

Industrial - Relations —  
Workers' Organ. — TUESA.

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By Drew Forrest

In an important policy shift the 370 000 strong South African Congress of Unions has recommended far-reaching changes in procedure for the registration of trade unions.

As South Africa's largest union federation composed mainly of registered unions in the De Leon County of South Africa (Tucsa) has a strong influence on the State its new stance on registration could presage changes in labour law.

Tucsa's views are contained in a set of recommendations published in a booklet, the national executive committee for the federation's 69 000 affiliated unions have been bringing Tucsa

# Important policy shift by Tucsa on two-tier unions

to the emergence of black unions and employment agencies and as the Federation Chamber of Industry.

In the guidelines Tucsa expresses 'grave concern' at South African two-tier system of registered and unregistered unions — both

Registered unions were handicapped in competing with their unregistered counterparts as the latter were not subject to the

selection provisions of the Labour Relations Act. While basic principles enshrined in the present financial management and constitutional and democratic functions of unions were essential as protection for members' control of registration is

crucial to present the government's and other quarters could not be expected to support Tucsa's proposal of the unregistered unions.

form of these unions be extended to general unions — which he pointed out they were not covered by the present law — were indicated in the report.

Once returned unions could now be registered on the basis of a 12-point criteria. These benefits are now expected but would appear to include access to industrial councils.

Issues of representation and the registration of a board of directors in the industrial Relations Act would be a major factor in the registration process.

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135 Star 5/1/82

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# Important policy shift by Tucsa on two-tier unions

By Drew Forrest

In an important policy shift, the 370 000-strong Trade Union Council of South Africa has recommended far-reaching changes in procedure for the registration of trade unions.

As South Africa's largest union federation, composed mainly of registered unions, the Trade Union Council of South Africa (Tucsa) has a strong influence on the State. Its new stance on registration could presage changes in labour law.

Tucsa's views are contained in a set of confidential guidelines, issued by the national executive committee to the federation's 60-odd affiliated unions. They bring Tucsa

closer to the emergent black unions and employer bodies such as the Federated Chambers of Industry. In the guidelines Tucsa expresses "grave concern" at South Africa's two-tier system of registered and unregistered unions -- both operating legally.

Registered unions were handicapped in competing with their unregistered counterparts as the latter were not subject to "the

jurisdiction limitations and procedures of the Labour Relations Act". While basic measures ensuring the proper financial management and "constitutional and democratic functioning" of unions were essential as protection for members, compulsory registration "according to present requirements and practices" could not be supported, Tucsa states. A problematic feature of the present registration provision

was the objections procedure which enabled established unions to block or limit the registration of new rival unions.

This could be seen by established unions as a means of protecting their interests but might have the effect of "denying true freedom of association to workers".

Tucsa therefore recommends a dual system of "certification" and "registration" of unions.

Certification would be compulsory and would subject all unions to the financial and administrative checks of the Labour Relations Act. It would also bind them to the Act's dispute settling procedures.

No test of representativeness would be applied to applicants for certification and objections by other unions would not be permitted.

Tucsa also recommends the legal defini-

tion of "trade union" be amended to ensure that general workers' unions -- which might claim they were not covered by the present term -- were included in its ambit.

Once certified, unions could apply for registration. This would be a voluntary process carrying certain statutory benefits. These benefits are not specified but would appear to include access to industrial councils.

Issues of representativeness and scope would be settled at the registration stage by a three-man registration board chaired by the Industrial Registrar rather than decided by the registrar alone, as presently provided.

See 7/1/82

# Tucsa waits POWERS to force negotiations

By Drew Forrest

The general secretary of the 370 000-strong Trade Union Council of South Africa, Mr Arthur Grobbelaar has

spelt out further details of Tucsa's proposed new deal on trade union registration.

The Star has exclusively revealed Tucsa's new registration stance which involves proposals that the present system should be split into compulsory certification and voluntary registration of unions. Tucsa's views are contained in confidential guidelines designed

to assist its affiliated unions in commenting on the recently circulated National Manpower Commission working paper on registration.

The NMC inquiry may result in changes to labour law and Tucsa is a strong influence on the Government.

Mr Grobbelaar confirmed that in Tucsa's view the statutory benefits entailed by the proposed registration process — which are not specified in the guidelines — would include the right to participate in industrial councils call conciliation boards and initiate

legal strike procedures.

Although no firm decision had been taken, Mr Grobbelaar said he would like to see a situation in which representative registration unions could use "some sort of compulsory" on employers to negotiate.

The right would not be enshrined in statute, but possibly operate by guidelines jointly established by unions with employers.

Mr Grobbelaar said the three-year "transition board" which Tucsa believes should replace the office of the Industrial Registrar would have greater freedom to act accord-

ing to the principles of natural justice.

The onus for opposing applications for registration would rest with the board rather than objecting unions, he said, and to accelerate the process its decisions would be made after a public hearing open to all interested parties.

Mr Grobbelaar said Tucsa would like to see all recognition agreements brought within the ambit of the Labour Relations Act.

"On a superficial study, I would say the real beneficiary of most of these agreements is the employer," he said.

## Hikers told to record routes

The Natal Parks Board has advised hikers to notify their base camp of their route and to get permission before setting out. This is so that rescuers will know their positions if any get lost or injured.

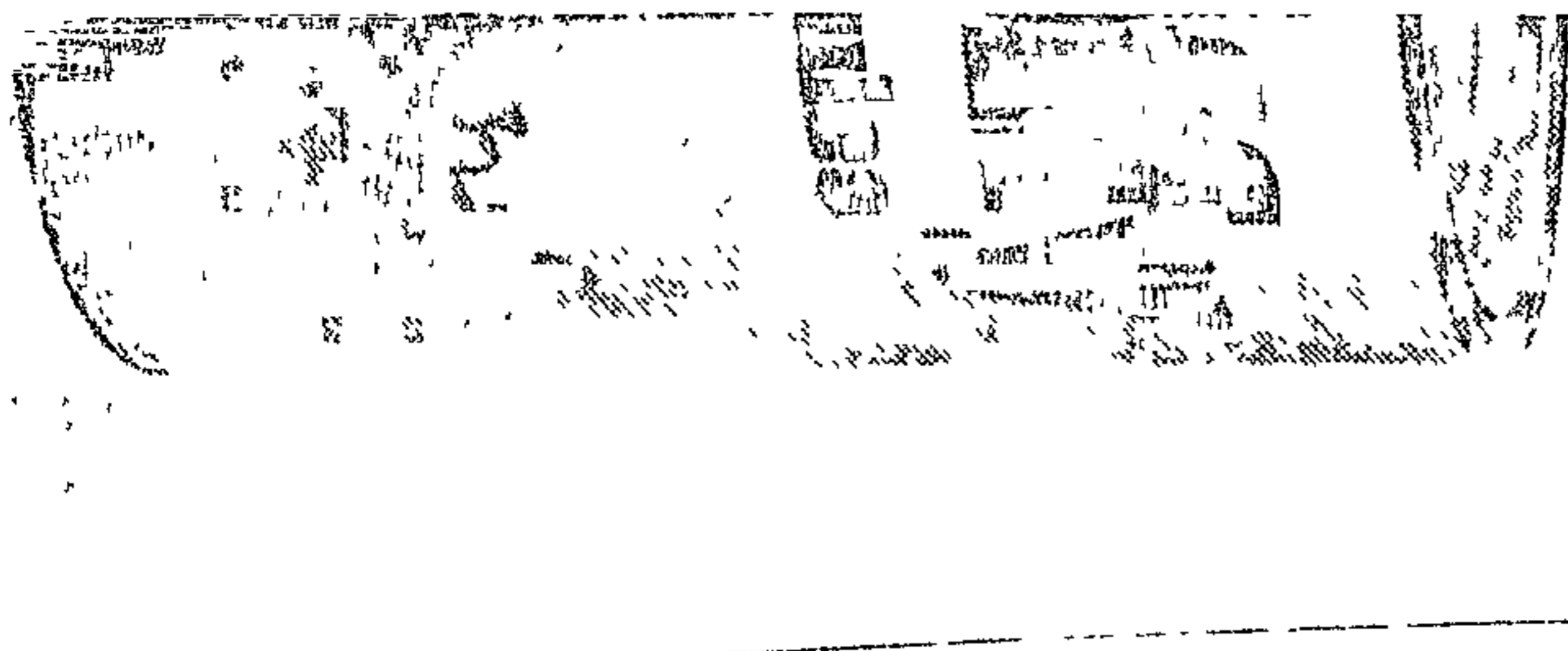
A spokesman for the board said another cardinal rule was to "be prepared".

### STORMS

Anyone hiking in the Drakensberg must obtain a permit complete the mountain rescue register, and check on the long-range weather forecast.

Hikers must also carry a contour map and an altimeter.

Lightning and thunderstorms in the mountains are a danger. Hikers should not shelter under trees or on the edge of a cliff during a thunderstorm.



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S. J. W.  
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 The Tucsa-affiliated  
 Garment Workers'  
 Union has applied to  
 extend its scope to  
 cover black workers in  
 the Port Elizabeth  
 area. Another Tucsa af-  
 filiate, the African To-  
 bacco Workers' Union,  
 has made a similar ap-  
 plication to include  
 Rustenburg workers.

	Port	UK	
	Takes Labour		
Wine	80	120	8'12"
Cloth	90	100	9'10"

# Scheepers warns of race divisions

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Stav.  
23/1/82

## Labour Reporter

The president of the Trade Union Council of South Africa (Tuca), Dr Anna Scheepers, yesterday attacked "general" workers' unions and complained about racial divisions in the trade union movement.

Dr Scheepers told the National Management and Development Foundation in Johannesburg she was critical of "general" and "allied" workers unions which recruited members from any

trade or industry, contrary to "all accepted trade union principles and requirements."

Recent legislation had extended trade union rights to black workers on a racial basis, creating "racially segregated unions," Dr Scheepers said.

"Political advocates" had entered the trade union movement and recruited black workers while rejecting registration, conciliation boards, industrial councils and negotiating principles, she said.

"The South African trade union movement is divided on racial lines, between white,

coloured and black, but worse still to an alarming degree the experienced trade union leaders have been effectively separated from the totally inexperienced."

The immediate future for employers would see strikes first and negotiations afterwards while workers became disillusioned with the trade union movement, Dr Scheepers warned.

She said the right to strike should be enacted but workers should only employ strike action as a last resort and only if improvements would result from such action.

Tuca was not opposed to the political advancement of blacks, but it was strongly opposed to the trade union movement being turned into a political movement, she said.

Dr Scheepers suggested several labour policies for the 1980s.

These included industrial relations training for unions and management.

Employers and unions should fight to retain the industrial council system, she advocated.

Dr Scheepers was also critical of the Press for its coverage of industrial relations.

R50 advert puts pressure on bosses

# Up goes pay in clothing factories

MORE than a thousand machinists at three Lansdowne clothing factories have had their basic wages increased after showing their bosses a Cape Herald advertisement in which another Lansdowne factory offered machinists a minimum of R50 — R10 more than the wage nego-

tiated by the union only last month.

This new wage is also more than the R42,80 basic wage which is due to take effect from June.

A worker at Bibette said they saw an advertisement in Cape Herald where a firm was offering R50 basic wage to machinists

'We decided to take the advertisement to our manager and told him we were dissatisfied with what we were earning. The management and supervisors then got together and later told us our wages would be increased from R40 to R51,50.'

#### ACTION

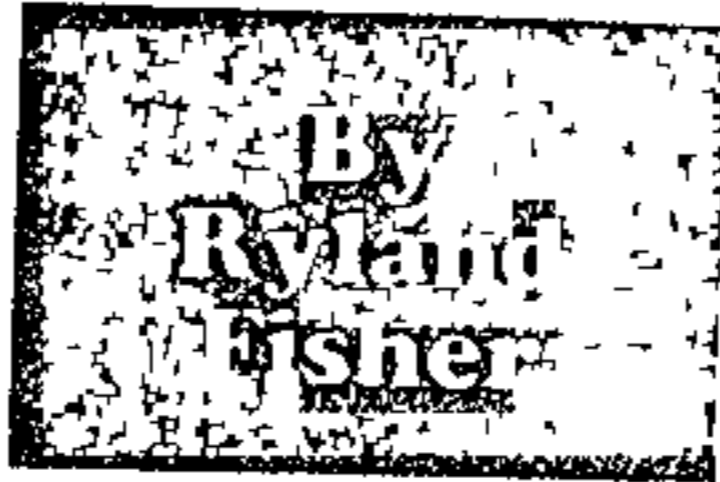
The worker, who did not want to be named, said 'We could not wait for the union's agreement and decided to take action ourselves'

The new wage applied to Bibette, Flamingo Fashions and Pleating Services

The managing director of Bibette, Mr Kenneth Weiner, denied the decision to increase the wages was taken because of pressure from the workers.

#### LEADERS

'We are always trying to be leaders in our field.'



R48 and R50 basic wage and decided to better on that,' he said

He said the decision to increase the wages was taken by management in conjunction with the shop stewards

However, Mr C E Petersen, the assistant secretary of the Garment Workers' Union, said on Monday they were not part of the decision.

#### BOUND

'It is up to employers to pay what they feel is right. No employer is bound by the agreement. We negotiate a basic wage for the whole industry. It is up to the individual to negotiate further'

He said he was happy about the increases

'It would strengthen our case when we negotiate again at the end of the year,' he said.

*135 Herald 30/1/82*

ED GUAVAS

# Don't ~~132~~ (135) blame black unions, says Tucsa official

*Mercury* Mercury Reporter 30/1/82

BLACK workers will inevitably use trade unions for political ends, and before this was condemned it should be remembered that certain white unions were doing the same thing

This was said by Mr Des East, general-secretary of the Tucsa affiliated Motor Industry Combined Workers' Union in Johannesburg this week

Mr East said the white worker did not need to use his union for political gain because he was enfranchised

'There are, however, examples of white trade unions meddling in politics and making their influence felt there

One of these is the Mine Workers' Union

'This is an instance of indirect support by a trade union for a political party line. Some of the statements issued by this powerful union show that they are taking a blatant political stance'

Anyone who condemned the existence of registered black trade unions did not take the realities of South Africa's labour dispensation into account, Mr East said

Black trade unions have been granted the right to register — a step aimed at promoting economic prosperity for all through industrial peace'

## Stress

On the subject of unregistered unions, Mr East said he would like to see an end to the two tier labour system presently existing in South Africa made up of registered and unregistered unions

This system causes stress and disquiet in labour practices. The justification given by unregistered trade unions that they fear State intervention is an umbrella term which provides no real argument — registration legislation is designed to protect the rank and file union member

Mr East said he would like to see unregistered unions drawn into the sphere of the industrial council system

He said that if the registration of black trade unions had not been allowed in 1979 the international onslaught on South Africa would have been far stronger



# 'Save SA money abandon apartheid'

PDM 2/2/82  
135

THE country's massive bureaucratic machinery could only be significantly reduced if the policy of apartheid was abandoned, the general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, said yesterday.

At the weekend a leading South African businessman, Dr Andreas Wassenaar, repeated a plea for a smaller and better paid public service

He said if there were a radical reduction in the number of Government workers, those remaining could be better paid

Mr Grobbelaar said 20 percent or more of State department workers were involved in administering and enforcing apartheid laws

Most whites supported apartheid and they therefore had to pay for it — and the price in terms of money alone was high

## By GERALD REILLY

"As long as we have the web of apartheid and security laws to administer so long will we have a tremendous disproportion of our economically active population working for the Government

"There must be thousands of skilled whites working in the apartheid departments — Community Development, Education and Training, Cooperation and Development and in the coloured and Indian divisions of the Department of Internal Affairs"

He said the policing and

administration of laws like the Mixed Marriages Act and the Immorality Act was a prime example of what apartheid was costing the country in terms of manpower and funds

Mr Grobbelaar said the private sector could also help reduce the country's "obese" public service

"The private sector must identify areas of responsibility which rightly belong to the private sector and agitate to take them over"

The South African public generally, Mr Grobbelaar said, expected the Government "to wipe their mouths for them"

The president of the Public Servants Association, Dr Colin Cameron, said "You can't make sweeping statements about the public service being made smaller

"Right now the service is far smaller than it should be, because of nearly 20 000 vacancies, and is under great stress because of this"

To suggest that Government workers be fired on an ad hoc basis was totally unacceptable

## Any need

"If there is any need for making the service smaller then specific areas must be identified where this will be possible, and this can only be done after thorough investigation," Dr Cameron said

A spokesman for the SA Federated Chamber of Industries said the staff problem in the service was complex and could be resolved only by higher earnings

Basic was a streamlining of functions

Critically important areas where the shortage was serious included the planning department of the Prime Minister, the competitions board and the board of trade and industries

# 'Cheated into joining union'

*Sowetan 5/2/82 (135) (189)*

**WORKERS** at a factory in Chamdor, Krugersdorp, feel they were cheated into joining a union that is unrepresentative and which has failed to take up matters affecting them with management.

The workers, at Asbestos Grading, claim that last year in June, they were visited by officials of the South African Boiler-makers Union (SABU) and after discussions believed they would have a representative union to guard their interests. They were told that they would now hold their meetings on company premises, and not outside as before.

"The white union officials came here and made a lot of promises", one worker said "We were not so clear on a number of issues, but then we agreed to join the union.

"But since then a number of things have

**By SELLO  
RABOTHATA**

gone wrong because we have now lost four workers who could have been represented. Three of them never even had their case heard by management."

He said that one worker was fired in October last year for alleged absenteeism and late-coming. The worker had explained that he had been stabbed in Kagiso and could not come to work. He denied all allegations of late-coming. The other three did not even have their cases heard by management.

# 2000 WORKERS DOWN TOOLS

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OVER 2000 workers at a textile firm in Randfontein yesterday stopped working for about three hours while demanding an explanation for deductions made on their wages.

The workers, who threatened to go on strike if the deducted money was not returned to them, resumed work after the general secretary of Textile Workers Union, Mrs Evelyn Seloro, opened negotiations with the management of Patons and Baldwins Textiles. Mrs Seloro told The

**SOWETIAN** that further deductions, which were to be continued over the next few weeks to recover money paid by mistake to the workers for the last 12 months, have been suspended pending the outcome of negotiations between management and the

union. Mr C Black, the firm's personnel manager, confirmed that there was a work stoppage yesterday morning, and that negotiations will be going on between management and the Workers' Committee.

A worker who refused to be named said after receiving their pay on Friday, they discovered that "inexplicable" deductions had been made on their wages.

He said the workers, who started work at 8am yesterday, stopped working at 8am when they started demanding an explanation for the deductions. He said the workers had decided that unless a satisfactory explanation was given they would not start working again.

**MISTAKE**

**MISTAKE**  
He said management informed them that a mistake made by a computer had resulted in smaller tax deductions being made on the workers' wages. When the mistake which started in March last year was discovered, some workers were found to have been overpaid by up to R200. "Some workers' wages had deductions of R5, R10 and R20. We found this highly unacceptable and we threatened to go on strike unless this matter was rectified," the worker said.

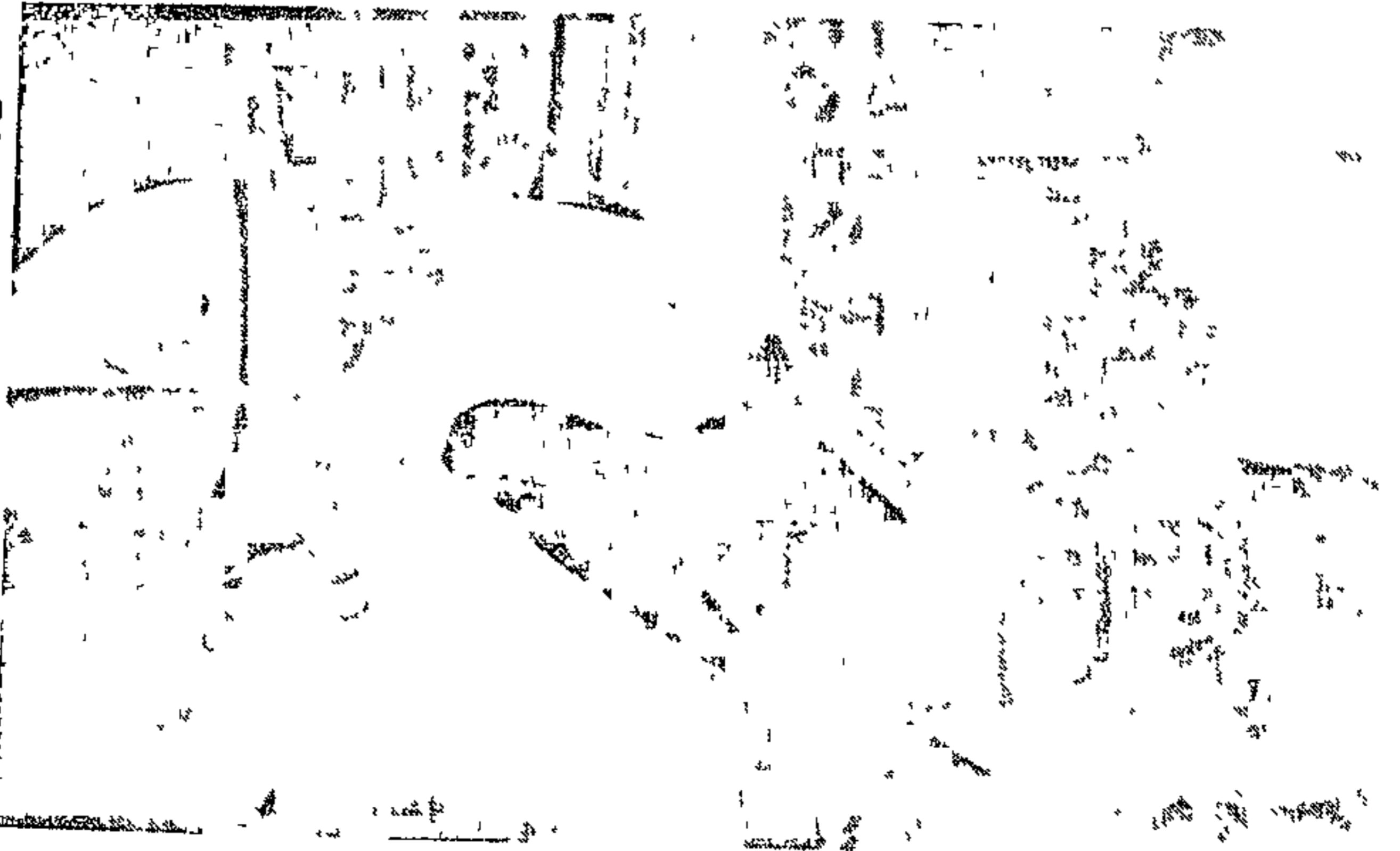
**UNION**  
Mrs Seloro said after a brief discussion with management it was agreed that workers should resume their duties and that management would suspend further deductions while negotiations go on.

She said "If manage-

ment had informed the union of whatever mistake they claim was made by their computer, there would perhaps not have been this work stoppage.

"In any situation, people would protest if their money is deducted without any explanation being made. What we are working on now, is trying to get a full explanation from management on what happened and from there, we will decide on the next step. "We would hate to go on strike, but what we want from management is a fair deal for the workers, that's all," she said.

**FAIR DEAL: Mrs Evelyn Seloro.**



14/2/82  
Sunday  
Tribune

Tucsa ~~309~~  
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stoppage

ON the even of the funeral of Dr Neil Aggett, the general secretary of the Trade Union Council of South Africa, Mr J A Grobbelaar, said in a statement that Tucsa was committed to supporting the rule of just law, and thus reiterated its long-standing opposition to, and condemnation of, the practice of banning and detention without trial. "Tucsa is perturbed about the recent death in detention of a young detainee (as it would be about the unnatural death of any person in detention), and it therefore calls for the legal enquiry into the circumstances concerning this event to be dealt with as efficiently and speedily as humanly possible," he said.

Tucsa unhesitatingly distances itself from any calls for industrial action in connection with this specific tragic event, because it cannot subscribe to strikes, work stoppages and other forms of industrial activity not connected to the employer / employee relationship, and also because it does not believe in any hasty and emotional reaction to events which have not been completely clarified.

He added that Tucsa "also" could not be identified, in particular, with statements that had been made by some organisations that the Department of Manpower is condoning the vendetta being waged against the trade unions by the Security Police, since it has been no evidence to support these extravagant allegations."

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The Situation

JOE DOODLEBUG BRIEFING

11.1 Joe Doodlebug: Gr

Labour Reporter

The Trade Union Council of South Africa has criticised the wave of protest which has followed the death in detention of trade unionist Dr Neil Aggett earlier this month

Tucsa's general secretary, Mr Arthur Grobbejaar, says in a statement, that the council unhesitatingly distances itself from calls for industrial ac-

# Tucsa criticises Aggett protests

tion in connection with Dr Aggett's death

He says this is because Tucsa cannot subscribe to strikes or work stoppage, which are not related directly to employer-employee relationship

Tucsa also does not

believe in any hasty or emotional reaction to events which have not been completely clarified, he adds

The statement reiterates the council's opposition to the system of detention without trial and calls for

a legal inquiry into Dr Aggett's death

It says that Tucsa expresses its 'deep felt concern at recent hasty and ill-considered statements by some individuals, certain political interests, and some employers

The statements have not contributed towards a peaceful labour relations system, says Mr Grobbejaar

See Pages 7 and 15

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Star  
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AGGETT

# De Beers to recognise black union

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Star  
15/2/82

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By Drew Forrest

For the first time in South African labour history, a trade union representing black workers has been recognised in the mining industry.

The Kimberley division of De Beers Consolidated Mines has recognised one of the country's largest "mixed" unions, the Tucca-affiliated SA Boilermakers Society, as representative of black workers at its Kimberley, Koffiefontein and Finsch mines.

At the same time, De Beers has recognised a coloured union operating under the wing of the Boilermakers Society, the Federated Mining, Explosives and Chemical Workers Union.

## WAGE RIGHTS

About 6 000 coloured and black workers in all categories except the artisan trades are covered by the agreement, which embodies wage negotiating rights, the recognition of shop stewards, health and safety clauses, and redundancy procedures.

The impact of the agreement on the negotiating structures in the diamond mining industry is likely to be revolutionary.

## JOINT COUNCIL

At present, all negotiations are conducted with the Council of Mining Unions, of which the right-wing Mine Workers Union is a prominent member — and which recognises only white workers.

It is understood that the Boilermakers Society is pressing for the im-

mediate formation of a new joint negotiating council for unions representing all workers in the industry.

A De Beers spokesman said today that no negotiating structure was specified in the agreement, but that discussions on the issue were already in progress with both the CMU and the Boilermakers' Society.

The controversial Mine Workers Union general secretary Mr Arrie Paulus, could not be reached today for comment. But sources fear that his union may refuse to sit at the same negotiating table as representatives of black and coloured workers.

The Federated Mining, Explosives and Chemical Workers Union is also organising coloured workers in the coal and gold mines, and in time the same problem is expected to arise in these industries.

(21) (135) Swettenham 16/2/82

# Miners win recognition

A RECOGNITION agreement has been won in the mining industry by the SA Boilermakers Society and its affiliate.

An agreement has been signed between the De Beers Consolidated Mines group and the SA Boilermakers Society and the Federated Mining, Explosives and Chemicals Union

The agreement is a recognition and procedures agreement which provides for negotiations on future wages, working conditions and the appointment of shop stewards, according to a Press statement

It will be in force at the De Beers Mines at Finsch, Koffiefontein and the

four Kimberley mines and affects semi-skilled and unskilled employees

Both managements and the unions will act jointly to satisfactorily resolve grievances and disputes and the unions will be permitted to appoint an agreed number of union stewards for the purpose of implementing and monitoring this agreement and any other agreement signed in the future," the statement says

The Fucsa-affiliated SA Boilermakers Society and the largely coloured-member Federated Explosives Union have been making inroads in to the mining industry in the northern Cape in recent months

# Repairs to cost more and maybe fuel as well

(135) (244) Mercury Correspondent 16/2/82

**JOHANNESBURG**—Minimum pay rates for workers in the motor repair industry will rise by between 20 percent and 40 percent from the end of June — the highest increase in the industry for some years which will almost certainly lead to an increase in repair costs.

The new increases were announced yesterday in a statement by the National Industrial Council for the Motor Industry. They affect workers in the motor 'service' industry — repair shops and some components plants, rather than assembly plants.

A leading figure in the motor industry in Natal, who did not wish to be named, said last night that there would have to be an increase in the labour rate which in the long term would be equitable with the increase.

He said so far in the metropolitan areas the motor industry had managed to get ahead of the laid down minimum. 'But an increase in the minimum wage rate not only affects the mechanics at the bottom end' he said, 'it also means we will have to increase the wages of those at the top end accordingly. So it would certainly involve an increase in the labour rate but at this stage it is impossible to judge how much.'

The general secretary of the Tucs-a-affiliated Motor Industry Combined Workers' Union, Mr Des East, said yesterday that the average minimum increase was around 37 percent.

He said this would directly affect the pay of higher-paid workers in the country areas and of lower-paid workers throughout the country. 'For these workers, the minimum laid down by the agreement is usually what they are paid,' he said.

But higher-paid workers in the city areas would not be affected so much because their pay was usually well above the minimum, he added.

The new minimum probably would be around R1 an hour in the country areas and R1,25 in the cities.

Meanwhile, our Pretoria Bureau reports that motor industry sources expect the price of petrol to rise by between 6c and 8c a litre from April 1.

Economists pointed out yesterday that the fuel price hike, together with the expected increase in railway rates and fares of about 15 percent would be a major factor in maintaining the country's inflation rate at a high level for the rest of the year.

One motor industry source said the Minister of Mineral and Energy Affairs, Mr F W de Klerk, would have no alternative but to adjust the price.

When he announced the 4,6c a litre increase in November, Mr de Klerk said at the then rand dollar exchange rate, it was within the power of the fuel equalisation fund to delay another price hike until the end of March.

The 1,6c a litre was absorbed by the fund and pump prices remained the same.

The Government pays for crude oil imports in dollars, and the value of the rand in terms of dollars has deteriorated by about 30 percent over the past 12 months.

UIC 7



# Black miners are given union rights

Own Correspondent

JOHANNESBURG — For the first time, black workers have been granted union rights on some of the country's mines

This means that their wages will be negotiated with union representatives for the first time.

These rights have been extended to black workers on the diamond mines by an agreement which is also believed to be the first direct-recognition agreement with an employer ever signed by an established union

The agreement — between De Beers Consolidated Diamond Mines and two unions, the Tucs-a-affiliated SA Boilermakers' Society and the Federated Mining, Explosives and Chemical Workers' Union (FMECWU)—gives the two unions the right to negotiate wages for black and coloured workers

It affects four Kimberley mines, as well as the Finsch and Koffiefontein diamond mines. About 5 000 workers are covered by the agreement

The FMECWU is a coloured union organized by the Boilermakers. Mr Mike van der Watt says it

represents 95 percent of the 400-odd coloured workers affected

"We regard this as a major breakthrough," Mr van der Watt said

A joint statement by the two parties says De Beers Kimberley Division has signed a "recognition and procedure agreement" with the two unions

"Its significance is that in future, wages and conditions of service will be negotiated between management and the unions"

Mr Van der Watt said yesterday that 50 black and coloured stewards had already been elected

Asked why the union had opted for a direct agreement, Mr Van der Watt said: "We believe negotiations between the Chamber of Mines and the Council of Mining Unions or bargaining for blacks will take a long time. We could not wait for the entire industry to resolve the issue, and decided to go alone"

He added that he hoped it would lead eventually to an industry-wide agreement allowing black wages and conditions to be negotiated

## Persetel Mymering

**Labour Reporter**  
 The Trade Union Council of South Africa (Tucsa) has warned the Government that the loss of unemployment insurance benefits by homeland citizens could create industrial unrest.

citizens of homelands granted independence lose their Unemployment Insurance Fund (UIF) benefits after a period of three years

Tucsa has warned the Department of Manpower to take "urgent

# Homeland citizens

## lose benefits after 3 years

steps" to ensure the issue does not become emotional like last year's pension unrest. The warning follows Ciskei's independence in December, and Tucsa fears that steps will not be taken to see that the homeland institutes its own form of UIF before the

three-year period ends. Both Transkei and Venda had apparently not made any provision for such benefits, and in the case of Transkei the South African benefits had already lapsed.

only Bophuthatswana had established a fund, with the assistance of the South African Government. There were still some administrative problems with this fund. In Tucsa's opinion South Africa must insist when negotiating the instruments of independence with the new black states that these states guarantee to establish their own Unemployment Insurance Fund within a period of three years," Tucsa told the Government.

# bent to Wits programme

planned, organised by the Foundation for Education, Science and Technology in Pretoria, will be held during March.

A hundred finalists will be chosen to participate in the National Youth Science Week in Johannesburg in July. South Africa will be represented by 28 top science students at the International Youth Science Fortnight in London later in July.

The closing date for entries is March 4.

Rhodes University is to introduce a programme this year to help students who might have difficulties as a result of poor schooling.

The students will be identified by analysis of tests for first-years and will be able to

participate in an "academic support programme." They might be advised to take an extra year to complete their degrees.

Rhodes has approved the appointment of two junior lecturers to work under a new professor of English specialising in the teaching of English as a "second language."

Mr Jens Gyorsyi (20) has been awarded a bursary after being nominated the most promising second-year medical technology student at the Witwatersrand Technikon.

He works at a Germiston butchery to help finance his studies and spends afternoons, weekends and holidays studying at a laboratory.

# Ex-mayor hit by toll of the roll

Northern Transvaal Bureau

**DUIWELSKLOOF** — A former mayor of Duiwelskloof, Mr G. J. Coetzee, was shocked to find his name no longer on the municipal voters role.

He and three other candidates have been disqualified from the coming municipal election because they are not registered as voters. The position of candidates nominated by them is also being reviewed.

Initially 18 candidates were nominated for the six council seats in the town which has a population of fewer than a thousand whites.

In order to prevent industrial unrest over the UIF issue the Government had to ensure equitable treatment for contributors and inform workers what steps it was taking to ensure the same treatment would be continued in the independent homelands, Tucsa said.

The Unemployment Insurance Commissioner had told Tucsa its submissions would be given "favourable consideration."

Tucsa's warnings have already been reinforced by the influential Federated Chamber of Industries (FCI) which undertook in December to draw up guidelines of options for employers over the UIF issue.

The FCI fears possible unrest relating to the UIF benefits as a result of Ciskei's independence.

# Dentist wants to fill this vocal voice in

- The Department of Agriculture and Fisheries has the following prices for produce sold in Johannesburg yesterday
- Potatoes (Tugela Highveld)
    - large 250 to 400
    - small 150 to 300
    - Grade 2 150 to 300
    - Grade 1 150 to 300
    - small 100 to 120
    - Grade 1 150 to 300
    - small 140 to 150
    - large 250, medium 150
  - Vegetables — Grade 1 (pockets) Good demand to 800 (cartons) 700 to 800
  - Beetroot (boxes) 2 200, (pockets) 100 to 120
  - Cabbages (crates) 250 to 400
  - 120 to 200, Carrots (crates) 150 to 200
  - Cucumbers (pockets) 250 to 300
  - Gem Squash (pocket) 100 to 180
  - Hubbard (pockets) 50 to 100
  - Lettuces (crates) Good demand 800 to 1 600
  - Over supplied, demand poor class 1 large to 200, medium 150 to 200, small 120 to 150
  - class 3 to 180, pickles 120, Pumpkins (supar bags) 500 to 600, (Crates) 1 200 to 1 400, Sweet peas (supar bags) 250
  - Tomatoes (boxes) ripe 80 to 200, 150 to 350, green 150 to 350
  - Grade 2 ripe 60 to 100, ripe 80 to 200, 180, Grade 3 20 to 30
  - Fruit — Apples (good demand) class 1 1 600 to 1 800, class 2 to 1 200, Golden 1 200 to 1 800
  - Delicious class 1 600 to 1 200, class 2 800 to 1 200
  - Oranges (crates) Good demand 1 300 to 500, Grade 1 300 to 500, Grade 2 300 to 500, Grape (supar bags) Good demand 100 to 250
  - Lemons (pockets) under supplied demand good 280 to 350 (crates) class 3 80 to 100
  - Pears (boxes) and (supar bags) poor demand small class 1 300 to 500, class 2 300 to 500 (crates) 250 to 700 (boxes) 400 to 925 (crates) 400, Mangoes 300 to 1 000, Sweet 300 to 400

# ROM 24/2/82 Strikes worry 2 unions

By STEVEN FRIEDMAN

CLOTHING employers in Johannesburg have been hit by three wage strikes in recent weeks — a fact which is worrying the two unions affiliated to the Trade Union Council of SA, to which the workers belong

They have warned workers not to try to win increases greater than those the two unions are to negotiate with employers

The unions, the Garment Workers' Union and the National Union of Clothing Workers, say the strikes have put them "in a difficult

position" because they are about to negotiate a new wage agreement with employers

The strikes — at Jays, Lovable and Ram Sam Clothing — are discussed in an editorial in Saamtrek, the official journal of the two unions

The editorial warns workers that it is illegal to strike and adds "By doing so you do put yourself and the union in a difficult position"

"Above all, workers must not think they can strike and negotiate their own increase over and above the union increase"

152  
135  
134

The death of a partner automatically dissolves the partnership as legal and accounting entities. For this reason a partnership income statement would have to be drawn up for the period up to the date of death of the partner so as to ascertain the correct balance on his capital account. The proceeds from the life policy would be shown as income in this income statement and NOT credited direct to the partners' capital accounts.

Note 2:

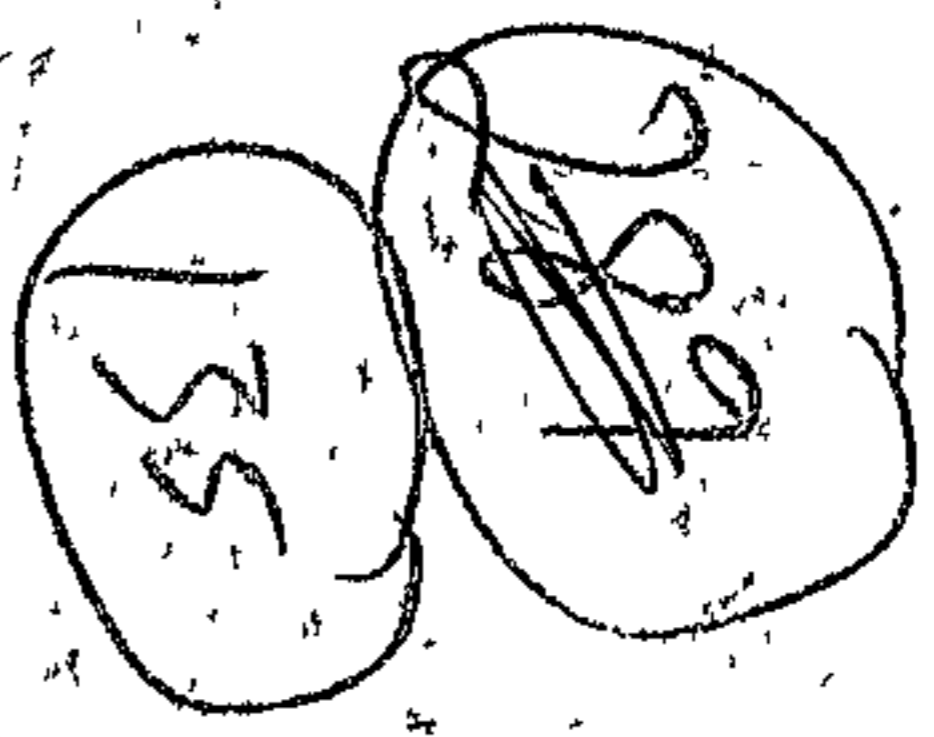
At the end of year 03, the life policy would be reflected on the partnership balance sheet as a non-current asset at its surrender value of R240.

Note 1:

Year 02 - same as year 01	
03, Jan 1: Life Policy	300
Bank	300
Income Statement	60
Life Policy	60
Policy written down to surrender value (See Note 1 below)	
04, Jan 1: Life Policy	300
Bank	300
Jan 2: Debtor (Insurance Company)	24 000
Life Policy	540
Income from Life Policy	23 460
being accrual of proceeds receivable	
Jan 2: Income from Life Policy	23 460
Income Statement	23 460
being closing entry	
Jan 31: Bank	24 000
Debtor	24 000
being receipt of proceeds	

(2) Premiums Treated as an Asset - Cont'd:

# A gesture or an excuse for poor pay?



Walters rely on public gratuities to make a reasonable living. Picture by HORACE POTTER.

ONCE, it was merely the common tip, carefully counted out in small change and left on the waiter's tray or under a saucer on the table. Not any more. Today, it's at least 10% — or much more if it was a big bill — and if you don't give it, expect an icy glare from the waiter or waitress as you leave. Forget that the soup might have been less than lukewarm and the service third-rate.

If that tip is not on your bread-and-butter plate or credit card cut, you can expect things to be worse

tip their staff serves to confirm this," she said. But Mr Stanley Hoffman, chairman of the Hotel Association's Hotel Operations Committee, said he did not believe tipping had become an excuse for the underpayment of hotel staff.

"This might be going on at certain restaurants, but I don't believe it happens in the hotel industry. Minimum wages are laid down and proper salaries are paid.

"I feel that tipping is a personal thing which has no hard and fast rules. People should tip accord-

**You have already paid an expensive restaurant bill and now you are expected to dig into your wallet and tip your waiter generously. Is it a gesture, or are you paying his salary? ANGELA GILCHRIST investigates.**

comment, other than to exclusive of perks, he say there were no set claimed. The source said he did not think waiters and waitresses had anything

"Most people use tipping as a lever to obtain better service.

tween R300 and R400 a month — as well as about R500 a month tax-free on tips.

And when the same waiter is due for promotion to assistant manager, his basic salary might go up to between R500 and R600 a month, but there are no longer any tips.

His options? To reluctantly take the plunge and cut his income by half, or refuse promotion and remain a waiter. Restaurateur Mr Ben

teils and licensed restaurants.

"Most people use tipping as a lever to obtain better service.

"From my own point of view it provides a gauge as to how good or bad the service is.

"I don't think people should tip if they get bad service.

The assistant director of the Consumer Council, Mr Bill Heunis, said, "Tipping can become a terrifying bind. One sometimes gains

... on the table. Not any more. Today, it's at least 10% — or much more if it was a big bill — and if you don't give it, expect an icy glare from the waiter or waitress as you leave. Forget that the soup might have been less than lukewarm and the service third-rate.

If that tip is not on your bread-and-butter plate or credit card chit, you can expect things to be worse on your next visit. But perhaps that waiter or waitress has some reason to be angry. The chances are that she relies on public generosity to make a decent living. The boss is also grateful for public gratuities. After all, it saves him having to pay a living wage.

Mr Morris Kagan, secretary of both the Waiters and Liquor and Catering Trade Employees Union and the Waiters-Restaurant and Catering Trade Employees Union, said wages for table staff were "nowhere near in line with the cost of living".

"There are definitely numerous employers who

rely on public generosity to supplement staff wages to allow them to make a decent living".

Mr Kagan said employers constantly reminded the unions that waiters and waitresses earned an "enormous amount" from tips.

"I say wages ought to be negotiated without taking tipping into account. It isn't a fringe benefit that can be relied upon, because it is very

unreliable. I believe tipping had become an excuse for the underpayment of hotel staff.

"This might be going on at certain restaurants, but I don't believe it happens in the hotel industry. Minimum wages are laid down and proper salaries are paid.

"I feel that tipping is a personal thing, which has no hard and fast rules. People should tip according to the service they receive".

Yes, there were abuses, he admitted. Some customers paid large tips to waiters prior to receiving any service at all — ensuring they would be "hooked after". Inquiries at hotels and restaurants showed some managements to be a little uneasy about the basic wages paid to table staff.

"Well, we pay waitresses in the region of R400," the personnel manager of a large, city centre hotel told me, quickly adding, "but we don't want to be linked to that figure. You see, what makes the job attractive is that the tips are good. Waitresses earn at least R20 a day".

"I rely on tips to break even," confessed Patsy, a young waitress at a city pizza parlour.

"I earn R350 a month, for working long, odd hours and I just couldn't live on it. Not that the tips here are that good.

"This is the sort of restaurant people come to when they're broke. So I'm lucky if I make R50 a day in tips."

Sheila, a casual at a

comment, other than to say there were no set rules on when and how much to tip hotel personnel, "tipping is at the discretion of the hotel guest".

A source within the Hotel Association, who would not be quoted, said minimum wage levels were negotiated between the Industrial Council and the unions to prevent the exploitation of workers.

The two parties sat down to determine "living wages" for staff, and these were worked out

to complain about — but admitted they had a market value 1½ times that of the minimum wage levels.

The managing director of a personnel consultancy specialising in hotel staff recruitment, Mr Deon Viljoen, said he thought salaries for personnel in "tipping positions" were less than they would be if tipping wasn't involved.

Large hotel companies generally paid staff well, and it was usually one-man operation restaurants and the smaller independent hotels that didn't, Mr Viljoen claimed.

"I think people overseas are scared not to tip, but I don't think that's the case here. Staff are rewarded according to the type of service they give".

Mr Viljoen discovered that some waiters and waitresses are so dependent on tips, that they cannot afford to be promoted to better positions.

A waiter at a top-class restaurant, with a minimum of three years' hotel experience earns be-

cause they are so dependent on tips, that they cannot afford to be promoted to better positions.

His options? To reluctantly take the plunge and cut his income by half, or refuse promotion and remain a waiter.

Restaurant Mr Ben

Employers constantly remind the unions that waiters and waitresses earn an enormous amount from tips.

Filmaker believes tipping should never be compulsory. "But it does give waiters motivation

"Particularly since the scrapping of a 10% service charge in graded ho-

"I don't think people should tip if they get bad service."

The assistant director of the Consumer Council, Mr Bill Hennis, said "Tipping can become a terrible hind

"One sometimes gains

the impression that one is expected to tip, and we don't condone that kind of attitude

"We should remember that built into each person's job specification is his task."

"I don't think people should tip if they get bad service."

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"... you see, what makes the job attractive is that the tips are good. Waitresses earn at least

*"What makes the job attractive is that the tips are good. Waitresses are tipped at least R20 a day."*

rely on public generosity to supplement staff wages to allow them to make a decent living."

Mr. Kagan said employers constantly reminded the unions that waiters and waitresses earned an "enormous amount" from tips.

"I say wages ought to be negotiated without taking tipping into account. It isn't a fringe benefit that can be relied upon, because it is very fickle. The public is not obliged to pay tips."

And Miss Joyce Mokhesi, secretary of the Hotel Liquor and Catering Trade Employees Union, said she thought wage levels were "very, very low".

"The fact that employers rely on the public to

R20 a day" "I rely on tips to break even," confessed Patsy, a young waitress at a city pizza parlour

"I earn R350 a month, for working long, odd hours and I just couldn't live on it. Not that the tips here are that good."

"This is the sort of restaurant people come to when they're broke. So I'm lucky if I make R8 a day in tips."

Sheila, a casual at a Bramley restaurant earns R5 for an evening, but normally walks out with R30 in hand

"When I started here, The manager said he only paid R5, because I would make a lot on tips," she said

A spokesman for the Hotel Board would not

Signature Braden Etter and Gregory Inggs from St Stithian's.  
 ● Picture by Philip Littleton.

135. *Star 24/2/82* ~~184~~  
**Don't strike now, union urges**

**Labour Reporter**  
 The Tucsa - affiliated Garment Workers' Union has warned its members in the clothing industry not to resort to labour unrest which could jeopardise upcoming wage talks  
 In an editorial in the union's weekly paper, workers are warned against taking "things into their own hands" Strikes are illegal and put workers and the union in a difficult position  
 "The unions are about to negotiate a new wage agreement which will of course cover all factories. Until then workers should not do anything to disrupt the industry and undermine their own case," the editorial states  
 Three recent disputes in the Transvaal are referred to in the editorial These were at Jays, Lovable and Ram Sam Clothing

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24 000	Debtor (Insurance Company)	Jan 2:	Income from Life Policy
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Years 02 and 03 - same as 01			
300	Insurance Expense	Dec 31:	Income Statement
300	Bank	01, Jan 1:	Insurance Expense

(1) Premiums Treated as Business Expense

SOLUTION TO: GL5

# Powerful Railway union joins Tucsa

Star 26/2/82

137

By Drew Forrest

A predominantly white Railways trade union, the 10 000-strong SA Footplate Staff Association, has affiliated to the Trade Union Council of South Africa (Tucsa)

It is understood that Safsa's application to affiliate — made early this year — has been approved by the council's officers' committee

A black and a coloured union have disaffiliated from Tucsa. They are the Textile Workers Union (Twi), which claims

more than 2 000 black members and the 2 000 strong Natal Baking Industry Employees Union

Safsa's affiliation is the second by a conservative, largely white Railways union in the past year. Last year the 23 000-strong Artisan Staff Association joined the council

Sources within Tucsa fear that it will exert further "ideological drag" on an already conservative union

Safsa's new general secretary, Mr A C Koekemoer, said the time was ripe for the

union to come in from the cold and Safsa and Tucsa "had probably grown together"

The disaffiliation of the Textile Workers Union is the climax to a long dispute over union demarcation

TWU general secretary Mrs Evelyn Seloro had accused Tucsa of failing to protect the union's membership from encroachment by another council affiliate, the Textile Workers Industrial Union

She wanted an amendment to the Tucsa constitution which would allow it to intervene in demarcation disputes between its affiliates

In a letter to Mrs Seloro Tucsa stated that its approach to inter-union rivalry was one of non-interference and that any other policy would be "totalitar

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SOLUTION TO: GL5

ACCOUNTING A



# More rag trade

135 workers join in pay disputes

Staw 3/3/82

By Drew Forrest

The labour unrest which has swept the Transvaal clothing industry escalated this week as more than 300 workers in two Johannesburg factories downed tools.

Wage demands have sparked at least nine brief strikes in the industry since the beginning of February, involving some 1 500 workers.

Officials of the National Union of Clothing Workers say the root cause is that many employers are clinging to the minimum wage rates laid down by the industrial council agreement negotiated three years ago.

## APPEAL

A new agreement is to be negotiated next month and will take effect in July. Registered clothing unions have appealed to workers not to take things into their own hands in the interim.

About 200 workers in one section of Adonis Knitwear in Fordsburg went back to work yesterday after striking over wages on Monday. A management spokes-

man said the basic wage of most workers was R33 a week.

The NUCW acting general secretary, Mrs Sarah Chieha, said management had agreed in negotiations to pay a R3 a week increase.

And at Remarque Wear in New Doornfontein more than 100 workers struck yesterday. An official of the NUCW said the strike was started by the dismissal of a shop steward who had forwarded wage demands.

The workers went back shortly afterwards, he said, after management had offered a R2 weekly wage increase and the steward's reinstatement.

## STRIKE ENDS

The strike by about 120 workers at the State-owned SA Abattoir Corporation in Krugersdorp is over, according to the Food, Beverage and Allied Workers' Union.

The workers struck on Monday in protest against the dismissal of two colleagues, the union said, but went back yesterday after management assurances that no further workers would be fired.

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(2) Premiums Treated as an Asset - Cont'd:

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# It's down to REAL business at Kimberley

Tribune Reporter

THE signing of a recognition and procedure agreement between the Kimberley division of De Beers Consolidated Mines and two major trade unions effecting black mine workers is a significant development in South African labour relations

The agreement, which affects semi-skilled and unskilled black miners at Finsch, Koffiefontein and the four De Beers' Kimberley mines, is seen by labour relations commentators as the first serious attempt to unionise black workers since 1946

It is also the first time in South Africa's labour history that a mining company has entered into an agreement with and given recognition to unions representing black mine workers

The last attempt to unionise black mine workers, by the African Mine Workers' Union, ended in 1946 when over 60 000 African miners on the Witwatersrand mines struck work

As a result of police action, 12 Africans were reported killed and over 1 000 injured and the union was effectively crushed by the arrest of its leaders and the intimidation of its members

Because of the constraints of the compound system on the mines — where access to mine workers from the outside is virtually impossible — the unregistered unions have been unable to do any significant organising of black miners since then

Registered unions organising white and coloured labour on the mines were effectively prohibited by law from organising black miners — their registration was based on ethnic purity — and most of them have used their unions as a power-base to exclude black miners and prevent them from taking control of skilled positions in the industry

The recognition and procedure agreement signed last month between De Beers and the South African Boilermakers' Society and its affiliate, the Federated Mining, Explosives and Chemical Workers' Union, is, against this background, a radical departure from the constraints imposed on the organisation of black miners in the past.

Essentially, the SA Boilermakers' Society, a registered TucsA affiliate whose membership has been confined to a relatively small group of skilled white artisans, has been allowed to open its doors to black membership as a result of a change in labour legislation.

It has formed an affiliation with the Federated Mining, Explosives and Chemical Workers' Union, formed in 1976 for De Beers' coloured employees and together they represent 50 percent of the labour force on the mines concerned

Another significant feature of the agreement according to the Boilermakers' Society general secretary Ike van der Watt, is the assurance built into it that other unions will also now be free to organise mine workers.

Procedures of access to the miners forms an integral part of the agreement, says Mr van der Watt, and any union, even those with limited membership on the mines concerned, will be recognised as part of a union caucus under the agreement

Other significant aspects of the agreement are:

● Wages and conditions of service for those categories effected will now be decided by negotiation between management and the unions.

● Management and the unions will act jointly to resolve grievances and disputes

● The unions will be allowed to appoint an agreed number of union stewards for the purpose of implementing and monitoring the agreement and any other agreement signed in the future.

by ... to its prior ... areas was still ... he blamed the ... the ... KwaZulu ... bounced ... considerable extent ... reports ...

# Blood fed Witness is 'fine'

Mail Reporter

MR WILLIAM Dyson, the 59-year-old Jehovah's Witness who received court-enforced blood transfusions after being injured in a car accident, was in a satisfactory condition yesterday

A hospital spokesman said Mr Dyson, a production controller at an Alberton telecommunications company, was "getting better every day"

He was admitted to the Johannesburg Hospital last month as a "dead-on-arrival" patient after a car accident, and was revived by the hospital staff

When told he was a Jehovah's Witness and religiously opposed to blood transfusions, the hospital administration obtained emergency permission from the Rand Supreme Court in an urgent application to allow the transfusions

# Bid for an HNP mayor

Pretoria Bureau

THE Herstigte Nasionale Party made its voice heard in the Pretoria City Council yesterday when four HNP councillors nominated one of the party's newly-elected members as a mayoral candidate

However, their candidate Dr P J Barnard was defeated by 30 votes to five — one of the HNP councillors did not attend yesterday's informal council meeting — by Dr P R Smith, former deputy mayor who is now the mayor-elect.

Dr Smith is a member of the Federation of Ratepayers' Associations (Frats)

He will be sworn in on Thursday with the deputy mayor-elect, Professor F R van Jaarsveld, and the five councillors who were elected as management committee members yesterday

The management committee members are all members of Frats

# Unions split as vital pay talks begin

By STEVEN FRIEDMAN Labour Reporter

NEGOTIATIONS on legally-binding minimum wages and work conditions for more than 400 000 metal workers begin in Johannesburg today with unions divided on their demands for the first time in many years

The division is largely along racial lines, with the all-black Steel Engineering and Allied Workers' Union making demands which are opposed by predominantly non-black unions in the metal industries' industrial council, the largest in the country

In another development, registered unionists on the council said that three emergent, predominantly black, unions had taken part in a union caucus yesterday to plan demands for the negotiations

A registered union source said the Black Allied Workers' Union, the Engineering and Allied Workers' Union and representatives of the General Workers' Union attended the caucus

The first two unions had already announced they would take part, but a spokesman for the GWU, which is opposed to industrial councils, yesterday denied it had sent representatives to the caucus meeting

"We have already sent a letter to those taking part informing them that we would not be there

"Not only do we have strong reservations about councils, but we refuse to take part with unions affiliated to Turca, because of the appalling attitude Turca took to the death of Dr Neil Aggett," he said

A registered unionist said he expected negotiations to be "tough", because of the downswing in the economy and the division between the unions

The SEAWU, whose black members are mostly in lower-paid jobs, is asking employers to grant skilled workers only a 3% increase, while pushing up lower paid workers' pay by around 50%

The other unions, many of whom represent skilled workers, are prepared to support large increases for the lower-paid but have made it clear they will oppose penalising skilled workers to make this possible

Established unions are also worried about a demand by the SEAWU that there be no job preference for workers returning from military service — a measure which was introduced at their request

But a union source said yesterday established unions may be willing to alter their stance because apprentices can now have national service deferred

"We had hoped to discuss these issues with SEAWU at the caucus meeting, but they chose not to attend," he said

## MAATTER OF FACT

TO CORRECT specific errors of fact, write to the Editor at P O Box 1138, Johannesburg, or telephone the Editor's secretary at 28-1500 between 9am and 5pm on weekdays

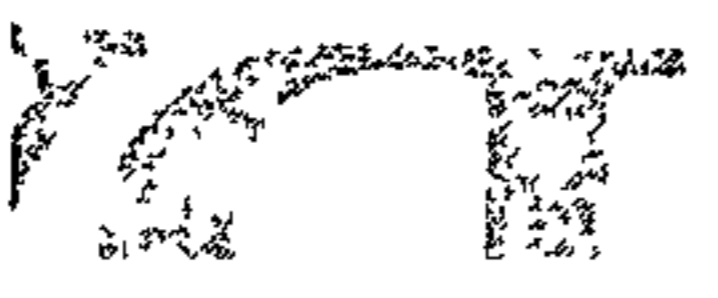
If you have broader complaints about the Rand Daily Mail these can be taken up with the Mail Ombudsman, James McClurg, c/o the Editor's secretary

## Protest over jet break-in

VIENNA — A United States congressional delegation has protested to the Polish Government after unidentified people broke into the group's special Air Force jet at Warsaw's Okęcie Airport, a congressman said here

Delegation sources said the break-in was discovered by pilots of the plane during a routine pre-flight check on Sunday. Nothing was taken — Sapa-AP

JOHANNESBU



# Metal Unions, Seifsa to thrash out wages

135  
189  
133  
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Stw 9/3/82

By Drew Forrest  
Registered metal unions meet the general Steel and Engineering Industries Federation of SA (Seifsa) in Johannesburg today to negotiate new minimum wages and conditions for the metal industries 400 000 workers.

The annual industrial council talks take place against the backdrop of mounting unrest over wages in the East Rand metal industries. They also follow a systematic offensive by some black unions on the industrial council system.  
In an unprecedented step — apparently aimed at softening resistance to the council — unregistered unions have been offered 'observer status' at the talks.

### ACCEPTED

The Black Allied Workers Union and the Engineering and Allied Workers Union are known to have accepted

the invitation and will take part in the union caucus meetings. But the offer has been spurned by several key worker bodies.

### BOTTOM RATE

One established unions are demanding a bottom rate of R175 and hour rising to R2 during the year — the current minimum is R113 — and 20 percent in the minimum rate for artisans.

But the only independent black union on the council, the Steel, Engineering and Allied Workers Union has put in a separate demand for a bottom rate of R180 rising to R210 and only 3 percent for artisans.

The division is seen to reflect the different constituencies of the unions — skilled workers on the one hand and unskilled and semi skilled black workers on the other.

Long-standing tensions between established and emergent metal unions surfaced during the run-up to the negotiations. Explaining its refusal to attend the unregistered General Workers'

## Clothing workers want rise

Union said it would not join the same caucus as affiliates of the Trade Union Council of SA — which had been consistently hostile to the independent unions.  
And two key Fosatu affiliates who refused observer status said they could not allow certain caucus members to speak for them, as serious allegations against these unions were pending at the International Metalworkers Federation.

Staff sources said close to 500 struck over pay. Officials of the National Union of Clothing Workers said the root cause was the adherence of many employers to an industrial council agreement expiring in June.

## Strikes hit two more metal firms

Labour unrest over wages hit two more Last Rand metal factories yesterday on the eve of annual wage talks in the metal industries' industrial council.

### metal firms

The unrest appears to be spreading to Germiston from nearby Waderville where workers at four metal factories struck over wages last week.  
About 300 workers at the Afro gas equipment factory, engineering contracts department.  
A spokesman said the strike followed a verbal demand last week for planned July increases to be put into effect immediately. He added that the management would not grant the increase, as it would make the man-  
No union is involved, and the workers have appointed four negotiators at the request of the management. And at Fensecure, also in Germiston, a management spokesman said about 30 workers were still on strike for an increase of R2 an

More unrest in  
the Transvaal  
clothing trade

~~150~~ ~~181~~ (135)  
Stou 10/3/82

By Drew Forrest

The president of the Garment Workers' Union, Dr Anna Scheepers, has again called on workers in the troubled Transvaal clothing industry to hold back from striking over wages.

Her appeal follows the eruption of labour unrest at two more Johannesburg clothing factories — H J Henochsberg and SA Weatherwear Manufacturers — bringing to at least 11 the number of clothing workers' strikes in recent weeks.

At Henochsberg staff sources report that management has granted a R3 weekly wage increase after the

brief stoppage by close to 500 workers on Monday.

And about 140 coloured and African workers at SA Weatherwear in Mayfair are reported to have struck yesterday for an unspecified increase.

Dr Scheepers called on workers "to give the unions a chance to do what they can" in the industrial council negotiations, scheduled for the end of the month.

Stressing that workers "could not come out on their present wages" she criticised the employers for refusing a union request for talks in February with a view

to advancing the new wage agreement to April 1. The current agreement expires at the end of June.

She reiterated that the unions would not allow increases granted now to be offset against awards in the new industrial agreement.

Dr Scheepers also took issue with a circular recently issued by the Transvaal Clothing Manufacturers' Association (TCMA) which allegedly advised member companies to deal with unrest without invoking union help.

The TCMA could not be reached for comment yesterday.

hind



# Deadlock



THE 400 000-strong metal trade unions and employers yesterday failed to reach agreement on pay negotiations in the metal industries and further talks are to be held on April 14.

Sowetan 11/3/82

# 890 still <sup>stan</sup> on strike <sup>(135)</sup> <sup>(184)</sup> <sup>(189)</sup> <sup>(186)</sup> <sup>(52)</sup> <sup>(140A)</sup> at Fuchs <sup>13/3/82</sup> factory

By Drew Forrest

The labour upheaval in the East Rand metal industries continued yesterday with nearly 900 workers at an Alberton factory staying on strike, and reports of a stoppage in Isando.

Two other disputes in the clothing industry were also reported.

At the Barlow Rand subsidiary Fuchs Electrical Industries at Alrode, Alberton, the strike over wages by 890 workers was unresolved late yesterday. The management said it had appealed for spokesmen to come forward, and hoped for a return to work after the weekend.

At Isando 150 workers at Automatic Plating — a company in the Dorbyl group —

returned to work yesterday after downing tools on Thursday over a wage demand.

There were talks with officials of the Metal and Allied Workers Union, (Mawu), but the demand was not met.

Brief stoppages yesterday were reported from two Johannesburg clothing factories — the RMB Dress Company and Suki Crawford. The Crawford management is understood to have granted its 35 workers a R3 a week increase.

According to the acting general secretary of the National Union of Clothing Workers, Mrs Sarah Chitja, workers who struck this week at SA Weatherwear

Manufacturers in Mayfair returned to work on Wednesday after the management offered a R5-a-week production bonus.

The president of the Transvaal Clothing Manufacturers' Association, Mr Terence Kinneal, reacted strongly yesterday to union charges that clothing employers were "clinging" to the terms of the current industrial agreement.

How can the unions knock the agreement when they are signatories to it?"

A major West Rand milk supplier, Kuni cc, was hit by a strike by 85 delivermen yesterday — affecting some deliveries in Klugersdorp and Roodepoort.

# Some are 'forced to talk to unions'

## Labour Reporter

It is said to be as a result of confrontation that some managements have agreed to deal with and recognise trade unions.

This view was offered by a trade unionist at a seminar on 'Communication and confrontation in the workplace,' organised by the Union of Jewish Women in Johannesburg this week.

An organiser for the Fosatu-affiliated Paper, Wood and Allied Workers Union Ms Aninka Claasens told the seminar that union-management relations were a power relationship and that companies sometimes only were willing to deal with unions as a result of confrontation.

The group personnel manager for Chloride SA, Mr Theo Heffer said confrontation implied 'a winlose situation' and in industry the negotiating process, collective bargaining was the best way to solve disputes.

"The essence of communication lies in listening and not in talking," Mr Heffer said.

"The time has come for us to stop knowing what the black man thinks. We need to hear what he has to say."

The president of the Union and Tucsas, Mrs Anna Scheepers, told the seminar the first place for communication was the factory floor.

She said she had experience with foreign supervisors treating workers as inferiors, and this created problems in the workplace.

Confrontation should be the very last resort in the event of a dispute and negotiations should continue as long as possible, Mrs Scheepers said.

"The trade union movement is the most important link between employers and workers and employers have to accept that trade unions are very much a part of the economic future of the country," she added.

Star  
March 1982

135  
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~~2011~~ Star

March 1982

Wine workers get 25pc

Labour Reporter

Workers in the wine and spirits industry have won a 25 percent wage increase for 1982 over two stages, following negotiations in Stellenbosch this month

The four day negotiations were held between the National Union of Wine, Spirit and Allied Workers and the SA Wine and Spirit Industry Employers' Association

Workers will receive a 15 percent increase across the board from April 8 and another 10 percent on October 8. The increase is based on each worker's wages, says the union

The 46 hour work week was also

reduced by an hour and the annual bonus increased from three to four weeks wages

Provisions were also negotiated for overtime meal allowance, sick and holiday leave, maternity leave and other particulars

The employers also agreed to allow union officials two hours of company time annually to address workers on union matters and shop stewards one hour a month to report back to workers on union-company matters

The general secretary of the union Mrs Fay Mandy, said it was satisfied with the terms of the agreement

15/3/82 135 ~~20~~ Sowetan

# Pandemonium at meeting

A MASSIVE meeting of the National Union of Furniture and Allied Workers of SA, attended by close to 10 000 people at the Johannesburg City Hall on Saturday, got off to a rowdy start and ended abruptly when three-quarters of those present walked out.

The meeting, dominated by insults, rough treatment of members, disrespect for the executive, aimless shouting and general disorderliness, started at 9 am but ended about 45 minutes later.

The meeting was called to discuss a number of burning issues including the Provident Fund and election of new members into the executive.

It was chaired by the white vice-president of the union, a Mr Tibserani, who refused to talk to the Press or to give his full name.

A report by the general secretary, Mr Moham Laralam, sparked off the row when members were given the platform.

Discussions centred on the Provident Fund, with members demanding that employers be told that they would only accept 100 percent of their pension and not take the employers' offer of 50 percent, with the other half invested.

In his report Mr Laralam said they

had discussed the workers' demands with employers, but management remained firm on their 50 percent offer.

A coloured member grabbed the microphone and accused the executive of selling out and said "these mmagwe yos are eating with the employers".

A group of blacks in a corner were caucusing loudly and plotting to replace the white members in the executive with blacks and coloureds.

The microphones on the executive table were taken over by members who were all speaking at the same time — one moving a motion of no-confidence, another proposing closure, another proposing the executive be assaulted and another asking for calm.

They insulted each other, threatened to sort each other out physically and made the meeting the noisiest ever on a Saturday morning in the middle of town.

They demanded that the Industrial Council be scrapped and promised to defy it or get "rid of it ourselves".

# Big nonracial union hit by pensions row

By STEVEN FRIEDMAN  
Labour Reporter

A MAJOR Tucs-a-affiliated union, the 15 000-strong nonracial National Union of Furniture and Allied Workers, is racked by dissent over pensions and its attitude to employers

But the union's general secretary, Mr Mohan Lalaram, said yesterday that the dissenters were "a small group" and rejected claims that workers felt the union was too sympathetic to employers

He also described as "nonsense" a report in The Sowetan that an "unruly" union meeting in the Johannesburg City Hall at the weekend had

ended with three-quarters of those present staging a walk-out and that workers had demanded the scrapping of the industrial council

The dissent in the union is a sequel to last year's pensions unrest, in which workers demanded that their contributions be refunded

The union negotiated an agreement with employers under which workers' contributions — "plus a little more", according to Mr Lalaram — will be refunded to them on April 1, but they will not get the employer contribution

A union member told the Rand Daily Mail workers were dissatisfied with the running of the pension fund and

other benefits, and with the union itself

"The leaders seem to have cosy relations with the employers," he said

The union is the product of an amalgamation between a coloured and white union. It opened to blacks after the new labour dispensation was introduced

At the city hall meeting, members reportedly opposed the pension agreement

But Mr Lalaram yesterday rejected The Sowetan's report and claimed widespread support for the leadership

"About 11 500 workers have already applied for their pension money on the terms we agreed — they seem perfectly

happy," he said

In terms of the agreement, members who withdrew their money would not lose any benefits and even if they ceased contributing, the employer contribution would accumulate and they would receive benefits based on it

"Members are lucky we were able to negotiate the pension deal we did. It is nonsense to say the employers benefit from it," he said

Mr Lalaram added that the union offered members a "wide range of benefits — wider than those offered by most other organisations"

He said it had paid out R61 000 in educational benefits for members' children

# Tucsa to seek UIF for migrants

THE Trade Union Council of South Africa has asked the Government for the protection of benefits and rights under the Unemployment Insurance Fund (UIF) of "independent" homeland workers in South Africa.

**BY JOSHUA RABOROKO**

The union says it wants action to be taken to protect the rights of these workers and to ensure that any future independent states are obliged to set up a UIF to protect their workers

Tucsa says that there is dissatisfaction

amongst workers over the issue and it does not want to see industrial unrest over it as happened in the preservation of pensions dispute last year

Citizens of Transkei,

Bophuthatswana, Venda and Ciskei, were covered by SA's Unemployment Insurance Act for three years after independence

"After that time they had no protection, and the workers from these countries forfeited the money they donated to this fund

Only Bophuthatswana started its own unemployment insurance fund with a grant of R300 000 from the South African fund

"Although Transkei was given independence five years ago it still has no unemployment insurance, and so its citizens are uncovered. It is also not known whether Venda or Ciskei intend to create such funds

The union has written to the director-general of Manpower saying that it feels this is grossly

unjust towards the treatment of all workers who have contributed to the fund, and for all workers concerned"

The union urges that, in future, states should be obliged to set up funds of their own within three years of independence and that entitlements within the South African fund should be transferable

"To ensure that this issue does not become an emotional one" the pamphlet says, the union has called for fair

135

# Tucsa union may attend summit

135  
~~177~~

JOHANNESBURG — In an unprecedented move, a major Tucsa-affiliated union, the SA Boilermakers Society, has put out feelers about attending the summit meeting of emerging trade unions to be held here next month

Relations between the emerging union movement and Tucsa have been tense for some time. They deteriorated dramatically after a statement by Tucsa's general secretary, Mr Arthur Grobbelaar, in which he attacked the protests which followed the death in detention of Dr Neil Aggett

A decision by a Tucsa-affiliated union to attend the summit

would, therefore, herald a dramatic new turn in attempts to forge union unity

But indications are that the union may not be allowed to attend the unity meeting because of anticipated objections from some unions

One union source said, however, that there was a possibility of the union being invited to attend on condition it agreed to publicly distance itself from Mr Grobbelaar's statement and from Tucsa

The Boilermakers' general secretary, Mr Ike van der Watt, has confirmed that he had "put out feelers" to emerging unions with a

view to attending the meeting

"It was not a formal approach — we merely wanted to get an idea of what the likely reaction would be. My impression was that we would not be welcome. However, I intend to continue with efforts to forge union unity across the entire spectrum," Mr Van der Watt said

Mr Van der Watt is a Tucsa vice-president

A senior emerging union source has confirmed that he had been approached by Mr Van der Watt on behalf of his union and also confirmed that the approach had been tentative rather than a

firm application

"My impression was that they wanted to attend in order to find out what our thinking was and to see if there was room for co-operation," he added

The source said he had no objections to the Boilermakers attending the meeting and added that the bigger union groupings such as Fosatu, Cusa and the General Workers' Union were unlikely to object

"But I fear that some of the newer unions would refuse outright to attend a meeting attended by anybody affiliated to Tucsa," he added

Another source endorsed this view but added that a "possible solution" was to invite the union to attend if it rejected Mr Grobbelaar's statement or distanced itself from Tucsa

"It is not this union people are opposed to — it is Tucsa, particularly after its attitude to the Aggett protests," he said

— DDC

## TOP UNIONIST CAUSES FLURRY

FM 2/4/82

Veteran trade unionist Ike van der Watt has provoked consternation among both emerging and established unions by indicating his willingness to attend the summit meeting of emerging trade unions

Van der Wat, a vice president of the Trade Union Council of SA (Tucsa) and general secretary of the SA Boilermakers' Society, emphasises the need for unity between trade unions. He says he wants to learn more about the emerging union movement and would therefore like to attend the meeting in Johannesburg later this month

The problem, however, is that relations between the emerging unions movement and established unions have deteriorated badly in recent months. An important cause of this was a statement issued by Tucsa deploring the protests

which followed the death in detention of unionist Dr Neil Aggett

Unions due to attend the summit appear to be divided about whether Van der Watt should be allowed to attend. Some, however, believe he should, providing he publicly distances himself from the Tucsa statement

Meanwhile, reports about Van der Watt's desire to attend the summit have caused a flurry in Tucsa ranks. Says one leading Tucsa source "If he does repudiate that statement, then his position as a Tucsa vice president could become very awkward indeed"

Van der Watt believes the Tucsa statement should not be drawn into the issue of whether he is allowed to attend the summit. "I would like to be there on the basis of the reputation of the Boilermakers' Society," he says

$$57\frac{1}{2} + 27 = 84\frac{1}{2}$$

(4290)

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## UNIVERSITY OF CAPE TOWN EXAMINATION ANSWER BOOK

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

# Ex-bus firm boss tells all

135

ABH

C Herald

3/4/82

**BY RYLAND FISHER**  
CLAIMS of 'gross injustices' in the running of Associated Bus Holdings, the bus company operating in Mitchell's Plain and Atlantis, were made this week by Mr Goosain Abrahams who resigned earlier this month as general manager of the company.

Mr Abrahams, of Kensington, said he resigned because of 'dissatisfaction'. His resignation was handed in at a meeting of the Board of Directors on Friday March 19.

'There were many events affecting my decision to resign, but the final straw came when wage increases for drivers, which were agreed

upon by the ABH directors, were not granted because of a decision by directors of City Tramways. This shows the involvement of City Tramways in the running of ABH,' said Mr Abrahams.

### DEMANDS

Mr Abrahams said the five percent increase had Board meeting on December 3 last year after a drivers' meeting at which drivers said they would refuse to work on December 17 and 18 in support of wage demands.

'However, the union was never informed of this decision and I was told to play ignorant. This is a gross injustice,' he said.



● MR Goosain Abrahams, who resigned as general manager of Associated Bus Holdings earlier this month.

ABH employed close to 120 drivers for Atlantis and Mitchells Plain at the time Mr Abrahams said

the refusal of the increases led to drivers resigning at a rate of three to five a week, leading to a staff shortage.

The drivers had demanded a 20 percent increase from January or if this could not be met, at least a proportion of the increase.

City Tramways drivers, who also belong to the Tramways and Omnibus Union, received increases of 15 percent in January and were expected to receive another five percent when ABH bus fares go up in April.

Mr Abrahams said he controlled the income of the company, but not expenditure.

'At a time when inquiries were made about what I considered to be excessive charges to the company, I was given a blunt answer by one of the directors.

'At many times I could see things going on which, in my opinion, were not favourable to the coloured shareholders,' said Mr Abrahams, who is an accountant.

Tollgate has 50 percent shares in the company.

'Their permit allows them to operate in that area but they cannot pick up passengers because Tramways run a service in that area,' he said.

Mr Trevor Brice, spokesman for ABH, could not be contacted for comment.

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

Internal marks confirmed

### NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

### WARNING

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

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

# Clash in Tucsa over detainees

News

135

Star. 10/4/82

By Drew Forrest

A row has erupted within the Trade Union Council of South Africa (Tucsa) over the federation's refusal to back a petition against detention without trial which has been organised by the Detainees Parents Support Committee. The council's objections to the petition — which calls for "the release of all detainees and the abolition of the detention laws" — are set out in a circular recently distributed to its affiliated unions.

In this, Tucsa general secretary, Mr. Arthur Grobbelaar, says that Tucsa has always opposed detention without trial but "cannot subscribe to the abolition of all laws in respect of detention, since this would imply that Tucsa sought the abolition of the rule of just law"

The circular has drawn a sharp response from Mr Tom Mashini, an organiser in Tucsa's largest black affiliate, the National Union of Clothing workers. His wife, Emma, is currently in detention.

Interviewed in the Garment Worker Mr Mashini said "We are obviously referring to detention without trial under security legislation. It would be ridiculous to refer to thousands of other 'detainees' who might be awaiting trial prisoners who have had charges laid against them"



# FOUR BACK

w/c Argus 10/4/82

# DETENTION

*[Handwritten initials]*  
*[Handwritten number 135]*

## Weekend Argus Correspondent

JOHANNESBURG — Advertisements in two Johannesburg newspapers announced the formation by four businessmen of the Security Forces Support Committee — an organisation which sees detention without trial as the 'most effective weapon against revolution, terrorism and subversion

The four, all formerly 'associated' with the security forces have formed the committee in

reaction to the Detainees Parents Support Committee (DPSC) and the one-sidedness of reports about the security forces and detention without trial

They are Mr Paul Asmussen, Mr Jonty Leonas, Mr Jan Smit and Mr T V Pini

### INVITATION

The committee invited all concerned South Africans to sign a declaration thanking the security forces for the 'unremitting defence of South Africa and all its people

The advertisement was published by The Star and the Afrikaans Sunday newspaper Rapport

In reaction to the advertisement the De

tainees Parents Support Committee said it was pleased that its activities had had so much impact that the need had been felt to launch into propaganda to justify a system of detention which in civilised countries has been held to be torture

A spokesman for the committee challenged the authors of the advertisement to debate these issues on a public platform thus allowing the public to judge for themselves

● A row has erupted within the Trade Union Council of South Africa (Tucsa) over the federation's refusal to back a petition against detention without trial which has

been organised by the Detainees Parents Support Committee

The council's objections to the petition — which calls for the release of all detainees and the abolition of the detention laws — are set out in a circular recently distributed to its affiliated unions

Tucsa general secretary, Mr Arthur Grobbee Jaar says that Tucsa has always opposed detention without trial but that the federation 'cannot subscribe to any attempts which seek the abolition of all laws in respect of detention since this would imply that Tucsa sought the abolition of the rule of just law'

By JOSHUA RABOROKO

**'Logical design for education'**

FOUR trade unions in the clothing industry representing 140 000 workers have expressed their full support for the De Lange report on education.

**Unions back mixed schools**

In a joint memorandum submitted to the authorities, the unions say that an investigation into education was "long overdue"

The report, which makes wide-ranging proposals concerning integrated education in the country, was sub-

mitted by the Human Sciences Research Council to the Government last year

The memorandum by the unions — in the Cape, Natal and two in the Transvaal, all affiliated to the Trade Union

Council of South Africa (Tucsa), says that widespread dissatisfaction over the last few years had proved the report was overdue

The unions describe the report as a "purposeful, logical and

practical design for the education of people in their own and South Africa's best interests"

The unions showed support for the principles outlined in the report, and its philosophy of flexibility freedom of

choice, association and mobility and participation

"It also supports the establishment of one Ministry of Education and a South African Council for Education"

The unions say they believe separate education to be a cause of great bitterness, and that equality cannot be achieved unless this policy is abandoned

There has, however, been indications that the Government will reject most of the De Lange report in view of the ruling National Party's policy of separate development

# Tucsa backs down - no support

135  
By JOSHUA RABO-ROKO

Sowetan 15/4/82

THE Trade Union Council of SA (Tucsa) has indicated to its member affiliates that it cannot give support to the petition against detention without trial which has been organised by the Detainees Parents' Support Committee.

The council's objections to the petition are set out in a circular recently distributed to affiliates by Tucsa's general secretary, Mr Arthur Grobbelaar

In the circular, Mr Grobbelaar says the council has always opposed detention without trial but cannot subscribe to the abolition of all laws in respect of detention

By asking for the abolition these laws, Mr Grobbelaar says, Tucsa would be implying the abolition of the rule of law

However, the circular has drawn a sharp response from Mr Tom Mashini, an organiser in the council's largest black affiliate, the National Union of Clothing Workers

Mr Mashini's wife, Emma, is currently in detention under Section Six of the country's security laws

Asked to comment on this issue, Mr Mashini said "This is most unfortunate because, as it says, Tucsa has always opposed detention without trial

"We are obviously referring to detentions without trial under the security legislation. We refer to the 200 detainees, it would be simply ridiculous to refer to thousands of other detainees who might be awaiting trial as prisoners who have had charges laid against them

"Anyone who encounters our petition knows we are referring to those detained without trial. The petition calls for the release of all detainees and the abolition of the detention laws"

Until this demand is met, it calls for "all detainees to have regular access to their relatives, their lawyers, and, independent medical attention"

# Strike on mines looms as talks fail

135  


100M 17/4/82  
 By STEVEN FRIEDMAN  
 Labour Reporter

**A CONFRONTATION** between white miners and their employers loomed yesterday as the Council of Mining Unions declared a dispute with the Chamber of Mines over pay demands.

Disputes have now been declared in the country's two biggest non-farming industries this week. Registered metal unions declared a dispute with employers on Wednesday. A dispute is the first step towards a legal strike.

Yesterday unionists described the chamber's pay offer — 4% according to the unions and 5% according to the chamber — as ridiculous and accused it of taking its toughest stance in living memory on pay demands. They said it was "throwing down the gauntlet" to union men and one source said workers were set on holding a strike ballot unless the chamber changed its stance.

But a chamber statement suggested the deadlock had been caused by the refusal of the CMU, which bargains white wages, to moderate its demands.

The decision to declare a dispute — it will be declared formally on Monday — came after talks yesterday at which unionists demanded a 15% increase after originally demanding 16%.

The chamber's first offer was 3%. One unionist said yesterday: "They took an extremely tough line. They offered 4% and then told us they were not even prepared to talk further unless we agreed to drastically drop our demands. They made it clear that unless we demanded less than 9%, they would not negotiate."

Another source said the chamber indicated it would offer 5% if unions agreed to slash their demands.

A chamber statement yesterday confirmed it had asked the CMU to substantially lower its demand for a 15% increase in standard rates of pay.

But, the statement said, the chamber indicated it was willing to consider increasing its offer of 5%.

