' Union (GWU), which represents workers in the transport, construction, engineering and other industries, has made a key policy change in deciding to register in terms of the Labour Relations Act

The decision was taken at a special congress of the union at the weekend, and means the GWU is the second leading emerging union, after the National Union of Mineworkers (NUM), to take this decision this year.

The question of registration was a raging issue within the trade union movement until a few years ago when changes to the law diminished the difference between registered and unregistered unions

Unregistered unions still have difficulty in obtaining stop order facilities — they have to apply to the Minister of Manpower for these — and this is regarded as a major inconvenience

There is also speculation that the GWU could be contemplating the formation of an industrial council in the stevedoring

industry, where the GWU is the majority union

In a statement yesterday, Mr Dave Lewis, general secretary of the GWU, said the question of registration had been discussed over the past six months in each of the factories of the union

"After careful consideration of the issues involved the union decided that at this stage the realisation of our objectives would be better served by registration"

● The GWU passed a resolution expressing its outrage at the killing of innocent people by police at Uitenhage and said that escalating unrest in the country was an "expression of the mounting anger of the workers of South Africa and their children."

"Violence can only end when the Government lifts its ban on political organisations and recognises the political representatives of the majority"

The statement condemned President Ronald Reagan of the United States for "condoning the killings", and said that by so doing he had revealed the truth of the policy of constructive engagement



Sasol workers getting paid off ... some will not be rehired

SASOL
Strike threat

The threat of a general strike by members of 24 unions hangs over this week's meeting to discuss the reinstatement of more than 5 000 Sasol employees dismissed after participating in last November's stayaway

The Chemical Workers' Industrial Union

(CWIU) will hold talks with Sasol management later this week to review developments at the company. A Sasol spokesman says the company has received 4 300 applications for re-employment and as at January 22, 2 513 of these had been approved. In addition, "further appointments have since been made and the process is continuing." However, some former employees have been told they will not be rehired. The exact number is "not available."

Meanwhile, the FM understands that Sasol is opposing a CWIU application to the Manpower Minister for the establishment of a conciliation board to hear the dispute in the event of inconclusive negotiations. The spokesman says a reply to the application has been forwarded to the Minister,

but he declined to comment on its contents. This application opens the way for the 24 unions to conduct a legal general strike if their demands for the reinstatement of the Sasol workers are not met.

Sympathy action

The unions which have indicated their intention to take sympathy action include the affiliates of the Federation of SA Trade Unions (Fosatu) and the Council of Unions of SA (Cusa), the Food and Canning Workers' Union, the General Workers' Union, the Commercial, Catering and Allied Workers' Union and the Cape Town Municipal Workers' Association. CWIU is a Fosatu affiliate.

The union plans received a boost on January 19 when 3 500 delegates to the

National Union of Mineworkers conference in Welkom enthusiastically expressed support for a resolution condemning the dismissals and affirming the 110 000-member union's intention to take action in support of the Sasol workers if they are not rehired.

CWIU held two meetings with Sasol management during December where the two parties failed to reach agreement on the criteria to be used when considering the re-employment of the dismissed workers. Sasol has said it will not take back people who had intimidated others during the work stoppage. Neither party is prepared to confirm reports that Sasol has refused to reinstate those shop stewards whose applications have been considered.

It is not clear whether a full-scale strike or merely a brief demonstration stoppage is being contemplated if the dispute is not settled. But should any such event materialise, it will spell an abrupt end to this year's thus far relatively peaceful industrial relations scene.

CAPE TOWN 24/4/85
145

Concrete workers on strike

Labour Reporter

ABOUT 150 workers have gone on strike at African Spun Concrete in Blackheath in support of demands for higher wages

Mr David Lewis, general secretary of the General Workers' Union, said yesterday the GWU had attempted over a seven-month period to negotiate a wage agreement with management.

Several meetings had been held and the matter had eventually been referred to mediation with no settlement.

The dispute had also gone through the mechanisms of the Labour Relations Act and a recent conciliation board hearing had also failed to resolve it.

"The wages at African Spun Concrete are extremely low by any standards, and management has made such persistently low offers that we do not believe them to be bargaining in good faith," Mr Lewis said.

Accordingly, workers had stopped work on Monday morning in support of a demand for a "reasonable wage".

He added that the union believed the strike to be legal, according to advice it had received.

A company spokesman confirmed yesterday afternoon that workers were on strike but would not comment further.

UNIONS (145) FM

GWU to register

In a major policy shift, the 11 500-strong General Workers' Union (GWU) has announced that it intends applying to the Department of Manpower for registration in terms of the Labour Relations Act. The decision results from a unanimous

Financial Mail March 29 1985

(145) FM 29/3/85

vote at a special GWU conference last weekend and follows a six-month debate on the issue in all factories where the union is represented. A GWU statement says the matter was decided after careful consideration of the issues.

The decision is significant because, among the emerging unions, the GWU has been one of the most vocal in opposition to registration, which was seen as collaboration with the "system". But labour legislation has changed over the years blurring the differences between the obligations of registered and unregistered unions to the point where the principle has become something of a non-issue.

However, one reason GWU may have opted for registration is the fact that unregistered unions need the permission of the Minister of Manpower to obtain stop order facilities for the deduction of union dues from members' wages. The Minister turned down GWU requests for stop orders at a number of factories last year. In January the National Union of Mineworkers, which is also unregistered, took a similar decision in order to secure stop orders.

Belabouring politics

FEATURE

The apolitical union is a myth — at least in SA. Trade unions and their confederations, whatever their complexion, have always played the game of political leverage.

Rightwing unions' preoccupations date at least as far back as the 1922 Rand Revolt. Defence of white workers' privilege against the "cheap black tide" is still the theme, though the SA Confederation of Labour (Sacol) and its best-known member, the white Mineworkers' Union (MWU), no longer retain their privileged position *vis à vis* government.

The MWU is battling to retain the definition of a "scheduled person" in the Mines and Works Act — which excludes blacks from obtaining certificates to do skilled work — in the teeth of pressure from the Chamber of Mines and black unions. The 1979 O'okiep strike, which was seen by many as a warning to government not to accept the reformist recommendations of the Wiehahn Commission, was a crushing defeat for the MWU. Other white unions did not back it, and government, against expectations, did not step in to try to prevent the strike.

Sacol has tight links with the Herstigte Nasionale Party, and seems to be on good terms with Andries Treurnicht's Conservative Party as well. That's not all. MWU president Cor de Jager called for members to join Carel Boshoff's Afrikaner Volkswag at the union's congress this year. Clearly, organised rightwing white labour perceives its defensive battle as a political one, how far it will be prepared to go remains to be seen.

The Trade Union Council of SA (Tucsa), despite breakaways, remains SA's largest union federation. And since the decline of Sacol's intimacy with government at the end of the Sixties, the Tucsa lobby has carried considerable weight — indeed, it credits itself with a major role in bringing about the Wiehahn reforms.

Tucsa representatives sit on a number of government boards and committees, notably the National Manpower Commission — unlike representatives of the emerging union movement who, the *FM* understands, were never invited to join, perhaps because they would not have done so. The Economic Advisory Council, the National Co-ordinating Board, the Unemployment Insurance Board, and the Regional Development Advisory Council all have Tucsa representatives.

Tucsa also has a Parliamentary Liaison Committee. This body's task is made easier by the council's longstanding political connections, and the fact that several Tucsa personalities have served or are serving in Parliament. Anna Scheepers, for decades president of the Garment Workers' Union, was a New Republic Party Senator during the Seventies. Archie Poole, ex-general sec-

retary of the Engineering Industrial Workers' Union, now holds a seat in the House of Representatives. And Ronnie Webb, an ex-Tucsa president, was appointed to the President's Council at its inception.

As the history of black unionisation over the past 50 years indicates, groups barred from overt political activity will be forced to express all their aspirations through union structures. A salient instance of this use of leverage was last November's stayaway, when union members joined with a number of Transvaal community organisations in a two-day work stayaway to dramatise a series of political and economic demands.

Fosatu's participation — as the strongest and best-organised body — was the best evidence yet of its gradual shift from its earlier sedulous avoidance of overt political moves. Calls for a brief nationwide work stoppage in memory of unionist Neil Aggett's death in detention, and for non-partici-

defined ideas of their functions, responsibilities and limits. Fosatu will in future be wary of the terms on which it co-operates with organisations made up of activists who are not directly answerable to a constituency.

Participation in the stayaway, Fosatu sources say, was the first organisational manifestation of a trend. Recessionary conditions are limiting unions' ability to win concessions for membership on the factory floor, and in compensation there will be a tendency to respond to community problems such as transport, rents and education. These, also exacerbated by recession, increasingly preoccupy union members. However, the stayaway weapon is unlikely to be used by Fosatu again, it is conceded, except in the case of an "absolutely immediate, clear-cut objective."

This was clearly evident in the refusal by affiliates of Fosatu and Council of Unions of SA (Cusa) as well as the General Workers' Union, Commercial Catering and Allied Workers' Union and African Food and Canning Workers' Union to participate in the recent stayaway called by the Port Elizabeth Black Community Organisation.

Then there is the rise of United Democratic Front (UDF) and black consciousness unions. These can be seen as the outcome of unionisation undertaken by political movements, rather than an instance of unions becoming politicised. Their growth in the last five years is another factor which has pushed organisations like Cusa and Fosatu toward responding to political issues, despite their history of shopfloor orientation — which, ironically, has given them structures strong enough to implement and sustain such actions.

Recently there have been nationwide celebrations to mark the 30th anniversary of the SA Congress of Trade Unions (Sactu), the union body closely linked to the African National Congress during the Fifties and early Sixties. These are possibly indicative of a new drive to revive Sactu with all the political implications that this carries.

However, the single most significant lever and development in union strategy, will be the formation of a new federation of emerging unions later this year. Participants are Fosatu, Cusa, the General Workers' Union, the Food and Canning Workers' Union, the Commercial, Catering and Allied Workers' Union and the Cape Town Municipal Workers' Association. Once the federation is formed the balance of labour power in SA will be transformed. In the absence of a national black political party, the new federation may be forced, however reluctantly, to don that mantle. And in the leverage game, where the stakes are power and influence, this will put the right wing and the centre in the shade. ■



MWU's Arrie Paulus ... ally of the far right

participation in the tricameral elections, were among Fosatu's few political moves prior to the stayaway.

Reason for the change? Certainly the federation has grown larger and more confident, but, Fosatu sources add, its constituency has also widened to include increasingly politically-concerned workers. The federation structure made it inevitable that workers concerned about the roots of township and educational unrest would pressure their leadership to act.

The stayaway experience, Fosatu sources say, provides practical lessons. First, the organising committee was too small, and its members did not have sufficiently clearly

CAPL TIMES 25/4/85
1145

150 concrete workers still on strike over pay

Labour Reporter

THE African Spun Concrete plant in Blackheath remained idle yesterday as 150 workers stayed out on strike for the third day in support of pay demands

Mr Peter Hoeks, the firm's managing director, said no renewed negotiations had taken place with the workers or the General Workers' Union but the firm had no plans to lay off workers at this stage and hoped they would return

Earlier this week, a GWU spokesman said wages at the plant were "extremely low by any standards" and workers

had gone on strike to demand a "reasonable wage".

Disputing this yesterday, Mr Hoeks said wages were 40 percent higher than the minimum laid down in the wage determination for the concrete products industry

Mr Hoeks said the dispute was no longer over rates of pay but rather over implementation of increases

The union had accepted an offer of R1,50 an hour during recent conciliation board hearings but wanted this back-paid until August last year, which management was not prepared to do

Sowden 8/15/55

GWU has applied for registration

IN a major shift in policy, the General Workers' Union (GWU) has applied to the Department of Manpower for registration in terms of the Labour Relations Act.

This was confirmed by the union's general secretary, Mr Dave Lewis, who said this was decided by a unanimous vote at a special conference recently.

It also follows a six-month debate on the issue in all factories, where the union is represented.

The decision has been seen as significant by union leaders, because, among the emerging unions, GWU has been one of the most vocal oppositions to registration.

Registration has been seen by many unions as "collaborating with the system", but labour legislation has changed over the years, blurring the differences between the obligations of registered and unregistered unions to the point where the principle has become something of a non-issue.

Reason

But one reason why the GWU may have opted to register, is the fact that unregistered unions need the permission of the Minister of Manpower to obtain stop order facilities for the deduction of union dues from members' wages.

The Minister had earlier turned down a GWU request for stop orders at a number of factories last year.

Mr Lewis said they were busy filling forms which they received from the Manpower Department, after applying for registration.

145 152
27/6/85 8/5/88
**'Work or dismissal'
warning to strikers**

Labour Reporter

WORKERS at African Spun Concrete in Blackheath who have been on strike for two weeks in support of wage demands have been told that if they do not return to work they will be dismissed.

The strike, involving about 150 workers, started late last month after the General Workers' Union and management failed to agree on an effective date for payment of back wages.

Management also told the workers, who have been on the premises since the strike started, that if they did not return to work they would be considered trespassers.

Mr Peter Hoeks, the managing director, said the ultimatum was issued yesterday after shop stewards had been called in and the situation explained to them.

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Threat of wage strikes at 4 Cape brick plants

Labour Reporter

A LEGAL wage strike as threatening at all four Corobrik plants in the Western Cape

The General Workers' Union — which is recognized by Corobrik — announced in a statement yesterday that a wage dispute with the company was in the "final stages" of the official dispute procedure

"Further meetings are scheduled for later this week. If agreement is not reached, the dispute-settling procedures will have been exhausted," the statement said

The GWU said it would hold strike ballots at Corobrik's four Western Cape plants and

Maritzburg plant, employing approximately 2,000 workers

Corobrik confirmed in a statement yesterday that a wage dispute existed and that a conciliation board hearing would be held this week

It said the GWU was demanding an increase of over 40 percent on the minimum wage level, while Corobrik's offer was 17 percent on the minimum and 14 percent on all levels

The GWU also announced it had concluded a wage agreement with another brick manufacturing firm, Crammix Ltd, on behalf of the 250 members employed by the company

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Cape Times 8/5/88

Threat of wage strikes at 4 Cape brick plants

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Labour Reporter

A LEGAL wage strike is threatening at all four Corobrik plants in the Western Cape

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& CAVENDISH SQ

FACE CONTACT
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Strikers leave the African Spun Concrete premises yesterday after a police ultimatum that they leave by 2pm or be arrested for trespassing

CAP 71475 10/5/85

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Strikers abandon concrete factory sit-in

Staff Reporter

STRIKING workers who this week occupied the premises of the African Spun Concrete factory in Blackheath left the factory voluntarily yesterday after a police ultimatum that they would be arrested for trespassing if they did not leave by 2pm

The strikers, who decided they would pursue the matter through their union's lawyers today, were informed yesterday morning that the factory management considered them to be trespassers with no legal right to be on the premises

Police remained on the premises until shortly before 2pm

Earlier this week the management said it had dismissed workers who ignored a deadline to return to work by Tuesday. The strikers then occupied the premises for fear that management would begin recruiting replacements

The dispute at the factory centres on a demand by the workers for pay increases to be back-dated to August last

year. Management feels increases should be applicable to 1985

A conciliation board appointed to resolve the matter failed to do so

The managing director of the company, Mr Peter Hoeks, said his company had no dispute with the claim that workers were on legal strike

'Not allowed to be here'

"But the workers have not realized that there is a law saying we can fire them while they are on a strike

"At the moment the issue is simply that they are trespassing. They know they are not allowed to be here. They do not wish to work and they are stopping others from working," he said

Mr Hoeks said it was only when workers who wished to return to work had approached the management with complaints of intimidation that the company had issued an ultimatum to the strikers to resume work

The strikers, who have struck for two weeks, have denied any acts of intimidation have occurred

Brick industry strike expected as talks fail

CAPE TOWN 20/5/85

Own Correspondent
JOHANNESBURG — Corobrik workers at five plants in the Western Cape and Natal are set to go on legal strike this week after the General Workers' Union (GWU) and management reached deadlock over pay increases at conciliation board meetings last week.

Mr David Lewis, general secretary of the GWU, said the union was in the process of reporting the outcome of the negotiations to its mem-

bers at the Maritzburg plant and the four Cape plants, and legal strikes were "imminent".

Strike ballots have already been held and it is probable that the strikes will begin today.

Corobrik is offering 17 percent increases on the minimum level and 14 percent on the other grades, while the GWU is demanding a 40 percent minimum in Cape Town and 31 percent in Maritz-

Mr Lewis said manage-

ment's offer would mean that between 1978 and 1985 the real wages of Corobrik workers in the Western Cape would have declined by 9 percent.

"By contrast, in a similar period the company's fortunes increased steadily and in the financial year to March 1985 Toncoro — Corobrik's holding company — increased its profits by 220 percent," he said.

Spokesmen for the company said they were satisfied that the 17 percent offer was fair in view of the economic climate in the building industry.

Mr Graham Bounds, the managing director of Corobrik Western Cape, said the GWU's request for 40 percent on the minimum wage level was "totally unreasonable".

He said "A wage increase of the magnitude requested by the GWU would not only result in substantial price increases but would seriously affect our ability to maintain our workforce at current numbers."

Corobrik workers are set for legal strike

~~187~~ 145 ~~125~~ B Day
20/5/85

COROBRIK workers at five plants in the Western Cape and Natal are set to go on legal strike this week after the General Workers' Union (GWU) and management reached deadlock over pay increases at Conciliation Board meetings last week.

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Strike ballots have already been held and it is probable that the strikes will begin today.

Corobrik is offering 17% increases on the minimum level, and 14% on the other grades, while the GWU is demanding a 40% minimum in Cape Town and 31% in Maritzburg.

Lewis said that after the management-offered increases, workers in Cape Town would earn a minimum of R1,37½ cents.