"No reciprocal gesture was made by the CMU, which then declared that a dispute existed," the statement said.

# Mining Union declares dispute

Wage talks in Johannesburg between mining unions and their employers broke down yesterday with the unions declaring a dispute

The Council of Mining Unions which represents about 25 000 white miners, announced that it would apply for the establishment of a conciliation board to arbitrate in the wage dispute

In a statement, the Chamber of Mines stated that it had asked the council to 'substantially lower' its wage demands of 15 percent for the year and that it was willing to consider increasing its offer of five percent on standard rates

The breakdown in talks appeared inevitable in the light of earlier talks on Tuesday when the employers offered three percent to the council's demands for 16 percent

A spokesman for the unions who attended yesterday's talks said the Chamber of Mines opened the short meeting by giving a "lengthy lecture" on current economic difficulties

"They told us they wouldn't even meet us half-way on our wage demands" the spokesman said

"In light of their statement that they couldn't even meet us half-way, we declared a dispute"

A similar dispute was declared two years ago but was resolved before a conciliation board was established

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# Tests show 'no gas found in silo'

*(13) Mercury 17/4/82*  
**Pietermaritzburg Bureau**  
NO TRACES of gas have been found in air samples taken from a grain silo in which a man died mysteriously here last week

Mr Bafana Ngubane, 22, died, and two of his fellow workers received treatment after being found unconscious on a bed of maize germ in one of the grain silos at the Epic Oil factory on Friday, April 9

'Tests carried out by an independent laboratory on air samples from the silo have yielded no

traces of gas,' said Mr F J Naude, the factory's manager, yesterday

'We are still awaiting the results of tests carried out on samples of maize germ by the laboratory, as well as the results of similar tests being carried out by police'

He said that until then the silos would be sealed off. He dare not risk sending labourers into the silo to level off the grain

The Department of Manpower is to conduct an investigation into last week's accident.

135 Star  
**Union is now  
open to all**

After nearly 30 years as a trade union for white and coloured workers, Dr Anna Scheepers's Garment Workers' Union has regained non-racial status and it can now recruit black workers

In 1953 legislation forced the expulsion of the union's black members who left to form Mrs Lucy Myubelo's National Union of Clothing Workers.

# Seychelles plane delay holds up hijack trial

Own Correspondent

MARITZBURG — Ten of the 43 accused in the Maritzburg hijack trial were told today by Mr Justice James management has to

# FR

# 500 000 are waiting for outcome of pay talks

By Tony Davis

Labour Reporter

More than 500 000 workers are waiting for the results of annual wage negotiations in four of South Africa's major industries

In two of the negotiations — those in the mining and metal industries — trade unions have declared disputes and have refused to accept terms offered by employers

The disputes will lead to the formation of Government-appointed conciliation boards

If this remedy fails miners and metalworkers are legally entitled to strike.

## DISPUTE

The mining negotiations, affecting about 25 000 white miners, broke down after two days of talks last week when the Council of Mining Unions declared a dispute.

Unions in the metal industries, representing about 500 000 workers nationwide, declared a dispute with employers last Wednesday

Negotiations for some 15 000 automotive industry workers in the Eastern Cape get underway next month

One major union is demanding a 75 percent increase

In the garment industry talks affecting 25 000 workers are expected to end later this week

The annual wage and working conditions talks come at a time when, according to financial experts, the

economy is experiencing a downswing.

Mr Jan de Jager, head of the intelligence and research unit of the influential Federated Chamber of Industries, said this week the country was experiencing a downturn in the economic cycle

This meant lower growth and an increase in unemployment

These conditions would also be affected by increases in the cost of living concerning petrol, railway tariffs and higher interest rates, Mr de Jager said

The disputes in the mining and metal industries are the results of wide gaps in employer offers and union expectations

## BOTTOM RATE

Mining unions have asked the Chamber of Mines for a cost of living increase of 15 to 16 percent.

The employers replied with counter-offers of three to five percent

The 14 union member caucus in the metal industries has demanded a bottom rate of R1.63 an hour, from its initial demand of R1.75 hourly rising, over a period, to R2

Industry employers offered artisans a 14.6 percent increase — from R3.62 to R4.15 an hour — and 22.1 percent to lowest grade workers, from R1.13 to R1.38 an hour

In the garment industry talks, which started late last month, unions are hoping for

an average 30 percent increase with increases from 21 percent to more than 60 percent for various grades of workers

Unions were also hoping for an increase in attendance bonuses

The annual negotiations for motor firms in the Port Elizabeth area are scheduled to start on May 4

## COUNTER-OFFER

One of the two unions involved in the talks, the Fosatu-affiliated National Automobile and Allied Workers Union (Naawu) has demanded a 75 percent increase, with a starting wage of R3.50 an hour.

The three area employers — Ford, General Motors, and Volkswagen — are all represented on an industrial council and have yet to make their counter-offers public.

## NATIONAL

The Naawu is asking for the minimum wage of unskilled workers to go up from R2 to R3.50 an hour, semi-skilled workers to go up to R4 and skilled workers to R4.50 an hour

Naawu says its demands are national

It claims to represent about 40 percent of the motor industry workforce countrywide.

The union is also currently holding talks on behalf of its 4 000 workers at Sigma near Pretoria.

5/20/82



# Mashinini quits

Sowetan 20/4/82

135  
20/4



TUCSA'S SECRETARY: Arthur Grobbelaar.

TRADE Union Council of South Africa's (Tucsa) estrangement with black workers is likely to grow with the resignation from the union of a leading trade unionist, Mr Tom Mashinini, whose wife Emma has been in detention without trial for over 140 days.

An angry Mr Mashinini, organiser of the Union of Clothing Workers, which is affiliated to Tucsa, told **The SOWETAN** yesterday he was "disappointed with the union for not showing sympathy with my wife"

Mr Mashinini's resignation was sparked-off by Tucsa's circular wherein the union general-secretary Mr Arthur Grobbelaar indicated that the council could not support the campaign against detention without trial organised by the Detainees' Parents Support Committee

In the circular, Mr Grobbelaar is reported to have said that Tucsa could not subscribe to any attempts which seek the abolition of all laws in respect of detention, since this would imply that Tucsa sought the abolition of the rule of just law

This approach by Tucsa is likely to cause a rift among trade union-

By **JOSHUA RABOROKO**

ists — mostly black — especially because the council refused to endorse a statement condemning the death in detention of Dr Neil Aggett recently

Informed union sources see Tucsa as "towing the line of the Government" by supporting the status quo while unions under the Federation of South African Trade Unions (Fosatu) are seen to be taken a "tougher line" by condemning the "evil laws" of this country

At its recent congress Fosatu's general secretary, Mr Joe Foster, said the union was committed to a wide-ranging political change and a society in which workers "control their own destiny"

He also praised banned organisations, including the African

National Congress, who were working towards political change

Referring to his resignation, Mr Mashinini said that he has since written a letter to the union informing them about his intentions

In the letter he says: "I wish to convey to you my extreme disappointment of Tucsa's response to the detention of my wife, Emma I have been involved in Tucsa's work for a number of years

"I have been influential in organising Nucuswa to join Tucsa I have also participated and stood for the council's stance and defended it whenever it was misunderstood"

Mr Mashinini, who recently cut a lonely placard-carrying figure outside the Johannesburg Magistrate's Court at the start of Dr Aggett's inquest, said the Detainees' Parents Support Committee wanted the release of those people who have been detained without trial under the security legislation

By Tony Davis  
Labour Reporter

Most of the Transvaal's 25 000 workers in the clothing industry won substantial wage increases this week.

The annual talks ended this week after almost a month. The settlement stipulated that women workers will receive wages equal to those of their male counterparts in the clothing industry.

Women machinists, who form the bulk of the industry's work force, will receive a 53,4 percent increase during the next 18 months.

The current agreement is in effect until

the end of December next year with further increases scheduled for January and July 1983.

Officially the newly negotiated increases are not legally binding until July 2. But unionists believe they will be implemented from early next month.

The agreement provides for a paid public holiday on Heroes Day and for employers to make contributions equal to those of workers to the industry's provident fund.

Meal allowances are provided for and the attendance bonus for

learner and qualified workers increases by 100 percent from R1 to R2 a week for learners and R1 50 to R3 a week for others.

For a number of areas in the industry the qualification period for workers has been reduced by six months.

The president of the Garment Workers' Union, Dr Anna Scheepers said today she was satisfied with the terms of the wage settlement.

She was particularly pleased that women workers were to earn the same wages as men.

135

22/4/82

# Clothing industry wage talks swell pay packets

8/8/82 VAB 135 (VAN)

# Dispute declared in unions' wage row

ADM April 1982

By STEVEN FRIEDMAN  
Labour Reporter

REGISTERED trade unions in the giant metal industries yesterday declared a dispute with metal employers represented by the Steel and Engineering Industries Federation on workers' pay demands — the first step on the road to a legal strike

The dispute will now be handled by a special procedure set out by the industries' industrial council and the procedure will get under way at a council executive meeting today

A legal strike or lock-out will become possible if the dispute is not settled by the time the present industrial council agreement, which covers over 450 000 workers of all races, expires at the end of June

This is the first time a dispute has been declared in the industries since the mid-1970s. On two occasions then the dispute was settled before a legal strike ballot was called, but both union and employer sources believe it will be more difficult to settle the dispute this time because of strong wage pressure from black unskilled workers

The dispute was declared after a meeting of the council yesterday at which unions rejected a new Seifsa wage offer. Yesterday's council meeting followed one in March in which the two sides deadlocked over Seifsa's unwillingness to grant "across the board" increases

Seifsa's director, Mr Sam van Collier, said last night that Seifsa had offered unions a 25c

across the board increase for all workers at yesterday's meeting

He said it had also offered a new minimum rate of R1,38 an hour — an increase of 25c over the present rate.

Mr Van Collier said Seifsa had also offered a new minimum rate of R4,15 for artisans as compared to the present rate of R3,62. It had also offered a full investigation into aspects of overtime work and had undertaken to finance basic courses in arithmetic and literacy for unskilled workers

The director of the Confederation of Metal and Building Unions, Mr Ben Nicholson confirmed this account of Seifsa's offer. But he said that while the offer "appeared reasonable to those without a knowledge of the industry" it was "unacceptable" to union members

He said the offer would give skilled workers in effect a five to 6% increase because these workers would not benefit from an increase in the minimum rates

The unions were also unhappy about granting higher-paid workers the same increase as those lower down the scale

He added that the offer was also "totally unacceptable" to black workers who were demanding a major effort to close the wage gap and boost unskilled wages

"Black workers feel the time has come for a showdown on their demands and they will not settle for this offer," Mr Nicholson said

A dispute will now be discussed at an executive meeting of the industrial council today and attempts to continue to resolve it will continue. If these fail, mediation or arbitration could be introduced if both sides agree

135

# Garment union goes non-racial

**THE Garment Workers' Union of South Africa will in future be open to all workers in the clothing, knitting, millinery and men's industry, irrespective of race.**

This was announced by Dr Anna Scheepers, the union's president, who said it was a 'historic and happy development' for the union.

The registrar in Pretoria has approved an amendment to the union's constitution which means that after nearly 30 years the union has returned to its non-racial status.

Dr Scheepers said: "Our union has always believed in and practised non-racialism since it was founded in the

**By JOSHUA RABOROKO**

1920's. At last we have once again achieved a normal situation whereby we are a multi-racial union, open to all workers in the clothing industry."

Until this change the union included only white, coloured and Asian workers, but this was not always the case.

In 1953 Government legislation excluded all black workers from the Industrial Conciliation Act and the black

women who were still members of the GWU were forced to leave and form their own union.

This union became the National Union of Clothing Workers (SA) in 1962, which was registered as a union last year.

The registration of the union was made possible by the changes brought about by the Wiehahn Report. These changes also promoted the

unions to discuss the idea of amalgamation.

In August last year the government changed the law to allow unions full multiracial status.

The National Union of Clothing Workers decided that it would not amalgamate with the Garment Workers Union although they continued to work in harmony.

The GWU has, however, always advocated that unions should be open to all workers irrespective of race and so it proceeded to change its constitution to allow this.

The move has been welcomed by other non-racial unions.

Telephone: (011) 836 4517

Box 7060

Membership					Year
	African	Asian	Coloured	White	Total
1980				3 000	3 000
1979				3 802	3 802
1978				3 600	3 600
1977				3 398	3 398
1976				3 318	3 318
1975				3 156	3 156
1974				3 342	3 342
1973				3 206	3 206
1972				1 200	1 200
1971				..	..
1970				..	..

# Call to Govt to employ staff of all races

28/4/82 (135)  
a. Post

Post Reporter

THE manpower shortage in the public sector could only be eased by a non-racial employment policy, the president of the Artisan Staff Association, Mr J Zurich, said today

Speaking at the opening of the association's annual congress in Port Elizabeth, he said the shortage of manpower would not be solved by "buying" workers from the private sector

This would lead to higher salaries being paid in the private sector — and this would be inflationary

The solution lay in employing people of any race or colour

He also accused agricultural control boards of keeping the cost of food artificially high

An investigation into the workings and effectiveness of these boards, and their worth, would benefit the consumer, he said Their dissolution would be of service to the free enterprise system

It was unfortunate that the present economic climate meant that despite wage increases worker's wages did not keep pace with rising living costs, Mr Zurich said

If workers did not occasionally get wage rises which were higher than the inflation rate, their standard of living would drop

The association had hoped the economy would be strong enough for the Minister of Finance to end the general sales tax on basic foodstuffs

The higher sales tax on basic foodstuffs placed a greater financial burden on pensioners and the less fortunate race groups

Workers, who generally did their duty in attempting to keep wage demands within the limits of the inflation rate, expected commerce and industry to keep their profits within reasonable bounds.

Amidst increasing unemployment the Government service complained of staff shortages It needed trained workers for certain posts and "because they work with the public it is difficult to employ people of other race groups in certain posts"

However, the public service had to take note that the public did not complain about being served by "persons of other race groups" in building societies, shops and banks

Y
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Address

OF S.A.

White	Total	
..	..	
..	..	
..	..	
A 738	25 738	+
..	..	
000	28 000	\$
000	28 000	\$
H000	33 000	\$
000	33 000	\$
860	33 860	\$
065	34 065 (1)	\$

phone: (011) 834 5261

Officials: General Secretary: T.S. Neethling

Area of Operation: National

Founded: 1886-1893 (2)

Registration: Yes

- Industrial Council:
- 1) Industrial Council for the Dissolving Pulp Manufacturing Industry
  - 2) Industrial Council for the Electrical Contracting and Servicing Industry - Cape
  - 3) Industrial Council for the Electrical Industry - Natal
    - (a) Electrical Contracting Section
    - (b) Electrical Engineering and Servicing Section
  - 4) National Industrial Council for the Iron, Steel Engineering and Metallurgical Industry
  - 5) Industrial Council for the Pulp and Paper Manufacturing Industry
  - 6) Industrial Council for the Sugar Manufacturing and Refining Industry.

(1) 1980/81 TUCSA Directory gives figures as 30465 - this is presumed to be a typographical error.

(2) Between 1886-1893 branches of British Amalgamated Society of Engineers formed - became Amalgamated Engineering Union and remained a branch of the Commonwealth body until 1957.

# SATS will not negotiate with new unions

*E. Post 28/4/72*

*(135)*

By BRIAN POTTINGER  
Political Correspondent

THE Minister for Transport Affairs, Mr Hendrik Schoeman, has again emphasised the South African Transport Services' (SATS) refusal to negotiate with unregistered emergent unions

Opening the 51st congress of the Artisans Staff Association in Port Elizabeth today, Mr Schoeman said the unregistered unions were making continuous efforts to win over members of the existing black personnel association of the SATS

"Since the establishment of the black personnel association in April last year, unregistered unions outside our organisation have made full-scale attempts to bring our black employees over to their side

"One of the unions is involved in black workers dealing with loading and unloading cargo in four of our biggest harbours

The SATS had refused to recognise any outside union or to allow them to make representations on behalf of SATS employees

Mr Schoeman, praised the various transport services staff associations for their co-operation in implementing the terms of the Wiehahn Commission recommendations

He said the association had approached the question of greater employment of blacks in the transport services with realism

With the recognition of black trade unions and the unfolding of the Wiehahn Commission's recommendations the transport services had earlier began negotiating with representative black leaders

The result was the establishment of a personnel association for black workers which now had a membership of over 50 000

The two coloured personnel associations and the Indian personnel association had already associated with the Federal Advisory Council of Personnel Associations of the transport services

There were now indications that the black personnel association would also in the foreseeable future affiliate with the Federal Council

"This will mean that I and the management will be able to negotiate over broad policy matters on a joint basis with the Federal Council on behalf of 270 000 workers of all races"

Three of the personnel associations, including the Artisan Staff Association, had already registered as non-racial unions and many Indians, coloureds and

blacks had subscribed

Mr Schoeman said it was heartening that the existing personnel associations had such a good attitude towards the newly established association for black workers

As a result of the growing economy and advances on industrial and other areas everybody now accepted there were not enough whites to provide for all the labour needs

"There must therefore on a greater scale, but in a planned way, be made greater use of the potential labour sources from other race groups"

Mr Schoeman warned that the country was heading for a time of strict economic discipline and it was essential that everybody adapted to a smaller real income than was the case in the past few years

Although recruitment for the year of artisans exceeded expectations there were specific trades, especially in the building trades at which there were not sufficient whites to fill the posts

This year the first coloured, Indian and black apprentices were appointed in such trades as communications, radio-technician, bricklayer, carpenter and vehicle builder

total	
146	+
146	x
500	x
500	\$
000	\$
000	\$

011) 834 7086

oemfontein

and Northern Areas

- 10) Building and Monumental Masonry Industries (Transvaal)  
Building and Monumental Masonry Industries Transvaal  
(Non artisans agreement)
- 11) Building Industry Western Province a) Agreement for Boland  
b) Agreement for Cape Peninsula

1972 - Coloured Malay and Asiatic Building Workers Union is absorbed by the Union (See p. 59)  
1979/80 - Part of the Amalgamated Society of Woodworkers merge with the Union. (See p. 127)

# Mixed feelings on industrial councils

TRADE unionists have expressed mixed feelings about the future of the Industrial Council system — the official mechanism for collective bargaining at an industry level.

Union sources maintain the system will not be able to cope with pressures from the emerging black unions, which place great emphasis on plant-level negotiation on wages and working conditions.



**Joshua Raboroko on the labour beat**

However a spirited defence has also been made by those unionists who believe that the industrial council system should be maintained. to show if the new labour dispensation by the Government has been given enough time to prove its responsiveness to the needs of the parties in labour.

The industrial council is made up of unions and employers — from the whole industry — who sit together. In the council they meet to negotiate wages and working conditions, for the whole industry.

These are then published by the Government as law, and any employer can be prosecuted for ignoring them. In effect, the council is half-union. It would not exist if either the union or employer organisation withdrew from it. Through the council, the unions can with employers, decide to establish various benefits. Such benefits may differ from industry to industry because it of course all depends on what the union tries to

achieve. An industrial council secretary and staff are employed to administer these benefits and funds and to ensure that the agreements on wages and working conditions are observed in each and every factory. Recently in two sets of negotiations — in the mining and metal industries — trade unions have declared disputes, refusing to accept terms offered by employers. The disputes are as a result of wide gaps in the employers' offers and union expectations. The dispute was declared after a meeting of the council at which unions rejected a new

Steel Engineering Industry Federation of South Africa (Seifsa) offer. Seifsa's director, Mr. Sam van Coller, has said that Seifsa had offered unions a 25c across-the-board increase for all workers at the council discussions. It had also offered a new minimum rate of R1,38 an hour — an increase of 25c — and a new minimum rate for artisans of R4,15 as compared to the present rate of R3,62. It has also offered to investigate overtime and to finance basic courses in arithmetic and literacy. The director of the Confederation of Metal



**MAKING DEMANDS: Can industrial councils help?**

and Building Unions Mr Ben Nicholson was also reported to have said the offer would give skilled workers a 5 to 6 percent increase because these workers would not benefit from an increase in the minimum rates. The unions were unhappy about granting higher paid workers the increase as this would mean much less to skilled workers in percentage terms. He said the offer was unacceptable to blacks who demanded a major effort to boost unskilled wages and to close the gap.

Year	African	
1970		
1971		
1972		
1973		
1974	150	
1975	150	
1976	273	
1977	500	
1978	451	
1979	542	
1980	765	

Address: P.O. Box 6  
Johannesbu  
2000

Officials: Secretary:

Area of Operation:

Founded: 1973

Registration: No

Other employers who serve on the councils have declared that this government-created labour dispensation should be given a chance to prove its effectiveness. "There is a place for both centralised and decentralised bargaining. We have to look for a compromise," one said. The employer warned that if no compromise was reached between employer and unions on the councils labour can be permanently scarred. Bargaining on plant-level can only be for short-term advantages for a limited group of

Address: P.O. Box 6  
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2000

Officials:Secretary:

Area of Operation:

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Registration: No

and Building Unions. Mr Ben Nicholson, was also reported to have said the offer would give skilled workers a 5 to 6 percent increase because these workers would not benefit from an increase in the minimum rates.

The unions were unhappy about granting higher paid workers the increase as this would mean much less to skilled workers in percentage terms.

He said the offer was unacceptable to blacks who demanded a major effort to boost unskilled wages and to close the gap.

The deadlock in these discussions meant that the workers could legally go on strike, and already some 1 700 workers in the Reef have gone on strike seeking higher pay. About 380 have been sacked at a Wadeville steel industry.

Many discussions between employers and unions have ended in a deadlock — does this mean that the industrial councils have any future?

Yes, says the president of the Garment Workers' Union of SA, Dr Anna Scheepers whose union recently concluded an agreement for over 250 000 workers in the clothing industry.

She has urged workers to fully realise how important the Industrial Council was in winning improved and working conditions for all.

Dr Scheepers says it was vital that union representatives and employers should get round the table to negotiate the new agreement in the industrial council.

It is the job of the council to see that all employers in the clothing industry should carry out the new wage agreement and other benefits.

"This will prove to workers the necessity of an industrial council to see that the agreement made by union and employers is carried out, and to administer the benefits in terms of the agreement," she said.

Other employers who serve on the councils have declared that this government-created labour dispensation should be given a chance to prove its effectiveness.

"There is a place for both centralised and decentralised bargaining. We have to look for a compromise," one said.

The employer warned that if no compromise was reached between employer and unions on the councils, labour can be permanently scarred. Bargaining on plant-level can only be for short-term advantages for a limited group of people.

But Mr Jan Theron, general secretary of the African Food and Canning Workers' Union, said this "system of bargaining" should be rejected and his union has refused to serve on them.

Most unions treat the councils with suspicion and do not trust them. Basically the employers are at an advantage in the council because they organise while unionists and workers lack organisation.

Most blacks are unskilled and therefore bargaining for them is often difficult. It is therefore vital that plant-level agreement be reached, he said.

The recent inter-union summit in Wilgespruit strongly recommended that unions leave the industrial councils and requested that participating unions refer this back to their respective unions for endorsement.

Most unions agreed to support each other in the event of any union resisting participation in the council.

Fosatu also debated this issue at its recent congress and said the industrial councils in their present form were unacceptable.

Unions were not to enter them on terms which were to their disadvantage, and they should begin industry-wide bargaining with the framework of Fosatu's principles.



29/4/82  
Unusual  
issues (135)  
for PE ~~135~~  
E post  
congress

Post Reporter

ISSUES as diverse as bonus bonds, death gratuities, overtime rates and the date-stamping of food will be discussed behind closed doors at the SA Transport Services Artisan Staff Association's annual conference in Port Elizabeth.

Resolutions, both controversial and strange, appear on today's agenda.

Among the resolutions is one from Pietersburg calling for women to be balloted into the Defence Force for a year, during which time they would also work in hospitals

The Koedoespoort mechanical branch has suggested that apprentices "of other race groups" be taken into the Railway Police for two years in place of military service.

The date-stamping of all food, with the exception of fresh produce, has been mooted by the Cape Town transportation branch and the Pietersburg branch of the association

From Kimberley comes the suggestion that one-tenth of bonus bond prizes and all prize money unclaimed for two years, should be placed in a fund for the improvement of hospitals and to improve nurses' salaries.

# Iron men won't bend - meeting date fixed

## Labour Correspondent

THE executive of the giant metal industries' industrial council will meet on May 11 in a fresh attempt to settle the wage dispute between employers and unions over minimum pay and conditions for nearly half-a-million workers of all races

And yesterday, the biggest white union in the industries, the SA Iron, Steel and Allied Workers Union, issued a statement spelling out its objections to employer wage proposals

The May meeting was revealed yesterday in the statement, by the union's senior deputy general secretary, Mr H Ferreira

Unions on the council declared a dispute with the Steel and Engineering Industries Federation after rejecting an offer of a 25c "across the board" increase for all workers and raises in minimum rates of between 14.6% and 22%

A dispute is the first step on the route to a legal strike or lock-out ballot. The dispute is now being processed by the council's dispute-settling machinery and the May 11 meeting is the next step in this process

In his statement yesterday, Mr Ferreira said the employer offer meant "many, if not most" skilled workers would receive no rise or "very little"

Terminated membership of TUCSA in 1973 as about to fold.

Year	Membership		
	African	Asian and Coloured	White
1970			200
1971			200
1972			200
1973		156	156
1974			
1975			
1976			
1977			
1978			
1979			
1980			

Alternative to national service

Post Reporter

THE Artisan Staff Association today resolved that apprentices "of other race groups" be employed for two years in the Railway Police instead of doing national service

At its conference in Port Elizabeth this week a proposal from Pietersburg that women be balloted into the Defence Force for a year failed. It had asked they also work in hospitals

A resolution calling for the time-honoured trade union form of address "brother" to be scrapped was "thoroughly debated", according to the association's general secretary, Mr P C Grobler, but delegates did not vote on the issue as it was not a constitutional matter, he said

The conference voted not to dispose of the association's Faerie Glen Lake Hotel in Margate and the association will make representations to the Government to have all food, except fresh produce, date stamped, Mr Grobler said

Registration cancelled 26/1/1979

Year	African	Asian and Coloured	White	Total
1980				
1979				
1978			112	112
1977			298	298
1976			298	298
1975			313	313
1974			315	315
1973			316	316
1972			..	..
1971			..	..
1970			..	..

ASSOCIATION OF THE SALARIED STAFF OF THE KLIPFONTEIN ORGANIC PRODUCTS CORPORATION

BY CHARLÉNE BELTRAMO  
135

WORKERS from South Africa's two biggest industries are testing the economic maxim that allows unions to squeeze employers during boom times but expects them to temper their demands during recessions

Mine and metal workers, currently negotiating pay increases, are refusing to moderate wage demands

The Chamber of Mines has offered a maximum 5% increase to mineworkers who are asking for 15% — far lower than garment and certain chemical industry workers, who want a 50% increase, and automobile workers, who are pressing for 75%

The anger at the Chamber of Mines "ridiculous offer" could lead to the first national white mineworkers' strike since 1922

Mineworkers quote a recent financial article that revealed South African gold mines were earning as much an ounce produced as they were at the beginning of February last year, when the gold price was just below \$500

It shows that the 30% devaluation of the rand against the dollar in recent months has proved to be an unexpected boon to the teetering profitability of gold mines

It has also proved to be an unexpected ally of the mine unions

Mr Arrie Paulus, controversial leader of the whites-only Mine Workers' Union, said miners wanted a pay increase of 15%. In addition they had asked for an extra seven days' leave on top of the 35 days they are entitled to

# Wage war near as workers get tough

S. Express 2/5/82

Mineworkers are also demanding an increase in overtime pay of 1%, to bring the percentage to 6%, and for weekday and overtime pay to go up two notches to 8% when they work a Sunday or statutory public holiday and sundry bonuses to be increased by about 25%

Mr Paulus said the Chamber of Mines, which refused to comment, did not argue that their inability to meet the miners' demands was due to the low gold price but to the general state of the South African economy

"It's not the Chamber's problem to worry about the economy. We have a good example to do that and they set a good example by increasing their own salaries 15% and their allowances 20%"

A prominent economist who specialises in gold analysis said that the moment the gold price drops, a higher grade ore was mined to ensure the survival of the gold mines. This meant less labour was needed and fewer hours worked than during low-ore mining operations

He said five mines applied for R26.9 million in State assistance last year compared to only R1.5 million in 1980. The mines that claimed assistance produced 60 tons of gold worth R362 million

in foreign exchange. He also said that eight mines were under the "red line" — it cost them more to produce gold than they could sell it for

Examples he gave were: Wit Nigel's current production cost is \$495.44 an ounce

At ERPM the cost is \$384.46

At Western Areas it is R342.66 an ounce

The gold price last week averaged about \$350 an ounce

Employers say the criteria is higher wages or worker security

Mine and metal workers declared disputes last week — the first steps on a road that could end in strikes which would cripple the country

Once white mineworkers' wages are determined, those of black mineworkers, who do not yet have a union, will be fixed in June or July

Between 1970 and 1980 black mineworkers' wages were raised by 87% in an effort to narrow the pay gap between the races and rely less on foreign mine labour

However, according to the Institute of Industrial Relations, the gap remains

Indeed, inflation's healthy appetite has meant the real wages of black

mineworkers have risen by only 250% during the past decade — not much when one considers they started at a base of about R22 a week

A leading stockbroker said mines would not be able to maintain their high wage increases this year

International repercussions over the declining gold price and the downswing in the economy could mean that South African gold shares will become unattractive because mine costs are rising

Genrec, a major construction company, has retrenched workers at two of its East Rand plants and is considering doing the same at a third factory

The retrenchments are unlikely to be the last

The next few weeks will see hard-nosed negotiating from employers and workers, not only in the gold and coal mining sectors, but in the metal, garment, laundry, chemical and vehicle manufacturing industries

The general secretary of the Steel, Engineering and Allied Workers' Union, Jane Hongwane, said there were between 400 000 and 450 000 workers in the steel industry. About 300 000 are black and, according to Ms Hongwane, work an average 45-hour week in unskilled positions.

She claimed that about 75% of those workers earned below the household subsistence level

The HSL is the basic level a family can survive on. It does not take into account anything more than fuel, food, rent and transport

As an example the HSL for the East Rand, an area where worker pressure is building up strongly, has risen by 20% in the past year — an increase in living costs well above the inflation rate

The HSL for Johannesburg black families is R256.53 while on the East Rand it varies from R222 to R242.57

The metal workers declared a dispute with the Steel and Engineering Industries Federation of South Africa last week. They will meet again on May 11 around a conciliation board, which workers and employers have planned as essentially a forum for both to rehash old complaints in the hope that a settlement can be reached on the brink of a legal strike

The workers are asking for a minimum increase of 50c an hour. The present minimum rate is R1.13 an hour, which they want to be R2 or R2.10 within the year

An industry spokesman said "It can be paid in one of three ways, either by reducing employment numbers, increasing prices or going into deficit"

"No one wants to retrench and that is why we are trying to hold costs. Employers are walking a tightrope — we want to increase wages but remain competitive"

The other aspect of the tightrope is the increasing strength of unions in the worsening economic climate. It is going to be an interesting year

Investigative reporting will be curtailed any reporter who approaches, inspects, and inspecting, a prohibited

What distinction is to be drawn between looking at a prohibited place before approaching it, and a prohibited place before approaching it?

The Bill provides no answer to these questions

What other works of art included other establishments, military establishments, factories, docks, camps, etc.

THE Protection of Information Bill, according to its long title, is meant to protect certain information from disclosure.

Indeed, such is the extent of South Africa's diplomatic breakthrough in international terms, its relevance to the complex issues in Southern Africa, and not least the awesome prospect of intensified military commitment, is an entirely different matter

ALTHOUGH the historic summit between Mr P W Botha and his Zambian counterpart Dr Kenneth Kaunda cannot be hailed as a significant diplomatic breakthrough in international terms, its relevance to the complex issues in Southern Africa, and not least the awesome prospect of intensified military commitment, is an entirely different matter

REUTERS

How?

# Staff sacked after protest move

Post Reporter

THE entire black workforce of a Port Elizabeth engineering firm, Autopress, was dismissed this week after they walked out in protest against the sacking of a colleague

Management and union claims as to the exact reasons for the 24 workers' dismissal and the day on which they left differed when management and union officials were interviewed today. Autopress's manager, Mr Mike Dibben, said a worker had refused to do "a duty" this week and had been fired.

On Wednesday, a group of workers had approached management saying they would leave the factory if the man was not reinstated.

Mr Dibben said the workers had been dismissed and their pay packets made up. A new black workforce was employed yesterday.

He said he had told Motor and Component Workers Union of SA (Macwusa) organisers he did not see any reason for discussions with the union as all their members were dismissed.

A Macwusa official, Mr Thomas Kobese, said today the union had attempted to gain recognition from Autopress for four months.

Last Thursday, a worker at the firm, Mr Sezile Phalala, had been dismissed for the faulty operation of a machine. He had also been punched by a foreman, Mr Kobese said.

On Tuesday, the dismissed man's brother, Mr Michael Phalala, was also dismissed without reason, Mr Kobese said.

Worker representatives approached management to complain about the dismissal and to discuss worker grievances. Workers' grievances included the fact that union dues were still deducted from their pay slips after the entire black workforce had resigned from the Engineering Industrial Workers Union and joined Macwusa, the treatment of workers by foremen and management's refusal to recognise Macwusa.

Sweet Workers Industrial Union (Natal)  
 Sweet Workers Union  
 Sugar Industry Employees Union  
 South African Allied Workers Union (SAAWU)  
 S.A. Boilermakers, Iron & Steelworkers, Sh  
 S.A. Electrical Workers Association  
 Western Province Sweet Workers Union  
 Witwatersrand Baking & Confectionery Indus  
 Witwatersrand Brewing Employees Union  
 Tobacco  
 African Tobacco Workers Union  
 National Union of Cigarette & Tobacco Wor  
 Rustenburg Tabakwerkersvereniging  
 Textiles, Clothing, Leather and Footwear  
 African Garment Workers Union (Natal)  
 African Leather Workers Union (Transvaal)  
 African Trunk & Box Workers Union  
 Black Allied Workers Union  
 Garment Workers Industrial Union (Natal)  
 Garment Workers Union of South Africa  
 Garment Workers Union (Western Province)  
 General Workers Union  
 General Workers Union of South Africa  
 National Union of Clothing Workers  
 National Union of Leather Workers  
 National Union of Textile Workers  
 South African Allied Workers Union (SAAWU)  
 S.A. Canvas & Ropeworkers Union  
 S.A. Canvas & Ropeworkers Union (Cape)  
 Tailoring Workers, Dressmaking & Furriers  
 Tanning, Footwear and Allied Workers Unio  
 Textile Workers Industrial Union  
 Textile Workers Union (Transvaal)  
 Transvaal Leather and Allied Trades Indus  
 Trunk & Box Workers Industrial Union  
 Wood & Wood Products, including Furniture  
 National Union of Furniture & Allied Work  
 Paper, Wood and Allied Workers Union  
 South African Allied Workers Union (SAAWU)  
 Paper & Paper Products, Printing & Publ  
 Amalgamated Engineering Union of South Af  
 Media Workers Association of South Africa  
 Paper, Wood & Allied Workers Union  
 S.A. Boilermakers, Iron & Steelworkers,  
 S.A. Electrical Workers Association  
 S.A. Society of Journalists  
 S.A. Typographical Union  
 South African Allied Workers Union (SAAWU)

# Shopworkers seek pay rise

ARGU  
10/5/82

~~31~~ 135

REAL wages of workers in the commercial distributive trade have fallen by 48 percent since 1973, according to the secretary of the Association of Distributive and Allied Workers Union (ADAWU), Miss Dulcie Hartwell.

Wages of employees who are mainly shopworkers and sales assistants are now being reviewed by the Wage Board

In evidence to the board the ADAWU, said the consumer price index had risen by 141 percent from March, 1973, to December, 1980

It asked that the new minimum wage for the

lowest category of worker — and general assistant — be increased from R160,33 to R300 a month. Employers are proposing that the new wage be R194 by September 1983

In keeping with the Government's new policy against sex discrimination, the ADAWU has submitted that all increases in minimum wages be calculated on the basis of existing minimum wages for men

However, the chairman of the Cape Peninsula Employers' Association, Mr A Silberberg, said many smaller companies would go out of business

if they paid these wages. He proposed to the board that the minimum wage for men be scrapped because "market forces would ensure increases in their salaries" and that women's wages be raised

## OPPOSED

The question of overtime is another bone of contention between unions and employers. At present, the maximum overtime for men is 12 hours a week and for women three hours

Employers are suggesting that women be liable for the same overtime as men, but the unions are strongly opposed to this

Apart from women's domestic duties, it was more dangerous for them to return from work in the dark, said Miss Hartwell

"Until such time as they legislate that men have to undertake an equal share of domestic duties, there must be protective clauses for women," she said

# Fresh bid to resolve wage talks deadlock

By STEVEN FRIEDMAN  
Labour Correspondent

EMPLOYERS and delegates of registered unions in the giant metal industries meet today in a fresh attempt to resolve the deadlock in wage talks — covering nearly 500 000 workers — but industry men do not expect a settlement

The unions have declared a dispute with employers, which means they can hold a legal strike ballot if the deadlock is not broken by the end of June

The deadlock — which has delayed a wage agreement in the industries — has also led to strikes by black metal workers on the East Rand

Some sources believe employers, represented by the Steel and Engineering Industries Federation, may increase their last offer at today's meeting

But industry sources said yesterday it was likely the parties would be deadlocked again. Registered unions met yesterday and decided they were not prepared to accept the present offer

At the last negotiating meeting, employers offered a 14%-22% increase on minimum wages together with a 25c an hour guaranteed increase for all workers

Unions rejected this, arguing that the rise in minimum pay would not raise the pay of skilled workers, who earn far above minimum rates

They added that the guaranteed increase would only raise skilled pay by between 3% and 6%

They also said the increase, which would raise minimum pay for unskilled black workers to R1,38 an hour, would not quell growing wage unrest among blacks

The unions have demanded a 20% increase for artisans and a minimum rate for unskilled workers of R1,75 an hour

Employer sources on the East Rand have suggested over the past week that Seifsa may be willing to increase its offer in order to achieve a settlement

There is support for this among some East Rand firms whose workers have struck, saying they cannot wait for the council negotiations to end

un

15

- Black Allied Workers Union
- Cape Explosives Industrial Workers Union
- Chemical and Allied Workers Union
- Chemical Workers Industrial Union
- Chemical Workers Union
- Durban Rubber Industrial Union
- Engineering and Allied Workers Union
- Engineering Industrial Workers Union of S.A.
- Federated Mining, Explosives and Chemical Employees Union
- Industrial Salariat Staff Association
- General Workers Union
- Metal and Allied Workers Union
- National Union of Engineering, Industrial & Allied Workers
- National Union of Motor Assembly & Rubber Workers of South Africa
- S.A. Chemical Workers Union
- South African Allied Workers Union (SAAWU)
- Steel, Engineering and Allied Workers Union
- Umbogintwini Industrial Workers Union
- Weskapse Plofstof & Chemiese Operateursvakbond
- Non-Metallic Mineral Products
- Building, Construction and Allied Workers Union
- Glass & Allied Workers Union
- Glass Workers Union
- National Cement Employees Union
- National Union of Brick and Allied Workers
- Transport & General Workers Union

Chemical & Chemical Products, Coal, Rubber & Plastic Products

Base M  
Machin  
Amalgam  
Amalgam  
Black  
Electr  
Electr  
Engne  
Engne  
Iron M  
Metal  
Motor  
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12/5/62  
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# New hopes for metal industry wage deadlock

Labour Correspondent

HOPES for a settlement of the wage dispute in the giant metal industries rose sharply yesterday as employers and registered unions agreed to resume full negotiations on Monday

And union sources said employers had indicated they could make a new wage offer when the talks resume

The talks broke down early last month, and registered unions on the metal industries' industrial council declared a dispute with employers, represented by the Steel and Engineering Industries Federation

This would allow them to hold a legal strike ballot if the dispute were not settled by the end of June

The council agreement sets minimum pay and work conditions for nearly 500 000 workers of all races

Yesterday the council's executive met to discuss the dispute in terms of a dispute procedure

A statement issued after the meeting said the two sides had agreed to return to the negotiating table

A meeting of the full council, comprising full delegations from Seifsa and the unions, would be held on Monday

It said both sides agreed "that the best course of

action would be for the parties to return to the negotiating table at the earliest possible opportunity

"Both sides agreed that the full negotiating body, the national industrial council, be reconvened on Monday in a further attempt to reach agreement

"The prompt reconvening of the council indicates the desire of the parties to resolve the dispute through the negotiating procedures of the council," the statement said

Union sources said Seifsa had not made any new wage proposals yesterday, but would give unions its new proposals on Monday morning

"There was a definite change in the atmosphere of the meeting. I believe we could settle the dispute on Monday," a source said

The delay in finalising a new wage award has prompted some strikes by black workers on the East Rand

Unions declared the dispute after rejecting a Seifsa offer of guaranteed increases of 25c an hour for all workers and rises in minimum rates of 14%-22%

They have said this offer is "unacceptable" and that it is up to employers to change their offer if the deadlock is to be broken



# Union boss hints at new status

135

Staw 13/5/88

Year	
1970	
1971	
1972	
1973	
1974	
1975	
1976	
1977	
1978	
1979	
1980	

**Labour Reporter**  
 The Government must create a situation in the labour field which will allow unions to operate without racial restrictions, says the president of the SA Boilermakers Society, Mr Fred Ahrends

Mr Ahrends said at the union's triennial conference in Johannesburg yesterday that the organisation might have to abandon its registered status and seek some other stance because of current labour laws and unrest

Because of black worker mistrust of government intentions in the labour field the boiler-makers society, with its multiracial membership was beginning to feel that it was in a serious quandary

"We are beginning to wonder whether we may not, in time, be forced to abandon our present course of remaining within the body of established and registered trade unions and perhaps seek some other status," Mr Ahrends said

He also called for reforms in the field of labour.

Racial criteria should not be used to determine union registration and it should be left to unions and employers, and not the Industrial Registrar, to decide which parties should take part in negotiations, Mr Ahrends said

Wages and working conditions for farm and domestic workers should be protected by law, he added

The union's membership had increased by more than 20 000 since the last triennial conference from 33 095 to 53 312 Mr Ahrends said

Black membership had not increased until late last year when its ranks were opened to all races

There were problems in reorganising the union's structure so that all races could participate, including membership of the executive committee

Mr Ahrends also called for a faster resolution to the opening of jobs to all races on the mines

Total
418
322
331
222
377
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445
460

x  
x  
x  
x  
x  
\$  
Fosatu Annual Report 1980/81

Address: 201/  
Corp  
Cape  
8001

Officials: See

Area of Operat

Founded: 1936

Registration:

(21) 433658

1974 affiliated to TUCSA and had disaffiliated by 1977/78 and with other unions formed FOSATU in 1979

# SA's biggest union slams race hurdles

By STEVEN FRIEDMAN  
Labour Correspondent

THE president of the country's biggest trade union, the SA Boilermakers' Society, yesterday slammed racial elements in the Government's union registration system.

Mr Fred Ahrends, addressing the three-yearly congress of the 53 000-strong union near Johannesburg, even suggested it may have to consider dropping its registered status.

Mr Ahrends urged the Government to speed up social and political change.

He disclosed that, since the Tucca affiliate opened its doors to blacks, its white and coloured membership had risen far more sharply than black enrolment.

This was evidence that many people were waiting for a rational and peaceful

changes to our social, economic and political structures."

Dealing with registration, Mr Ahrends said the Boilermakers' Society had asked the official National Manpower Commission to recommend that registration be made "almost automatic" and separated from the issue of union recognition.

His union was concerned because race was still a "decisive element" in deciding the registered scope of unions — their right to bargain in the official labour system.

"The union believed it could recruit any worker, regardless of race, in any job for which it had registration. But the authorities insisted it apply for extended registration when it recruited blacks in these jobs.

Blacks were suspicious of the Government and believed this meant they were a "special category" of work-

ers who needed official permission to join the union, although this was not so.

At times, the Boilermakers had been forced to organise branches and negotiate for workers for whom they had not yet received extended registration.

If workers believed the union needed official permission for every step it took, it would be unable to gain their confidence.

"We are beginning to wonder whether we may not in time be forced to abandon our present course of remaining within the body of established and registered unions and seek some other status.

"I have been and still am extremely reluctant to even think along these lines," Mr Ahrends said.

But the day could come when the Boilermakers and similar unions might have to do this to avoid "being dismissed as tied trade unions carrying out only instructions from the Government."

# Call to Govt on vital mining talks

ation

SERVICES

Labour Correspondent

KEY discussions between mine employers and unions, aimed at producing a "fair" labour relations system on the mines for workers of all races, are making no progress

This is the view of the SA Boilermakers' Society. The boilermakers say the Government should step in soon if deadlock continues. The Boilermakers' Society represents many mine artisans

It is the only union to have negotiated an agreement granting blacks bargaining rights on a South African mine

The union's president, Mr Fred Ahrends, spelled out the union's attitude yesterday

He added that the longer the present situation lasted, the more it was likely to be exploited on party political grounds

The discussions on the mines are regarded as the key to relaxing racial job bars in the industry

They follow the Government's reaction to the Wiehahn Commission's sixth report, in which it left the relaxation of mine job bars to employers and unions but warned it would step in if no solution could be found by the parties

In his speech to the Boilermakers' congress yesterday, Mr Ahrends said he wished he could report rapid progress, but this was not the case

"It appears that the Government may in the end have to take the steps it has left to the unions and the employers. One wonders whether the delay in facing the inevitable will in the end serve any useful purpose"

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1982/5/15

Commercial, Catering and Allied Workers  
Catering and Accommodation  
Transvaal Retail Meat Trade Employees  
Pretoria Vakbond vir die Kleinhandel  
National Union of Distributive Workers  
National Union of Commercial, Catering  
Kimberley Shop Assistants, Warehousemen  
Domestic Workers and Salesladies Assoc  
Concession Stores and Allied Trades As  
Commercial, Catering and Allied Worker  
Black Allied Workers Union

WHOLESALE & RETAIL TRADE AND CATERING  
S.A. Electrical Workers Association  
Steel, Engineering and Allied Workers  
S.A. Woodworkers  
S.A. Operative Masons' Society  
Port Elizabeth Operative, Plumbers and  
National Union of Engineering, Indust  
Metal and Allied Workers Union  
General Workers Union  
Engineering Industrial Workers Union  
Engineering and Allied Workers Union  
Electrical and Allied Workers Union  
Electrical and Allied Trades Union of  
Building Workers Union  
Building, Construction and Allied Wor  
Blankenbouverkersonderlinge  
Black Allied Workers Union  
Amalgamated Union of Mine Workers'  
Amalgamated Engineering and Allied  
Amalgamated Society of Workers

CONSTRUCTION  
Johannesburg Municipal Workers Union  
General Workers Union  
Escom Workers Association  
Escom Salaried Staff and Domestic  
Cape Town Gas Workers Union  
Escom (Cape Western Districts) Workers  
ELECTRICITY, GAS AND WATER  
He rejected the argument recently advanced by the Minister of Manpower, Mr Fanie Botha, that a special relationship existed between farmer and worker which benefited the worker  
While these did exist, he said, there were also relationships on the farms which should not be tolerated under any circumstances

Other  
Diamond Cutters Union of South Africa  
Jewelers and Goldsmiths Union  
Optical Workers Union  
S.A. Association of Farm Workers  
S.A. Diamond Workers Union

# Boilermakers hope to be open to all races soon

Labour Correspondent

RACE segregation in South African life made it difficult to run a fully non-racial union at this stage, Mr Fred Ahrends, SA Boilermakers Society president, said yesterday

As a result the union would continue its policy of racially separate branches, for which it has been criticised by non-racial unions

But at the congress, the boilermakers adopted new constitutional proposals which, the union believes, will make it easier for blacks to become active union members

Mr Ahrends said this "would not last for ever" and that the union hoped to become fully non-racial in the future

The proposals stipulate that all races automatically will be represented on its executive committee in proportion to their numbers in the union

Concerning mixed branches, he said the union's

experience when it was open to both coloureds and whites indicated that factors "outside our immediate control" made this difficult

Whites and coloureds lived in different areas and this had made it very difficult to get representative attendance at mixed branch meetings

The situation was worse as far as black workers were concerned and there had even been problems with black attendance at shop steward training courses

There were also great differences in the needs and priorities of the races

In some meetings of other unions the interests of one race, usually the whites who had been in the union longer, over-rode other interests

Issues such as transport, with which whites had few problems, were not debated

The union wanted to avoid this and also felt that blacks who were new to the union may for a time be slow to make their voices heard

1977/78 and with

other union 1974 affiliation

Registrars:

Founded:

Area of Op

Officials:

Address:

433658 (021) Fax

1980/81 Report Fosatu Annual

Year	Membership			Total
	African	Asian and Coloured	White	
1980				460
1979				445
1978				..
1977		30	347	377
1976		21	201	222
1975		26	305	331
1974		28	294	322
1973		98	320	418
1972				
1971				
1970				

JEWELLERS AND GOLDSMITHS UNION

# Major metal unions face international expulsion

ROH Labour Correspondent 14/5/82

SEVERAL major registered metal unions may face expulsion from the powerful International Metalworkers Federation when they attend an IMF meeting in Rome next month local union sources say

The meeting is to discuss allegations against the established unions by two Fosatu-affiliated unions — the Metal and Allied Workers Union and National Automobile and Allied Workers Union — which unionists believe could lead to the expulsions

The IMF represents metal unions throughout the West

The unions affected are the SA Electrical Workers Association Engineering Industrial Workers' Union, Amalgamated Engineering Union and the Radio, Television, Electronics and Allied Workers' Union

Another established union which belongs to the IMF, the SA Boilermakers' Society is not faced with an expulsion threat

Delegates from all IMF-affiliated local unions will be attending the Rome meeting scheduled for June 10-11

The charges against the four unions are a

sequel to long-simmering tension between them and the two Fosatu unions which has already led to the collapse of the IMF's South Africa committee, on which all the unions were represented

After the collapse of the IMF committee, the Boilermakers' General Secretary, Mr Ike van der Watt attempted unsuccessfully to play a mediating role

Mawu's General Secretary, Mr David Sibabi, yesterday confirmed the Rome meeting would discuss Mawu and Naawu allegations against the four unions, but refused to give further details

The President of the all-white Amalgamated Engineering Union, Mr Tubby Faure, declined comment, saying the issue was "sub judice". But he confirmed charges would be levelled against his union at the meeting

A local union source said there was "a great likelihood" the IMF would attempt to expel the unions "My impression is that a lot of IMF people have decided to back expulsion already but we will have to wait and see"

Apart from the AEU none of the unions affected could be contacted yesterday

135  
 1984 1985 1986 1987 1988 1989 1990 1991 1992  
 19/5/82  
 Metal unions push for separate talks

By STEVEN FRIEDMAN  
 Labour Correspondent

THIS year's Industrial Council pay negotiations in the metal industries — which ended yesterday — will be the last in their present form if metal unions have their way

Unions on the council, as well as those who have not joined it, have made proposals for far-reaching decentralisation of the negotiations, which affect pay and work conditions for nearly half a million workers of all races

And established union sources say this year's negotiations have made them determined that "this will be the last time we negotiate in this way — the council will have to be split into smaller units to stay manageable"

At present, metal unions negotiate on pay with the Steel and Engineering Industries Federation which re-

presents dozens of metal employer associations

Unions on the council have proposed to Seifsa that the council be split into various "sectoral" councils. This would mean negotiations in the industries in which Seifsa members are active would be held separately

This is a repetition of suggestions made by these unions in the 70s. But unionists insist that this split-up is now "imperative"

During the bargaining which has just ended, they say, a settlement was held up because some sectors of the industry could afford to meet union demands while others could not

At the same time, unions who have not joined the council have been holding talks with Seifsa. These unions favour plant-level negotiations, but have made various other suggestions for decentralising bargaining

Seifsa's director Mr Sam

van Collier, yesterday confirmed that unions had made proposals for decentralising bargaining. Seifsa had also, he said, completed its first round of talks with most unions not on the council

Meanwhile, it was learned yesterday that some employers in the industries are concerned because wage increases granted before Monday may not be offset against the guaranteed minimum increase of 30c an hour negotiated yesterday

Metal industry sources said employers who had granted increases before Monday and wanted to deduct these from the agreed rise would have to apply for an exemption. But their workers would have to have agreed to offsetting when the rise was granted, they said

Some employers are expected to grant increases now and offset these against the agreed rise, which comes into effect on July 1



## UNIVERSITY OF EXAMINATION

UNIONS FM 21/5/82

### Moderates move

Last week's triennial conference of the SA Boilermakers, Iron and Steel Workers Shipbuilders and Welders Society (BS) was something of a watershed. It was the first

CANDIDATE MUST enter in (1) the number of each question asked (in the order in which it has answered), leave columns (2) and

BS multiracial congress (including blacks)

Fred Ahrends, president of the union, told delegates the major task facing the executive was "creating the circumstances in which it will be possible to have a truly non-racial union"

He said that union registration should be automatic, separate from recognition, and that the decision to admit a union or employer's organisation to negotiating situations should not rest with the Industrial Registrar. In addition, he voiced concern that race is still a decisive element in determining the scope of registered unions.

Race has become a thorny issue for the 53 000-member union, a Trade Union Council of SA (Tucsa) stalwart. It has raised the question of whether the BS can remain within the body of established or registered unions without being dismissed as "a tied union carrying out only government's instructions" (Ahrends' comment).

However, creating a non-racial union is not easy. It will "not only require attention to the internal structure of the society, but also to such matters as conditions of employment and other social factors, such as basic education, which tend to perpetuate inequalities in our country at large," he said.

Perhaps the most significant decision of the conference concerned the composition of the BS executive. Ahrends said that "there must be specific representation on



Boilermakers' Van der Watt ... pragmatic approach

the executive committee of the various population groups constituting the membership of our society"

The BS aims to eliminate branch-level separation and work towards full multiracialism.

Opposition to this move from some of the BS's fellow Tucsa members might be less strong than some expect. The Boilermakers' 1980 decision to go multiracial led to substantially increased member-

ship — up by more than 20 000.

"There was a rush of coloureds and whites to join the union. In fact, white and coloured membership has increased far more rapidly than black membership," says Ahrends.

The BS approach is essentially pragmatic and is characterised by general secretary Ike van der Watt's willingness to attend the recent summit meeting of the emergent independent union movement.

#### NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

#### WARNING

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

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

**LABOUR:****'Things will never be the same again'**

MORE ATTENTION had been devoted to manpower issues in South Africa in recent years than at any other time in the labour history of the country, Dr P J van der Merwe, director general of Manpower told the recent conference of the Boilermakers, Iron and Steelworkers, Shipbuilders and Welders Society.

Dr van der Merwe said it appeared to him as though the importance of manpower was suddenly "rediscovered" by the Government, employers, trade unions, academics and journalists, and that this rediscovery was transforming economic life and more particularly the industrial relations scene in South Africa to a far greater degree than we may think at this stage.

He said the manpower scene today shows that things will never quite be the same as before. A number of factors have contributed to this rediscovery, such as

- Structural changes in the country's economy, which have resulted in important shifts in the occupational and industrial distribution of the labour force.
- The growing realisa-

**By SELLO RABOTATHA**

tion that fiscal and monetary policy measures on their own could not solve problems of unemployment, inflation and regional development unless they were reinforced by manpower policies.

- The growing shortage of high level manpower, and of skilled and unskilled workers in different sectors of the country's economy,

- The realisation that the country's labour policies and laws had not kept pace with the developments in labour practices in the workplace and

- International developments in the labour field, and more particularly the adoption of active manpower policies by the industrial countries of the world

Dr van der Merwe said there were four overriding problems fac-

ing the country today. These were industrial relations problems resulting in strikes and work stoppages or product boycotts, unemployment, skill shortages and low productivity levels.

The causes of these problems were many and varied, and there were no immediate or easy solutions to these problems.

"I am confident that we have the leaders and followers who can overcome the obstacles to change," Dr van der Merwe said.

Mr G Ahrends, president of the society, told the conference the Government had to speed up the removal of racism from the country's labour laws. He said a large number of people in the country were not only ready but waiting for rational and peaceful change to be made to the social, economic and political structure.



135 (S) 270 178 RDM  
22/5/82

# Minister balks on black rail workers

Pretoria Bureau

THE Minister of Transport Services, Mr Hendrik Schoeman, has balked at giving black railway apprentices the same employment benefits as are available to whites

As a result he is in serious conflict with the Artisan Staff Association

The Minister's refusal to accord black apprentices all benefits enjoyed by white apprentices follows a demand by the ASA that, because the 30 black apprentices in railway workshops are on the same grade and get the same pay as whites, they should get the same fringe benefits, including housing loans

The president of the the ASA, Mr Jimmy Zurich said in Pretoria yesterday that most black apprentices were members of the ASA

"It is completely unacceptable to us that black

apprentices should be discriminated against in this way.

"It makes no sense, especially at a time when there is, for the first time, serious talk of reform," he said.

Because of the Minister's attitude, Mr Zurich said the ASA had told him the association was not prepared to accept black, coloured or Indian apprentices in 1983

"If we can't give them equality with whites in all aspects of their employment then we are not interested in indenturing them," he said

Mr Zurich said he was at a loss to understand just how the Minister could defend or justify his attitude.

The official attitude seemed to be that full work equality — including pension and sick fund membership — for black apprentices might only be possible in 1987. This was also unacceptable to the ASA

# Union to take action on <sup>(135)</sup> rights

Post Reporter

LEGAL action would be taken against employers who ignored the legal rights of workers belonging to the Garment Workers Union of South Africa, according to Mr Athol Margolis, general secretary of the union

In an article in the union's official journal, *Garment Worker*, Mr Margolis refers specifically to the withholding of members' subscriptions from the union and assaults on workers

"Fortunately, we in the clothing industry work under agreements which are applied by our industrial council and which are observed by almost all employers," Mr Margolis said

However, the union had been alerted to cases of employers subtracting union dues from workers' wages and not forwarding them to the union

There had also been cases where employers insulted or assaulted workers

Mr Margolis said "Assault cannot be tolerated in an industry like ours which employs many women"

The union realised that it was "highly tempting" for employees to hold back union dues for a few months to use in business or even earn interest on

But to withhold the money from the union constituted theft, Mr Margolis said

In an interview, the president of the union, Dr Anna Scheepers, explained that in the past, some companies which had not forwarded union subscriptions had gone insolvent, and the money was lost to the union

UNIONS OPERATING IN 1981 GROUPED ACCORDING TO INDUSTRIAL CLASSIFICATION

Unions have been classified according to the Standard Industrial Classification of All Economic Activities. The full extent of the operation of the following general workers unions has not been established:

- National Federation of Workers
- Orange-Vaal General Workers Union
- General and Allied Workers Union

AGRICULTURE, FORESTRY AND FISHING

- Black Allied Workers Union
- Farmworkers Union
- Food and Canning Workers Union
- National Certified Fishing Officers Association
- Orange-Vaal General Workers Union
- Trawler and Line Fishermen's Union

MINING AND QUARRYING

- Amalgamated Engineering Union of S.A.
- Amalgamated Union of Building Trade Workers
- Amalgamated Society of Woodworkers of S.A.
- Black Allied Workers Union
- Black Mineworkers Union
- Federated Mining Explosives and Chemical Employees Union
- Iron Moulders Society of S.A.
- Mine Coloured Staff Association of South Africa
- Mine Surface Officials Association of South Africa
- Mine Workers Union

S.A. Bollemakers

- S.A. Electrical
- S.A. Engine Driv
- S.A. Technical C
- Underground Offi

MANUFACTURING

- Food & Beverages
- African Food and
- Amalgamated Engl
- Bakery Employees
- Black Allied Wor
- Boland Immaakwer
- Brewery Employee
- Cadbury In-Compa
- East London Meat
- Food and Canning
- Food, Beverage &
- General Workers
- General Workers
- Natal Baking Indu
- Natal Sugar Indus
- National Milling
- National Union of
- National Union of
- National Union of
- Operative Bakers,
- Pretorlase Bakerywe

Mr Grobbelaar said he was not surprised that the number of strikes had escalated

"It is possible that the number of strikes will increase this year as well," he said — DDC

Prof Theron said industrial problems were often aggravated because inexperienced managers were too quick to call in the police when they had a dispute on their hands

"Workers and unionists must be educated into realizing that striking is the last resort in settling industrial disputes, but at the same time management is largely at fault because they, too, are inexperienced when it comes to negotiating. Managements in South Africa are used to having their word accepted as law"

be expected because black workers, who had never had any say in their working conditions before, were now using their newly acquired power

DURBAN — A professor of industrial psychology has blamed the inexperience of both trade unionists and management for last year's record number of strikes reported by the National Manpower Commission

And a leading conservative white trade unionist, Mr J A Grobbelaar, general secretary of the Trade Union Council of South Africa and a member of the National Manpower Commission, said yesterday that strikes should be accepted as a normal way of life in industrial society

The National Manpower Commission's annual report, released on Monday, revealed that there were 342 strikes in 1981, the highest figure yet in South Africa's history

Prof P Theron, the recently retired head of the psychology department at Pietermaritzburg's University of Natal, said an increasing number of strikes should

and Welders Society

ees

*D. Dispatch*  
**Strikes normal**  
*26/5/82*  
**says unionist** *(135)*

# Hopes rise in mines dispute

1974 affiliated with other unions Form

1974 affiliated with other unions Form

### Labour Correspondent

HOPES of a settlement of the wage dispute between the Chamber of Mines and unions representing white miners rose yesterday after a conciliation board meeting between the two parties

A Chamber statement afterwards said the two sides had agreed to continue talks at "a later date"

No date has been set for a second meeting but a union source said he expected it "very soon"

He added "I think it is likely we will soon be able to agree on a new wage increase"

Unions represented by the Council of Mining Unions declared a dispute after rejecting a 5% pay offer. The unions want 15%

Meanwhile, the three mine officials associations tabled their own wage demands at a meeting this week. The Chamber will respond at a meeting planned for June 11

Mr Robert Botha, general secretary of the Tucsaf-affiliated Mine Surface Officials Association, said yesterday his union had demanded a 16% pay increase. The other two want a 15% rise

In a memorandum tabled at the talks, the MSOA said an increase of about 16% "will at least accommodate the rate of inflation expected in 1982". Anything less would "involve members of the association in a most difficult position in the year to come"

It said inflation had eroded real earnings of union members "to the point where employers will have to revise earnings more fundamentally"

Registration:

Founded: 1939

Area of Operation:

Officials: Sec

8001  
Cape T

Address: 201/4  
Corpor

Telephone: (021) 433658

1980/81

Report  
Fosatu Annual

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Year	Membership		
	African	Asian and	White
1980			460
1979			445
1978			..
1977		347	377
1976		201	222
1975		305	331
1974		294	322
1973		320	418
1972			
1971			
1970			
			Total

JEWELLERS AND GOLDSMITHS UNION

# Bid to settle mines dispute

By STEVEN FRIEDMAN  
Labour Correspondent

THE Chamber of Mines and unions representing white miners meet at an official conciliation board today in a new attempt to settle the dispute over white wages in the industry

The unions, represented by the Council of Mining Unions, have declared a dispute with the Chamber. The conciliation board has been appointed by the Minister of Manpower in terms of the official disputes-settling machinery in labour law

If the conciliation board fails to settle the dispute within 30 days, unions may call a legal strike ballot

The two sides deadlocked after the Chamber offered white union men a 5% increase — the CMU is demanding 15%

Unionists say the Chamber said it was not prepared to negotiate further unless unionists dropped their demands to substantially below 9.5%, and that the appointment of a conciliation board was therefore "the only way to get

the Chamber back to the negotiating table". At a recent meeting, the Chamber indicated to unionists that 5% was not its final offer, thus raising hopes of a settlement

"At the same meeting they repeated that they wanted us to drop below 9.5%. That means they are clearly still thinking about an increase of 6%-8% — which is totally unacceptable," a CMU unionist said

Informed sources say it is unlikely that the dispute will end in a strike by white workers. They point to the fact that previous wage disputes in the industry — in the Seventies — were settled despite tough bargaining stances on both sides

It is not clear at this stage what effect the deadlock will have on the mines' annual increase for black workers

There is no negotiation on the gold and coal mines over black wages — the increase is determined by the Chamber. But the increase, which is normally announced in mid-year, is usually determined with the white increase in mind and is not usually announced until negotiations with the unions have ended

- African Garment Workers Union (Natal)
- African Leather Workers Union (Transvaal)
- African Trunk & Box Workers Union
- Black Allied Workers Union
- Garment Workers Industrial Union (Natal)
- Garment Workers Union of South Africa
- Garment Workers Union (Western Province)
- General Workers Union
- General Workers Union of South Africa
- National Union of Clothing Workers
- National Union of Leather Workers
- National Union of Textile Workers
- South African Allied Workers Union (SAAWU)
- S.A. Canvas & Ropeworkers Union
- S.A. Canvas & Ropeworkers Union (Cape)

## Textiles, Clothing, Leather and Footwear

- African Tobacco Workers Union
- National Union of Cigarette & Tobacco Workers
- Rustenburg Tabakwerkersvereniging

## Tobacco

- Sweet Workers Industrial Union (Natal)
- Sweet Workers Union
- Sugar Industry Employees Union
- South African Allied Workers Union (SAAWU)
- S.A. Boilermakers, Iron & Steelworkers, Shipbuilders and Welders
- S.A. Electrical Workers Association
- Western Province Sweet Workers Union
- Witwatersrand Baking & Confectionery Industrial Union
- Witwatersrand Brewing Employees Union

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National  
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Wood & W

Trunk & B  
Transvaal  
Textile W  
Textile W  
Tanning,  
Tailoring

135  
136

27/5/82

# Leather union's farewell to its secretary

Post  
28/5/82

## Post Reporter

AFTER 26 years in the National Union of Leather Workers, the union's retiring general secretary, Mr Frikkie J J Jordaan, attended his last SA Federation of Leather Trade Unions annual conference in Port Elizabeth today

In an interview, he said his father established the union in 1925, when trade unionism was equated with "bolshevism" and unionists were victimised, often being sacked

Life for unionists changed when South African shoe manufacturers began employing British managers who accepted the need for trade unions

When he was 19 or 20, Mr Jordaan attended a general meeting of the union and, to his surprise, was elected an office-bearer. He became the general secretary in 1962 and the director/general secretary in 1978

Resolutions passed at the two-day SA Federation of Leather Trade Unions conference included one resolving that the Employers' Federation be approached to pay wage increases agreed upon in the Industrial Council before the new rates were published in the Government Gazette

In an attempt to do away with salary discrimination on the basis of sex, the conference resolved that the issue be referred to the national executive for investigation

- 9) Mckenon Chairs
- 10) Alusaf
- 11) Vosa
- 12) Craft Engineering
- 13) Selcham
- 14) Stone Street & Hansen
- 15) Barlows

ton, p. 11

in Cape

phone: (031) 69215

Fosatu Annual Report Nov. 1980/81

Membership	White	Total
		3 900
		3 900
		3 900
*		3 900
*		6 700
*		7 000
		8 400
		..
		..

Membership: 1981 = 24 300

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- 2) 2
- 3) 3
- 4) 4
- 5) 5
- 6) 6
- 7) 7
- 8) 8

Recognition:

Registration: See note

Founded: 1973

Area of Operation: Trans

Officials: Secretary: D.

Address: 1 Central Court  
125 Gale Street  
Durban  
4001

Year	African	White	Total
1980			
1979			
1978			
1977	7 000		7 000
1976	6 700		6 700
1975	3 900		3 900
1974	3 900		3 900
1973			
1972			
1971			
1970			

# Striking staff, <sup>ARGUS</sup> store, <sup>1/6/82</sup> <sup>BA</sup> <sup>135</sup> <sup>182</sup> in talks

Labour Reporter

THE management of Metro Cash and Carry said today they would negotiate with 23 striking workers at their Worcester store

The workers have been on strike since Friday after complaining about varying increases given to them last week. They are demanding an overall 65 percent increase on their old wage.

The general manager of Metro Cash and Carry, Mr D Morack, said. "We are not dismissing anybody. We are negotiating."

## INCREASES

Miss Dulcie Hartwell, secretary of the National Union of Commercial, Catering and Allied Workers (NUCCAW) to which the workers belong, said the workers had received increases from R5 to R15.

"However, the workers felt this was not enough as living costs have increased tremendously."

She confirmed that negotiations were taking place and that no workers were being dismissed.

The chairman of the Kensington Traders' Association, which represents 120 traders who buy from Metro Cash and Carry, Mr A Khan, said he was glad management was prepared to negotiate with the workers. "We cannot support companies which simply fire the workers," he said.

# Strike by 23 workers ends

Staff Reporter

A STRIKE by 23 workers at Metro Cash and Carry in Worcester ended yesterday, according to the Cape general manager of the company, Mr D Morack.

Mr Morack said the workers, who went on strike on Friday afternoon, had agreed to return to work while officials of the National Union of Commercial, Catering and Allied Workers (Nuccaw) negotiated with management.

"We discussed a few minor things, but it's all settled now," he said.

Miss Dulcie Hartwell, general secretary of Nuccaw, said the workers had gone on strike over "several issues", including wages.

"The workers were given increases in May. Some got much less than others and others got nothing at all. There were no explanations given."

Miss Hartwell said part of the problem was that the wage determination for the industry in Worcester was lower than in other Boland towns and no increases had been laid down in the latest determinations.

This is the second recent strike at a national chain store in Worcester. Workers at the local branch of Ackermans went on strike two weeks ago over the alleged dismissal of a pregnant saleswoman.

This dispute was resolved following negotiations between management and Nuccaw.

Workers Association

UNION SERVICES

Workers Union

Commercial, Cat

Catering and Ac

Transvaal Ret

Pretoriase Vakt

National Union

National Union

Kimberley Shop

Domestic Worker

Concession Stor

Commercial, Cat

Black Allied Wo

Wholesale & Ret

WHOLESALE & RET

S.A. Electrica

Steel, Enginee

S.A. Woodwork

S.A. Operative

Port Elizabeth

National Union

Metal and All

General Workers Union

Engineering Industrial Workers Union of South Africa

Engineering and Allied Workers Union

Electrical and Allied Workers Union of South Africa

Electrical and Allied Trades Union of South Africa

Building Workers Union

Building, Construction and Allied Workers Union

Blankenbouverkerbond

Black Allied Workers Union

Amalgamated Union of Building Trade Workers

Amalgamated Engineering Union of South Africa

Amalgamated Society of Woodworkers

## CONSTRUCTION

Johannesburg Municipal Water Work Mechanics Union

General Workers Union

Escom Workers Association

Escom Salaried Staff Association

Escom (Cape Western Undertaking) Salaried Staff Association

Cape Town Gas Workers Union

## ELECTRICITY, GAS AND WATER

S.A. Diamond Workers Union

S.A. Association of Dental Mechanicians

Optical Workers Union

Jewelers and Goldsmiths Union

Diamond Cutters Union of South Africa

Other



# Many in SA await 'rational change'

ARGUS 3/6/82

135

1/78 and with

1974 affiliated other unions

### Argus Correspondent

**PRETORIA.** — A large number of people in South Africa are not only ready but waiting for rational and peaceful changes to be made to social, economic and political structures.

legislation and labour and social relations in South Africa.

### INSTRUMENTAL

The work of the commission was instrumental in making possible the first congress of the Boilermakers' Society as a fully multiracial trade union within the statutory framework of labour law

Turning to the conditions of employment of members of the society in the mining industry, Mr Ahrends said the Government might have to take steps to remove race discrimination from employment on the mines — something it had left to the union and employers.

### MAJOR ROLE

"Politics has played and will continue to play a major part in this matter. This is a great pity because it has diverted attention away from the issues affecting labour relations

"It has involved people who are not concerned with the situation directly and who have their own political interests at heart rather than the interests of either the workers or the employers.

"If I may offer any advice to the Government and the Minister of Mines, it is not to allow the situation to drag along too long. The longer it lasts the more likely it will be exploited on party-political grounds

"This will not be in the interests of those directly concerned".

### MORE RAPID

But white and coloured membership had increased far more rapidly than black membership and it was only well into last year that black membership began to grow at the rate that had been expected, he said

"Three years ago the Boilermakers' Society had a total of 33 095 members. Today we have 53 312 — an increase in less than three years of 20 217," he said

Mr Ahrends complimented the Wiehahn Commission on the work it had done and said it was a watershed in labour

(021) 433658

Registratio

Founded:

Area of Op

Officials:

Address:

Report 1980/81 Fosatu Annual

\$	460
\$	445
\$	..
*	377
*	222
*	331
*	322
*	418
	Total

1980
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Year

IKE VAN DER WATT FM 4/6/82

135

189

# A maverick's line



Ike van der Watt is general secretary of the SA Boilermakers, Iron and Steel Workers, Shipbuilders and Welders Society (BS), one of the fastest growing established unions. He is also one of SA's most experienced and respected trade union leaders

**FM:** The BS stance is increasingly diverging from the mainstream Tucsa view. Do you see any possibility of having to leave the Tucsa fold?

**Van der Watt:** No. The BS once withdrew from Tucsa, but I brought the union back to Tucsa. We don't want to operate on a limb. Even if we do not agree on all issues at least we have a forum where we can talk. If we withdrew from Tucsa the union's position would be weaker than it is now. In fact, if it were possible we would also be members of the Federation of SA Trade Unions (Fosatu), but this is not possible at this stage.

Some Tucsa leaders have been involved in unionism since the Thirties. Are they in touch with present trends in the labour movement and are they likely to block constructive change in the future?

There are already signs of a re-think on a number of significant issues so those who may attempt to block constructive change will find resistance to change increasingly difficult. Some unions are very conservative in their outlook and have got themselves into a rut. I would like to see them moving out of that rut, tying up with some of the newer unions and forming a united trade union movement.

You were recently praised for your willingness to attend the recent emergent union summit by many people outside of Tucsa, but are generally regarded within Tucsa as something of a maverick. Do you experience personal hostility within Tucsa?

Yes, mainly because I criticise not what Tucsa is doing but what it is not doing. But I still express my opinions freely. If people don't agree they're free to say so. I think that any unionist who isn't willing to find ways of uniting the union movement isn't doing his job

properly. I'm prepared to talk to any organisation in order to understand the other view.

How do you see the possibility of uniting the trade union movement?

I think the greatest problem will be to get the established unions to come down a step or two. I think the emerging unions as they gain experience will adapt more easily.

What do you see as the greatest challenge facing the BS and Tucsa?

Some of the emerging unions are creating a polarising effect in the labour movement. They claim to be multiracial but their membership isn't. Unless we can find some way of reversing this polarisation process we will be in serious trouble. I don't believe that blacks organising blacks, or whites organising whites, will solve the problem. It will simply postpone it.

There is confusion about the racial composition of the BS. Could you clarify this?

We are not a non-racial union, rather a multiracial union. Our philosophy is to recognise racial differences, problems and backgrounds and then try to establish a multiracial union which takes cognisance of this and brings people together on the basis of equal opportunity. But the BS is segregated at branch level.

We are trying to integrate from the top down. We believe it is more important that the policy-making level of the union — the executive committee and the general council — are integrated at this stage. Once this is established we can move down onto the shop floor.

Establishing separate branches guarantees each group its representatives at higher levels. Branch integration will then be possible at a later stage and we have started on this. There are already places where branches meet jointly, but on paper there are three branches simply to ensure their representivity.

The BS is committed to collective bargaining whereas some of the emerging unions are committed to in-plant bargaining. Is this posing a threat to your membership?

No, the other way around. Unless these unions change their position, they will find themselves with problems. No union can keep membership if it can't give satisfaction and service. There are already signs of these unions having dif-

ficulty satisfying members in individual plants. They just haven't got the resources or personnel to negotiate and keep things going simultaneously.

If you want to start a new union it is necessary to concentrate on plant-based bargaining to build up a power base. But if you want to grow collective bargaining can't be avoided. We have members in 3 000 plants but there is no way we can negotiate in all these plants. Anyway, registration is the major problem today, not industrial councils — which are simply seen by some unions as a mechanism enforcing registration. What do you feel about registration?

My feelings land me in trouble with both sides. I think registration should be compulsory because the membership of any organisation which collects dues from them should be safeguarded. However, the present registration mechanism is impossible to implement. It is impractical and ridiculous and I would object very strongly if it were enforced. It should be amended and improved. Your president indicated at your recent conference that you might be forced to consider some status other than being a registered union?

This is because of the registration/demarcation issue which is one of the major problems facing our union today. It's becoming increasingly difficult to organise selectively on a racial basis. You lose a tremendous amount of credibility if you start selecting who you want to organise and who you don't.

If the status quo is maintained we will have to seriously reconsider staying within the registered field.

To what do you attribute the rapid growth of the BS over the last three years?

The union has built up credibility over a long time even with the unregistered unions. But the main factor is that we have not gone into factories to organise until we were sure we could offer service.

Why did coloured and white membership grow rapidly and not black?

The slow growth in black membership was not surprising. We did not have any black organisers in the field when we decided to go multiracial. We had to institute training programmes before we could start organising.

ROM 9/6/82  
**5 SA unions  
'in the dock'  
in Rome**

(135) (135) (135) (135)  
Mail correspondent

THE International Metalworkers Federation meets in Rome tomorrow to consider moves to expel five established South African trade unions

The expulsion moves follow charges brought against the five unions by two Fosatu affiliates, the Metal and Allied Workers Union (Mawu) and the National Automobile and Allied Workers Union (Naawu) that the unions had not co-operated with Fosatu unions

They alleged some unions had also tried to hamper their operation by organising rival 'parallel' unions

The general secretaries of the two unions have flown to Rome to present their charges

Mr Ben Nicholson, general secretary of one of the unions threatened, has rejected the charges and said "all hopes of co-operation" between established and emerging metal unions would end if the unions were expelled

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# Trade unions leave Tucsa in protest

Staff Reporter

TWO trade unions representing thousands of workers in the catering and distributive trades have left the Trade Union Council of SA (Tucsa) in protest against Tucsa policies

In identical statements the National Union of Distributive Workers (NUDW) and the National Union of Commercial, Catering and Allied Workers (Nuccaw) criticized Tucsa, saying they were "left with no choice but to sever a long connection with that body"

The NUDW affiliated to Tucsa in 1962 and when Nuccaw split off from the NUDW along racial

lines in 1966 it took up separate membership in the umbrella body

The unions recognized the "important work done by Tucsa in obtaining progressive changes to industrial legislation", but said "aspects of Tucsa policy" on some of the changes were among the reasons for resigning

The unions said Tucsa's "unnecessary distancing of itself from the protests of the Food and Canning Workers' Union at the death of Neil Aggett, and the call for a half-hour work stoppage of mourning and protest" was a further reason

"Tucsa's semantic quibbling

in opposition to the vital issue of detention without trial as set out in the Detainees Parents' Support Committee, undermines Tucsa's own declared support for the rule of just law"

This had happened at a time when two officials of unions in the Association of Distributive and Allied Workers, to which Nuccaw and NUDW belong, were in detention One, Mrs Emma Mashinini, of the Commercial, Catering and Allied Workers' Union (Ccawusa), was released without being charged after more than five months in detention, and the other, Mr Alan Fine of the Witwatersrand Liquor and Catering Trade

Union, was still in prison after having appeared in court twice

The unions also cited the proposal to invite Mr B J Vorster, the former Prime Minister, to officially open Tucsa's 1979 congress, the council's attitude to prominent trade unionists accepting membership of the President's Council and the "contemptuous" attitude towards university graduates who became trade unionists

The statements noted that in some areas there was resistance amounting not only to lack of support for, but to antipathy, for the struggles of some groups of workers for improved conditions

By Tony Davis  
Labour Reporter

# Two unions resign affiliation to Tucsa

Star 9/6/82 (135)

Two commercial trade unions are to resign their affiliation to the Trade Union Council of South Africa

They are the National Union of Distributive Workers and the National Union of Commercial Catering and Allied Workers

The two unions have a combined membership of about 12 000 workers

and both have been affiliated to Tucsa for more than 15 years

The joint general secretary for the unions Miss Dulcie Parwell confirmed today their decision to disaffiliate from the end of this month

The unions made their decision over disagreement with some of Tucsa's policy decisions

These included

- Tucsa's distant "ing" itself from protests over the death

of trade unionist Dr Neil Aggett in police custody

- Tucsa's "semantic quibbling" in opposition to solitary confinement and detention without charge or trial

- Tucsa's "contemptuous attitude" towards

academics who assisted trade unions

- The two unions regret that Tucsa's policy and attitude on issues such as these have left them no choice but to sever a long connection with that body" a joint statement said

- Two other Tucsa unions, the Natal Baking Industry Employees' Union and the Textile Workers' Union recently resigned their affiliations

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## Crane's 'wedding'

The Star Bureau  
NEW YORK — The years George Archibald spent dancing in front of a 1,5 metre female whooping crane who loves him have finally paid off

The International Crane Foundation announced this week that its rare female whooping crane named Ted gave birth on Tuesday to her first chick after six steady weeks of performing a ritual mating dance with Dr Archibald, her human "spouse"

Ted had been so named by handlers who had been in doubt about her sex

The whooping crane is one of the most endangered species in the United States

Continual socialising with human beings led Ted to confuse her human caretakers with normal crane parents

Dr Archibald, the head of the Crane Foundation in Ba-



raboo, Wisconsin, went to great lengths to get the artificially inseminated bird to lay and then hatch a fertile egg for the first time

Each year in the breeding season he, or others, would spend as much as six hours a day in her enclosure and would frequently dance with her.

But Ted clearly preferred Dr Archibald and her infatuation sometimes drove her to attack anyone else who got close to him.

In 1977 and succeeding years Ted laid eggs, but these were either infertile or did not hatch

"I decided this year I'd make an all-out effort," the crane expert said

## Year's top traffic officer to be chosen

The Johannesburg Traffic Department will honour its top officers at a parade at Milner Park Showground on Saturday June 26

The Traffic Officer of the Year Parade will include a display of equipment a motorcycle precision riding team drum majorettes and a guard of honour led by a band

The guard will be inspected by Johannesburg's Mayor Mr Danie van Zyl, who will present trophies to the officer of the year, the runner-up, the most improved officer and the shottist of the year

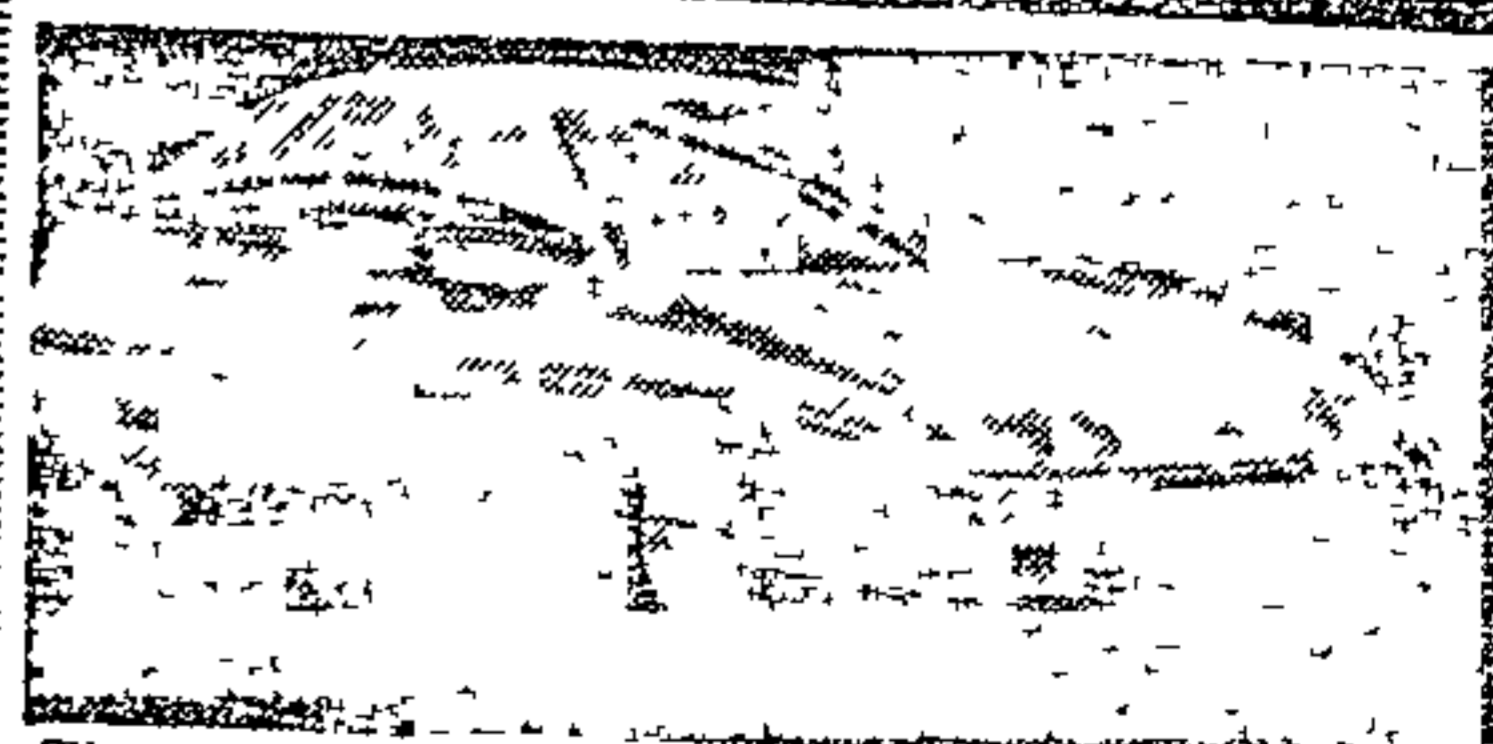
To end the events a pursuit rescue will be staged The organisers say this will provide "exciting entertainment for the young at heart"

Senior members of the department will choose the top officers.

The parade starts at 2 pm, and is open to the public



## Tomorrow in The Star



The secrets of Sierra the successor to the Ford Cortina is unveiled with secret photographs taken during testing in the Arctic circle, Kork Ballington's column and the new Peugeot 305 ST on test — all in Star Motoring

**THE FUTURE IS NOW WITH COMPUTER TECHNOLOGY AND**

**DIAD**

## Final divorce orders

The following divorces were finalised recently

## TUCSA

### 11 000 leave <sup>135</sup>

FM 11/6/82

Two unions representing about 11 000 workers in the catering and distributive trades have withdrawn from the Trade Union Council of SA (Tucsa)

The National Union of Commercial, Catering and Allied Workers and the National Union of Distributive Workers say they recognise the work done by Tucsa in obtaining changes to labour laws. However, they are unhappy about some aspects of the council's policy. These include Tucsa's distancing itself from protests over the death in detention of Dr Neil Aggett and the council's "semantic quibbling" over the issue of detention without trial.

Veteran unionist Dulcie Hartwell, a founder member of Tucsa, is general secretary of both unions. She told the FM that the unions had no plans to join any other

trade union federation or grouping

Tucsa president Anna Scheepers says she regrets the unions' decision to quit. "In an organisation representing about 460 000 people, it is impossible for everyone to agree on every issue. They should have discussed this with us." She does not expect any other unions to disaffiliate.

ARGUS 11/6/82 135

# Two SA unions expelled

Argus Correspondent  
**ROME** — Two South African trade unions have been expelled from the International Metalworkers Federation (IMF) in spite of a dramatic fight to stave off the move which will have world-wide repercussions.

The expelled unions, both with either white or coloured membership are the Amalgamated Engineering Union and the South African Electrical Workers' Association (SAEWA).

The unions which made

the expulsion request are the Metal and Allied Workers' Union and the National Automobile and Allied Workers' Union, both largely black movements affiliated to the Federation of South African Trade Unions (Fosatu).

Another two, the Radio, Television and Allied Workers' Union and the Engineering Industrial Workers' Union, were "admonished" — and given a year to comply to what one neutral delegate, an Italian, called

"the rules". Both have predominantly coloured membership.

Mr Gigi Panno, a high-ranking executive of the Italian Metalworkers' Union, told me "In other words, the two South African unions which have been let off for the time being must take speedy action to get rid of apartheid inside their organisations".

He described the discussion during the closed door meeting of the IMF's central committee as "extremely acrimonious".

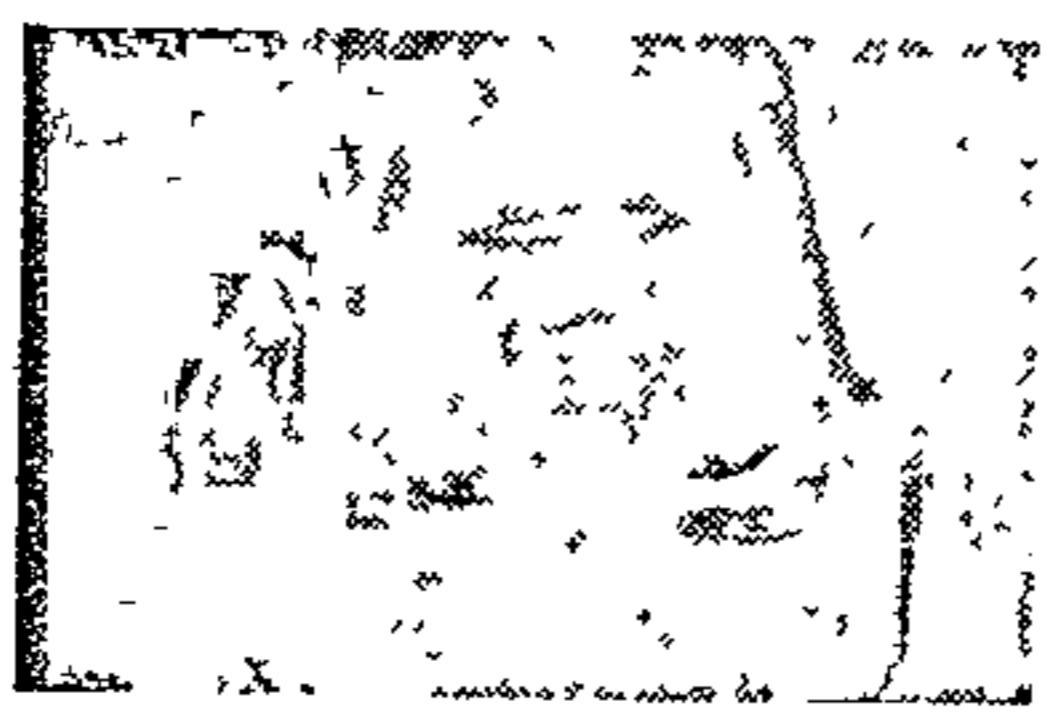
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of power on what the NPU had appeared...  
 public may or may not be ready to "lean over backwards" in these negotiations, but while the overwhelming majority of newspapers voluntarily subjected themselves to the authority of the News-Paper Press Union (NPU) — a non-statutory body which, through its Press Council, exercised discipline over its members. Initially the Press Council rejected to the...  
 Mr Dalling also objected to the NPU...  
 At present the over-wards" in these negotiations, but while the overwhelming majority of newspapers voluntarily subjected themselves to the authority of the News-Paper Press Union (NPU) — a non-statutory body which, through its Press Council, exercised discipline over its members. Initially the Press Council rejected to the...  
 Mr Dalling also objected to the NPU...

## Napoleon approach?

Mr Dave Dalling



## 'Why this pocket

judges of the Government, Mr Dave Dalling (P.F.P. Sandton) told the Assembly yesterday "But this is not enough — the Government wanted stricter control and he spoke during the second reading debate. He said it provided basically for enforcement all come up not with a judicial report but rather a political report to one disciplinary authority, enabling the Minister of Internal Affairs summarily to close down newspapers which did not comply, and for opening the way to the establishment of some form of media body which would be sanctioned by the Government. "It is an attempt to tame those media which are critical of the Government. It is an undignified move to tighten the reins in hand".

Mr Dalling said this report had been well used by the Government in its dealings with the NPU. Several meetings between the Government and the NPU had been held in recent months, presenting an "unedifying spectacle" of newspaper men appearing as "unmediated spectacles" of newspaper men appearing as "unmediated spectacles".

Mr Dalling said this report had been well used by the Government in its dealings with the NPU. Several meetings between the Government and the NPU had been held in recent months, presenting an "unedifying spectacle" of newspaper men appearing as "unmediated spectacles".

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# Shock as top SA unions are ousted

By **STEVEN FRIEDMAN**  
Labour Correspondent

TWO major white-led metal unions have been expelled from the powerful International Metalworkers' Federation — a move which is likely to send shock-waves through the metal industries, which employ nearly 500 000 workers

Employer sources believe the expulsions — at a meeting in Rome this week — are a serious blow to attempts to negotiate a mutually-agreed bargaining system for all races in the industries

"The implications are very serious", an industry source said yesterday

One effect could be an attempt by established unions on the metal industrial council to question the right of Fosatu unions — who initiated the expulsion moves — to obtain automatic deduction of union dues from employers

The two unions which have been expelled are the SA Electrical Workers Association (Saewa) and the Amalgamated Engineering Union.

The SAEWA's general secretary, Mr Ben Nicholson, is also director of the Confederation of Metal and Building Unions, a powerful alliance of metal unions on the industrial council

The expulsions came in response to charges by two Fosatu unions, the Metal and

Allied Workers Union (Mawu) and National Automobile and Allied Workers Union (Naawu), that the unions were "racist" and had tried to impede the Fosatu unions' efforts

Two other unions were "accused" by the Fosatu unions, Tucsa's Engineering Industrial Workers Union and Radio Television and Allied Workers Union

They were not expelled, but were given a year to "change their status" and "get rid of apartheid inside their organisations"

The expulsions come at a time when the Steel and Engineering Industries Federation (Seifsa) is holding talks with both established and emerging unions on a new bargaining system for the industry

The established unions — including the two which have been expelled — take part in the industries' official industrial council. But unions such as Fosatu's Mawu — representing mainly black workers who have taken part in the wave of wage strikes on the East Rand — have so far refused to join

The talks are aimed at producing a bargaining system which both union groups, as well as Seifsa, can support

But any changes to the system agreed to between Seifsa and Mawu also need the approval of the established unions and employers believe this will be made very difficult by the Rome expulsions

"There is likely to be so much bad blood that it may be impossible to get all groups to agree on anything," an employer source said yesterday

RSH  
12/6/82  
135  
(Handwritten marks and scribbles)

SECTION A  
32  
CANDIDATE MUST enter in (1) the number of each question asked (in the order in which it has answered); leave columns (2) and blank

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### 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.
- 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.
- 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.
- Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

### WARNING

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

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



# Difficult

# articles

# were well

# handled

135

C. Herald

135

12/6/82

SIR, — The WP Area Division of Tucsa extends its congratulations to you and your staff on the excellent articles headed "Housing" in your issue of May 29.

It is appreciated that the articles were difficult ones in regard to the formulae relating to the sale of houses owned by the City Council. However, we feel that your reporter has done an excellent job in simplifying a difficult subject, and I am sure that all your readers can only benefit from the articles

While the articles refer to the pilot scheme affecting about 220 homes initially, it is obvious that once the Cape Town City Council accepts a formula for the sale of its houses to its tenants, every council tenant will be affected

#### PRINCIPLE

And that is the reason why Tucsa — a completely non-racial organisation representing almost 500 000 members throughout the country with approximately 150 000 in the Western Cape — is so vitally

concerned firstly about the principle of the sale of houses to tenants and, secondly, about the cost of such houses

In our opinion the articles have served an invaluable purpose, and it is our sincere hope that those tenants involved in the pilot scheme will appreciate how important it is for them to acquaint themselves with the various formulae as set out in the articles so that they will be better prepared in their dealings with the Cape Town City Council.

#### CONTINUE

We congratulate you and your staff once again, and hope that your newspaper will continue with the publication of articles which vitally affect the lives of so many of your readers

NORMAN DANIELS  
(Chairman, WP Area  
Division, Tucsa)

# SA 'becoming vulnerable to labour unrest'

CAP TINKS 14/6/82

Own Correspondent

PRETORIA — South Africa's economy is becoming increasingly more dependent on black labour, and more vulnerable to labour unrest, according to economists

The president of the Trade Union Council of South Africa, Dr Anna Scheepers, had agreed, and emphasizes that the danger was the misuse for political purposes of a situation where blacks were becoming massively more dominant in the labour field

Dr Scheepers and the economic sources were commenting on the latest employment figures issued in Pretoria last week by the central statistical services

## 72 percent

These show that at the end of last year 72 percent of the country's total labour force was either black, coloured or Asian. The actual figures total 4 898 163, of whom 1 355 390 are white and 2 774 624 black

Then, in the six major work categories — mining, manufacturing, construction, electricity transport and communications — 78,7 percent were either black, coloured or Asian

The total labour force in the six categories was 3 047 579, of whom 648 605 were white and 2 398 974 black

According to the statistics, the monthly average white wage at the end of last year — R1 042 — was more than four times greater than the average black wage of R257

Dr Scheepers said the potential for labour unrest in South Africa was considerable

This was clearly illustrated by the large number of work stoppages already this year. Black labour be encouraged to organize either in terms of industrial council agreements or in other ways, and that there was a clear and responsible understanding of what was at stake if the strike threat spread

"They must be made to appreciate they cannot get everything overnight. Their expectations must be trimmed back to mesh with what is possible in terms of prevailing circumstances"

Unless this was done, overblown expectations could keep the economy in a constant state of uneasiness, if not unrest, Dr Scheepers said

jump to the conclusion that this is the explanation for measured differences on intellectual tests, cautioned Dr Hier

This view was seconded by Georgetown University physiologist Dr Estelle Ramey, a well-known researcher and feminist, who said "There are physiological differences between men and women that relate to hormones.

"But these differences are small as compared to the effect of environmental differences I think that's the critical point" — Washington Bureau



## no poll

in his enthusiasm for "market realism" — the need to make things pay as far as possible

It would be an oversimplification to call this a contest between right-winger Jenkins and left-winger Owen. There is very little difference over policy between the two.

Their difference really is in tone and style. SDP members will have only that to go on when they effectively decide what sort of party they want. The election result will be announced on July 2 — The Star's London Bureau



On the City Hall steps, May 1952 . . . police close in to arrest Solly Sachs (ringed).

# Looking back on a day of drama

A minor political milestone slipped by a couple of weeks ago, unmarked by anyone except some old stagers in the trade union movement

It was the 30th anniversary of a day of high drama. Late in May 1952 about 10 000 garment workers of varied races took to the streets of Johannesburg in protest against the banning of their General Secretary, Solly Sachs, and were violently dispersed by police.

Sachs, a legendary stormy petrel from the 1920s, was the first unionist to be clobbered by the Nationalist Government after 1948.

On that day 30 years ago he deliberately defied his newly served banning orders. He led a protest procession from Fordsburg, began addressing a huge crowd from the City Hall steps, and was promptly grabbed.

Then all hell broke loose. Some of it sticks in my mind because it was almost the first reporting job I was dispatched on in this city.

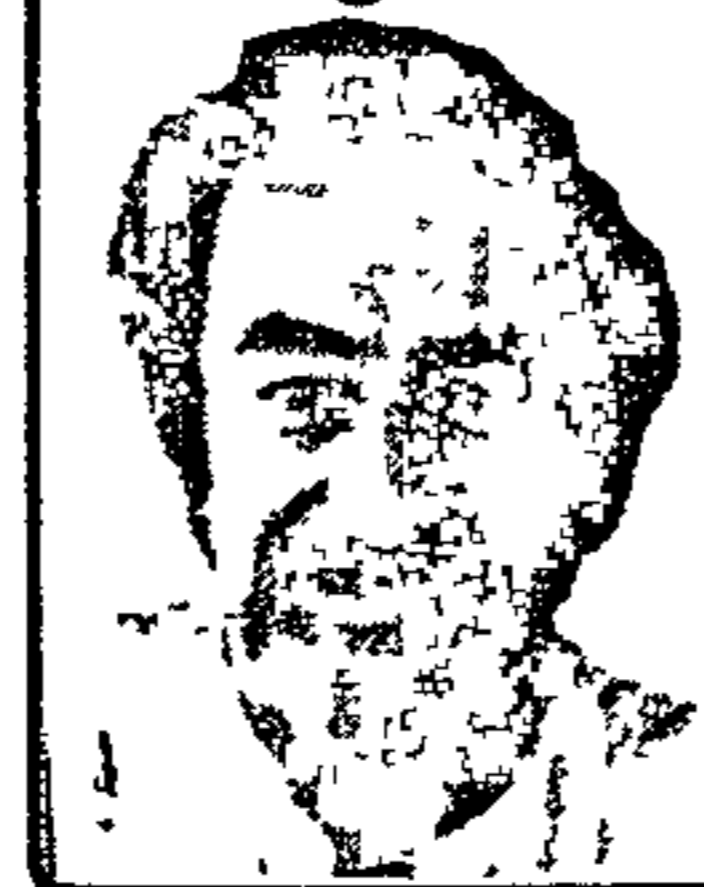
Who was this man who could inspire such loyalty?

Emil Solomon Sachs was a Lithuanian-born Jew and dedicated Socialist who achieved miracles in uplifting badly-paid garment workers, then predominantly Afrikaans women from the poor-white platteland.

He had even been a card-carrying communist, nogaal, although expelled from the SA party in 1931. He believed — and to a good extent succeeded — in getting white workers to link up with coloured and black workers behind the common cause.

★ ★ ★  
Of the formidable wo-

## Arnold Benjamin So it goes...



men whom he inspired — names like Johanna and Hester Cornelius, Dulcie Hartwell and Anna Scheepers — the one most in the public eye now is Dr Scheepers, still president of the GWU and of TucsA.

She chaired that tumultuous meeting at the city hall. In the union's newspaper she recalls. "It was the largest gathering of workers people could remember. In spite of the police attacks they showed 'courage'."

An editorial in the "Garment Worker" notes that today the GWU is a "respectable" union working within the established system. "Government policy has in many ways caught up with thinking of men like Solly Sachs."

The GWU had always preached non-racialism in trade union affairs. In 1952 its workers were split by law into racial branches. Today the law once again allows the union to have an open, non-racial constitution.

● And Sachs? Banned, sentenced and thoroughly neutralised, he went to live in Britain the following year. He produced some books, stood unsuccessfully as a Labour candidate in Sheffield, died six years ago.

His brother, the writer Bernard Sachs, put his impact somewhat into perspective.

"After the acclamation (the rank-and-file members) went to the polling booths and voted Nationalist. The Afrikaner workers were not and could not have been, socialist Race and blood were the determining factors in their political attitudes."

## Sweet talk

Now we know what sweetened relations between Margaret Thatcher and Ronald Reagan after their tiff over the Falklands resolution at the UN. It was jelly beans, reports a Financial Times columnist.

The US President offered the PM a few from his daily bag during last week's summit — and she liked them.

To ensure that relations don't become soured again, an American radio station is sending Mrs Thatcher 2 kg of the sweets. Downing Street has specified her favourite flavours and is said to be "real excited" about the idea.

## Miss WHO?

Out of the new Africa, always something . . . old

An ex-Zimbabwean here has just had a letter from friends in Harare, mentioning, inter alia, that their child has a new teacher at his junior school.

Her name? I kid you not — Miss Rhodesia.

It's not even a beauty title she may have won in the old days. Her given name is Miss Susan Rhodesia. And presumably that hasn't changed automatically to Zimbabwe.

## Smile, please

Deplorable joke department

Question: What would you call a socialist Argentinian?

Answer: Gaucho Marx

those in the newspaper industry and on individual newspapers need, in the interests of a healthy, balanced society, to temper their exaggerated sensitivity over the Government's steps (on the Press). The bona fides of the Government on the issue of Press freedom must be accepted; its aim in the latest legislation was simply to achieve a more effective controlling body and to flush out the wreckers and subversives.

● **THE CITIZEN** — It (the Government) will have, in the Press Amendment Act, a measure which it can use to force the Press to tighten the screws on itself, under threat of amending the new law. The Press is thus potentially in a worse fix than it would have been if it had told the Government it would refuse to be a party to any statutory proposals. The Government would then have had to do its own dirty work in controlling the Press — in full view of world opinion.

● **RAPPORT** — The Newspaper Press Union did not get its way completely because it is against the principle of legislation (on the Press). Nevertheless, it looks to us as if a sensible settlement has been reached, which only goes to show again that the difficult path of negotiation is still the best way.

● **DIE TRANSVAALER** — Our view is that the Press and the other media should have been allowed a further chance to show that they can exercise self-control through their own authority . . . the Government is constantly going to be tested in implementing the new measures by the demands of a free Press.

● **DAILY MAIL (London)** — If the Israelis can resist the temptation to boast about their victory and instead offer a reasonable prospect of a new status quo in the Lebanon which can bring guerilla activity to an end, then they may not have too much trouble in making it stick.

● **THE TIMES** — Among the many casualties of Israel's invasion of Lebanon must surely be American policy in the Middle

# Pay offer: 'Some may lose out'

By STEVEN FRIEDMAN  
Labour Correspondent

THE Mine Surface Officials' Association (MSOA), the only mine officials' group which has not accepted a wage offer from the Chamber of Mines, must accept the offer today — or its members will lose out on a pay increase for at least a month, mine employer sources said yesterday

But the MSOA says its members will receive an increase dated from June 1 no matter when it reaches agreement with the chamber and that it is therefore not jeopardising their interests by refusing to accept the offer

And informed sources said last night there was "little or no prospect" of the MSOA accepting the chamber's offer today

At the same time, today is also the deadline for a threat by the MSOA to take the chamber to the industrial court over alleged violations of an agreement with the association on black job advancement and on aspects of its wage bargaining arrangement with the mines

It is also understood that the Chamber is "highly unlikely" to accede to the MSOA'S

requests on these issues

The two other officials' associations, representing underground and technical officials, have accepted an offer which will guarantee their members a rise equal to at least 9% of the minimum pay rate in their job category

Employers are keen to see the MSOA also settle because that would strengthen their bargaining position in relation to the 22 000-member Council of Mining Unions, which is to hold a strike ballot on the wage issue

But the MSOA says it cannot even consider the Chamber's offer because it is "incomplete" The Chamber, it says, has made an offer to its members in "designated jobs" but not to the majority in "non-designated jobs"

In a letter to union officials, the MSOA's general-secretary, Mr Robert Botha, assured members that the pay increase would come into effect from June 1 "irrespective of how long it takes for the Association and the Chamber to reach agreement"

But an employer source said yesterday this was "misleading" If the MSOA did not accept the offer today "its members will lose at least a month's increased pay — there is no question of backdating the increase if the dispute drags on"

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# More miners say yes to 9 pc rise

## Labour Reporter

A second mining officials' body, the Sa Technical Officials Association, has accepted the Chamber of Mines wage offer

They join the 15 000-member Underground Officials Association in accepting the nine percent wage offer

This move by a second officials' body tends to weaken the

support for the eight-member Council of Mining Unions which has a dispute with the chamber over wages

Only the Mine Surface Officials Association has not accepted the chamber's offer, having described it 'incomplete' and the association is considering taking their employers to the industrial court

● See Pages 7 and 25.

(15) (17) (135)  
ROM 24/6/82

# Miners plan action over jobs for blacks

## Labour Correspondent

THE Mine Surface Officials Association says it is planning an unprecedented industrial court action against the Chamber of Mines

The action would centre around alleged violations by the mines of an agreement on black job advancement and on MSOA complaints about the chamber's attitude to the present round of wage talks

A circular to MSOA officials by general secretary Mr Robert Botha — which has come into the Rand Daily Mail's possession — says the MSOA will go to the court if the chamber does not meet its requests on these issues by tomorrow

A spokesman for the chamber declined to comment on the MSOA's claims

When the court was established, observers believed its key function would be to rule on cases in which non-blacks were "unfairly" replaced by blacks

If the MSOA goes ahead, its action will provide a test of the court's attitude to this issue

In the document, Mr Botha repeats claims that mines have been guilty of thousands of violations of an agreement to consult MSOA members when blacks are promoted to officials' jobs

He says the chamber was asked to see that the "viola-

tions" ceased, but that at a meeting on June 10, it asked for more time to investigate

The chamber re-issued its circular advising mines of the agreement, but the MSOA wrote to it on June 18 saying this was "insufficient"

It demanded an "explicit undertaking" from the chamber that the agreement would be adhered to and reminded the chamber that it had to notify the MSOA of each appointment made in accordance with the agreement

Each notification should contain the minimum salary attached to the job and the actual salary of the promoted man "The minimum salary for the non-white appointment must at all times be not less than that which would have been applicable to a white attached to the post"

Sources close to the MSOA stress it is not against black job advancement — it has opened its ranks to blacks — but that it claims mines are promoting blacks and coloureds at pay rates lower than that whites would be paid

On wages, the MSOA alleges the chamber's offer of a 9% increase on minimum pay rates is incomplete because it relates only to designated and not to non-designated jobs — the majority, it says, of officials' jobs

**Gwusa** <sup>135</sup> <sup>Sowetan</sup> <sup>14/6/82</sup>  
**gives**  
**green light**  
**for June 16**

EMPLOYERS have come to recognise June 16 as a country-wide stay-away day.

Although workers will be ruled by their conscience to observe the day, garment workers who stay away will not be victimized by their employers.

This assurance comes from the president of the 20 000 strong Garment Workers' Union of South Africa, Mrs Lucy Mvubelo.

"In fact, most factories have worked extra hours in preparation for this day, which will commemorate the heart-breaking occurrences of 1976," said Mrs Mvubelo.

# NO SACRED COWS, SAYS LABOUR CHIEF

By Tony Davis  
Labour Reporter

All trade unions should be legally required to register — but not for the purpose of controlling unions but for the benefit of their members, says a top trade unionist

For the general secretary of 26 000 strong SA Boilermakers Society there are no sacred cows in the labour field which he is not willing to tackle

A J "Ike" van der Watt is at the helm of one of the country's oldest established unions yet he is able to tread a narrow path between the older and the new emergent unions

He is not afraid to criticise Government labour legislation, the registration system or industrial councils

he feels there is an important need for their presence

The Boilermakers Society escaped the wrath of the International Metalworkers Federation in Rome recently when two sister unions were expelled for "not doing enough to rid their organisations of 'apart-heid'"

Mr van der Watt said there were still some differences with the IMF over the issue of non-racialism in his union

The Boilermakers Society has a non-racial and multi-racial setup

At its conference earlier this year the union endorsed a decision to open its executive ranks to all races

The union's executive committee and policy-forming general council have opened their ranks to all but

the branches country-wide are racially divided.

"We believe that to ignore race in the South African situation is stupid," Mr van der Watt says

"We have to recognise these differences and work towards multi-racial unions where no one race dominates"

Mr van der Watt says there are areas where separate branches work together He foresees a time when there will be no need for these divisions

Since the society opened its ranks to all in 1979 there was no rush of black numbers

The union first sought to train black organisers to recruit

"We as an established union had first to gain credibility among black workers,"



"IKE" VAN DER WATT . . . "The problem with Tucsa is not what it is doing, but what it isn't doing."

Mr van der Watt says "We did not want to dash in and form parallel black member unions as other established unions did

"We embarked on discussions with unions organising black

Black workers

But when he found they were not willing to sign up skilled blacks his union moved into the gap

He ascribed this unwillingness to the unions desire not to organise the higher grades or allow different union subscription rates

The Boilermakers Society is an affiliate of the Trade Union Council of South Africa (Tucsa) but does not always find itself comfortable under that umbrella

Unions to the left of Tucsa criticise the Boilermakers Society for its affiliation

But Mr van der Watt says the society will not leave Tucsa if it wants to reform it from within

"I don't think one can criticise Tucsa for what it is doing but

rather for what it is not doing"

Mr van der Watt is disappointed that Tucsa has not followed up a resolution at its conference in East London last year to make contact with other union groupings and find common ground

"Ike" is forthcoming on various labour issues

● Detentions of trade unionists "The Boilermakers Society is definitely opposed to any form of detention without trial"

● Union rights for domestics and farm labourers "From a practical point of view it would be very difficult to organise these workers, but I don't think they should be excluded from 'airyt' rights in terms of legislation."

● Registration of unions "Unions must

operate from a common base, be they registered or unregistered I believe all unions should be legally required to register — not to control them but for the benefit of their members"

● Labour legislation "I believe the labour movement in South Africa had the ideal opportunity to bring about reforms in other spheres outside legislation if only it had worked as a united group But the labour movement is split"

The Boilermakers Society — its full name is the SA Boilermakers, Iron and Steelworkers, Shipbuilders and Welders Society — has members in gold, diamond, coal mining, engineering, pulp and paper, explosives, and sugar industries





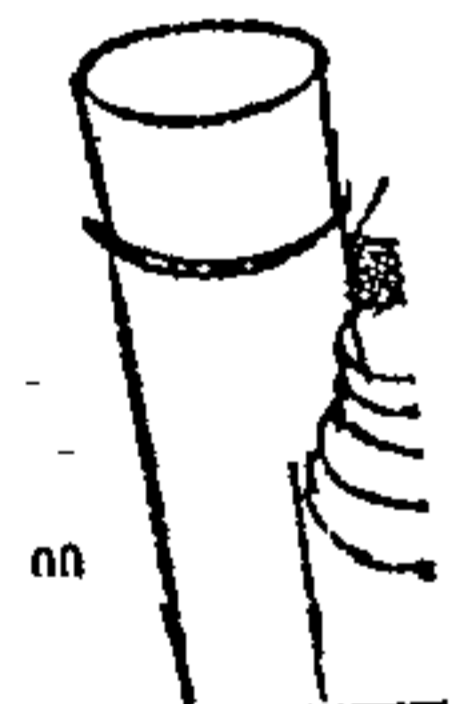
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# State steps into mines row

## Strike ballot is in the air

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By Tony Davis  
Labour Reporter

White mine unions meet in Johannesburg today to decide whether or not to cancel tomorrow's strike ballot — as a result of the intervention by the Minister of Mines and Energy Affairs Mr F W de Klerk, in their dispute with the Chamber of Mines

Mr de Klerk teleaxed the Council of Mining Unions and the chamber to indicate his disappointment at the lack of progress in the wage talks, and said he hoped they would get together to resolve their differences. Mining sources said today

Yesterday the CMU

and chamber met in Johannesburg to discuss the dispute for the first time since the breakdown in conciliation board talks last month

The mine unions had earlier rejected totally the chamber's 9 percent wage offer and demanded a rise of 15 percent

The CMU executive meets this afternoon to discuss the chamber's apparent willingness to renegotiate

The CMU chairman, Mr Arnie Paulus, said today that its executive would have to decide whether or not the strike ballot should go ahead tomorrow

Mr Paulus has already said that he expects an overwhelming

majority of the 22 000 white miners which the CMU represents to support a strike

Union sources said the chamber would have to better their 9 percent offer if they expect a settlement

The ballot at South Africa's gold mines and collieries is planned to be conducted from 6 am to 6 pm

Scrutineers chosen by members of the eight-union CMU will conduct the balloting, and the sealed vote boxes will be returned in the evening to the Johannesburg offices of the secretary of the CMU, Mr Tommy Neethling

The results should be known by noon on Thursday

Since the breakdown in the wage talks, both parties have indicated that their doors are open for further negotiations

The chamber had appealed to members of the mine unions to accept the 9 percent offer because of the present economic hardships in the mining industry

But at a number of public rallies organised last month by the unions, workers showed total rejection of the chamber's offer

### NEED

Mr de Klerk has also pointed out the need for new talks "in the national interest"

The miners are entitled to conduct a legal strike ballot because of the breakdowns in negotiations and conciliation board talks

But in terms of contracts of employment signed by CMU members the chamber can terminate their services if they go on a legal or illegal strike

The CMU had accused mine managements of resisting its attempts to organise tomorrow's strike vote, and even of "intimidation" members at some mines

A chamber spokesman said that at this stage it had no comment to make on the present talks

Mr de Klerk's intervention in the dispute has a precedent. During the 1979 strike by the Mine Workers' Union against the Chamber the then Minister of Mines, Mr Fanie Botha, appealed to both sides to resolve their differences, though he refused to be drawn into the actual dispute despite MWU requests

## Teargas, rubber bullets used to quell pay riots

By Tony Davis  
and Mike Cohen

The South African Police used teargas and rubber bullets to quell rioting mine workers at the Kloof Gold Mine near Westonaria yesterday.

The Divisional Commissioner of Police on the West Rand, Brigadier J C Coetzee, said today police opened fire last night as unrest on mine property erupted

He said no serious damage was caused by the miners and no injuries were reported. "But there must have been people hit by the bullets," he added

Mine security police also used teargas early yesterday to counter unrest at the two hos-

tels. The SAP were later called in to assist

A spokesman for Gold Fields said all was quiet at the mine today and there had been no further reports of unrest at the West Driefontein Mine, where there was extensive rioting at the weekend. Four miners died during the unrest in the Western Transvaal

At Gencor's Grootklei mine, near Springs, three miners died during unrest at the weekend

The unrest is understood to be related to the introduction of a rise of 12 percent for black miners.

Police used teargas and several arrests were made as a result of wage riots at the

Danhauser collieries in Natal yesterday. Rioting workers destroyed two beer halls, a restaurant, communication equipment and a tractor.

Two of the Gencor group's platinum mines near Rustenburg have also been hit by wage riots

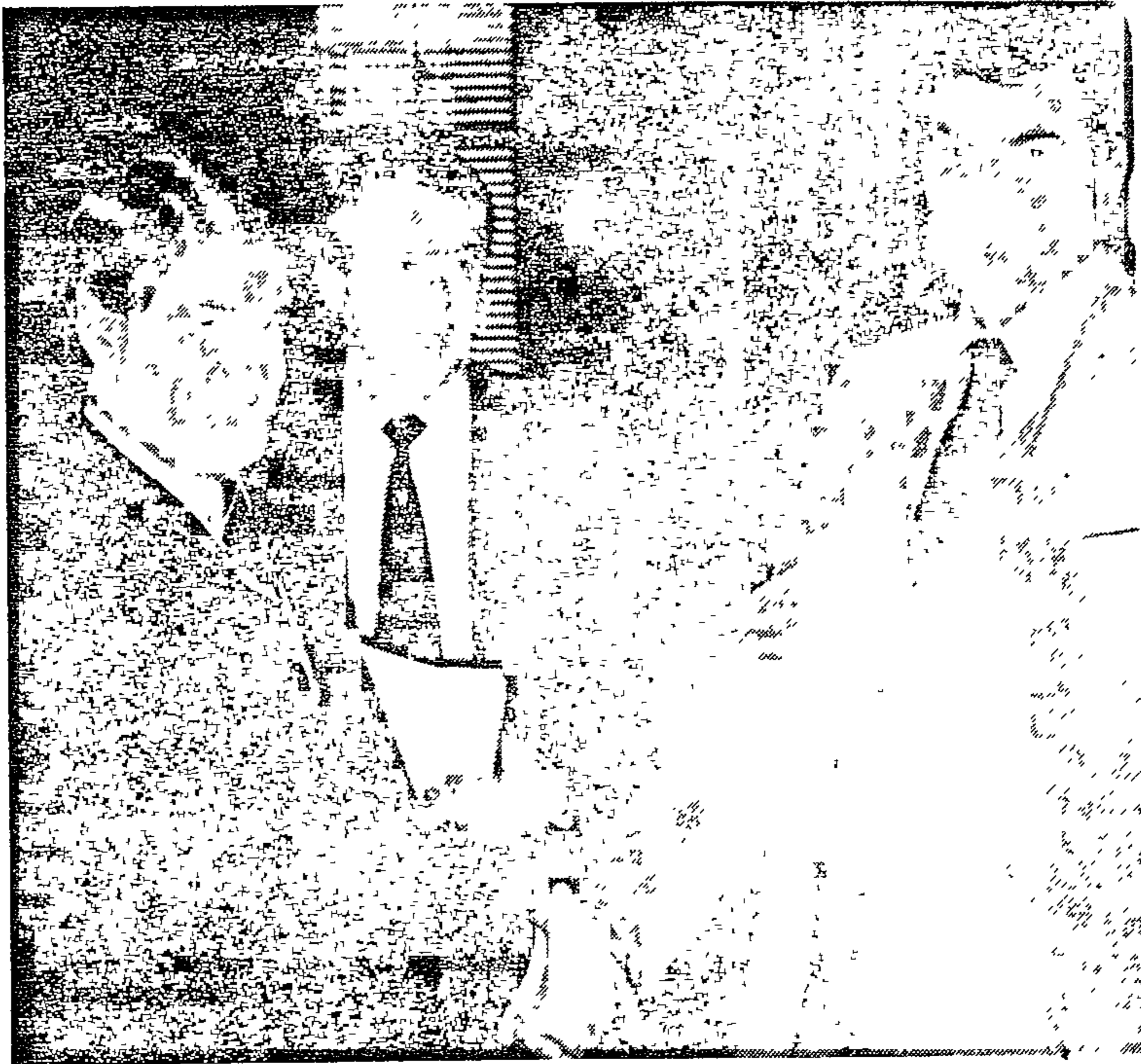
About 2 000 miners at Impala's Bafokeng North hostel refused to go underground on Saturday and later destroyed mine property. Bophuthatswana police used teargas to disperse the rioters and about 50 miners were injured and treated at hospital.

At Impala's Wildebeest South hostel yesterday miners also rioted and teargas was used by Bophuthatswana police

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★ Today in The Star

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A last-minute agreement yesterday averted a threatened strike ballot by white miners today. The mining unions' Mr Arrie Paulus (right) shakes hands with Gencor's Mr Naas Steenkamp. Chamber of Mines industrial relations adviser, Mr Johan Liebenberg, looks on.

By Tony Davis  
Labour Reporter

Intervention by Mr F W de Klerk, Minister of Mineral and Energy Affairs, in the wage dispute between white mining unions and the Chamber of Mines was responsible for yesterday's settlement, union sources say.

The chamber and the eight-member Council of Mining Unions yesterday jointly announced that the mining unions had accepted a 12 percent pay increase.

Today's planned strike ballot at gold mines and collieries has been called off.

Last week the Minister telexed the chamber and urged it to resolve the dispute.

The Minister also sent a telex to the CMU.

#### INACTIVE

The chamber's industrial relations adviser, Mr Johan Liebenberg, told a Press conference yesterday the chamber

# Minister gets credit for accord

135  
7/7/82

had approached the mining unions last week but not directly as a result of the Minister's request.

Mining unionists, however, feel it was Mr de Klerk's initiative that forced the chamber to abandon its nine percent offer and to renegotiate with the CMU.

The CMU had demanded a 15 percent increase and some members felt that it was not worth strikers to hold to that figure.

"We also had the national interest and the economy in mind

at all times," a CMU member said.

#### PAY TALKS

The chamber opened pay talks in April with offers of three and five percent which the CMU described as "ludicrous".

The CMU had expected a successful strike vote in the event of no settlement being reached by today.

In addition to the 12 percent increase all union members who have been in continuous service with the chamber from May this

year to the end of June will receive a R200 bonus.

Pro rata payments will go to those with less service.

This figure was introduced as the wage talks dragged on from the May pay month.

#### CATASTROPHIC

The chairman of the CMU, Mr Arrie Paulus, said he thought Union members would accept the 12 percent increase and that there would be a series of report back meetings with miners in the near future.

He said CMU members trusted their negotiators and accepted that the negotiating team would reach a satisfactory settlement on their behalf.

A joint statement by the chamber and the CMU said the compromise had averted a threatened strike which could have proved catastrophic to the national economy and to the mining industry.

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Labour Reporter

An artisan mining union yesterday voiced its support for a mining officials association in its dispute with the Chamber of Mines.

The executive committee of the 26 000 member SA Boilermakers Society declared its unanimous support for the Mine Surface Officials Association (MSOA)

The resolution cuts across the usual antipathy which exists between the mining unions and mining official associations

A statement from the boilermakers said the MSOA had the right to negotiate the best terms for its members.

Two other mining official associations last month accepted the Chamber of Mines' nine percent increase offer

But the MSOA declared a dispute with the chamber over the wage offer and called for the establishment of a conciliation board to resolve the dispute

The general secretary of the association, Mr Robbie Botha, described the chamber's offer as "incomplete" as it omitted many members

The MSOA has also attacked the Chamber of Mines for alleged violations by mine managements in connection with the promotion of blacks to official positions.

# Mine pay demands are set to continue

135 ROM 10/17/82

By STEVEN FRIEDMAN  
Labour Correspondent

DESPITE the settlement of the wage dispute between the Chamber of Mines and the Council of Mining Unions the mines still face wage demands from the three mine officials associations

The 15 000-member Mine Surface Officials Association (MSOA) has declared a dispute with the Chamber on wage demands and a CMU union, the SA Boilermakers Society, has unanimously passed a motion of support for the MSOA's stand

It said the dispute involved the association's right "to negotiate the best agreement for its members"

Boilermakers' general secretary Mr Ike van der Watt said the dispute between the Chamber and MSOA still posed a threat to 'the stability of the mines'

And the 14 000-member Underground Officials Association (UOA) which last month reached agreement with the Chamber giving its members an increase equal to at least 9% of their minimum wage has approached the Chamber asking for the same increase won by the CMU unions

The 2 000-member SA Technical Officials Association which reached the same agreement as the UOA is likely to also want a 12% rise for its men

The two associations were sharply criticised by CMU unions for accepting the increase CMU unionists said they believed the officials associations "expect us to do the hard bargaining while they sit back and wait to reap the rewards"

UOA secretary Mr Doc Coertze said his union reached the agreement with the Chamber "because they said they could not possibly afford more — now they suddenly seem to be able to afford it after all"

He said the Chamber told the UOA it could expect an answer next week "and if that answer is no we will certainly take the matter further"

However the surface officials did not accept the increase offered the officials associations and the MSOA has declared a dispute on the issue

It charges that the mines have made an offer to a minority of MSOA members and have delayed discussions on the associ-



fight them in the ring, then fight them on the baseball diamond boxer Mike Koranicki isn't getting many fight offers, so to keep decided to pitch for his first love — baseball. He will turn out for a nation side against the Giants at the Wanderers on Sunday

Picture RAYMOND PRESTON

## you this? Minister accused of hitting woman

By ANDRE VILJOEN  
Mail Africa Bureau

HARARE — There were angry exchanges in the Zimbabwean House of Assembly yesterday when a white MP, Mr Donald Goddard, accused the Minister of Parliamentary and Legal Affairs, Dr Eddison Zvobgo, of beating up a middle-aged white woman after a traffic accident.

Mr Goddard, a Republican Front MP, said Dr Zvobgo had dragged her from a car and hit her in the face

"She was left pale, shaken, weeping and bloody-nosed," said Mr Goddard, who asked that appropriate action be taken against the Minister

The Minister of Home Affairs, Mr Herbert Ushewokunze, told the House the woman did not want to press charges as the "man with her was not her husband"

part in the debate, but as the Speaker left the House, he shook his finger at Mr Goddard and shouted "She is a prostitute She nearly killed me That is why I beat her"

● The government yesterday fobbed off parliamentary questions about the secrecy surrounding a High Court

judgment this week in a case in which a detained RF MP, Mr Wally Stuttaford, claimed damages of about R27 000 for alleged assault and torture by government security agents

The Minister of Justice, Mr Simbi Mubako, told Republican Front MPs it was not in the public interest for any of the proceedings to be made public

The government ordered that the judgment be kept secret in terms of the emergency powers regulations which

## R4 700 CAN

There was no correct solution received for Jackpot Post your entry on a postcard to "Mail" Saturday Ja 2000 Unstamped entries may be left in the Jackpot Building, 171 Main Street, Johannesburg, or at the Rissik and Jeppe streets The closing date for Thursday, July 15, 1982. For rules to

### ACROSS

- 1 Personality must obviously be a powerful influence in the life of a
- 4 One may simply not notice a
- 7 Beautifully gardens would add charm to country mansion
- 8 Gives new colour to
- 9 It's normal enough to analyse
- 15 It's a rather unusual person who shows total indifference to
- 16 One might be struck by the colour of
- 17 Person concerned would not want to be bigger than necessary
- 18 Bad weather might create some difficulty for

### DOWN

- 1 Fierce competition might force to cut its costs.
- 2 Girl's name.
- 3 Beautiful flowers.
- 5 Substance composing elephant tusks
- 6 Man might consider quitting job that his full strength.
- 9 To naturally involves energetic action.
- 10 may cause a person to stumble
- 11 Support for sail.
- 12 leads a man to take certain things for granted.

Hand DAILY MAIL SATURDAY

DAILY MAIL DAILY MAIL DAILY MAIL DAILY MAIL

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Hand DAILY MAIL

13 are often understood.

## Expert warns

Mail Reporter

SOUTH Africa's suicide rate could reach the 4 000-a-year mark if counselling services were not improved, a leading official of Suicides Anonymous said yesterday

Mr S Bloomberg, a founder-chairman of the organisation, said there was a lack of services and experienced people who could give immediate advice to people contemplating suicide

He was commenting on a report released in Britain this week which predicted that an "alarming" 4 000

men, women, and children would commit suicide country this year

Mr Bloomberg said was also a need to reduce the failure rate of the treatment to deter people committing suicide.

He said very little had been spent on research in South Africa. Suicides brought a count, disrepute

"The moment it comes obvious, you're finding that there are so unhappy people around said

He received the

## Thieves ring up R

By ANN PALMER

BURGLARS cut through the high-impact glass of a Bedfordview jewellery shop and escaped with between R40 000 and R50 000 in diamonds and gold rings on Thursday night

Mr Gerald Kamberg, manager of Gerald's in the Bedford Centre, Kirby Street,

night after the alarm triggered

"I arrived 10 minutes after the alarm went off and one of the display cases with a hole in it. Trays of expensive rings had been removed"

He was sure professional had been involved as had cut through the

## Mvubelo replies to the charges

# For foreign capital — but not for apartheid

135  
~~135~~  
Sowetan  
12/7/82



MRS MVUBELO. Not for apartheid, only for investment.

By STAN MHLONGO

THE general secretary of the National Union of Clothing Workers, Mrs Lucy Mvubelo, has rejected claims that she supports apartheid by asking foreign countries to invest capital in South Africa.

Mrs Mvubelo has been criticised on many occasions for her views here and abroad

During her 1974 expedition abroad, she was grilled for nine hours by a Tanzanian unionist in an attempt to persuade her to support sanctions against South Africa, which she refused to do

Mrs Mvubelo does agree that she has met certain 'radical' elements who would not stand for her opinion that foreign countries should invest here

"One in particular is a professor from Ghana who told me the only solution to break apartheid was revolution"

Mrs Mvubelo said the professor suggested that we should sacrifice this generation

"I questioned him about his country which has coups every day I wanted to know who gave him a mandate to speak for South Africa, because I was speaking with authority representing the workers and the underprivileged," said Mrs Mvubelo

### SUPPORT

"How can I be said to be supporting apartheid when, even when I am abroad, I am regarded as a non-person in the country of my birth," she asked

Mrs Mvubelo said that when she sat on the regional committee to make re-

commendations to the Government to amend the constitution, "I wanted all racial groups to be represented in Parliament"

Mrs Mvubelo added that she was surprised and very bitter when blacks were left out of the new constitutional dispensation

The investment policy she supports has resulted in Americans building a posh school in Jabulani (Pace)

### RADICALS

"I told the Americans that instead of accepting the version usually offered by radicals, they must not just provide equal opportunities in the amenities they built for us — but they should also educate and train us, as there is a dire shortage of black artisans and tradesmen," she said

Mrs Mvubelo's National Union of Clothing Workers has a membership of 23 000 people Mrs Mvubelo has acquired the qualities of leadership in spite of only going as far as standard 8 at school

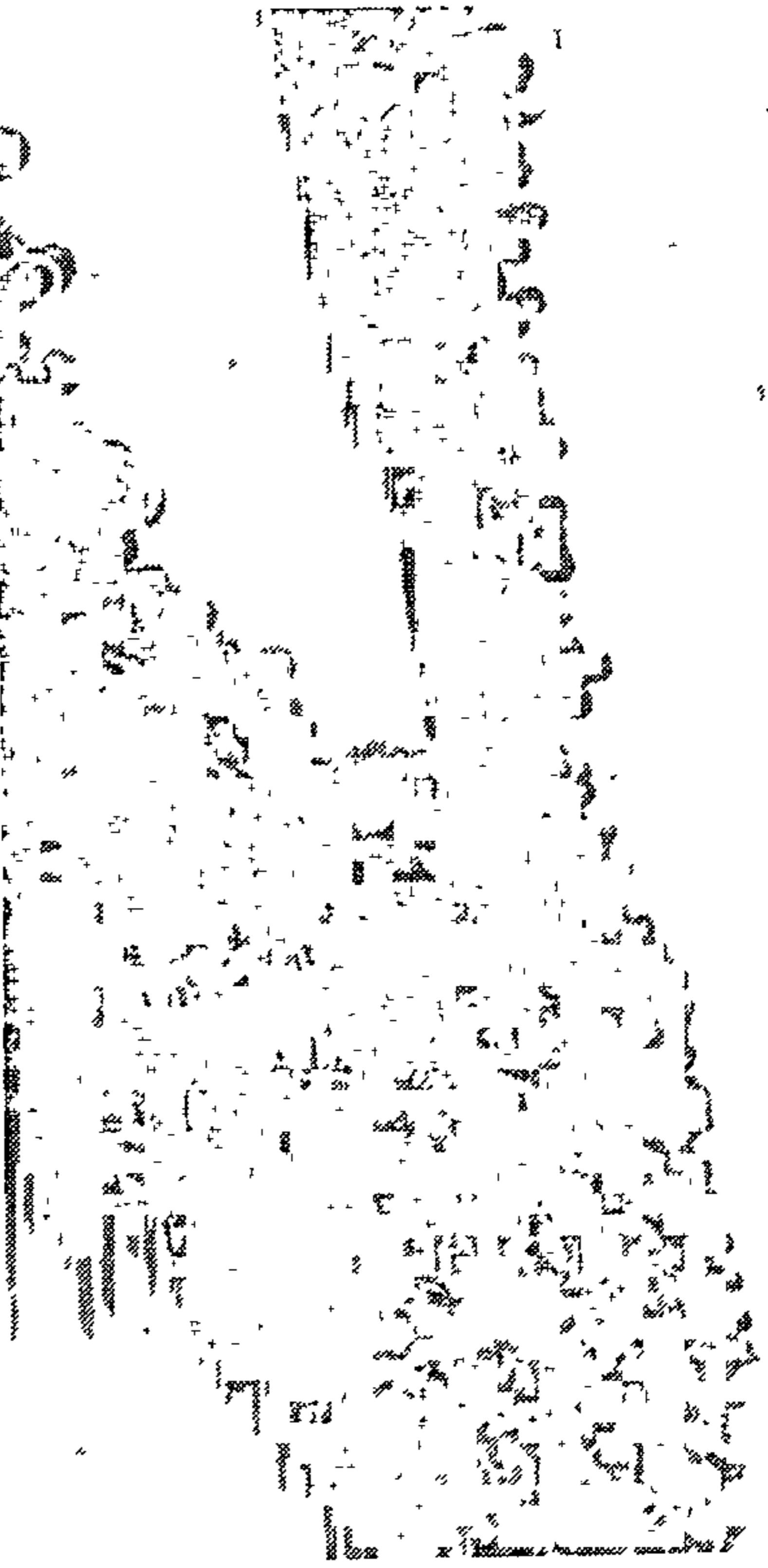
She was chosen 'Women of the Year' by a local afternoon newspaper in 1979 Two years after she left school, she married at the tender age of 18 to the late Mckenzie Mvubelo

Born in George Goch in 1920, Lucy has matured enough to accept those who oppose her opinions on investment in the country

But she claims to have little respect for blacks in exile who make a lot of noise about this and that "I rather feel that the Motlanas and Tutus who attack apartheid from what they experience and see daily can be taken more seriously," she concluded

# TROUBLE AHEAD WARREN UNION LEADERS

Miners wait anxiously after the recent disturbances at Kloof Gold Mine to hear if they are to be dismissed or re-employed.  
Picture courtesy of The Citizen



*Industrial Week*

13/7/82  
By Lynn Carlisle

IN THE WAKE of this month's labour unrest deep concern has been expressed by leading unionists who anticipate that employers will offer "unrealistic" pay increases, sparking off even worse trouble.

While assuring Industrial Week of their desire for co-operation to keep businesses successful — particularly as the first signs of recessionary layoffs occur — unionists representing about 80% of all union members warn that pay rise uncertainties could lead to shut downs this year. Industrialists should sensitive employer practices", the unionists deny they want their bread buttered on both sides, at a time when the recessionary bite will eat away company profits.

"If employer organisations are honest, put all their cards on the table and say 'we can only afford this much' we will co operate

"However it is vital that industrialists continue their training programmes throughout the recession so that there is not another skilled worker shortage when the upturn begins," says Dr Scheepers.

A more genuine effort by all to fight inflation is needed — belt tightening is always left to the worker and consumer — now

Miners wait anxiously after the recent disturbances at Milmo's (to the mine) year...  
Picture courtesy of The Citizen

# LEADERS

*Volvo trial week*

By Lynn Carlisle

13/7/82  
135  
134

IN THE WAKE of this month's labour unrest deep concern has been expressed by leading unionists who anticipate that employers will offer "unrealistic" pay increases, sparking off even worse trouble.

While assuring Industrial Week of their desire for co-operation to keep businesses successful — particularly as the first signs of recessionary layoffs occur — unionists representing about 80% of all union members warn that pay rise uncertainties could lead to shut-downs this year.

Industrialists should note that the recent dispute between the Council of Mining Unions and Chamber of Mines was resolved only after the Chamber had increased its pay offers several times due to union pressure.

"With high inflation continuing to rise workers are really going to fight for decent wages."

### Beware

"Employers should beware of offering low increases as these will cause haggling, disputes and strikes which will lead to lower productivity throughout the long economic downturn," says Dr Anna Scheepers, president of the 404 000-strong Tucsas.

Backed by leaders of several other "mixed" and all-White umbrella unions over expected "in-

sensitive employer practices, the unionists deny they want their bread buttered on both sides at a time when the recession any bite will eat away company profits.

"If employer organisations are honest put all their cards on the table and say 'we can only afford this much' we will co-operate."

### Begging

"But they should not pick the ticks off our backs, otherwise they will waste everyone's time," says a senior spokesman from the 120 000 strong all-White SA Confederation of Labour.

After visiting the Richards Bay area last week he observed that long queues of Zulus were "literally begging" for employment.

Dr Scheepers adds that in the Transvaal queues of out-of-work machinists from the clothing industry are beginning to appear.

Something which never occurred during the long recession in the 1970s

"The unemployment situation across the board will probably turn ugly before next year

"However it is vital that industrialists continue their training programmes throughout the recession so that there is not another skilled worker shortage when the upturn begins," says Dr Scheepers.

A more genuine effort by all to fight inflation is needed — belt tightening is always left to the worker and consumer — now that unemployment is expected to increase she says.

"If food prices continue to go up and people get hungry we will see far more strikes, riots and looting," warns Dr Scheepers.

### Unreasonable

Another influential unionist has appealed to employers not to make "unreasonable" pay offers in spite of the downward swing, and to come forward early with clear proposals.

"We cannot lower our standards. If we get pushed around we will hit back hard."

"The unions have woken up and their members are right behind them, this is not a dream world situation," he says.



UNIVERSITY  
EXAMINATION

SA's race policies attacked by ILO

135  
15/7/82

All answer books must be

Number of books handed in
Number of this book

Surname

First Name(s)

Date

Degree/Diploma/Certificate you are registered for

Subject (to be copied from)

Paper No (to be copied from)

ATTACKS on South Africa's race policies at last month's meeting of the International Labour Organisation (ILO) were more strident and hysterical than ever, the general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, said in Pretoria yesterday

Mr Grobbelaar attended the conference as an observer

"However, it's mostly all bark and no bite Government and employer organisation representatives in the ILO hesitate to join in positive action against South Africa because this could harm their own national interests," he said

Mr Grobbelaar said if some of the proposals made at the conference were implemented, "South Africa would be in deep trouble"

"There is no doubt the will to impose maximum economic and other damage on South Africa is there"

Mr Grobbelaar found it remarkable that only a passing reference was made to the death in detention of trade unionist, Dr Neil Aggett

Speakers from European countries attacked the SA Government for the lack of progress in abolishing discriminatory legislation

They claimed only cosmetic changes had been made and had little impact on the quality of life of blacks

It was conceded some progress had been made in granting greater freedom to black workers but delegates felt these "changes" were brought about because of international pressure on the South African Government

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OK

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

	Internal	External
(1)	(2)	(3)
2	63	
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Examiners' Initials		

NOTE CAREFULLY

- 1 Enter at the top of the block on this 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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# 'Closed shop' to be tested in court

By STEVEN FRIEDMAN  
Labour Correspondent

THE controversial "closed shop" provision, which forces workers to belong to a trade union, is to be tested in the Government's new industrial court

The case is likely to be closely watched by both employers and unionists. The closed shop is firmly supported by most established unions, but has been attacked by emerging unions and employers, who see it as a violation of workers' freedom of association.

The registrar of the industrial court confirmed this week that the case, brought by Natal furniture company Grafton Everest against the furniture industry's Natal Industrial Council and the National Union of Furniture and Allied Workers (NUFAW), an affiliate of the Trade Union Council of SA, is to be

heard

He said a date for the hearing had not been set. "The parties are negotiating on a date and we are waiting for them to come back to us," he said.

The case concerns an agreement negotiated at the Natal council which means all black furniture workers must belong to the NUFAW. The closed shop in the union has only recently been extended to blacks.

Grafton Everest brought the case after three of their workers refused to join the NUFAW. The council told the company it must fire the workers.

At one stage, the council sent an agent to the plant to evict the three. But he was turned back and they are still working at the plant.

It is understood that the three refuse to join because they support the unregis-

tered SA Allied Workers' Union. Informed sources say other NUFAW members at the plant originally backed the SAAWU.

The company has now taken the case to the court, arguing that to fire workers because they refuse to join a union is an "unfair labour practice".

The NUFAW's secretary, Mr Mohan Lalaram, confirmed yesterday the company had brought the case, but added "We believe their attorneys have told them there is nothing illegal about the closed shop".

"Instead of doing this, why didn't they apply to the Minister of Manpower for an exemption from the closed shop, which they can do?" he said.

It is understood that the company has not asked for an exemption because this would mean that the closed shop principle would not be tested in court.

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Subject *ECONOMICS II*  
(to be copied from the heading on the Examination Paper)

Paper No *PAPER NO I*  
(to be copied from the heading on the Examination Paper)

Examiners' Initials		

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## LABOUR

Star

# Miners claim pay victory

22/7/82

Labour Reporter  
The Mine Surface Officials Association (MSOA) has claimed a victory in its dispute with the Chamber of Mines by winning a 12 percent minimum increase for its members

The association declared a dispute with the chamber last month and rejected a nine percent offer, describing it as "incomplete"

It then applied for the establishment of a conciliation board to resolve the dispute. After Friday's settlement the application fell away.

But the general secretary of the association, Mr Robbie Botha, warned that the dispute could flare again

if other labour issues were not resolved.

The MSOA has criticised the chamber over the appointment of blacks to officials' positions

The 12 percent increase also applies to the two other officials' associations — the SA Technical and the Underground Officials — which had earlier accepted the nine percent offer

A Chamber of Mines statement said members of the associations would receive an average 13 percent increase on their salaries

The increase will be effective from July for MSOA members and from June for the other associations

135

## Fosatu gives GWU support

The 100 000 - member Federation of South African Trade Unions (Fosatu) has announced its support for the General Workers' Union in its dispute with the South African Transport Services (SATS) and called on the State body to open recognition talks immediately with the union

Fosatu accused the SATS of using intimidatory tactics against General Workers' Union members and warned that the black staff association, with which the SATS dealt, was unacceptable to the majority of workers

The message of support came from a Fosatu central committee meeting held in Johannesburg at the weekend

Star 24/7/82

# Mining union deserters sank raise

## Labour Reporter

A break in the ranks of mining unions helped ruin a position of strength during recent wage negotiations with the Chamber of Mines.

The chairman of the eight-member Council of Mining Unions, Mr Arrie Paulus, has accused two mining officials' associations of breaking ranks in the wage negotiations with employers

The dispute between the council and the

Chamber of Mines was resolved on the brink of a strike vote by miners with a settlement of 12 percent.

The wage negotiations had started out with the mining union asking for a 15 percent increase for the new agreement, but employers offered only three percent

The chamber's offer was rejected, as were subsequent counter-offers to five percent and eight percent

But then a nine percent offer was accepted by two mining officials' associations, the SA Technical and Underground Officials

Mr Paulus described the two bodies as "handsupper unions" who deserted the other unions and helped keep them from reaching 15 percent

He was, however, full of praise for a third officials association, the Mine Surface Union, which also declared a

dispute with the chamber after rejecting the nine percent offer

Recently the three associations also received the 12 percent increase

Mr Paulus rejected the Chamber of Mines argument that wage demands endangered a shaky industry

The upgrading in wage offers proved the chamber was like an orange "The more you squeeze it, the more juice you get," Mr Paulus said

The chamber's rejection of a union call for arbitration in the dispute proved that the employers' story of increased wages threatening the national economy was untrue, he added

Mining unions and officials' associations had to stand together in negotiations with the chamber if they wanted to work from a strong bargaining position and win a fair increase, Mr Paulus said

# Natal firm asks Court to test 'closed shop'

Mercury Reporter

A NATAL furniture company has asked the Industrial Court to test the controversial 'closed shop' provision, which forces workers to belong to a trade union

The case is being brought by Grafton Everest against the furniture industries' Natal Industrial Council and National Union of Furniture and Allied Workers (NUFAW), an affiliate of the Trade Union Council

It concerns a council agreement which forces all Indian, black and coloured furniture workers to belong to NUFAW

The closed shop has been extended only recently to blacks

The closed shop is firmly supported by most established unions but has been attacked by emerging unions and employers who see it as a violation of workers' freedom of association

It is understood that Grafton Everest brought the case after three of their workers — one who has worked for the company for 25 years — refused to join NUFAW because they supported the unregistered South African Allied Workers' Union. The council told the company they must dismiss the three workers.

The company has now taken the case to the Court, arguing that to fire workers because they refuse to join a union is an unfair labour practice and runs counter to the principle of freedom of association.

## Tested

NUFAW's secretary, Mr Mohan Lalaram, yesterday confirmed that the case had been brought by the company but said 'it was the right of any employer to ask the Minister of Manpower for an exemption from the closed shop agreement'

It is understood that the company has not asked for an exemption because this would mean that the closed shop principle would not be tested in court.

The Natal Industrial Council for the furniture industry declined to comment when contacted yesterday

The Registrar of the Industrial Court confirmed the case, but said a date had not yet been set because 'we are waiting for the parties to agree on a mutually satisfactory date and then come back to us'

Exploit the system for the workers says Tucsa president

# Scheepers praises industrial councils

THE president of the Trade Union Council of South Africa, Dr Anna Scheepers, has once again expressed her strong concern over the industrial council system.

Dr Scheepers, who is also president of the Garment Workers' Union, said unions and employers had to utilise the system for the benefit of the workers

But the more than 100 000-strong Fosatu and most emerging black unions have refused to serve on the industrial councils under



By JOSHUA RABOROKO

the present labour laws  
The Metal Allied Workers' Union, an affiliate of Fosatu, recently refused to join the Metal Industrial

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at low cost, a first class machine to monitor and enforce agreements was set up

The advantage of legally negotiated and published industrial council agreements was that they carried criminal sanction — in other words infringements can be submitted to the public prosecutor for the courts to decide

Workers and employers can get justice without paying any legal costs Councils also enable unions to negotiate on many other work conditions not just wages, hours of work and overtime, annual leave and public holidays

Councils agreements could also be extended to cover non-parties that is, the workers of employers who are not in the council and also non-union members

She rejected opposition to the 'established' system for political reasons 'If the apartheid Government disappeared tomorrow our Labour

Relations Act would still have to be retained as an extremely good legal framework for promoting the interest of workers

She maintained that plant level negotiations or bargaining could be useful but had severe disadvantages For an emerging union which had only enrolled members at one or two factories, plant level negotiation would give them a base to prove to workers that they could win gains

This would help to enrol other factories While existing labour legislation protected the basic working conditions of members, the union could satisfy workers for a while by winning higher wages

Unions might point out that strikes could be used as a weapon to enforce agreements — and because new unions did not have huge reserves to pay strikes pay, this was asking a great sacrifice of workers, she said

Meanwhile, severe



OPTIMISTIC: Dr Anna Scheepers

Labour unrest in the metal industry related to the annual wage negotiations has been blamed on the failure and inadequacy of the council

Fosatu has been asked by its affiliates to enter industrial councils or to other industry-wide bargaining system

Plant-based bargaining continued to be accepted  
The rights and functions of shop stewards were not restricted in any way  
Union recognition in plants was based on representativity and not granted to minority unions where majority unions existed in the plant

**Damelin**  
CORRESPONDENCE COLLEGE.

Vervandig in Suid Afrika

# 60 PE textile ~~workers~~ workers won't 2. Post 4/8/87 accept offer

By SANDRA SMITH

ABOUT 60 workers dismissed from the Veldspun International textile company in Uitenhage have refused a management offer to re-employ them on condition they signed a document acknowledging their jobs included picking fabrics

The workers were dismissed on Monday after refusing to do the work of 25 of their colleagues in Veldspun International's fabric picking section who were retrenched last month

Officials of the National Union of Textile Workers met representatives of the company's management yesterday to discuss the issue, and were told the workers would be re-employed on condition they signed the document

At a meeting last night, the workers rejected this condition

The local secretary of the Federation of SA Trade Unions (Fosatu), Mr Makaya Sam said "The workers felt that if there were to be conditions, they would like to include some of their own which would be binding on the company"

Management had asked for workers in the mending section to return to the factory today and the rest on Tuesday. This was also rejected by the workers, who decided they would return to work together

Mr Sam said union officials would attempt to meet management representatives today

Veldspun management was not available for comment

2 RAND DAILY MAIL, Wednesday, August 4, 1982

# Cusa to get miners' union for blacks going

By STEVEN FRIEDMAN  
Labour Correspondent

THE Council of Unions of SA is to launch a union for black mineworkers — the first attempt by a major emerging union group to organise black miners.

Cusa, which claims a membership of 60 000, is the second largest emerging union group. The decision to launch the mine union was taken at its second national conference at the weekend. The Black Mineworkers' Union, which is assisted by Tucsa's SA Boilermakers' Society, has already been granted organising facilities by the Chamber of Mines and a coloured union

organised by the Boilermakers is considering opening its doors to blacks. But the Cusa initiative is the first to be launched on the mines for decades without the assistance of an established union. Cusa is committed to organising black-led unions and the mine union will follow this pattern.

At the conference, Cusa also resolved to organise a Security Workers' Union and accepted membership applications from three new unions. The three are the SA Black Municipal Workers' Union, the Textile Workers' Union (Transvaal) and the Hotel Liquor and Allied Workers' Union.

Two of the three were previously unaffiliated and the third, the Textile

Workers' Union, recently left Tucsa. This means that ten unions now belong to Cusa, excluding the two planned. In a resolution at the conference, Cusa resolved to establish a mine union to be known as the National Union of Mineworkers (NUM).

Cusa said it had decided to organise the union after "persistent requests" from mineworkers.

In a reference to recent unrest on the mines, it said it was "appalled at the harsh and inhuman treatment in recent weeks to thousands of workers in this industry by unscrupulous companies".

Unions affiliated to the council resolved to give the NUM "every organisational assistance possible".

(to be copied from the heading on the examination paper)

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

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Examiners' Initials		

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sacked

Post Reporter  
MORE than 1 000 workers out of a workforce of about 1 500 at a Uitenhage textile company have been dismissed after they downed tools in support of a demand for the reinstatement of 63 of their colleagues

The Veldspun International workers were dismissed this week after they refused to do the work of 25 employees in the company's fabric picking section who were retrenched last month

After talks with officials of the National Union of Textile Workers, management offered to take back the workers on condition they signed a document acknowledging their work included picking fabrics. The workers refused to accept this condition for a return

On Wednesday, about 900 workers walked off the job demanding the reinstatement of those dismissed. Yesterday, several workers who arrived late were refused entry and most of those inside walked out

A spokesman for Veldspun International said today that between 250 and 300 workers, mostly members of the Textile Workers' Industrial Union (TWIU) continued to work today

The TWIU's general secretary, Mr N Daniels, said today members "definitely do not" support the strike

The Veldspun International spokesman confirmed the dismissals and said recruitment of new staff would begin soon

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Textile  
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E. P. O. A.

9/18/82

Post Reporter

THE union which claims to represent the majority of workers at Veldspun International in Uitenhage, the National Union of Textile Workers, today strongly criticised the actions of a rival union, the Textile Workers' Industrial Union

Mr Obed Zuma, general secretary of the NUTW, said Veldspun management was refusing to talk to his union

He claimed the TWIU was collaborating with the company and union organisers were recruiting for the company at their union offices

Workers from Veldspun International today went into the sixth day of their strike

They went out on Wednesday afternoon last week in sympathy with 60 colleagues who were dismissed last Monday

Mr Zuma said Veldspun workers at a meeting today branded the actions of the TWIU a "pure sellout"

"We condemn the actions of the TWIU. We wonder what type of trade unionists they are

"We call upon Norman Daniels, general secretary of the TWIU, to tell the world what type of union he is running"

Mr Zuma said his union was still trying to find some means of talking to Veldspun

135  
Union

split <sup>Stan</sup>  
by letters <sup>11/8/87</sup>

A row has split the executive committee of the Johannesburg Municipal and Combined Employees' Union on the eve of its annual general meeting on Saturday.

Executive committee member Mr Terry Jeevanantham is suing the rest of the executive because of a letter sent to the union's 600 members referring to him in disparaging terms.

This letter was in response to one sent by Mr Jeevanantham in which he claimed the executive had failed to set up effective communication with members and did not consult them on important issues.

Mr Jeevanantham, who has worked in a municipal library department for six years, also claimed that the grievances of some union members were not taken up by the executive committee.

# Textile firm sacks 300 employees after strike

E. Post 11/8/82

135

140

140

Post Reporter

ABOUT 300 workers at a Port Elizabeth textile company, Union Spinning Mills, have been sacked after a strike yesterday

The workers, members of the National Union of Textile Workers (NUTW), downed tools yesterday when a list of grievances presented to management was ignored

The union's president, Mr G Ngqawana, said the workers' grievances included low pay and the recent dismissal of 22 of their colleagues

The strikers demanded a minimum wage of R2,50 an hour and the reinstatement of those dismissed

Mr Ngqawana said union officials had been told by management those who downed tools yesterday had dismissed themselves

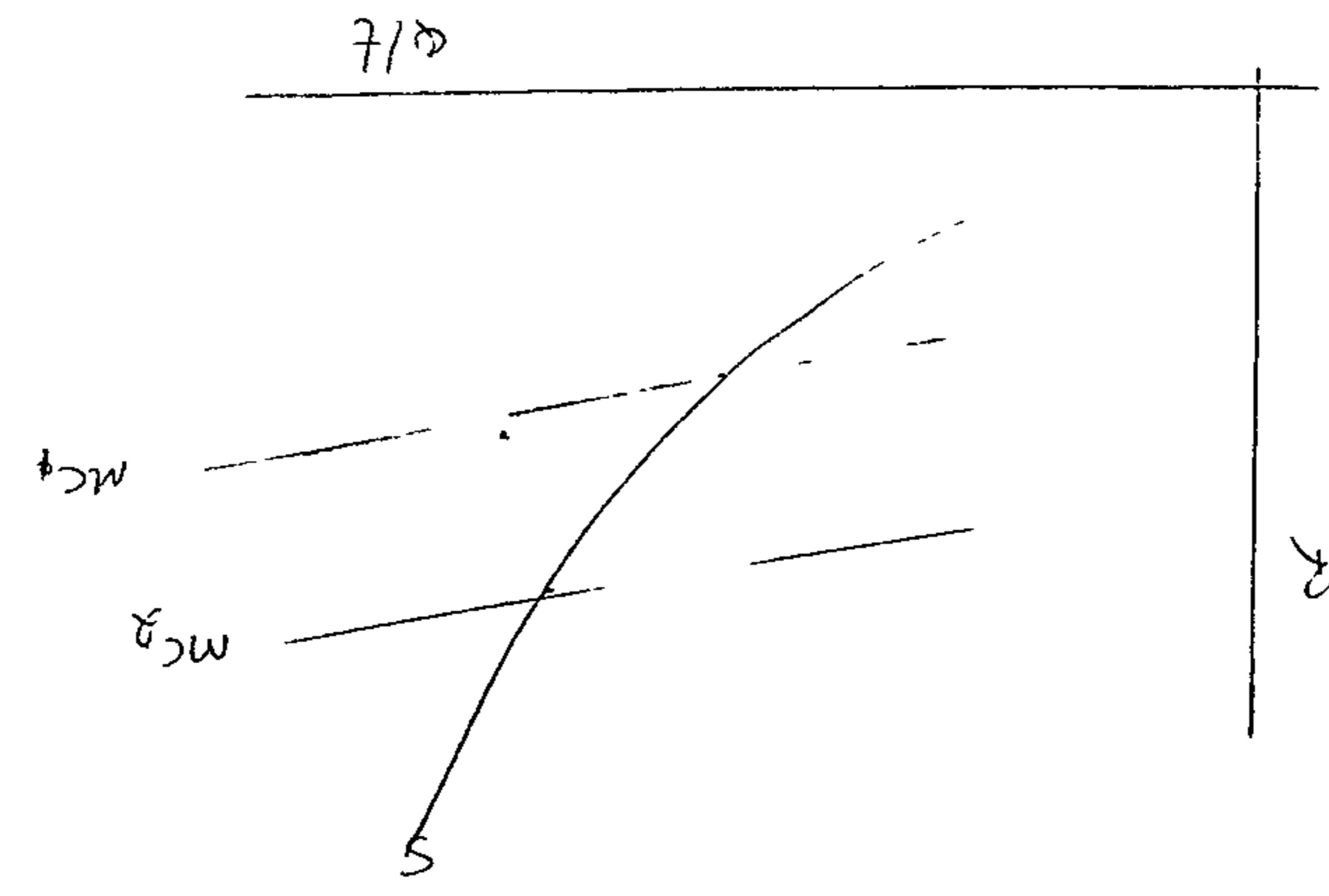
A management representative also said it did not recognise the NUTW, and only dealt with the Textile Workers' Industrial Union, a Tucsa affiliate

The dismissed workers gathered at the factory gates today, and were told to disperse by police in camouflage uniform, Mr Ngqawana said

A secretary at Union Spinning Mills today told the Evening Post management did not wish to comment

The firm is essential to economic theory as it provides a model for combining a certain amount of all the factors of production.

The industry supply curve is S, the marginal cost curve is MC<sub>1</sub> and MC<sub>2</sub>



# Liquor workers close the taps

152  
135  
Sowetan 12/8/82

ABOUT 570 workers of the Distillers Corporation in Wadeville yesterday entered their second day of work stoppage with management promising to consider their demand to transfer a supervisor to another department

The corporation's PRO, Mr PJ Retief, yesterday told The SOWETAN that management was negotiating with the National Union of Wine and Spirits Workers' which is representing the workers

He said the workers were demanding that another supervisor, who had been transferred to another department, be

returned to the original plant

This was done because 'we feel workers have to gain experience by being changed from one department to another,' he said

The workers were not happy about the transfer but did not make representations to management until Tuesday when they decided to stop work, he said

The workers were told when they arrived at the plant yesterday that those who wanted to work should go into the plant and those who did not want to could remain outside

They were advised to resume work and negotiate later, but most decided not to work

'We are prepared to take all the workers back if they show interest' he said

# 'Bosses might abuse new system' — union

13/8/82 Stan.

133

## SECTION D

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

There has been a mixed reaction to the labour proposals of the Minister of Manpower, Mr Fanie Botha

A Federation of South African Trade Unions (Fosatu) spokesman, Mr Christopher Dlamini, expressed reservations

He said there were fears that managements could use this 'outside machinery' to their advantage. Only a mediator elected by the workers would be trusted by them.

A spokesman for the Council of Unions of South Africa (Cusa), Mr P Camav, said "On the whole it looks good" but he saw a danger of managements using the machinery to

bring in an outsider to undermine the position of a union

"The mechanism will have to show it is not just a method of taming workers if it is to work," Mr Camav said

The national organiser of the South African Allied Workers' Union (Saawu) Mr Herbert Barnabas said his federation was not interested in dealing with Government-created bodies such as conciliation boards

The Bill drew a positive response from Mr Arthur Grobbelaar general secretary of the Trade Union Council of South Africa (Tucsa).

He said speeding up

the conciliation machinery and extending the provisions to include unregistered unions were necessary

But direct arbitration was not welcome although he accepted it was perhaps necessary at this stage of development in South Africa

However, decisions reached in such arbitration should not be binding for more than six months or fluidity would be lost, Mr Grobbelaar said

He welcomed removal of secret industrial court decisions because "justice should be seen to be done in this way" It would also help to build up a body of law for future reference

	Internal	External
(1)	(2)	(3)
7	65	
	64	
Examiners' Initials		

Degree/Diploma/Certificate for which you are registered (e.g. B.A., B.Sc.)

B.A.

Subject Economics II  
(to be copied from the heading on the Examination Paper)

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

### NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin.

### WARNING

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

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

# Crash probes differ

QUITO — Mechanical failure caused the plane crash in which Ecuadorean President James Roldos died nearly 15 months ago a parliamentary commission of inquiry has found

The commission overruled earlier findings by the Ecuador and US air forces that the crash was due to pilot error

President Roldos his wife and seven other people died when the aircraft crashed into a mountain on May 24 last year. — Reuter

# Firms fined

OVERALLS

Labour Reporter

Several employers in the Transvaal clothing industry have been fined in court this year for not providing new workers with overalls

An article in the latest issue of the Garment Workers Union publication Garment Worker says employers in the industry are obliged to issue two overalls to new employees within three months of their engagement

A women's clothing manufacturing firm in Johannesburg, Pasamill was recently found guilty of failing to provide the overalls. The company was fined R353 for workers claims and another R100 suspended for two years

The article cites similar successful prosecutions of other employers, with fines ranging from R50 to R100 for admission of guilt

The firms are E James and Sons, Mavgen Mutch to Much and Twiga Fashions

One firm Paradise and Cleopatra, paid R404 in worker claims and the Public Prosecutor withdrew the case

The article adds that under the terms of the agreement for the Transvaal clothing industry, workers are obliged to wear the overalls while at work



## Tomorrow in The Star

EUGENE MARAIS, the Afrikaans poet, journalist and writer, had a long-standing feud with President Kruger. This little-known fact is divulged in a new book (in English) on his life. The first of a three-part review tomorrow . . . the poet versus the politician.



### PROPERTY SPECIAL . . .

Because of the shortage of building society funds there will be a shortfall on white housing of 9 000 this year — or 750 houses a month



The Smits were brutally murdered at their Springs home in November 1977 shortly before the general election in which Dr Smit was standing as National Party candidate in Springs. The murders remain unsolved, but police investigation continues

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Advertisement for 'THE GENERAL' featuring 'NEW WINDUP' and 'THE GENERAL' with a logo and decorative border.

Advertisement for 'Kiddies Double Swing' by 'AFRICAN GATE' featuring an illustration of children on a swing set.





Mercury  
Mercury Correspondent

1982  
147

# Sharp rise in unemployment

PRETORIA—The number of jobless, particularly among blacks has begun to mount as the economic recession deepens

This is clear from the latest employment figures in three major employment areas — mining, manufacturing and construction — released here yesterday by the Statistical Services Division of the Prime Minister's Department

During the second quarter of the year — March to May — the total employed in these three areas decreased by more than 16 000

The all-race total employed in the mining and quarrying industry fell by 10 538 to 715 162 in the manufacturing industry by 4 200 to 1 478 300, and in the construction industry by 15 000 to 443 100

During the three months, earnings in the mining industry dropped by R3 441 000, in the manufacturing industry by R60 953 000 and in the construction industry by R14 823 000

## Increase

And according to economists the trend towards greater unemployment will pick up pace between now and the end of the year. They also expect a great increase in the number of insolvencies

They estimate too that unemployed and under-employed blacks must now exceed 1 500 000

Warnings of increased unemployment have been given recently by the Minister of Finance, Mr Owen Horwood, and by the Director-General of Finance, Dr Joep de Loor

## Shrink

Barclays Bank's chief economist, Dr Johan Cloete, said rising unemployment reflected in the figures for the second quarter of the year were systematic of the country's economic malaise

Similar trends were recorded in 1975, 1976 and 1977 following the period

## Blacks hit hardest as jobless mount

of high growth in 1974

The major effect of rising unemployment was that total consumer expenditure would shrink, quickening recessionary trends

The president of the Trade Union Council of South Africa, Dr Anna Scheepers, said the most worrying aspect of the recession was the mounting unemployment

Between June and July this year she said more than 1 000 clothing industry workers lost their jobs. Since July four clothing manufacturers had gone insolvent. Further retrenchments were expected in the clothing industry

Unemployment was becoming a massive problem in South Africa. It was aggravated further by socio-political factors among blacks who constituted by far the great majority of the workless population

Dr Scheepers said it was obvious that in the current circumstances most of the more than 200 000 new black workers who came onto the labour market in the year would join the ranks of the unemployed

"The time may come when the situation becomes significantly more serious and the Government may have to consider relief work to absorb at least some of the unemployed" Dr Scheepers said

# ment

# Increase in SA jobless figures

Cape Times  
18/8/82  
135

Own Correspondent

JOHANNESBURG — The number of jobless in South Africa, particularly among blacks, has begun to mount as the economic recession deepens

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## Worsening trend

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Similar trends were recorded in 1975, 1976 and 1977 following the period of high growth in 1974

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## 'Worrying'

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"The time may come when the situation becomes significantly more serious and the government may have to consider relief work to absorb at least some of the unemployed," she said



**Unions suspicious on new labour dispute draft**

**Mixed views on labour plan**

MOST trade unions have mixed feelings about the dramatic streamlining of mechanisms for settling labour disputes as announced by the Minister of Manpower, Mr Fanie Botha.