He said this was below the Minimum Living Level and the lowest of all GWU members, and would mean that between 1978 and 1985 the real wages of Corobrik workers in the Western Cape would have declined by 9%.

"By contrast, in a similar period the company's fortunes increased steadily and in the financial year to March 1985 Toncoro — Corobrik's holding company

By PHILLIP VAN NIEKERK

— increased its profits by 220%," he said.

"We believe these results confirm the evidence of the company's ability to afford wage increases that would start to close the gap between Corobrik workers and other industrial workers."

Lewis said that in the event of a strike the union's door would still be open to a negotiated settlement with the company.

Spokesmen for the company said they were satisfied that the 17% offer was fair in view of the economic climate in the building industry.

Graham Bounds, MD for Corobrik Western Cape, said that the GWU's request for 40% on the minimum wage level was "totally unreasonable".

He said: "A wage increase of the magnitude requested by the GWU would not only result in substantial price increases but would seriously affect our ability to maintain our workforce at current numbers."

Corobrik Western Cape had stocks of about 45-million bricks (about 12 weeks' supply)

Ray Andrews, MD of Corobrik Natal, said the GWU's demand for a 31% wage increase on the minimum level was "impossible to meet"

May 1985

No indication of strike settlement

Labour Reporter

THE Corobrik workers' strike in Pietermaritzburg continued yesterday with still no indication of a settlement in sight

More than 700 workers at the Corobrik and Corocrete plants in the capital and a further 850 at five Corobrik plants in the Western Cape stopped work on Monday in support of their demand for a 31 percent increase in pay

A spokesman for the General Workers' Union said lengthy talks were held with the manage-

ment yesterday but no decision was taken

Mr Ray Andrews managing director of Corobrik in Natal, said there had been no further developments towards ending the strike yesterday

"There were lots of discussions again yesterday, but we again pointed out that our final offer of 17 percent which we made at the Conciliation Board meeting still stands, he said

The strikers were paid their last week's wages yesterday

Cape Times 21/5/85

1 600 brick workers strike

Staff Reporter

A TOTAL of 1 600 workers from the four Corobrik factories in the Western Cape and one in Natal began a legal strike yesterday as their union accused Corobrik management of hiring scab labour to keep the factories open.

A statement from the General Workers' Union said the 850 workers from Corobrik in the Cape and 750 from the Corobrik factory in Maritzburg had begun the strike in pursuit of their demands for a living wage after pay talks reached deadlock last week.

The managing director of Corobrik in the Western Cape, Mr Graham Bounds, said the company had responded to low attendance yesterday morning by using employees who held jobs on an "intermittent" basis. These labourers were not "scabs", he said.

The statement from the GWU claimed the company was employing women "to perform extremely arduous work

and this action has served to provoke workers who have shown a willingness to use official dispute procedures".

A week ago the union had protested to management "at the extent of management intimidation of workers involved in a perfectly lawful action", said the GWU.

Management in turn claimed yesterday that a "lot of intimidation" by strikers had taken place at the factories.

He said while stoppages occurred at all plants, attendance at one had been "up to 40 per cent".

Corobrik management has offered to increase minimum wages from R1,17 an hour to R1,37 — an increase which the union argues will keep workers below the Minimum Living Level.

The GWU has argued that the company increased its profits recently from R9-million to R29-million — figures which were "clear evidence of its ability to pay a living wage".

SYFRA INVESTS



Group income increased

JOHANNESBURG Trans-Natal Coal Corporation Ltd increased group income before taxation for the quarter ended March 31, but the special taxation charge made big inroads into profits.

Net income before group income after R14.84 million (R9.05 million) — (Sapa)

Citibank quits S A gilts trade market

JOHANNESBURG Citibank N A Ltd, investment banking firm, has withdrawn from trading for commercial reasons and intensifying its local operations by direct at a senior with financial institutions, investment banking group head, Mr Mitchell, said.

Mr Mitchell said Citibank remained committed to South Africa and said the change in operations had nothing to do with disinvestments.

The investment firm group is an autonomous unit and the market activities of corporate bank remain unaffected, he added.

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700 workers down tools at brick factories

NM 2/5/85

Labour Reporter

ABOUT 700 workers at two Corobrik plants in Pietermaritzburg downed tools yesterday in support of their demand for a 31 percent pay increase.

The action comes after a strike ballot by the General Workers' Union at the Corobrik and Corocrete factories last week when the majority of the workers voted in favour of strike action after wage negotiations had reached deadlock.

A spokesman for the union said yesterday that the wages of most Corobrik workers were far below that of workers in other industries.

'By contrast, the company's fortunes increased steadily in the past few years and in the financial year to March 1985 Toncoro — Corobrik's holding company — increased its profits by 220 percent.

'We believe these results are evidence of the company's ability to afford wage increases that would start to close the gap between Corobrik workers and other industrial workers,' he said.

Negotiations

Mr Ray Andrews, managing director of Corobrik, Natal, yesterday confirmed that production had stopped at the two plants and said talks were continuing between representatives of the management and the union.

'There were extensive negotiations between the union and the company, but the last meeting of the Conciliation Board on May 15 ended in deadlock.

'We offered workers an increase of 17 percent, with the average increase being 15 percent, but the union refused to accept this and last week held a strike ballot in which a majority of the workers voted in favour of striking.

'The situation is peaceful and lines of communication between the company and the union are still open,' he said.

145
B. Day
21/5/85

Strike at Corobrik

By CLAIRE PICKARD-CAMBRIDGE

MORE than 1 500 Corobrik workers at five plants in the Western Cape and Natal came out on a legal strike yesterday, the biggest ever staged by the General Workers' Union

This follows eight weeks of negotiations between management and the union and resulted after deadlock was reached over pay increases at Conciliation Board meetings last week

David Lewis, GWU general secretary, said yesterday that management's offer to increase wages from R1,17c per hour to R1,37c would still leave workers below the Minimum Living Level and the strike was "evidence of their deep dissatisfaction"

He said the company's 220 % increase in profit from R9m to R29m over the 1983-84 financial year was clear evidence of its ability to pay a living wage

"We trust management will note the extent of dissatisfaction and will review its position. We will be happy to re-open negotiations to arrive at a speedy settlement of the dispute," Lewis said

He said the union was also disturbed by management's having resorted to casual scab labour at the Western Cape plant. He alleged the company was employing women to perform "extremely arduous work" and said its action would provoke workers who had used official procedures in going on strike

"We also protested to management at the extent of their intimidation of workers engaged in a perfectly legal action. The use of scab labour and intimidation is under these circumstances particularly unacceptable"

1 000 in legal strike

Sowetan 22/5/85
MORE than 1 000 Corobrick workers at five plants in the Western Cape and Natal yesterday entered their second day on a legal strike, in what has been seen as the biggest industrial action by the General Workers Union.

The strike comes eight weeks after negotiations between management and the union had deadlocked over wages.

GWU's general secretary, Mr David Lewis, said management's offer to increase wages from R1,17c per hour to R1,37 was not satisfactory. It left workers' wages below the minimum living level.

He hoped that management will note the extent of their dissatisfaction and will review its position. The union was prepared to re-open negotiations to arrive at a speedy settlement of the dispute.

He claimed that management has resorted to employing scabs and intimidating workers who were on a legal strike. These practices were unacceptable to the union which was taking a serious view of them.

Corobrick management has confirmed the strike which has affected production in the Western Cape.

In another labour move, about 400 dismissed workers at Pilkington near Meyerton, returned home yesterday after they were promised their jobs back following a strike at the plant. The Building and Construction Workers Union intends holding an urgent meeting with management this week.

Meanwhile, Anglo American has begun re-employing about 14 000 miners dismissed from its Vaal Reefs gold mine last month after striking over claims and work practice dispute.

Talks continue in bid to end brick dispute

NMI 22/5/85

Labour Reporter

145

THERE has been no major disruption in the supply of bricks following the strike by about 700 workers at two Corobrik plants in Pietermaritzburg, Mr Ray Andrews, managing director of Corobrik in Natal, said yesterday

The strike in support of a 31 percent pay rise by more than 1 000 Corobrik workers in the Western Cape and Natal continued into its second day yesterday with still no settlement having been reached, in spite of further talks between shop stewards and officials of the General Workers'

Union and the management

Mr Andrews said yesterday there was no change at the Corobrik and Corocrete plants in the Capital where production stopped on Monday

~~Good faith~~ ~~Good faith~~

'The plant is basically not staffed, but essential services are being maintained by management. Customers are calling to collect supplies,' he said

The strikers remained peacefully on the company premises, he said

Mr David Lewis, general secretary of the union, said yesterday that shop

stewards and union officials met Corobrik management in the Western Cape yesterday and submitted revised wage demands. Further talks would be held today

'The workers willingness to revise their demands is indicative of their good faith and desire to arrive at a negotiated settlement. We hope that the management's response will be in similar spirit.

'In Pietermaritzburg, the strike still has 100 percent support. Shop stewards and union officials met management yesterday and a further meeting will be held today,' he added

Cape Times 22/5/85 (145)

Demands altered in brick strike

Staff Reporter

OFFICIALS of the General Workers Union (GWU) yesterday presented revised pay demands to Corobrik management in the Western Cape and in Natal as the strike for wage increases at the company's five plants continued.

The legal strike by 1600 workers at four Cape plants and one in Natal started on Monday after a pay dispute deadlocked last week when a conciliation board set up to resolve the dispute failed to do so.

A spokesman for the GWU said union officials who met management in both Cape Town and Martizburg yesterday

would meet them again today to hear management's response to the revised demands.

Mr Graham Bounds, managing director of the Cape plants, said stayaways continued at all plants yesterday but work "was continuing" at each of them.

He declined to confirm that management was due to meet the union and said he did not wish to comment on the steps the company planned to take to end the strike.

The GWU, which represents workers at the five plants, has accused management of hiring casual scab labour but management has denied this.

1964 22/5/85
**Union puts
new wage
package to
Corobrik**

Labour Reporter

TALKS between Corobrik management and the General Workers' Union continued today to seek resolution of the strike at five plants which started on Monday

The legal strike over wage demands has affected four Corobrik plants in the Western Cape and one in Maritzburg. About 1 600 workers are affected.

Mr David Lewis, general secretary of the union, said today the talks would be about fresh wage proposals from the union. These were put to management in the Cape yesterday and will be put to management in Maritzburg today.

FAILED

The strike began when a conciliation board set up to resolve the dispute failed.

The managing director of Corobrik Western Cape, Mr Graham Bounds, has denied union allegations that the company is using scab labour during the strike.

"What we have done is to effect several interdepartmental transfers from low to high priority services within the plants," said Mr Bounds.

ENSURE JOBS

"This action should be welcomed, not criticised, by the union as it will ensure jobs for workers the moment the strike is over. Should the kilns, for example, be shut off, production and jobs would cease for several weeks."

Mr Bounds said some women had been transferred between departments but denied they were being required to undertake tasks beyond their physical capabilities.

Corobrik ~~denies~~ denies ¹⁴⁵ using ~~scab~~ labour ^{B. Day} _{22/5/85}

By CLAIRE PICKARD-CAMBRIDGE

COROBRIK Western Cape MD Graham Bounds has strongly denied using scab labour at the company's four strike-hit plants

He said the slump in the building industry had reduced profits

Bounds was responding to accusations by the General Workers' Union — which is staging a legal strike at the plants — that Corobrik was employing casual scab labour and women to perform "extremely arduous work".

Corobrik had not employed outsiders, but had made transfers within the company, Bounds said.

Some women had been transferred, he said, but denied they were given tasks beyond their physical capabilities.

Bounds said people were helping willingly to keep the plant operating, something the GWU should welcome because this would ensure jobs for workers when the strike was over.

He said union claims of management intimidation of strikers were untrue and alleged that strikers had intimidated workers to such an extent that one man had been admitted to hospital and threats had been directed at customers and transport contractors.

Bounds said reference by GWU general secretary David Lewis to the company's 220% increase in profit during the 1983-84 financial year was meaningless because the local building industry had slumped dramatically since then.

"I am unable to pre-empt the publication of our 1984-85 results but they will be substantially different to the previous year's performance."

He said production was continuing at every factory and that Corobrik Western Cape still had a 12-week supply of bricks.

Lewis claimed yesterday that the plants were practically at a standstill.

He said the union had submitted revised demands to Cape Town management yesterday and that it was prepared to negotiate.

He denied management's charge that strikers had been intimidating workers.

Gun drawn during Corobrik wage strike

PPGWS 23/5/85

Labour Reporter

STRIKERS and a Corobrik sub-contractor were involved in a confrontation in which a gun was drawn after a man was allegedly threatened with an axe

Four Corobrik plants in the Western Cape and one in Natal are affected by the strike over a wage dispute involving 1 600 workers

Mr David Lewis, general secretary of the General Workers' Union, said today that the union was concerned about the activities of certain sub-contractors at Corobrik plants

He said that in an incident this week a union member was threatened with a firearm by one of the sub-contractors. The union would hold Corobrik responsible for "the consequences of this provocation"

"ACTING IN SELF-DEFENCE"

Mr Graham Bounds, managing director of Corobrik Western Cape, said the incident happened when the man was threatened with an axe by a striker

"As far as he was concerned he was acting purely in self-defence. The man with the axe then went away," said Mr Bounds

Mr Lewis said the union had yesterday presented revised wage proposals for a R1,50 an hour minimum but management would not move from its offer of R1,37

Wage talks at the company's Maritzburg plant would continue today

GWU changes demands

REPRESENTATIVES of the General Workers Union (GWU) have revised pay demands to Corobrick management in the Western Cape and in Natal as the strike for wage increases at the company's five plants continued.

The legal strike by about 1 000 workers started on Monday after a pay dispute deadlocked last week when a conciliation board set up to resolve the dispute failed to do so.

A spokesman for the GWU said union offi-

cials who met management in both Cape Town and Pietermaritzburg on Wednesday, met them again yesterday to hear management's response to the revised demands.

A statement from the union said the workers' willingness to revise their demand was indicative of their good faith and desire to arrive at a negotiated settlement of the dispute.

"We hope management respond in a similar spirit," it said. Mr Graham Bounds,

managing director of the Cape plants said stay-ways continued at all plants yesterday but work was "continuing" at each of them.

He declined to confirm management was due to meet the union and said he did not wish to comment on the steps the company planned to take to end the strike.

The GWU, which represents workers at the five plants, has accused the company of hiring casual scab labour to keep the factories in operation but management has denied this.

2.4/5/85

UNION UNITY TALKS

Fosatu's new moves

The Federation of SA Trade Unions (Fosatu) has initiated moves which could lead to the inclusion of more unions in the proposed new "super federation" of emerging unions. However, serious differences between the "unity" unions and the others will need to be resolved before such a plan comes to fruition.

Fosatu is engaged in unity talks with the Council of Unions of SA, the General Workers' Union, the Commercial, Catering and Allied Workers' Union, the Food and Canning Workers' Union and the Cape Town Municipal Workers' Association. The federation has sent circulars to its partners proposing that copies of the new federation's draft constitution be sent to "all independent unions".

This is taken to refer to unions linked to the United Democratic Front (UDF), the black consciousness (BC) Azanian Confederation of Trade Unions (Azactu), and possibly ex-Trade Union Council of SA unions like the SA Boilermakers' Society, the Engineering Industrial Workers' Union and the Motor Industry Combined Workers' Union.

The *FM* understands that Fosatu has also suggested these unions be invited to a meeting of the "unity" unions scheduled for June 8 and 9. The meeting was called to ratify the draft constitution and set a date for the inaugural congress of the new federation. However, Fosatu's new proposal, which is still being considered by the other "unity talks" unions, lays down certain conditions

~~145~~ (145) ~~145~~
FM 24/5/85

The most important makes the participation of the other unions conditional upon there being no delays in the timetable leading to the formation of the new federation.

But already there are signs that the Fosatu initiative may not work. Fosatu's Transvaal region convened an "informal" meeting last Saturday which was attended by the local branches of the "unity unions," the UDF unions and Azactu. They were invited to discuss the differences which have prevented a wider unity until now.

According to an *FM* source, the meeting was acrimonious. Representatives of the SA Allied Workers' Union, the Municipal and General Workers' Union and the General and Allied Workers' Union — which were originally part of the unity talks — are reportedly still unhappy at the circumstances of their withdrawal in March last year. They had been accused of delaying progress and were given the option of accepting observer status, or withdrawing completely until they had established industrial union structures and supplied the "unity" unions with details about their organising activities.

At the meeting, the UDF unions also indicated they are not prepared to accept a constitution which they had no part in drafting as a *fait accompli*. However, a spokesman for the United Metal, Mining and Allied Workers of SA (Ummawosa), which is also linked to the UDF, says the UDF unions are keen to participate further and, if invited, will attend future meetings.

An Azactu spokesman says his organisation favours greater unity in principle. But, before responding to the latest developments, Azactu wants a satisfactory explanation as to why some unions were initially excluded from the talks which began in 1981, and will also have to study the draft constitution. Some answers may be forthcoming at the next informal meeting, due to be held soon.

That contact, between the "unity" unions and the others, has been made at all is remarkable. There has been much ill-feeling between the "unity" unions and the UDF unions since last March, and for years there was no official contact at all with the BC unions — which reject the non-racial philosophy of the other groupings. However, in the past month the "unity" unions have joined forces with the UDF and BC unions over two issues — May Day and the death, after release from police custody, of unionist Andries Raditsela. ■

~~145~~ (145) ~~145~~
FM 24/5/85

D. Dispatch 24/5/85

EL stevedores face ~~333~~ 145 ~~333~~ retrenchment ~~157~~

By JOEL JACOBSON

EAST LONDON — The South African Stevedores management here is in the initial stages of negotiations with unions and worker committees for a retrenchment programme

This was disclosed yesterday by SAS's manager, Mr Tony Aylott, who said the negotiations had come after an "immense downturn in trade" had been experienced by the stevedores.