By **JOSHUA RABOROKO**

According to the draft Labour Relations Amendment Bill published last week, existing legislation would be amended so as to

- Allow labour organisations, including unregistered unions and employee organisations, access to the machinery for settling disputes.
- Speed up the conciliation process
- Give the president of

the Industrial Council Court the discretion to release general information of court decisions

Fosatu's spokesman Mr Chris Dlamini, has expressed his reservations about the proposal

"We believe in plant-based negotiations between management and workers and are not in-

terested in this type of machinery brought from outside

"The only type of machinery we are interested in is that set up by the workers and management themselves"

He fears that managements could use this outside machinery to their advantage, and said that only a mediator



**IN THE PIPELINE** Mwsa's Goba Ndlovu thinks tighter labour laws on the way.

elected by the workers would be trusted by them

Referring to the Industrial Court, he said that it was not his union's aim to take their cases there, and "we are not really interested in changes to its workings."

The new machinery might eventually prove itself acceptable, but he remained suspicious of it at this stage

However the Bill had drawn a positive response from the general secretary to the Trade Union Council of South Africa (Tucsa), Mr Arthur Grobbelaar

He said that the idea of speeding up the conciliation machinery and of extending the provisions to include unregistered unions was necessary

Mwsa's acting president Mr Goba Ndlovu, said that it would appear that stricter labour laws were in the pipeline. The Government is going to force unions to make use of industrial councils, he said

"We do not see ourselves working with the Industrial Council Mwsa has an arbitrator in case of deadlock with management and we do not have a conciliation board" he said

Meanwhile numerous strikes and labour disputes have been reported in the country, despite the proposed Bill's aim to settle labour disputes

**Music while on the move**

By **ELLIOT MAKHAYA**

**STATION Moving Music**, a travelling radio station aimed at the daily entertainment of approximately 275 Putco buses, will be launched officially on September 1.

We were taken on a ride this week in one of the buses just to get the feel and concept of the station. The sound is quite clear and the music format quite impressive

Each bus is fitted with a fibreglass sound insulating cover to compensate for engine noise.

In addition to this, all sound sets are fitted with a sound control circuit which increases and decreases the volume of the sets to coincide with the revs of the motor. This ensures that the music is never too loud or too soft

The commercial programmes are estimated to be able to reach about 1.3 million passengers dur-

ing daily rush hours

While the station will cover buses in Johannesburg East Rand West Rand and Pretoria initially negotiations are under way to cover Bophutatswana and western areas of Natal

"Four months of testing has proved the new service to be a hit with daily strap-hangers" said Dennis van der Linde of SMM

The station will use two deejays Hamilton Malaza and Allan Pierce. Hamilton has had a spell with Radio SR while Allan the big-voiced American has been with Capital Radio

The system is presently in use in Israel West Germany and Australia and is being well received by commuters

While this sound's a new concept completely one hazily remembers that in the fifties there was music in township buses known as Msakazo

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**'Operation Hunger' to the rescue**

PEOPLE in hunger-stricken Northern Transvaal are being supplied with parcels of powdered milk and soup — thanks to the South African Institute of Race

# Railmen urged to fight rising prices

~~274~~ D. Dispatcher  
26/8/82

EAST LONDON — Members of the Artisans Staff Association (ASA) of the South African Transport Services here were told last night that an organised approach should be made to control the ever-increasing cost of living

The secretary of the Eastern Cape ASA, Mr A Helfrich, suggested that an organised process of consumer resistance could be employed to stop retailers from making excessive mark-ups in prices on commodities, especially essential items

"If this could grow on a nationwide basis with all union members standing together it would work," Mr Hel-

frich said

The ASA union represents 1 300 wage earners in East London, and there are more than 24 000 members nationwide

"Are we going to stand by and let this disease of inflation eat through our pay packets?" he asked the technicians

He told the meeting that local businesses were continually showing good yearly profits and increased dividends, but were still making excessive mark-ups in prices

"We are being taken for a ride"

The technicians were invited to comment, and they reaffirmed that

something had to be done to control rising costs

There was support for a resolution proposed by the chairman of the Cape Eastern divisional council of the ASA, Mr Paul Koekemoer, who called for consumer resistance to certain products

There was also a suggestion from the audience that a representative from a large retailing concern be invited to try to explain the rise in costs

One member of the audience said "It is about time that the man-in-the-street be allowed to have his say to put his case across" — DDR

34431  
34315

1.16 x 5

5830

# 2 000 laid off as downturn hits textiles

CAPE Times 28/8/82

135 (circled) 137 (circled) 138 (circled)

Labour Reporter

THE textile industry has been hard hit by the economic downturn and one local firm — Hextex in Worcester — has laid off 175 workers

Mr Norman Daniels, general secretary of the Textile Workers' Industrial Union, says most textile firms in the Western Cape have gone on to short time and an estimated 2 000 workers have been retrenched throughout the industry

Employers say the situation is "very, very bad" and worsening by the day, with order books shortening considerably

Mr W Wilson, managing director of Hextex, said 175 out of a staff complement of 1 750 had been retrenched over the past few weeks and more redundancies were likely before Christmas

The names of the retrenched workers had been taken and it was hoped their jobs would become available again next year

"The situation is being aggravated by a surfeit of imports. Most of the textile industry is in the same downturn," he said

## Many firms not replacing staff

Mr Daniels said that because of appalling trading conditions in the industry, most firms were cutting back on the number of working days and shifts. Many were either not replacing or laying off staff

Sections of the garment industry have also been hit, but according to Mr C McCarthy, secretary of the Cape Clothing Association, consumer spending in the cut-and-sew industry has remained high

The knitting industry, on the other hand, had been hit by imports

"But I don't know of any firm that has retrenched workers. The number of people employed has diminished, but this is because they have not been replacing workers

"In such a large female-employing industry, the staff turnover is very high — mainly because of pregnancies — and staff numbers can be reduced without firing workers, which is a last resort"

# Tucsa calls for halt to bread price rise

By GERALD REILLY  
 Pretoria Bureau

TRADE unionists called on the Government yesterday to use the additional R330-million from the GST increase — effective from today — to avoid a steep rise in the bread price from October 1.

The general secretary of the Trade Union Council of South Africa (Tucsa), Mr Arthur Grobbelaar, said although the Minister of Finance, Mr Owen Horwood, had made a vague reference to raising bread subsidies, what was needed was a clear commitment that basic goods would be cheapened.

Tucsa, Mr Grobbelaar said, had appealed repeatedly to the Minister over the past three years to abolish

GST on basic foods — but in vain.

Mr Grobbelaar, whose views were supported by other unionists, called for a rethink on the whole principle of the tax. It was a tax on the unemployed, he claimed, and the dangers of abuse were ever present.

"It has become too easy for the Minister, without parliamentary approval, to raise the tax to get himself out of difficulties, which his own policies might have caused," Mr Grobbelaar added.

Other sources said unless the Minister reversed his decision to cut the existing bread subsidies — brown bread from 34% to 20%, and white bread from 12% to 5% — bread prices would rise sharply from October 1.

Supermarkets have reported that consumers have been stocking up with basic commodities during the past few days to escape the full impact of the 20% GST increase. Record sales have been rung up at many of them.

From today the prices of petrol will rise by 0,6c/l to 65,2c, and the price of home-delivered milk will go up by 1c/l to 57,5c. In cafes the price will rise to 66c/l.

Virtually all services and commodities will increase in price from today as GST goes up from 5 to 6%.

GST, according to the budget estimates, will net the Government R3 500-million this financial year — just under half the Government's total tax revenue.

# Wire Gang 'tied children'

By SOPHIE TEMA

MEMBERS of the Wire Gang — one armed with a gun — gagged the four-year-old child of a well-known Soweto shebeen queen and demanded money when they raided her Diepkloof home last year, the Soweto Regional Court was told yesterday.

Miss Grace Gwala told magistrate Mr J J Muller that her son and other members of the family were tied with coathangers before the gang robbed her of R200 and goods worth more than R1 000 in December.

Miss Gwala was giving evidence in the trial of 14 alleged Wire Gang members who have pleaded not guilty to 32 counts of attempted murder, rape, robbery, illegal possession of firearms, theft and escaping from custody.

Accused are Mr Jack Mabaso, 33, Mr Kooos Sibeko, 27, Mr Elliot Baloyi, 20, Mr Raxon Mathebula, 24, Mr Mack Ngubeni, 30, Mr Vusi Manana, 23, Mr Sydney Ratladi, 24, Mr Morris Macebele, 22, Mr Samuel Ngubayi, 22, Mr Vincent Nimgiza, 22, Mr Tuki Madala, 28, Mr Carlson Nangovhala, 21, Mr David Zwane, 22

and Mr Freddy Machaba 28

Miss Gwala said she had been at home with friends when six men wearing balaclavas and armed with knives entered the house.

She said Mr Jack Mabaso, Mr Mack Ngubeni and Mr Samuel Ngubayi, were among the group. Mr Mabaso was holding a gun.

The gang used coathangers to tie people together in twos before going to the children's bedroom and tying the children.

Miss Gwala said "After tying the children, they asked them where I kept the money."

"The children showed them my wardrobe and Mr Ngubeni took a screwdriver, broke the locks and took R200 from it."

Earlier, another woman told the court she had been raped by three members of the gang at a Central Western Jabavu house where she had been visiting.

She could not identify any of them because one was wearing a balaclava while the others covered her face with a blanket while raping her.

The trial continues tomorrow.

# White man, black woman admit sex

Mail Reporter

A MIDDLE-aged white man and a young black woman admitted to a Johannesburg magistrate yesterday that they had sex even though they knew it was illegal.

Terrance John Pretorius,

49, of Cambridge Street, Kensington, Johannesburg, and Esther Catyeni, 21, of Zelta Street, Springfield, appeared before Mr A G du Plessis.

They said they committed the offence in Montagu Street, Kensington, on August 1 this year and both pleaded

guilty to a charge of contravening the Immorality Act.

They were found guilty and sentence will be passed on October 1.

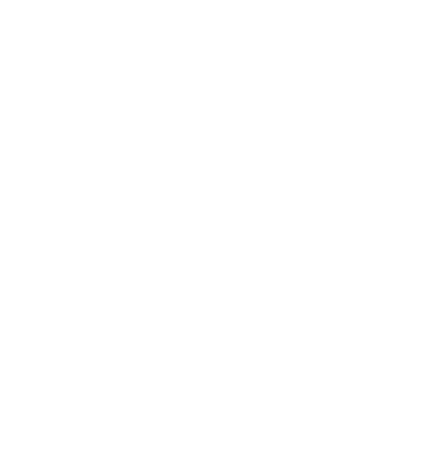
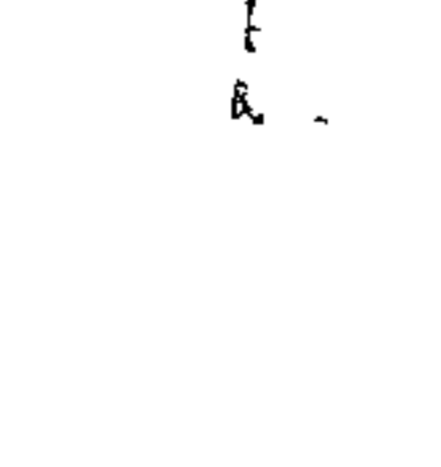
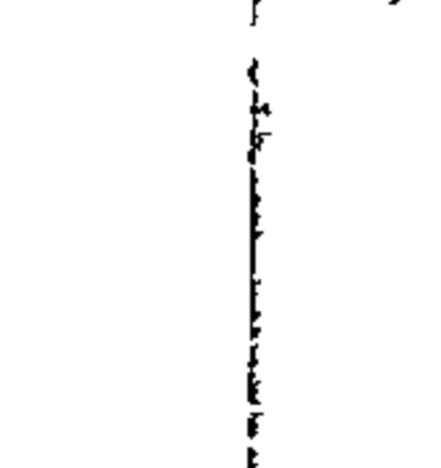
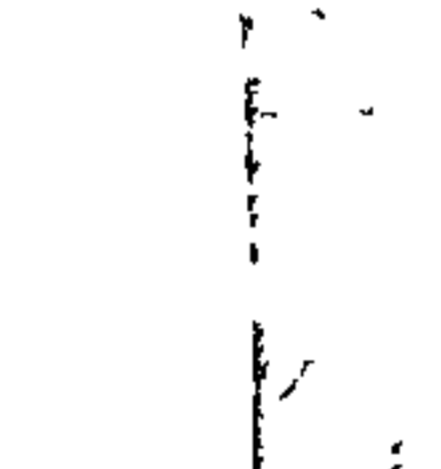
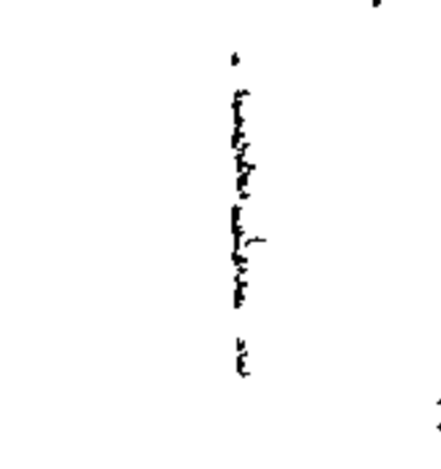
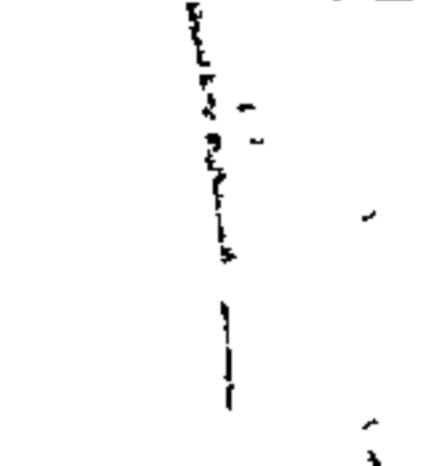
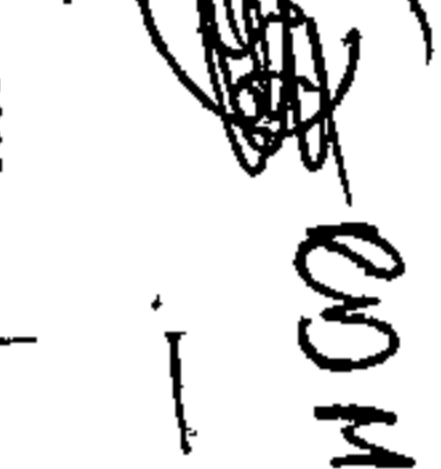
Bail of R300 for Pretorius was extended. Catyeni was remanded in custody and bail was fixed at R100.

lay in anticipation of the

# R2m to assist non-striking motor workers

## Govt in shock

# move on strikes



By STEVEN FRIEDMAN  
and Own Correspondent

3/9/12

IN a shock move, the Government is to set aside R2-million from the Unemployment Insurance Fund to help motor workers who refuse to join strikes but are unable to work because their factories are strike-bound.

The move comes in the wake of strikes in the motor industry in which

plants closed because black and coloured workers downed tools. White workers said they wanted to work but were prevented by the strike, and the bulk of the scheme's beneficiaries are likely to be white workers.

Although the industry's all-white union welcomed the move, it was immediately slammed by both the National Automobile and Allied Workers, which represents black and coloured motor assembly workers, and motor employers.

It is believed that moves by a Government to intervene in strikes by assisting workers who refuse to join them is unprecedented both in this country and abroad.

Announcing the move in Port Elizabeth yesterday, the Minister of Manpower, Mr Fanie Botha, said that during the recent strikes "responsible workers" were prevented from working "by a disruptive work stoppage caused by other workers in the same undertaking".

An initial R2-million would be set aside to "combat unemployment" by placing these workers in jobs and ensuring that they received their normal income.

The money had been made available in terms of Section 46 of the Unemployment Insurance Act, which provides for special relief for the jobless. It would apply to future strikes but not to those which have already occurred.

Mr Botha described the scheme as "an indication of the sincerity of the Government to workers who 'act responsibly and, through no fault of their own, lose earnings'".

The NAAWU immediately attacked the move as "one-sided", accusing the Minister of siding with the employers in the strikes and accepting only their account of the strikes.

Throughout much of the dispute, NAAWU insisted its members were willing to work but were unable to because the employers had locked the factory gates.

And General Motors' Mr Rod Ironside — who is also chairman of the Federated Chamber of Industries' labour affairs committee — said the proposal was "alarming" and would set a precedent which would be costly.

He backed the principle of aiding "unwilling victims of strikes" but said employers would have to assess who genuinely qualified and this would be difficult.

The industrial relations director of the Ford Company, Mr Fred Ferreira, said the proposal was "undesirable".

And a Johannesburg management man who declined to be named said the proposal would damage the Government's credibility.

Mr Botha's announcement follows a speech by him on Wednesday in which he appealed to employers to support their "loyal" workers and not to "bow down backwards to militants".

The move also follows complaints by the all-white Iron, Steel and Allied Workers' Union — which represents white workers in the industry — that its members were in dire financial straits and had had to be assisted by charities because of the strike by black and coloured workers.

Star 8/8/82

135

# Tucsa's ranks strengthened in past year

Despite the loss of several affiliates over the past year, the Trade Union Council of South Africa meets in Cape Town this month for its annual conference with a larger membership.

Tucsa boasts a membership of 430 675 with 57 affiliated unions — an increase of about 60 000 people over last year.

The week-long session in Salt River, however, is expected to be a less dramatic meeting than the 1981 East London conference.

Gone are the strident tones of long-time unionist, Miss Dulcie Hartwell, whose two commercial unions withdrew from Tucsa earlier this year over policy differences.

Gone too are Tucsa officials Mr Monty Narsoo and Mr Allan Fine, detained under security legislation. Mr Narsoo was subsequently released but Mr Fine is still in police custody.

Mrs Evelyn Seloro's Textile Workers' Union left Tucsa's ranks and joined another union federation — the result of an emotional row at the last conference over union rivalry for membership.

Tucsa's ranks were increased over last year by the addition of the 9 000-member SA Footplate Staff Association, a transport union which followed in the path of the Artisan Staff Association which joined Tucsa last year.

The federation's critics say Tucsa is moving further and further to the right of the labour movement in South

Africa as more of its outspoken members leave and more largely white-member unions join.

But Tucsa says its views are highly regarded by the Department of Manpower and this has been reflected in some recent labour legislation and also points to its large black membership.

Of its 430 675 members, 101 145 are whites, the rest are black, coloured and Indian trade unionists.

At previous annual conferences Tucsa was critical of newly emergent unions for their political stands, rejection of industrial councils and refusals to register.

However, the increasing numbers in the ranks of non-racial federations and "general" unions reflect the growing tide of largely black trade unionism.

Tucsa's national executive committee, rightly or wrongly, believes this political orientation of emergent unions is a passing phase as Government reforms in the political

arena will likely upset this stance.

Thirty five resolutions will be debated at the Salt River conference.

The SA Boiler-makers' Society proves itself again to be the "conscience" of Tucsa with a wide range of resolutions which touch on important labour issues.

The union calls for Government legislation to prevent employers from dismissing workers who are taking part in a legal strike, and also focuses on retrenchment and migrant workers, workmen's compensation, monitoring the removal of sex and racial discrimination in labour areas and removing racial bars from technical training facilities.

The national executive committee is critical of secrecy provisions surrounding industrial councils, employer relations with the Department of Manpower, unemployment insurance rights for workers from independent homelands and the housing crisis.

The issue of detention of trade unionists is raised by the committee and the Garment Workers' Union which call for detainees to be charged or released.

The detention issue could be an area of controversy at the conference. The withdrawal of the two commercial unions was largely sparked by the federation's stance which was felt to be too passive by some unionists in Tucsa.

The Textile Workers' Industrial Union in one resolution calls for the removal of the coloured labour preference controls in the Cape while the Garment Workers' Union is critical of the proposed Orderly Movement of Black Persons Bill.

The national executive committee in its report notes correspondence on several pressing issues such as pensions, unemployment insurance and the International Labour Organisation.



SCHEEPERS: "Unions should negotiate more."

## 'Unions have <sup>135</sup> role in struggle'

"TRADE unions have a role in the struggle to create a more perfect state through stability and democratic debate," Dr Anna Scheepers, President of the Garment Workers Union of South Africa, said yesterday.

She was addressing delegates at the Sixth Annual Congress of the South African Communication Association (Sacom) on the role of trade unions and the importance of organisational communications.

In spite of their negative image — which is not always justified — trade unions have an important role in settling disputes by negotiation if necessary with the backing of State machinery, she said.

"After long denials, trade union rights for black workers were granted, giving lead-

ership to many inexperienced newcomers

The strike weapon is used too easily rather than negotiating from strength

"Alternatively unions are being used for political ends, but this will not succeed," Dr Scheepers said.

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# Political aims of unions will fail congress told

135  
D. Dispatch  
10/9/82

**EAST LONDON —** Efforts to start trade unions and use them for political purposes had failed in the past and would always fail, the president of the Garment Workers Union of South Africa, Dr Anna Scheepers, said here yesterday.

Dr Scheepers was addressing the sixth annual conference of the Southern African Communication Association on trade unions as participating parties in the process of negotiating in organisations.

She said the efforts would fail because all workers now had full trade union rights.

Tracing the development of the idea of using trade unions for political purposes, she said South Africans were faced with a new situation with the recognition of black trade union activity by the government.

She conceded this was no cosmetic change as it was conferred on all workers.

But she added that this grant of tremendous power came "so suddenly and unexpectedly that we now have to pay the penalty for the years of denial of rights."

"These rights were granted in a leadership vacuum, a vacuum that no doubt has drawn into the field the self-seeker of power or wealth, the politician and would-be politician, the highly motivated students from the universities, and hopefully men and women who will develop into trade unionists."

"Nearly all these newcomers are totally inexperienced in the use of power, especially trade union power," Dr Scheepers said.

They often made wild assumptions that to strike first was the best way to use the new power and even when the employer was forced to negotiate they were unable to do so because of the hard and fast commitments made to newly recruited members by leaders who had still to establish a right to be called leaders.

She said trade union leadership implied a double requirement — the acceptance of a leader by the workers and by an employer.

She added that the inevitable deadlock situation was bound to be reached if mediation was scorned, arbitration rejected and thousands of workers paid off.

"Then follows the appeals for local support, overseas support and the blaming of the whole situation on the legal system which was totally ignored in the first place."

Dr Scheepers hoped this would soon be corrected and that it would be realised that negotiation or the willingness to negotiate was a sign of strength rather than weakness.

"In a situation of weakness negotiation has the advantage of hiding the weakness, whereas the use of strike action first is always a sign of weakness, resulting in exposure of the workers to the old strike-busting action of sacking all workers and offering them re-employment or worse still simply replacing them with other workers."

But Dr Scheepers said she was not opposed to strike action. She had always believed in it but also felt it had to be used as a last resort. — DDR



# Unions used for political <sup>135</sup> purposes 'will not succeed'

E. Post

By KEITH ROSS

10/9/82

EAST LONDON — People who start trade unions and try to use them for political purposes will always fail, says the president of the Garment Workers' Union, Mrs Anna Scheepers

Addressing the annual conference of the South African Communication Association in East London yesterday, she said all such attempts had failed in the past. They would fail now because all workers had full trade union rights.

Mrs Scheepers said South Africa was faced with a new situation with the Government's recognition of black unions

She said the granting of this tremendous power had come so suddenly and unexpectedly that South Africa had to now pay the penalty for the years of denial of rights

These rights were granted in a vacuum, one into which the self-seeker of power and wealth had been drawn — the would-be politician and highly motivated students from universities

"Nearly all these newcomers are totally inexperienced in the use of power, especially trade union power"

The newcomers often made wild assumptions that the best way to use their power was to go on strike.

Even when the employer was forced to negotiate, the union leaders were unable to do so because of hard and fast commitments made to their newly recruited members

"Then follows the appeals for local support, overseas support and the blaming of the whole situation on the legal system which was totally ignored in the first place"

Mrs Scheepers hoped this would soon be corrected and that it would be realised that negotiation or the willingness to negotiate was a sign of strength rather than weakness

She was not opposed to strike action. She had always believed in it, but felt it had to be used as a last resort

the congress were, from 1971, Dr D. A. Herbst, of the Southern African Forum, Prof J. L. Coetzee, of the University of Potchefstroom and the organiser of the conference, Prof H. J. Groenewald, of Fort Hare University

# Meet change with flexibility — prof

EAST LONDON — What had not been done in 300 years in industrial relations in South Africa had to be learnt in five years, Prof J L Coetzee, of Potchefstroom University, said at the SACOMM congress here

Prof Coetzee was speaking on the function of personnel management in effective communication in organisations. He outlined the problems facing personnel practitioners in the special South African context and suggested possibilities for the future in trying to meet the challenges.

He emphasised he would base his talk on practical problems he had encountered when he worked as a personnel director and consultant

Many of the theories accepted by academics did not necessarily pro-

vide answers for all workers in South Africa and this had to be taken into account

"The typical South African organisation is in a process of transience and impermanence," he said

Dramatic changes that had taken place in the economic community in general and labour matters in particular, had demanded a flexibility and adaptability in order to cope with contemporary demands

He said it was significant to witness how reticent and careless organisations were forced to change their entire approach to management by the workers themselves in their need to be consulted and communicated with

"Modern organisation behaviour is recognised for its willingness to communicate readily with all levels of people employed, an openness to be consulted on all relevant issues and a reorganisation in order to accommodate the needs and objectives of individuals in keeping with those of the organisation"

In his role as an agent of change the personnel practitioner had the responsibility to influence behaviour through education and training

He said that during the eighties the communication responsibility and priority of the personnel practitioner in South Africa would focus essentially on human relations

"In this context his responsibility has switched from the mechanistic dimensions of human resources management to the more behavioural aspect"

Prof Coetzee listed the following as priorities

- Education of all employees at all levels aimed at unfreezing negative restrictive attitudes,

- Training and development of all people in human relations at work in order to equip staff with knowledge and skills in the field of effective management,

- Counselling on an individual basis of persons retarding the process of change and reorganisation in order to cultivate a conducive disposition,

- Negotiating with trade unions and employer organisations in order to structure mutually acceptable agreements relating to employment practices,

- Committing energy to the establishment and maintenance of employment codes as part of affirmative action and

the protection of human rights in the work-place, and

Scrutiny of procedure relating to modern management and the introduction of grievance procedures and disciplinary codes for the maintenance of good order

Within this wide spectrum the personnel practitioner found himself immersed in the practice of management of human resources and as such was employed to communicate in both verbal and non-verbal categories to create understanding, set an appropriate example and ultimately assist and influence line management to stabilise a contented work-force

He emphasised it had to be accepted that personnel management had to be a multidisciplinary approach — involving psychology, sociology, labour law, anthropology and industrial psychology

The profession had experienced difficulty in establishing itself but through evolution, circumstance and situational demands the personnel practitioner had reached the point where he would be accepted as the hero of the decade, Prof Coetzee said. — DDR



Delegation members in Johannesburg this week (l to r): Mr Patrick O'Farrell, executive director of the AALC; Mr Irving Brown, director of the AFL-CIO's International Affairs Department; and Mr "Chick" Chaiken, executive member of the AFL-CIO

# US LABOUR'S SA LINKS

*S. Tribune 12/9/82*

By **WILLIAM SAUNDERSON-MEYER**

THE American African Labour Centre has long cast a covetous eye on the turbulent South African trade union movement.

AFL-CIO interest in conservative black unions was first evinced after the Durban strikes shook South Africa in 1973.

Mrs Irving Brown, director of the AFL-CIO international division under which the AALC falls, promised at the Trade Union Council of South Africa's annual congress that year, that "large funds" would be forthcoming if properly organised black trade unions were allowed

In 1978, Brown was responsible for several Tucsa unionists attending the AFL-CIO's conference where they opposed disinvestment and the recognition of the militant SA Congress of Trade Unions (Sactu).

In the same year, the AALC invited conservative black South African trade unionists to a Botswana conference. The meeting resulted in a big split in the Pan-African trade union movement, because of the AALC's resistance to any recognition of Sactu.

AALC wooing of the black trade union movement was met with suspicion because of the persistent allegations of a CIA link. It was only the conservative Congress

of Unions of South Africa (Cusa) and Tucsa who responded to the overtures.

A series of three-month courses at Cornell University, arranged by the AALC, were attended by about 20 South African black trade unionists of whom only four were from unions other than Cusa and Tucsa.

In 1981 the AFL-CIO announced a proposed aid programme for black unions in South Africa, including funding, training, providing information and "co-ordinating the US public response" to labour developments in South Africa

Plans to open a South African office were hastily scrapped after newspaper reports here linked the AALC and AFL-CIO to the Central Intelligence Agency's union manipulation programme in other African countries, Latin America and Asia

An AALC delegation arrived in South Africa last week and the Sunday Tribune spoke to three members in Johannesburg. They are Mr Patrick O'Farrell, executive director of the AALC, Mr Irving Brown, director of the AFL-CIO's International Affairs Department, and Mr "Chick" Chaiken executive member of the AFL-CIO.

The delegation was careful to stress that the present visit is only "fact finding" and that

a full programme will only be introduced if unions and the South African Government want it.

"We hope that black unions will see the advantages of associating with us," said delegate Mr Chaiken. The delegation indicated that a visit from the South African Embassy labour attaché in Washington had given them a clear idea "that the South African Government is not too opposed to the idea."

In spite of persistent questioning at a Johannesburg Press conference, the delegation could not or would not disclose who had invited them.

"We are responding to a general invitation," said spokesman Chaiken — from whom?

"I don't know," he confessed. Then O'Farrell came to the rescue: "It was not a specific invitation made at any specific time. It was a general invitation made over many years by many people."

The delegation was also cagey about how much money their programme would spend in South Africa, but it is known that the AALC budget has shot up from just over three million dollars in 1979 to 8.5 million in 1981. Ninety percent of the budget comes from the American Government.

The AFL-CIO has also appealed to unionists in America to donate to the South African programme.

The AALC operates in some 40 African countries, including Botswana

# Miners' dispute over back pay

## Labour Reporter

The Mine Surface Officials' Association has declared a second dispute with the Chamber of Mines — this time over the issue of back pay

The second dispute follows one in July between the MSOA and the Chamber which was resolved after the association accepted a 12 percent wage offer

The general secretary of the MSOA, Mr Robbie Botha, said his association had applied for the conciliation board because the chamber had refused to pay his members for the month of June

Two other officials' associations had earlier accepted a nine percent offer by the Chamber while the MSOA fought for the 12 percent increase

But when the two other bodies also received the 12 percent they were also paid for June while the MSOA members did not receive any retrospective increase

Mr Botha described the chamber's action as "vindictive" and proof of being unwilling to change its stance — so the MSOA had called for the board to be established

However, a statement from the Chamber of Mines said the MSOA had accepted the condition that the 12 percent increase would be effective only from the July pay month

Mr Botha said he was willing to take the case to the industrial court if necessary

● Several other areas of dispute, are still to be discussed by the MSOA and the Chamber

(135) ROM 16/9/82

# Aggett reference deleted

By STEVEN FRIEDMAN  
Labour Correspondent

A RESOLUTION condemning detention without trial, which is due to be discussed at next week's conference of the Trade Union Council of South Africa, has been redrafted to delete a reference to Dr Neil Aggett

The resolution has also been changed to omit a call on the Government to leave labour relations to "its legitimate practitioners"

It is proposed by the Garment Workers Union, whose president, Dr Anna Scheepers, is also president of Tucsa

The redrafting follows a row earlier this year between Tucsa and emerging trade unions when Tucsa general secretary Mr Arthur Grobbelaar issued a statement attacking the protests which followed

Dr Aggett's death

Dr Aggett worked on an emerging union

According to the agenda for the Tucsa conference, which begins in Cape Town on Monday, the Garment Workers Union originally proposed a resolution noting its "alarm" at Dr Aggett's death

The original resolution read "Noting with alarm the death in detention of trade unionist Dr Neil Aggett, this Conference reiterates Tucsa's belief that detention without trial is an unacceptable intrusion into the rule of law

"In order to strengthen respect for and confidence in the judiciary and other democratic institutions, Conference calls on the Government to resort to the normal processes of law in all cases

"It further urges that unless

criminal charges can be brought against alleged offenders, the field of labour relations should be left to its legitimate practitioners"

According to the agenda, the union has submitted an amended resolution

"Noting with alarm the reports of abuse of detainees and the deaths in detention of detainees, Conference reiterates Tucsa's belief that detention without trial is a departure from the normal processes of law

"In order to strengthen respect for and confidence in the judiciary and other democratic institutions, Conference calls on the Government to resort to the normal practice of prosecuting those who have committed an offence, or to release them forthwith," it reads



# Tucsa to consider reform proposals

By STEVEN FRIEDMAN  
Labour Correspondent

SEVERAL resolutions calling for labour reform, including one urging that black contract workers who are retrenched be allowed to work in new jobs, have been submitted to next week's Tucsa conference by the SA Boilermakers' Society

The resolution on contract workers was drawn up some time before it was revealed this week that the Government had instructed the West Rand Administration Board not to allow contract workers to change jobs

The Boilermakers' Society is the country's biggest union — with more than 50 000 members — and is one of the few Tucsa unions to seek co-operation with merging, mainly black, unions. The conference begins in Cape Town on Monday

In a resolution on influx control, the union calls on the Government to "expedite legislation" to improve the labour mobility of urban blacks.

But it also suggests Tucsa approach the Department of Co-operation and Development and employer bodies on the rights of retrenched contract workers

The authorities should seek ways of "transferring the unexpired contracts of migrant workers from one employer to another in cases where a contract is terminated because of redundancy," the union says

It adds that these workers should not have to return to the homeland labour bureaus to seek work

In a resolution on strikes, the union asks Tucsa to urge the Government to prevent employers firing workers engaged in a legal strike

At present employers are entitled to fire these workers and unions argue that preventing them would encourage workers to use the official dispute machinery

In a separate resolution, the Boilermakers urge the country's education authorities to "urgently consider" the removal of all race restrictions on the admission of students to technical colleges and technikons

# Tucsa meets in City next week

Labour Reporter

A WIDE range of topics, ranging from influx control to the housing crisis, is on the agenda for discussion at the 28th annual congress of the Trade Union Council of SA (Tucsa) which meets in Cape Town next week.

But in view of Tucsa's distancing itself from protests over the death in detention of trade unionist

Dr Neil Aggett earlier this year, a motion on security legislation is likely to be among the most controversial

Tucsa's reaction to Dr Aggett's death further emphasized the rift between itself and the new, emerging black unions and two of its own affiliates — the National Union of Distributive Workers and the National Union of Com-

mmercial, Catering and Allied Workers — resigned in protest

The congress resolution, submitted by the Garment Workers Union of SA — whose president, Dr Anna Scheepers, is also the president of Tucsa — has been amended to delete specific reference to Dr Aggett, the former Transvaal secretary of the African Food and Canning Workers Union

The original motion, which "notes with alarm the death in detention of Dr Neil Aggett" has been amended to "note with alarm the reports of abuse of detainees and the death in detention of detainees"

A further statement that the "field of labour relations should be left to its legitimate practitioners" has also been amended out.

Tucsa's resolutions committee comments that it "found some difficulty in supporting some of the contentions expressed in the original resolution" and that it "believes that this is a more suitable proposal for consideration by conference"

## 'Legal strike'

Among other resolutions is one submitted by the SA Boilermakers, Iron and Steel Workers, Shipbuilders and Welders Society which calls on the government to introduce legislation to prevent employers discharging employees engaged in a legal strike in terms of the Labour Relations Act

The boilermakers society also calls for the government to remove racial restrictions on the admission of students to technical colleges and technikons, to expedite legislation "which will improve the mobility of labour and increase the rights of residence of urban blacks" and calls for Tucsa to press for the removal of tax differentiation between whites, Asians and coloureds

A motion by the Garment Workers Union asks Tucsa to express strong opposition to the proposed Orderly Movement and Settlement of Black Persons Bill while the National Union of Clothing Workers wants the government to declare June 16 an official holiday



135 S. Times

# TUCSA congress 19/1/82 this week

THE largest labour organisation in South Africa, Trade Union Council of South Africa (Tucsa), will hold its 28th annual congress at the Garment Centre, 350 Victoria Road, Salt River, from tomorrow till Friday

Tucsa, known as "the people's parliament" represents about 500 000 workers

It is expected that Dr Anna Scheepers of the Garment Workers' Union of SA will be re-elected national president of Tucsa.

Former Tucsa presi-

dent, Mr Ronnie Webb, resigned from Tucsa after being appointed to the President's Council

Another Tucsa NEC member, Mr Munsook, who resigned from Tucsa on a previous occasion, was elected to the NEC with 253 000 votes last year after an absence of four years

He was also subsequently appointed to the President's Council. He has been secretary of the Hotel, Bar and Catering Trades Employees Union for 20 years

# Tucsa hits 'hijack' of organised labour

(135) Stew 21/9/82

Labour Reporter

CAPE TOWN — Newly emergent trade unions came under fire yesterday from the president of the Trade Union Council of South Africa (Tucsa) at the opening of the council's 28th annual conference in Cape Town.

Dr Anna Scheepers, who was re-elected to president, criticised non-established unions for attacking the industrial council system. She warned that if such unions continued to "hijack" workers from other unions and if industrial councils were dissolved, workers would suffer.

"There is no alternative system that can give workers the benefits they desire from the industrial council

system," Dr Scheepers said.

She also attacked emergent unions for failing to confine their activities to organising unorganised workers and siphoning members from established unions.

Despite opposition from other unions, Tucsa's membership had grown from 370 000 workers to 435 000 in a year, Dr Scheepers said.

Tucsa was accused of not taking a firm enough stance on Dr Aggett's death and dissatisfaction was expressed by a number of Tucsa affiliates.

A former Tucsa unionist, Mr Alan Fine, is still in police custody. Tucsa's national executive committee was criticised for dropping a resolution adopted at

last year's conference in East London which called for trade union unity.

Mr G Ahrends, the president and general secretary of the Boilermakers' Society, which originally moved the resolution, called on the executive to continue seeking areas of common interest between Tucsa and other unions.

Dr Scheepers said Tucsa had had no response from other unions it had invited to the conference.

But the general secretary of the SA Society of Bank Officials, Mr Andre Malherbe, supported the resolution for its intent and the conference agreed that the resolution should be taken up once again by the executive.

# Unregistered unions equal

Step 21/9/82

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**By Tony Davis,  
Labour Reporter**

CAPE TOWN — Step by step, unregistered trade unions were being placed on an equal footing with registered unions — so much so that an increasing number of unionists were beginning to question the value of registration, Mr R H Botha, secretary of the Mine Surface Officials' Union of South Africa, said yesterday.

Mr Botha was speaking at the 28th conference of the Trade Union Council of South Africa on a motion asking the Minister and Director-General of Manpower to ensure that race was not a consideration in the process of initial registration, or in the

extension of the scope of existing registered trade unions

Registered unions accepted the discipline of confining themselves to certain constituencies in terms of the Labour Relations Act, but unions who did not free to poach where they pleased and disrupted not only other unions but the whole labour relations structure, said Mr Botha

The only disadvantage unregistered unions suffered was not being able to use stop-order facilities without the permission of the Minister

Mr Botha said his union had changed its constitution to delete the word "white," but when they had tried to

enrol black mine surface officials, they were told they had to apply for an extension of the scope of their union. The industrial registrar would not grant this until they were representative of workers whom they wished to include in their constitution

The motion, which included a clause calling on the Minister to consult Tucsa unionists before any changes in labour legislation were made, was passed unanimously

Dr Anna Scheepers was unanimously elected for a second term of office as Tucsa president. Mr E V van Tonder, secretary of the South African Typographical Union was elected first vice-president

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

	Internal	External
(1)	(2)	(3)
<del>5</del>		
5	42	
6	63	
<b>Examiners' Initials</b>		

Subject \_\_\_\_\_  
(to be copied from the heading on the Examination Paper)

Paper No . . . **TW.0**  
(to be copied from the heading on the Examination Paper)

**NOTE CAREFULLY**

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

**WARNING**

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

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

Rbm 21/9/82

# Security in strikes sought by Tucsa

## Mail Correspondent

CAPE TOWN — A motion calling for legislation to prevent employers firing workers involved in a legal strike was unanimously backed by the Trade Union Council of SA (Tucsa), at their annual conference in the city yesterday.

Mr Ike van der Watt, general secretary of the SA Boilermakers, Iron and Steel Workers, Shipbuilders and Welders Society, who introduced the resolution, said the strike was the worker's principal weapon in his own protection.

He asked the Government to protect the right of workers to withhold their labour "in a just cause" and not allow employers to fire workers engaged in a legal strike.

At present very few strikes are legal in terms of the Labour Relations Act. According to Tucsa's president, Dr Anna Scheepers, out of 342 known strikes last year, only two were legal.

Mr Robbie Botha, general secretary of the Mine Surface Officials Association of SA, said threats of a strike in the mining industry were met with immediate threats of summary dismissal by the employers, a direct interference with the democratic rights of union members.

Later, Mr Botha lashed out at the government for allowing unregistered trade unions to gain an equal footing with registered unions and tabled a last-minute motion urging the National Manpower Commission to speed up its study of trade union and employer registration.

135  
150 Stew  
21/9/82  
**Unionists  
detentions  
slammed**

**Labour Reporter  
CAPE TOWN —**  
Several observers from overseas embassies condemned the detention without trial of trade union leaders at the opening of the Tucca conference here yesterday.

Representatives from the Netherlands and Australian embassies said there was growing concern in their countries about the detention of union leaders, particularly the death of Dr Neil Aggett while in police custody.

Recent labour reforms were welcomed. But there was some way to go in other areas, such as equal pay for equal work.

# Tucsa distress over unregistered unions

AK645 21/9/82

135

# unions

Labour Reporter

STEP by step unregistered trade unions were being placed on an equal footing with registered unions, to the extent that an increasing number of unionists were beginning to question the value of registration

This was said yesterday by Mr R H Botha, secretary of the Mine Surface Officials' Union of SA, at the Trade Union Council of South Africa (Tucsa) conference in Cape Town

Mr Botha was speaking to a motion calling on the Minister and the Director-General of Man-

power to ensure that race was not a consideration in initial registration or in extending the scope of existing registered trade unions

He said registered unions accepted the discipline of confining themselves to certain constituencies in terms of the Labour Relations Act, but unions which did not bother to register were free to poach where they pleased and disrupt not only other unions but the whole structure of labour relations

The only disadvantage unregistered unions suffered was not being able to use stop-order facilities without the permission of the Minister.

Mr Botha's union had changed its constitution to delete the word "white", but when it had tried to enrol black mine surface officials, it was told it had to apply for an extension of the union's scope

The Industrial Registrar would not grant this until the union was representative of workers it wished to include in its constitution

The motion, which included a clause calling on the Minister to consult Tucsa unionists before any changes in labour legislation were made, was passed unanimously

In another motion before the conference, Mr Ike van der Watt, general secretary of the SA Boilermakers, Iron and Steel Workers, Shipbuilders and Welders Society, called on the Government to prevent employers dismissing workers engaged in legal strike action

Mr van der Watt said it was common practice for employers to threaten striking workers with dismissal, whether the strike was legal or not.

The right of workers to withhold their labour for a just cause should be protected, he said. The motion was adopted

● Dr Anna Scheepers was unanimously elected for a second term as Tucsa president. There were no other nominations

Mr E V van Tonder, secretary of the SA Typographical Union, Mr Botha and Mr L A Petersen, secretary of the Garment Workers' Union (Western Province), were elected first, second and third vice-presidents

There were no other nominations for the positions of first and third vice-presidents. Mr Des East, of the Motor Industry Combined Workers' Union, stood against Mr Botha for second vice-president



Mr Arthur Margolis, of the Garment Workers Union of SA, and the general secretary of the National Union of Clothing Workers, Mrs Lucy Mvubelo, study a resolution during a break in proceedings at the Tucsa congress yesterday

*Cape Times 21/9/82* (135) (229) (275) (107)

## Detainees: Tucsa president replies

**Labour Reporter**  
TUCSA was not prepared to take up the cases of individual detainees they hardly knew, Dr Anna Scheepers said in her presidential address at the trade union body's an-

petition coming from overseas, as well as internally

It would be a challenge for urban workers to hold their jobs against tremendous odds — the new decentralization proposals,

unionist Mr Tom Mashinini

"Tucsa opposes the principle and practice of detention without trial but cannot be expected to take up the cases of individuals they don't know, or hardly know at all," Dr Scheepers said

One person had admitted in court to working with the S A Congress of Trade Unions (Sactu) and sending unfavourable reports on Tucsa

"What do people think they are? They are trying to undermine Tucsa and when they find themselves in difficulty, Tucsa is the first to be approached to make representations to the authorities"

Dr Scheepers criticized the emerging unions who, she said, were entering the field of "well-established and properly-functioning unions", causing disruption for unions and employers, instead of organizing the unorganized workers



nual congress in the City yesterday

Dr Scheepers, who was unanimously re-elected president for a second term yesterday, was replying to criticism of Tucsa's attitude towards

She said these unions were involved in a "vicious" attack on the industrial council system, either through ignorance of the system or for "obscure political motives"

She also warned that South African workers were facing the worst onslaught ever, with com-

which would "whet the appetite" of manufacturers, causing them to move their factories

detained trade unionists, which has led to the disaffiliation of several member unions

This included Tucsa's criticism of protests over the death in detention of trade unionist Dr Neil Aggett and its refusal to take up the cases of detainees Allan Fine — an official of a Tucsa union — and Emma Mashinini, wife of the then Tucsa

# Bid to ease <sup>22/9/82 (135)</sup> Staff contract ties <sup>Staff shortage</sup> creates concern

By Tony Davis,  
Labour Reporter  
CAPE TOWN — Contract workers should be allowed to change jobs before their contracts had expired, delegates at the annual Trade Union Council of South Africa conference in Cape Town decided yesterday.

The motion put by the Boilermakers Society said it was the right of a worker to sell his labour wherever possible. The transfer of any contract could be handled through an industrial council or employers organisation.

Delegates said they were concerned by recent moves by the West Rand Administration Board to force people back to the homelands after their contracts had expired.

The secretary of the National Union of Clothing Workers, Mrs Lucy Mvubelo, said the contract labour system was a frustrating one which often saw workers losing any chance of employment if they had to return to the homelands to renew a permit.

The motion was passed unanimously.

The Boilermakers Society also had a resolution adopted which called for the opening of technical training facilities to all races.

Speakers felt there was unnecessary duplication of theoretical training facilities for members of different population groups while everyone had to undergo the same trade tests.

The conference also passed a resolution which welcomed moves by the Government to ensure unemployment insurance rights for workers who lived in independent homelands.

The Garment Workers Union proposed a motion calling for training at the high schools.

During the conference delegates from registered unions have complained that unregistered unions were gaining benefits.

A resolution which calls on the Government to publish legislation to protect striking workers during a legal strike from being arbitrarily dismissed by an employer, was also adopted.

Labour Reporter  
CAPE TOWN — One out of every five posts in the Department of Manpower was vacant, the Director-General of the department, Dr Piet van der Merwe, told the Tuca conference yesterday.

Dr van der Merwe told delegates the department had only 2 179 employees out of a staff complement of 2 621 and that one in three employees in the department had less than one year's experience.

Half the staff were women and the department had to depend heavily upon overtime to perform essential functions, he said.

Dr van der Merwe said the department was concerned about abuses by employers in dealing with industrial accidents.

About 9 000 summonses were issued each year against employers who failed to report accidents correctly and thousands of court orders were issued against employers who failed to pay their assessments.

## Shorter week urged

Labour Reporter  
CAPE TOWN — South African workers had to press for a 40-hour working week, delegates were told at the annual Tuca conference in Cape Town yesterday.

Delegates from 50 trade unions voted in favour of the resolution, moved by a motor union.

The Tuca vice-president, Mr Lief van Tonder, said the fight had to be taken to employers.

The conference heard that South Africa was far behind other countries in implementing a 40-hour week.

The United States and several European countries had long been working a 40-hour week and in some countries workers were already demanding a 35-hour week.

It had been proved a shorter working week did not affect productivity so there should be

no loss in wages, speakers said.

A 40-hour week was important to the working class as many workers spent much time alone travelling to and from work and had little time for their families, one delegate said.

A delegate from a transport union said the only way a 40-hour week could be realised would be to call for a strike ballot.



# Call for 40-hour working week

CAPC Times 22/9/82

135

Labour Reporter

TUCSA's annual congress yesterday unanimously called on the government to provide for a maximum 40-hour working week

Mr E Myburgh, the Transvaal secretary of the Motor Industry Combined Workers' Union, who proposed the motion said South Africa was lagging far behind other countries such as West Germany and the United States where a 40-hour week had long been in operation

Only a few industries in South Africa had succeeded in negotiating a 40-hour week, according to Mr E van Tonder of the SA Typographical Union who said it was "absolutely futile" to merely call on the government to grant a 40-hour week on a plate

He called for a national approach by all trade unions to the issue and said no country's economy had ever collapsed because of a shorter working week

Mr C P Grobler, the general secretary of the Artisan Staff Association, said that during the economic boom the SA Transport Services (Sats) had told them the time was "not opportune" to lower the working week to 40 hours, but this year — during lean times — they were still told that the time was not opportune

● A motion calling for the removal of all racial discrimination at technikons and technical colleges was also unanimously supported

Mr J C King of the SA Boilermakers' Society said it was "ridiculous" that all apprentices learnt side by side during their practical training course, but had to study at different colleges — sometimes in different provinces

Cape Times 22/9/82  
135

## Call on UIF benefits for contract workers

Labour Reporter

THE SA Boilermakers' Society expressed concern at the Tucsa conference in Cape Town yesterday that South African officials should administer Unemployment Insurance Funds (UIFs) inside the independent homelands

Opposing a motion welcoming amendments to the law allowing extension of UIF benefits to contract workers from independent homelands, Mr J Oosthuizen of the Boilermakers' Society said it was wrong to im-

pose conditions of employment — for workers in South Africa — which were not administered in South Africa

He said South Africa should ensure that contributors from outside South Africa received the same benefits as those inside South Africa

Mrs Lucy Mvubelo, the general secretary of the National Union of Clothing Workers, said "some of these States are not very efficient"

The motion was passed by an overwhelming majority

RDM 22/9/82

# 'Migrant labour' ad angers union

By STEVEN FRIEDMAN  
Labour Correspondent

A REFERENCE to migrant labour in an advertisement for BMW motor cars has drawn an angry response from the general secretary of a major Tucs-a-affiliated union

Mr Athol Margolis of the Garment Workers Union has lodged a written complaint with the Newspaper Press Union, charging that the ad makes "distasteful" use of the

term "migrant labour"

In a letter to the NPU, Mr Margolis said the advert referred to the "horrendous" and "pernicious" migrant labour system in a "flippant" way and asked that "prompt action be taken to amend or remove it"

But yesterday Grey Philips the advertising agency which devised the ad said it had appeared in papers throughout the country over the past few months and no

complaints had been received

"We did not mean anything derogatory and I believe this is clear from the ad" an agency representative said

The advert, for a leasing scheme at a BMW dealer Auto Bavaria is headed "BMW presents the Executive Mobility Plan The end of migrant labour"

It suggests the scheme could well mean the end of the wandering executive

In his letter Mr Margolis said his objection "arises from the distasteful use of the term migrant labour"

"The term is generally understood to refer to the pernicious system which inhumanely governs the daily existence of millions of black South Africans"

An NPU representative said the letter had been received and Grey Philips would be approached for its response

# Unions 'won't be forced to register'

Cape Times 22/9/82

Labour Reporter

THE Director-General of Manpower, Dr Piet van der Merwe, told the annual conference of the Trade Union Council of South Africa (Tucsa) in the City yesterday that his department had no intention of forcing trade unions to register

Amid calls by Tucsa

delegates for compulsory registration of unions he said this was incompatible with the basic philosophy of the department of maximum self-governance by employers and employees

Mr Robbie Botha, of the Mine Surface Officials' Association of SA, said on Monday that registration

was becoming an encumbrance and unregistered unions were poaching where they pleased and "disrupting the whole labour relations structure"

Mr D C Benade, of the Tramway and Omnibus Workers' Union, told Dr Van der Merwe that a policy of forced registration could have prevented the General Workers Union (GWU) dispute at the Port Elizabeth docks by stopping the GWU from operating in the South African Transport Services — an industry where there already was a registered union

Dr Van der Merwe replied that the issue of registration was highly sensitive and was still being investigated by the National Manpower Commission "But a system of compulsory registration will be strongly criticized in international circles," he warned

In reply to criticism that the cost of factory building was escalating because of safety requirements, Dr Van der Merwe said he was not prepared to lower safety standards to a level below which the workforce would suffer

He also accused employers of being lax in reporting injuries properly and registering their businesses in terms of the Workmen's Compensation Act

About 9 000 summonses had to be issued against employers every year for failing to report accidents in the proper manner, and thousands of court orders had to be issued against employers for failure to pay their as-



**tucsa  
conference**

PE dispute

C.T. 22/9/8 (13)

misread

Labour Reporter (270)

THE president of the SA Council of Transport Workers Mr D C Benade, said yesterday that the International Transport Workers Federation (ITF) threat to "black" South African goods over the Port Elizabeth dockworkers' strike showed they had misread the situation

In an interview he said he refused to support the General Workers' Union in the dispute as it was a new arrival on the scene at SA Transport Services "We feel the need in this country for certain rules"

# Tucsa out of touch with workers' mood

(135) Mercury 22/9/82  
Labour Reporter

TUCSA hid behind industrial councils and closed-shop agreements instead of effectively organising workers, trade unionists said yesterday.

They suggested that the Trade Union Council of South Africa examine its own methods before it criticised the emerging trade unions.

The unionists were responding to the president of Tucsa, Dr Anna Scheepers' presidential address at the council's annual conference in Cape Town.

In an attack on the emerging unions, Dr Scheepers said that by entering the field of 'well established and properly functioning unions', they were causing disruption for unions and employers.

The general secretary of Fosattu, the largest feder-

ation among the new, mainly black, trade unions, Mr Joe Foster, said Tucsa used industrial councils and closed shop agreements as a means for recruiting instead of properly organising workers.

It wasn't the emerging unions who interfered in the fields of Tucsa unions but rather their members who left these unions and joined the emerging unions as they became aware of how useless Tucsa unions were, he said.

Another union source said Dr Scheepers' criticism merely underlined that Tucsa had lost touch with the 'mood on the shop floor'.

# Delegates differ on detention

135  
23/9/02

Labour Reporter

A MOTION calling for the government to charge or release detainees sharply divided delegates at the Trade Union Council of SA (Tucsa) annual conference in the City yesterday.

The resolution said that "in order to strengthen respect for and confidence in the judiciary and other democratic institutions, Conference calls on the government to resort to the normal practice of prosecuting those who have committed an offence, or to release them forthwith".

It had already been amended to delete specific reference to Dr Neil Aggett, the trade union leader who died in detention, and cut out a clause calling "for the field of labour relations to be left to its legitimate practitioners".

After delegates voted 55 to 47 by show of hands in favour of the motion, with numerous abstentions, a card vote — where unions vote in terms of membership numbers — was called. The outcome will only become known this morning, but as some of the unions who voted against it have substantial membership the original vote backing the motion could be reversed.

Division emerged after the conference had voted overwhelmingly for calling on the government to

introduce a supervised code of conduct to prevent abuse of detainees.

Mr Arthur Grobelaar, the general secretary of Tucsa, said that while Tucsa was opposed to the system of bannings and detentions without trial, there was "little doubt that existing security legislation is going to remain in view of the dangerous situation in which our country finds itself".

It was a matter of fact that abuse of detainees was taking place and for this reason a set of rules was necessary so that the "bad elements" in the security police could be answerable for their behaviour.

## Embarrassed

Mr Grobelaar added, however, that some of the detainees had been found to have acted against the interests of South Africa and of Tucsa "and I myself have been severely embarrassed".

Mr Athol Margolis, of the Garment Workers Union of SA, who moved the second motion calling for detainees to be charged or released, predicted that many more detainees would die before Section 29 of the Internal Security Act was scrapped.

He hit out at the treatment meted out to detained trade unionists and asked why it took so long for them to be brought to trial.

# Tucsa congress split on 'charge or release' call

Mail Correspondent

CAPE TOWN - A motion calling for the Government to charge or release detainees sharply divided delegates at the annual conference of the Trade Union Council of SA (Tucsa) in Cape Town yesterday

The resolution said "In order to strengthen respect for and confidence in the judiciary and other democratic institutions, conference calls on the Government to resort to the normal practice of prosecuting those who have committed an offence, or to release them forthwith"

The resolution was amended to delete specific reference to Dr Neil Aggett the trade union leader who died in detention in January

After delegates voted 55 to 47 in favour of the motion with numerous abstentions, a card vote - where unions vote in terms of membership numbers - was called

The original vote could be reversed when the outcome of the ballot becomes known this morning as some of the unions who voted against have substantial membership

Division emerged after the conference voted overwhelmingly in favour of a motion calling on the Government to introduce a supervised code of conduct to prevent abuse of detainees

Mr Arthur Grobbelaar, the general secretary of Tucsa, said while Tucsa was opposed to the system of banning and detentions without trial, there was 'little doubt' that existing security legislation is going to remain, in view of the dangerous situation in which our country finds itself

Abuse of detainees was taking place and for this reason a set of rules was necessary so the "bad elements" in the security police could be answerable for their behaviour

However Mr Grobbelaar added some detainees had been found to have acted against the interests of South Africa and of Tucsa and this had "severely embarrassed" him

Mr Athol Margolis, of the Garment Workers Union of SA, predicted many more detainees would die before Section 29 of the Internal Security Act was scrapped

135

Rbm 23/9/82



# Housing crisis at root of poverty

ARGUS 23/9/82

# unionist

135

Labour Reporter

ZMA



Mrs Lucy Mvubelo "housing affects the total lives of people"

THE housing crisis, which forced people to live in poor overcrowded conditions, was one of the major causes of black poverty and lack of skills said Mrs Lucy Mvubelo general secretary of the National Union of Clothing Workers, at the Tucsa conference yesterday.

Mrs Mvubelo was speaking to a motion which was carried unanimously calling on the Government to appoint a commission of inquiry to investigate the housing crisis.

High rents forced young people to abandon their schooling so that they could go out to work, and overcrowded conditions affected the learning ability of children said Mrs Mvubelo.

"Housing is not merely a matter of bricks and mortar. It affects the total lives of people," she added.

## PENSION FUNDS

In another resolution the conference expressed concern that the Government committee investigating pension fund matters had not yet begun the second phase of its investigations into the possible introduction of pension schemes for all workers.

Mr A Malherbe of the SA Society of Bank Officials said he was concerned at the withdrawal last year of legislation providing for the preservation of pension funds.

The proposed legislation had been used by the "ungodly" to whip up fear and resentment among unsophisticated workers who went on strike to get their pension money paid out, said Mr Malherbe.

By SANDRA SMITH

TWO trade unions accused yesterday of having a "non-co-operative attitude" to negotiations by the chairman of the Eastern Province Automobile Manufacturers' Association, Mr Rod Ironside, rejected his view today

Mr Ironside said that after the withdrawal from the industry's industrial council by the National Automobile and Allied Workers Union (Naawu), the employers "volunteered to continue negotiations outside the council with all representative employee parties"

The Motor Assembly and Component Workers' Union (Macwusa), the Iron, Steel

and Allied Industries Union and Naawu had been invited to attend meetings for this purpose

"Regretably Naawu and Macwusa did not see fit to make use of these opportunities to help resolve the impasse," Mr Ironside said

"This seemingly non-co-operative attitude on the part of Naawu and Macwusa can only raise a question as to whether they represent the real interests of their membership"

Responding to the state-

ment, Macwusa's general secretary, Mr Dennis Neer, said "We question Mr Ironside's decision to take it upon himself to determine the interests of our members

"Management cannot force us to use 'opportunities' created by them, and our membership desires in-plant bargaining, and not negotiations with the EPAMA," he said

The union had indicated previously it was prepared to negotiate with the motor

companies, particularly Ford where it has most of its members, at the same time as Naawu

Naawu's general secretary, Mr Freddy Sauls said "We reject Ironside's statement as complete nonsense

"It is up to our members, and not up to him, to determine their interests and whether the union is furthering them"

The statement reflected a "clearly paternalistic at-

titude, common among the employers", Mr Sauls said

The decision to reject negotiations with the EPAMA and demand individual negotiations with Ford, General Motors and Volkswagen had been taken by a combined meeting of worker representatives

The invitation from the managements to Macwusa to join wage talks was seen by Naawu as an attempt to create division and conflict between the three unions

A Naawu ultimatum to the motor manufacturers to open in-plant negotiations expired today with the companies adamant they would negotiate with the union only through the EPAMA

# Motor man's claims nonsense, says union

133 USA 23/9/82

## Top position in estate agents' body to PE man

Post Reporter

A PORT ELIZABETH estate agent, Mr Derek Smith, was elected first vice-president of the Institute of Estate Agents at its annual meeting in Bloemfontein recently

He formerly held the position of second vice-president and the chances are good that he will be the next president of the institute although there is not an automatic right of succession

Three past presidents of the institute have come from the Eastern Cape

They are Mr Ted Fenlon, Mr Duncan McCallum and Mr Dennis Howard

The institute is regarded as the mouthpiece of estate agents. Most of the 15 000 agents in South Africa belong either as individuals or through their employers' membership

In Port Elizabeth the membership is 250. The new president of the institute is Mr Roland Walker, of Southern Transvaal

Mr Eskel Jarwitz of Southern Transvaal has succeeded Mr Smith as second vice-president

## country's big league

So far this year the council had passed 411 building plans to the value of R11,5 million, which, according to Mr Erasmus, could well exceed last year's 444 building plans valued at R12,5 million

There were about 940 licenced business enterprises in Uitenhage. In the municipal area there were 12 000 developed plots of ground and 115 industries

On average about 90 houses are built annually

Mr Erasmus said that, apart from evolutionary change, the rapid expansion of Uitenhage was largely due to industrial and railway expansion

## PE body decides to remain suspended

Post Reporter

THE Port Elizabeth Coloured Management Committee decided at a special caucus meeting last night to remain suspended because of the private hospital issue

The chairman of the CMC, Mr Charlie Green, said a final decision would be made at a meeting on October 6

Mr Green reported to other members of the CMC yesterday on discussions he had with the MEC in charge of local government, Mr H Kriel, and the Director of Local Government, Mr C B Ritter, on Tuesday

The CMC suspended its activities three weeks ago in protest against the City Council's decision to allow a private hospital to be built in Gelvandale

The CMC wants the hospital built in Bethelsdorp

After last night's caucus meeting, which lasted more than an hour, Mr Green said no decision had been reached

## Import duty penalty on SA steel in US

WASHINGTON — The United States has imposed an import duty penalty on South African steel because imports before April were Government-subsidised

This was confirmed by officials here after a Government investigation

The US Administration investigated steel imports from five nations, including South Africa

South Africa was penalised and the door was left open for penalties in two other instances

Imports from South Africa shipped before April 1 were found to have received subsidies totalling 7,8%

But shipments after that date were unsubsidised

The cases are among a large number in which the US Administration is looking into allegations by American steelmakers that they were being hurt by imports of foreign subsidised steel

The Administration is still hoping to settle its trade disputes with Euro-

pean countries — including the two cases left open in yesterday's announcement — without resorting to special duties to fight what the US industry saw as unfair trade practices

In the new ruling, the Commerce Department decided that Government subsidies have totalled 13,2% of the value of carbon steel wire rod imported from Belgium and 14,2% of the value of such imports from France

Importers of those products will continue to be required to post bonds in lieu of possible penalties that may eventually be levied

The US International Trade Commission has 45 days to decide whether such penalties should be imposed because of damage the imports might be doing to US steel companies

The report also said the investigation of wire rod from Argentina had ended as subsidies on it would end — Sapa-AP

Killer, 13, to be dealt

## Law shunted through ends US rail strike

WASHINGTON — Striking train drivers have agreed to return to their jobs today after an emergency back-to-work law was rushed through the US Congress

The 26 000-member Brotherhood of Lo-

"We are committed to protecting the vital national interests," he said "Our economy must stay on the track of recovery"

The car, steel and other heavy manufac-

THINK PAINT

# TUCSA SPLIT ON CALL FOR GOVT TO CHARGE OR FREE DETAINEES

ARGUS  
23/9/82  
135  
3/10/91

Labour Reporter

DELEGATES at the conference of the Trade Union Council of South Africa (Tucsa) in Cape Town were split yesterday over a motion calling on the Government to charge or release detainees

The motion, introduced by the Garment Workers' Union of South Africa (GWU-SA), was initially voted on by show of hands, but because the voting was so close — 55 in favour and 47 against — delegates called for a card ballot

In a card ballot delegates do not vote individually but according to the numerical strength of their unions

## DEATHS

Speaking on the motion, Mr Athol Margolis of the GWU-SA said there had not yet been an adequate explanation of the number of deaths in detention

"How many more Bikos, Dipales and Aggetts must occur before protection is accorded to detainees?" he asked

If detainees were guilty, why did it take so long to interrogate them and bring them to trial?

"Is it because they don't have the information their interrogators want?" he asked

## TARGET

He said the trade union movement had been a major target of the security police Treatment meted out to trade unionists like Mr Thozamile Gqwetha and Mr Sam Kikine — both officials of the South African Allied Workers' Union — who had been admitted to psychiatric wards, was "what one expects occurs in respect of Russian dissidents"

Seconding the motion, Mr E Esau, representing a motor industry affiliate, called on the conference to condemn deten-

tion without trial, which had affected many unionists "whether they are known to us or not"

This statement was interpreted as a reference to the speech by the president of Tucsa Dr Anna Scheepers, in which she said Tucsa was not prepared to make representations on behalf of people 'we hardly know or do not know at all'

Earlier, a motion was carried calling on the Government to introduce a code of conduct to protect detainees

## APPEAL

Opposing the GWU-SA motion, Mr A Malherbe of the South African Society of Bank Officials said that for the conference to pursue a motion urging that detainees be charged or released was like "banging one's head against a brick wall"

If delegates issued such a call, it was inconsistent also to call for a code of conduct

Mr C P Grobler of the Artisan Staff Association appealed to delegates not to become 'emotional' over the issue

Referring to the resolution calling for a code of conduct, on which his union had abstained from voting, he said that to labour the Tucsa executive with a second resolution on detentions might be good for Press publicity but was not good for the honour of the council

## LEGISLATION

Supporting the motion calling for a code of conduct, the general secretary of Tucsa, Mr J A Grobbelaar, said there was no doubt that security legislation would remain at present

"We have to accept that security legislation will remain in view of the dangerous situation in our country"

He said that while the resolution reiterated Tucsa's opposition to detention without trial, it sought to provide more protection for detainees

# No to motion on detention

CAME Traits 24/9/82 3/24/82 135

## Labour Reporter

A MOTION calling on the government to charge or release detainees was rejected at the annual conference of the Trade Union Council of SA (Tucsa) in the City yesterday.

Later, the council split down the middle again as a motion asking the government to make June 16 a public holiday was withdrawn and replaced by one asking unions to negotiate a special holiday on that day.

This was also with-

drawn without discussion and "noted for the record".

The detention motion, which was initially carried 55-47 by a show of hands on Wednesday, was defeated by 198 095 to 193 408 after unions had voted on membership strength.

It had already been diluted to exclude a reference to Dr Neil Aggett, the trade unionist leader who died in detention.

The proposer of the resolution, Mr Athol Margolis of the Garment

Workers' Union, said after the vote that he was disappointed.

"Particularly in view of the terrible circumstances surrounding Dr Aggett's death one would have hoped the membership of Tucsa would come out with a strong and unambiguous statement about deaths in detention," he said.

"Certain delegates were looking for an excuse not to support the resolution."

Mr Andre Malherbe, of the S A Society of Bank Officials, said the motion contradicted an earlier one calling for a supervised code of conduct for detainees. Calling for the government to charge or release detainees was "like banging one's head against a brick wall".

## 'Faced guns'

Later, the conference split 57 to 47 to allow Mrs Lucy Mvubelo, general secretary of the National Union of Clothing Workers, to introduce a motion asking unions to negotiate for a special holiday on June 16.

They had agreed unanimously agreed to her withdrawing a resolution calling for the government to make June 16 a public holiday.

Mrs Mvubelo said the children of Soweto and Langa — "who faced guns when they reached a stage where they could not stand the injustice which was being done to them" — had "turned the course of history away from violence and towards conciliation and peace".

"South Africa's history is full of martyrs and there is no reason why the martyrs who are remembered should all be white."

Mrs Mvubelo asked the conference that the resolution merely be noted for "record purposes" and not discussed.



**tucsa  
conference**

# Labour policy *CAPE TIMES 24/9/87* 'builds hatred'

Labour Reporter *135*

THE Coloured labour preference policy in the Western Cape was building up "a reservoir of resentment, frustration and hatred" among black youth, Mr Norman Daniels, general secretary of the Textile Workers' Industrial Union, told the Tuca conference yesterday.

Mr Daniels said these youths would see no merit in furthering their education if after getting Standard 8 and 10 qualifications, they found themselves in menial jobs

The Coloured labour preference policy was a form of job reservation. It went contrary to the needs of the country, which were for skilled and trained people.

"We are undermining the whole free enterprise system because this policy is seen as entrenching white and coloured interests against those of blacks. Hungry and frustrated workers or non-workers denied the right to work because of this policy will have very little reason to support the free market principle.

"The needs of the area today are such that the Coloured labour preference policy is negative and militates against the economy of the Cape."

The conference unanimously passed a resolution calling for a lifting of restrictions on black workers in the preference areas.

● Mr Ike van der Watt, general secretary of the SA Boilermakers' Society, told the conference that any influx control policy would have to be the choice of the people concerned.

He called on the government to expedite legislation to improve the mobility of labour and increase the rights of residence of urban blacks.

(135) S. Herald  
25/9/82

## Emergent unions come under fire

IN a side-swipe at what she called the "emerging unions" this week the President of the Trade Union Council of South Africa criticised them for making attacks on Tucsa and for causing disruptions for both unions and employers in industry.

In her presidential address at Tucsa's 28th congress, which started on Monday morning, Dr Anna Scheepers said that the trade union scene in South Africa was causing grave concern.

"It is a great pity that the emerging unions are not concentrating on organising the unorganised workers in those fields where there is a desperate need for improvement and protection," she said

### DISRUPTION

"But instead of entering this field, the well established and properly functioning unions have become targets and this is causing disruption for both the unions and the employers in industry.

"It is also regretted that South Africa experienced a sharp increase in the number of strikes last year, which brought more hardship than relief to workers. It seems that we are likely to break last year's record this year."

On education and training Dr Scheepers said these fields cannot be ignored, nor treated with indifference

"The future depends on well educated and trained people. Without this our productivity will remain far below the average of our trading partners and it will make it difficult to export on a highly competitive basis

"There should be only one department handling education. There should be no difference in the standard of education or training. Where education is not on the same level, the teaching methods should be standardised from the time of entering school right up to the academic level

Cape Times 25/9/82 135

# Question mark over Tucsas

BY PHILLIP VAN NIEKERK

"HAS the Trade Union Council of South Africa (Tucsas) been left behind by the dynamic changes in labour relations in the past few years?" was the question on the minds of observers and even some delegates to the council's annual conference in the City last week.

In spite of the assessment by the veteran unionist and Tucsas president, Dr Anna Scheepers, that "we are the biggest and the most multiracial trade union co-ordinating body in the country and we will continue to grow", a large question mark hangs over Tucsas's ability to adapt to a changing world.

Spokesmen from emerging black unions refused to comment yesterday on attacks made on them during the conference, as this would "lend credibility to an irrelevant body".

Several academics felt that though there were widely-divergent views within Tucsas, it had on



Dr Anna Scheepers

the whole failed to come to grips with the central focus of current industrial relations — the needs and demands of black workers.

There was a marked lurch to the right at this year's conference, evident in Tucsas's rejection by a narrow margin of a call to the government to charge or release detainees. For the past decade this resolution has been overwhelmingly adopted at Tucsas conferences.

The mover, Mr Athol Margolis, of the Garment Workers' Union of South Africa, said "In view of the terrible circumstances surrounding Dr

Neil Aggett's death, one would have hoped the membership of Tucsas would have come out with a strong and unambiguous statement about deaths in detention."

An indication of the extent to which the whole labour spectrum has moved was the guest speech by Dr PJ van der Merwe, Director-General of Manpower.

In the face of calls by

"Tucsas's future is dependent on whether they are intelligent enough to realize change has caught up with them and that too much harm is not created before that happens. The situation has now been reached where a lot of rethinking needs to be done."

Mr John Stanwyx, an industrial sociologist lecturing at the University of Cape Town, said Tucsas's record in respect of black workers was "pretty dismal".

"Tucsas's attitude is most strongly reflected by the fact that, after black unions were allowed into the official bargaining system, their black parallel unions registered quite uncritically without asking whether industrial councils would cater for the interests of African workers."

"While the rest of the trade union movement has been grappling with the issues of shop-floor bargaining, Tucsas has quite happily fitted into the existing institutions."



Tucsas's refusal to support protests over the death in detention of trade union leader Dr Aggett in January was criticized both inside and outside the country and further emphasized Tucsas's distance from the emerging black unions.

It also led to the disaffiliation of the National Union of Distributive Workers and the National Union of Commercial, Catering and Allied Workers, whose general secretary, Miss Dulcie Hartwell, was the first general secretary of Tucsas.

individual delegates for the compulsory registration of unions, he told the conference that his department had no intention of forcing unions to register, as that would go against the principle of maximum self-governance by employers and employees.

Commenting on the week's proceedings, Mr Ike van der Watt, an influential voice within Tucsas, and general secretary of the SA Boilermakers' Society, said he had a "niggling doubt" about whether Tucsas had kept pace with the times.

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

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

Examiners' Initials		
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**NOTE CAREFULLY**

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

**WARNING**

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

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

C. Herald 25/9/82

# TUCSA faces crucial issues

By Herman Arendse  
**SOUTH** Africa's largest labour organisation, the Trade Union Council of South Africa (TUCSA), meets in Cape Town this week amid growing unemployment caused by a sagging economy and with growing labour disputes in certain industries.

And it is almost certain that delegates attending TUCSA's 28th Annual Conference, which is to be held in the Salt River Conference Hall of the Garment Workers' Union of the Western Province, will spend a lot of time on these two topics, which touch on most of South Africa's large industries.

TUCSA, which boasts a membership of 57 unions, will have to give a lead to the more than 400 000 workers belonging to these unions.

High on the agenda are the application of certain new clauses in the Labour Relations Act, Industrial Council agreements and the position of workers in that particular industry.

TUCSA's exco feels that this is contrary to the concept of joint decision making, and in a resolution submitted calls for this clause to be amended.

The conference will be asked to endorse this resolution and to ask the Minister of Manpower to change the clause so that it will provide for workers or their representatives to take part in the process of working out conditions of employment.

On legal strike action by workers, the TUCSA conference will be asked to call on the government to introduce legislation which will prevent bosses from firing workers involved in a legal strike in terms of the Labour Relations Act.

Among the other matters to be discussed at the week-long conference will be:

- Race and sex discrimination in employment;
- Shorter working hours, Retrenchment, The Wage Act
- Bannings and detention without trial, Education and training facilities,
- Housing, Influx control

"ASSISTANCE" PROGRAMMES

Another matter, which although not on the official agenda, that is most certainly to be aired this week is the establishment of "assistance" programmes for Black Unions by the African American Labour Centre (AALC) of the great American trade union body the AFL-CIO, which is rumoured to have close links with the CIA - America's external spy network.

Another point which is causing concern is the fact that the director of the South Africa programmes is the exiled former executive member of the banned Pan African Congress, Nana Mahomo.

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

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Examiners' Initials		

## NING

No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.

Candidates are not to communicate with other candidates or with any person except the invigilator.

No part of an answer book is to be torn out.

All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

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# TUCSA TREADS TO THE RIGHT

## Cape conference is expected to widen rift between the unions

26/9/82

THE Trade Union Council of South Africa took a large step to the right this week.

Fears that the recent affiliation to Tucsas of conservative unions like the Artisan Staff Association, the South African Footplate Staff Association and the SA Society of Bank Officials, would exert "ideological drag" on the movement proved true when Tucsas held its 28th annual conference in Cape Town this week.

At one stage Tucsas, which represents about 400 000 white and black workers, was even to the right of the Government.

Dr Piet van der Merwe, director-general of the Department of Manpower, refused to accede to demands from some Tucsas delegates that all unions should be forced to register — saying it was against his department's belief in the principles of voluntarism.

And in other controversial decisions which are certain to spark discontent within Tucsas the conference

By PETER MANN, Political Correspondent

Defeated a resolution calling on the State to charge or release detainees

Only "took note" of a watered down version of a resolution calling on the Government to allow June 16 to be observed as a public holiday

And the 50 unions represented at the conference seemed predominantly white collar workers who had a good working relationship with their managements

In fact, the relationships seem so good that the industries whose workers were at the conference kept them supplied with wine, cigarettes and sweets

Most insensitive perhaps was the fact that Tucsas delegates sat happily munching Wilson Rowntree coffee — in spite of a continuing union-backed boycott of the company's products

This week's conference is likely to ex-

acerbate the rift between Tucsas and the independent unions. Tucsas is already facing disaffiliation of some of its oldest and staunchest supporters.

The National Union of Distributive Workers and the National Union of Commercial Catering and Allied Workers, with a membership of about 12 000, have already left — apparently over Tucsas's failure to take an unequivocal stand against the detention of union leaders and particularly over the death in detention of Dr Neil Aggett

The detention issue provided the most drama at the conference. It was first watered down to remove reference to the death in detention of Dr Aggett

The resolution was motivated by Mr Athol Maitolis, of the Gaiety Workers' Union, who asked "How many more Bikos, Dipales and Aggetts must occur before protection is ac-

corded to detainees?" Treatment meted out to some trade unionists — like Mr Thozamile Gqwetha and Mr Sam Kikine — who had been admitted to psychiatric wards, was what one expected to happen to dissidents in Russia.

And the insistence by Tucsas president Dr Scheepers that Tucsas would not speak out on behalf of people "we hardly know or do not know at all" was criticised by a delegate who said detention without trial had affected many unionists — "whether they are known to us or not" and should be condemned.

Resistance to the motion was spearheaded by Mr Andre Malherbe of the South African Society of Bank Officials who said that to pursue a motion that detainees be charged or released was like "Banging one's head against a brick wall"

He referred to the fact that the conference had earlier passed a resolution calling for a

code of conduct to be introduced by the Government to protect detainees.

The two resolutions were inconsistent, Mr Malherbe said.

A delegate from the Artisan Staff Association said people should not become emotional over the issue. His union had abstained from voting on the resolution calling for a code of conduct, but he said to introduce a second resolution would only serve to gain Press publicity

A vote was taken on the resolution and it was adopted by 55 votes to 47. However, delegates then called a "card vote" in which they vote according to the numerical strength of their unions. The resolution was then defeated by 198 095 votes to 193 408

The next controversial issue came when Mrs Lucy Mvubelo of the Clothing Workers' Union introduced a resolution dealing with the observance of June 16 as a

public holiday. The original resolution printed on the agenda called on the Government to officially declare June 16 a public holiday.

However, Mrs Mvubelo asked permission to withdraw it and substitute another. The conference voted unanimously that she could withdraw it, but voted only 57-47 for its substitution with another watered-down resolution

It reads "Noting that June 16 has in some parts of the country become a de facto holiday for many, and also noting that this day is sometimes exploited for political purposes offensive to those who genuinely mourn for the events of 1976, conference calls on affiliates to consider negotiating a special holiday on that day every year to be observed by people whose conscience dictates that they should do so

"This conference believes it will enable Black delegates to silently to them it was simply an academic discussion

those who wish to observe June 16 to do so decently and correctly a time of mourning and of inspiration to secure a better future for the country"

Mrs Mvubelo was allowed to motivate the resolution but no other debate was allowed and the congress did not vote on it

But perhaps the most glaring example of Tucsas's alienation was the debate on a resolution which called on the Government to allow payments made on mortgage bonds to be tax deductible

While most white, coloured and Indian home-owners would obviously support this, not a single Tucsas delegate mentioned that black people — of whom there were a number at the conference — were entitled to own their homes except under the 99-year leasehold scheme

# Divisions in Tucsa show up

By Tony Davis,  
Labour Reporter

The ability of the Trade Union Council of South Africa (Tucsa) to adapt to rapidly changing labour relations was brought into serious question at its 28th annual conference in Cape Town last week.

The 50 affiliated unions attending were united on issues such as a 40 hour work and training skills — but there was marked division on subjects such as trade unionist detentions and influx control.

Some speaker objected to the introduction of "political issues" into the resolutions, while others said politics and labour relations were closely intertwined in South Africa.

Issues such as the death in detention of unionist Dr Neil Aggett were in some way responsible for the defection of a number of Tucsa affiliates since its last conference.

Tucsa boast a growing membership — 430 000 people this year, compared to about 370 000 last year — with a majority of non-white members.

But the effectiveness of this non-white membership appears to be diminishing. At last week conference several controversial resolutions were defeated despite overwhelming support from black and coloured unions.

A resolution by the Transvaal branch of the Garment Workers Union calling for union detainees to be charged or released won on a show of hands — 55 to 47. But when a ballot was called based on the numerical majority of some unions, it was defeated.

Controversial, such detentions, control, June 16 as public holiday, with disapproval, a number of large white-member unions.

These were the Asan Staff Association, SA Footplate Staff Association, the Society of Bank Officials, and the Mine Surface Officials Association.

There were several observer unions at conference, such as 32 000-member Amalgamated Engineer Union and 10 000-member Builders Society Officials Association of SA. If the unions were to Tucsa, the numerical strength of right-wing affiliates would increase significantly.

Aside from resolutions introduced by Tucsa's national executive committee, there were surprisingly few unions proposing motions.

More than a quarter of the resolutions proposed by the Boilermakers Society, which is seen by many as one of the more progressive Tucsa affiliates.

The boilermakers raised such issues as strike action, race and sex discrimination, employment, retrenchments, and influx control.

The views of boilermakers' general secretary, Mr. Peter Watt, often appeared to clash with those of Tucsa's general secretary, Mr. Art Grobbelaar.

There were frustrations among unions such as the Garment Workers Union and National Union of Clothing Workers when their resolutions were opposed.

## Shock influx findings

IN Cape Town alone during 1981 about 175 000 days or 684 years of imprisonment were imposed for influx control offences, the Athlone Advice Office said in its latest monthly report.

"That is 684 years of imprisonment for the crime of attempting to work and live together as a family," the report adds.

The advice office said that influx control, however applied or enforced, "caused endless suffering and misery.

In 1981, 13 694 people were arrested in the Cape Peninsula. This does not include the 3 666 Nyanga site deportations in August and September of 1981.

### PASS

In 1981 a total of R410 261 was paid in fines, R283 576 by individual pass offenders and R126 685 by employers charged with employing illegal workers.

The Minister of Co-operation and Development,

Dr Piet Koorhof, has estimated that 42 percent of the black population in Cape Town are there illegally. The daily prison population in South Africa is made up of 40 percent of influx control offenders.

"If this is the level of suffering caused by current influx control, what can we expect under the increased penalties of the proposed Orderly Movement and Settlement of Black Persons bill?", the report asked.

## Unions may be merged

PLANS are afoot to merge the 10 000-strong trade unions — the National Union of Clothing Workers and the Garment Workers' Union — affiliated to the Trade Union Council of SA (Tuusa).

According to union sources, it was decided at a recent union meeting that the issue of amalgamation should be referred to the general membership of both unions.

The delegates at the conference expressed support

in the Transvaal should be approached and asked to allow workers to "work in" for June 16 to enable them to take the day off.

Workers already "work in" time for various Jewish and Muslim holidays, which are not public holidays, the meeting heard.

Another resolution called on the Government to introduce an African language in all schools in SA to improve communication between blacks and other races.

that all garment employers

# Call for ban on firing of strikers

Labour Reporter

A MOTION calling for legislation to prevent employers from firing workers involved in a legal strike was backed unanimously by the Trade Union Council of South Africa (Tucsa) at its annual conference in Cape Town yesterday.

Mr Ike van der Watt, general secretary of the SA Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society, who introduced the motion, said the strike was the worker's principal weapon in his own protection.

He asked the government to protect the right of workers to withhold their labour "in a just cause" and not to allow employers to fire workers engaged in a legal strike.

At present very few strikes are "legal" in terms of the Labour Relations Act. According to the Tucsa president, Dr Anna Scheepers, out of 342 known strikes last year, only two were legal.

Mr Robbie Botha, general secretary of the Mine Surface Officials' Association of South Africa (MSOA), said threats of a strike in the mining industry were met with immediate threats by employers of summary dismissal.

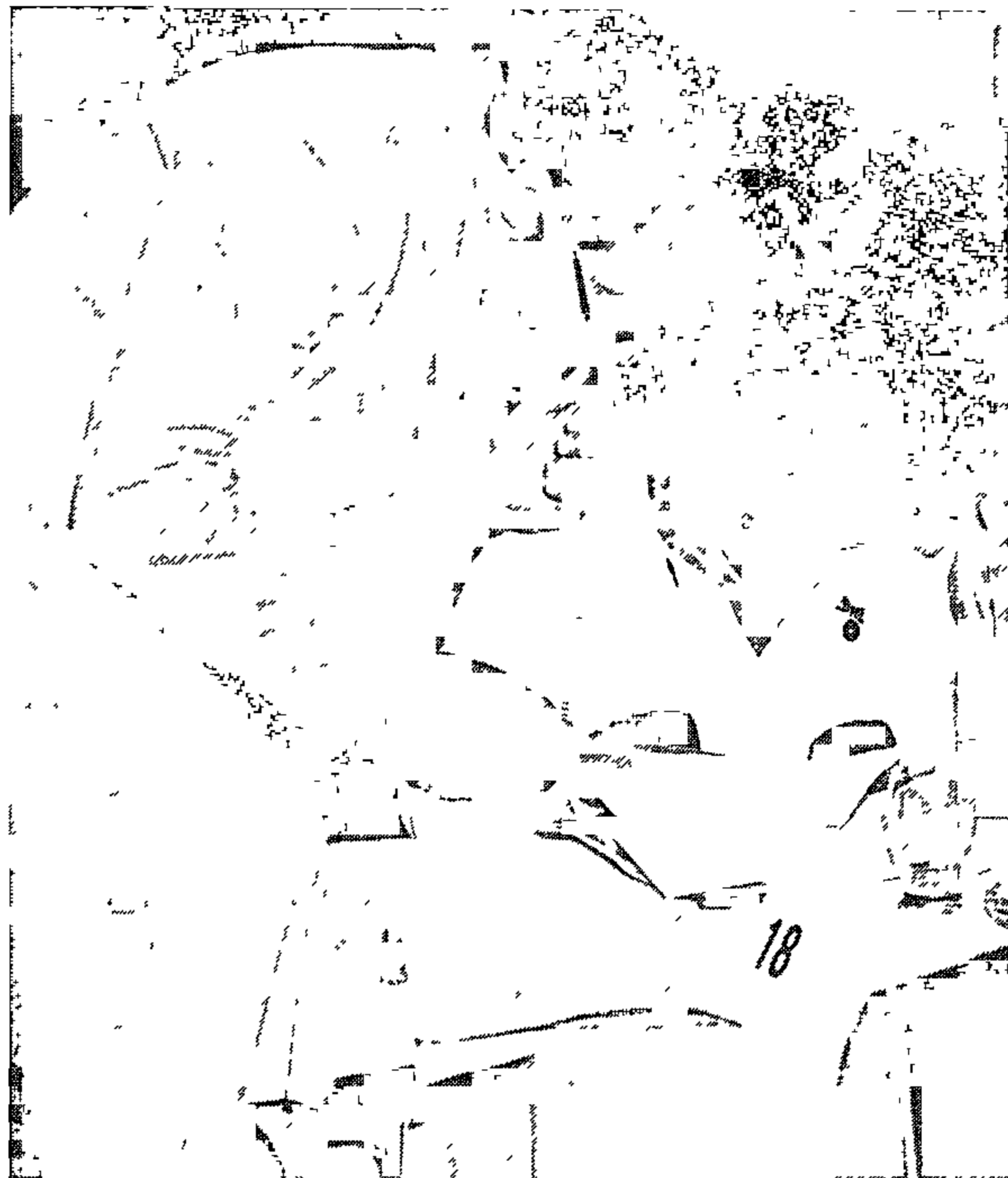
For the second time this year, the MSOA had recently declared a dispute with the Chamber of Mines, a step which could eventually lead to a legal strike.

## 'Threat of dismissal'

Mr Botha said strike action was not considered lightly, but sometimes it became necessary. The threat of dismissal, however, forced many union members on the mines to vote against striking.

"This is direct interference with the democratic right of trade union members to strike," he said.

Later, Mr Botha criticized the government for allowing unregistered trade unions to gain an equal footing with registered unions, and tabled a last-minute motion urging the National Manpower Commission to speed up its study of trade union and employer registration.



Mr Arthur Margolis, of the Garment Workers Union of SA, and the general secretary of the National Union of Clothing Workers, Mrs Lucy Myubelo, study a resolution during a break in proceedings at the Tucsa congress yesterday.

# Detainees: Tucsa president replies

Labour Reporter  
TUCSA was not prepared to take up the cases of individual detainees they hardly knew, Dr Anna Scheepers said in her presidential address at the trade union body's annual congress in the City yesterday.

Dr Scheepers, who was unanimously re-elected president for a second term yesterday, was replying to criticism of Tucsa's attitude towards detainees. She said these unions were involved in a "vicious" attack on the industrial council system, either through ignorance of the system or for "obscure political motives". She also warned that South African workers were facing the worst onslaught ever, with com-

petition coming from overseas, as well as internally. It would be a challenge for urban workers to hold their jobs against tremendous odds — the new decentralization proposals.

which would "whet the appetite" of manufacturers, causing them to move their factories. detained trade unionists, which has led to the disaffiliation of several member unions. This included Tucsa's criticism of protests over the death in detention of trade unionist Dr Neil Aggett and its refusal to take up the cases of detainees Allan Fine — an official of a Tucsa union — and Emma Mashinini, wife of the then Tucsa

unionist Mr Tom Mashinini. "Tucsa opposes the principle and practice of detention without trial but cannot be expected to take up the cases of individuals they don't know, or hardly know at all," Dr Scheepers said. One person had admitted in court to working with the S A Congress of Trade Unions (Sactu) and sending unfavourable reports on Tucsa.

"What do people think they are? They are trying to undermine Tucsa and when they find themselves in difficulty, Tucsa is the first to be approached to make representations to the authorities." Dr Scheepers criticized the emerging unions who, she said, were entering the field of "well-established and properly-functioning unions", causing disruption for unions and employers, instead of organizing the unorganized workers.



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**TUCSA: THE EMERGING UNION CHALLENGE**

135

The divisions between the Trade Union Council of SA (Tucsa) and the emerging union groupings are growing larger. Any remaining doubts about the vast extent of these divisions must surely have been dispelled by events at Tucsa's annual conference last week.

This is something which must worry managements who fear that inter-union rivalry may increasingly become an unhappy feature of labour relations in the years ahead.

Tucsa continues to grow, and the 50 affiliated unions attending the conference were united on issues such as a 40-hour working week and efforts to improve training and ease the housing shortage. But significant differences of opinion arose over resolutions dealing with influx control, detentions and the declaration of June 16 as a public holiday.

A call for the withdrawal of the Orderly Movement and Settlement of Black Persons Bill was approved with abstentions by a number of white unionists. There was strong opposition from some largely white affiliates to a resolution calling on Tucsa members to consider negotiating a holiday on June 16 for members wanting to commemorate the date, which marks the start of unrest

in Soweto and other black townships in 1976.

Although the conference adopted a resolution calling for a code of conduct to be enforced in the treatment of detainees, another resolution calling on government to charge or release detainees was rejected. This resolution was initially won on a show of hands at the conference, but was defeated later in a ballot based on the numerical strength of Tucsa unions. It arose partly from the death in detention of unionist Neil Aggett, but was amended to delete a reference to him.

The stand taken by Tucsa on these issues can hardly please many of its black, coloured and Asian members (who constitute a majority of the council's 430 000 members) and is likely to make at least some of them question how effective they can be in framing Tucsa policies. It certainly is debatable whether some of the decisions taken at the conference reflect the mood of black workers on the shopfloor.

But of most immediate concern to managements must be the increasingly divergent philosophies and styles displayed by Tucsa and the emerging unions. Tucsa president Dr Anna Scheepers complained of a "vicious at-

tack" against industrial councils by the emerging unions, arguing that this was being done through ignorance or for "obscure" political motives. She maintained that there was no alternative to this "tried and true" system. The emerging unions would do well to learn more about the councils, otherwise they would defeat their own objectives, she said.

She also attacked emerging unions for "hijacking" workers who are members of established unions, instead of confining their activities to recruiting unorganised workers.

This complaint is likely to be treated with derision by leaders of many emerging unions who claim that Tucsa has used the closed shop to obtain black membership with a minimum of effort.

Some critics of Tucsa believe the events at this year's conference have provided further evidence that the council is drifting to the right. They claim this process is being accelerated by Tucsa's ranks being swelled by conservative, largely white unions, while some of its more leftward-leaning members leave. Two unions quit the council during the past year because, among other reasons, they disagreed with Tucsa's opposition to protest action by workers against Aggett's death.

Ike van der Watt, general secretary of the SA Boilermakers' Society, which placed several important resolutions on the agenda of this year's conference, remains optimistic about Tucsa's future. He does not believe that the council is moving to the right, but does express concern (shared by some other Tucsa unionists who spoke to the FM) that it may be remaining static and is not adjusting to change.

They have a point. Where in the past Tucsa's thinking has been ahead of labour legislation, there are signs that on certain issues some of its members may have begun to lag behind. Some, for example, indicate a desire for compulsory registration of trade unions. But when Manpower Director General Dr Piet van der Merwe addressed the conference he made it clear that this was incompatible with the basic philosophy of his department.

Scheepers believes the conference was a reasonably successful one. Although there were divisions on a few issues, she believes it is inevitable — and healthy — that there are differences of opinion in an organisation as large as Tucsa.



**Boilermakers' Van der Watt ... optimistic about Tucsa's future**

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

Number of books handed in

All answer books must be numbered

**UNIVERSITY OF CAPE TOWN EXAMINATION ANSWER BOOK**



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# No cash relief for jobless metal workers

By STEVEN FRIEDMAN  
Labour Correspondent

SKILLED and semi-skilled metal workers who are out of work because of the state of the economy have found they cannot claim unemployment money from the metal industries — because of an agreement made some years ago between their unions and employers

The agreement, which could prompt a white and coloured worker backlash as unemployment mounts, means money paid into the giant metal industries' provident fund by workers can only be paid out when they die or retire — not, as in some industries when they lose their jobs

And yesterday four metal workers who have lost their jobs claimed their families were "starving" because they could not find jobs or claim money from the fund

They claimed they were not consulted by their union, the SA Boilermakers' Society, when the agreement was made and compared their position to that of furniture workers who, they said, were getting unemployment pay from their union. They said "hundreds" of workers were in the same position

But a union spokesman said the men "have their facts wrong"

In several industries unions and employers have set up funds which enable workers to claim money when they are unemployed

But as a result of requests by established unions, the Metal Industries' Life and Provident Fund, to which workers in higher job categories belong, does not allow workers to withdraw contributions until they retire or die

The same provision also applied to the Metal Industries Group Pension Fund which applies to workers in the lower categories

But in the wake of last year's pensions unrest employers agreed to allow workers, who have left the industry for six months, to claim their money

If these workers lose their jobs, they can claim from the Unemployment Insurance Fund for the first six months

But workers in the top job grades cannot withdraw their money because of established union requests that the money be "frozen" until retirement

Yesterday the four men, who asked not to be named, said they lost their jobs a few months ago and could not find new ones despite asking at factories almost daily. Three are welders and one is a machine operator

They said the union had been unable to find them jobs and, concerning unemployment relief, had told them "that we can only get our money when we die or turn 65"

One man said he did not qualify for UIF benefits because he had earned more than R1 000 a month, two said they had had difficulty claiming from the UIF and the fourth had not applied

They said they had between five and 17 years' experience in the industry

A spokesman for the Boilermakers Society said yesterday the men had "got the wrong end of the stick"

He said the union had little trouble placing retrenched members in jobs and denied there were "hundreds" of workers who could not find work. "There is no need for members to starve — the union can find them jobs," he said

## Razor accused tells of mystery killer

Court Reporter

A MIDDLE-AGED welder accused of cutting the throat of his 28-year-old mistress with a razor blade told a Supreme Court judge yesterday the murder had been committed by another unidentified man

Mr William Joseph Clulow, 56, of 603 Flemming Hall, Koch Street, Joubert Park, told Mr Justice K van Dijkhorst in the Rand Supreme Court Mrs Elizabeth Ann Perry had been murdered while he was in the toilet

Mr Clulow pleaded not guilty to the murder charge

He said he and Mrs Perry had begun living together last December — a week after he met her

"I was very fond of her. I don't know whether she was in love with me. She cared for me and looked after me. We had no cause for jealousy"

On May 8 Mr Clulow, Mrs Perry and some other men had been drinking in a neigh-

bouring block of flats. He returned to his own flat, followed by Mrs Perry, where they both lay on the bed, fully dressed

Mr Clulow said he went to the toilet and returned about 10 minutes later. Someone hit him over the head as he entered the room

He went down on all fours. When he looked up he saw Mrs Perry's naked body on the floor with blood gushing from her throat, he said. He tried to stop the bleeding but went to get help when he did not succeed

Mr Herbert Browne testified that he found Mr Clulow and Mrs Perry on the floor of their flat. Mr Clulow had one leg over her body

He presumed they were having intercourse but, as he turned to leave, he saw blood on Mrs Perry's head. Mr Browne said he grabbed an ashtray and hit Mr Clulow over the head. Judgment will be given today

## Road deaths soar in the Peninsula

CAPE TOWN — The road traffic death toll in the Cape Peninsula rose by a startling 160% between 1980 and 1981, the Cape's Medical Officer of Health, Dr R J Coogan, said in his annual report released yesterday

The number of accidental deaths rose from 323 in 1980 to 636 in 1981, and this rise was largely because of the increase in road traffic deaths — 365 in 1981 compared to 140 in 1980

Railway accidents claimed the lives of 62 people in 1981 compared to 46 in 1980

More people died of poisoning (10), burns (32), drowning (38) and falls (74) than the previous year. The only decrease in accident deaths were those from electrocution and asphyxia

There were 43 suicides in Cape Town in 1981 compared to 49 in 1980 — Sapa



Knight in shining bee-armor whose car was invaded by...

## More than...

Mail Reporter

A JOHANNESBURG woman in her bonnet yesterday — in her car were about 8 000 bees, not only in the bonnet of her car, but in the...

"The bees were constantly flying in and out through the open window and it looked as though they were making a hive," a distressed Mrs Morwood of Bellevue said yesterday

Mrs Morwood said when she...

From 2/10/22

# Claims are not true union leader

By STEVEN FRIEDMAN  
Labour Correspondent

THE general secretary of the SA Boilermakers Society Mr Ike van der Watt, yesterday rejected claims that his union had agreed to the rules of the giant metal industries provident fund without consulting its members

He also rejected claims that there was widespread dissatisfaction with the rules among union members

He was reacting to claims from a group of unemployed members of his union — the biggest in the country — who have found that the fund's rules only allow them to withdraw money when they retire or die and not when they are jobless

They said they were not consulted about these rules, which were supported by all established metal unions, and that they had no money to support their families. They also claimed that the union had been unable to find them jobs

Mr Van der Watt said yesterday the fund's rules had been discussed at numerous branch meetings of the union. He said the workers who criticised the union's decision on this issue had not attended any of these meetings

"We have 54 000 members and we obviously can't consult each one on every issue. But branch meetings provide every member with a chance to make his voice heard in the union and the provident fund has been discussed at the meetings

"We encourage members to attend their branch meetings, but if they don't bother, they will obviously lose their chance to influence union policy

His union had not experienced widespread dissatisfaction from members with the provident fund. "Obviously in a union this size you can't please everyone, but the vast majority of our members appear to be happy with the rules"

On claims that the union could not find workers jobs, he said that, despite the growing recession in the metal industries, the union was still able to place most of its members in the upper categories in jobs

He also queried the men's claims that they had had problems claiming Unemployment Insurance

"If they qualify and have really been laid off and have not resigned, they should have no problem," he said

# Tucsa rifts on emotive issues

135 C-Herald 2/10/88

It is not surprising that consensus on emotive issues such as the commemoration of June 16 and South Africa's security laws could not be reached at the Trade Union Council of South Africa (Tucsa) conference last week.

For, as one trade unionist — who is an official of Tucsa — put it, it is a miracle that an organisation such as Tucsa survives in today's South African political climate.

There are 57 unions affiliated to Tucsa and, by the nature of the trades they represent, are each made up of groups which are all white, all black, combinations of coloured and white, coloured and black and several other racial permutations.

Under the umbrella of Tucsa, which is constitutionally non-racial, one can expect opinions ranging from the far right to the far left.

## ASPIRATIONS

The 'miracle' is that Tucsa has not yet come unstuck because of the conflicting deep-rooted aspirations of its diverse member unions.

It is against this background that one has to view two resolutions which caused a minor crisis at last week's 28th annual conference, held in Salt River.

The first was one submitted by the Garment Workers Union of South Africa (Transvaal). The original resolution on the order paper called on Tucsa delegates to support a call for political detainees to be either charged or released. It also referred to the death in

By  
**Herman  
Arendse**

detention of trade unionist Dr Neil Aggett.

The resolution was amended to delete reference to Dr Aggett, and even in this watered down form it caused a division.

On a head count vote the resolution was carried by 55 votes to 47, but when a ballot vote was demanded and voting was carried out on union membership it was narrowly defeated.

Some of the white unions used their larger membership clout to block this resolution.

## HOLIDAY

The other resolution was one submitted by Mrs Lucy Mvubelo's National Union of Clothing Workers, asking that June 16 be declared a public holiday.

The original resolution read "This conference, noting the deep feeling associated with June 16 amongst most South Africans, which has made that day a *de facto* holiday for many, and noting the tensions and incidents which have disturbed and politicised that day, calls on the Government to declare June 16 as an official holiday in order

to decently and correctly observe a time of mourning."

It can only be presumed that some pressure from certain quarters was brought to bear on Mrs Mvubelo concerning this resolution, for when it came up for discussion she asked that she be allowed to withdraw the original and submit a new one.

The new resolution read "Noting that June 16 has in some parts of the country become a *de facto* holiday for many, and also noting that this day is sometimes exploited for political purposes offensive to those who genuinely mourn for the events of 1976, Conference calls on affiliates to consider negotiating a special holiday on that day every year to be observed by people whose conscience dictates that they should do so."

## MARTYRS

In her motivation Mrs Mvubelo said that South African history was full of martyrs and she saw no reason why those who were remembered should be all white.

Mrs Mvubelo then took the unusual step of asking that the resolution not be debated or put to the vote, but merely noted for record purposes.



135 ~~15/8/82~~ <sup>Staw</sup>  
**Compromise ends  
mine pay dispute**

**Labour Reporter**

A labour dispute between the Mine Surface Officials' Association and the Chamber of Mines has been resolved, with the union accepting a bonus equal to half a month's increase in wages in place of the increase on a full month's pay

The 15 000-member MSOA declared a dispute with the chamber last month because the employers' organisation had refused to grant them a month's increase in wages

The dispute arose from an earlier difference during annual wage negotiations

But the chamber would not pay MSOA members at the higher rate for the period of the dispute and the union's general secretary, Mr Robbie Botha, accused the chamber of being vindictive

In a joint statement

released yesterday the parties revealed they had agreed to a bonus equal to half a month's increase for those MSOA members who had received only the annual increases from July onwards

Other pressing matters — such as allocation of occupations — have still to be resolved

# Split in ranks hurt Tucsa

1/10/82, 135  
Staw

Labour Reporter

Unions which opposed a resolution at the Trade Union Council of SA's annual conference in Cape Town last month which dealt with detentions have been criticised for damaging the federation's image.

The criticism comes in an editorial in the *Garment Worker*, published by the *Garment Workers' Union (Transvaal)* which moved a resolution calling for detainees to be charged or released.

Opposition from largely white-member unions resulted in the motion being narrowly defeated after a ballot was held at the conference.

The editorial says the resolution was not a fundamentally new issue and had been a subject previously supported by Tucsa.

"Unless some delegates have paid lip service to an ideal they do not support, there is no division on this principle," the editorial states.

The difficulty over the issue of the detention of trade unionists was how to solve the problem. Tucsa stood firm on the moral and civil rights aspects of the subject, the editorial said.

## CODE

A resolution passed at the conference called for a code of detainee treatment. The *GWU of SA* resolution, which called for the "normal processes of law" to be observed, was defeated.

"We believe that there was no conflict between these resolutions and they should both have been passed," the editorial said.

Unless Tucsa continued to stick to its ideals, it gave credence to those who said the federation was being hijacked by a fifth column which was hostile to its ideals, it concluded.

# Unions attacked on Tucsa resolution

AKGul 6/10/82  
Argus Correspondent 135

JOHANNESBURG — Unions which opposed a resolution at the annual conference of the Trade Union Council of South Africa (Tucsa) in Cape Town last month, which dealt with detentions, have been accused of damaging the federation's image

The criticism comes in an editorial in the *Garment Worker*, published by the Garment Workers' Union (Transvaal), which moved a resolution proposing that detainees be charged or released

However, opposition — largely from white member unions — resulted in the motion being narrowly defeated after a ballot was held at the conference

The editorial said the resolution was not a fundamentally new issue and had been a subject previously supported by Tucsa

"Unless some delegates have paid lip service to an ideal they do not support, there is no division on this principle," the editorial said

The difficulty arising over the issue of the detention of trade unionists was on how to solve the problem Tucsa stood firm on the moral and civil rights aspects of the subject

A resolution at the conference which called for a code of detainee treatment was passed while another which proposed that the "normal processes of law" be observed was defeated

The editorial said "We believe that there was no conflict between these resolutions and they should both have been passed"

Unless Tucsa continued to stick to its ideals, it gave credence to those who said the federation was being hijacked by a fifth column which was hostile to its ideals

# Tucsa <sup>135</sup> Sowetan ~~135~~ 7/10/82 completes wage deal

TWO unions affiliated to the more than 100 000-strong Trade Union Council of South Africa (Tucsa) have negotiated new wage agreements for garment workers in the Orange Free State and northern Cape.

According to a spokesman for the unions — the Garment Workers' Union of SA and the National Union of Commercial Workers — the new wage agreements, which start in October, are "a great improvement on previous ones in many respects".

Major changes include:

- three general increases in all wages in October 1982, May 1983 and November 1983.
- a n 18 - m o n t h agreement. Previous agreements were for two years. This means wages can be updated again in a shorter period.
- large percentage increases in most minimum starting-wage rates (as high as 47% in some cases).
- women will now receive the same minimum wages as men.
- Heroes' Day (October 19) is now a paid public holiday.
- Provident Fund contributions have been raised to 2½% of basic wages. Firms must also pay the same amount.
- medical benefits have been improved.

Meanwhile, a new agreement has been reached in the Transvaal chemical industry, which gives workers an effective increase of 50 percent.

135 (200) (206) (239)  
D. Despatch 8/20/82  
**Unionist urges change in movement bill**

JOHANNESBURG — The general secretary of the country's 'biggest trade union, the 54 000-member SA Boilermakers' Society, yesterday lashed the planned bill to tighten influx control and said industrial action from his own union could not be ruled out if the government pressed ahead with it

^ Mr Ike van der Watt told a personnel management convention in Bophuthatswana, shop-floor unrest was likely if

the Orderly Movement and Settlement of Persons Bill, released earlier this year, was not changed significantly

He said no union could "afford to ignore" the bill and urged management and labour to get together to prevent it being passed unchanged "before there is any question of wildcat industrial action"

"The legislation contains the seeds of industrial unrest. If not changed extensively we

can expect trouble on the shop-floor"

The Boilermakers were not against "planning and discipline in population movements" he said, but only if the people affected agreed "The present process of curtailing the rights of individuals without their consent is totally unacceptable to us."

The bill has been referred to a commission of inquiry headed by the Minister of Constitutional Affairs, Mr Chris Heunis — DDC

1250

# Multiracial Unions Works

## The blue-collared workers of the Boilermakers Union prove it

137

SOUTH African trade unions are not being manipulated by communists or revolutionary agitators, the problem has been caused by the Government which has raced labour reform past constitutional reform

Because constitutional reform is lagging so far behind, it has left a confused, fearful society anxiously watching and misinterpreting labour developments — not assisted by security police and government claims that the labour movement is being manipulated

These are the beliefs of Ike van der Watt general secretary of one of the oldest and largest of South Africa's blue-collar trade unions, the SA Boilermakers Iron and Steel Workers, Shipbuilders and Welders Society

The 53 959-member society is remarkable for a number of reasons It is probably the most truly multiracial union in the country

In a lesson politicians could do well to note, membership among coloured and white boiler-makers soared after the union opened its doors to black membership three years ago

"There is no doubt in our members' minds as to what we are trying to achieve — a structure in which one race won't

dominate another "Many people worry that in non-racial unions, as an example, the majority of workers are black and they therefore have the strongest union representation — which means domination of the other racial groups

"The Boilermakers Union has created hope that multiracialism can work and that each race has an equal opportunity for existence in the union"

The lessons of the 84-year-old union are ones the Government could do well to note, Mr van der Watt believes

He believes, for example that Prime Minister P W Botha's new "constitutional dispensation" where coloureds and Indians are given parliamentary representation but not the blacks, is doomed to failure

One of the lessons we have learned over the years is that you cannot expect people to make sacrifices if they have no say in the decision-making process The Government is going to come a cropper because it is adamant it will exclude blacks from decision-making and from white South Africa"

The Boilermakers Union (as it is generally known) explored two main areas of trade union organisation be-

fore finally settling on a combination of the two They have interesting parallels in current South African political thought

"We start on the basis that everyone recognises the workplace is racially segregated anywhere

"The multiracial federal structure has problems because right the way through — from the work-place to the shop stewards and up — each section operates racially apart The executive at the top, where they all come together is just a compromise and not in a position to move anywhere

"Most older existing trade unions use this system Most emerging trade unions, however, are operating an integrated and non-racial structure This doesn't really take into account that the work-place, as is the rest of the society, is segregated

"Although the ideals are perfect, they tend to polarise the racial position If the workers are predominantly black, the whole structure becomes black and whites don't move into the structure except if they are in a dominant role Unions that ignore race in South Africa do so to their detriment"

The Boilermakers Union has an "integrated, multiracial structure" which acknowl-

**CHARLENE BELTRAMO** finds a labour union which could teach the Government some important lessons about non-racial democracy. Here she speaks to Ike van der Watt, general secretary of the Boilermakers Union

edges racial problems It is racially separate up to the individual branch stage — although in some areas even these overlap

The three executive tiers are integrated and have joint decision making

Mr van der Watt says their biggest problem has been to re-educate workers into accepting an integrated union and union leadership. But even they have been surprised at the rise in membership since the union adopted its multiracial stance.

The union has basically been multiracial since 1916 when the first coloured artisans were trained and became union members There were no black artisans at the time — if there were they would doubtless have belonged to the union"

The non-racial nature of the union became clearer after the war years when shortages of labour led to lesser-skilled men doing the same work as skilled craftsmen

In 1956 apartheid stepped in, dressed in

the guise of the ironically named Industrial Conciliation Act which forced separate unions

"The Boilermakers Union was one of the few that opposed segregation But we still had to keep branches separate and no coloureds could become members of the executive But by retaining a mixed membership we've been operating illegally since 1956.

"It assisted us greatly when legislation changed again, allowing blacks to join trade unions

"When the amended legislation came through in 1979, instead of forming parallel black unions we consulted with the new unions who said they would concentrate on less skilled workers and welcomed us recruiting skilled black workers"

Today the Boilermakers Union has 22 875 white members, 20 364 coloureds and 10 720 blacks

The executive has six whites, three coloureds and two blacks

Despite increasing criticism of the Trade Union Council of South Africa (TUCSA) — to which the Boilermakers Union belongs — for moving to the political right of the bulk of workers, Mr van der Watt defends their continued membership

"I don't agree that TUCSA has moved to the right They have stagnated The labour reforms they pushed for came faster than they bargained for

"They are now scared to tackle issues of conflict and trade unions in the future WILL be conflict ridden They must start facing up to that"

Mr Van der Watt also believes the Government will have to face up to some serious labour issues soon, to prevent further conflict He cites the continuing debates about Industrial Councils and registration

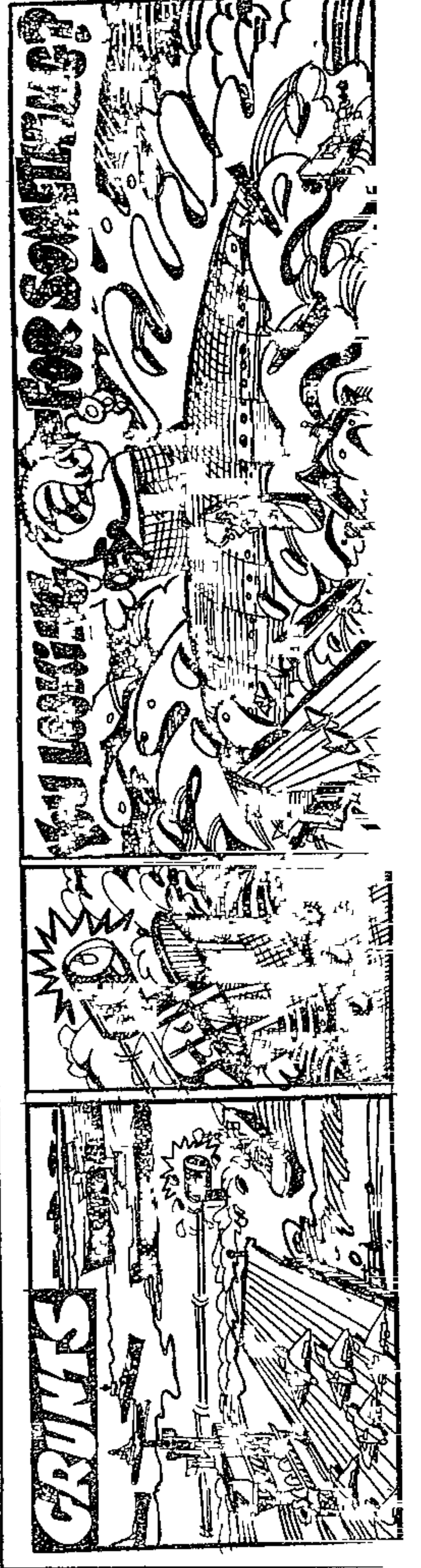
"Unions cannot exist with shop-floor bargaining indefinitely Even though they have to use collective bargaining and here industrial councils come into play.

"The basic problem lies with registration. This has to be drastically changed

"There should be compulsory registration, but only in the form of a trade union advising a registrar that they have formed and that their books are open to inspection, in much the same way as companies register, without government interference

At present the law says a union may choose to be single-race or multi-race, but they cannot register as a multiracial union It's crazy"

And so too may the concept of a blue-collar union showing the way to multi-participatory democracy appear crazy But it's working and that is what counts.



01/10/82  
Strikes not ruled out

By Ireen Spicer

135

INDUSTRIAL strike action as a means of opposing the new proposed legislation on influx control cannot be ruled out, says the 54 000-strong, multiracial South African Boilermakers Society. Addressing the Institute of Personnel Management Convention this week, Ike van der Watt, general secretary of the Boilermakers Society, the country's largest trade union, said the proposed legislation was an issue no trade union or employers' organisation could afford to ignore.

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"On a purely practical level we believe that the proposed legislation will also have the effect of undoing much of the good that has been done by labour law reform," he said

**INFLUX CONTROL**  
**Warning of unrest**

FM 15/1/62

135

It was inevitable that someone would warn that tough influx control measures being contemplated by government could spark off widespread labour unrest. But when the warning is issued by a such a respected union leader as Ike van der Watt general secretary of the SA Boilermakers Society both government and employers should take note

Van der Watt's union is one of the largest in SA and represents workers of all race groups in a variety of industries. He spoke out forcefully against the Orderly Movement and Settlement of Black Persons Bill when he addressed the Institute of Personnel Management last week

"Ultimately if our members demand it and there are no other means left to oppose this type of legislation even a union like

my own cannot rule out the possibility of industrial action' he said

What must concern both management and government is the fact that this statement has been made by the leader of a union which traditionally uses industrial action only as the last resort. Van der Watt is a highly regarded unionist both locally and internationally, and is the chairman of the industrial council for the engineering industry the largest industrial council in SA

"In a case like this, where the interests of our members in relation to their employment are directly affected by legislation I do not believe that industrial action to protect those interests can be described as political striking' said Van der Watt "We will merely be protecting the conditions of employment, the standard of living and the rights of our members to sell their labour on the best possible market"

He predicted that emerging unions will adopt an even stronger attitude towards the Bill "If this legislation is not changed extensively we can expect trouble on the shop floor. Moreover that trouble may well be of the wildcat variety which will ultimately serve no purpose"

Van der Watt proposed that labour and management should get together and put their case to government jointly "Such a case I am convinced will be far stronger and more influential than separate

representations." This proposal met with a sympathetic response from some business leaders and industrial relations practitioners interviewed by the FM, and there appears to be a willingness to consider a joint approach. Van der Watt pointed out at the conference that there were large areas of agreement between unions such as his and employer organisations

"Our conclusions were arrived at separately, but I suppose it was inevitable that as far as freedom of movement of labour is concerned, our conclusions should be identical," he said

*With - Bank*





# Expulsion vote soon on critical unionist

Labour Correspondent  
MEMBERS of a union for Johannesburg coloured and Indian municipal workers will decide at a meeting early next month whether to expel an executive member for criticising union leaders — and if they do, he will also lose his job

The union's leaders have been accused of arranging the meeting at a time and place, which will ensure that workers opposed to the expulsion will be unable to attend — a charge the union denies

This is the latest development in a row within the 500-member Tucs-a-affiliated Johannesburg Combined Municipal Employees Union (JCMEU)

The dispute has focused new attention on the "closed shop"

Recently the Rand Daily Mail reported that an executive member of the JCMEU, Lenasia librarian Mr Terry Jeevanantham, had been expelled from the union by its executive for issuing a pamphlet during recent union elections criticising union leaders

But the union's rules allow expelled members to appeal to a general meeting of members against the executive's decision

If he is expelled, he will

also lose his job at the library, because only union members may work there

The executive decides on the time and date of the meeting and Mr Jeevanantham's lawyers asked it to arrange for the meeting to take place in the townships on a Saturday Mr Jeevanantham says his supporters are blue-collar workers, who cannot attend meetings in the city centre during the week

Late last week, the executive decided the meeting would be held at the city hall on November 2 at 3pm

Mr Jeevanantham alleged this was "a deliberate attempt to make sure my supporters cannot attend" He added "The chances of my fighting the expulsion — and keeping my job — are now very slim"

Union chairman Mr George Huntley, an official in the council's housing department, said "The council has agreed that all workers will be given time off to attend the meeting We are also laying on buses to ensure that all members attend

"We want every member to be there so we can expose Mr Jeevanantham's claims of support We believe he is a sensation-seeker, who has no support"

He said Mr Jeevanantham would also be asked at the meeting to prove the claims made in his pamphlet."

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

	Internal	External
(1)	(2)	(3)
2	19	
Examiners' Initials		

All answers

Number

Number

Surname

First Name

Date

Degree you are

Subject (to)

Paper (to)

### NOTE

- 1. The
- 2. Er

- 3. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
- 4. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

### WARNING

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

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

# Labour Week

By STEVE FRIEDMAN

**FITTINGLY**, the giant metal industries dominated last week's labour news

The industries are, after all, the country's biggest — outside mining and farming — employing about half a million workers

Employers are represented by the influential Steel and Engineering Industries Federation and workers by some of the country's key unions

Metal's official industrial council is the biggest in the land and trends in metal labour relations often have a big impact on other industries

Perhaps the most important development was the news that important changes to the council may be on the cards. Employers and unions will give a final answer to proposed changes on November 11 and the chances of acceptance are good

The changes aim to speed up the council's dispute procedures. They would also, in a sharp departure from tradition, enable employers to sign limited recognition agreements with unions on the shop floor

The background to these changes was spelt out early in the week to Seifsa's annual meeting by outgoing president Mr Bill Bramwell

They come in the wake of unrest in many metal plants, which occurred outside the council system. They also follow resistance by emerging, mainly black, unions to joining the council

There is a long history of black worker resentment of councils, which are cornerstones of the bargaining system set up by labour law

Much of this stems from the days when blacks were not represented on councils and they were seen as platforms for employers and non-black unions to "gang up" against black workers

Added to this has been criticism that councils are remote from the shop floor and that they act to thwart "real" grassroots bargaining

Seifsa is a staunch supporter of councils — as are the unions on the metal council. It is against wage bargaining at individual metal plants, believing this should take place at the council only

But last year it acknowledged that, if councils are to win black worker trust, they will have to show they can "deliver the goods" for these workers

Seifsa has thus been talking to unions — whether or not they are on the council — to try to evolve changes which would win greater worker trust and participation in the council

Mr Bramwell said this week the proposals are aimed at doing just that

There is some established union resistance to them, but most unions on the council, while insisting the changes do not "pander" to emerging unions such as Fosatu's Metal and Allied Workers Union, are backing them

Will they succeed? The main demand of emerging unions has been for factory wage bargaining and the changes are not aimed at introducing that

The issue is whether they see the changes as a basis for reform or as a means of thwarting it by giving the council a "cosmetic" facelift

At stake is the ability of employers and unions in the country's biggest manufacturing industry to work out an agreed bargaining system

But an issue which could cloud efforts to achieve this is the row over the denial of "stop orders" to Mawu

These automatic deductions of union dues by employers need council permission before metal unions not on the council can obtain them

In March, Mawu's permission was withdrawn, chiefly because it had undertaken to join the council. The union charges that this

is an attempt to "bully" it into joining the council against its will

The decision to cut off Mawu stop orders was prompted not by Seifsa but by some established unions on the council, who are bitterly opposed to Mawu

In August, the ban was softened to allow employers who followed a set procedure to deduct stop orders on behalf of unions not on the council

But the document setting this out insists stop orders will only be allowed if the council executive believes the union may one day join the council — which effectively enables the executive to block Mawu applications

The union is appealing to Manpower Minister Mr Fanie Botha to overrule the ban

The third issue confronting the industries is continuing retrenchment, which has been particularly severe in many metal plants

Mawu claims some employers retrench simply to cut costs, not to keep in business, and believe all layoffs must be negotiated with majority unions. It has devised retrenchment procedures aimed at safeguarding workers' jobs

But a union meeting has charged that most metal employers were not negotiating layoffs or compensating retrenched workers and Mawu wants talks with employers in 71 Rand plants to hammer out a retrenchment agreement

Unions' bargaining power is weakened in a recession, but employer reaction may have consequences for future labour relations in the industry

TWO significant speeches were delivered at a recent gathering of the Institute for Personnel Management

Mr Ike van der Watt, general secretary of the SA Boilermakers Society — the country's biggest union — called for a joint union management front against Dr Piet Koornhof's planned influx control Bill

He also warned of labour unrest if the Bill went through, attacked the view that unions should ignore "political" issues such as influx control and said labour law should protect workers striking legally from being sacked

The boilermakers are an "established" union and these unions have been seen as either timorous about social issues or as plain conservative

So the speech has been seen as evidence of a developing new direction for the union, which now has about 10 000 black members

Stellenbosch academic Professor Blackie Swart called for the scrapping of laws making striking a crime, changes to industrial councils, and for legislation approving the union recognition agreements demanded by black unions

This becomes more important as Prof Swart is a Department of Manpower adviser. But the department may balk at the wide-ranging reform he urges

given for such candidates are so instructed  
column (1) of the question written answers acceptable. Red or blue or underlining, pencil may also

separate sheet additional to

candidate liable to disqualification and to possible exclusion from the University

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

	Internal	External
(1)	(2)	(3)
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Examiners' initials	J.W.	

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# More benefits

PROVIDENT FUND benefits for thousands of garment workers in the Transvaal are to be increased

This decision was taken by the Industrial Council at a meeting of the Provident Fund Administrative Committee during which the funds actuary recommended that disability benefits be increased to R420 and that death benefits be increased to R250

The Garment Workers' Union president, Dr Anna Scheepers, has expressed her pleasure in supporting this suggestion and, in particular, was pleased that the disability grant would go to those older workers who had to stop work due to ill health

She pointed out that the death benefits were really a benefit for the survivors while the disability benefits were of direct value to a member still living although in bad health

The meeting also agreed that a further R54 000 should be allocated to members who had repaid their loans

The Industrial Council's general secretary Mr J Thomas, has pointed out that the loan repayments were made from July 1959 by way of weekly contributions.

This has resulted in discrimination against persons who had repaid their loans, and consequently, to put matters right, the additional amount should be allocated to them.

# Putco 'useless'

THE PUTCO bus service in Vosloorus near Boksburg has been described as "useless and unreliable" by commuters in the area

The commuters also claimed that buses in the area were dirty, old, did not keep to the time tables in most cases and that bus drivers were rude

Commuters interviewed by The SOWETAN claimed that the buses only kept to the time table during peak hours but that during the day they did not

One commuter, Mrs Sophie Mokate, said that most of the buses in the area were dirty and old and that bus drivers were rude. She also said that during the day buses did not keep to the time table and that one frequently had to wait for more than an hour at a bus stop before a bus arrived.

Another commuter said: "If one does not have a weekly bus coupon the drivers often refuse him or her entry into the bus saying that they do not have change"

A few months back Mr Pat Rogers, the PRO for Putco, promised to investigate allegations that the bus service in the area was not up to standard and he also promised that a new machine costing thousands of rands would be installed at the Vosloorus bus depot to clean the buses. However, this machine has not been installed as yet

Mr Rogers was not available for comment yesterday

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255A 207  
21/10/82  
Awards for  
SA women

THE annual Adelaide Ristori Awards for 1982 will be presented to two South African women on October 13

Mrs Zerilda Minnaar Droskie and Mrs Buyaphi Mvubelo will receive their awards from Mr M L Visagie the Deputy Director-General, National Education, at Stellenbosch

Mrs Droskie has devoted herself to social work, with the needs of the elderly enjoying her special attention

Mrs Mvubelo has been the general secretary of the National Garment Workers Union for 27 years -- Sapa

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# A guide to South African trade union federations

By Tony Davis, Labour Reporter  
More than one million workers in South Africa are members of trade unions.

This figure is constantly on the increase as there are still many, unorganised workers throughout the country.

The trade union movement is an old institution in South Africa but it was only after trade union rights were opened to black workers in 1979 that membership bloomed.

There are four major trade union federations. These are

- The Trade Union Council of South Africa (Tucsa).
- The South African Confederation of Labour (SACL).
- The Federation of South African Trade Unions (Fosatu).
- The Council of Unions of South Africa (Cuse).

## TUCSA

Tucsa has the largest membership of the trade union federations with about 482 000 members in 57 affiliates. Tucsa is a co-ordinat-



Mr Arrie Paulus, general secretary of the SACL's Mineworkers Union.



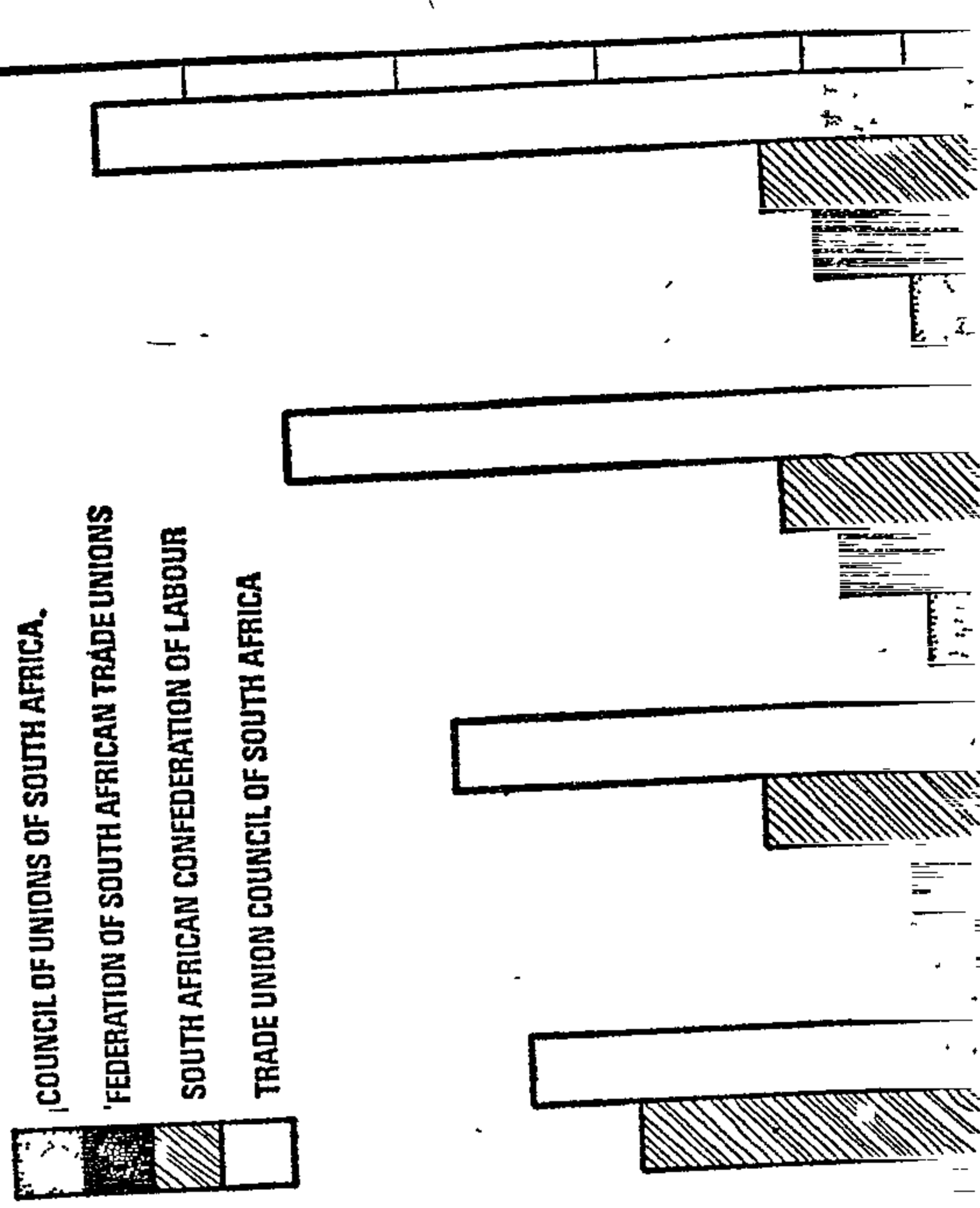
Tucsa's general secretary, Mr Arthur Grobelaar.

This study of trade unions in South Africa is meant to be a general guide for the man-in-the-street. Some of the figures may be open to question, but are the best available. Not all aspects of the current trade union scene could be covered in this study.

## HOW THEY'VE GONE UP... AND DOWN

500 000  
400 000  
300 000  
200 000  
100 000  
50 000

COUNCIL OF UNIONS OF SOUTH AFRICA.  
FEDERATION OF SOUTH AFRICAN TRADE UNIONS  
SOUTH AFRICAN CONFEDERATION OF LABOUR  
TRADE UNION COUNCIL OF SOUTH AFRICA



4 Do not write in the left hand margin

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

Tucsa has the largest membership of the trade union federations with about 432 000 members in 57 affiliates.



Tucsa is a co-ordinating body for its affiliates and is managed by a national executive committee and appointed sub-committees.

The federation was formed in 1954 and has a history of vacillation over membership for black unions and registered or unregistered unions.

Tucsa's growth has been rapid over recent years — from 283 000 in 1980 to 361 000 in 1981 and 432 000 in 1982.

Critics have said that the large membership is in part due to the fact that Tucsa affiliates can be found in industries where there are closed shop agreements and workers have no choice other than to belong to the Tucsa union.

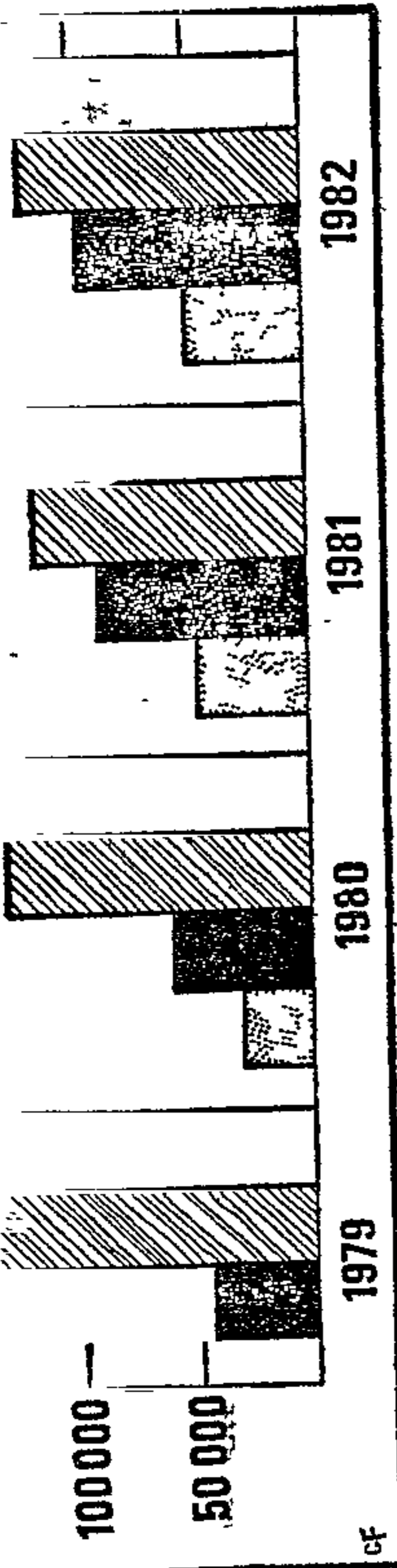
Tucsa has lost some of its more black member unions in recent years and its membership has been boosted by largely white-member unions.

**SACL**  
The federation's major affiliates are the SA Boiler Makers Society, the SA Typographical Union, the Garment Workers' Union, the Artisan Staff Association and the SA Society of Bank Officials.

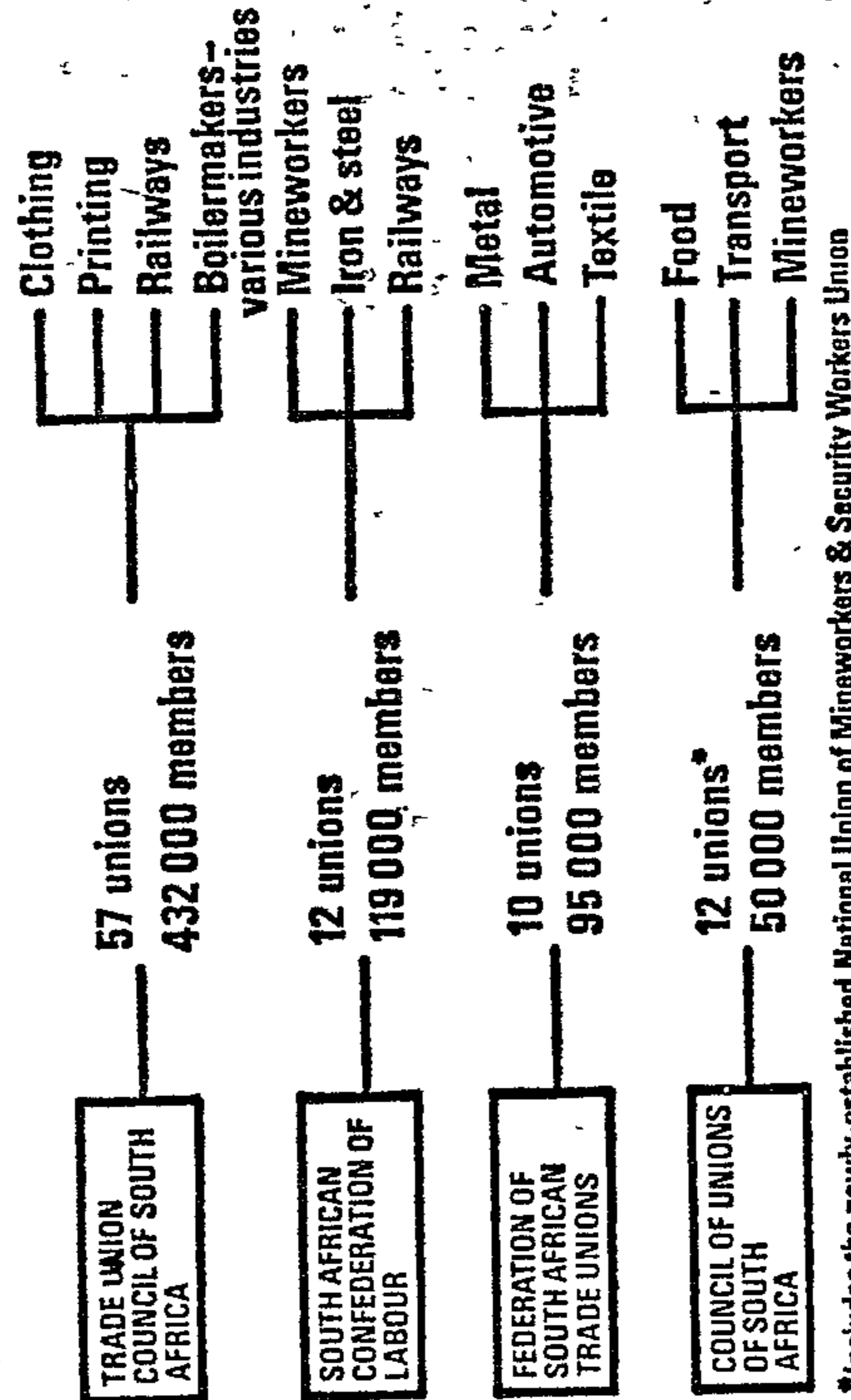
The SACL's membership has been steadily dwindling over the last few years. During the last 10 years, its membership has shrunk from close to 200 000 to 119 000 this year.

**FOSATU**  
A major reason for the loss of about 60 000

Other large Fosatu affiliates include the National Union of Textile Workers, and the



## HOW MANY... AND WHERE THEY ARE



Cusa is concerned with labour and community issues and is active in the transport, food and beverage and mining industries.

Two new affiliates were established at the end of Cusa's annual conference in August this year — a mineworkers and a security workers union.

The federation has strong links with overseas union federations like the Black Allied

can Allied Workers Union (Saa-wu), the General and Allied Workers Union and the National Federation of Workers.

SAAWU has 26 affiliates and claims a membership of 94 000. The Federation has adopted a non-racial stance and has a strong base in East London, with Johannesburg and Durban its other major centres.

There are more than a dozen unaffiliated and unregistered trade unions which are involved in organising workers among the largest of these unions are:

- The General Workers Union.
- The African Food and Canning Workers Union.
- The Media Workers Association of SA.
- The Motor Assem-

ship of about 300 000. The proliferation in recent years of "general" unions is seen as a means of organising the unorganised.

The National Manpower Commission is investigating the possibility of trade union rights for farm and domestic workers.

Organising black mineworkers has recently become a reality and several unions have

collective bargaining at the factory floor level.

recent years and its membership has been boosted by largely white-member unions.

#### SACL

The federation's major affiliates are: the SA Boiler Makers Society, the SA Typographical Union, the Garment Workers' Union, the Artisan Staff Association and the SA Society of Bank Officials.

The SA's membership has been steadily dwindling over the last few years.

During the last 10 years, its membership has shrunk from close to 200 000 to 119 000 this year.

#### FOSATU

A major reason for the loss of about 60 000 members was the SA's opposition to the recent Wiehahn labour reforms and the opening of union membership to black workers.

The SA Technical Officials Association was expelled in 1980 for its

The federation has about 100 000 members.

#### AFFILIATES

Fosatu has been at odds with the Department of Manpower over racial registration and recently resolved to take interest in community issues which affect workers.

Fosatu affiliates are largely concerned with organising and negotiating at the factory-floor level as opposed, for example, to the Tucsua view of industrial council bargaining.

The federation's fastest growing affiliate is the Metal and Allied Workers Union.

Other large Fosatu affiliates include the National Union of Textile Workers and the Chemical Workers Industrial Union.

#### CUSA

The Cusa federation was established at the end of 1980 and has more than 50 000 members

Textile

Food

Transport

Mineworkers

**COUNCIL OF UNIONS OF SOUTH AFRICA**

**12 unions\***  
**50 000 members**

\*Includes the newly-established National Union of Mineworkers & Security Workers Union

Cusa is concerned with labour and community issues and is active in the transport, food and beverage and mining industries.

Two new affiliates were established at the end of Cusa's annual conference in August this year -- a mineworkers and a security workers union.

The federation has strong links with overseas union federations.

The Black Allied Workers Union was formed in 1972 and adopted a black consciousness platform. Bawu claims 51 000 members in 15 affiliated unions.

Its strength lies in Natal where it is active in the collieries, but Bawu also has a Johannesburg branch.

Internal feuding within Bawu led to the formation of several other union bodies, including the South Afri-

can Allied Workers Union (Saawu), the General and Allied Workers Union and the National Federation of Workers.

#### SAAWU

Saawu has 26 affiliates and claims a membership of 94 000.

The Federation has adopted a non-racial stance and has a strong base in East London, with Johannesburg and Durban its other major centres.

Saawu's leadership has come under close security police scrutiny and most of its officials have been detained, though usually released without being charged.

Saawu organises unemployed workers with the aim of strengthening its ranks when such people are employed.

There are more than 100 unaffiliated, registered trade unions with a combined member-

ship of about 300 000.

There are more than a dozen unaffiliated and unregistered trade unions which are involved in organising workers.

Among the largest of these unions are

- The General Workers Union
- The African Food and Canning Workers Union

- The Media Workers Association of SA

- The Motor Assemblers and Component Workers Union of SA and its sister union, the General Workers Union of SA

- The Commercial, Catering and Allied Workers Union of SA

- The Municipal and General Workers Union (formerly the Black Municipal Workers Union).

These unaffiliated unions are, with few exceptions, opposed to registration and prefer

collective bargaining at the factory floor level.

The proliferation in recent years of "general" unions is seen as a means of organising the unorganised.

The National Manpower Commission is investigating the possibility of trade union rights for farm and domestic workers.

Organising black mineworkers has recently become a reality and several unions have been granted access by the Chamber of Mines to recruit members.

These are Cusa's National Union of Mineworkers, the Black Mine Workers Union and the Federated Mining, Explosives and Chemical Workers Union.

Trade unions have encountered difficulties in trying to organise workers in Transkei and Ciskei.

Rbaw 25/10/82 □

(133)  
244

## Unions' test case

TODAY the Industrial Court begins hearing a case which will provide the first test of its attitude to a key labour issue — the closed shop

This principle means workers must belong to a union (often a specific union) to work in a particular job

The issue sparks off violent debate overseas, where it is generally backed by unions, opposed by employers

Here, it is usually enforced through industrial council agreements between employers and established (previously non-black) unions

The new, mainly black, unions say their established rivals simply go to employers, get a closed shop covering blacks and, hey presto, a large (unwilling) black membership is theirs

Today the court, sitting in Durban, will begin hearing a case in which furniture firm Grafton Everest wants it to declare a closed shop an "unfair labour practice"

Three of its workers refuse to join a furniture union affiliated to the Trade Union Council of SA, which has a closed shop for black workers

738

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UNIVERSITY OF CAPE TOWN

**Militant unions are 'no monster' says Tucsa**

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**Labour Reporter**  
IT WAS almost certain, in the South African context, that some of the more militant black and coloured unions would have political aspirations coupled with trade union and economic aspirations, Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa, said today  
Mr Grobbelaar was addressing delegates at the annual conference of the Building Industries Federation of South Africa  
"If we have some elements of a militant black labour movement developing in South Africa, then we should not too easily discern this as being a monster of unmanageable proportions. It is only basically a creation of our South African society, and because of the new sense of priorities which I perceive beginning in South Africa, we should be giving some hard thoughts as to how

we can accommodate and reconcile this creation in our disparate society," Mr Grobbelaar said  
**IMPORTANT**  
He suggested that Tucsa would play an important role in accommodating and reconciling the interests of "a more militant labour movement in South Africa"  
Tucsa's major task for the foreseeable future would be to bring together unions from "both extremes and also those in between", to provide a platform for these disparate views, Mr Grobbelaar said  
He hoped this initiative would lead towards "labour speaking with a united voice"  
"Tucsa's objective will therefore be that of holding the middle ground, and by a process of consensus, it will become the major voice in South Africa for constructive change," Mr Grobbelaar said

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which they have been answered), leave column (2) blank.

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**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.
- 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
- 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.
- Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used

**WARNING**

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

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

Grobbelaar warns on militant action

SKS 27/10/82

# 'Deny demands at own risk'

By Frank Jeans

CAPE TOWN — Business can expect much more militant action if it ignores the drive by blacks to achieve equal status with privileged whites, Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa, told the Bifsa congress yesterday

"We have to recognise that, at long last, the black workers now have a secure bargaining position backed by law," he said

"We should also expect that the black workers will use their new positions in an increasingly effective manner, and, as a consequence, we have to

assume logically that there will be some radical changes in bargaining patterns"

The Tucs a chief added "The established unions and their members, who have attained a position of relative well-being, will seek to maintain the status quo, but the less privileged workers in the newer organisations will not be in a position to appreciate the status quo, and they will be bargaining, not only for improved wages in the labour market, but for status itself"

"The privileged groups are likely to view the increasing attempts on the part of the lesser privileged for better training and status with apprehension, especially since these demands are now being made from a much more secure position," he said

## PARTNERSHIP

Urging managers to end the "baas and boy" approach to labour relations, Mr Grobbelaar said workers would have to be treated as partners when essential changes were made

"South Africans of all races have been working together for many years. Now some of the basic rules are going to be changed, some long-standing attitudes about status are going to be knocked sideways, and workers of all groups will have to start working together on a new basis," he added

"There will be what could be called a new social dispensation in the workplace, and although this change will not take place overnight, it cannot be denied that the beginnings of this social revolution are already with us"

Room 27/10/82

# Union to test 'unfair dismissal' law in court

By STEVEN FRIEDMAN  
Labour Correspondent

THE Industrial Court is to be asked to order the reinstatement of a worker who was allegedly unfairly fired at a Wadeville liquor company — a case which will test for the first time recent changes to labour law

Until now the courts have compensated workers who have been unfairly dismissed, but have not ordered their reinstatement

And, in another development, an attempt to challenge the controversial closed shop principle — which compels workers to join a union — in the court for the first time may be thwarted on a technicality as a result of argument heard by the court on Monday

The move to seek a reinstatement application was announced yesterday in a statement by the National Union of Wine, Spirit and Allied Workers, a registered union with close links to Tucsa's Garment Workers Union

The union will seek the application against Distillers Corporation of Wadeville, which, it alleges fired a union shop steward without following laid-down dismissal procedures

According to the statement, the company has refused to reinstate the worker and the union is thus taking the matter to the court

The union says the case will "test the effectiveness" of the recently amended Section 43 of the Labour Relations Act, "which in its new form is untried by the court" The Section deals with "unfair labour practices"

The "closed shop" action was heard by the court in Durban yesterday It has been brought by Natal company, Grafton Everest, of which three workers face dismissal by the furniture industry's Natal industrial council because they refuse to join a Tucsa-affiliated union

The union has a "closed shop" agreement with employers on the council

The Mail's Durban correspondent reports that the industrial council's lawyer asked the court to refuse to hear the case because, he argued, the company had not followed correct procedure in bringing the case to court

The court is still to decide on this argument

Rbm 3/11/82

# Decision overruled and man's job safe

Labour Correspondent

A MEETING of the Johannesburg Municipal Combined Employees Union yesterday overturned an attempt to expel Lenasia librarian Mr Terry Jeevanantham from the union — and in the process saved his job

Mr Jeevanantham, who has served three terms on the union's executive, had been expelled from the JMCEU by its executive for criticising the union's leadership

In terms of a closed shop agreement between the JMCEU, which is affiliated to the Trade Union Council of SA, and the Johannesburg City Council, he would have lost his job if he had been expelled

The closed shop means that certain coloured and Asian council workers must belong to the union to keep

their jobs

The union's constitution allowed Mr Jeevanantham to appeal to the general membership against the executive's decision and his appeal was considered at a meeting yesterday

At yesterday's meeting members decided by 119 votes to 40 to overturn the expulsion

A delighted Mr Jeevanantham said yesterday "I believe the turning point came when one member addressed the meeting and pointed out to them that, if they voted to expel me, they would be voting to have me fired as well"

He said he had not expected to win the vote because he had feared that many of his supporters, blue-collar workers from the townships, would not be able to get off work to attend the meeting

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# Union overrules expulsion order

By Tyrone August

Members of the Johannesburg Municipal Combined Employees' Union have overruled an attempt by the executive committee to expel a Lenasia librarian, Mr Terry Jeevanantham.

Members decided by 119 votes to 40 at a general meeting on Tuesday to reverse an executive committee decision to expel him.

Mr Jeevanantham's expulsion would have meant that he would have lost his job with the municipality because of the JMCEU's closed shop agreement with the Johannesburg City Council

Because of the closed shop agreement, only union members may work in certain jobs with the municipality.

"In September, I was expelled by the executive because I criticised it as undemocratic," Mr Jeevanantham said yesterday.

"The constitution, however, allowed me to appeal to the general membership against the executive's decision. This was why yesterday's meeting was called"

Mr Jeevanantham said he was worried that many of his supporters would not have been able to attend because they could not get off work.

"The outcome of yesterday's meeting has assured me members of the union believe I have their interests at heart," he said

# Textile factory cuts staff

Argus Correspondent

PAARL — Five hundred coloured and black workers at the Berg River Textile factory in Daljosafat have been retrenched and are unemployed from today.

Forty-five white employees of the factory have also lost their jobs.

Talk of a additional 2 000 workers going was described by Mr Bob Ankers, managing director of the factory, as unfounded.

Berg River Textiles is the biggest factory employer of white, coloured and black workers in Paarl.

## DROP

In an interview, Mr Anker blamed the dismissals on a considerable drop in turnover in his factory as a result of textile imports into South Africa from Taiwan.

Textile imports during the first four months of 1982 were equal to the total amount of imports last year, said Mr Ankers.

He had warned Dr Dawie de Villiers, Minister of Trade and Commerce, that heavy imports from Taiwan would result in South African textile factories facing the unfortunate position in which they would be forced to reduce staff.

## RECIPROCAL

But Dr de Villiers argued that it was necessary for South Africa to have a reciprocal trade with Taiwan which imported goods from South Africa, Mr Ankers said.

The unemployment following on the dismissals could mean a monthly loss of R200 000 to Paarl shops and businesses. Mr Ankers also feared that the crime rate could suddenly show an increase.

"Five hundred people suddenly finding themselves idle with little prospect of other employment can become a menace to themselves and their surroundings," he said.

# Cheap textile imports cost jobs

ANKERS 5/11/82

~~114~~  
~~133~~  
133

Labour Reporter

THE textile industry is suffering tremendously because of cheap imports from South East Asia, according to Mr Norman Daniels, general secretary of the Textile Workers' Industrial Union (TWIU)

Mr Daniels was commenting on large-scale retrenchments from various textile mills around the country

About one quarter of 130 000 workers in the textile industry in South Africa had lost their jobs since the beginning of the year, said Mr Daniels

"In Paarl alone, there are at least 1 000 unemployed textile workers walking the streets"

## Retrenchments

Commenting on the retrenchment of 550 workers today from Berg River Textiles in Paarl, Mr Bob Ankers, managing director of the company, said that cheap imports were the major reason for the retrenchments

—Mr Ankers said one reason why imports from the East were so much cheaper was that the South African textile industry paid a "fair day's wage" compared with "the sweat shops in the East"

Mr Ankers estimated that at least 6 000 jobs in the industry had been lost since the beginning of the year

## Short-time

"If you take into account the number of man-hours lost through firms switching to short-time we are talking of the equivalent of 13 000 jobs," Mr Ankers said

Mr Ankers said management had negotiated severance pay with the TWIU, but that the extent of unemployment being caused by retrenchments was "extremely traumatic"

Another textile mill, SBH cotton mills, retrenched 50 workers today

A spokesman from SBH said he could not predict how many more workers would be retrenched in the coming weeks

## Effects

The effects of cheap imports over the last three years were being felt now, he added

The value of permits issued to importers from January to September this year was R310-million

SBH paid "generous" severance pay to retrenched workers, said the spokesman

# New deal provides *merely* <sup>135</sup> <sup>157</sup> big increases for <sup>9/1/82</sup> <sup>135</sup> <sup>157</sup> clothing workers

## Labour Reporter

MORE than 40 000 clothing workers will receive wage increases of up to 96 percent in terms of an agreement signed by the Natal Industrial Council for the Clothing Industry yesterday.

The agreement, signed by the Tucsa-affiliated Garment Workers' Industrial Union and the Natal Clothing Manufacturers' Association, replaces the old agreement which was due to expire at the end of this year.

It covers all clothing factories in the magisterial districts of Durban, Pinetown, Pietermaritzburg, Inanda and the lower Tugela.

Women, who constitute the majority of employees in the industry, will receive substantially higher wage hikes than their male colleagues due to the removal of sex discrimination in the wage agreement.

Qualified female clerks, who up to now have been paid R39,25 a week, will shoot up to R70 at the beginning of next year and then up to R77 in 1984 — a total increase of 96 percent.

The wages of male clerks accordingly will rise to R77 over the period of two years from R59,60 — an increase of 37 percent.

Skilled machine operators and pressers will have their wages increased to R55 over the two years. This will mean an increase of 52 percent for women and 30 percent for men.



Council

Soweto

decision

10/11/82

labelled

'stupid'

THE SOWETO Council's decision to turn down the R77 million housing development plan by the Urban Foundation has been viewed as "stupid" by Mrs Lucy Mvubelo, secretary of the National Union of Clothing Workers.

According to an article in an official journal of the union, Mrs Mvubelo has joined other community leaders in criticising the rejection of the plan which would involve 2 500 housing sites and 800 flats.

Mrs Mvubelo said the council was only showing interest in the acceptance of overseas loans.

"As far as I am concerned any money to help provide our people with homes should be welcomed because there is such a desperate shortage. The Urban Foundation was created to do exactly this type of thing and should not be blocked," she said.

There is a shortage of about 35 000 houses in Soweto. The council had announced that the loan would not be accepted because the foundation had ties with the Committee of Ten and that they did not like the conditions attached to the loan.

Another trade unionist, Mr Athol Margolis, also expressed dismay in the article. "The decision is a disaster and if those political considerations caused it then it is more terrible. The needs of the people, not politicians, should come first."

# Stop order uproar

Labour Correspondent

THE biscuit industry's industrial council has told employers they are not allowed to deduct "stop orders" for an emerging, mainly black, union because only a Tucsa union is allowed these facilities, it was alleged yesterday

Fosatu's Sweet, Food and Allied Workers' Union (SFAWU) charged yesterday that two employers in plants where it has majority membership applied for "stop orders" — automatic deduction of union dues by the employer — on its behalf

The plants are in Pinetown and Isando

But the council had told the companies that only Tucsa's National Union of Operative Biscuit Makers and Packers, which sits on the council, was allowed this facility

SFAWU's general secretary, Mrs Maggie Magubane, said yesterday the union's national executive had condemned this ruling

She said workers, angered by the move, believed the council had no right to intervene in a matter which concerned only their union and their employer

Mrs Magubane said SFAWU had also attacked a Natal sugar unionist Mr Selby Ntsibande, who had walked out of a meeting with sugar mill employers at which SFAWU was present

SFAWU had been invited because the closure of a mill at which it is recognised was discussed

# Multiracial

# bargaining

# faces big test

Edm. 7/11/42



By STEVEN FRIEDMAN  
Labour Correspondent

PROSPECTS for multiracial bargaining on the mines face a crucial test soon when a new grouping of white-led mine unions will decide whether to admit a union open to black and coloured workers

And an unlikely alliance between a multiracial mine officials' union and the Rightwing Mineworkers Union could thwart efforts to admit the union — which would be a major setback to multiracial bargaining on the mines

The decision will be taken at a meeting of the new Confederation of Mining Associations and Unions on Monday

The confederation's formation recently, — which brought together mine unions and officials' associations — was hailed as a key breakthrough towards breaking down labour race barriers in the country's most important industry

Because the new group — which seeks to bargain with the Chamber of Mines — brought unions like the MWU into the same body as multiracial officials unions it was expected to open the way to multiracial bargaining in the industry, but there are now signs the confederation may refuse to admit

the (black and coloured) Federated Mining Explosives and Chemical Workers Union on Monday

FMECWU formed by Tucsas SA Boiler makers' Society, is recognised by the chamber. Most mine unions believe it should be allowed into the new body but new unions may only be admitted by a two-thirds vote of the new group's executive and unions voting strength is based on their membership

Unionists say Tucsas multiracial Mine Surface Officials Association may vote against FMECWU's application because it sees it as a rival for black and coloured mine worker support

If it does, its votes with those of Mr Arnie Paulus MWU and a small mine union allied with it would be enough to deny FMECWU a two-thirds vote

Unionists believe this would be a serious blow to multiracial bargaining in the industry and could prompt the boilermakers — the country's biggest union — to quit the confederation. These developments would dash the hopes of those mine employers who want to bargain with a single multiracial union grouping

The chamber has yet to decide on whether to recognise the new confederation. The two sides met on Friday but the chamber gave no indication at the meeting of whether it will agree to bargain with the new body

# Rail unions to challenge pay freeze

By Michael Chester

Two of the biggest rail unions today laid plans to challenge Mr Hendrik Schoeman, Minister of Transport on a pay freeze for the 270 000 labour force of SA Transport

## Services

The first confrontation will take place in Pretoria tomorrow when the Minister holds talks with the Salaried Staff Association

Mr H W Zeiler deputy general secretary, confirmed that the union's executive intended to press demands for 15 percent across-the-board increases for all 30 000 members

"If the Minister says 'No' the bargaining will start," he said "We still want increases and we are still hopeful"

The 24 000-strong Artisan Staff Association also intends to pursue demands for minimum 15 percent increases

In fact, it has submitted a formal claim for 16,5 percent raises in pay packets

"We are aware that SATS is in a financial mess," said Mr C P Grobler, general secretary "It sounds like the golden goose that lays the eggs is having its neck wrung and we don't want to worsen matters

"However, the mess is not of our making don't feel we should suffer for errors made elsewhere

"We have gone along with a number of economy measures taken in recent months — staff reductions by natural wastage, cuts in overtime work and so on. But we insist on pay increases"

The Minister gave notice there would be no increases for SATS employees next April when he addressed a news conference yesterday

He said SATS had run into a deficit of R237 million in the first six months of its 1982/83 financial year and it was feared the deficit would grow to between R300 million and R400 million in the second half

(or Supplied)

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TERRORISM TRIAL ~~327~~ 135  
Sactu links FM 12/11/82

Trade unionist Allan Fine, acquitted this week of charges under the Terrorism and Internal Security Acts, is probably the last person who will be tried under the Terrorism Act. The Act was repealed this year, with a number of its provisions incorporated into the 1982 Internal Security Act.

Fine, employed by the Witwatersrand Li-

quor and Catering Employees Union was one of the 40-plus people rounded up by Security police for "general investigation" in September and November last year. Of that number, 14 were unionists or involved in the labour field on the Reef, in Natal or the eastern Cape.

Of this number, Fine has been acquitted, charges against Sam Kikine, Natal head of the SA Allied Workers Union (Saawu), were dropped, and the rest released. Thosamile Gqweta and Sisa Njikelana, both East London-based Saawu officials, are on bail on Terrorism Act charges. However, neither has received a charge sheet.

Detainees included officials of Saawu, the General and Allied Workers Union (Gawu), the African Food and Canning Workers Union (Dr Neil Aggett, who died in detention), the Johannesburg Combined Municipal Employees Union, the Commercial Catering and Allied Workers Union, the Industrial Aid Society and the editor of the Durban-based *Labour Bulletin*.

By the time Fine was acquitted he had spent more than 13 months in detention and as an awaiting trial prisoner. He admitted sending generally available labour and union information to the exiled — but not outlawed — SA Congress of Trade Unions (Sactu). Fine was charged under the Terrorism Act with conspiracy with Sactu to endanger maintenance of law and order in SA, and under the Internal Security Act

with furthering the aims of the African National Congress.

In a meticulous technical judgment, the magistrate found that Fine's acts were not terroristic *per se*. This shifted the onus of proof back on to the State. The State had to prove beyond reasonable doubt that consequences penalizable under the Terrorism Act would eventuate from Fine's actions, rather than the accused having to prove the reverse — as usual under the Terrorism Act.

The court found that while there were illegal aspects to Sactu's activities, where it furthered the aims of the ANC, it also had independent and legal activities, and there was no proof that Fine's information was used for the former.

His clandestine communications with Sactu officials could be explained by the fact that, as Major Craig Williamson of the security police testified, the security police did maintain surveillance of unionists which could have motivated Fine to perform legal acts covertly. Such points helped to acquit Fine.

# Unions agree to new wage deal

THE Garment Workers' industry has announced new wage structures for nearly 55 000 workers in Natal which will come into effect from January next year.

New scales leading to pay hikes of up to 66 percent will also be adjusted and implemented in 1984. They were agreed to by the Garment Workers' Industrial Union, a Tucsa affiliate in Natal, and the Durban-based Clothing Manufacturers' Association.

Wage disparity based on sex has been eliminated, according to Mr Freddie Hansa of the union. A sting in the tail of the deal has been an increase in the fringe benefits comprising the provident and sick funds

which have been upped by as much as 70 percent.

In terms of the new wage structure

- A head cutter, now earning R90,85 a week, will earn R115 in January, an increase of 27 percent, with a further increase of 12 percent bringing his pay to R126,50 in 1984,

- A cutter and trimmer earning R46.65 weekly, will get R60 in January, an increase of R13,35, and a further increase of R10 in 1984,

- A foreman, charge-hand and supervisor

presently earning R51,10, will get R85 next year and a further R10 in 1984, an increase of 66 percent,

- Qualified male clerks earning R56,60 and their female colleagues who earn R36,25 will earn R70 next year, an increase of 78 percent for the women

- A qualified grade one male machinist earning R42,40, and women earning R36,30, will all get R50 weekly from January next year.

Workers in the industry who are not covered by the agreement, which excludes areas outside Durban, Pinetown, Inanda, Lower Tugela and Pietermaritzburg, will have their plight negotiated at a later stage, according to the union.

Mr Hansa said the Garment Workers' Industrial Union (GWIU) was reasonably pleased with the wage negotiations. He felt the increase would be widely welcomed by members, considering a number of factors which militated against substantial increases.

# Rail workers prepare for pay showdown

By GERALD REILLY  
Pretoria Bureau

AN angry reaction from the country's 270 000 railway workers is certain if they miss out on increases granted to other public sector workers next April.

And they were told this week by the Minister of Transport Affairs Mr Hendrik Schoeman, there are in fact to be no routine April increases next year because of the critical state of railway finances.

The president of the Artisan Staff Association, Mr Jimmy Zurich, said yesterday his union accepted that the railways did not have the funds to grant increases.

"But if the public servants the army, police, prisons and post office personnel get increases and we don't, there is bound to be a reaction."