"Effectively at this stage we do not have the work to go round for the 200-workforce

"Only some sort of disaster at another port could save the situation and benefit us

"Port Elizabeth, however, has the edge with a deeper draught to allow for bigger ships

"Companies are loathe to divert cargo here because the ships able to berth are big enough to hold only half the shipment

"South African Transport Services (Sats) could also prefer to send traffic through Port Elizabeth because rates there for certain commodities could be less than to East London

"In other words we are uncompetitive," Mr Aylott said.

He said as a company they could not afford to absorb the losses and stock around next year when trade would pick up

"We must wind up the operation according to the volumes we handle passing through"

Mr Aylott said some of the losses the stevedores suffered were the lack of maize exports or imports, a loss of the contract for copper concentrate from Zaire and loss of handling carton stock in breakbulk as well as copper mattes

He said maize would start being exported again in the latter part of next year

Brick workers trickle back

Labour Reporter

SOME Corobrik workers in Pietermaritzburg, who have been on strike since last week in support of their demand for a 31 percent increase in pay, started trickling back to work yesterday, Mr Ray Andrews, managing director of Corobrik in Natal, said yesterday.

About 40 people reported for work yesterday morning and the number had increased to 61 later in the day. But 680 workers were still out on strike, he said.

Mr Msokoli Qotole, national organiser of the General Workers' Union, said the strike still had the majority support of workers. 'Only the supervisors have gone back to work,' he said.

The refusal by management to continue negotiating with the union went against assurances given by

management that it was prepared to negotiate a settlement, he said.

The union met management on Friday and presented an amended wage demand which was substantially lower than the original demand of 31 percent. 'But the company refused to talk to us,' he added.

Mr Andrews said at the end of last week that management reaffirmed its final offer of a 17 percent pay increase. They had also sent out notices to all employees at the two strike-hit plants that they would not be paid at the next pay day on Thursday unless they returned to work.

'We also undertook for those who returned to work by yesterday morning to make the increase back-dated to March 30 — which is equivalent to a week's pay.'

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Back on full
3 Day 28/5/85
production

Business Day Reporter

VAAL REEFS, the mine affected by a mass strike of 14 000 miners, will be back in full production at the end of the month

The Vaal Reefs Exploration and Mining Company and Southvaal Holdings issued a joint statement saying an active recruitment programme had been implemented and the manpower complement would be filled by the end of the month

CAPL Times 29/5/85 (145) (142)

Brickworkers to return to work

By MARTINE BARKER

ABOUT 1 600 Corobrik workers, who have been on strike in support of a demand for higher pay, have decided they will return to work this morning despite management's refusal to offer them an improved deal

In terms of an agreement signed by the management and the General Workers Union yesterday, Corobrik's lowest-paid workers will receive increases of 17 percent while all others will receive a 14 percent increase

The increases will bring minimum wages in the company to R1 37 an hour — a rate which the union has argued will keep workers below the

Minimum Living Level

A GWU statement said the workers at the four Western Cape plants and at the Maritzburg plant had decided to end their strike "in order to defeat management's union-busting objective"

The union said it appeared that management wanted to break the union's strength in Corobrik to replace it with a union established by the management

Mr Graham Bounds, managing director of Corobrik in the Western Cape, denied that management had set up a rival union, and said it was prepared to deal with any union that had majority membership at its factories

1 600 brick workers return as strike ends

Labour Reporter

THE week-long strike over a wage dispute by more than 1 600 Corobrik workers in the Western Cape and Pietermaritzburg factories has ended following a decision by the strikers to return to work today

Production at the Corobrik factories has been severely disrupted since May 20 when workers at four Western Cape and the two Natal plants downed tools after rejecting a company offer of a 17 percent pay rise. They demanded a 31 percent increase

Mr David Lewis, general secretary of the General Workers' Union, said yesterday that the workers had decided reluctantly to return to work after it had become apparent that the management was not willing to negotiate in good faith.

'It appears management wants to break the GWU strength in Corobrik factories and to replace it with the company union, established by management, which is materially responsible for the low wage rate'

Mr Ray Andrews, managing director of Corobrik

in Natal, said the dispute had been settled after the union had signed an agreement on the terms which management presented as a final offer after 'considerable negotiation through the normal channels'

The GWU was the only union involved in the negotiations, he said, adding that full production would be resumed today. There was limited production yesterday

Original offer

According to a Sapa report, the managing director of Corobrik in the Western Cape, Mr Graham Bounds, said the situation was resolved at a meeting yesterday morning between the company's management and representatives of the GWU

He said the union had agreed to accept the company's original offer of R1,37 an hour as the minimum basic wage, which was a 17 percent increase, and a 14 percent increase on all other grades

Mr Bounds said the night-shift allowances had been increased from 5 percent to 10 percent on the basic wage

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NM 29/5/85

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**Union wants fired
workers reinstated**

Labour Reporter

THE General Workers' Union has applied to the Industrial Court for the temporary reinstatement of about 140 workers fired from African Spun Concrete after a two-week strike last month

A union spokesman said today papers had been filed with the registrar of the Industrial Court. The union was waiting for a hearing date to be set

The strike, which involved about 150 workers, began late in April when the GWU and the company failed to reach agreement on an effective date for payment of back wages

Cape Times 6/6/87

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Law blamed for strike 'defeat'

By MARTINE BARKER
ONE OF the country's biggest independent trade unions, the General Workers' Union, is unlikely to advise workers to make use of South Africa's legal dispute machinery again.

Two recent tries at making the machinery work ended in legal strikes which failed to achieve their objectives. One ended in the sacking of the workers, the other in a situation of stalemate when the company concerned refused to negotiate further.

Mr David Lewis, general secretary of the General Workers' Union (GWU), said this week "Unless the Industrial

Conciliation Act is revised to give management and workers equal bargaining power, there seems to be absolutely no incentive for workers to go through the long and arduous procedures laid down in the law."

He was speaking in the wake of the legal strike at five Corobrik factories—the biggest legal strike in the history of the Western Cape—which ended last Wednesday.

Mr Lewis said the fact that workers were not able to obtain bigger increases as a result of tak-

ing strike action could be seen in one sense as a "defeat".

"But rightly or wrongly, the workers don't believe they were defeated. They believe they showed tremendous strength. Their decision to return to work was a very mature decision to conserve strength," he said.

Insofar as the strike did fail to achieve its objectives, the GWU feels blame lies with current legislation which grants workers the right to strike but leaves room

for managements to wield power that will always outweigh that of the workers.

A key issue is that striking workers can be dismissed at any time, even when strike action is undertaken in terms of legally-determined procedures. This was the fate of workers from the African Spun Concrete factory who embarked on a legal strike last month.

In the recent Corobrik dispute, management refused to negotiate an improved package with the strikers, on the grounds

that the act of striking was an act of bad faith, even though it was legal.

The Western Cape managing director, Mr Graham Bounds, told the Cape Times the company had negotiated in good faith on the conciliation board.

"But once the strike began, which we considered in itself an act of bad faith, it was very difficult to continue negotiating," he said.

According to Mr Lewis this position, which the company is entitled to take in terms of the law, reinforces the unwork-

ability of the Act. "It is legitimate for people to draw final lines but if final lines are drawn by management expressly because workers are on a legal strike there again seems no reason to use the machinery which allows legal strikes."

The question of intimidation, which both sides claimed the other was guilty of during the Corobrik strike, is "in the eye of the beholder", said Mr Lewis.

"While the union does not condone the use of intimidation under any circumstances, is the threat

from workers that they will socially ostracize fellow workers who do not participate in the strike any more intimidating than the threat from management that people will be fired for striking?"

"The kind of power that the Act allows management to exercise may be far more gentlemanly but it is far more devastating than anything the workers could do."

The Act, in Mr Lewis's view, was designed with the philosophy "not that agreement should be reached but that it should serve, as mechanism for 'cooling off' workers' demands".

~~TRADE UNIONS~~ (145)

Unity talks stumble

Last weekend's trade union unity talks in Soweto, although the most representative so far, were inconclusive and may lead to a delay of several months in the formation of the proposed new "super-federation" of emerging unions

More than 200 delegates, representing about 42 unions — almost the entire emerging union movement — met in an attempt to broaden the base of the proposed new federation which has been under discussion since 1981. Present were

Financial Mail June 14 1985

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- The original "unity" unions which participated in the drafting of the constitution. They are the Federation of SA Trade Unions' nine affiliates, the Council of Unions of SA (Cusa), representing 11 affiliates, General Workers' Union, Food and Canning Workers' Union, Commercial, Catering and Allied Workers' Union, and the Cape Town Municipal Workers' Association,
- The black consciousness (BC) Azanian Confederation of Trade Unions (Azactu), representing nine unions, and
- Another 10 unions, most of them allied to the United Democratic Front (UDF). They include the SA Allied Workers' Union, General and Allied Workers' Union, Motor Assembly and Components Workers' Union of SA, General Workers' Union of SA — who were originally part of the unity talks until their withdrawal early last year — United Metal, Mining and Allied Workers' of SA; Federal Council of Retail and Allied Workers, Orange Vaal General Workers' Union, the PE-based Domestic Workers' Association of SA, and two unions called the Retail and Allied Workers' Union — one based in Pretoria and the other in Cape Town

whether the launch of the new federation will be delayed. The choice, it seems, is between a smaller organisation this year or the possibility of a larger one some time in the future. ■

FM 14(7)85

Draft constitution

Unions which have not been party to the unity talks until now expressed disagreement with a number of the principles and structures laid down in the new federation's draft constitution. The *FM* understands that Azactu expressed unhappiness with the non-racial character of the constitution, a cornerstone of the original "unity" unions' philosophies. Azactu wants it replaced with the BC concept of "anti-racism".