Against the wishes of the railway workers the Prime Minister, Mr P W Botha, had ruled that in future all public sector workers would get their increases at the same time annually.

"We feel if sacrifices have to be made they must be equal sacrifices."

Mr Zurich said railway workers' earnings were trailing 14% behind the inflation rate. By April next year it would be at least 16%.

"We are seeing the Minister in February to review the position and we will expect



MR JIMMY ZURICH  
'Sacrifices must be equal'

adjustments at the latest in October next year."

Mr Zurich, who is chairman of the federal council of the South African Transport Services Staff Association, said one reason why the railways was seriously in the red was that it was compelled to run uneconomic services.

"It's grossly unfair that the railways, and ultimately the railway workers should have to pay the piper," he said.

An official of the Commission for Administration said the issue of public servants' salaries was still before the Cabinet.

Increases would depend on the availability of funds.

Senior public servants said yesterday they feared there were "unpleasant shocks ahead."

C Herald 13/11/82

# 545 workers ~~24 577~~ ~~197 335~~ 135 get the axe

## Biker's wife in accident

A Mitchells Plain woman, on her way to see her husband who was seriously injured in the Buffalo Rally, escaped death at the weekend when the car she was travelling in overturned near Plettenberg Bay.

She is Mrs Hazel le Bron of Vaalrivier Way, Portlands.

Her husband, Mr Keith le Bron, was admitted in Livingstone Hospital in Port Elizabeth after he was involved in a bike accident during the rally

THE unemployment ranks in the Western Cape grew dramatically at the weekend when 545 workers were retrenched by Paarl's biggest employer, Berg River Textiles.

According to the company the Taiwanese are to blame.

The managing director of BRT Mr Bob Ankers said countries in the East, most notably Taiwan, were being allowed to flood the South African market and as a result his plant had suffered a considerable drop in turnover.

Retrenchments were the result of this drop, he said.

Mr Ankers was not aware what percentage

of the market was being cornered by Taiwan.

"But what I do know is that imports during the first four months of this year were equal to the total for 1981," he said.

Garments for infants (three years old and under) were a prime example of the extent of the flooding, Mr Ankers said.

In certain cases there were no import duties and in others a mere 15 percent.

### GARMENTS

"This has resulted in there being 58 million infant garments a year on the market. If you consider that there are only 2.5 million infants in South Africa it means that for each infant there are 23 garments and that's absolutely absurd," Mr Ankers said.

Mr Norman Daniels, general secretary of the Textile Workers Industrial Union said the workers laid off face a bleak Christmas.

"They will not be able to get any unemployment insurance benefits before then," he said.

### ASSIST

His union would assist where possible, Mr Daniels said, but what the workers really needed were jobs.

"It is sad to note that the Taiwanese are being kept in their jobs at the expense of our people," Mr Daniels said.



# Rise for clothing workers

By MAUREEN BARNES

CLOTHING workers in the Cape Province can look forward to a fatter wage packet this Christmas after new increases were announced yesterday.

On December 13 the minimum wage of a clothing worker will increase from R42.80 per week to R48.50.

In addition the apprenticeship period has been reduced from three years to 2 years and other fringe benefits will include increased contributions by employers to the provident fund, extra meal allowance for workers on overtime and increased transport allowances for workers on Saturdays.

Mr L. Petersen, general secretary of the Western Province Garment Workers' Association, said he was satisfied with the increases which followed a week of Industrial Council meetings between the W. P. Garment Workers' Union, the Cape Clothing Manufacturers Association and Cape knitting manufacturers.

A major breakthrough has been the inclusion of country areas in the agreement.

For the first time agreement has been reached for workers to receive bi-annual pay increases instead of the previous annual increase.

In July 1983 the minimum wage will rise to R51.50, in December 1983 to R54 and in July 1984 to R56.00.

rom 15/11/82  
Who's afraid of  
plant stability?

STABILITY, it seems is in  
the eye of the beholder

Some Frame Group textile  
companies have expressed  
concern in their annual re-  
ports about "the power strug-  
gle between competing trade  
unions"

They imply that the "sta-  
bility" their plants enjoyed  
through dealing with a "re-  
sponsible" (Tuca) union  
"over a long period" is now  
threatened by the growth of a  
(Fosatu) union which is pre-  
sumably less "responsible"

This "stability" at Frame  
includes major strikes in  
1973, 1974 and 1980, not to  
mention a couple of other  
skirmishes in between

Do the annual reports indi-  
cate that Frame fears new  
waves of stability at its  
plants in the future?

# Clothing chief slates unions

135

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Industrial Week 16/11/82

By Priscilla Whyte

**THE recession would have hit the clothing industry sooner had the Transvaal Clothing Manufacturers' Association (TCMA) 'succumbed' to demands for minimum wages.**

Terence Kinnear, president of the TCMA said at his association's annual general meeting

"Had we succumbed to the minimum wages asked for (by the Garment Workers' Union and the National Union for Clothing Workers) we may have seen this recession in our industry a lot sooner"

Kinnear told Industrial Week that wages had increased from R33 to R42 in July - a 27% increase

A further 7½% increase is due in January and another 7½% in July 1983

Kinnear said that the clothing industry expects a negative growth rate of 2% for 1983 but hopefully an upturn from the latter part of 1983 into 1984

He said that negotiations with the unions were "hampered by certain TCMA members who were forced to give increases through illegal strikes"

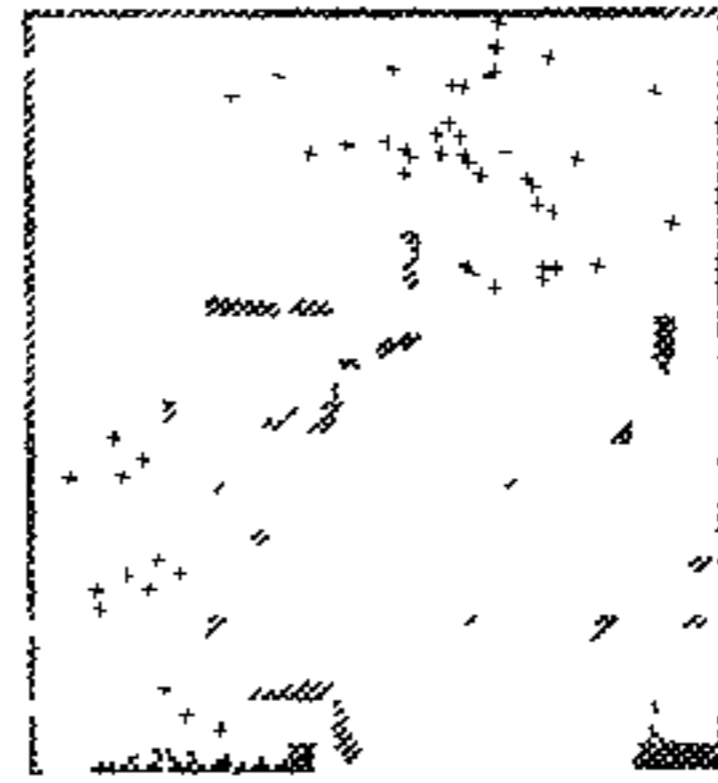
Some TCMA members gave staff increases voluntarily, which made official negotiations on wages "even more difficult" he said

Kinnear made a formal plea to his members to give their full cooperation so that negotiations in future could be made as easy as possible

He noted that wage levels for the clothing industry in the Transvaal are in line with Natal and

the Cape, and added that the "fringe benefits" paid to workers in the Transvaal far exceed those paid in the two other provinces

The most noticeable outcome of the TCMA negotiations with the trade



**Terence Kinnear... negotiations were hampered.**

unions is an increase in provident fund contributions by both parties

Instead of 1%, 5%

of weekly wages is now being contributed

Kinnear said that some TMCA members have not been forthcoming with information to bolster official TMCA representations to the Board of Trade in its argument against protection of fabrics not produced in SA

Nevertheless the application for an increased duty on imported clothing was granted

Kinnear reiterated the appeal made by the Minister of Manpower, Fanie Botha, to industrialists not to offset wage increases by increasing prices

Botha called for management to increase productivity and "fight the wild animal called inflation"

From 19/11/82

# Boilermakers union seeks tougher retrenchment deals

**Labour Correspondent**  
THE country's biggest trade union the registered SA Boilermakers Society plans to seek tougher retrenchment agreements with employers to protect workers against layoffs

After a meeting of the union's executive yesterday, its general secretary Mr Ike van der Watt charged that many employers were retrenching not to cut production but 'so that they can get more production out of fewer workers'

He also charged that protection for workers against retrenchment in the metal industries industrial agree-

ment — which covers more workers than any other in the country — had no teeth and said unions had been 'lax' in protecting members against retrenchment

"While we are not in a strong position to prevent mass layoffs this time we will tend to make sure we sign agreements with employers — individually and on industrial councils — which ensure we can curb them in the future" he said

Mr Van der Watt was reacting to the news that Iscor is to retrench 1 500 workers most of them unskilled, and to the wave of retrenchments in the metal industries

The Tucs-a-affiliated Boilermakers are an established multiracial union which takes part in official industrial councils. Mr Van der Watt's comments on retrenchment agreements target, with criticisms made by emerging unions

On the Iscor layoffs Mr Van der Watt said they had come after assurances from Iscor that layoffs were being avoided and unions had not been consulted

A meeting between Iscor and the unions with which it negotiates is due next week, but Mr Van der Watt said "there seems to be little we can do at this stage"

Room 221182  
**Lay-offs increase**

RETRENCHMENTS continue to dominate the labour scene - and this is likely to be even more pronounced in the next few weeks

Employers are expected to see the year's end as the time not to renew migrant worker contracts and to trim staff generally. So rumours of new lay-offs in metal and other industries abound

Emerging unions have borne the brunt of an often losing fight against lay-offs because it has been their members who have been the chief victims but they may just have acquired a key ally

Mr Ike van der Watt, head of the Boiler makers last week charged that unions such as his had been "lax" about protecting workers from lay-offs

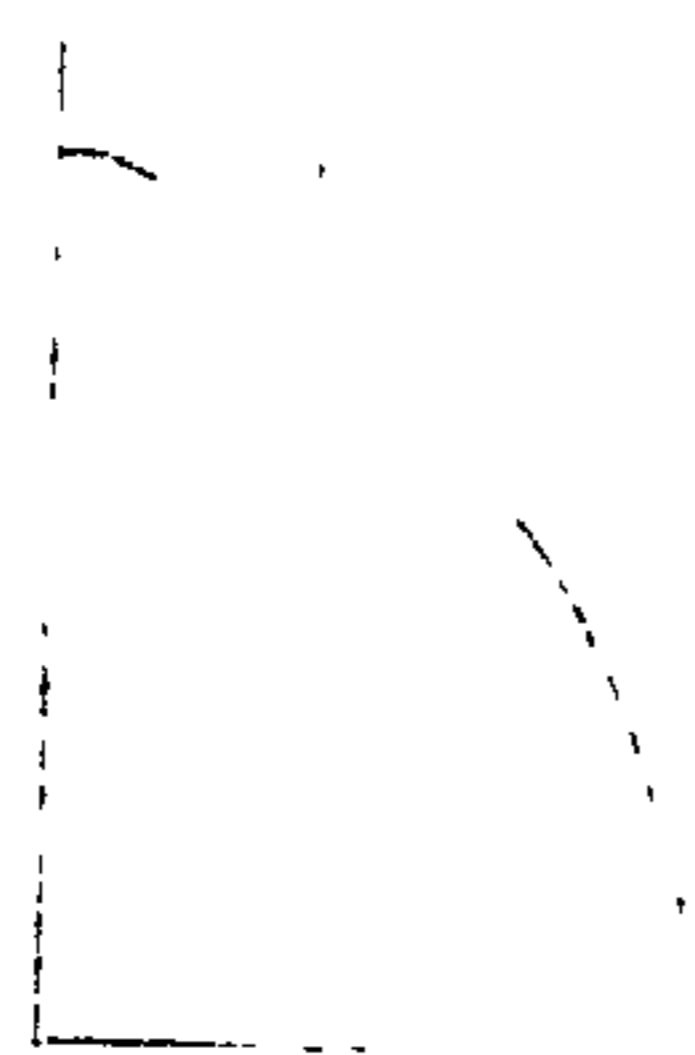
He claimed many employers were retrenching simply to "get more production out of less workers"

He charged that control over lay-offs in the metal industrial agreement had "no teeth" and said his union was going to seek tougher retrenchment agreements in the future

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 Any point outside the production possibility frontier will be unobtainable output. Any point inside the production possibility frontier will be technical inefficiency which can be caused by 1) wasteful production 2) lack of ~~knowledge~~ technical knowledge



It is possible for the production possibility frontier to shift outwards, this can be caused by increased technology

11

14

Worried workers  
Stes 22/11/82  
may be homeless

Own Correspondent

NEWCASTLE — Thousands of workers at Iscor's Newcastle plant are facing retrenchment and the prospect of being homeless

The announcement by the company of widespread labour cutbacks has also triggered off fears of repatriation of the jobless blacks to their respective homelands

Trade union officials said contract workers were concerned that one effect of the slump might be that retrenched workers would be forced to return to their homes — whites overseas and blacks to the Government-designated homelands

Other problems include the disruption of children's education and the fear of not being able to meet hire purchase agreements, mortgage bond payments and insurance premiums.

An official of the Boilermakers Union said that nearly 1000 of its white members at Newcastle were immigrants

"Repatriation, schooling, relocation, repayment of loans were some of the questions raised by members at their meeting this week," the official said

Mr Henry Ferreira acting general secretary of the Iron and Steel Workers Union, said there was an assurance that members would be allowed to occupy their company homes for three months at subsidised rentals

# Economy cripples textile industry

Stouffon 22/11/82

THE Textile Manufacturers' Federation is to make an urgent application for aid to the Government following a severe slump in the industry.

The giant Da Gama textile group laid off 31 workers this month and a further 1 368 will be retrenched next month. A spokesman for Textfed has also warned that 10 500 jobs in the industry will be lost by the end of the year.

Mr Casey Joosse, chief executive of Da Gama Textiles, said that temporary relief of imports was imperative. Textfed was trying to arrange a meeting with the Minister of Finance, Mr Owen Horwood, to discuss aid to the industry.

In the biggest cutback in Da Gama Textile's 36-year history, 26 per cent of the Good Hope textile plant's workforce in King William's Town, will lose their jobs next month. Good Hope Textile is the largest mill

under one roof in the southern hemisphere

The retrenchments on December 10 will affect 1 279 weekly paid black workers (1 100 at Good Hope Textiles) and 89 monthly paid workers (65 at Good Hope Textiles and 24 at the Cyril Lord plant in East London)

An estimated 6 500 people will be affected by the retrenchments.

Mr Joosse expressed deep regret over the retrenchments and added that he sincerely hoped that no further lay-offs would be necessary this year.

"We hope that we will be able to see through next year but I can't be confident about predicting the future

"I hope that this is the end. We have closed down whole sections.

Mr Joosse said the state of the current economy, the future outlook and recent trading results had caused the massive retrenchments.

The continuing decline in order volume had reduced profit margins and the generally depressed outlook for the future had made the retrenchments inevitable.

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(135)  
**Worried workers  
 may be homeless**  
 22/11/82  
 Own Correspondent  
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Monopolies ~~are not~~ have their disadvantages  
 but it is futile trying to regulate them when  
 there are economies of scale etc or where they  
 exist due to the fact the only way they can break  
 even is to monopolise an industry.

28 Single



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# New deal in offing for railmen

By Lynn Carlisle

23/11/82

WHEN the individual Railway trade unions meet Transport Minister Hendrik Schoeman to review pay increases in February a new package deal may be negotiated

This was indicated by one of the unions following meetings with the Minister after his 'pay freeze' announcement this month

With the South African Transport Services (Sats) headed for a massive deficit before its new financial year in April applications for increases around 15 - 16,5% to become effective then have been stayed" However, the unions will not let up on 'demands' for improved working conditions when they renegotiate pay rises with the Minister in February

## Subsidy

Some unions believe that to withhold reasonable increases would be tantamount to Sats employees subsidising their own service. Instead other

measures - such as tariff increases and additional subsidies from Government - are justified under the circumstances, they said

To freeze pay means workers will be subsidising Sats out of their own pockets

'All we want is an adjustment in relation to the inflation rate' said Bunny Marais acting general secretary of the 8 000 strong Running and Operating Staff Union

Brian Currie, head of the 30 000 strong Railways Salaried Staff Association, pointed out that there is no confrontation between his union and Schoeman, he still hopes that a pay rise agreement will be reached and become effective in April

But Wallie Grobler, general secretary of the powerful Artisan Staff Association - which claimed a 16,5% pay rise - stated that if Sats' financial position became "that bad" his organisation would adopt a flexible approach

"We would be prepared to look at a package deal to include a reduction in working hours

"Depending on the situation, we may only insist on this being implemented in October next year' Grobler said

## Tariffs

Marais would like to see Sats 'balance the books' and more is due from Government to achieve this, he said

'If tariffs are raised and more money is found to operate this essential service we will get pay adjustment due to us

"We are all in this economic crunch together. That means private enterprise and all the food control boards must tighten their belts as well

"If not, the Government should do something to control food price increases and inflation generally - with which we are only trying to keep pace", said Marais

Rbm 23/11/82  
November 23 1982

# Blow for all-race plan for mines

By STEVEN FRIEDMAN  
Labour Correspondent

PROSPECTS for multiracial bargaining on the mines were dealt a serious blow yesterday and labour relations in the industry were thrown into turmoil as a new confederation of white-led mine unions refused to admit a union for black and coloured mine workers.

The Federated Mining, Chemical and Explosives Workers Union (FMECWU), was refused entry by an alliance between Rightwing unions, led by the Mine Workers Union, and Tuca's multiracial Mine Surface Officials Association (MSOA).

Although most unions voted for the FMECWU, it did not receive the required two-thirds vote needed to gain membership of the body.

The SA Boilermakers Society, which set up the FMECWU, is now likely to leave the new body and unionists believe the confederation, which had been seen as a crucial step on the way to multiracial bargaining, may now collapse.

The vote is a major setback to a year-long search to find an agreed labour relations structure on the mines.

And the split among mine unions may leave workers without a recognised bargaining forum in the industry.

The confederation was set up recently as a replacement for the all-white Council of Mining Unions and seeks to become the official worker bargaining body on the mines.

It was believed black unions would be able to join it and bargain with the Chamber of Mines, thus giving black miners a say over working conditions for the first time.

But yesterday the FMECWU's application received 12 votes for and eight against.

No new black union is now likely to be allowed into the new body.

Mr Ike van der Watt, general secretary of both the FMECWU and the Boilermakers Society, said yesterday the Boilermakers would reconsider their membership of the confederation.

He said a new worker body would have to be found if black workers were to have mine bargaining rights.

Mine unionist Mr Ben Nicholson said he feared the vote could spell the "doom" of the new confederation.

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# Row looms over union's rejection

Star 23/11/82

The new mining union confederation headed by Mine Workers Union secretary Mr Arrie Paulus rejected a coloured trade union's application for membership at its executive meeting yesterday.

The confederation of Mine Associations and Unions, which recently replaced the eight member Council of Mining Unions and three mine officials associations, failed to get a two thirds majority needed to admit the Federated Mining Explosives and Chemical Workers' Union. The coloured union received only 12 of the 14 votes it needed. The Mine Workers' Union and the Mine Surface Officials' Association were among the unions which did not support its application.

The rejection of the

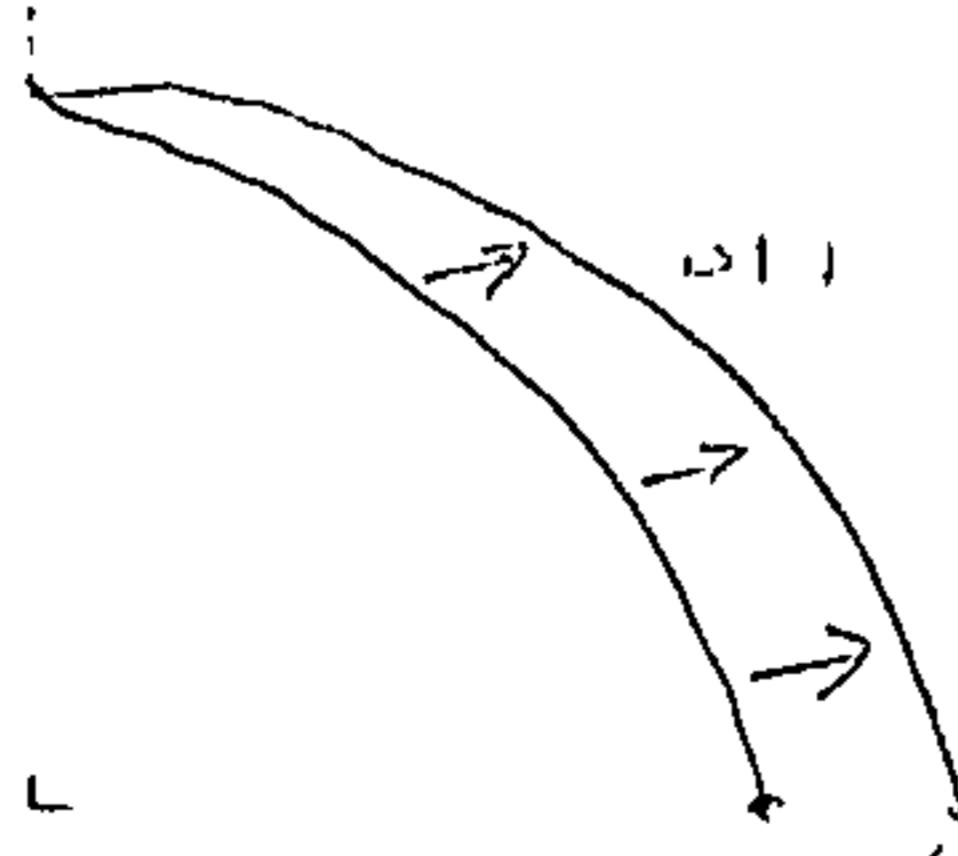
135

application of the union, which recently received the go-ahead from the Chamber of Mines to recruit black miners, drew a sharp reaction from the SA Boilermakers' Society.

Its general secretary Mr Ike van der Watt said it gave notice to the confederation that it would reconsider its position in the confederation because of its rejection of the coloured union's application.

The Boilermakers' Society which has close links with the coloured union, is one of the major affiliates of the 432 000-member Trade Union Council of South Africa (Tucsa).

Mr Paulus, the confederation's chairman could not be contacted for comment yesterday.

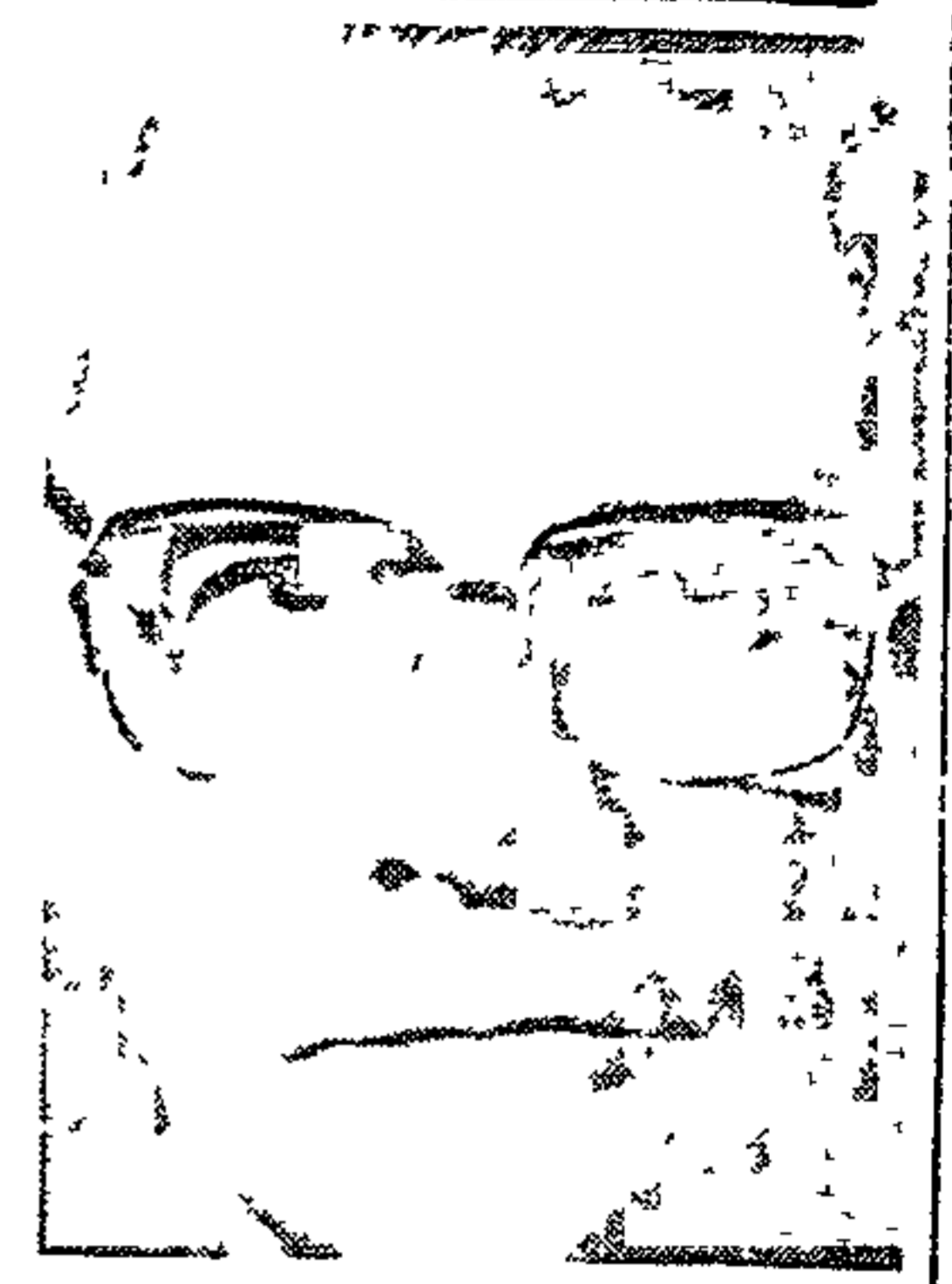


Many may be obliged to return to homelands or abroad

# Dismissed Iscor

# workers appeal

# to Minister for aid



APPEAL To Fanie Botha.

THOUSANDS of workers made redundant through the closure of the Iscor plant in Newcastle have appealed to the Minister of Manpower, Mr Fanie Botha, for special unemployment benefits.

Many of the workers, both black and white, are also faced with the prospect of being made homeless and being forced to return to their homes in the "homelands" and abroad

Last week's announcement by the iron and steel giant of widespread labour cutbacks has also caused concern among trade unions

Other problems the jobless face are

- Disruption of their children's education
- Financial obligations, such as hire purchase agreement bills, mortgage bonds, insurance premiums and so on

They fear they will be unable to support their families

An official of the multi-racial Boilermakers' Union said nearly a thousand of their white members at Newcastle were immigrants

"Repatriation, schooling, relocation, repayment of loans were some of the questions raised by members at their meeting recently," the official said

Mr M J Khumalo, president of the Black Allied Workers Union

(Bawu), said that so far about 500 of their members had been laid off, or had been served with notices terminating their contracts

"The workers have accepted the job crisis which has sent unemployment figures into the thousands. One of their only hopes lies in compensation benefits, like severance pay equal to a month's salary."

Workers who were being paid out their pension contributions saw this as a source of further relief. However, he said, "there were no assurances that the retrenched workers would not be forced to return to their respective homelands"

Mr Henry Ferreira, acting general secretary of the all-white Iron and Steel Workers' Union, said they had obtained minimum assurances that their members would be allowed to occupy their company homes for three months at the existing subsidised rents

Meanwhile Iscor has outlined the benefits it will pay the hourly-paid workers it lays off. They will be paid the equivalent of four weeks wages as an ex gratia payment on November 24

Leave, leave bonuses and long service bonuses will also be paid out pro rata and those with less than 10 years service will be refunded twice their pension contributions

*Sowetan 23/11/72*



10/11/72 (135)

THE Trade Union Council of SA seems worried about its image

The latest issue of Tu'sa's journal, Labour Mirror, tries to undo the damage caused by its rejection, at its conference in September, of a motion condemning detention without trial

The meeting was seen as Tu'sa's most conservative in years But Labour Mirror insists the mood was one of "aggressive moderation"

Is this designed to answer those who believe Tu'sa's black worker support is headed for lively extinction?

135 108 112/82

# Mine unions may face split

By Tony Davis,  
Labour Reporter  
The 53 000 strong SA  
Boilermakers Society  
will decide next week  
whether it will continue  
its membership in  
the new mining union  
confederation

Last week the Con-  
federation of Associa-  
tions and Mining  
Unions refused to ad-  
mit the black and  
coloured member  
Federated Mining,  
Chemical and Explo-  
sives Workers Union  
into its ranks

The general secretary  
of the Boilermakers  
Society, Mr Ike van der  
Watt, is also secretary  
of the FMCEWU and  
he told an Anglo  
American seminar in  
Johannesburg yester-  
day that the confedera-  
tion's decision had

created difficulties for  
the Boilermakers

An executive commit-  
tee meeting of the  
union next week would  
decide on its future  
association with the  
confederation, he said

Mr van der Watt  
said he had hoped the  
confederation would  
create an opportunity  
to form a labour cau-  
cus made up of all  
workers in the mining  
industry

Whatever next  
week's executive meet-  
ing of the Boilermakers  
Society decided, he  
said he would continue  
to work towards estab-  
lishing such a caucus

The reason for the  
current dispute was the  
"inability on the part  
of some of the people  
involved to abandon  
existing structures"

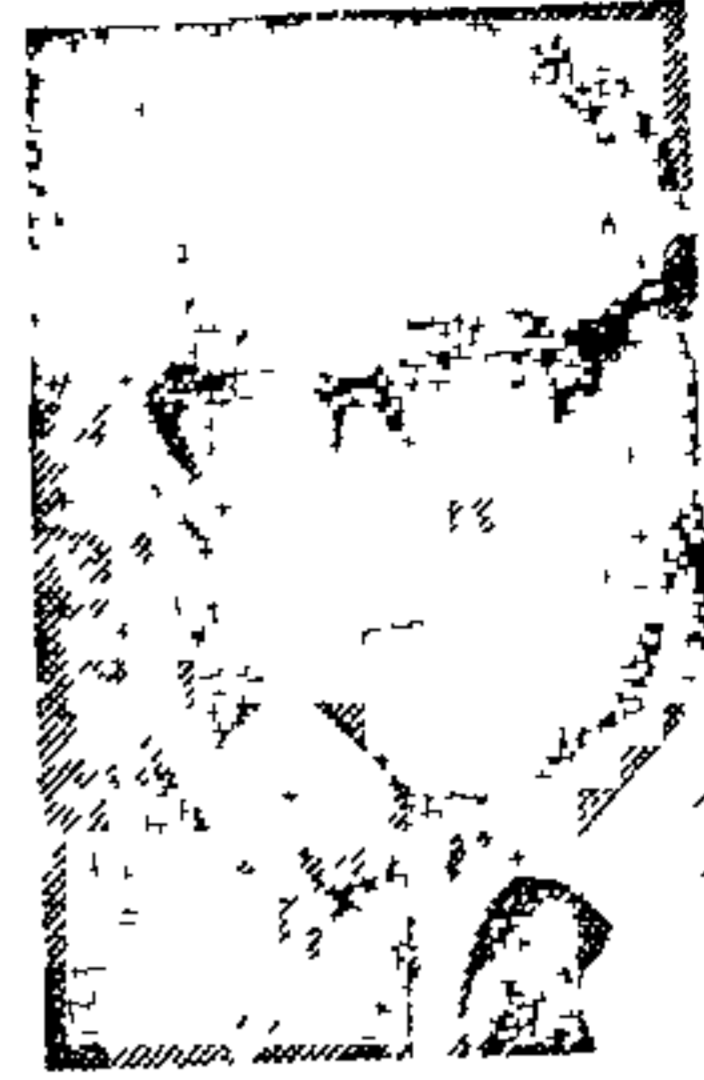
and to accept new prin-  
ciples which were basic  
to sound labour rela-  
tions and democratic  
trade unionism, Mr van  
der Watt said

Freedom of associa-  
tion was essential and  
many closed shop and  
allocation of occupation  
agreements would have  
to fall away, he said

The dispute had  
created a situation in  
which many unions in  
the mining industry had  
to re-assess their tradi-  
tional roles in terms of  
labour relations

Although racial dif-  
ferences did exist, the  
Boilermakers adhered  
to a policy of non-  
differentiation.

"We will not recog-  
nise any differentiation  
when it comes to pay,  
conditions of em-  
ployment, trade union



Mr van der Watt . . .  
will continue to work  
towards a mine labour  
caucus.

rights or democratic  
rights with a trade  
union," Mr van der  
Watt said

A court dispute that is hot news

GOINGS-ON in the Press rarely make hot news — the public is far less fascinated by them than the Press itself

But the industrial court action by the SA Society of Journalists against SA Associated Newspapers, Sapa and the Argus Company is one Press dispute with major implications

The SASJ wants the court to use its new powers to grant temporary "status quo" orders — referred to previously in this column — to order the companies to resume bargaining with it

And it wants the court to rule that it is an "unfair labour practice" for an employer to refuse to bargain with a majority union

In the United States and other countries, the law compels employers to bargain. SA law spells out no such duty and disputes in which employers refuse to deal with unions who claim majority support are common

Even registered unions don't have an automatic right to bargain

But SA law does now allow the court to act against "unfair labour practices" and the SASJ argues that refusal to bargain is such a practice

If the court agrees, many unions which have been refused recognition may ask for orders compelling an employer to bargain — including those whom employers refuse to deal with outside an industrial council

In any event, the judgment may well spell out the rights both sides have in a dispute over bargaining

This goes to the heart of present-day South African labour relations

As in several other cases, the court has also been asked to spell out the conditions under which it will grant "status quo" orders — which has a vital bearing on the rights of fired workers

□□□

THE new Intimidation Act is again under fire from unionists

Since it was introduced following the Rabie Commission report, several workers have been arrested — fulfilling predictions that it would be used against unionists — but only one convicted

Last week, charges under the Act against two Brits members of the Metal and Allied Workers' Union were dropped after they had been arrested during a strike and MAWU called for the Act's scrapping, charging it was damaging labour relations

The Act sets heavy penalties for "intimidation", which is defined very widely

Lawyers say labour laws barring strikes are hard to enforce in the courts and that the Act enables police to prosecute strikers without having to prove an illegal

And MAWU claims that, because police have such wide powers under the Act, they use it against strikers more freely than the labour law provisions

All this comes amidst talk

that labour laws making it a crime to strike may be scrapped. Unionists say there will be little point in taking this step amidst much fanfare when there is a security law giving the police power to intervene in strikes at will

Nor, they add, is labour reform helped by a 1962 decree giving Department of Co-Operation and Development Commissioners arbitrary powers to ban union meetings in black townships

The Lydenburg Commissioner has used these powers to ban meetings of MAWU members at Tubatse Ferrochrome, which recognises it

Appeals to him by the company to drop the ban were apparently rebuffed

□□□

EMERGING union attacks on industrial council agreements are common — but it is unusual to see employers joining the fray

It seems some chemical firms are up in arms about their new agreement, which follows the decision by the Council of Unions of SA-affiliated SA Chemical Workers' Union to join the council

SACWU demanded to renegotiate pay and won large increases

The employers claim these are too high and much of their ire is directed at the employer body, the Transvaal Chemical Manufacturers' Association

This comes as the TCMA is trying to extend its scope throughout the Transvaal as a prelude to enlarging the council, which now only covers a section of the industry

Both it and SACWU say their dealings show employers and black unions can bargain effectively on councils and that the industry would benefit if the council covers all Transvaal plants

But the resistance to the increase could be a blow to their plans

□□□

MANY employers are irritated by emerging unions who insist union leaders are "servants of the members" who can take no decision without their consent.

They will be cheered by the views of leaders of a large Tucsa union, the Garment Workers' Union of the Western Province

Its paper "Clothesline" recently broke its traditional silence on labour issues to attack a member who charged she couldn't live on the wage the union negotiated, had backache because it did nothing about safety and that "going to the union is just like going to the boss"

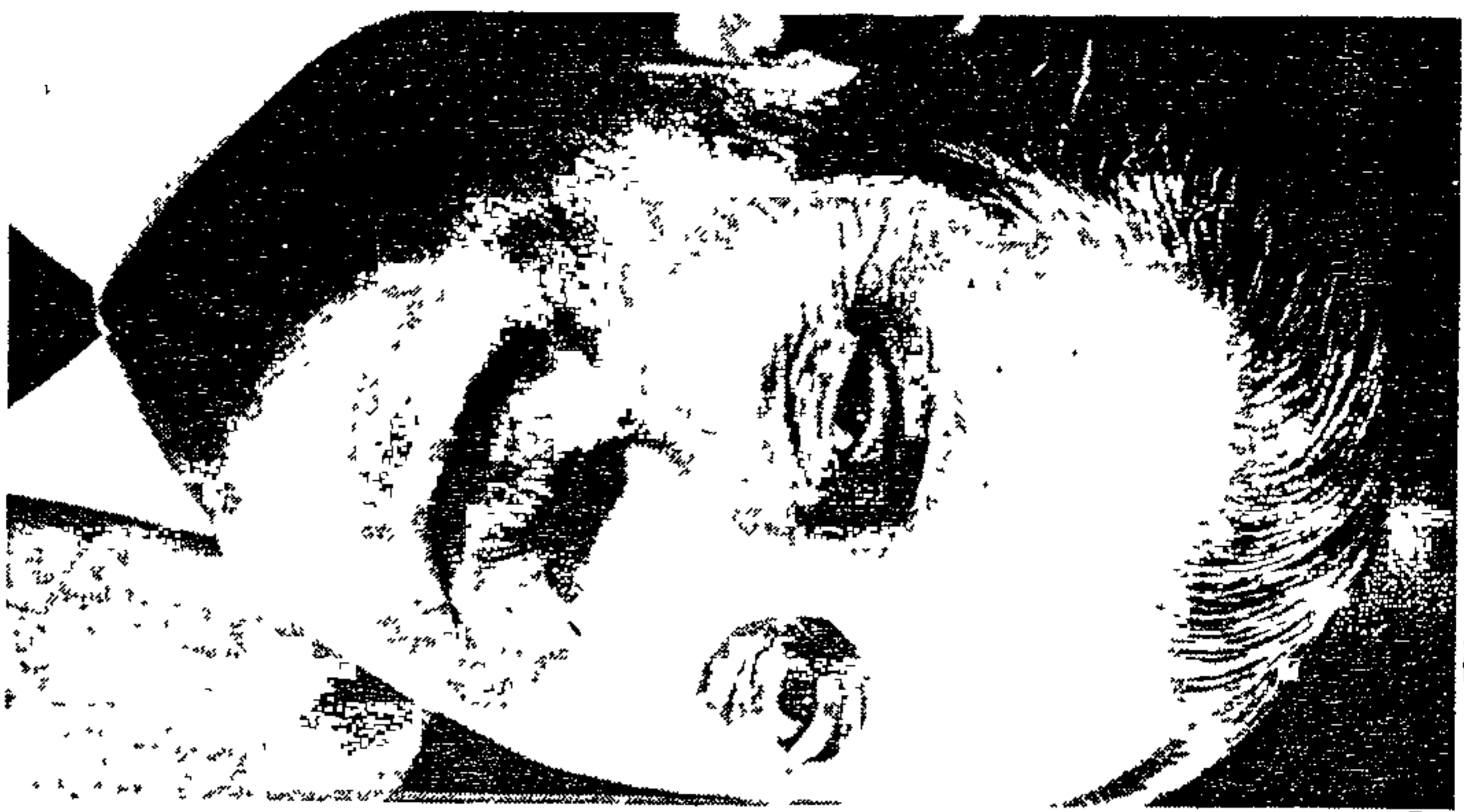
The union urges her to cease "grousing" and says that, if she doesn't like her factory, she can always move to another

It also suggests she visit the union office where the leaders will try to "put a bit of backbone into her in place of that backache"

If she really wants a better deal, she can always join the employer association

RDM Dec. 1982

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GROBBELAAR  
3/12/82  
Soweto



DISMAL FUTURE Tucsa's general secretary, Mr Arthur Grobbelaar

MORE than 100 000 black workers are facing prospects of being jobless before the festive season is over as the country's economic position worsens.

And, trade unionists and employers predict that relief will not be forthcoming for at least another year

Reacting to the gravity of the situation, the General Secretary of the Trade Union Council of SA (Tucsa), Mr Arthur

Grobbelaar, yesterday told The SOWETAN he hoped not more than 75 000 workers would be sacked

Although no official statistics have been released, the figure could quite easily exceed 100 000

He foresaw the situation levelling off and starting to pick up again at the end of next year

According to Mr Grobbelaar, thousands of people will not qua-

BY JOSHUA  
HABUSHONO

lily for unemployment insurance benefits because of short service and non-contribution to the fund while others will, depending on their length of service and the amounts contributed

Workers qualify for the fund after working for 26 weeks and also depending on the number of previous years the

worker has been contributing to the Fund

Workers who are less skilled will suffer the most and this is the problem unions would have to face in a recession, he said

One of the hardest hit unions where about 6 000 workers have been retrenched, the Metal and Allied Workers Union, said the situation was likely to become twice as bad in a few weeks time

The motor industry has so far laid off more than 3 000 people and almost double the number is destined to join the ranks of the unemployed after the festive season

The clothing industry has also been hit hard in the Transvaal with eight percent or 2 000 employees being retrenched, according to Mr Grobbelaar. More are expected to lose their jobs,



221 3/12/82

Kalangula in Ovamboland will jointly cast an even larger shadow in Namibian politics in the coming year

FM

## THE OAU

### Fiasco in Tripoli

Libya's Colonel Gaddafi suffered a setback last week when his second attempt this year to hold the annual OAU summit in Tripoli failed. As in August, the meeting failed to attract the necessary quorum of two thirds of black Africa's leaders. This time the issue at stake was the representation of Chad.

The new government, headed by Hissene Habre, asked to be seated, and was supported by the OAU's more conservative members, including most French-speaking states. A rival delegation headed by Chad's former leader, Goukouni Oueddei, who was defeated by Habre a few months ago, was backed by the host country Libya, and some of Africa's more radical governments. A compromise, worked out with Nigerian help, recognised the Habre administration but arranged that Chad's seat remain empty this year. This would have saved faces all round, and it was accepted by Gaddafi and his friends, but turned down by the Habre team.

Libya has offered to host a third attempt, but it is probable that the summit, if it takes place at all, will be held in Addis Ababa, where the OAU has its headquar-

ters. A committee of 12 countries was appointed to settle the details but is expected to encounter the same difficulties over Chad and the Western Sahara — the issue which wrecked the first summit. Libya withdrew her troops from Chad a year ago to avoid any dispute over the issue when Gaddafi, as host to the summit, became chairman of the OAU. Tripoli may now again start interfering in the affairs of its neighbours (Gaddafi has already upset some of his colleagues by suggesting border disputes might be submitted to an all-African supreme court. That borders can be adjusted, the OAU regards them as inviolable.

Libya is also expected to step back for the Polisario Front, which during the summit had been held, Moroccan rule in the West. Hassan would have come under considerable pressure to hold a referendum, in accordance with the decision of the OAU. This and other questions, including Namibia, were postponed, although a pro-Swaziland resolution was passed by a rump meeting. Sam Nujoma met UN Secretary-General Perez de Cuellar in Tripoli.

As a result of the Tripoli fiasco, President Daniel Arap Moi remains the man of the OAU. Interim arrangements have been made for financing the organisation's secretariat, but it now seems likely that the whole structure of the OAU will have to be changed.



atmosphere created by workers being fired, what chance does this code have?"

Sauls, whose union claims a membership of 19 500, said he was nonetheless willing to meet with industrialists to test their sincerity. He would, however, not be drawn on the content of the code visualised by Van der Merwe.

MCI executive director Brian Mathews says the next step will be to hold informal talks with individual unionists. "They will be of a purely exploratory nature because we have no preconceived ideas on what the code should contain," he says.

#### Volkswagen's Searle ... threat to move

be hammered out between management and unions, but much would depend on a new political dispensation.

The idea for a code of conduct was endorsed by Port Elizabeth Chamber of Commerce president Denis Creighton, but drew a qualified, if not cynical, reaction from unionists. The object of the code, says Van der Merwe, would be to allay investors' fears and encourage development in the region.

Unqualified support came from veteran unionist Katie Gelvan, secretary of the 3 000-strong PE branch of the Garment Workers' Union of SA (Gawusa), who says history has proved "that when you sit around a table you can solve a lot of problems."

Gelvan says the code should enshrine the freedom of union organisers to enter factories and conduct on-the-spot inquiries into workers' grievances. Managers should open their doors to union representatives as well. "If there's anything that I'm not happy about, I should be free to get in touch with the employer and discuss my problems," she says.

The general secretary of the National Automobile and Allied Workers' Union (Naawu), Freddie Sauls, was more cynical, though willing to put his cynicism to the test.

"As far as we're concerned we see the appeal as a big propaganda exercise which has no merit. If they feel so sincere about it, why don't they take a look at what's happening at the moment? In the negative at-

### TRAINING CONTINUES

At a time when many companies are slashing training budgets, Barlow Rand intends maintaining, and possibly exceeding, its spending on training during the coming year.

In a year-end review of manpower developments, industrial relations director Reinald Hofmeyr says about 107 000 of the group's 236 266 employees underwent training of one type or another during the past year. Particular attention was paid to the extension of industrial induction skills training programmes for employees who have the potential for advancement, but are handicapped by a lack of formal education. The number of centres in the group offering these programmes, which include training in literacy and numeracy, increased from 52 to 65.

The total direct and indirect cost of training, excluding capital expenditure, in the group during the year amounted to about R23m. In an interview with the *FM*, Hofmeyr said despite declining business activity, spending on training during the coming year would be maintained at the same level, and possibly even be exceeded.

140A 135 152

### EASTERN CAPE

#### Plan to end turmoil

Every time Volkswagen MD Peter Searle flies to Johannesburg, the eastern Cape holds its breath. Local businessmen fear the company will carry out its implied threat to expand on the Reef rather than locally.

During the recent motor industry strikes in the eastern Cape, Searle warned that VW's expansion in the area hung in the balance. The University of Port Elizabeth estimates that the motor industry generates way over 60% of the PE-Uitenhage regional economy and a VW decision to expand elsewhere could have serious consequences.

It is against this background that the appeal last week from outgoing president of the Midland Chamber of Industries (MCI), Peter van der Merwe, for a code of conduct between management and labour in the eastern Cape should be seen. Noting that the eastern Cape was "rightly or wrongly" regarded by potential investors as SA's major management-union "battlefield," Van der Merwe argued that the time had come to launch a "new deal."

Essential ingredients of such a new deal would include clear commitments from private sector management, the unions and the public sector. A compact would have to

# Leyland open talks with motor union

Labour Reporter

Recognition talks have begun between the management of Leyland SA in Elandsfontein and Fosatu's National Automobile and Allied Workers' Union (Naawu)

The talks follow several years of organising, originally by the Metal and Allied Workers' Union and more recently by Naawu

According to "Fosatu News," worker interest in Naawu stemmed largely from the union's dispute with Leyland in the Cape during 1981

The union successfully competed against Tuca's Motor Industry Combined Workers' Union for membership, it said

Besides recognition talks, stop-order deductions facilities for Naawu members have been granted

Earlier this year, Naawu organiser Mr Taffy Adler was arrested while addressing workers near the Elandsfontein plant. The case was later dropped

135

Rbm 9/12/82



## Union to make key statement today

### Labour Correspondent

THE SA Boilermakers' Society is expected to announce today whether it will quit a new Confederation of Associations and Mining Unions (CAMU) — a move which could herald the new body's collapse

Boilermakers' general secretary Mr Ike van der Watt threatened to quit CAMU after it refused admission to the black and coloured Federated Mining, Explosives and Chemical Workers Union (FMECWU), which was established by the Boilermakers

Yesterday, the union's executive met to discuss whether to quit CAMU, but no statement was issued after the meeting

It is understood that an announcement was delayed un-

til today when FMECWU's executive meet in Kimberley to discuss the move

Mr Van der Watt flew to Kimberley last night and it is believed he will inform FMECWU's executive of the Boilermakers' decision in the hope of arriving at a joint stance

Informed sources say Mr Van der Watt has been at work "behind the scenes" since the confederation refused to admit CAMU in an attempt to "patch up" the dispute and revive prospects of all mine unions co-operating in one body, regardless of race

Meanwhile, the Chamber of Mines also met yesterday to discuss its attitude to recent labour relations developments on the mines. It will reveal its views today

Far-reaching changes likely

# Fosatu union looks set to join council

By STEVEN FRIEDMAN  
Labour Correspondent

THE National Union of Textile Workers is set to become the first Fosatu union to join an official industrial council since the Government's labour reforms were introduced

But if it does join the knitting industry's council, its entry will lead to far-reaching changes to the way the council operates, a move which could have significant implications for other councils. An important change is that it will also be allowed to bargain directly with employers outside the council.

And yesterday the NUTW revealed it had already negotiated an industry-wide pay rise in the Transvaal knitting industry outside the council — the first emerging union to negotiate a binding industry-wide rise outside the system.

One of the main features of this agreement is the scrapping of the "closed shop" in the industry, which has been the preserve of two Tucsa unions, the Garment Workers' Union and National Union of Clothing Workers.

Details of developments in the industry are revealed in the latest issue of Fosatu's journal, Fosatu Worker News. They were confirmed yesterday by a spokesman for the Transvaal Knitting Association (TKA).

Early this year the NUTW began recruiting in the industry and it has majority membership in three factories. All three have recognised it and it negotiates with them on all aspects of work conditions.

At the same time it reached an agreement

with the TKA which recognised its right to direct negotiation at plant level.

The two sides also agreed they would negotiate a one-year industry-wide wage agreement outside the council and that the council agreement between TKA and the Tucsa unions would not "undermine" this.

The NUTW also agreed to consider joining the knitting industrial council.

In a joint pay negotiation attended by the two Tucsa unions, the parties agreed on two increases of 11.5% each over the next year — which has also been written into the council agreement.

NUTW also received a commitment from employers, written into the agreement, that the industry would strive to achieve a "living wage as soon as possible". Fosatu believes that R3 an hour is a "living wage".

Yesterday a union spokesman said it was likely NUTW would now decide to join the council. "We have a mandate from both our members and Fosatu itself to do so and may well apply next year," he said.

The union would insist on maintaining its right to direct factory-level bargaining and indications were that employers would agree to this.

"This has worked well so far and we have negotiated some important improvements on the council agreement at our three factories. If employers continue to adopt their present flexible attitude, we will probably join."

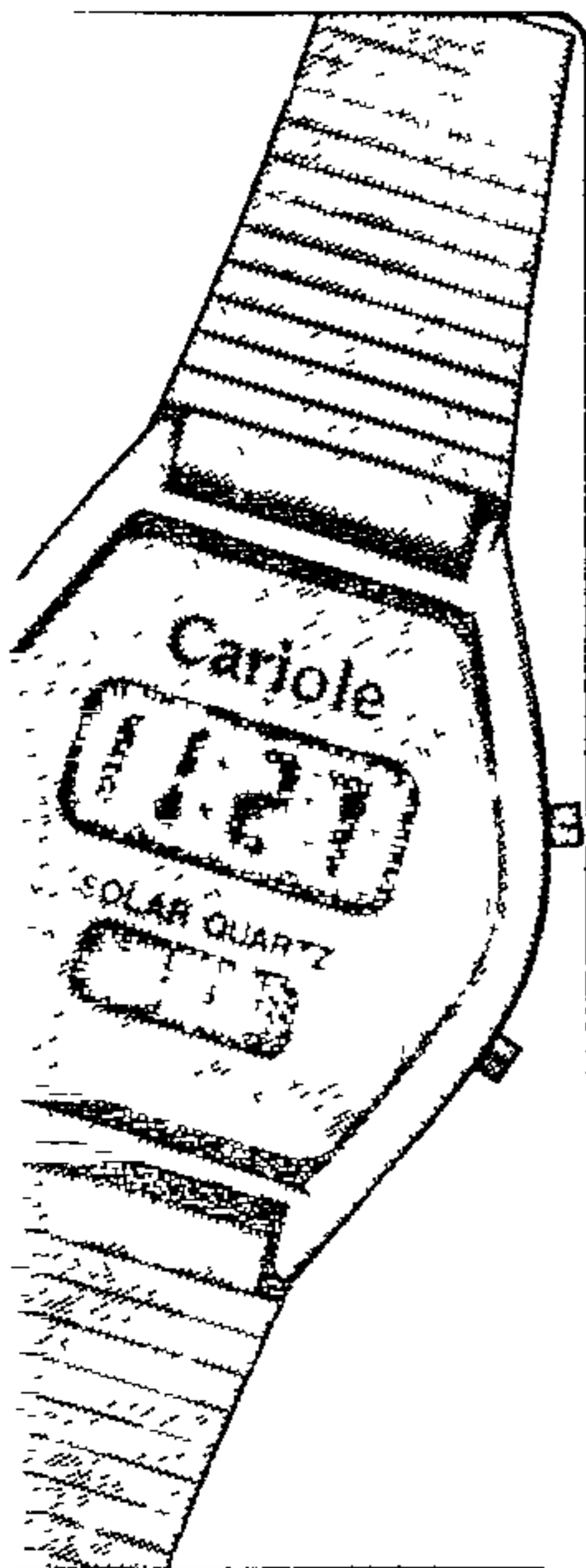
But some key issues would have to be negotiated before the NUTW joined.

A TKA spokesman said yesterday employers would not object to continued plant-level negotiations if NUTW joined the council.

Rom 9/12/82

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# Hard year, labour warned

**Labour Reporter**

**AS FACTORIES** begin closing for the  
Christmas period, key unionists and em-  
ployers yesterday warned that employees  
could not look forward to a prosperous New  
Year

Many employees face diminished Christmas  
bonuses, the prospect of no wage increases in  
the New Year and some will return to the

news of their being  
laid off, they said

Mr Arthur Grobbelaar,  
the general secretary of  
the country's largest trade  
union body, Tucsua, said in  
the present economic cli-  
mate there were likely to  
be more lay-offs

However, on the bright  
side, Mr Grobbelaar said  
he expected the present  
recession to begin to 'bot-  
tom out' in the last quar-  
ter of the year

'Unfortunately, workers  
will have to hold on, grin  
and bear it,' he said

'In the mini-boom that is  
expected to follow there  
will be a renewed demand  
for labour,' he added

The chairman of the  
Natal Clothing Manufac-  
turers' Association, Mr  
Richard Savage, said  
'things are very serious in  
the clothing industry, the  
majority of factories are  
already closing for four  
weeks instead of the usual  
three'

## **Watching**

He said employers  
would be watching closely  
how many orders came in  
before mid-January and  
would then decide wheth-  
er retrenchments were  
necessary

Many employees, how-  
ever, had already been  
given notice before they  
left for the Christmas va-  
cation, he added

The Council of South Af-  
rican Unions' regional co-  
ordinator, Mr Norman  
Middleton said employ-

## **Six years' jail for car thief**

**Court Reporter**

A 21-YEAR-OLD national  
serviceman was jailed for  
six years by Mr R Oost-  
huizen in the Durban Re-  
gional Court yesterday  
after being convicted of  
two counts of car theft

Before the Court was  
Petrus Jacobus de Villiers,  
who pleaded guilty to  
stealing a car from the  
Durban North Hyper-  
market car wash on July  
19

The Court was told that a  
few days later the stolen  
car was involved in an ac-  
cident in Pinetown

De Villiers had returned  
to the Hypermarket on  
July 30 and stolen another  
car

He admitted 29 previous  
convictions for fraud

## **Forged R20 note found**

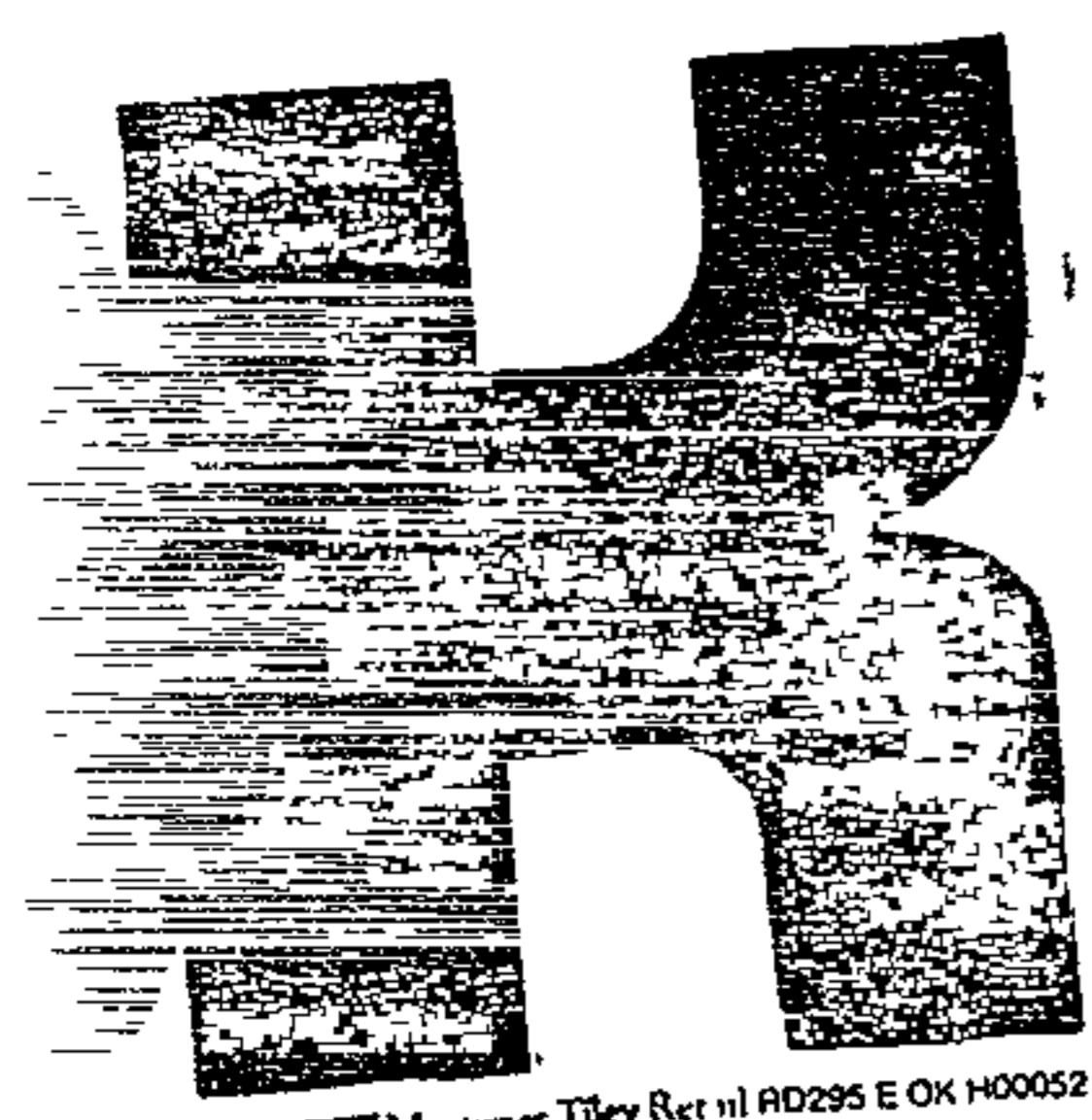
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**problems residents township in Pieter**

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**Labour Reporter**

**AS FACTORIES** begin closing for the Christmas period, key unionists and employers yesterday warned that employees could not look forward to a prosperous New Year.

Many employees face diminished Christmas bonuses, the prospect of no wage increases in the New Year and some will return to the news of their being laid off, they said

Mr Arthur Grobbelaar, the general secretary of the country's largest trade union body, Tucsas, said in the present economic climate there were likely to be more lay-offs

However, on the bright side, Mr Grobbelaar said he expected the present recession to begin to 'bottom out' in the last quarter of the year.

'Unfortunately, workers will have to hold on, grin and bear it,' he said

'In the mini-boom that is expected to follow there will be a renewed demand for labour,' he added.

The chairman of the Natal Clothing Manufacturers' Association, Mr Richard Savage, said 'things are very serious in the clothing industry, the majority of factories are already closing for four weeks instead of the usual three'

**Watching**

He said employers would be watching closely how many orders came in before mid-January and would then decide whether retrenchments were necessary

Many employees, however, had already been given notice before they left for the Christmas vacation, he added

The Council of South African Unions' regional coordinator, Mr Norman Middleton, said employers had said they could not see their way clear to giving the bonuses they normally did

He predicted that migrant workers were likely to be hardest hit by retrenchments as employers refused to renew their contracts

The executive director of the Federated Chamber of Industries, Dr Johan van Zyl, said 1983 was likely to be a 'difficult' year but this must be faced up to

The Federated Chamber of Industries, he said, had been talking to employers about a retrenchment policy in order to 'cushion the effect of large-scale unemployment

**Six years' jail for car thief**

**Court Reporter**

A 21-YEAR-OLD national serviceman was jailed for six years by Mr R Oosthuizen in the Durban Regional Court yesterday after being convicted of two counts of car theft.

Before the Court was Petrus Jacobus de Villiers, who pleaded guilty to stealing a car from the Durban North Hypermarket car wash on July 19.

The Court was told that a few days later the stolen car was involved in an accident in Pinetown

De Villiers had returned to the Hypermarket on July 30 and stolen another car

He admitted 29 previous convictions for fraud

**Forged R20 note found**

JOHANNESBURG—Police recovered another forged R20 note in Kempston Park yesterday, bringing to eight the number of similar forgeries found recently in various parts of the country

The head of the Commercial Branch of the police, Brig Isak van der Vyfer, said in Pretoria that the forgeries had been well made

The notes were slightly darker than genuine R20 notes, had no watermark and were printed on paper of poorer quality. The forged notes all had the same serial number D90 782 118

Brig van der Vyfer said the notes were definitely not made on a copying machine

'You can only tell the difference when the notes are compared with genuine ones,' he said (Sapa)



# Miners hail move on unions

10/12/82  
Labour Reporter

The decision by the Chamber of Mines this week to scrap registration as a criterion for union recognition has been welcomed by trade unions in the mining industry

Mr Cyril Ramaphosa, general secretary of the largest black union organising on the mines, the National Union of Mineworkers, today welcomed the decision

"As our members have rejected registration this area could have led to difficulties in any talks with the chamber," Mr Ramaphosa said

The NUM meets the chamber next week to discuss recognition

The general secretary of the SA Boilermakers Society, Mr Ike van der Watt, said abandoning the registration proviso was consistent with the concept of freedom of association

"It will no doubt smooth the way for new trade unions, including the NUM into the collective bargaining machinery being created in the mining industry" Mr van der Watt said

Boilermakers are also investigating the possibility of further talks with other unions in the industry to create an effective caucus

● See Page 27

## PROGRESSIVE FEDERAL PARTY

**Cracks in the facade**

Unity within the Progressive Federal Party in the Transvaal has never been monolithic. But it is showing more cracks than usual as a group of, generally young, anti-establishment "pragmatists" manoeuvre to seize control from the old-PFP northern suburbs elite.

They claim to have no ideological differences with the establishment, but to be anxious for changes to increase efficiency and party image.

So far the party leadership proclaims a bland ignorance of the rebels' existence. Southern Transvaal chairman Douglas Gibson, within whose area most of the pragmatists are based, says there is certainly no split if it is defined as secret plotting against party leaders.

"If, however, our strategy of promoting party growth and leadership in key areas outside the traditional PFP seats results in people like me being pushed out, then that's fine," Gibson said.

Transvaal PFP chairman Max Borkum, who is a prime target of the pragmatists, would not discuss them. If, as the *FM* believed, they were mainly from the southern Transvaal region, then it was up to Gibson to comment, said Borkum. He also would not comment on the attempt by Marius Barnard, MP for Parktown, to unseat him as Transvaal chairman. It was Barnard's "democratic right" to stand, he said.

The pragmatists, who are not willing to be identified at this stage, claim the Bar-

nard candidacy as an early trial of their strength. Barnard failed by only 22 votes.

Gibson says that far from being surprised, he had expected Borkum to lose, while Orange Grove MPC Joel Mervis was surprised at how close Barnard came. Mervis says he has had no indication of a possible rebel movement except at the congress, when he was told by one of his constituency people that the Barnard candidacy represented "the other regions" trying their strength.

Ironically, the establishment policy of building grassroots strength outside the traditional PFP areas in anticipation of taking advantage of an electoral split between Nationalist and Conservative Party voters coincides exactly with the rebels' policy of building strength in those same areas in order to eventually outvote the establishment.

In both cases, that policy could be working. PFP party strength in Randburg is now in excess of 450, that in Westdene more than 350, Johannesburg West is close to 400, and Florida over 300.

This is still small in terms of the 1 500 to 2 000 members some of the northern suburbs constituencies can show — but strength is building up rapidly.

*FM*  
LABOUR LAW  
10/12/82  
**Closed shop stays** 135

Grafton Furniture Manufacturers has failed to obtain an Industrial Court declaration that a closed shop provision affecting three of its employees is an unfair labour practice.

The case, which has attracted widespread interest from unionists and employers, concerns an agreement negotiated at the Industrial Council for the Furniture Industry (Natal). A closed shop provision in the agreement stipulates that workers in the industry must belong to the National Union of Furniture and Allied Workers (NUFAW), an affiliate of the Trade Union Council of SA (Tucsa).

However, three Grafton employees have refused to join the union. Grafton decided to go to court when the industrial council refused to grant it further exemptions from the closed shop provision. Such a refusal meant that Grafton would have had to fire the workers (who have worked for it for 16, 25 and 28 years respectively) if they persisted in their refusal to join the NUFAW.

Ernie Wentzel SC, who appeared for Grafton, told the court that the company wished to obey the law, but in doing so it

would cause harm to persons with whom it had no quarrel. This was why the company had asked the court to give guidance by way of a declaration.

In a 28-page judgment, the court has ruled that this application is "an irregular step." It has granted the application by the industrial council that it should be set aside.

The court has ruled that Grafton did not follow the procedure laid down by the Labour Relations Act. This stipulates that the company should have referred the matter to the industrial council before bringing it to the court. The next step that could have been taken by Grafton, if it disagreed with the council's decision, would be to appeal to the Minister of Manpower against the council's decision.

Wentzel had argued that the council was the very body whose competence was at issue and it was therefore inappropriate for it to deal with the dispute.

The court also disagreed with Wentzel's interpretation of its powers. He argued that the Industrial Court is not an inferior court like a Magistrate's Court. He said that within its own field it is a court of original jurisdiction as if it were a superior court.

The court has placed a far narrower interpretation on its jurisdiction, and on its authority to make declaratory orders. Says the judgment: "The Industrial Court has not been established as a superior court or a division of the Supreme Court. It being a creature of statute, it has no jurisdiction beyond that granted by the statute creating it."

Grafton has still to decide what its next step will be. The court's ruling does not appear to prevent the company from bringing the matter back to the court once it has followed what are deemed to be the correct procedures.



**PFP's Borkum ... almost ousted as Transvaal chairman**



# Unions

10/12/82

## Putting pressure on printing industry

# pressure on printing industry

10/12/82

WITNESSED FOR THE COURT

Labour Reporter

An agreement between the National Union of Textile Workers and employers in the Transvaal knitting industry means the Fosatu union can now conduct industry-wide and factory floor bargaining

Fosatu has hailed the agreement as the NUTW is not a member of the knitting industrial council in the Transvaal  
An agreement was reached in April this year

which provided for plant-level bargaining, negotiations on wages and working conditions outside the industrial council  
Employers could not enter into agreement with other unions on the council to undermine the settlement

The substantive agreement signed in early October also met Fosatu's needs for industry-wide bargaining  
These include stop-order facilities, recognition of shop stewards and union access to plants.

Labour Reporter  
Unregistered black-member trade unions are putting pressure on employers in the printing and publishing industry to pull out of the closed shop system

The unions complain that although they are able to recruit members in the industry, workers are still bound to pay their dues to the registered South African Typographical Union (Satu)

They also claim that employers are hiding behind the terms of the industry's closed shop and are not applying for exemptions.  
In Durban the printing affiliate of the South African Allied Workers

Union (Saawu) has challenged the management of Republic Press, publishers of Scope and Farmer's Weekly, to stop deducting stop orders from their members at Mombeni

The Media Workers' Association of South Africa (Mwasa) has held talks countrywide with the SA Associated Newspapers and Argus Printing and Publishing Company over dual union membership and the closed shop

This month the General and Allied Workers' Union also confronted the management of a Horior's subsidiary in Johannesburg, Kalamazoo Business Systems, over the closed shop issue and stop-order

deductions

Satu's secretary, Mr Lief van Tonder, said other unions were welcome to recruit members in the industry

"We have nothing against such healthy opposition but we do resent pressure being put on workers to join these unions"

The general secretary of Saawu, Mr Sam Kikine, said Republic Press was "guilty of an unfair labour practice" because it was unfairly requiring the union's members to pay deductions to Satu  
"Our members have requested management that stop-orders no longer be paid to Satu but we have

as yet had no response from Republic Press," Mr Kikine said

Mwasa officials said they had no problem recruiting former Satu members but these workers still had to pay deductions to Satu in terms of the closed shop agreement  
A Gawu spokesman said even though his union claimed a majority membership among workers at Kalamazoo management had not sought an exemption to the agreement

But a spokesman for Kalamazoo said this week that although the firm permitted workers to belong to Gawu if they wished the firm tried to stay within the terms of their industrial agreement

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# Unions seek co-operation

**THE SOUTH AFRICAN Boilermakers' Society and the Federated Mining, Explosives and Chemical Workers' Union is to investigate trade union co-operation in the mining industry, it was decided last week.**

These instructions were issued to the general secretary of both organisations, Mr A J van der Watt, in the light of the failure of the Federated Union to obtain a two-thirds majority in favour of its application for membership to the Confederation of Mining Associations and Unions

Subsequent statements by the National Union of Mineworkers (NUM) have shown that the matter should be considered carefully with a view to ensuring a totally representative union caucus which can act collectively in dealings with employers

A statement from both organisations stated "Both executive committees are fully aware of the complexity of the situation and of the many difficulties inherent in it. Not the least of the problems involved is the fact that the employers appear to have adopted a policy which will make effective bargaining a reality. A unified union caucus is an essential

part of such bargaining structures

"It would be a pity if the trade unions cannot achieve the degree of co-operation which is required to ensure the new deal in labour relations in the mining industry for which we have all been striving for many years

"We note the NUM's decision not to join the confederation is based at least partly on the failure of the Federated Union to gain admission to the confederation. We do not at this stage see this failure, based on a very narrow margin in the vote, as the last word in the matter."

Mr Van der Watt said the instructions of his two unions were that he must discuss the situation with all parties involved, including NUM and other new unions, and find those points of agreement on which they could build an effective union caucus in the industry

The two unions said "The decision by the Chamber of Mines to abandon registration as a criterion for recognition is an interesting one and is within the concept of freedom of association. It will no doubt smooth the way for new trade unions, including NUM, into the collective bargaining machinery being created in the mining industry

(135) Star 21/12/82  
**Mines are set for a new labour policy**

By Tony Davis,  
 Labour Reporter

Mining industry employers hope to negotiate in future with union members of all races in a centralised negotiating structure

A commitment to centralised bargaining is made in the year-end annual reports of the chairmen of Anglo American's Free State gold mines, Mr Dennis Etheredge and Mr Gerald Langton

They note the emergence of trade unionism among black mineworkers in 1982 and the granting of access to three black unions to recruit members on mines in the Chamber of Mines group

After a period of recruiting, relationships will be developed between managements and these unions, the reports say.

"In the mining industry we are committed to the principle of centralised bargaining on all matters that concern the industry as a whole, although the form it takes will have to be negotiated between all interested parties"

The chairmen say a primary objective on the mines remains the abolition of racial discrimination in employment practices

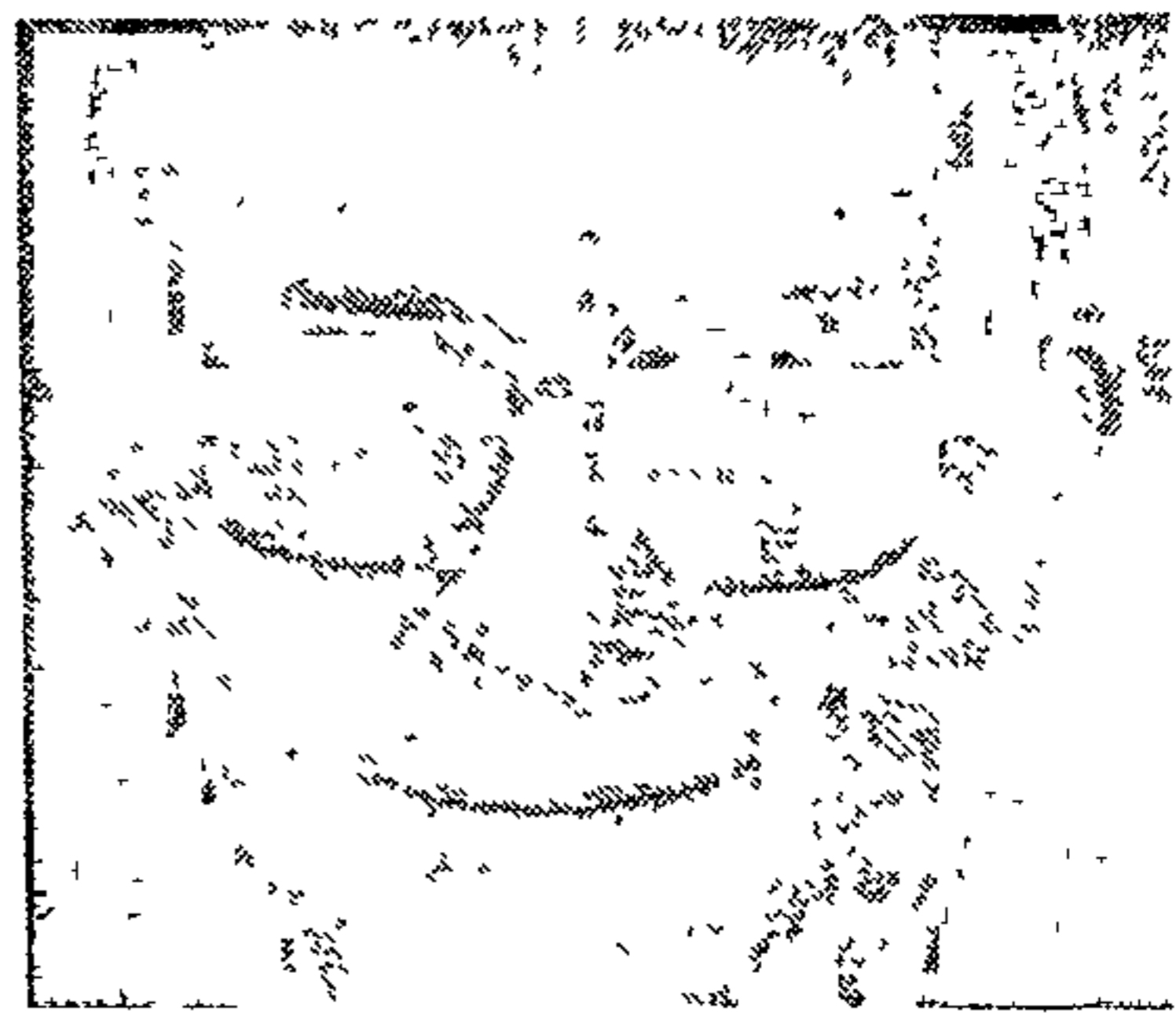
A major problem in this regard is to allay the fears of white

workers about their job security

"Progress to date in such sensitive areas has been slow, mainly because of difficulty in changing established attitudes and customs of the trade unions," the reports say.

The Chamber of Mines is also expected to negotiate jointly with the new Confederation of Associations and Mining Unions which combined unions and officials' associations

Industrial relations audits on the mines are still being conducted annually in an attempt to improve employment practices, industrial relations and living conditions



Mr Dennis Etheredge . . . primary object to abolish racial discrimination.

The reports also refer to wage increases and improved hostel conditions for miners in 1982.

Anglo American has also run courses in industrial relations, primarily for white mineworkers although senior black miners have re-

cently been introduced to the programme

But the programme for white miners has been discontinued because of the high turnover of personnel, although Anglo hopes to continue the courses in a remodelled form, the reports say

Degree/Diploma/Certificate for which you are registered (e.g. B.A., B.Sc.)

*B. Sc. (Econ.)*

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

*ECONOMICS 1.1*

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

Examiners' Initials		

**NOTE CAREFULLY**

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- 4 Do not write in the left hand margin

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

1982 a tough year for labour

*135*  
*27/12/82*  
*20M*

THE labour year has finally wound down — and a tough year it was, too. What are the prospects for 1983?

The key feature of 1982 was the worsening economy and its labour effects.

Lay-offs swept key industries, the Government toughened influx control, and some unions battled to keep members in jobs. Some of the euphoria of the first years of labour reform was dampened as unions accused employers of toughening their stance and of laying off workers needlessly.

But the better-organised unions showed they could survive recession and some important progress was made towards building permanent relationships between unions and employers.

This happened not only in industries less affected by recession — the mines saw their most momentous labour reforms ever — but in some, like knitting, which have been hard hit.

The signs are that 1983 will be even tougher — the worst year for the economy since the 1930s.

This means lay-offs will spread to industries which have been relatively immune — some for decades — and unions may find the bargaining scales weighted against them even more.

But labour unrest cannot be ruled out entirely. Inflation is set to remain high and pressure on worker living standards could create conflict.

While it will test unions, 1983 will also test employers. Prospects for labour peace once the economy picks up could depend on how employers handle unions next year.

Most strike waves have been prompted by grass-roots militancy which unions struggled to contain. If employers seek to prevent union leadership developing, they may face more "anarchic" unrest in 1984.

So 1983 may help decide whether dealings between employers and black workers will move to a more permanent, controlled footing or whether we will continue to see a cycle of union retreat followed by "uncontrolled" militancy whenever the economy picks up.

There will also be a constant threat of unrest outside factories, fuelled by the lack of jobs and rising living costs. The less workers are able to be heard inside factories, the more they may try to be heard outside them.

There are already several long-running bus boycotts in Natal.

But there will continue to be exceptions and the most absorbing labour issue of 1983 may well be developments on the mines.

An historic reform process has just begun and there are certain to be major developments as black unionism begins to emerge again in the country's most important in-

dustry — this time, it seems, permanently.

□□□

LAST week brought a new glimpse into the labour thinking of mine employers.

In the reports of their Free State gold mines, Mr Dennis Etheredge and Mr Gerald Langton of Anglo American spelt out an approach which, at first glance, seemed to differ with Chamber of Mines guidelines.

The guidelines allow bargaining at individual mines — a demand of many emerging unions. But the Anglo men looked forward to including unionised workers of all races in a centralised negotiating structure.

The difference is imaginary. The chamber believes decentralised bargaining will last only until emerging unions are big enough to find negotiating at each mine unwieldy.

The Anglo men say that, before their goal is reached, there will be a period in which "relationships will be formed" between unions and employers. The precise form of centralised bargaining will then be negotiated.

So both suggest that centralised bargaining, rather than being forced on unions, will grow out of dealings between them and employers.

This has certainly been the experience in many other Western countries.

But the chances of this type of bargaining developing without conflict will depend on when and how employers try to introduce it.

If they are seen to be forcing it on unions before they are ready, the mines could see the same conflict about bargaining which has faced other industries.

□□□

LAST week this column suggested members of Tucsa's Garment Workers Union of the Western Province should join an employer association if they really wanted their interests represented.

Judging by an item in the union's newspaper urging workers to arrive at work on time, this was an error.

It says that, just as a sports team won't win without all its players, a production team won't meet its target if all the workers are not in on time.

"It is also the fact that players who let the side down are dropped from the team," the union paper warns.

It seems these workers already belong to an employer association.

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THIS column is now beginning its traditional "cooling off period" prescribed by labour law. It will reappear in the middle of January.

Compliments of the season to you all and, as a greeting card sent out by a labour relations consultancy put it, "Merry Crisis".

*Legs?*

IND, RELATIONS - WORKER' ORG - TUSCA

1983

JANUARY - DEC

*Mercury*  
**200 workers retrenched**

*20/1/83*  
**Mercury Reporter**

DICK Whittington Shoes (Pty) Ltd in Pietermaritzburg has retrenched 200 employees out of a workforce of more than 2 000

Mr Graham Crouch managing director of the company, told the Mercury yesterday that the 11 percent who had been laid off had been given a week's notice

'We had to lay them off

because of the down swing in the economy'

He said the retrenchments came from all categories and the employees had not been dismissed on a last in, first out' basis

A spokesman for the National Union of Leather Workers said he would not comment on the retrenchments until he had discussed the matter with management

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207M ~~135~~ 135

# Chamber and new mines body to meet

Labour Correspondent

THE controversial new Confederation of Associations and Mining Unions (CAMU) and the Chamber of Mines will meet this month to discuss whether the Chamber is willing to negotiate with the new body

This follows a CAMU meeting yesterday at which it formally adopted a constitution

A union source said this meant CAMU was now properly constituted and could formally approach the Chamber for recognition. He added that the constitution would be sent to the Industrial Registrar as CAMU had applied for Government registration

CAMU was formed late last year and replaced the all-white Council of Mining Unions

It brought mine unions and two of the three official associations into the same body for the first time and caused a stir because the Rightwing Mine Workers' Union agreed to join it, despite the fact that two of the associations which also joined are multiracial

But CAMU was then plunged into controversy when it refused to admit the Federated Mining, Explosives and Chemical Workers' Union (FMECWU), a coloured and black union organised by Tucsas's SA Boilermakers' Society

Despite reports suggesting FMECWU would re-apply at yesterday's meeting, it did not do so

There had also been suggestions that the meeting would reach a decision on whether to press for the formation of an industrial council on the mines, but it is understood that this remains unresolved

# Tough pay talks loom

By STEVEN FRIEDMAN  
Labour Correspondent

TOUGH wage bargaining at official pay negotiations in the major industries this year seems inevitable, after a speech by a leading metal unionist yesterday

Mr Ike van der Watt, general secretary of the SA Boilermakers Society, rejected calls for unions to sharply moderate wage demands this year and warned that tough Industrial Council negotiations could be expected

Addressing a Transvaal Chamber of Industries seminar in Johannesburg, he predicted that unions would make increased demands and feared employers would demand that workers accept cuts in real wages

He also attacked retrenchments, charging employers with using the recession to "conveniently get rid of a

mass of untrained workers" who, he said, should have been trained instead

Wage talks are due soon in the metal industries and will be followed by mine wage talks Mr Van der Watt's union has members in both industries

Mr Van der Watt said "If you look at the industrial councils later this year you may gain the impression that there is little consensus on the subject of fair reward (for their work)"

While predicting tough bargaining, he was confident an agreement would be reached

Mr Van der Watt reacted to a speech by the Minister of Manpower, Mr Fanie Botha, calling for a "break in the wage-prices spiral"

He said this had been interpreted by some unionists as a call for workers to "sacrifice some of the compensation

they deserve for the loss in the purchasing value of the rand" He feared employers believed the speech meant workers should accept cuts in their real wages He, however, interpreted Mr Botha's call as an appeal to employers to "hold prices steady"

He said there had been no decrease in the price of essentials which would justify unions cutting back on their demands Some would regard this union attitude as "irresponsible", but it was not

Unions had a responsibility to their members "and at no stage in the past few years have we demanded exorbitant increases"

Mr Van der Watt said employers often referred to the market in arguing against pay increases, not realising that wages constituted the "fuel on which the success of the market depends"



# Angry unions draft new pay demands

By STEVEN FRIEDMAN  
Labour Correspondent

ESTABLISHED unions in the metal and mining industries are drawing up demands for this year's wage negotiations against a background of anger at speeches by Cabinet Ministers which unionists see as calls for a wage freeze

Union sources said yesterday that, at a recent meeting, metal unionists — most of whom negotiate with the mines as well — had "taken strong exception" to these calls and would insist their members received increases which "compensate for the buying power they have lost through inflation"

They believe negotiations in these two major industries will be tough

The unions are angered by remarks made by the Minister of Internal Affairs, Mr F W de Klerk, in which he said that, because civil servants were not receiving pay increases, other workers should forego them as well

Some unionists also interpret a speech by the Minister of Manpower, Mr Fanie Botha, for an end to the escalation of wages and prices, as a call for a wage freeze — although other unionists differ

Established unionists say that calls like these will "damage the credibility of the industrial council system" if they are heeded

Earlier this week, metal unionist Mr Ike van der Watt predicted hard bargaining in

major industries as employers pushed for cuts in real wages which, he said, the unions would resist

According to unionists, pay demands for the mines have been drawn up and those for the metal industries are due to be finalised at the end of the month

The mine demands may be presented to the Chamber of Mines as early as Monday and the metal demands are expected to be discussed at the industries' industrial council in mid-March

Unionists will not say what they are demanding. But they say that, while their demands "take into account that our bargaining power is weakened by the recession", they will seek "compensation for what our members have lost"

"At any rate, the more our members have to spend, the better the chance of economic recovery," a unionist said

"All the unions are angered at the Ministers' statements. We believe the Government is responsible for the rise in the inflation rate — after all, administered prices have risen sharply," he added

"We also believe what they are suggesting would harm the industrial council system. The unions who are not on councils are going to demand increases, whatever the Ministers say. If we were to agree, we would be giving powerful ammunition to those who say councils cannot deliver the goods."

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

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Examiners' Initials		

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14/2/83  
**Labour Week** By STEVE FRIEDMAN 135

2004  
**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.

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. It also claims widespread worker disenchantment with the Tucsa union.

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.

# Steel union presses for new pay pact

Star 22/2/83

135

**Pretoria Correspondent**  
The powerful South African Iron, Steel and Allied Industries Union, representing 38 000 workers countrywide, has rejected demands from employers who want the existing wage agreement to be extended

Proposals for new agreements, including wage increases and severance pay, were being drawn up now and would be served on employers through the Industrial Council on February 28, Mr Henry Ferreira, acting general secretary of the union, said in Pretoria today

He said many employers, including SEIFSA, had applied for an extension for the present agreement for another six months. This would mean no increase or changes in working conditions

"We have to move with the times," Mr Ferreira said in explaining why the severance pay clause had become so important

He said many of the

large iron and steel works, such as Iscor, had laid off hundreds of workers over the past few months. Under the present agreement retrenched workers need only be paid one day's wages

Under the new clause workers could be paid according to length of service and salary scale if they were retrenched, he said

The new agreement will be effective from July if employers accept it

Proposals on wage demands had already been forwarded to the union's head office by the end of last year and at a meeting of the union's executive it was decided demands would be presented and negotiations with employers called for

The executive had also decided there would be no giving way to pressure from any employers, no matter how big the concerns

But there is "no confrontation — yet," Mr Ferreira says

# FEARS FOR THE FUTURE IF 'VERKIE' 27/2/83 Labour keeps an eye on Soutpansber

By BARNEY MTHOMBOTHI

THE LABOUR movement will be keeping a close watch on the progress and outcome of the coming Soutpansberg by-election where Minister of Manpower Fanie Botha will be facing a concerted rightwing onslaught from the Conservative Party and the HNP.

Mr Botha and his two Conservative Party adversaries — Dr Andries Treurnicht, MP for Waterberg and Tom Langley, MP for Waterkloof — resigned their seats this week to fight the by-elections which have been dubbed the "Battle of the Berge", and labour experts have warned that labour reforms would face a severe test and that a defeat for Mr Botha would have dire ramifications for the labour field and the country.

By-elections in Soutpansberg, Waterberg and Waterkloof have been set for Tuesday, May 10.

Experts said this week that even if Mr Botha returns to Parliament as a nominated member, the Government may decide to tread much more carefully to appease its rightwing voters.



□ Fanie Botha



□ Anna Scheepers



□ Roux van der Merwe

## □ Andries Treurnicht and Tom Langley

Mr Botha will contest Soutpansberg, a seat he has represented in Parliament for 25 years, against Mr Langley of the Conservative Party.

Soutpansberg is a verkramppte platteland seat. Mr Botha has been credited with much of the labour reforms, especially the legitimacy accorded black trade unions by the system.

As Minister of Manpower, he has had to pilot through Parliament all Bills flowing from the recommendations of the Wiehahn Commission

which ushered in a new labour dispensation. Mr Botha has repeatedly clashed with the rightwing of the National Party, particularly Dr Treurnicht, who sees the dispensation as a calculated process to undermine white workers.

of Port Elizabeth, said the thought of a defeat for Mr Botha was "quite worrying".

"Mr Botha has been a good Minister of Manpower and I think if he is not re-elected it will have very serious repercussions in that area, particularly when one considers the quite considerable powers that the law gives to a minister," he said.

"Up to now we have had a minister who understands the labour area very well and I think he has guided labour reforms successfully."

the by-election) with worry."

Dr Anna Scheepers, president of the Trade Union Council of SA (Tuusa), said there would be "tremendous problems" for labour — and the country — if Mr Botha were not re-elected.

Dr Scheepers said the workers of South Africa owed Mr Botha a debt of gratitude for the courageous improvements he had made in the labour field.

"He is always in regular consultation with the trade unions and if any

representation is made he gives it very serious consideration.

"If somebody without the same willpower and courage should become minister, the whole pace may slow down which will not be in the interest of the trade union movement, the workers or the country," she said.

She agreed the Government was already committed to reform but said the person at the helm had to "push fearlessly all the time".

"Mr Botha is deeply committed to seeing that all workers are properly

trained and that is what we need. "There is a great shortage of trained labour and we will have to expedite the pace very much to get more skilled people because otherwise we will have more unskilled unemployed."

Mr Henk Botha, an industrial relations consultant, felt the pace of reform in the labour field would continue regardless of who holds the Manpower portfolio.

He predicted Mr Botha would be re-elected, albeit with a small majority.

# City council attacked

Noted 28/2/83  
Mercury Reporter

A CLAIM by the Durban City Council that it had introduced parity in salaries was severely attacked by the Durban Integrated Municipal Employees Society (Dimes), mouthpiece of more than 4 500 Indian and coloured council workers, at its annual meeting yesterday

The society's organising secretary, Mr D K Singh said the claim was a farce

'Since the introduction of parity some positions have been elevated while many have been lowered,' he said, adding that most affected were health inspectors, traffic policemen and truck drivers

Mr Singh said several black city policemen who had held posts as sergeants and constables were re-designated as senior patrolmen and patrolmen because of the new salary scales

The meeting decided to press for more a meaningful representation for Indian and coloured workers

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The meeting decided to press for more a meaningful representation for Indian and coloured workers

Star 1/3/83

# Unions will not postpone pay talks

Labour Reporter

Trade unions in the iron and steel industry are rejecting employer requests to postpone wage negotiations until October this year

The Steel and Engineering Industries Federation of SA (Seifsa) had asked unions to forgo negotiations for a new agreement which would start in July and instead start talks in October for an agreement covering the first six months of 1984

But the trade union caucus on the industrial council has told Seifsa in uncertain terms that employers cannot expect workers to bear the brunt of inflation because they are the least capable of doing so

The unions intend to submit their proposals for new wage increases to the industrial council in the near future

In a statement issued by the SA Boilermakers' Society this week, the union warned that freezing wages while not freezing price increases would not serve any useful purpose

Such a freeze would lead only to a deterioration in the position of workers

The union also warned that this could in turn lead to labour unrest.

● Some 500 000 workers are represented in the iron and steel industry.

# Tough metal wages battle ahead

1204 1/3/83  
Labour Correspondent

FURTHER evidence that tough bargaining lies ahead in the metal industries was given yesterday when the SA Boilermakers Society released a newsletter urging its branches to submit wage proposals — thereby ignoring an employers' request to shelve the pay bargaining scheduled now

The SA Boilermakers Society is the largest metal union and yesterday the biggest white union in the industries, the SA Iron, Steel and Allied Workers Union, announced that its executive had endorsed a recommendation from the union's management committee that it reject the employer request for a wage "freeze"

The Steel and Engineering Industries Federation (Seifsa) recently formally requested unions on the Metal Industrial Council to agree to a postponement of wage negotiations for at least six months

Major metal unions on the council have rejected this request

In the newsletter to members, the boilermakers say the union "cannot accept this suggestion" and "must insist on the usual negotiations which begin in March or April"

It says any delay in compensating workers for "the loss in value of the rand" would only aggravate what was seen as a sensitive situation. The union adds that it does not believe that postponing wage negotiations "will really act as a means of reducing costs"

The rapidly rising price of essential foodstuffs, which the drought was sure to bring, would hit workers hardest, the union said

Freezing wages would lead to labour unrest "which is a major contributor to inflation, increased unemployment and a further recession"

● The SA Iron, Steel and Allied Workers Union yesterday announced the appointment of a new general secretary, Mr Henry Ferreira

He replaces one of the stalwarts of the white union movement, Mr Wessel Bornman, who has served as secretary of the all-white SA Confederation of Labour



# BUS DRIVERS

# THREATEN

# GO-SLOW

*Cape Herald 5/3/83*

*135*

City Tramways bus drivers are dissatisfied with the company's latest wage offers and are threatening to start a go-slow, reliable sources claimed this week.

However, both the bus company and the union are keeping mum on a move that could cause a major disruption in Cape Town's public transport service

**By RYLAND FISHER**

Tramways drivers, who did not want to be identified, told Cape Herald this week that at a meeting recently the drivers rejected the company's wage offer of six percent and said that if it was not increased, they would take other action

## THREATENED

At the meeting, they threatened to go-slow if their demands were not met

The drivers are apparently now waiting for a report-back from their union on their rejection of City Tramways' offer of six percent now and six percent once the fares are increased

According to one driver, the general feeling is that the company should increase the wages

## CREATE

"We felt that we could not wait for an increase until they raise their bus-fares. It seems that the company is trying to create a polarisation between the bus drivers and the public

They want to tell the public that they have to increase the bus-fares because they cannot afford to pay us more. So we get the blame for busfare increases," one driver said

Cape Herald asked Mr D C Benade, secretary of the Tramway and Omnibus Workers' Union, about the go-slow

He said he was "not prepared to discuss matters which were discussed at a closed union meeting"

## INFORMATION

Asked for information on the offers made by City Tramways and the feeling of the workers towards these offers, he said "We are negotiating at the moment and cannot make public statements which maybe could cause an upset"

A spokesman for City Tramways said "As far as our wage talks are concerned, we have made a six percent offer as we stated in our application to increase our bus-fares

"We are not prepared to go into a public discussion on these negotiations which are meant to be confidential"

# Clothing workers lose out

Labour Reporter

More than 3 500 workers in the Transvaal clothing industry have been retrenched during the past nine months

About 500 of those workers were retrenched in the last two months alone said the 'Garment Worker', a periodical of the Tucsa-affiliated Garment Workers' Union

During December and January another 3 500 garment workers in the Western Cape lost their jobs

However five new factories had opened in the area since January and about 800 workers had found jobs

Retrenchment in Natal and the Free State had been much less than in the Transvaal and Western Cape

The periodical said a major reason for the layoffs had been the relocation of clothing firms from the urban areas to the homelands, largely due to tax incentives

SAAR  
8/14/83

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# British unions advised on SA visits

## Post Correspondent

LONDON — The Labour Party yesterday advised British trade unions not to accept visits to South Africa organised by the South African Government or by companies with interests in South Africa, or to have contact with the South African Confederation of Labour or Trade Union Council of South Africa (Tucsa)

These were said not to qualify as being "independent and non-racial"

The Labour Party says "visits should only take place at the request of and according to a schedule drawn up in co-operation between British unions and the independent and non-racial trade unions in South Africa"

The advice to the British trade union movement is contained in the form of guidelines prepared by the Labour Party's national executive committee

The Labour Party's statement distinguishes between unions that are "genuinely independent and non-racial" and those that are not. It says unions affiliated to the South African Confederation of Labour, which organises white workers in "openly racist unions", clearly are not non-racial.

Unions affiliated to Tucsa, although they include some 170 000 Indian and coloured workers and more than 20 000 black workers, also are not "independent"

The remaining unions, says the Labour Party, generally can be described as non-racial.

According to the Labour Party statement, the best known and most representative of the trade unions in South Africa are those grouped around the Federation of South African Trade Unions, the Council of Unions of South Africa, and unaffiliated unions such as the General Workers' Union, the South African Allied Workers' Union and the Food and Canning Workers' Union.

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# Advice to UK trade unions on SA

By STANLEY UYS  
London Editor

LONDON — British trade unions were advised this week by the Labour Party not to accept visits to South Africa organised by the South African Government or by companies with interests in South Africa, or to have contact with the South African Confederation of Labour or the Trade Union Council of SA, which do not qualify as being "independent and nonracial"

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The advice to the trade union movement in Britain is contained in the form of guidelines prepared by the

Labour Party's national executive committee

"As the independent and nonracial unions (in South Africa) have grown in strength they have come increasingly to value their links with the international labour movement," said a Labour Party statement issued this week

"Many union representatives now travel overseas and a number of British unions have received invitations from their South African counterparts. In particular, nonracial unions in disputes have at times felt that a visit by members of the international labour movement would assist their cause

"At the same time it must be recognised that the South African Government would on occasion welcome such visits, since they could be

portrayed as breaking the policy of boycotting South Africa. Certainly the regime will be at pains to extract any propaganda value that it can from such visits"

The Labour Party's statement distinguishes between unions that are "genuinely independent and nonracial" and those that are not. It says unions affiliated to the South African Confederation of Labour, which organises white workers in "openly racist unions", clearly are not nonracial

Unions affiliated to Tucsa, although they include about 170 000 Asian and coloured workers and more than 20 000 African workers, also are not "independent"

Tucsa unions are "highly bureaucratic and are frequently brought into a firm with the co-operation of management to head off a re-

crutment drive by one of the independent nonracial trade unions"

The remaining unions, say the Labour Party, generally can be described as nonracial, since they organise all workers in an industry and are characterised by a commitment to participatory democracy, "so that the membership have a direct say in the policies and practices of their union"

According to the Labour Party statement, the best known and most representative of the trade unions in South Africa are those grouped around the Federation of SA Trade Unions (Fosatu), the Council of Unions of South Africa (Cusa) and unaffiliated unions such as the General Workers' Union, the South African Allied Workers' Union and the Food and Canning Workers' Union

# Natal garment workers are 'the exception'

11/3/83

135

487

376

333

## Labour Reporter

GARMENT workers across the country are being hard hit by the recession and thousands of people have lost their jobs in the past six months

The only exception is in Natal where, according to the Garment Workers' Industrial Union, employment in the garment industry is on the increase

Natal workers have also been given a significant increase, with the minimum rate of pay in most job categories increasing by more than 25 percent under a new two-year agreement.

According to the official journal of the Garment Workers' Union of South Africa, about 3 500 workers in the Transvaal clothing industry have lost their jobs since June last year

In the Western Province 3 500 people lost their jobs over the December to January period, although a significant number were re-employed last month

According to the journal Natal is the only exception Mr F Hansa of Natal's Garment Workers'

Industrial Union was quoted as saying there was very little sign of unemployment among Natal workers

Dr Anna Scheepers, president of the Tucsa-affiliated Garment Workers' Union, said yesterday there were signs of an improvement in the economy which would benefit garment workers

## Short time

'The trend among employers in the industry at the moment is to work short time rather than lay off workers. There is still a demand for machinists across the country'

The Trade Union Council of South Africa reports in Labour Mirror that significant wage increases have been negotiated between the Garment Workers' Industrial Union and the Industrial Council for the Clothing Industry

According to Tucsa the average minimum wage increase for the 18 different job categories has risen by more than 25 percent while some categories have gone up by as much as 65 percent under the new agreement.

BY STEVE  
FRIEDMAN

# Labour Week

## Unions Take Up Question of Influx Control

FOR reasons which are at best obscure, influx control is only now becoming a labour relations issue.

As metal unionist Mr Ike van der Walt pointed out last year, few issues have more direct implications for black job security than tougher claims on their right to stay in the cities.

Until fairly recently, employers tended to ignore the issue. Indeed many employers might still be surprised to find how many of their workers are not urban blacks at all according to the law.

And it is only recently that unions like the Boilermakers Society and Metal and Allied Workers' Union (MAWU) have taken up this issue.

The reason they have done so is that, as a Black Sash report shows, control is tightening all the time, and black union members are feeling the effects.

Though the recession makes factory floor unrest

this issue unlikely, union demands on employers to take up workers' influx control problems are certain to grow.

In a limited way, some employer groups have tried to meet this challenge. A Sash call for employers to help their workers obtain city rights has met with some response.

But the report also notes that most employers are unwittingly, with influx control by refusing to hire blacks who lack city rights.

Indeed, at least one firm in a group with an enlightened labour image has a stated policy of not employing workers who lack rights.

This makes it far easier for management to guarantee workers housing and other perks aimed at achieving a stable workforce and worker loyalty.

But union members tend to take the opposite view. In the

Cape those with rights have sacrificed jobs to protect those of migrants. They say workers with rights are far more likely to find new jobs than those who must return to job-starved homelands.

135 ROK 14/3/83

# Metal unions

16/04  
demand 14%

16/3/83  
pay increase

By STEVEN FRIEDMAN  
Labour Correspondent

TRADE unions on the Metal Industries Industrial Council, which sets minimum pay and conditions for about half a million yesterday tabled demands for an average 14% pay increase

The unions, who tabled their demands at yesterday's meeting of the council in Johannesburg, are also asking for redundancy and lay-off pay to be included in the industry's legally binding industrial agreement for the first time

But employers, represented by the Steel and Engineering Industries Federation (Seifsa), are sticking to their view, which they made public some weeks ago, that there should be no metal pay rises at all for the next year

According to union sources, Seifsa was unwilling yesterday to agree to a meeting to discuss these demands until May. This was rejected by unions and no date for a negotiating meeting has been set.

Unionists say employers are trying to delay negotiations in order to "put pressure" on the unions to accept a wage freeze. The current wage agreement expires in mid-year and, if bargaining commenced in May, there would be little time to conclude a new agreement before the old one expired.

Yesterday's meeting confirms earlier signs that tough wage bargaining can be expected in the metal industries this year. A break-

down in negotiations, with unions declaring a dispute with employers, seems a distinct possibility

According to union sources, the demands tabled yesterday are for different raises in the various job categories, but these average out at around 14%.

This is roughly the same as the rise in the cost of living over the past year.

Unionists have said they believe their members must be compensated for "the loss in purchasing power" of the rand over the last year.

Employers say the metal industries are facing their worst slump in decades and that increases would jeopardise employers' ability to keep workers in jobs.

The unions have also asked that the agreement guarantee retrenched workers one week's pay for every year they have worked for their present employer.

They also want workers who are laid off temporarily to receive at least 25% of their pay for the period they are laid off.

These demands indicate a growing interest in retrenchment by unions on the council, who have not demanded protection for retrenched workers before.

Emerging, mainly black, unions, have been demanding protection for retrenched workers since the current recession began.

The metal unions have also asked employers for improvements in workers' fringe benefits.

Apr 19/3/73 (1973)

# Unions peg wage claims lower than inflation rate

i35  
7/5/73

Labour Reporter

Trade unions in the engineering industry are calling for wage increases lower than the rate of inflation

In a statement issued this week by the SA Boilermakers Society in response to planned negotiations affecting about 500 000 workers the unions say their wage demand is pegged at about 12,6 percent, against the inflation rate of about 15 percent

The Steel and Engineering Industries

Federation of South Africa (Seifsa), representing employers, had called for an extension of the current agreement and to postpone new wage negotiations for about six months

"The Boilermakers Society and other unions firmly rejected that recommendation and insisted that negotiations should go forward as usual," the statement says

Seifsa agreed to canvas its members on the unions' stance



704 ~~135~~ 2/13/83 ~~135~~

THE BATTLE lines are now drawn in official metal and mining wage negotiations

Metal unions have tabled demands for a 14% rise, but employers are against any increases at all and want to delay negotiations

Unionists claim this violates a new agreement to negotiate on issues within 45 days

Mine unions want 13.1%, but the Chamber of Mines is likely to offer much less. Disputes could well be on the way in either or both industries

But white mine unions' hopes that the Chamber would agree to negotiate the pay of union men and officials jointly have already been dashed, at least for this year

The unions, who believe an alliance with officials would strengthen their bargaining position, claim they agreed to separate talks because the Chamber "threatened" two officials' associations who wanted joint bargaining

But perhaps the most significant event of this week's opening wage talks is that the Chamber has agreed to discuss forming an industrial council with registered unions on the mines

These unions want a council, but black mine unions are opposed to the idea

So the prospect of yet another battle over the council system now looms on the mines

Word is that the Chamber is loath to accept any bargaining forum which excludes the new black unions a stance which would avoid such a battle but could anger registered unions

135 (135) RAM 21/3/83

THE Johannesburg Chamber of Commerce has appointed its first full-time labour adviser, one of whose chief jobs will be to help members in their dealings with unions

What makes the move sure to be controversial is the adviser's identity. He is former Tuca president, Mr André Malherbe

Tuca is constantly at war with emerging black unions, some of whom say they would prefer to ally themselves with hard-line employers than Tuca

Relations between Mr Malherbe himself and emerging unions are less than cordial, and were not improved last year when he played a key role in defeating a motion condemning detention without trial at the last Tuca congress.

Black unions are certain to note his appointment with interest

# Soweto schools figure



**COMPETITION:** Pupils and teachers proudly display prizes they won in mathematics competition run in 20 schools in Dobsonville, Meadowlands and Zondi last year. Teachers with

the highest number of top pupils in the competition were presented with shields at a special function held at Forte High School in Dobsonville.

## Assaulted worker paid

*Sowetan 30/3/83*  
By JOSHUA RABOROKO

A WHITE supervisor at a clothing industry has agreed to pay R300 damages and costs for the alleged assault on a female employee at the industry's floor.

The case involved Mrs Millicent Maluleka, employed by Sybilla Knitwear. She alleged she was assaulted on the shop floor by a supervisor then working at the factory.

The National Union of Clothing Workers referred to the Legal Resources Centre and before the matter was taken to court, he agreed to pay R250 damages for the alleged assault and R50 towards costs.

In an editorial, the Garment Worker, the official organ of the Garment Workers' Union of South Africa and the National Union of Clothing Workers, says unions have indicated that they are not prepared to tolerate abusive language or physical assault on their

members (135)  
"Their (employers) frustration is understandable but it does not justify taking it out on the workers, who are hardly responsible for the economy or the state of the business," the article says

A number of cases of assault have come to the attention of the unions, who are determined that justice be done in each case.

The article further says that an apology after an employer has abused his position is not enough because the dignity of the worker is at stake, and so is the reputation of the union.

"We are prepared to take such actions to court to prove to workers that we protect them and to prove to employers that they must treat workers with common decency."

~~19~~ Spectator 31/3/83 (135)

## Garment union guns for big increases ~~#81~~

THE PROPOSALS by the Port Elizabeth branch of the Garment Workers' Union of South Africa, to have the wages for the garment workers in the region increased by as much as 20 percent, got full support from members.

At an annual general meeting of the branch last week, branch secretary Mrs Katie Gelvan explained the proposals to members. These include

- A 20 percent increase on July 1 this year, followed by two and half percent on December 1 and a five percent as from June 30, 1984
- A reduction in some qualifying periods
- Pay for public holidays fall on a Sunday.
- Annual paid leave to be increased should be increased to 15 working days
- Workers should be given 30 minutes grace per week before losing their attendance bonus

135  
ROM  
31/3/83

# 'Urgent' need for union registration overhaul

By STEVEN FRIEDMAN  
Labour Correspondent

A MAJOR overhaul of the Government's trade union registration system is a "matter of extreme urgency", the general secretary of the SA Boilermakers' Society, Mr Ike van der Watt told a meeting this week.

He said difficulties in the registration system were "holding up a normalisation of labour relations, not only in the mining industry but in South Africa".

He also called for the scrapping of a clause in the Labour Relations Act allowing unions on industrial councils to veto applications by new unions to join a council.

Mr Van der Watt said this clause, with controls in the registration process, were making emerging unions unwilling to register or join councils.

The reluctance of these unions was understandable but was having a 'profound effect' on labour relations in

key industries such as the mines.

Mr Van der Watt was addressing a meeting of the Manpower and Management Foundation on labour relations in the mining industry, where new black unions have refused to register or are opposed to joining councils.

The union registration system is being investigated by the official National Manpower Commission (NMC) and major changes aimed at removing control over unions from the registration process are expected.

In his address, Mr Van der Watt predicted that the registration process would be changed to remove the "exclusive rights" of registered unions to curtail the rights of new unions.

But he implied that progress in bringing about these changes was too slow.

"We understand that the proposed changes are being delayed by the time it is taking the NMC to bring out its

report on registration," he said.

"We should make it clear to the commission that changes in the law regarding registration are a matter of extreme urgency."

Mr Van der Watt said unions who sought registration were "subject to a long and complicated process which may well result in their not gaining the scope they believe they require to do their jobs properly".

They could theoretically be denied registration "on the whim of an opposing union intent only on preserving the position of its leadership".

Some established unions saw registration as a means of 'protecting the interests they believe they have acquired in the labour relations structure'.

Mr Van der Watt urged that registration go no further than 'ensuring that similar organisations with similar aims are brought together'.

(135) (139) (172) MDM 8/14/75

# Teachers move to form union

## Mail Correspondent

DURBAN — A move has been made in the Transvaal to unionise school teachers, in spite of them being excluded from the provisions of the Labour Relations Act

And the secretary of the Trade Union Council of SA, Mr Arthur Grobbelaar, has offered them his advice and guidance if they elect to form a union

At the annual conference of the Transvaal Educators Society a suggestion was made that the country's 22 teacher organisations

should hold a meeting with a view to forming an organisation which, through collective action, could work towards improving teachers' salaries and working conditions

Yesterday Mr Grobbelaar said the TES wanted to form a bona fide trade union, though this would depend on the consensus of other teacher organisations

"There is a pressing need for teachers to try and improve their lot — forming a union would not be easy in the face of the present labour dispensation, but they could battle against this legislation and have it changed"

134

135

5

# Tucsa chief backs teachers' union plan

## Labour Reporter

A MOVE has been made in the Transvaal to unionise school teachers in spite of them being excluded from the provisions of the Labour Relations Act

The secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, is right behind the movement and has offered teachers his advice and guidance if

they elect to form a union

At the annual conference of the Transvaal Educators Society a suggestion was made that the country's 22 teacher organisations should hold a meeting with a view to forming an organisation which through collective action could work towards improving teachers' salaries and working conditions

Yesterday Mr

Grobbelaar said the Transvaal Educators Society wanted to form a bona fide trade union although this would depend on the consensus of other teacher organisations

There is a pressing need for teachers to try to improve their lot — forming a union would not be easy in the face of the present labour dispensation but they could battle against this legislation

and have it changed'

Mr Grobbelaar quoted as an example the success of the struggle before 1979 of many black trade unions to become legitimate organisations

A meeting of all teacher bodies is being organised and depending on the outcome of that a union might be formed At this stage all Tucsa can do is offer teachers advice' he said

~~SECRET~~ (135) ROOM  
11/4/75

UNION registration, perhaps the hottest labour issue in the early days of the new labour dispensation, has abated somewhat as an issue

Since then, the difference between emerging unions who registered and those who did not have diminished

But there are still controls over registered unions which do not apply to their counterparts. A Government official can decide who these unions can represent, in which industries they may bargain officially and so on.

Generally, he does this after objections from already registered unions who do not want the new unions encroaching on their turf.

On the other side of the coin, unregistered unions cannot have union dues deducted by employers without Ministerial permission.

A consensus between major employer groups and emerging unions developed in



~~134~~ (135)  
Cape Times 13/4/83

# Garment union 'not remote to members'

Labour Reporter

MR CEDRIC PETERSEN, assistant secretary of the Garment Workers' Union of the Western Province, yesterday denied a claim by a University of Cape Town industrial sociologist, Mr Johan Maree, that the union had grown remote from its members

Mr Maree was commenting last week on the massive labour turnover recorded in the Cape clothing industry, which he blamed partly on the union's distance from the workers

Mr Petersen said Mr Maree "does not know us at all"

"Our union is the largest in the country and, while we are not a

vociferous union, there are a long list of benefits for our members"

He said the union had three full-time social workers alleviating the problems of workers, a free legal aid service and a weekly newspaper with a "terrific feedback"

Mr Petersen said that every year the union organized a fun-run in the Tokai forest and a Spring beauty queen competition

Mr Maree said yesterday that he stood by his position "The Garment Workers' Union gives the impression of being a benefit society rather than a trade union actively fighting for the rights of workers"

# Mine wage talks in bid to end deadlock

By STEVEN FRIEDMAN  
Labour Correspondent

EMPLOYERS and white unions in the mining industry will meet tomorrow in a final attempt to reach a wage deal to prevent unions calling a dispute with the Chamber of Mines

A dispute is the first step towards a legal strike

Meanwhile, unions and employers in the giant metal industries have agreed to meet on April 26 to formally begin negotiations on pay

Employers, represented by the Steel and Engineering Industries Federation, are against any increases at all and established unions want a 14% rise. Emerging unions are still formulating their demands

On the mines, unions and employers reached deadlock at a meeting held at the end of last month when the Chamber of Mines said it would not make a formal wage offer unless unions moderated their demands

Unions say they have asked for a 13.1% rise, but employers say the unions'

total demands, including fringe benefits, are over 20%

"We hope Friday's meeting is able to settle the wage issue. We don't believe that, in the present climate, the country can afford a confrontation in the industry," a mine unionist said yesterday

Meanwhile the SA Boilermakers Union has attacked employer calls for unions to forego wage rises because of the recession and drought

An article entitled "Recession and drought are not our doing" in the union's journal "The Crucible", says that the drought was making the lives of union members harder as well as affecting the economy

It adds unions are often unable to assess whether employers are able to pay increases because unions are not given "factual information on which the employers' claims rest"

"Very little" compensation was provided for retrenched workers at present and the negotiations should be aimed at helping and protecting them



Surprisingly fresh, Mr Hennie Joubert strums way towards the end of his 230-hour guitar-playing marathon

## He's playing a song without end

By Gavin Engelbrecht,  
West Rand Bureau

Young Welkom clerk last night broke the 230-hour world record for non-stop guitar-playing winning himself a place in the Guinness Book of Records

Mr Hennie Joubert (23), of the Welkom Receiver of Revenue's office, started his marathon playing session on April 8 in Andries Pretorius Street in Krugersdorp. He passed the 230-hour mark at 9 pm last night.

The previous world record was set up by an Englishman Mr John Marshall, in Bridgeford, Nottingham in February, 1981.

"I'm looking surprisingly fresh," Mr Joubert said he intended to continue until the 300-hour mark to make the effort 'worthwhile'. He is allowed a five-minute rest every hour, or two hours every 24 hours.

His only complaint was that his feet were swollen and painful.

A doctor has examined him and certified him fit to continue playing.

# SAP his life, says mother

By Trevor Jones

"When your son is involved in something dangerous, you always try to prepare yourself for the worst. But when it happens it is still a very great shock," says Mrs J Meissenheimer of Norwood Johannesburg.

Her son Jacobus Henry, a 26-year-old sergeant in the South West Africa counter-insurgency unit, died in the operational area yesterday after a clash with Swapo.

The Meissenheimer family last saw Jacobus in December before he returned to duty in the operational area.

He had just spent two months at home recovering from a bullet wound in his face received in October last year when travelling in the turret of a police vehicle.

The blond policeman had been a member of the South African Police for eight years and had spent much time on the borders of South Africa and Namibia.

Sergeant Meissenheimer finished his schooling at the Helpme-kaar Boys High School in Empire Road in 1975 and



SERGEANT JACOBUS MEISSENHEIMER

went to the Police College in Pretoria.

"You could say he followed me into the force," said his father, Lieutenant-Colonel Koos Meissenheimer, who is on the staff of the District Commandant's office in Soweto.

Mrs Meissenheimer said her son knew and accepted the dangers of his work. "The police force was his life," she said.

Sergeant Meissenheimer also leaves a younger brother, Marius (16), and two sisters, Riana and Amanda.

Colonel Meissenheimer said his son was due to take his annual leave in July.

Funeral arrangements would be announced later, he said.

# Journal condemns detentions

Labour Reporter

A hard-hitting editorial in the monthly publication of the Garment Workers Union has condemned the repeated detentions of Mr Thozamile Gqweta.

Mr Gqweta, president of the South African Allied Workers Union, was recently released by Ciskei or South African police without any charges being laid.

The editorial in the Garment Worker, headlined "Leave This Man Alone", states that after nine detentions with no convictions, Mr Gqweta should be left in peace — if only for humanitarian reasons.

Repeated allegations of police harassment and abuses of detainees helped to undermine the recent constructive labour laws, and it appeared that the Department of Manpower and the police were looking in different directions the editorial states.

The Garment Worker also questions the Ciskei's resistance to trade unions, especially since the unions worked for the community's benefit.

# Days later, cashier is jittery

My office I myself it's in building robbed for works in point and aged woman and now a trust any year of the no has since

been sentenced to 14 years' imprisonment for various Rand robberies.

On January 17, Mrs Hugo was again robbed by a gunman.

Friday's woman robber was neatly dressed in a brown slacks suit and was wearing dark glasses.

She looked into her handbag and said she had left her book at home and was going to fetch it.

"I immediately felt uncomfortable as Deysel had done the same," Mrs Hugo said.

"She returned and threw a plastic bag over the counter while pointing a revolver at me.

"With a cruel sneer she said she was not

joking and would shoot." Mrs Hugo said she was so shocked that she handed over the money without saying a word.

Mrs Hugo, who has worked for the agency for three years, said her office had been singled out because it was so quiet. As she was alone most of the time, she was reaching the end of her tether.

A woman who used to work with her was so frightened by the last robbery that she now works from home.

"My husband is most upset and worried about my safety," Mrs Hugo said. "My employer has pledged to tighten the security here but I'm most afraid I will be robbed again."



Mrs Maria Hugo still works alone

The Mall, Rosebank - Carlton Centre

Kitchenware Department

LESS 20%

BUSINESS...Page 10

RACING...Page 14

SPORT...Page 15



SA 'worse off' (135)  
Mercury 27/4/83  
than in Depression'

**Mercury Reporter**

THE circumstances in which South Africa finds itself are far worse than those in the Great Depression of the 30s, according to the president of the Artisan Staff Association, Mr James Zurich.

Addressing more than 500 delegates at the association's annual conference in Durban yesterday Mr Zurich said the Government of that era had been able to concentrate on means of creating work for the masses — whereas it now had much more to contend with

The country faced problems which were not even dreamed of previously — inflation, border warfare,

internal terrorism and international isolation

Today there were many more South Africans whose standards of education and whose 'expectations' were far higher than they had been

'But inflation is here to stay and we will just have to learn to live with it. The authorities might also just as well accept that they won't beat inflation by withholding salary increases from the working masses'

It was difficult to establish precisely how many unemployed people there were who were willing and able to work — but the position could only worsen.

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# Seifsa agrees to make wage offer

By STEVEN FRIEDMAN  
Labour Correspondent

KEY pay negotiations in the metal industries, which affect about 500 000 workers, adjourned yesterday after the Steel and Engineering Industries Federation (Seifsa) agreed to make unions a wage offer

This means Seifsa has abandoned its earlier stance that the state of the industries was such that there should be no negotiated rises at all for at least six months

It is almost certain, however, that Seifsa's offer will fall well short of union demands for at least a 14% rise

It is understood that Seifsa adopted the same stance for much of yesterday's meeting of the metal industries' industrial council — which was

called to negotiate the industries' annual pay agreement

But union sources said it agreed towards the end of the meeting to consult its members and then come back to the unions with an offer

Another meeting will take place on May 24 and a document setting out the employer position in the negotiations will be sent to the unions before then

Both Seifsa and the unions will now go back to their constituents to discuss their next moves

However, Seifsa, which represents employer associations in all sectors of the metal industries, told unions at yesterday's meeting that some sectors of the industries would not be able to make unions an offer

Union sources believe steel producers are most likely to stick to the view that a wage freeze is necessary

Unionists also pointed out yesterday that the metal pay agreement expires in mid-year and that the May 24 date would leave 'very little time' to negotiate an increase

They said Seifsa had originally wanted the next negotiating meeting to be held in June — a move they described as "a delaying tactic to increase pressure on the unions" but had then agreed to the May date

Seifsa's director, Mr Sam van Coller, yesterday referred the Rand Daily Mail to a statement released by the industrial council

The council statement said both unions and employers

had voiced viewpoints on wages at yesterday's meeting which took the current state of the industry into account

The statement said both sides had agreed to return to their constituents before meeting again on May 24 and that employers had agreed to present unions with a document outlining their position before the meeting

It said "a large number" of delegates had attended the talks

Yesterday's negotiations were the first which were attended by Fosatu's Metal and Allied Workers' Union, which has applied to join the council but has not yet been admitted as a member

It is understood that a large MAWU delegation took part in yesterday's talks

E.9 MAY 1953

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## Firm told to cut union tie

Labour Reporter

The Industrial Court, meeting in Durban on Friday, ordered the management of Frametex, a subsidiary of the giant Frame textile group, to discontinue a recognition agreement with the Textile Workers' Industrial Union

This follows an appeal by the rival National

Union of Textile Workers, an affiliate of the Federation of SA Trade Unions, which claimed that the firm had recognised the other union despite the fact that the NUTW had a majority membership at the mill

Last week the Frame group announced that it would not challenge the union's action before the Industrial Court. The

NUTW has also called for the Minister of Manpower to appoint a conciliation board where it will lodge its claim for recognition or a ballot test-of-strength with the other union which is affiliated to the Trade Union Council of South Africa

The court judgment called on the firm to restore the labour status quo

*Handwritten signature*

# Discrimination led to joining union

ARGUS 9/5/85

135

EX-CITY COUNCILLOR Norman Daniels has been in the union movement for more than 30 years

In that time, the Textile Workers' Industrial Union, of which he is general secretary, has swung from being affiliated to a federation which had almost all its officials banned by the Government to being an affiliate of the Trade Union Council of South Africa (Tucsa) widely considered the most conservative multi-racial federation

Mr Daniels, who is also regional secretary of Tucsa, was "born and bred" in District Six and served on the Cape Town City Council from 1963 to 1972, when he was "legislated off"

He now lives in Kensington with his family

## Limited

He joined the TWIU in 1953 because he felt "there was a lot of discrimination, and very few avenues through which to express oneself"

The union, which started in 1937, had mainly African members in those early days, Mr Daniels said

"Our union started the South African Council of Trade Unions (Sactu) in 1955 Piet Beyleveld, then our general secretary, was its first president"

Sactu, formed after the split in the old Trades and Labour Council was set up in opposition to Tucsa, which had excluded African unions from membership in 1954

Almost all who held official positions in Sactu were banned by the beginning of the '60s

"The whole union movement was in a turmoil, then Many unionists left the country others were banned Almost any organisation that had anything to do with blacks was under pressure"

Mr Daniels said his union left Sactu be-

SOUTH AFRICAN trade unions, representing more than a million members and still growing, are playing an increasingly important role in political and economic development

The Argus Labour Reporter, PIPPA GREEN, introduces Mr Norman Daniels, general secretary of the Textile Workers' Industrial Union and regional secretary of the Trade Union Council of South Africa

cause "while they were concerned with bread and butter issues, they were also concerned with the political side"

The TWIU decided to affiliate to Tucsa in 1968, after the council had finally agreed to admit African unions

Mr Daniels is cagey about some of Tucsa's more controversial policy decisions

He refused to comment on its "distancing" itself from the protests over the death in detention of Transvaal secretary of the African Food and Canning Workers' Union Dr Neil Aggett

Explaining the defeat of a motion at the last Tucsa conference calling on the Government to charge or release detainees, Mr Daniels said there were "great divisions of opinion" within Tucsa, and the organisation had to abide by a majority decision

## Belief

'But our union believes that anyone who is picked up should be charged'

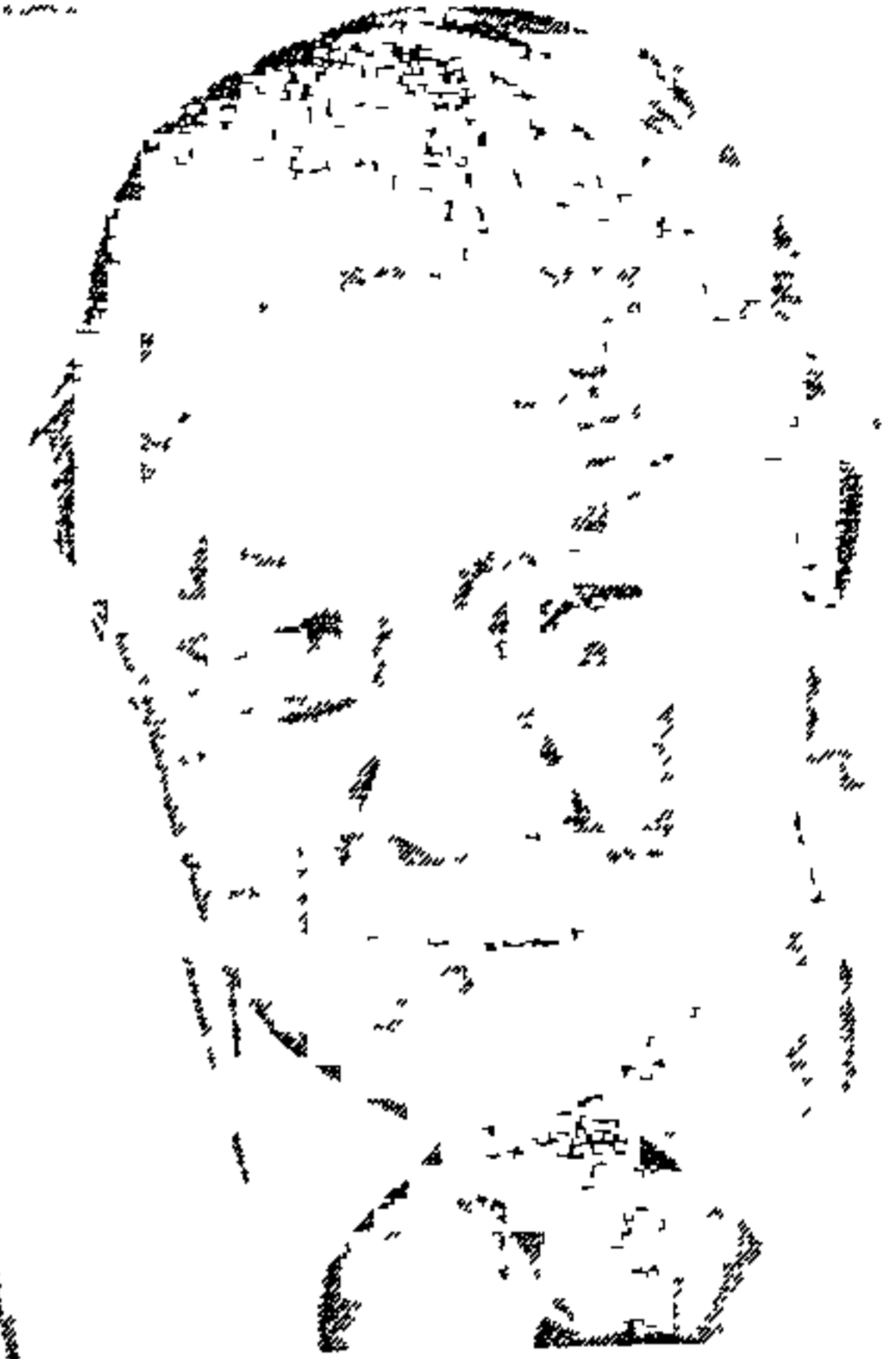
In spite of active support for the Government's constitutional proposals by people within Tucsa, he is quick to say he rejects them as "divisive"

With more than 100 000 textile workers in the country, the union now claims a membership of about 20 000, including 11 000 African workers who have joined since the union re-registered as non-racial in the wake of the new labour dispensation

The textile industry has been severely affected by the slump in the economy The past year has been marked

by massive retrenchments, wage freezes and short-time

"We want to see more job opportunities, but we believe people must be employed at a fair wage They cannot live on short-time wages, and it is nonsense to talk about wage freezes in the face of rising costs," says Mr Daniels



Mr Norman Daniels

# Fosatu wins court fight over rival union

## Labour Correspondent

THE industrial court has ordered a Frametex group textile company not to recognise a union which belongs to the Trade Union Council of SA in preference to one affiliated to Fosatu and not to grant the Tucsa union facilities which are denied to its rival

This is believed to be the first such order granted by the court

It was handed down on Friday and follows a decision by the company, Frametex, not to contest an application for such an order by Fosatu's National Union of Textile Workers

The union had filed papers in the court alleging that Frametex had attempted to "pressure and intimidate" workers into joining Tucsa's Textile Workers Industrial Union and resigning from its Fosatu rival

It said company labour officers had threatened to fire workers who did not join the Tucsa union

It also charged that, despite the fact that it represented a majority of workers at the plant, Frametex had recognised the Tucsa union and was extending facilities to it which were denied NUTW

It asked the court for an order restraining Frametex from recognising the Tucsa union,

from negotiating with it or extending it facilities in preference to NUTW

In answering papers filed before the court, Frametex denied the union's allegations that its labour officers had "pressured" workers into joining the Tucsa union. It also argued that the court was not a proper forum to resolve the dispute

But, it also said that it would not contest the union's action

Tucsa's TWIU, the other respondent, did not file answering papers

NUTW therefore asked the court to grant the order, which it did on Friday in terms of Section 43 of the Labour Relations Act, which provides for interim orders restoring the "status quo" in a dispute

NUTW acting general secretary Mr John Copelyn claimed yesterday that support for the union at the plant was "now at unprecedented levels"

He said workers were now arriving for work wearing NUTW T-shirts and that management had abandoned attempts to prevent them doing so

But it is not yet clear whether NUTW's goal in the dispute — a secret ballot to determine whether it or the Tucsa union has majority support — will be achieved



# Boilermakers want union unity

135  
781  
Labour Correspondent  
757

DISUNITY and a lack of co-operation between unions in the giant metal industries and elsewhere are hampering them in their negotiations with employers, says a leading metal union

In a newsletter released yesterday, the SA Boilermakers Society, a member of the Trade Union Council of SA (Tucsa), the biggest union in the country, says unions face two problems in their current wage negotiations

The first, it says, is a "lack of co-ordination among the unions involved in the negotiations"

This is believed to refer chiefly to the metal industry negotiations where established unions are demanding a 14% increase, but Fosatu's Metal and Allied Workers Union (Mawu), is demanding an increase of around 40% in minimum rates in order to bring them up to R90 a week

Mawu's demands and those of other unions also differ in other crucial respects Last year, there was also a sharp difference between the demands of established unions and those of the Councils of Unions of South Africa (Cusa), affiliated Steel, Engineering and Allied Workers Union

The Boilermakers say there is "a crying need for closer co-operation between the unions" and add that a "united approach to the employer" in negotiations is needed Another obstacle referred to in the article is the "unprecedented economic complications as a result of the drought, the worst in living memory"

"We must take into consideration the fact that we are going to have to pay much more for essentials which our families need When employers oppose our demands and plead economic difficulties, they must bear this fact in mind"

... ..

# Metalworkers council revived

12 MAY 1983

Without much accompanying fanfare the South African Co-ordinating Council for the International Metalworkers Federation was revived in Johannesburg recently

The council broke up more internal divisions in 1980 but was reconstituted on Monday under the leadership of Mr Ike van der Watt,

general secretary of the South African Boilermakers Society

The significance of the local council for the IMF lies in its membership which straddles many trade union divisions in the metal industry

There are seven unions in the council -- three are affiliates of the Trade Union Council of South Africa (Tucsa), two are affiliates of the

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**There has been a significant move in the South African trade union world, writes Labour Reporter Tony Davis.**

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Federation of South African Trade Unions (Fosatu), and two are independent unions

The union alignment on the council points to the reconstituted body's credibility

There had been some speculation in June last year that the local council for the IMF could be revived after two large metal unions were expelled from the international organisation meeting in Rome

The Amalgamated Engineering Union and the S A Electrical Workers Union, representing a combined 50 000 members, were kicked out for their stance on racial membership, largely at the instigation of Fosatu

The seven new council unions are all members of the IMF and are looking at the admission of two more metal unions -- the Steel, Engineering and Allied Workers Union and the Federated Mining Union

# Unions plan day of protest

FRESH and bigger efforts to stage "Anti Inflation Day" a day of protest, including boycotting retail outlets, garages, building societies and banks - are underway writes Lynn Carlisle

Amalgamated Engineering Union general secretary Tommy Neethling said appeals to agricultural unions all trade unions and the SA Housewives League will be made to bring the attention of the authorities to "blatant profiteering"

"Some positive display of disapproval at the intolerable pressures to which the man-in-the street is being subjected is long overdue"

Neethling said that manufacturers, wholesalers and retailers had a tendency to accept price rises without question because they knew they could pass these on to the "underdogs" - employees

The housing shortage had been ruthlessly exploited and homeseekers were powerless to react

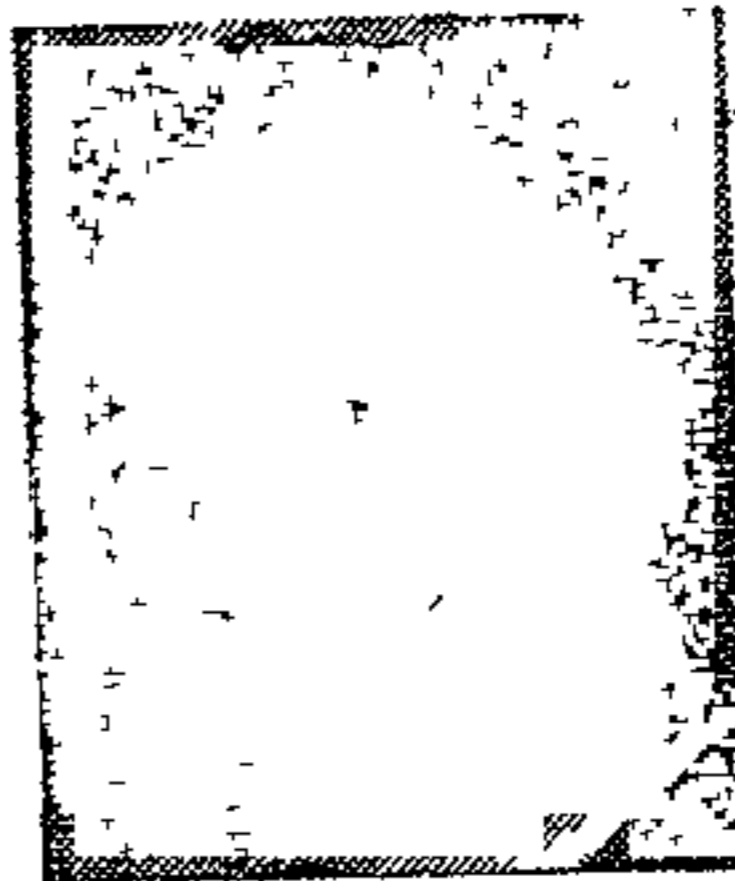
"In our opinion, the only solution is Government intervention," said Neethling

All supporters of the campaign should refuse to do business with any commercial enterprise on a date still to be set, said Neethling

Ben Nicholson, head of the Confederation of Metal and Building Unions, said he supported Neethling's reasons for a protest

"This needs visible and simultaneous demonstrations in all centres, but the implementation of such an idea presents insurmountable problems," Nicholson cautioned

SA Housewives League vice-president Jean Tatham, agreed that it was "about time" everyone woke up to unnecessary high prices



Tommy Neethling

135 24/5/83 Industrial Week

# Trade unions 'still divided'

135

ARGUS  
24/5/83

Staff Reporter

INTENSE competition for leadership of South Africa's labour movement — especially for control of established multi-racial unions with moderate policies — was inevitable, Tucsua president Dr Anna Scheepers said today.

Addressing the Afrikaanse Handelsinstituut's junior congress in Cape Town, she said although the trade union movement was considerably larger than 30 years ago, it was no less divided

And it could take "decades" before the country had a truly unified trade union movement

For many years there would be a union movement restricted to blacks — "the fruit of more than 30 years of apartheid"

## Grievances

Although all labour unions had a uniform goal in relation to wages and working conditions, black unions had many more grievances in "secondary areas of dispute" than the privileged whites and even the coloureds

Dr Scheepers predicted that Tucsua would continue as the main co-ordinating body for all labour groups in the country

Tucsua was an honourable, realistic union movement which fought hard for every worker

## "Bitter fruits"

She warned employers not not to become involved in the struggle between unions.

"Divide and rule" was "the oldest trick in the employer's book" but if employers encouraged



Dr Anna Scheepers

dissension they would reap "bitter fruits"

She said the security police condemned all trade unions, irrespective of their policies, but unions which had decided not to register because of their opposition to the system became targets of security police attention.

Tucsua would not "let its members down by giving attention to organisations which put ideology before the interests of the workers"

Tucsua would continue to strive for social, economic and "every other form of justice" for its members and had the ability to produce results because its member unions were well organised, democratic and comprised "paid-up" worker members

She said Tucsua owed its independence to being financially self-reliant

# Boiler union wants talks

By STEVEN FRIEDMAN  
Labour Correspondent

IN A highly unusual move, the SA Boilermakers' Society, the country's biggest union, will seek pay talks with individual metal companies "as soon as possible" to try to win bigger rises for workers than those negotiated at the metal industrial council this week.

The move has been backed by other unions on the council and may put them on a collision course with the Steel and Engineering Industries Federation (Seifsa).

Seifsa, which represents metal employers, has repeatedly urged its members not to negotiate wages with unions outside the industrial council system.

The boilermakers were one of the unions who this week reached a pay agreement with Seifsa which will raise pay for about 500 000 workers by between 5% and 7%.

The Metal and Allied Workers' Union (MAWU) has dissociated itself from the agreement.

In a statement yesterday, the boilermakers joined MAWU in condemning the agreement and said the union had accepted it under protest.

It said the 7% rise for workers in the lowest categories was "wholly unrealistic" and would cause hardship for them and their families.

"Many of these workers come from areas which are ravaged by drought and their families are more than ever dependent on the wages earned by workers in the industry", it said. "The 5% rise at the top of the scale did nothing to compensate for the erosion of wages by inflation."

The union said it objected not only to the "inadequate" rises but to the "unsatisfactory and cumbersome" process of negotiation which produced them.

It had accepted the offer as "any further delay would have endangered the main agreement and may have left workers without the protection it provides".

But it said it had made clear at the talks that it would continue to negotiate with individual employers to increase wages. Other unions in the industry had also agreed to do this.

The union said that although employers agreed to negotiate wages at the council again this year "if circumstances permit", it would not wait for that. It hoped to negotiate with companies in conjunction with other metal unions.

"Our action is not aimed at weakening the council system. It is generally agreed that aspects of the system are in need of revision and, if this is done, unions who still regard it with suspicion will have no reason to shun it," the union said.

Its object was "to ensure that wages were realistic and it appealed to all unions and employers involved "in the present crisis" to approach it "with a sense of their larger responsibility to the country as a whole".

CLOSED SHOP FM 27/5/83

## Grafton's battle

Grafton Everest's battle against the closed shop in the Natal furniture industry shows what a difficult issue this is becoming in labour relations in SA

A provision in an agreement negotiated at the Industrial Council for the Furniture Industry (Natal) stipulates that workers in the industry must belong to the National Union of Furniture and Allied Workers, an affiliate of the Trade Union Council of SA (Tucsa)

Grafton tried last year to obtain an Industrial Court declaration that the provision was an unfair labour practice. It approached the court after three of its employees refused to join the Tucsa union, and the industrial council declined to grant the company further exemptions from the closed shop provision. Such a refusal meant that Grafton would have had to dismiss the workers (who had worked for it for 16, 25 and 28 years respectively) if they persisted in their refusal to join the Tucsa union.

The court, however, took the view that Grafton had not followed the procedure laid down by the Labour Relations Act (LRA). This stipulated that the company should have referred the matter first to the industrial council. The next step that Grafton could have taken, if it disagreed with the council's decision, was to appeal to the Minister of Manpower.

Not surprisingly, Grafton was unhappy with this ruling. The company's legal representative had argued that it was inappropriate for the council to deal with the dispute because it was the very body whose competence was being questioned.

Grafton nevertheless decided to take the matter to the council. However, it appealed to the Minister after the council was not able to resolve the matter to the company's satisfaction.

A decision by the Minister may have then settled the matter. But just to make things more complicated, an amendment to the LRA earlier this year removed the Minister's power to grant exemptions from industrial council decisions — including those governing the closed shop. The authority to grant such exemptions was transferred to the Industrial Court.

A difference of opinion now exists over whether the Minister still has the authority to grant exemptions on matters referred to him before the amendment to the LRA came into effect on May 1. Grafton made its appeal to him before this date.

Some senior government men believe the Minister has the power to decide on issues referred to him before the LRA amendment but the industrial council disagrees. It is seeking a Supreme Court declaratory order prohibiting the Minister from making a decision — not on the Grafton appeal — but on an appeal by another company falling within its jurisdiction for an exemption totally unrelated to the closed shop.

However, the effect of this legal challenge is that efforts to get the Minister to make a ruling on the Grafton appeal have been stalled. It now appears that a decision by the Minister on the Grafton appeal will have to be delayed, pending the outcome of the Supreme Court hearing on the other case.

There is a singular irony attached to this protracted process. If the Supreme Court prohibits the Minister from making a decision on matters referred to him before the LRA amendment, Grafton will be steered back in the direction of the Industrial Court — something that the industrial council resisted so fiercely in the first place.

135

20/5/83

THE challenge to the "closed shop" by Natal furniture firm Grafton Everest is not dead

Last year the company took a Tucsa union and the furniture industrial council to the industrial court because the council wanted it to fire some of its workers for refusing to join the union

The case was seen as a key test of the closed shop, but the court ruled it could not decide on it because it had not been referred to the council first

Grafton is still trying to get the case back to the court, but its efforts are being delayed by a Byzantine legal wrangle about whether the Minister of Manpower has the right to exempt workers from the "closed shop"

So the case may not return to the court for a good while yet

# BOKSBURG FIRM DISMISSES 160

By SELLO RABOTHATA

A BOKSBURG company yesterday fired its whole workforce, about 160 workers, after they approached management demanding a return to a five day week and refusing to accept the dismissal of 36 of their colleagues.

According to one of the workers at Pitcon Industrial the managing director, Mr John Oscar, had told them he would not be controlled by them. The workers had demanded to revert to a five-day-week after working four days a week since February. They said they were already feeling the pinch of the high cost of living.

## HOURS

He said: "We noticed that the workload at the company was picking up, that is why we approached him. We also put it to him in hours, asking to work at least 45 hours a week. The managing director instead told us that he was supposed to have a workforce of 120 instead of the present 160 and if he were to accept our demand, 36 of us would have to be fired.

"We proposed that we work at least 43 hours a week so as to accommodate the 36. He then said that we could not control him and that we were all fired. Yesterday when we reported for work at 7am we found a big board on the gate advertising our jobs."

The worker said man-

agement yesterday told them to wait at the gate and that a list of names would be called out. Those who were called would enter the company's premises and those who were not called, would have to

come back today. This was not accepted by the workers as they felt others were going to be victimised, so they all left.

Mr Oscar, the managing director, told The SOWETAN he had no comment to make.

The workers have also approached their union, the South African Boilermakers Society, to intervene on their behalf. The union promised to take the matter up with the company today, as the national organiser was not available yesterday.

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ENGINEERING INDUSTRIAL WORKERS UNION OF SOUTH AFRICA

(Registered in terms of the Labour Relations Act 1956)

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CAPE TOWN  
DURBAN  
PIETERMARITZBURG  
PORT ELIZABETH  
EAST LONDON  
JOHANNESBURG  
NABABEEP (NAMAQUALAND)

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No date.

**SALDRU**  
SCHOOL OF ECONOMICS  
UCT

HEAD OFFICE

Suite 103 Ledger house  
Aden Avenue  
ATHLONE, CAPE  
7764

Phone Nos: 673621  
678195

UNION BENEFITS

E.I.W.U.S.A. GROUP LIFE INSURANCE AND GROUP FUNERAL SCHEMES

(Underwritten by Metropolitan Homes Trust. Immediate cover after payment of first month's subscriptions)

GROUP LIFE INSURANCE SCHEME

On death of a member. (To be paid to next of kin, or Estate) R 1000,00

GROUP FUNERAL SCHEME

On death of a member, his/her spouse or unmarried child 14 years but not yet 21 years. (Provision is made for dependant children over 21 years) R 500,00

On death of child at least 6 years but not yet 14 years R 250,00

On death of child not yet 6 years, including still born children R 150,00

ACCIDENTAL DEATH BENEFIT

On death of a member, his/her spouse before age 65 years, and also a child at least 14 years of age, funeral benefit increased to R 1000,00

FULLY PAID UP FUNERAL POLICY

(a) Should a married member die before age 65 years or if a member becomes totally and permanently disabled from following any occupation, or when a member attains age 65 years, he/she will be issued with a fully paid up Policy as follows:

The member, his/her spouse and children at least 6 years R 500,00  
Children not yet 6 years, including still born children R 250,00

(b) Should a member retire at age 60 years, a fully paid up policy will be issued as follows;

The member, his/her spouse and children at least 6 years. R 400,00  
Children not yet 6 years, including still born children R 250,00

ENGINEERING INDUSTRIAL WORKERS UNION OF S.A. BENEFIT FUND

(Registered under the Friendly Societies Act)

SICK BENEFITS

1st Week of illness No payment  
Next two weeks of illness R 6,00 per week.  
Next 50 weeks of illness R 15,00 per week.

UNEMPLOYMENT BENEFITS

R 5,00 per week for 6 weeks.

ALL THE ABOVE BENEFITS ARE PROVIDED OUT OF A UNION SUBSCRIPTION OF ONE RAND PER WEEK.

ISSUED BY:

A.E. POOLE  
GENERAL SECRETARY

LABOUR

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**Tucsa's anger**

FM 10/6/83

Managements who dread the prospect of growing inter-union rivalry in their companies cannot draw any comfort from the widening gulf between many emerging and established unions. Now, in a statement which is likely to further sour relations between them, Anna Scheepers, president of the Trade Union Council of SA (Tucsa), has declared that illegal strikers should be prosecuted.

Scheepers believes there have been far too many "wildcat" strikes in recent years. "I have always fought for the right of workers to strike, but strike action should be the last resort," she said in an interview with the *FM*

She said foreign investment was needed in SA if jobs were to be created — and that potential investors could be frightened away by labour unrest. A decision by government to take action against illegal strikers could result in prosecutions on a large scale, but this could make these people learn to obey the law, she said. "If you have laws, they must be enforced. If people do wrong, they must accept the consequences," she added.

Scheepers has expressed this view at a time when government continues to refrain from taking action against the vast majority of illegal strikers. Indeed, virtually all strikes in recent years have been illegal in terms of SA's labour laws — and only a small fraction of strikers have been prosecuted. In 1981, for example, more than 90 000 workers were involved in strikes and stoppages, but only 301 were arrested for striking and only 10 were prosecuted.

Senior government men appear to have taken the view that prosecutions would be counter-productive at this early stage of SA's industrial relations development. Meanwhile some employer bodies and respected industrial relations practitioners have called for strikes to be decriminalised.

Of these calls, Scheepers says: "Well, if they want this to happen, then the law must be changed. But while there is a law, it is unfair to prosecute some and not others."

If anything, Scheepers' opposition to il-

legal strikes probably reveals just how angry and concerned Tucsa unionists are becoming about emerging unions encroaching on their turf. It cannot be denied that members of these unions have won significant victories — and attracted a large membership to their unions — by their willingness to resort to industrial action. At the same time, many emerging union leaders regard parallel unions created by established unions as an attempt by white unionists to control black unions. In the words of one of these leaders, "we regard members of those unions as fair game."

Scheepers says the emerging unions should have concentrated on recruiting the many unorganised workers in SA, instead of trying to sign up those already in unions. She warns that a battle could be looming.

"If people are going to try to hijack our members, there will be a fight."



# Unions fight for mother

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 Sowe...  
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By SINNAH KUNENE

**M**ANY employers use maternity leave as an excuse for dismissing their workers, and as a result employees tend to violate their own rights by rushing back to work before the eight weeks' leave is over.

According to trade unionist and acting secretary of the Garment Workers' Union of South Africa (Gwusa), Ms Sarah Chitja, the union will intervene in a case where the worker has been unjustly dismissed because she went on maternity leave. The employer would have to pay a week's notice and other benefits due to the dismissed person.

The women mainly concerned about securing their jobs, do not comply with the policy which has been conditionally laid under the Unemployment Insurance Act, entitling them to a 45 percent weekly pay for a period of eight weeks after the birth of the child.

The application for

maternity benefits can be made at the Department of Co-operation and Development, and only women who have been in employment for at least 18 months are eligible for this claim.

Unlike other Western countries where women have been entitled by law to take indefinite maternity leave of close to two years, or some hours off daily to breast-feed the children, women here are vulnerable to exploitation in the labour market. They quite often have to choose to either have a child or a job. This is the reason why trade unions are instituting maternity agreements between employee and employer.

The Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA), in a bid to safeguard women from labour exploitation, have at last managed to sign an agreement on maternity

benefits with one company.

A spokesperson for the union told SOWETAN Woman that although the UIF plays a major role in this matter, the agreement allows a worker one year of almost unconditional maternity leave, for which she may occupy her job or be given a position of similar status.

The worker would be eligible to a 45 percent weekly pay for a period of six months if she has made contributions to the UIF for three years or more.

The union is also negotiating with other companies, and the spokesperson says although their negotiations with OK Bazaars are not yet through, they hope the agreement will be endorsed anytime.

Industrial relations officer for OK Bazaars, Mr Keith Hartshorne could not be reached for comment.



● Soon mother will be allowed one year maternity leave.

# Firm EWM (135) 'fired 11/6/83 entire staff'

By STEVEN ERIDMAN  
Labour Correspondent

A BOKSBURG metal firm, Bitcon Industries, has fired its entire workforce — about 160 workers — because they opposed the retrenchment of 35 workers, a spokesman for the SA Boilermakers' Society said yesterday

He said the company had told workers they could reapply for their jobs on Monday and that two Boilermakers organisers had gone to the factory to negotiate with the company

By late yesterday, the outcome of the dispute was not known

The company's managing director, Mr John Oscar, refused to comment

According to the union spokesman, all the workers at the factory belong to the Boilermakers, an established union which belongs to the Trade Union Council of SA

Established unions are rarely involved in factory-floor disputes similar to that at Bitcon

Workers sources were quoted yesterday morning as saying that the dispute began when workers told management they wanted to go back to a five-day week instead of their present four-day week

They said they were finding it difficult to pay their bills on four days pay and had noticed that business at the company was "picking up"

According to the workers, management said that if the company returned to a five-day week, workers would have to be retrenched

Workers said they offered to work a shorter week to save the jobs of any workers earmarked for retrenchment.

However, Mr Oscar had reacted by saying he would not be "controlled" by the workers and dismissed them all

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Answer too general

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135 (MAD)

# Tucsa continues to drive on the Right

THE Trade Union Council of SA continues to carve out an ideological niche somewhat to the Right of most major employer bodies.

Tucsa's ongoing war against its own credibility among black workers took a new turn last week when its president, Dr Anna Scheepers, called for stepped-up prosecutions of "illegal" strikers

There have only been two legal strikes in the past six years, so this means almost all strikers

Dr Scheepers told the Financial Mail "If you have laws, they must be enforced. If people do wrong, they must accept the consequences" She also opined that strikes might frighten off foreign investors

Her clarion call comes at a time when employer bodies are urging the scrapping of laws making it a crime to strike, which would bring this country in line with free labour systems in the West

Tucsa is not the first union body to call for tough action against workers — they do it in Russia all the time

But it is worth speculating how many black supporters Tucsa would have if many of its unions did not enjoy "closed shop" agreements with employers forcing black workers to belong



**Labour Week**  
By  
**STEVEN FRIEDMAN**

One thing is clear, however. If the Government does nullify the judgment, it will meet sharp reaction — whenever it does so

135  
By Tony Davis,  
Labour Reporter

Star 13/6/83

## Metal unions to ask for more

In the wake of last month's metal industries wage negotiations, various trade unions are seeking further increases from individual employers

Unions were highly critical of the negotiations, which resulted in increases of between five and seven percent — well below union demands

The unions told employers they would continue to press for their demands from individual employers

Mr Ben Nicholson director of the Confederation of Metal and Building Unions, said several letters had been sent out to employers requesting further wage talks on behalf of his electrical union members

He said it was likely that employers had budgeted beyond the negotiated minimums and could pay more

The general secretary of the SA Boilermakers' Society, Mr Ike van der Watt, said his union felt it was important that trade unions adopt a joint approach to employers for higher wages

"It is fine to negotiate with employers where there is only one union but there is a problem where there are more unions involved," he said

The Metal and Allied Workers' Union, which was not a signatory to the talks because it said it had no worker mandate to accept the employers' low offer is still to meet the Steel and Engineering Industries Federation of SA to discuss their concept of a "living wage" for workers

Mawu still expects to enter into some individual company negotiations for higher wages

● About 500 000 workers across the country were affected by last month's negotiations

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# Rikhoto ruling plea to Koornhof

**Labour Correspondent**  
A KEY affiliate of the Trade Union Council of SA, the Garment Workers' Union, has urged the Government to implement the Rikhoto judgment on migrant worker rights.  
The union's president, Dr Anna Scheepers, is also president of Tucsa.  
While emerging, mainly black, unions have urged the Government to implement Rikhoto, the established union movement has re-

mained silent on the issue and the garment workers are believed to be the first established union to call for the judgment's implementation.  
An editorial in the union's journal, "Garment Worker", urges the Minister of Co-Operation and Development, Dr Piet Koornhof, to "accept with grace" the Appeal Court decision and to implement it "in the name of common decency".  
"As we see it he and his department have no choice

but to respect the court and accept (the ruling), but there is a fear that the Government could go to Parliament to change the law," the editorial says.  
The ruling "underlined the right of a person to live where he works, and to share his home with his family. "Fairness and humanity prevailed and it would be grossly wrong for the Government to try to reverse the situation".  
While welcoming the judgment, the editorial said "We

are not so foolish as to believe that influx control is destroyed. Workers still have to get to the cities and into legal employment before they can even begin that 16-year wait for permanence."  
It said Dr Koornhof would "do well to welcome the slight ease" in the influx control system which the judgment had brought.  
Another article in the journal urges workers who qualify for rights in terms of the judgment to apply for them

Tucsa <sup>135</sup>  
plans to  
confer<sup>14/6/83</sup>  
in PE

Post Reporter

THE annual conference of the Trade Union Council of South Africa (Tucsa) will be held in Port Elizabeth in September

The conference will run from September 26 to 29 at the Hotel Elizabeth. It will start at 9am daily

The agenda for the conference had not yet been finalised, according to a spokesman for Tucsa, but should follow a similar format to the conference held in Cape Town last year

Resolutions regarding representations to the Government will be put forward

Among the guest speakers will be the Minister of Transport, Mr Hendrik Schoeman, and possibly Mr Deon Louw, director of the Freemarket Foundation of South Africa.

Attendance is by invitation only. An expected 350 to 400 people are expected



# Closed shop clause suffers a setback

By STEVEN FRIEDMAN  
Labour Correspondent

THE controversial "closed shop" clause — which forces workers to belong to a union — has suffered a set-back in the printing and newspaper industry

Black workers at three Industria plants owned by the giant Nampak group have been allowed by the industry's industrial council to resign from the SA Typographical Union, which they were forced to join in terms of a "closed shop" agreement negotiated at the council

This was announced yesterday by the Paper, Wood and Allied Workers Union (PWAU), which says workers have opted to join it, and confirmed by Nampak

The workers are allowed to resign because the council has granted Nampak's request that they be exempted from the agreement's "closed shop" clause

According to Nampak, this is only the second time the council has granted an exemption from the "closed shop" for black workers

A letter to Nampak by the council says workers who have resigned from the SATU at the plant will be permitted to do so. It adds, however, that new workers will still have to join SATU in terms of the "closed shop" clause

It says the letter must be seen as a formal exemption

from the "closed shop"

Most industrial council agreements have "closed shop" clauses forcing workers to belong to a union on the council. In the past few years, established unions like SATU have had this agreement extended to cover black workers, which means these workers must belong to the union whether they wish to or not

Exemptions from the "closed shop" are rarely granted

A statement by PWAU yesterday hailed the exemptions and said they applied to three Nampak plants, — Conical, Sacks, and Core and Tubes. It said the workers "prefer to belong to PWAU rather than SATU"

PWAU said workers alleged they had only had one meeting with SATU — when they joined it. "Since then we have never had a single meeting until we called them to tell them we wanted to resign", they added

The union said workers had also charged that SATU "forced itself on them", had "done nothing for them", and that they "encountered rudeness and unhelpfulness when they visited SATU's offices"

It said workers had begun joining PWAU late last year. When the union achieved majority support at the plant and shop stewards were elected, they ap-

proached management and "immediately raised their opposition to SATU"

According to PWAU, Nampak said it was bound by the "closed shop" agreement and could do nothing about this issue. But workers had continued to raise the issue and had signed a petition resigning from SATU

The exemption had been granted on May 17 "provided the council was certain workers were opposed to SATU". Workers had now all formally resigned and expected their automatic union deductions to SATU to cease, the union said

Nampak's spokesman confirmed that an exemption had been granted

"Whenever a majority of employees in a company in the Nampak group indicate their desire to resign from their existing union, Nampak, as a responsible employer, would naturally make application for the employees to be exempted from the closed shop clause in the industrial agreement", he added

During the past 18 months, Nampak had twice been granted an exemption — once in October 1981 and once at the three Industria plants, he added

Repeated attempts to obtain SATU comment failed yesterday

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A SMALL dent in the closed shop was achieved last week *ROM* ~~138~~

Paper giant Nampak has successfully applied to the printing industrial council to have black workers at three of its plants who do not want to belong to Tucsas SA Typographical Union exempted from the closed shop *20/6/83*

The workers concerned have already joined an emerging union

But although this move could act as something of a precedent, it hardly spells the end of the closed shop

The printing exemption was only granted on condition new black workers at the plants be forced to join SATU

Many councils still oppose any requests for exemption from the closed shop And the Government still backs the practice

While many established unions still cling to the closed shop as their only means of gaining black members, most employers say they are against it

But employer opposition always seems to ignore one crucial factor — that there would be no closed shops if employer associations did not negotiate them with unions on councils

If employers are against minority unions forcing workers to join them, they can simply refuse to negotiate further closed shops

# 5 000 miners laid off as recession hits Amcoal

REDM • 21/6/83

135

By BRENDAN RYAN  
ANGLO AMERICAN Coal Corporation laid off 5 000 workers from its collieries in 1982 and about half of them were placed by the group in other jobs

Amcoal was hit by the depression in world and domestic coal markets as well as domestic steel markets in 1982 and was forced to close several collieries

The chairman Mr Graham Boustred expects lower earnings in the current financial year than the R113 444 000 attributable profit in the year to March 31

Many of the jobs lost are not likely to be replaced when conditions improve as Amcoal has mechanised more of its operations

Amcoal no longer supplies coking coal to Iscor from its No 5 seam mining operations. The Main section of Springbok and the Navigation section of South African Coal Estates were closed last October

Springbok's Hope Section was closed at the end of May this year

Mining of metallurgical coal from the No 5 seam section of Bank was reduced to a single-shift operation in mid-1982 because of depressed conditions in the ferroalloy industry

Coke production from Vryheid Coronation is to be phased down over the next few months and the long-term position of the mine is under discussion

The reduced demand for anthracite coal both in South

Africa and on world markets forced Amcoal to close Balgray colliery in February this year and Natal Anthracite is now the group's only producer of anthracite coal

Coal sales by the Transvaal Coal Owners Association to the South African market dropped to 17 900 000 tons in 1982 from 19 200 000 in 1981 and are expected to fall to about 16-million tons in 1983

Amcoal also had to reduce output from some collieries supplying Escom in the second half of its financial year to March

Mr Boustred says in his annual review 'Collieries supplying coal to Escom for power generation are expected to remain at lower levels of output throughout the current financial year

An unknown factor is the possible change in the pattern of power station burning which may have to be brought about by Escom as a result of the serious water shortage now being experienced

"In spite of the planned commissioning of three large new projects later in the 1980s it is unlikely that the group will return to previous employment levels for some years, as the collieries closed were extremely labour-intensive, hand-got operations"

Amcoal's managing director, Mr David Rankin says the average number of employees on group collieries in 1982 dropped to 21 289 from 22 860 in 1981

The number of colliery employees in Amcoal peaked at 24 743 in 1977 but dropped to 17 863 in March 1983

He says it is expected that trade unions will represent black employees at wage negotiations in 1984

"Three unions the National Union of Mineworkers the Federated Mining Union and Black Mineworkers Union have been granted access to mine property for the purpose of recruiting and other unions have requested access

'Discussions are being held with the Underground Officials Association regarding the possible cancellation of job determination No 27 which provides for the reser-

vation of positions of surveyors samplers and ventilation officials exclusively to white employees

'The agreement sought would provide for the appointment of these underground officials irrespective of race but with certain safeguards guaranteeing the interests of members of the association

"The implications of this development for non-racial manning are encouraging as also are discussions with the SA Boilermakers, Shipbuilders and Welders Society regarding the issue of licences of exemption to semi-skilled employees for certain specified work, and for the introduction of operators into semi skilled positions'

(13.5) ROM 22/6/83

# Wildcat strikes betray the workers' true interests

I WOULD like to reply to the article "Tucsa continues to drive on the right" (RDM June 13).

If ever there was an onslaught it actually was over the past few years, against the Trade Union Council of SA, yet Tucsa was the organisation which had consistently fought for the changes that have now been made to our labour legislation. Tucsa and its responsible affiliates can claim the major credit for the improvements made in industrial legislation. These changes would not have been won on wildcat and illegal strikes, grossly unfair labour practices and the enrolment of union members in new trade union activities. These practices, now that trade unions have been recognised, can be freely indulged in by novices to the trade union movement for recruitment purposes, knowing that certain reporters will laud their activities as great achievements.

My attitude towards strikes has remained unchanged, but it must not be distorted by reporters such as Steven Friedman. Our labour legislation has laid down certain requirements and as long as these requirements remain on the statute book I will demand that they be enforced, and as long as they remain on the statute book I will also advocate that strikes and lock-out be decriminalised and be substituted by other rules. Perhaps strikes or lock-outs could be regarded, as in the United States, either as a fair or unfair labour practice, depending on whether the strike was called within or outside of the laid down rule.

I have participated in strikes, sacrificed and suffered as a result. This is far more than the investigators and advocates of today's strikes can claim.

My experience has proved to me that irresponsible strike action is contrary to the best interest of the trade union movement. This opinion, that strike action should only be taken as a last resort and then only with the assurance that success will follow, is common

to all the leading trade unionists in the western democratic world.

Irresponsible and illegal strikes can only result in

- Workers suffering tremendous hardship, without receiving any strike pay even when overseas funds have been available, loss of employment, mass busing back to the homelands

- Workers subjected to the insecurity gained from such regretful action lose all interest in being unionised and this may well account for the apparent switch away from recruitment of still non-unionised workers to the efforts to recruit those already unionised.

- Constant strikes and disruption of our limited production capacity can only result in further inflation or importation of goods from overseas at the cost of workers' wages or their jobs.

- Unstable labour conditions will frighten away overseas as well as local investment capital and consequently growth potential may be so minimised that insufficient jobs will be the permanent future of South Africa.

Naturally if it is not the advancement of true trade unionism that is being sought, but total insecurity, (as is evidenced by the constant calls for Provident Funds or Pension Funds money to be paid back, the attack on the Industrial Council system through which many workers have gained all the security that can be gained in a socialist society), then let us follow the advocates and instigators of irresponsible strikes.

As for myself, I will continue my drive on the right course to achieve that security for all workers which they wish and through which they will gain their full rights in all fields. I will continue to oppose all actions that will result in destabilisation and the creation of a revolutionary climate and total insecurity for all — ANNA SCHEEPERS, president of Tucsa and of the Garment Workers' Union of SA, Johannesburg

(110A) (100) (135) PDM  
22/6/83  
**Court's no to textile giant**

**Labour Correspondent**

THE Frame Group of textile companies has failed in an attempt to have the industrial court award costs against a trade union which brought a successful court action against it.

The union, the National Union of Textile Workers, recently brought an action before the court seeking to restrain Frame from favouring the Textile Workers' Industrial Union, which is affiliated to the Trade Union Council of South Africa.