Surprisingly, Azactu was supported on this point by a number of the Cusa unions, lending substance to speculation that some of Cusa's affiliates will not join the new federation. The National Union of Mineworkers is the only Cusa union irrevocably committed at this stage. According to a Cusa statement, the organisation will hold meetings in the coming weeks to discuss "the position of the various Cusa unions".

Before a new federation is formed it would be necessary for the UDF-linked general unions to take steps toward forming industrial unions. This was a problem which led to their earlier withdrawal. Nevertheless, one source says these unions have shown a "more positive attitude" in this regard.

A further complication is the desire of the newcomers to the talks to further discuss the draft constitution, and they have proposed that the envisaged October inaugural conference be postponed for several months to allow time for this. Such a move would be in conflict with the wishes of most of the original "unity" unions, which would prefer that a committee be elected to prepare for an October conference.

It is a moot point whether the BC unions will be able to resolve their ideological differences with the other unions. It is also unclear

17M 7/16/85

COROBRIK STRIKE (145) (122)

Heated aftermath (122)

Although the legal strike over wages by 1 600 Corobrik employees is over, it has soured relationships between the company and the General Workers' Union (GWU). Workers returned to Corobrik's Maritzburg and four western Cape plants last week without any gains from their nine-day strike. The com-



GWU's Lewis ... "Corobrik is trying to drive us out."

pany has implemented increases of between 14% and 17% which were on offer before the strike.

According to GWU general secretary David Lewis, the events highlight the negative attitude of Corobrik's holding company, Tongaat-Hulett, towards dealing with independent unions. But his charge is denied by Corobrik. The GWU's and management's accounts of the strike reveal a wide gap in perceptions.

Lewis complains that the company refused to negotiate with his union during the strike. Says Lewis "Corobrik told us that when the strike begins, the talking ends." He condemns this approach, arguing that the strike weapon is a legitimate factor in the collective bargaining process. "During a strike, both sides lose — the company loses production and our members lose wages — and negotiations should continue."

The GWU argues that the company can pay more, pointing out that the latest audited accounts for Toncoro — the umbrella com-

pany for the different Corobrik regions — show profits have increased from R9m to R29m. The GWU also claims that the company's main competitor in the western Cape recently granted 30% wage increases and that its absolute wages are higher than Corobrik's western Cape division, where the minimum wage goes up to R1,38/hour after the 17% increase.

Toncoro MD Errol Rutherford disputes the GWU allegations, but says he is appreciative that the union complied with processes required by the recognition agreement and the law. Rutherford agrees that the strike weapon is a legitimate part of the collective bargaining process. "Management and union officials met frequently during the strike. No ultimatums were given and no employees were fired. But our companies were not prepared to increase their offer during these meetings because they considered their final offer was fair and reasonable in the circumstances," he adds.

Rutherford says that growth in Toncoro has created greater employment opportunities and the acquisition of minority interests and new ventures has increased the profit base. "Our payroll has increased from R29m in 1980 to over R100m now," he says.

But Lewis is not mollified. He believes that the company is trying to drive out the GWU. "Tongaath-Hulett has established company unions in both its sugar and brick divisions — the National Union of Brick and Allied Workers (Nubaw) and the National Sugar and Refining and Allied Industries Employees' Union (NSRAIEU)," he says.

Both unions were established in 1979, Nubaw by a former Corobrik personnel manager and NSRAIEU with the assistance of a R10 000 donation from Hulett. This was before Tongaat and Hulett merged and before Corobrik's takeover by Tongaat-Hulett. At the time, both Corobrik and Hulett strenuously denied that the two were "company unions." NSRAIEU is now affiliated to Inkatha and has extended its operations to other industries, while Nubaw continues to operate only at Corobrik.

Again Rutherford disagrees. "The allegations are not supported by the GWU's own experience with the company. Corobrik companies have signed recognition agreements with the union for establishments in the western Cape and in Maritzburg and withdrawn recognition of unions which no longer have majority support. And despite the strike action, Corobrik Natal is continuing to negotiate a recognition agreement for the company's Empangeni establishment with the GWU," he says.

Lewis says the decision to return to work was taken to ensure that the union survives and continues to build its strength at Corobrik. "It seems the company was prepared to weather short-term losses in order to rid itself of the GWU in future. But this was our first wage negotiation with the company. We will be there in future and continue to fight for better wages and other needed improvements to working conditions," he says. ■

D. D. ...
74 stevedores
3/7/85
retrenched
145

Dispatch Reporter
EAST LONDON —
Seventy-four South African Stevedores workers have been retrenched here

“Another alternative which could be considered would be to go on short time shifts”

This was confirmed by the SAS's manager Mr Tony Aylott, and the branch secretary of the General Workers' Union here, Mr David Thandani, yesterday

Mr Thandani said while the union was not happy about the retrenchments, especially when jobs were hard to come by, they realised they were unavoidable

Mr Aylott said work operations had to be cut down to the present volumes of cargo that were being handled through the port

He said the majority of the workers retrenched had been members of the GWU

According to an agreement reached with the worker committee, employees were laid off on a last in first out basis

Mr Aylott said the workers retrenched had all been given gratuities in accordance with their years of service

He said if there was a further decrease in activity at the harbour, it could become necessary to reintroduce a system of unpaid leave, which had been in operation for the last 18 months

13/11/85
Unionist
held for
questioning

Staff Reporter

A CAPE TOWN trade unionist, Ms Di Cooper, was taken from her Athlone office by four policemen today

Ms Cooper, assistant branch secretary of the General Workers' Union, was told by police she was not being detained under emergency regulations but was being taken to the Athlone police station for questioning.

Last week, four security force members wearing brown uniforms and green berets went to her Woodstock home, asking for her. Her housemate said the soldiers had asked for a photograph of her, as well as for her work address

LAWYER

Ms Cooper's lawyer, who was present when the police arrived at the GWU office today, was also told that she was not being detained under emergency regulations

"She is involved in delicate, and important wage negotiations in the Western Cape," said Mr David Lewis, national organiser of the GWU.

The police have been asked for comment.

3/7/81 (229/145)
Detention
now indefinite

Staff Reporter

ORDERS under which three women were detained in Port Elizabeth last week have been changed to allow for indefinite detention

The women, detained under Section 50 of the Criminal Procedures Act, in terms of which detainees must be charged or released within 48 hours, are now being held under Section 29 of the Internal Security Act

They are Miss Janet Cherry, co-ordinator of the Adult Literacy Project, Ms Nomonde Ngumane, branch secretary of the General Workers' Union, and Ms Matabiso Lobi, branch secretary of the Motor Assemblers' and Component Workers' Union of South Africa

Detention could affect wage talks — union

Dispatch Correspondent
CAPE TOWN — The General Workers' Union yesterday slammed the detention of one of their organisers, Miss Di Cooper, and said her detention could have "potentially dire" consequences for crucial wage negotiations currently underway.

Miss Cooper was taken from the union's Athlone offices at 9 15 am yesterday by four riot policemen.

A spokesman for the police confirmed the detention yesterday afternoon but it was not immediately clear whether she was detained in terms of emergency regulations or a section of the Internal Security Act.

A coloured primary school in Pefferville was extensively damaged when it was set alight by a crowd on Tuesday night.

A police spokesman said two private homes were petrol bombed at about 10 30 pm on Tuesday in an incident in the Sandbult township, near Burgersdorp.

One man was injured and arrested.

Meanwhile, in Oudtshoorn, the magistrate, Mr J. J. Groenewald, found at an inquest that no one could be held criminally responsible for the deaths

on June 17 this year of three black youths, Patrick Madikani, Thomas Hansa and Simon Majola from the Bongoletu township.

Mr Groenewald said the police were compelled to open fire as their lives were endangered when the youths, part of a mob of 400, attacked the home of a policeman.

He found that when petrol had been thrown into the front room and somebody struck a match, the police opened fire to prevent the petrol being set alight.

The woman who was shot in Mamelodi following an alleged attack on a policeman's home early this week was identified yesterday as 18-year-old Magdeline Nkwana of Soweto.

In Worcester, forty children from Zweekhemba township were allegedly detained by police in terms of emergency regulations yesterday, according to the PFP MPC for Gardens, Mrs Di Bishop.

The SAP Public Relations Division reported that in Despatch in the Eastern Province and Kayalitsha near Cape Town, extensive damage was caused to delivery vehicles when set alight and looted by mobs.

UDF slams restrictions on released detainees

By Jo-Anne Collinge

It is completely unacceptable that political leaders should be released from detention subject to stringent restrictions which prevented them from carrying out their public responsibilities, United Democratic Front (UDF) acting publicity secretary, Mr Murphy Morobe, said today

"We see the initial detention of these people as well as their restriction as aimed at impeding and eradicating democratic

organisations," he added

Mr Morobe was reacting to the conditional release of UDF Transvaal vice-president Dr Ram Salojee and at least four other emergency detainees, who are now subject to stringent restrictions which prevent their participation in political and community organisations

Mr Morobe said the UDF's pleasure at Dr Salojee's release "is completely overshadowed by the fact that hundreds of other anti-apartheid activists remain

incarcerated because of their contribution to the creation of a democratic South Africa"

Dr Max Coleman and his wife, Audrey, whose son Neil is one of those conditionally released this week, said "Are we supposed to feel grateful for the release of our son from detention? Our predominant feeling is one of anger that he should have been deprived of his liberty for nearly four months and that his liberty continues to be severely restricted by a banning order."

The Colemans said they were mindful of thousands of others who have been detained — "victims of the Government's device of using the state of emergency to stifle all opposition to the structures of apartheid"

They said "We call on the Government to demonstrate whatever commitment to peace it might have by ceasing to hound its political opponents and releasing forthwith all detainees languishing in cells throughout the country"

Union condemns organiser's detention

CAPE TOWN — The General Workers' Union yesterday condemned the detention of one of their organisers, Miss Di Cooper, and said her detention could have "potentially dire" consequences for crucial wage negotiations presently underway

Miss Cooper was taken from the union's Athlone offices at 9 15 am yesterday by four policemen dressed in riot police uniform. The policemen said they wanted her for questioning at the Athlone Police Station. — Sapa.

MPC claims 40 children detained

CAPE TOWN — Forty children from Worcester's Zwelethemba township were allegedly detained yesterday by police in terms of emergency regulations, according to the Progressive Federal Party MPC for Gardens, Mrs Di Bishop.

She said she had been in Zwelethemba and was told by residents that police came to the home of the Van Staden family — where a vigil was being held for a family member shot dead by police — and detained the children — Sapa.

Detention of trade unionist condemned

AR 6 a 1
14/11/85

145

Staff Reporter

TOP level representations are being made to the Government following the detention under emergency regulations of prominent Cape Town trade unionist, Ms Di Cooper

Several business leaders have sent telexes to the Minister of Law and Order, Mr Louis le Grange, condemning the detention. And two powerful international trade union bodies, the International Confederation of Free Trade Union and the International Transport Federation, are planning to make representations to the Government

Ms Cooper, assistant branch secretary of the General Workers' Union, was detained after being taken from her Athlone office yesterday "for questioning"

She had previously arranged with the police to meet her lawyer at the office after she had been informed they were searching for her

CALLED OFF

National wage negotiations with the stevedoring industry between South African Stevedores and the GWU today have been called off following the detention as Ms Cooper is a key figure in the talks

The GWU represents dockers at every major port in the country

The acting-leader of the Progressive Federal Party and spokesman on manpower, Dr Alex Boraine, condemned the "reckless" detention and warned that it could trigger a strike

INTERVENE

Dr Boraine said he would contact the Minister of Manpower, Mr Pietie du Plessis, today to urge him to intervene with Mr le Grange for Ms Cooper's release

Mr du Plessis said in an interview yesterday that if the trade union were to make a request, he would make inquiries about Ms Cooper's detention with Mr le Grange

GWU national organiser Mr David Lewis said the union believed that both Ms Cooper and another GWU organiser, the Rev Howard Marawu, had been detained because of their union activity

CAPG Traffic
14/11/85
145

GWU official held by police

Staff Reporter

GENERAL Workers' Union organizer Ms Di Cooper was taken from the union's Athlone offices yesterday by four policemen in riot uniform.

The GWU general secretary, Mr Dave Lewis, said a Captain Oosthuizen had been looking for Ms Cooper for some days, and she yesterday said they should come and see her in the union offices with lawyers present.

'Questions'

Instead of Captain Oosthuizen, four riot policemen arrived and said "we just want to ask her a few questions at Athlone police station".

A spokesman for police headquarters in Pretoria confirmed Ms Cooper's detention but it was not immediately clear whether she was detained in terms of the emergency regulations or a section of the Internal Security Act.

Mr Lewis said yesterday that Ms Cooper was the second GWU organizer to be detained, with the Rev Howard Marawu being detained the day before the state of emergency was extended to Cape Town. He is now being held under the emergency regulations.

He said Ms Cooper was a central figure in wage negotiations between the union and SA Stevedores Limited which were at a critical stage. Her detention could have "dire consequences for both management and the union".

● A further 30 emergency detainees were released from prison yesterday, but the police have not confirmed 75 newly-reported detentions under the emergency regulations.

The names of the new detainees, most of whom were reported to have been arrested this week, have been telexed to police headquarters in Pretoria but they have not been confirmed.

Sached

In terms of the emergency regulations the names of people believed to have been detained may not be published without written confirmation from the police.

Most of the people who were released yesterday had not yet been confirmed in the weekly police lists of detainees, but they included Mrs Mercia Andrews, a lecturer at the South African College of Higher Education (Sached).

Miss Marsha Daniels, a teacher at Heathfield Secondary School, was also released.

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145
Sew 15/11 25

Unionist Di Cooper is released

Own Correspondent
CAPE TOWN — Trade unionist
Ms Di Cooper, whose detention

sparked an international outcry, has been released. Ms Cooper, a General Workers' Union official, was released late yesterday after being detained for about 36 hours under emergency regulations.

Leading South African industrialists sent telexes to Mr Louis le Grange, Minister of Law and Order, protesting about her detention after requests from the union to do so.

Two powerful international trade union bodies, the International Transport Federation and the International Confederation of Free Trade Unions, had made formal representations to the South African Government.

National wage negotiations in the stevedoring industry, which affect every major South African port and in which Ms Cooper is a key figure, were called

off yesterday following her detention

A GWU spokesman said the reaction of all major corporations — with one exception — had been to realise the industrial relations implications of police repression and detention without trial.

One major Swiss-based multinational corporation had accepted police assurances that Ms Cooper's detention was just-

fied only hours before her release.

Ms Cooper said today that while she was pleased to be out of jail, she was sad to leave behind people who did not know why they were imprisoned.

"It is outrageous that the police can take people in without having to account to anyone for their detentions.

"There are so many people, including children, sitting in jail

under emergency regulations who have not been provided with any good reason why they are in," Ms Cooper said.

The Rev Howard Marawu, a prominent community figure who is also a GWU official, has been in detention for three weeks under the emergency regulations.

The GWU spokesman said the circumstances of Ms Cooper's detention and release was a "clear indication of utterly indiscriminate police action" and called for Mr Marawu's immediate release.

GWU trade unionist freed after outcry

Staff Reporter

CAPE Town trade unionist Ms Di Cooper, whose detention sparked an international outcry, has been released.

Ms Cooper, a General Workers' Union official, was released late yesterday after being detained for about 36 hours under emergency regulations.

South African industrialists sent telexes to Mr Louis le Grange, Minister of Law and Order, protesting against her detention after requests from the union to do so.

The International Transport Federation and the International Confederation of Free Trade Unions had made formal representations to the Government.

National wage negotiations in the stevedoring industry, which affect every major South African port and in which Ms Cooper is a key figure, were called off yesterday following her detention.

A GWU spokesman said the reaction of all major corporations — except a Swiss-based multinational corporation — had been to realise the industrial relations implications of police repression and detention without trial.

The Rev Howard Marawu, a community figure who is also a GWU official, has been in detention for three weeks under the emergency regulations.

● Mr Shamiel Jeppie, 21, a final-year BA student at the University of the Western Cape, was released from Victor Verster Prison, Paarl, on Wednesday.

145

Detention threatens talks

CAPE TOWN — There has been widespread condemnation, nationally and internationally, of the detention of Cape Town trade unionist Miss Di Cooper

Miss Cooper, the assistant branch secretary of the General Workers' Union, was held under the emergency regulations after being taken from her Athlone office on Wednesday for questioning

The union has warned that her detention could disrupt national stevedore wage negotiations, which were due to start yesterday

The acting leader of the Progressive Federal Party and spokesman on manpower, Dr Alex Boraine, condemned the "reckless" detention

and warned it could trigger a strike

Dr Boraine said he would contact the Minister of Manpower, Mr Pietie du Plessis, to urge him to intervene with the Minister of Law and Order, Mr Louis le Grange, to secure Miss Cooper's release

Mr Du Plessis said that if the trade union were to make a request, he would make inquiries with Mr Le Grange

"Nobody has ever been detained because of trade union activities, but on account of activities which the police judge as detrimental to the security of the state," he said.

Miss Cooper's fiancée, Mr John Weinberg, said she had phoned the police to say they could

meet her — with her lawyer — at her office, when she heard they were looking for her

GWU national organiser Mr David Lewis said the union believed that both Miss Cooper and another union organiser, the Reverend Howard Marawu, were detained because of union activities.

Several companies with which Miss Cooper deals are sending telexes to the Minister of Law and Order.

The International Transport Federation, based in London, and the Brussels-based International Confederation of Free Trade Unions are believed to be making top-level representations to the government — Sapa

One editor for 2 Natal newspapers

DURBAN — Natal's largest daily newspaper, the Daily News, and the Sunday Tribune will come under one editor from October 1

This was announced yesterday by the Argus Company which owns both publications

Mr Michael Green, editor of the Daily News, will become editor-in-chief taking over from Mr Ian Wyllie.

In a statement, the Argus Company said Mr Wyllie had decided to take retirement from the end of September after a career spanning more than 31 years. He became editor of the Sunday Tribune in 1974.

The Argus Company, in consultation with the board of its subsidiary, Natal Newspapers (Pty) Ltd, decided to consolidate the editorships of both newspapers

Mr Green will take over editorial direction of both the Daily News and Sunday Tribune. Under that direction, Mr Jonathan Hobday will be appointed editor of Sunday Tribune. — Sapa

500 strikers' bid for reinstatement rejected

By ~~COLE JAMES~~ DICK USHER
Labour Reporter

AKGWS
16/10/82

AN application for reinstatement by more than 500 Spekenam workers dismissed during a two-day strike in August was today rejected by the Industrial Court

Presiding officer Mr H Fabricius said the case had caused the court much anguish.

"We know that much suffering followed the applicants' dismissal and we know that many innocents were drawn into the web," he said.

ACTED AGAINST ADVICE

Although he criticised the management's actions in several respects, he found that the employees' actions could not be condoned "merely on the basis of sympathy, or empathy, although such exists".

He said that during the strike, the workers threw their own principles overboard, acted against the advice of their trade union, refused to discuss their legitimate grievances and

did not afford to others what they demanded for themselves

The Industrial Court had held before that an illegal strike might not necessarily result in a fair dismissal, but the duty was on employees to provide a reasonable explanation as to why they resorted to illegal action.

"No such reasonable explanation exists in this case," said Mr Fabricius.

The court recognised that strike action was a legitimate weapon, but it had to be used with circumspection

"In any civilised society one cannot simply expect and condone that brute force will be the victor"

HUMAN ELEMENT

However, the management had also failed in several respects to recognise that while it was their prerogative to manage, more was at stake than mere facts and figures

"The human element ultimately either causes healthy bank balances or it doesn't."

High prices hitting the book trade

By Reg Rumney

Christmas brought some cheer to the depressed book trade, and a stronger rand might see booksellers turn over a new leaf this year.

But so far looking over the accounts should have the same chilling effect as reading a Stephen King novel.

Christmas sales at upmarket Exclusive Books were, much to his surprise, "fantastic," says MD Jeremy Gordin.

Turnover was up 30 percent in rand terms in December, but he adds buyers weren't in the main taking home the glossy coffee-table books, plumping rather for one or two novels.

Still, book retailing has been hit in the last few years by economic recession and the weakness of the rand — 80 percent of all books are imported. Both volumes and real-terms profits have dropped.

"No one in the book trade," says Gordin, "is making big money."

As anyone who has bought a book recently will testify, high prices are keeping customers

out of bookshops, despite the relief afforded last year by when Government dropped the 10 percent import surcharge.

Confirming that price resistance is the key, Gordin says hardback sales plummeted about 50 percent in last three years.

More optimistic is Malcolm Edwards, MD of Collins, which handles 40 to 45 percent of SA paperbacks.

Sales have, he says, dropped "quite significantly" — up to 50 percent over the last three years — but last year, the fall tailed off.

The stronger rand has meant lower book prices and sales are improving now.

He points out books are the first commodity to rise in price when the rand falls, since stocks cannot be laid in in advance of any cost increase. "We are at the forefront of imported inflation."



Jeremy Gordin

In rand terms, he says, 1985 price rises coped with volume decreases, but last year prices came down, and volumes were beginning to turn up.

Academic books, though a more stable market, have also been hit by the rand fall.

Soaring prices have reportedly led to students illegally Xeroxing costly prescribed books.

Literary Services director Chris Wolf says high prices have elicited "creative responses" from students, such as sharing of books — and they are definitely buying less.

"Students are asking whether they really need that book."

Even taking inflation into account, price increases are "phenomenal". Wolf cites a random example, of a book which cost R75 in June 1984 costing R160 in December 1986.

Particularly affected are US academic books, says Gordin.

The cost of books from the US, because of their general disinterest in export markets, the recent strength of the dollar, and their strong reservations generally about doing business

in SA, has been high.

A book which costs \$9,95 is going for R50 here.

Mr James Armstrong, owner of L J Armstrong Booksellers, agrees there is a measure of price resistance — though prices have come down a bit off a very high base — because the stronger rand and the removal of the import surcharge to customers.

Armstrong has developed a lucrative market in second-hand books for students, a market which he says is "getting bigger and bigger". The problem here, though, is the paucity of suitable books. "Demand for suitable second-hand books," Armstrong says, "always exceeds supply."

"We are not unhappy," says Juta & Co Transvaal director Gordon Johansen, though Juta's has also been hit by economic

"In unit terms and in rand terms we are selling more at the moment than last January."

But he warns there could be more price increases this year.

Book prices overseas are rising, and this could contribute to price increases locally, he says.

Thieves steal ¹⁴⁵ important papers

Post Reporter

THE offices of the PE Advice Centre and the General Workers Union in North End were both burgled last night — and personal documents and files from both offices are missing

Spokesmen from both offices said thieves had gained entrance through the door. In both cases it appeared as if a skeleton key had been used as neither lock had been forced

The offices are next to each other in Alton House in North End.

Mr Julius Masambela, of the General Workers Union, described some of the missing documents as being of "a highly confidential nature"

Files on both the trade union activities and trade union members are missing.

Mr Sicelo Lutywantsi, administrative worker for the PE Advice Centre, said the office was ransacked

Major Eddie Everson, police Press liaison officer for the Eastern Cape, confirmed that police were investigating the theft

ees

145 27/6/86

TREASON TRIAL
FWMAK

State's case flops

The Natal Attorney General's decision in the Maritzburg Supreme Court this week to withdraw the prosecution of four officials of the South African Allied Workers' Union

(Saawu) — who were consequently acquitted — was the State's final admission of failure in one of the most high profile treason trials in the last 25 years

It follows the decision by the Attorney General Michael Imber, on December 9 last year, to drop the prosecution of the Saawu four's co-accused — 12 top leaders of the United Democratic Front (UDF)

The marathon trial came after security police swoops on activists in 1984 and 1985, court rulings that the detention of some of the accused was unlawful, and the British Consulate sit-in

The prosecution set out to prove that the 16 original accused were involved — between 1980-1985 — in a revolutionary conspiracy with an African National Congress (ANC) led alliance to overthrow the government. The 587-page indictment accused the UDF of being an ANC front, while Saawu was charged with being a front for the ANC-dominated South African Congress of Trade Unions

Much of the State's evidence consisted of video recordings of political meetings the accused had addressed or attended, and bugged tape recordings of their conversations. While the 16 formally admitted that they had made speeches expressing strong opposition to apartheid, they denied that this constituted treason, terrorism or furthering the aims of an unlawful organisation

In the final analysis, the trial turned out to

be a classic example of the State finding itself hoisted on its own petard. Defence lawyers did not lead evidence, and instead the case against the 16 faltered because of deficiencies in evidence led by the prosecution

The acquittal of the 12 UDF leaders came about directly as a result of the crumbling, under cross-examination, of the key State witness, Rand Afrikaans University political scientist Isaak de Vries. He admitted, among other things, that there were "fundamental mistakes" in his evidence, which could have misled the court

The prosecution of the Saawu four — national president Thozamile Gqweta, general secretary Sisa Njikelana, Sam Kikine and Isaac Ngcobo — resumed in February. This part of the case concentrated on trade union activities and various strikes with which Saawu was associated. At one stage, the defence showed that former manpower minister Fanie Botha and members of the security police had conspired with certain factory managements in East London to smash Saawu. This, the defence said, came at a time when the government was proclaiming that its labour policy encompassed freedom of association, autonomy for trade unions, and minimum State interference in labour relations.

The collapse of the case occurred after June 5 when, in a trial-within-a-trial, Natal Judge President, Mr Justice John Milne,

ruled that evidence by the State — on the admissibility of tape and video recordings — was deficient. According to legal sources, Milne's judgment on this issue is not only "the most important ever delivered in SA, but also in the Anglo-Saxon world"

The collapse of the State's case is a triumph for a frequently tested defence in South African jurisprudence that opposition to government policy does not necessarily constitute a subversive act, let alone a treasonable one, more so if such protest is overt

The four acquitted men had all previously been detained — Gqweta at least eight times and Njikelana at least six. In every instance, nothing against them has been proved ■