It asked the court to pre-

vent Frame from recognising the Tucsa union and granting it facilities which were denied to its rival.

In papers before the court, the NUTW alleged that Frame had breached an undertaking to remain neutral in the rivalry between the two unions, that it had granted the Tucsa union facilities denied its rival and that it had exerted pressure on workers to persuade them to join the Tucsa union.

Frame informed the court that it would not oppose this application and the court

then granted an order to the NUTW restraining the company from favouring the Tucsa union.

However, Frame also argued that the NUTW should be forced to pay its costs for the action.

In a judgment handed down recently, the court rejected this argument and dismissed Frame's claim for costs.

In keeping with decisions in other disputes before it the court ruled that both the union and Frame should pay their own costs.

29/6/83  
**Lay-offs:  
talks  
continue**

135  
about Reporter

Negotiations between two trade unions and the management of a Dunsward metal firm continued today after last week's strike over re-trenchments

The SA Boilermakers' Society and the Metal and Allied Workers' Union were both involved in talks with management to resolve worker protests when about 500 workers downed tools over pending retrenchments at Dunsward Iron and Steel

A worker at the T W Beckett coffee and tea firm at Isando was reinstated yesterday after about 300 workers went on strike on Monday

Workers had returned to their jobs yesterday pending negotiations. Company spokesmen were unavailable for comment.

2016/83

WDM

# Printers oppose 'closed shop'

135

By STEVEN FRIEDMAN  
THE "closed shop", which forces workers to belong to a particular union, has suffered another setback in the printing and newspaper industry

turned down - apparently because of the closed shop  
The company held the secret ballot after a brief work stoppage earlier this week when workers downed tools, demanding the recognition of PWAU

In a secret ballot at Kohler Corrugated Cases in Brakpan this week, black workers voted to be represented by the Paper, Wood and Allied Workers Union, rather than by the SA Typographical Union which has a "closed shop" at the plant

A union spokesman said 94% of those who had voted had backed the PWAU

The company is now likely to approach the industry's industrial council with a request that it be exempted from the "closed shop" provision

A spokesman for Kohler Limited, which owns Kohler Corrugated Cases, said the company was bound by the closed shop clause, but that, where a new union appeared on the scene policy was to apply for an exemption from the clause if the new union represented a majority of workers

A PWAU spokesman said yesterday the union had approached the company for recognition recently and was

Kohler had already written to PWAU suggesting talks and was waiting for the union's response

(135) (270) (134) (145) (177)  
**Raise pay of SATS  
staff, or else — union**

D. Dispatch  
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



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# Talks on <sup>Mercury</sup> wage rise <sup>135</sup> in catering <sup>387</sup>

14/7/83

## Labour Reporter

THE non-racial Natal Liquor and Catering Trades Employees' Union, which represents more than 5 000 workers, is negotiating a 'substantial' wage increase for workers in the hotel and catering industry

'At this stage we cannot divulge any information about the actual increase sought, but waiters can rest assured that it will be substantial,' Mr A C Reddy, the union's general secretary disclosed yesterday

He said it was hoped to get the minimum wage of a waiter increased to R250 a month from January 1

Negotiations would also take place with the Natal South Coast Catering Accommodation and Bottlestore Keepers' Association next month for a hike in pay for the South Coast workers

Low pay and poor working conditions have been a bone of contention among hotel employees for many years

The problem was further highlighted at the union's annual provincial

conference in Durban recently when Mr Reddy pointed out that these two issues were major drawbacks in attracting young people to the hotel and catering industry

'Today the youth is not interested in peanuts because of attractive wages offered by other fields of employment,' he said, adding that unless urgent steps were taken to upgrade the wages of waiters the industry was likely to be faced with a serious shortage of manpower

## Service

At a recent Wage Board investigation into wages and conditions of service in the liquor and catering industry, Mr Reddy said the hotel industry was probably the only industry which did not have a wage scale and proper conditions of service to protect the employee

'A new Basic Conditions of Employment Act was promulgated this year which will now control the hotel and catering industry in so far as conditions of service are concerned,' he added

15/7/83  
**Hoteliers react  
to wage hike call**

~~20/1~~ ~~13/1~~ Mercury Reporter *Mercury*

HOTEL owners on the Natal South Coast yesterday reacted with mixed feelings to a move by the non-racial Natal Liquor and Catering Trades Employees Union for a 'substantial wage increase for workers in the catering industry.

The owner of a two-star hotel said the hotel industry was going through a recession and some would be forced to retrench staff if demands for big pay increases were made.

Mr S Swan chairman of the Natal South Coast Liquor, Catering Accommodation and Bottiestore Keepers' Association, said, however, that wages would be increased to keep pace with the rise in cost of living.

He said his association was presently negotiating a new wage agreement with the union which would be effective for the next three years.

135 Mail Reporter 197/83  
**Union agreement for 800**

THE Federated Mining Union has signed an agreement covering 800 people who work at a factory in South Africa but live in Bophuthatswana

The agreement, the first for black employees at a mining refinery, was signed with Matthey Rustenburg Refiners last Friday

The agreement, covering all 800 workers at the refin-

ery, involves retrenchment arrangements and a wide range of work conditions

According to the union, the fact that the workers live in Bophuthatswana does not affect their trade union rights in South Africa

The union, led by general secretary Mr Ike van der Watt, was formerly for coloured workers until it changed its constitution to include all races

# Tucsa signs new affiliate

175  
22/1/83

THE TUCSA-affiliated African Tobacco Workers' Union has been admitted as a party to the Industrial Council for the tobacco industry of Rustenburg and has also negotiated a successful agreement for their members.

Mr Petrus Mokoena, an official of the union, said they were happy with the agreement. "We managed to clinch a 16 percent increase in wage rates," he said.

The agreement also includes the following.

- Payment for public holidays falling on a Saturday
- accumulated sick leave of four weeks

• the Rustenburg workers may belong to the Medical Benefit Fund of the Johannesburg Industrial Council

Together with the National Union of Cigarette and Tobacco Workers, the African Tobacco Workers' Union has concluded new wage agreements that give their members a better deal. In terms of the new deal, the workers have been given a pay rise of 14 percent.

Commenting on the new agreement, Miss Chris du Preez, general secretary of the two unions, said it was a very good agreement in these times of economic recession.

# Railway men slam detention

By GERALD REILLY  
Pretoria Bureau

THE Federal Consultative Council of SATS Staff Associations, which speaks for 250 000 railway workers, has condemned the practice of detention without trial.

At the half-yearly meeting of the council in Johannesburg this week, a motion setting out opposition to the practice, especially as it affected trade union leaders, was accepted.

Soon after his return from the International Labour Organisation's meeting in Geneva a few weeks ago, the chairman of the Federal Council, Mr Jimmy Zurich, told the RDM there was one aspect of South Africa's policies which could not be explained overseas — detention without trial.

And he said after this week's meeting of the Federal Council that the practice was "indefensible".

Other labour leaders supported the abolition of detention without trial.

The general secretary of the Trade Union Council of SA, Mr Arthur Grobbelaar, said Tucsas had been opposed to the practice virtually since it was introduced.

On the agenda for its conference in September, Tucsas has a motion again condemning detentions, and urging that the practice of keeping detainees in solitary confinement and incommunicado also be abolished.

At this week's meeting of the Federal Council, a motion calling for the principle of equal pay for equal work to be introduced as soon as possible in the Railways, was also accepted, Mr Zurich said.

## Stalemate

LOS ANGELES — The start of a world chess championship semifinal in Pasadena between Soviet defector Viktor Korchnoi and Gary Kasparov of the Soviet Union has been postponed for a week at the request of the Soviets — Sapa-Reuter

# Mamelodi Maternity Home is to close soon

By SAM MASENO  
Pretoria Bureau

THE Mamelodi Maternity Home, which has served the township's community for 26 years, will close in September, its work being taken over by the local hospital.

The maternity home was built by the Women's League of the NGK 26 years ago, according to the home's committee chairman, Mrs S Marais.

She said since the Transvaal Provincial Administration had built the Mamelodi Hospital, it was no longer necessary for the home to

continue. Mrs Marais said the building would be used by the NGK in Africa for conferences, training ministers, deacons and elders, and by the church's women's league for their work.

A function marking the closure of the maternity home will be held on September 20.

One of the features of the home, Mrs Marais said, was that there were weekly visits by church ladies who brought cakes for the patients and presents for the babies.

Mrs Marais said every

child born at the institution had been given a Bible in its own language as a present.

The matron of the maternity home, Mrs L Malan, said thousands of babies had been born at the institution.

She said she did not have a complete list of all babies born there, but between 1967 and 1969 more than 2 000 babies were delivered annually, and thereafter more than 1 000 babies had been delivered.

"We have been happy here, and blacks and whites have been working happily together," she said.

# SA urged to withdraw troops

Mail Correspondent

LUSAKA — Romanian leader, President Nicolae Ceausescu, and his Zambian counterpart, Dr Kenneth Kaunda, in a communique released yesterday, called on South Africa to stop violating peace in neighbouring countries.

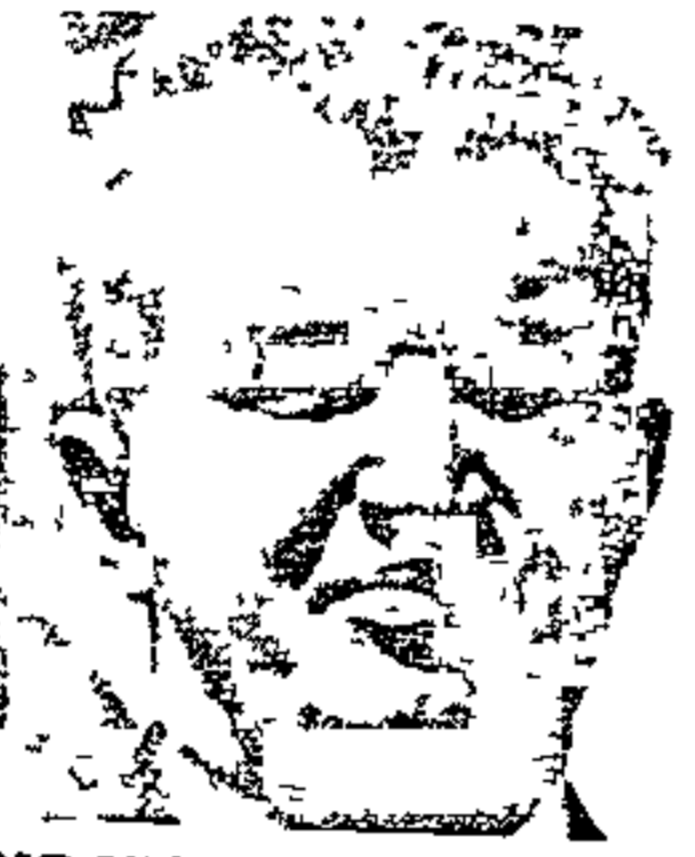
President Ceausescu yesterday left Lusaka for Somalia following his three-day visit to Zambia, where he toured several firms with

which his country has dealings.

In their communique the two leaders called for a freeze on military expenditure and said South Africa should withdraw foreign troops in neighbouring states and eradicate apartheid.

They resolved also that South Africa should pull out of South West Africa to allow it to reach full independence.

— Sapa-Reuter



MR NICOLAE CEAUSESCU

# Mother, son die in crash

Mail Reporter

A 32-YEAR-OLD Brakpan woman and her ten-year-old son were killed yesterday morning when the car in which they were travelling was involved in a collision with a heavy truck on the new South Rand Highway on the outskirts of Johannesburg.

The dead are Mrs Heather Gerber and her son, Graydon. Another son, Bradley, was seriously injured and rushed to the Johannesburg Hospital by helicopter.

A Mr Carter of Modderbee, his daughter Jackie, and three passengers in the heavy truck were also injured.

# Give top blacks more say — prof

Mail Reporter

SPEAKERS at a seminar on black advancement and development said it was time black managers became part of the decision-making process in white corporations in South Africa.

The seminar, held at the Landrost Hotel, Johannesburg this week was attended by about 100 black and white company executives.

Speakers said the time was now past for black managers to be used merely as "window dressing" to save face for white managements in the international business world.

Dr David Ford, professor of organisational behaviour at the University of Texas, giving a keynote address

about blacks in the management profession said American blacks and blacks in other countries were often unfairly regarded as lacking motivation and ability.

Hence they were not considered for appointments in executive positions he said.

He said for a black manager to survive in a white corporation he had to learn hard, demonstrate his skill, and be highly competent before being even considered for a top position.

White corporations were prepared to promote blacks to certain positions, but the blacks were still not accepted as full members of the corporation.

# Germans bare all in new summer morality

BONN — So many West Germans are taking off all their clothes in parks and beaches that the picture magazine "Quick" yesterday dubbed 1983 the "Nakedest summer ever".

To make its point the magazine published a full-length frontal photo of a nude man strolling past two policemen on a path at the Teufelssee Lake in West Berlin.

"This photo is more than a snapshot," "Quick" said "It is

a current events document. Two uniformed policemen and a completely nude man meet at Teufelssee Lake as if it were the most normal thing in the world".

The magazine said the nudity reflected more of a change in morals than in fashion and quoted a sexologist as saying West Germans had abandoned their old standards.

"Quick" says that on the

beach at West Berlin's Lake Wannsee at least 10 000 of the 30 000 daily bathers take off all their clothes. It estimates the number of nudes daily in Munich at 30 000, and says in some resort areas clothed people feel out of place.

Even a naked pair embracing in public no longer attracts attention, it said.

"Quick" asked Mr Werner Habermahl, 33, a "sexual scientist" at the University of Bielefeld to explain the rea-

sons for what it called a new morality.

"The background is the urge to demonstrate to oneself and others how much joy there is in life," Mr Habermahl said.

"In former times in Germany what counted was what you achieved through work. Today the way people live is the focus of interest. Old standards have been thrown overboard" — UPI.

pieces with "We have pieces — number — sent for — heve they ar

# Seych to go

VICTORIA. tions for the ple's parliament, two weeks

Mr David chief elector last night member set for

The Peop was estab wing coup brought the P bert Rene, to All

tion the sec Rene came have to be clea ing Seychelles gressive Front sole political Reuter

# 150 held

LEBOWAKG Lebowa police than 150 who had not pa tax, according t Lebowakgomo capital of the h

Police r: complex, bus town's main Those found paid the R2

finer R5 for were in arrears to a R15 fine — Sapa

# Life raft

CAPE TOWN — life raft, pr overboard from ship during a ashore near S strand, north this week, a S Navy spokes yesterday

The raft was used by mercha from the lack growth on it, app have been in the It was of Dutch Sapa

# Quills kill

HARARE — A 7 crqp guard who stepped on a poi had shot, died of t some quills had from his foot.

He was one of who died as a res pational hazards in cording to On- cupational safety — Sapa

# Car plant

PARIS — Pro Peugeot's, Talbot near Paris was 24-hour strike protest against cut more than 4

Talbot suffered a in its share of market to less than first half of 1983. Reuter

~~SECRET~~  
**THE CONSTITUTION**

**A union view**

135  
FM  
22/7/83

The SA Boilermakers Society's criticism of government's constitutional proposals is significant. The society, which has about 54 000 members, is one of the largest and most influential trade unions in SA. It has also gained considerable practical experience in reconciling potentially conflicting interests of workers of different race groups.

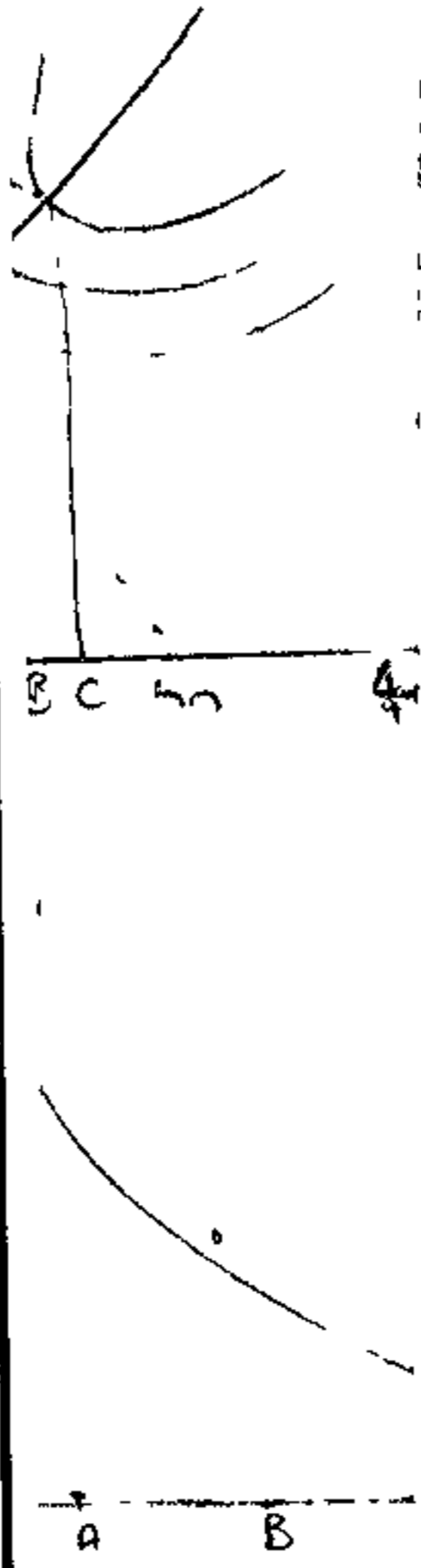
An editorial in the latest edition of the society's magazine, *The Crucible*, expresses strong misgivings about the exclusion of blacks from government's new dispensation. The editorial emphasises that it is difficult to react on behalf all the society's members. They represent a cross-section of the South African population, and therefore have differing reactions to constitutional reform. It also warns against dismissing all the proposals out of hand.

However, it says the proposed constitution "is inevitably moving away from the degree of unity we need in this country and its institutions — and the society is one of those institutions — if we are to be in a position to build for the benefit of all and not face conflict."

The editorial adds that there are signs that the proposals may lead to open conflict — not only between individuals, but between trade unions. It emphasises that both trade unionists and government must understand that "one cannot change the circumstances of a few groups which form part of our overall population, while excluding the rest."

This kind of rhetoric reflects an ideology developed by the society over many years. Three years ago, it opened its doors to blacks, after changes to labour legislation made this possible. In doing this, its leaders realised there was a danger of losing white members to rightwing unions.

Despite these fears, white membership of the society has since grown at an unprecedented rate. Its leaders believe one reason for this is that the structure the society has created to cater for the differing needs and priorities of the different race groups has been seen as a viable means of promoting



135  
~~SECRET~~  
FM 22/7/83

labour peace

This structure is controversial in the sense that it provides for separate branches for members of different race groups. But great emphasis is placed on promoting an evolutionary process towards eliminating racial differentiation. The society's general

secretary, Ike van der Watt, and many other senior office-bearers, are also committed to the idea of workers of all races participating fully in the formulation of the society's policies.

As the editorial says "We and our predecessors have fought for a long time to

reach the stage we are at now, where we can at least work towards non-discrimination and equality of opportunity. It is our fear that the new constitution — and the fact that it affects only part of the population — will tend to make this ideal more difficult, if not impossible, to attain."

# 24/7/8 <sup>S. Express</sup> Clothing workers hit hard by recession

MORE than 3 000 workers in the Transvaal clothing industry have been retrenched this year — and another 1 000 are expected to lose their jobs when three garment manufacturers shut in September.

Trade unionists say 89% of the work force in the clothing industry in the province are women and most are the breadwinners in their families.

Mrs Ethel Tshabalala, 38, of Soweto, who lost her job as a seamstress two weeks ago, has a son of 17 and a daughter of 15. "I earned R44 a week and the only way I can survive is by borrowing money from my sister," she said.

Employers say the recession has hit hard. Many manufacturers have applied to relocate their factories in Government-designated deconcentration points near metropolitan areas or industrial development points in rural areas.

They say even those clothing factories which relocated a few years ago are experiencing short time, but this reflected the general pattern in recessionary times

BY ANNE SACKS

Dr Anna Scheepers, president of the Garment Workers' Union of South Africa, said as many as 14 clothing manufacturers had applied to the Government to relocate.

But Mr Dougie de Beer, chairman of the Decentralisation Board, said he could not randomly issue statistics to the Press until his committee had tabled its annual report to Parliament during the special August session.

According to employers, high overheads, including the high cost of labour in the Transvaal and the Government's handsome decentralisation incentive package introduced last April, were reasons for relocating ailing enterprises.

In terms of the package, wages and relocation costs are heavily subsidised by the Government. Several other benefits, such as reduced transport rates, are also included.

Mr Terence Kinnear, chairman of the Transvaal Clothing Manufacturers' Association, predicted the decentralisation

trend would escalate "The Transvaal industry simply cannot compete with manufacturers in Natal and the Cape

"We have to pay R5,15 per worker to the West Rand Administration Board for infrastructural costs and transport. These high subsidies do not apply in other provinces."

According to Professor Gavin Maasdorp, of the Economic Research Unit at the University of Natal, the relocation of industry can, but does not necessarily, create new jobs.

"New jobs cannot be created unless new investments are induced," he said

He said little evidence of the success of the new decentralisation package had been documented, but his department was conducting surveys throughout the country

Dr Scheepers said she was seriously worried about the employment conditions in deconcentration points, where workers were likely to receive a third of the pay they would receive in urban areas because there were no minimum wages in the independent homelands

# Union faces battle over top official's sacking

By ANTON HARBER

THE Johannesburg Municipal Combined Employees' Union (JMCEU) has stripped vice-chairman Mr Greg Daniels of his office for representing a worker who was fired for staying home on June 16.

But supporters of Mr Daniels who may be prevented from running for re-election at the union's annual meeting next weekend, have called the move unconstitutional.

The union's executive will meet tonight to discuss whether two shop stewards who voted for Mr Daniels' suspension from office, had the constitutional right to vote.

The issue is the latest in a long series of conflicts in the closed-shop, Tucsa-affiliated union for Indian and coloureds.

Last year a committee member, Mr George Harris,

was granted an interim interdict to stop the chairman, Mr George Huntley, from ousting him unconstitutionally.

Mr Huntley is a senior staff member in the Johannesburg City Council's housing department.

Another executive committee member, Mr Terry Jeevanantham, was expelled for criticising his colleagues in the union leadership, but the expulsion was overruled at a general meeting.

Early this month Mr Daniels represented Mr E Phillips at a city council disciplinary hearing. Mr Phillips was fired for not working on June 16, the anniversary of the 1976 Soweto unrest.

Mr Phillips was subsequently called before the union executive for a disciplinary inquiry.

He was charged with disobeying an instruction from

the chairman not to attend Mr Phillips' disciplinary hearing, acting selfishly and not in the best interests of Mr Phillips in doing so, and casting a poor reflection on the union's credibility.

He was also accused of behaving in an arrogant and insolent manner when he defied an order from the chairman to recuse himself from a meeting.

The executive decided that Mr Daniels, who was due to run for re-election at the AGM this weekend, could not hold office for three years.

This would mean that a former vice-chairman Mr B Isaacs, a member of the faction opposed to Mr Daniels, would be elected unopposed.

Mr Daniels' supporters claim it was unconstitutional for two shop stewards to vote for his dismissal because they were not elected members of the executive.



# Workers' vote a new blow to closed shop

By STEVEN FRIEDMAN  
Labour Correspondent

THE "closed shop" in the printing and packaging industry, which forces workers to belong to the SA Typographical Union, has suffered a new blow — this time at a Brakpan firm Kohler Corrugated

In a secret ballot on Monday, workers at the plant voted overwhelmingly to be represented by the Paper, Wood and Allied Workers Union, rather than SATU. Kohler will now seek an exemption from the "closed shop" to enable workers to resign from SATU and will also begin recognition talks with PWAU.

The ballot was supervised by representatives of the company and both unions and follows an earlier vote in which 94% of those workers who voted chose PWAU ahead of SATU.

The second ballot was held because management alleged the first had been characterised by "intimidation" and because SATU complained it had not been informed of the vote in advance.

Kohler said in a statement that 288 workers had voted, of which 273 had backed PWAU. It said more than 100 workers had abstained or failed to vote.

A PWAU spokesman said 94.5% of those voting had endorsed the union. Those who had not voted were largely white workers — who PWAU had insisted be able to vote, despite objections from SATU — and workers in a new department

who had recently joined the company

A union statement said PWAU was "pleased to have now proved beyond doubt that the majority of workers want to be represented by PWAU." It hoped to begin negotiations soon on the retrenchment of seven workers at the plant.

PWAU said that, until an exemption from the closed shop was granted, workers would continue to have "numerous deductions" made from their pay on SATU's behalf.

"We call on SATU to concede defeat and allow any worker who wishes to, to resign." It said it looked forward to a "constructive" relationship with Kohler and a full exemption from the closed shop at the plant.

A SATU spokesman confirmed the figures, but referred all other queries to the union's general secretary, Mr Lief van Tonder, who is in Cape Town.

Kohler's statement said the company's policy was to recognise the organisation which represented the majority of workers at each of its plants.

It would therefore seek an exemption from the closed shop agreement with SATU and would also open recognition negotiations with PWAU.

"One of the matters to be discussed will be the fact that those workers who withdraw from SATU will lose the pension, medical aid and similar benefits provided by that union. We understand that there are no similar benefits offered by PWAU," the statement added.

12/27/73 135

# Battle is raging for reins of coloured union

By STEVEN FRIEDMAN  
Labour Correspondent

THE continuing battle between reformists and the leadership of a trade union for coloured Johannesburg municipal workers has taken a new turn.

A general meeting of the 800-member Johannesburg Municipal Combined Employees Union, at which executive elections were to be held has been postponed for three weeks by the union's leadership, thus delaying a showdown in which control of the union is at stake.

In another development, a meeting which was scheduled to be held on Monday to clarify the position of the union's suspended vice-chairman, Mr Gregory Daniels, was not held because reformists on the executive boycotted it.

Mr Daniels had been suspended from the executive for two years for assisting a worker who stayed away from work on June 16. The reformists say the suspension is invalid because two non-members of the executive voted.

The battle for control of the JMCEU has been under

way for some time.

A reformist group charges that the union's chairman Mr George Huntley should not lead the union because he is a city council housing official who has the power to hire and fire workers.

They also allege that the union's leadership has done little for members. Claims that the leadership is planning to invest money to build flats and a shopping complex in the Eldorado Park township have also attracted criticism.

Mr Huntley denies charges that the leadership is unwilling to defend worker interests and says he is against the formation of factions in the union.

Last year the two groups won an equal number of seats on the executive and the dispute later attracted attention when an executive member, Mr Terry Jeevanantham, was expelled from the union for criticising the leadership.

This would have cost him his job because a "closed shop" agreement between the union and council allows only union members to work for the council, but the expulsion was overturned by the union membership.

Later a reformist member of the executive Mrs Gail Smith lost her job as a council social worker when her contract was not renewed.

Now the leadership again faces a challenge from reformists in executive elections and the battle was due to come to a head at a meeting on Saturday.

This meeting has now been postponed by the leadership. Mr Huntley is reported to have said the postponement is a result of a double-booking at the hall where the meeting was to be held, but reformists believe it is connected with the turmoil in the union.

Mr Daniels' suspension came shortly before the meeting and reformists allege it was directly connected with the battle. He has threatened to take legal action and a meeting was to have taken place on Monday to clarify the issue.

But the reformists boycotted the meeting, arguing that it was designed to legitimise the suspension and a quorum was not present. It is believed the leadership may try to hold the meeting next Monday.

talks with Fosatu's Paper, Wood and Allied Workers' Union for which workers voted

The key question now is whether SATU will use its representation on the council to block this application

If it does, workers at the plant would still have to belong to SATU — despite the fact that 94,5% of those who voted don't want to

□□□

EAST LONDON unionists are unlikely to arrange any protests about the detention of Ciskeian security supremo Charles Sebe and his minions

General Sebe, of course, spent the years before his own detention administering the same treatment to any unionist who crossed his path

But any suggestion that events in Ciskei would lead to a more tolerant attitude towards unions have been quickly scotched

No sooner had General Sebe fallen from grace than SA Allied Workers' Union vice-president Mr Sisa Njikelana was detained for the umpteenth time together with a SAAWU organiser

They are still in detention. Sebes may come and go, but Ciskei's war against workers and unions seems set to stay

RAM (13) 1/8/83  
THE closed shop in the printing and packaging industry suffered a new blow last week when workers at a Brakpan plant voted overwhelmingly against belonging to Tucsas's SA Typographical Union, which has a "closed shop" there

The company, Kohler Limited, will now apply to the industry's industrial council for an exemption from the closed shop and is to begin

135 RDM 2/8/83

# Verbal battle as municipal union elections draw near

By STEVEN FRIEDMAN  
Labour Correspondent

THE war of words between the leadership of a union for coloured Johannesburg municipal workers and a "reform" group which seeks to control the union hotted up yesterday as both sides levelled accusations against one another

In an interview, Mr George Huntley, chairman of the Johannesburg Municipal Combined Employees Union, accused the "reform group" of using "slur tactics" and "offering workers hot air only"

In a Press briefing, the reformists rejected this and accused the union leadership of being unresponsive to grass-roots worker needs

In another development yesterday, Mr Huntley signed a deed of sale on behalf of the union for 1,3 hectares of land in Eldorado Park on which it will build flats and a shopping complex. The

land has cost the union R52 000. "Reformists" oppose the move and say the land was bought before union members had been given the regulation 30 days to object

Mr Huntley says it will make the union self-sufficient and help ease the housing shortage. He says members were given 30 days to object, but none did

The battle for control of the union has been raging for a year and three attempts have been made to remove "reformists" from the executive

It will come to a head again on August 20 when new elections will be held

Mr Huntley said yesterday that, during his nine years as chairman, the union had won significant gains for members

It had won the rate for the job, advancement for coloured workers and various fringe benefits such

as housing loans and subsidised insurance

It had also won full pension and medical aid rights for coloured workers and had made major inroads into race discrimination within the council. Work conditions had also improved dramatically as a result of the union's efforts

"But my opponents advance nothing concrete. They never say what they would do if they ran the union"

Mr Huntley denied that, as a council official, he had powers to hire and fire workers which conflicted with his union role

He also defended his role in a recent incident in which the union's vice-chairman, Mr Gregory Daniels, was suspended from the executive for representing a worker who was fired for missing work on June 16

Mr Huntley said he believed progress made by the

union might be undone "if people who have no experience in running a union take over"

The "reformists" spokesman yesterday denied Mr Huntley's charge that the "reform group" had no policies of their own

The "reformists" aimed to increase democratic decision-making by providing for shop steward elections, have regular general meetings to consult members and to inform members on union and community issues, he added

"At present members are not consulted and the union only represents the higher-paid workers", he said

He said the "reformists" would take a more "militant" stance to the city council. "Workers are never consulted about wage talks and pay rises lag far behind the inflation rate. We would involve members.", he added

New row (135)  
looms over  
land plan 3/8/68

Labour Correspondent

A NEW wrangle between the leadership of the Johannesburg Municipal Combined Employees Union and a reformist group in the union seems imminent.

Yesterday the reformists lodged an objection to the union's decision to buy 13ha of land in Eldorado Park for R52 000 even though the union's chairman Mr George Huntley signed the deed of sale for the land on Monday.

The union plans to build flats and a shopping complex on the land and says the flats will ease the coloured housing shortage.

The reformists are using a clause in the union's constitution which says it may not buy land without giving members 30 days in which to object to the purchase.

If five or more members object within that period the union must hold a ballot on the issue.

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# assaulted col children rt told

THE TEMA

Riverlea High School should have ordered to disperse, instead of assaulting them, Mr SC, told the Rand Daily.

Argument on behalf of Ronald Reeve, Mr Paul Dominic Bagley, of Police, Mr 000 following alleged children

police acted reasonably dispersing an illegal

described the actions of "Rooi Rus" Swanepoel of affairs and said it had been no proper him and Captain radio report about made to him

"Brig Swanepoel in as a report of a stoning of vehicles and construed it the public

he ordered the task forces to pro-Riverlea High School arrival

arrival he ordered the children in the them into the class-rooms, batons and, if

at the children and policeman dressed in wearing gas masks, sjamboks climbed to disperse the

easily have avoided slipping by warning rather than assault-

Brig Swanepoel ap- and uncompromis-

"By June 4 the boycott had been going on for a number of days. The police had been keeping a low profile, but on June 3 a warning that firmer action would be taken against troublemakers had been issued by the police

"On the same day Brig Swanepoel was interviewed by a reporter and, although he described the language as crass, he accepted that it reflected his attitude at the time

"During the boycott children at Riverlea High School went to school every day and up till June 4 everything had been entirely peaceful"

Pupils who had wanted to work on their own during the boycott had apparently not been subjected to pressure to desist by other pupils, Mr Chaskalson said

"On June 4, teargas was thrown through a window into a classroom, and the children were forced to run out to escape the fumes

"When they left the sanctuary of the classroom, the children suffered assaults at the hands of the police," he said

Mr Z F Joubert, for the Minister, said the order given by Brig Swanepoel to his men was quite legal. The children had acted illegally by throwing stones and Brig Swanepoel could not have acted in any other way

"He had no choice and as a policeman of many years' standing he had the experience to know that it would have served no purpose to just tell the pupils to disperse

"There is evidence that at the time the pupils were hostile towards the police and reacted violently towards them

"He was also not expected to instruct his men to retreat or run away from the children. He knew there was a boycott and it was his duty to maintain law and order in the school"

Brig Swanepoel has said in evidence he had used a megaphone to give orders to his men to disperse the children

He said "I remember very well that I had used a megaphone because a young man came running into me and bashed my mouth against the megaphone hitting out two of my teeth"

The case continues today

# Report: SA bus drivers lack skills

By WIM VANVOLSEM  
BUS DRIVERS in South Africa are "negligent and incompetent"

That is yesterday's hard-hitting message after a 22-month investigation by the Council for Scientific and Industrial Research who seriously questioned the generally accepted safety of travelling by bus

The main contributory factor to the staggering high number of bus accidents in South Africa, as disclosed by the Rand Daily Mail earlier this week, is "the negligence and or incompetence of the South African bus driver"

So says the CSIR's National Institute of Transport and Road Research (NITRR) after a scientific analysis of death accidents in South Africa

Figures obtained from the CSIR by the Mail show that 15% of the bus accidents can be attributed to road and weather conditions, 10% to mechanical failure and the balance - 75% - to "human error"

Earlier this week the Mail disclosed that 85% of all registered buses in SA had been involved in accidents last year

The NITRR report, compiled by a senior CSIR researcher Mr Graham Kinsley, recommends that the training and testing of drivers should be improved and that safety standards of bus body construction should be looked into

His report says "the most striking feature of most bus accidents is the negligence and or lack of skill of the driver"

It says that in 24% of the accidents investigated the drivers were under the influence of liquor

The general secretary of the Johannesburg Municipal Transport Workers' Union Mr H M Wallis, said yesterday that the figures released by the Road Safety Council earlier this week were 'misleading'

He said Johannesburg Transport Department buses had covered more than 14 500 000km during the year ending June 1982, carrying more than 56 500 000 passengers

"During this period 66% of the drivers received accident free awards, some for as long as 30 years"

He said if the number of accidents involving private cars were analysed it would be found that the safest way to travel was by bus

# 'courting trouble'

day to decide whether to oppose the action, which may lead to a test case

In a further development yesterday, a representative of the Department of Co-Operation and Development said Wrab's request for a ruling on both this issue and its stance on migrants who have worked 15 years for several employers, had been referred to the Department of Justice.

A representative of the Department of Justice declined to comment on this unless she was given the date and reference number of the request to the department for a legal opinion

Although a letter date and reference number was later furnished by the Department of Co-Operation and Development, she said she had no record of such a letter

Lawyers said yesterday that Wrab's decision to delay the granting of Rikhoto

rights to migrants who had worked 15 years for several employers was "wrong in law"

Wrab says the Rikhoto ruling deals only with migrants who work for one employer for 10 years and that it is not sure whether this also applies to 15 year migrants - a view which conflicts with a statement by the Minister of Co-operation and Development, Dr Piet Koornhof

Lawyers said yesterday the Black Urban Areas Act granted city rights to workers who had lived legally and continuously as migrants in a city for 15 years or more

They said the issue was whether occasional breaks in residence disqualified the worker from city rights

"As long as the breaks in residence or employment in the area were not substantial, the courts have held that workers qualify," a lawyer said

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# Industrial court rules sackings 'unfair'

TWO Cape Town artisans who claimed that a Johannesburg-based engineering firm, Servix SA (Pty) Ltd, had wrongfully sacked them while they were working on the Koeberg nuclear power station project, have been given their jobs back.

This followed a year-long battle to

prove they had been victims of an unfair labour practice

The firm has completed its work in Cape Town and moved back to Johannesburg, so they cannot physically reinstate the men

But the General Secretary of the non-racial Engineering and Industrial Workers Union of SA, Mr Archie Poole, described the outcome of the case as "more than a moral victory"

Servix has been ordered by the Industrial Court to reinstate the two Cape Town artisans, Mr Ellis Williams, a sheet metal worker, and Mr Michael Bedasie, a boilermaker.

The court determined that there had been unfair labour practice by Servix

## Terms

In terms of the Industrial Court determination on the dispute between Servix and the Union, Servix agreed to

● Compensate each of the artisans R2 500.

● Re-instate them up to and including June 30, 1983,

● Alter the Unemployment Insurance Fund (UIF) cards of the two men to reflect "retrenchment", instead of "other reasons", as the reason for the termination of their services.

● Alter its records to reflect a continuous period of employment up to June 30, 1983

The determination of the alleged unfair labour practice, made in terms of the Industrial Relations Act, was made by the Deputy President of the Industrial Court, Dr D B Ehlers

The Union first

lodge a complaint with the Cape Regional Council of the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry, in letters dated October 4 and 11, last year.

## Unauthorised

The Union alleged in these letters that a number of unauthorised deductions had been made last year against the wages of certain employees of Servix in respect of certain tools lost on the Koeberg site

When the Union pointed this out to Servix, they reacted by dismissing Mr Bedasie as well as the Union's shop steward, Mr Williams, who originally drew the attention of the Union to the alleged irregularity

By NORMAN WEST

5 Times, 7/8/83

135

~~134~~  
<sup>12/8/83</sup>  
'Closed shop takes knock'  
<sup>135</sup>

Labour Correspondent

THE "closed shop" in the printing industry — which forces workers to belong to the SA Typographical Union — received yet another blow yesterday

Workers at Nampak's Maritzburg factory voted to quit SATU, a statement by the Paper, Wood, and Allied Workers' Union (PWAU) said yesterday

The union said, however, workers were still compelled to pay union deductions to SATU and warned it might take action on this issue

PWAU said the ballot was held because Nampak applied to the industrial council on June 1 for an exemption allowing workers to join the union of their choice.

But it charged that SATU, which is a member of the council, had delayed this application and the ballot, conducted by the company, had been held to "demonstrate to SATU the wishes of the workers at Nampak"

The ballot follows two similar polls at Transvaal factories in which workers voted to quit SATU and join PWAU

According to PWAU, 67% of the workers at the Nampak plant voted to quit SATU. It is understood almost all of these were black workers and that other races had not decided to leave the union

It said the ballot paper had asked workers whether they wished to resign from SATU "in order to be free to join or not join any other trade union"

PWAU also charged that SATU officials had been invited to attend the ballot and address their members, but had refused

PWAU said workers were "furious" because the company was still deducting SATU dues from their pay



(135) RAH  
2/18/83

The South African committee of the International Metalworkers Federation is a rarity — it brings Fosatu, Cusa and Tucsa unions together in one body

The committee was recently re-formed after a split in its rank

This becomes topical in the light of recent metal wage talks in which some unions accepted an employer wage offer and others did not

Now there is talk of the committee trying to develop a common strategy towards negotiations among members

The gulf between some of the unions is massive and the odds are against a working alliance

But if it did occur, the implications for bargaining in the country's major manufacturing industry could obviously be immense

8/25/16/2/8

# Unequal education a problem — unionist

Labour Reporter

The basic defect unions and employers still had to face was inequality in education, the general secretary of the South African Boilermaker's Society told the SA Institution of Mechanical Engineers in Johannesburg today

Mr A J van der Watt said the inequalities meant individuals, particularly blacks, could not grasp available opportunities

Although the concept of equality of opportunity was largely accepted in labour legislation, it had not made the same progress in other fields

## RELATIONS

The Wiehann Commission recognised that the future of good labour relations lay in the recognition of individual rights — allowing a person to develop his abilities to the full

"This does not only mean non-discrimination in employment. The individual must be in a position to make use of the various programmes"

Mr van der Watt said unions and employers should stand firm against moves which did not give equal opportunity.

Restrictive measures incorporated in the Labour Relations Act had to be removed to prevent political exploitation.

Provisions such as registration could be used to keep unions out of industrial councils and out of politics.

"I believe that unions, especially the new black unions, have much to say to the Government which is not being said," he said

REFORM  
135  
17/8/85

# 'Reform' group seeks fair deal

Labour Correspondent

A "REFORM" group which is seeking control of a trade union for coloured workers in the Johannesburg municipality, alleges that the union's present leaders are "undemocratic" and have not given members adequate protection.

These claims are contained in a pamphlet of intent which the reformists have issued to workers as part of their attempt to win a majority of seats on the union executive in elections this weekend.

The union's chairman, Mr George Huntley, could not be reached for comment yesterday, but he has insisted in the past that the union has made major gains for workers under his leadership.

In the pamphlet, the "reform" group says it wants to protect members against retrenchment and dismissals without proper representation.

It says it will also work towards the introduction of bursaries and "other cost saving schemes".

The group will aim to have shop stewards elected, rather than nominated by the union leadership.

# Urgent interdict brought by union

135

SAW  
20/8/83

By Carolyn Dempster,  
Labour Reporter

The reform group of the Johannesburg Municipal Combined Employees Union yesterday afternoon brought an urgent Supreme Court interdict against the union's chairman, Mr George Huntley, to prevent the exclusion of certain members at the union's annual meeting today.

This is the latest in a series of confrontations between the group and the union's chairman in the Tucsa-affiliated JMCEU.

The row arose when the name of one of the reform group candidates in the executive elections, Mrs Dolores Cornelius, was deleted from the list of candidates.

Reasons given for this were rumours that Mrs Cornelius, who has worked for the council for 11 years, was to be retrenched together with other workers in the swimming pool division.

When the retrenchments were not confirmed, Mrs Cornelius's name was restored to the list.

However, according to the reform group, the executive has ruled that as the swimming pool workers are seasonal workers — they work for five months of the year — they are not paid-up union members and may not vote at the annual meeting.

They also, said the reform group, ruled that Mrs Cornelius could not stand for a position on the executive

# 'Reformists' trounced

Labour Correspondent

A "REFORM" group which was seeking to win control of a union for coloured Johannesburg City Council workers has suffered a "trouncing" in the union's executive elections, its chairman, Mr George Huntley, announced yesterday

The union, Tucsas Johannesburg Municipal Combined Employees' Union, held its annual executive elections at the weekend

Mr Huntley said yesterday the "reform" group had succeeded in winning only three of 10 seats on the executive. This gives it less representation on the executive than it had before the election

He said the "reformist" candidate for vice-chairman, Mr Gregory Daniels, had been narrowly re-elected and two other "reformists" received the fewest votes of any of the candidates elected

Mr Huntley, who was re-elected chairman, said the union's annual meeting also voted by

116 votes to 58 — exactly a two-thirds majority — to endorse the purchase by the union of land in Eldorado Park, a decision which the "reformists" had challenged

He said 280 of the union's 300 members had attended the meeting to elect office-bearers and described this as a "high" attendance figure

The election comes in the wake of a year-long battle between the "reformists" and the union's leadership

Mr Huntley said yesterday he believed the result showed "once and for all where the general membership stands in this dispute — it has shown finally how little support the 'reformists' have"

He added that he hoped the result would put an end to the feud in the union

"Anyone who carries on this dispute in the face of such overwhelming rejection by the members must have dubious motives," he added

# Union 'sunk' over nomination

Apr 21/81  
By Fiona Macleod

(135)

A Coronationville swimming pool attendant has been granted permission by a Rand Supreme Court judge to stand as a candidate in the Johannesburg Municipal Combined Employees' Union executive committee elections today

In an urgent application yesterday against the union and the executive committee chairman, Mrs Winifred Dolores Cornelius of Jironde Street, Riverlea, said she had learned on Wednesday that her name was not included in the list of nominees

In July she had been elected as the representative of 28 other swimming pool attendants, but her nomination was rejected on the grounds that she was no longer employed by the City Council and was therefore not a union member

She said she was a seasonal employee and did not pay union levies during the five winter months in when she was laid off.

She also expected to resume work and the monthly union payments when the summer months commenced — as she had done over the past 11 years as an attendant

Mrs Cornelius said the executive committee chairman, Mr George H M Huntley, had taken the initiative to reject her nomination without formal committee approval

The judge, Mr Acting Justice R H Zulman, issued a temporary order allowing Mrs Cornelius to stand as a candidate during the union's annual meeting today

A temporary interdict preventing Mr Huntley and other members from interfering with or prejudicing her candidature was also issued pending the resolution of the dispute

The case was postponed to September 14.

Mr B Doctor, instructed by Mr D Dison, appeared for Mrs Cornelius and Mr B Pincus appeared for the union and Mr Huntley

FM. 26 August 1983

## TRADE UNIONS ~~SA~~ Thunder on the Right

There is no mistaking the concern — and anger — with which some unions are viewing the growth of the rightwing Mineworkers' Union (MWU) outside the mining industry

The MWU, which regards itself as the most effective vehicle to protect white workers' interests in SA, is spreading its influence to a variety of industries. In so doing, it is boldly encroaching on turf traditionally occupied by several other white, or multiracial unions. Its progress is also being closely watched by black unions, who are hostile towards MWU efforts to halt the job advancement of their members.

MWU general secretary Arrie Paulus rejects claims that the union is expanding out of mining because it stands to lose membership in that industry through mechanisation and blacks entering jobs previously held by whites. But it does appear that the MWU's mining membership has remained static in recent years. Paulus insists that his union's decision to move into other industries stems from widespread approaches to it from disaffected white workers.

Why do they want to quit their unions and join the MWU? "Because they know we don't bark — we bite," says Paulus. Indeed, there is little doubt that the MWU's tough rhetoric is attractive to white workers who feel their job security is threatened by black advancement and the recession.

Paulus is undismayed by the ire the MWU is provoking. He says some unions whose members are joining the MWU have for long conceded that all is fair in love and war in competition between unions. Says Paulus "I accept the war and all the noise that goes with it."

That war is likely to bring the MWU into increasing conflict with major unions such as the SA Iron and Steel and Allied Indus-

tries Union, the SA Boilermakers' Society, the Amalgamated Engineering Union, and the SA Electrical Workers' Association.

The latest campaign in the war appears to be marked by the falling out of the MWU and the SA Engine Drivers', Firemen's and Operators' Association. The two unions constituted the Federation of Mine Production Workers — a union co-ordinating body in the mining industry. The engine drivers say they have resigned from the federation because it no longer serves any purpose, and have instead joined the much larger Federation of Mining Unions. They decline to comment further.

The FM, however, understands from other sources that the real reason why the engine drivers have resigned is the strained relationship between them and the MWU, which is trying to recruit their members. The engine drivers also refuse to comment on unsuccessful MWU efforts to persuade them to amalgamate with it.

Some sources claim the MWU regards the engine drivers' union as a tempting target. The reason for this, they say, is that in order to establish itself in other industries, the MWU has to go through a cumbersome, time-consuming process to obtain an extension of scope from the Industrial Registrar. They say the engine drivers' union's certificate of registration allows it remarkably broad scope to recruit white workers in a variety of occupations and industries. They argue that a merger of the 7 000-member union with the some 20 000-member MWU would actually amount to a MWU takeover. This might enable the MWU to utilise the broad scope enjoyed by the engine drivers' union to help it to move into other industries more rapidly.



MWU's Paulus ... 'we don't bark — we bite'

Paulus disagrees. He says a merger would not necessarily yield such advantages to the MWU — and some labour lawyers approached by the FM tend to agree with him. They say it is by no means certain that a new union created by a merger would automatically gain the broad scope enjoyed by the engine drivers' union. But they concede that it cannot be ruled out that a merger could increase the MWU's scope substantially.

The MWU already has extension of scope to recruit all categories of workers at Escom, as well as fitters and turners, electricians and boilermakers at Iscor's Vanderbijlpark works. It has also either formally applied or is about to apply for extension of scope to represent a wide range of categories of white employees at AECI's plastics and dynamite factories, Iscor's Pretoria and Newcastle works, the Sasol 1, 2 and 3 plants as well as a Sasolburg power station, Highveld Steel, and a Newcastle chemical factory.

Officials in some of the unions operating in such industries and companies say the MWU has so far made modest gains — and claim the union is showing itself to be ill-informed about issues in these concerns.

Paulus, however, says his union is making such strong headway that the computer into which it feeds all its membership details is now incapable of handling the load. A new one — with far greater capacity — is being bought.

SA Boilermakers' Society general secretary Ike van der Watt says he is not particularly alarmed by MWU attempts to recruit his members. Experience has shown, he says, that virtually all the society's members who have been recruited by the MWU, soon become disenchanted with it and return to the society. But Van der Watt, who is committed to multiracial unionism, is worried about the long-term implications of the MWU's growth. He warns that it could ultimately lead to a serious confrontation between black and white workers.

In an interview with the FM, Paulus made it clear that he is not afraid of such a clash.

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# Union clinches major deals with firms



**PARK:** Textile worker Ms Veronica Ndlovu, at the Orlando West Industrial Park.

**THREE** Trade Unions Council of South Africa (Tucsa) affiliates recently negotiated substantial wage increases for their members and concluded satisfactory new agreements with managements.

- All public holidays have been written into the agreement
- The leather trade unions added their achievement of pay rises to the 15 percent increase across the board they received last year.

The three unions whose members are said to be enjoying record wage increases are the Garment Workers of South Africa, the National Union of Wine, Spirit and Allied Workers and the South African Leather Trade Unions, according to Tucsa's official journal the Labour Mirror

The Garment Workers' achievements in the talks were:

- Substantial wage hikes across the board,
- The abolition of sex discrimination in wages,
- Employers agreeing to match workers' contribution to the provident fund,
- A higher attendance bonus,
- An increase in the number of paid public holidays, and
- A meal allowance for those working later than 6 pm

Wage increases totalling as much as 87,9 percent are being paid over the next 14 months

The overall rise given to wine workers is 25 percent more for their pays, they received 15 percent in April and 10 percent will be payable from October 8 Both increases are based on actual wages paid and not on minimum wages

The wine workers' agreement includes

- Hours of work have been reduced from 46 to 45 per week;
- The annual bonus has been increased from three weeks' wages to four weeks' wages,
- Workers who work overtime later than 6 pm will be provided with a meal or a meal allowance of one rand, and
- sick leave has been increased to 12 working days over a three year cycle,



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Mercury  
27/8/83  
Death of  
veteran  
unionist

**Mercury Reporter**

THE funeral of veteran Natal trade unionist, Mr A C Reddy, will take place at Durban's Clare Estate Crematorium today at 3 pm after a service at the Unit 9 Community Centre in Chatsworth at noon

Mr Reddy, 64, died in his sleep at his home in Tongaat early yesterday

For more than 40 years he was associated with the Natal Liquor and Catering Trade Union and was its general secretary for the past 10 years

Its president, Mr Ronnie Kisten, said Mr Reddy had played a big role in raising the multiracial union's membership to more than 8 000

'We have lost an outstanding and dedicated unionist,' he said

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From shantytown  
Juta, 1975.

# Rail men slam MPs' pay rise

By GERALD REILLY  
Pretoria Bureau

A ROWDY meeting of the Natal branch of the Artisan Staff Association (ASA) on Monday night angrily condemned the 27% salary increases the Cabinet and Members of Parliament have voted themselves

Another mass meeting of railway workers is scheduled for tonight in Bloemfontein

The president of ASA, Mr Jimmy Zurich, said in his 30 years association with Asa he had never attended so angry a gathering of railway workers.

"I went to the Durban meeting to tell them that the Minister of Transport Affairs had agreed to a 10% increase from October

"But they shouted me down They were furious at the gall of the Cabinet and MPs in substantially raising

their salaries while ignoring the plight of public sector workers"

He had tried to explain the reasoning behind the advisory committee accepting the 10% October increase

"Eventually I had to sit down," he said.

Mr Zurich said he was in complete agreement with the Durban members of the ASA

The Cabinet, he said, should be setting an example to the rest of the country by foregoing increases

"After all they are appealing to the rest of the country to join their ranks. Conditions are bad now and that worse is to come.

"Against that background how could they have the temerity to raise their own very substantial incomes?" he asked

● See Page 4

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**Tucsa's Scheepers ...  
concerned about unity**

from taking a public stand on an issue such as the constitution. There are signs that during coming months many unions will be forced, perhaps even unwillingly, to do so.

It is fairly easy for unracial unions and union federations to formulate a coherent response to the proposals. But the growing number of multiracial unions in SA — who represent a diversity of interests and opinions — may find it difficult to take a stand which does not alienate a significant proportion of their membership.

Perhaps nowhere else will the stresses caused by diversity be greater than within the Trade Union Council of SA (Tucsa) which has both unracial and multiracial affiliates. And it seems likely that a motion calling on government to reconsider the Bill will be on the agenda of Tucsa's annual conference at the end of this month.

Des East, a Tucsa vice-president and general secretary of the Motor Industry Combined Workers' Union, says his union has instructed him to place such a motion on the agenda. He says the union — which represents about 25 000 black, coloured and Asian workers — believes it must respond to the Bill because the issues raised by it are of direct interest to workers.

"We are not anti-reform, but we feel that there is a lot wrong with the proposed constitution," says East. The union is particularly concerned about the exclusion of blacks, as well as the emphasis on ethnicity. "We are also afraid of being locked into a situation which cannot be changed," he adds.

Another Tucsa affiliate, the multiracial SA Boilermakers' Society, has already expressed its reservations about the constitution (*Current Affairs* July 22). An

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editorial in the society's magazine said it was difficult to react on behalf of all the society's members — some of whom believe the proposals go too far, while others believe they are inadequate. The editorial warned against rejecting all the proposals out of hand but expressed the fear that they could lead to "open conflict between people and between the unions to which they belong."

The editorial added "We, and our predecessors have fought for a long time to reach the stage we are at now where we can at least work towards non-discrimination and equality of opportunity. It is our fear that the new constitution and the fact that it affects only part of the population, will tend to make this ideal more difficult, if not impossible to attain."

But there are Tucsa unionists who have a different view. Although they have some misgivings about the Bill they believe it does represent an important step towards further reform.

Tucsa president Anna Scheepers says the constitution is a "very, very sensitive issue" to unions and any debate about it will have to be approached with great circumspection. "We believe in trade union unity and would do nothing that would destroy the unity we have created over so many years," she says.

Will a motion on the constitution harm unity within Tucsa? East says although there are Tucsa members who regard the Bill as a burning issue, he does not believe that the motion will provoke an uproar at the conference.

"There are a lot of very sensible and pragmatic people in Tucsa," he says.

Many unions are viewing the referendum on the Constitution Bill with a growing sense of unease. Although the Labour Relations Act prohibits unions from assisting political parties, it does not prevent them

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THE REFERENDUM  
Unions worry

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# Boilermakers blow off steam about Tucsa

By Carolyn Dempster,  
Labour Reporter

The oldest established trade union federation in the country, the Trade Union Council of South Africa (Tucsa), has been accused of being in "a donga" and of losing credibility because it is not adapting fast enough to changing labour circumstances

This is the claim of the general secretary of the SA Boilermakers' Society, Mr Ike van der Watt, in the most recent issue of the union newsletter, Crucible

The criticism comes just before the council's 29th annual conference in Port Elizabeth next month

## SCATHING ATTACK

In a scathing attack on Tucsa, to which the boilermakers are affiliated, Mr van der Watt says not only is Tucsa in a rut but indications are that certain affiliates seem willing to stay there.

"In my view Tucsa has lost its flexibility. The decline began with the Government's acceptance of the main recommendations of the Wiehahn Commission. To a large extent the subsequent legislation satisfied the aspirations which had kept Tucsa alive and significant through the years and the

federation lost its objective and much of its motivating power," he states.

The federation's next step should be a move towards co-operation in the whole of the trade union movement

"Tucsa will have to create dialogue with a wide range of trade unions. By that I mean all trade unions, not only those which will accept approaches from Tucsa without too much resistance

"A lot of spadework needs to be done and very flexible strategies will have to be followed," says Mr van der Watt.

The boilermakers had been criticised by other affiliates for making contact outside the ranks "but I see no reason why contact with unions outside Tucsa should necessarily cause conflict," said Mr van der Watt

Avoiding conflict, confrontation and debate just for the sake of artificial peace would lead only to stagnation of the council or an ultimate split.

Resolutions which the boilermakers have put forward for debate at the Tucsa conference cover the continued relevance of the council, influx control and the Orderly Movement and Settlement of Black Persons Bill, commercial education, works councils, housing and maternity leave.

Union

dispute

settled

Mercury Reporter

8/9/83  
Mercury 135

THE dispute between the National Union of Textile Workers and the Consolidated Frame Cotton Corporation over the recognition of a rival trade union, which was taken to the Supreme Court in Pietermaritzburg this week, was settled yesterday by mutual agreement.

The Fosatu-affiliated NUTW agreed to withdraw its application restraining Frame from recognising the rival Textile Workers' Industrial Union and agreed to pay R5 000 towards Frame's legal costs.

'In return, the company agreed not in any way to recognise or grant stop order rights to the TWIU until the dispute between the NUTW and the company has been determined by the Minister of Manpower or the Industrial Court,' a joint statement by the NUTW and Frame said last night.

In terms of the agreement of settlement, NUTW will not contend in any proceedings that on October 1, 1982, or at any other time a contractually binding agreement was concluded between it and the Frame Group.

NUTW agreed that if called upon by Frame it will join in reporting to the Minister of Manpower in terms of Section 46 (9)(d) of the Labour Relations Act of 1956 that they were satisfied they would not be able to settle the dispute, which arose from an agreement which the NUTW claimed existed between it and Frame to recognise majority unions.

## LABOUR MATTERS

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# Tucsa in the firing line

Issues which could have a profound effect on the future of the Trade Union Council of SA (Tucsa) are to be debated at the council's annual conference later this month. On the agenda is a motion calling for the convening of a special conference early next year to examine Tucsa's current position and its ability to meet future challenges.

The resolution, which has been proposed by the multiracial SA Boilermakers' Society, is couched in fairly bland language. But it raises fundamental questions about Tucsa's future — and its relations with the emerging black union movement at a time when those relations continue to sour.

Despite pressures from other Tucsa unionists for the motion to be withdrawn, the society is determined that it should be debated. It is extremely significant that such a motion has been proposed by the society. Not only do the Boilermakers represent some 54 000 of Tucsa's nearly 500 000 members, but they have considerable influence in SA labour and enjoy the respect of some emerging black unions.

In an interview with the *FM*, the society's general secretary, Ike van der Watt, said the motion had been prompted by concern that Tucsa has lost direction, prestige and credibility.

He emphasised the society's long-held commitment to unity within the SA labour movement and expressed concern about Tucsa's ability to promote such unity. Van der Watt made it clear that the society has great difficulty in belonging to a body such

as Tucsa if the council is used as a means to fight other unions or union groupings. He pointed out that the society has managed to gain the co-operation of unions which are not members of Tucsa and said "We cannot fight them on the one hand, and co-operate on the other."

Van der Watt expressed the belief that neither Tucsa, nor the Federation of SA Trade Unions (Fosatu) nor the Council of Unions of SA (Cusa) were each, on their own, capable of creating broadly-based unity within the labour movement. He even raised the possibility of Tucsa being dismantled if this could pave the way for a body which could promote greater unity.

He said there appeared to be considerable dissatisfaction with Tucsa among many of its affiliated unions, yet they seldom voiced their grievances at annual conferences. Arguing for the holding of a special conference next year, he said "We need to force our people to discuss these issues. We need to know where we are going."

An editorial in the latest edition of the society's magazine, *The Crucible*, pays tribute to the Tucsa leadership, but does express concern about the ability of some affiliates to adapt to changing circumstances. In an article in the magazine, Van der Watt also makes a strong plea for Tucsa to create a dialogue with a wide range of unions. "By that I mean all trade unions, not only those who will accept approaches from Tucsa without too much resistance. A lot of spade-work needs to be done and very flexible strategies will have to be followed."

There are a few other items on the agenda of this year's annual conference which could create divisions among Tucsa's diverse membership. Among them is a motion calling on government to reconsider its constitutional proposals (*Current Affairs* September 2).

Another is a proposal to increase the affiliation fees that unions pay to Tucsa headquarters. At present, unions pay 5c per member each month, and there are efforts to increase this to 8c from the beginning of next year and 10c from the beginning of 1985.

The *FM* understands that feelings are running high about this issue in certain quarters in Tucsa. Some sources say Tucsa general secretary Arthur Grobbelaar recently resigned at an executive committee meeting during a heated discussion about this issue, but later withdrew his resignation when a compromise was reached. Grobbelaar, however, tells the *FM* that his dissatisfaction arose from other related

matters, which he does not want to comment on. He says he hopes the whole impasse has been resolved.

He remains optimistic that the Boilermakers' Society's motion on Tucsa's future will not cause severe divisions at the annual conference, but agrees that the conference may be a "controversial" one. But then, he argues, Tucsa represents such a diversity of people that it is inevitable that there will be disagreement on some issues.

Grobbelaar also says that an extremely contentious motion on the agenda, proposed by the Mine Surface Officials' Association, is likely to be amended before the conference. In its present form, this motion appears to amount to an appeal to government to prohibit unregistered unions and general workers' unions, and to make it illegal for an employer to have dealings with an unregistered union.



**Boilermakers' Van der Watt . . .  
seeking broader unity**

# Disgruntled unionists want democratic control

IN RESPONSE to your report (August 25), the chairman of the Johannesburg Municipal Combined Employees' Union, Mr G Huntley, has said that the so-called Reformist group "suffered a trouncing", that the reformist candidate for vice-chairmanship Gregory Daniels had been narrowly re-elected, and that a two-third majority of those present at the meeting endorsed the purchase of land in Eldorado Park.

Mr Huntley has said he believes that this "victory" showed once and for all where the general membership stood in this dispute.

As disgruntled members of the union, we say

● Hardly a third of the membership attended the meeting because in the past the same chairman and his die-hard supporters dominated meetings and intimidated those who asked critical questions concerning union policy. In no way does Mr Huntley enjoy the absolute support of the general members' ip.

● The fact that the vice-chairman had been narrowly re-elected is insignificant — Mr Huntley has been chairman for the past nine years but he won by a narrow majority of 32 votes against a relatively unknown candidate

● That a two-thirds majority endorsed the land purchase deal is no indication of their understanding concerning the "business" deal Mr Huntley himself admitted that at least R6-million would be needed for the erection of flats and a shopping complex. Members are going to carry that burden? This money could be used instead to grant loans to the lowly paid members.

Critical members have been labelled as reformists who offer the workers "hot air" This is a complete distortion, because members have been fighting for democratic control and participation of their union on all levels — REFORMISTS, Eldorado Park.

# Unionist threatens to quit

Mail Reporter

MR ARTHUR Grobbelaar, general secretary of the 500 000-member Trade Union Council of SA (TUCSA), recently threatened to resign after disagreements

The Southern Africa Report, a weekly newsletter aimed at overseas readers, has said tension is rising in TUCSA on the eve of its annual conference

Mr Grobbelaar and his executives argued over how to change TUCSA policies to improve services to its members, the report said

Critics were upset over the council's low profile on issues such as detention without trial, disinvestment and other contentious issues

They wanted TUCSA to be in the forefront of the union movement and said it had not taken advantage of the changing circumstances of unionism brought about by new legislation



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LABOUR MATTERS

# Tucsa at the sharp end

Just how rapidly events in SA labour have evolved can be gauged by Tucsa's declining prestige. There is a sad irony attached to Tucsa's rapid transformation from a major force for labour reform to the voice of seemingly conservative orthodoxy.

Established 29 years ago, Tucsa managed not only to take root in the stony ground of an apartheid society, but survived during times of extraordinary government hostility to almost any form of interracial contact. Tucsa suffered the consequences of opposing race discrimination and government efforts to deprive blacks of an effective union voice. Now, in the post-Wiehahn era, it can draw satisfaction from government's acceptance of what it has for so long fought.

In addition, Tucsa is the largest union grouping in SA, and claims a total paid-up membership of some 478 400 workers affiliated to 57 unions. About 45% of these are coloureds and Asians, 29% are blacks and 26% are whites.

But although Tucsa can claim to be the most representative union grouping in SA, and continues to take a strong stand on many important labour issues, it has clearly entered a period of great stress. To some observers — and indeed some of its members — it has become increasingly apparent in recent years that the council is struggling to come to terms with forces unleashed by the very reforms for which it has so valiantly fought. Ike van der Watt, general secretary of the SA Boilermakers' Society — and a vice-president of Tucsa — believes it has lost direction, prestige and credibility.

The society has placed a motion on the agenda of Tucsa's annual conference later this month. This calls for the holding of a special conference early next year to examine the council's present position and its ability to meet future challenges. At the heart of the Boilermakers' concern about Tucsa is their desire for broader unity within SA's labour movement. Van der Watt makes it clear that the society has great difficulty in belonging to Tucsa if the council is used as a means to fight other unions or union groupings.

The society is one of the few Tucsa affiliates whose leadership enjoys the respect of major emerging black unions, and has, in fact, gained the co-operation of some of them. The society appears to be finding it increasingly difficult to reconcile its desire for further co-operation with such unions with membership of an organisation which is extremely hostile towards them.

The society represents a significant proportion of Tucsa's membership. It claims to represent about 54 000 workers of all races, but Tucsa general secretary Arthur

An attempt to revitalise the Trade Union Council of SA (Tucsa) may have important implications for efforts to create more broadly-based unity within SA's fragmented labour movement.

Grobbelaar insists that official figures at his disposal show that it had only about 30 000 paid-up members earlier this year.

But there is no mistaking the Boilermakers' determination. Van der Watt even raises the possibility of Tucsa being dismantled if this could promote greater unity within the labour movement. Not only has the society refused to bow to pressures for the motion to be withdrawn, but it also says it will oppose a proposal to increase the affiliation fees that are paid to Tucsa headquarters if the council does not alter

its present course.

It cannot be denied that Tucsa has some major shortcomings. Critics of the council claim that in its past efforts to organise black workers, it has been prepared to bow to pressures from government and prejudiced white workers. When Tucsa was formed in 1954, it excluded black unions because of opposition from certain white unions. Then, in 1962, it bravely decided to allow black unions to affiliate, but excluded them in 1969 when faced by ominous threats from government and the disaffiliation of many white unions.

It is easy to criticise this erratic policy. But in fairness it should be recalled that among the unionists who voted to exclude blacks in both 1954 and 1962 were some who sincerely believed that they were adopting a pragmatic course which would, in the long term result in the achievement of multiracial unionism. Nevertheless, as Ruth Imrie writes in her book about Tucsa — *A Wealth of People* — by 1974, when the council again re-opened its doors to blacks, "it was clear that Tucsa had tarnished its image".

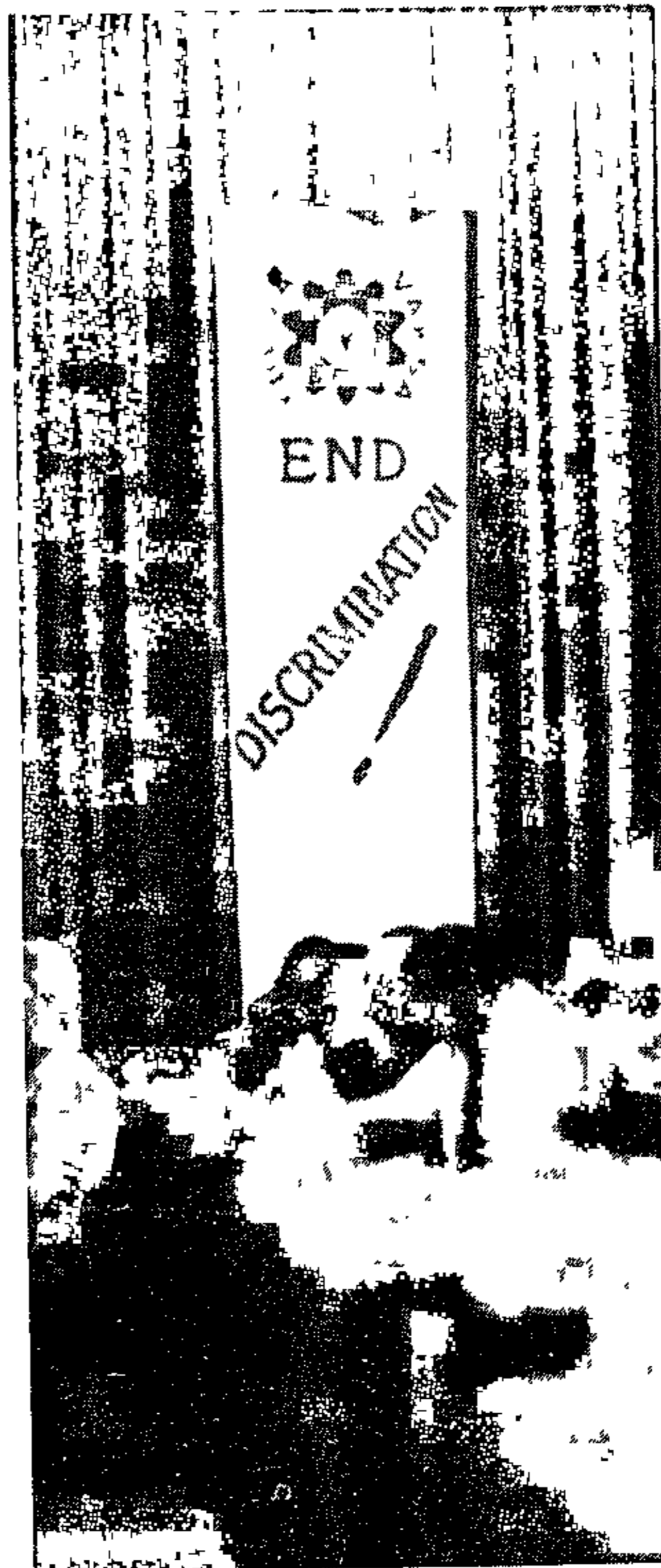
That was one of the factors underlying the formation of the new, essentially black union groupings. And perhaps Tucsa's most serious shortcoming lies in its inability to relate not only to the new black unions, but to formulate policies that are relevant to the particular needs of black workers.

In comparison to the emerging unions, the shop-floor strength and leadership of many Tucsa unions is weak. They have consequently been perceived by many black workers as being ill-equipped to redress their grievances.

Emerging unions complain bitterly that in some industries the growth of Tucsa unions' black membership has primarily been due to their use of the closed shop — and their willingness to create alliances with employers to keep the emerging unions out. Furthermore, the industrial council system that Tucsa so ardently supports may make sense in the long term, but many of the council's affiliates have failed to appreciate the legitimate reasons why emerging unions have opted for plant-based bargaining at this early stage of their development.

Many Tucsa affiliates have been extremely hostile towards the new generation of unions, and especially during the past year they have complained bitterly of these unions poaching their members. Emerging unions argue that Tucsa has seldom hesitated to compete with them.

They point to the rejection by the council's 1979 annual conference of a motion proposing that it should refrain from organising in those industries in which independent black unions existed.



Tucsa ... entering a period of great stress

(135)

FM 10/9/83

Their view — rightly or wrongly — is that Tucsa represents the economic and political interests of the skilled and privileged section of SA's working class

It will obviously not be easy for the Boilermakers to bring about a fundamental change of direction within Tucsa. Indeed, it is by no means certain whether their proposal for a special conference will obtain majority support. But the initiative they have taken raises a number of interesting questions

Will a rejection of their proposal prompt the Boilermakers to leave Tucsa? Van der Watt merely declares "If we leave Tucsa, it will be because we are forced to do so." But it seems unlikely that they can continue to operate for long within the council if it continues to remain in the rut that they believe it is in,

How many Tucsa unions would accompany them if they resigned? It is not easy to get an answer at the moment. Some observers believe that few would follow them. But others say that given the fact that the society has great influence, a walkout of unions representing a sizable minority of Tucsa's membership cannot be ruled out, and

Would the society and other similar



**Van der Watt ... a belief that Tucsa has lost direction**

unions be welcomed by emerging unions trying to forge a new federation? In the short term this seems unlikely, although they may be able to find significant com-

mon ground in the long run. There is little doubt that the Boilermakers are being watched with great interest by these unions. Van der Watt is held in high esteem by some of their leaders, but as one of them says "There is respect for him, but we certainly cannot be regarded as soulmates at this stage."

In addition, the emerging unions obviously have misgivings about the society's policy of having separate branches for the different races as an interim step towards complete multiracialism. Some of these unions also complain that although the society's leadership pursues enlightened policies, many of its office-bearers at factory-level remain extremely hostile to them. But it is worth noting that some of these unionists do not rule out the possibility of such problems being overcome in the long run.

This is not the first time that the Boilermakers have taken the initiative to redefine Tucsa's direction. They played a prominent role in the council's decision to admit blacks in 1962. The course of action they have now embarked on could have important long-term implications not only for Tucsa, but SA's labour movement as a whole.

~~WP builders~~  
wages rise 10/9/83

CAPE TOWN - Building workers' trade unions and master builders have negotiated minimum wage increases of 16% for all workers in the building industry in the Western Province

This was announced yesterday by Mr Harry McCarthy, chairman of the Building Industrial Council

The increase, which affects about 40 000 building workers, is expected to become payable next month

The pay rise could add R1 000 to the cost of a R60 000 house, according to calculations by the Building Industries Federation. — Sapa

# Boilermakers prime 'bomb'

# Tucsa set for big blast at key congress

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RNM

13/9/83

By STEVEN FRIEDMAN  
Labour Correspondent

A MOUNTING crisis within the multiracial Trade Union Council of SA — prompted by what some unionists see as its sharply declining credibility among black workers — will come to a head at Tucsa's congress in Port Elizabeth this month.

Tucsa sources believe the conference could be the most crucial in Tucsa's recent history and that it could spark a decision by the country's biggest union, the SA Boilermakers' Society, to quit Tucsa.

Tensions within Tucsa in the period leading up to the congress recently prompted its general secretary, Mr Arthur Grobbelaar, to threaten to resign.

They are likely to be aroused again by a resolution the boilermakers will propose calling for a special Tucsa conference early next year to discuss the organisation's future. The union may quit Tucsa if this is defeated.

Several other resolutions may trigger clashes between "moderate" and "Right-wing" unions in Tucsa.

The boilermakers' resolutions follow a sharp attack on Tucsa's present direction by union general secretary Mr Ike van der Watt. In his union's journal, Crucible, he charged that Tucsa had failed to respond to the changes in the labour field since the Wiehahn Commission reported, and was in a "rut".

According to Mr Van der Watt, the boilermakers have received several requests by leading Tucsa unionists to withdraw the motion, but have refused.

The union may also refuse to agree to an increase in Tucsa affiliation fees, to be paid

research, legal and other services in an attempt to counter charges that Tucsa does little for its affiliates

These moves follow a sharp deterioration in Tucsa's image among black workers and the international union movement

Increasingly hostile attacks on emerging, mainly black, unions and on strikers by Tucsa leaders and the reliance of many Tucsa unions on the "closed shop" are among the reasons cited for this.

The defeat of a motion condemning detention without trial at Tucsa's last congress, as well as repeated charges that it has co-operated with employers in opposing black worker demands, are also cited

Mr Grobbelaar denied yesterday there was a crisis within Tucsa.

He confirmed there were differences, but added "Tucsa's diverse composition always makes for controversy — this is part of Tucsa's strength. I don't know that this is any greater than in previous years"

He rejected suggestions that Tucsa's leaders saw the boilermakers' resolution as a threat. "There is nothing untoward about their proposal — it will be up to the congress to decide whether to implement it or not.

On his threat to resign, Mr Grobbelaar said: "There was a sharp disagreement which has now been resolved. Hopefully, this situation won't arise again in the near future"

But Mr Van der Watt said yesterday the congress was "crucial"

"We have proposed our resolution because we are worried about Tucsa's lack of direction. We want to know if the organisation has a future and we want Tucsa to look at itself

Poland's debts may be rescheduled

The sources said they expected Afghan army bases in the mountains of Afghanistan by truck rather than by camel over the rugged garrisons in Urgan, where more than a dozen Soviet advisers and about 700 Afghan army troops are believed to be based. The rebels control the local airstrip, preventing supply by air, and a fort close to the garrison, but their advance could be slowed by surrounding mine fields, the sources added. All the main tribes in the fertile region now back the rebels. — Sapa-Reuter

ATHENS — European Commission... the airliner incident... These positions would...

# Tucsa to consider tough resolutions

14/9/82 (135) S. Post

By CLAIRE PICKARD-CAMBRIDGE

SEVERAL hard-hitting resolutions will be considered at the 29th annual conference of the Trade Union Council of South Africa (Tucsa), which will be held at the Hotel Elizabeth in Port Elizabeth from September 26 to 29

Proposed resolutions include

- Tucsa's opposition to detention without trial and a reaffirmation of its commitment to the rule of just law

- An appeal to the Government to reconsider the proposed constitution and to design a political structure within which a citizen's place is determined by criteria excluding colour and race

- A call for the abolition of influx control because of its detrimental effects on workers, employers and the national economy

This includes a request for the abolition of the Group Areas Act, seen to undermine the principles of the free enterprise system

- An appeal to the Government to make it a criminal offence for an employer to withhold from the trade union dues deducted with the consent of employees

- An amendment to the Basic Conditions of Employment Act to ensure that women are not dismissed before or during confinement leave given in terms of the Act

- An appeal that suitable candidates from all population groups be recruited for the Civil Service where acute staff shortages prevail

- A request for the separate taxation of married couples and a call for the curbing of excessive profit-taking and inefficiency in the provision of housing where the situation has deteriorated alarmingly

The conference is also expected to condemn the practice of racial discrimination in business

- A request to the Minister of Manpower, Mr Fanie Botha, to submit an amendment to the Labour Relations Act of 1956 to prevent employers demanding that employees become members of a specific trade union or association

Guest speakers at the conference will be the Minister of Transport Affairs, Mr Hendrik Schoeman, who will be speaking on "The framework for a meaningful campaign to improve road safety prospects" on September 27 at 10am

Mr L Louw, the executive director of the Free Market Foundation of Southern Africa, will address the conference on "The free market system — beneficial, or of no value?" on September 28 at 11 15am

Mr S Schlagman, the executive director of the Textile Federation, will speak about "Job creation and retention" on September 28 at 2 15pm

Sowetan 14/9/83

# TUCSA MOVE SLATED

By PHIL MTIMKULU

**THE TRADE** union rights of thousands of workers — predominantly black — will be threatened if a resolution proposed by the white Mine Surface Officers' Association calling for the ban of unregistered unions is tabled and approved at the Tucsa congress which will be held in Port Elizabeth from September 26-29.

The resolution, which also intends to make it illegal for an employer to have dealings with an unregistered union, has been sharply criticised by black unions, both registered and unregistered.

The Black Allied Mining and Construction Workers' Union (BAMCWU) said the resolution was destructive and would never serve the purpose of bringing about industrial peace and mutual relationships between management and black trade unions.

According to the Labour Relations Act, neither trade unions nor employers' organisations are required by law to become registered, and unregistered trade unions are therefore not illegal.

Mr Herbert Barnabas, the national organiser of Saawu, said that in terms of Section 78 (1) of the Labour Relations Act any worker was free to join a trade union of his choice for the purpose of being represented. Mr Barnabas said Saawu feels that under the circumstances it does not need any registration because they can represent workers anywhere they wish.

The general-secretary of Fosatu said it was premature to comment on the issue at the moment. He however said if accepted by the unions this motion should be condemned. He added that it was not Fosatu's policy to condemn other organisations.

Mr F Mohlala of the Building Construction and Allied Workers' Union (BCAWU) said the union which intended tabling such a motion did not have the interests of the workers at heart. "Workers should be allowed to join a union of their choice and employers should bargain with any union irrespective of whether it was registered or not," he said.

135 ROOM 20/9/83

# 200 at veteran unionist's funeral

By STEVEN FRIEDMAN  
Labour Correspondent

MORE than 200 people, including employer representatives and trade unionists across a wide spectrum of ideologies, gathered at Johannesburg's West Park Cemetery yesterday for the funeral of veteran trade unionist Mr Morris Kagan

Mr Kagan, who was general secretary of the Witwatersrand Liquor and Catering Employees' Union,

helped to initiate unions for shop workers and assisted in the formation of independent black trade unions during the 1950s and 1970s

He was a familiar and respected figure to both employers in commerce and to trade unionists across a wide spectrum

Besides members of Mr Kagan's family, including his three children, employers from several major chain stores and tearoom owners'

representative Mr D Michos attended the funeral yesterday

Trade unionists who attended included Mr Chris Dlamini, president of the Federation of SA Trade Unions, Mr Phiroshaw Camay, general secretary of the Council of Unions of SA, and Mr Arthur Grobbelaar and Dr Anna Scheepers, general secretary and president of the Trade Union Council of SA

A large delegation from

the Commercial, Catering and Allied Workers Union of SA, one of the fastest-growing black unions in the country which Mr Kagan assisted at various times, also attended, including union general secretary Mrs Emma Mashinini, president Mr Isaac Padi and worker leaders from various stores

Rabbi I Goss conducted the service and delivered brief remarks lauding Mr Kagan's contribution to the trade union movement.

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AGREEMENT Secretary Mrs Lucy Mvubelo.

# Clothing *sowetan* industry *26/9/83* scandal

By PHIL MTIMKULU

TRAINEE workers in the clothing industry are paid R27 per week — which is regarded as “shockingly low wages” by other unions.

And this amount is reduced to R25 per week after deductions, meaning these workers earn about R100 a month — R15 less than the stipulated minimum for domestic workers.

To worsen the situation the wages paid to these workers are in terms of the agreement entered into by leaders in the National Union of Clothing Workers and employers. According to secretary of the union, Mrs Lucy Mvubelo, the R27 was an agreement of the Industrial Council of the Clothing Industry, to which her union is party.

Industrial Councils are officially sanctioned forums for collective bargaining at industry level.

The primary household subsistence level for March this year for the black urban areas of Johannesburg was R277. The figure was calculated by the Port Elizabeth Institute for Planning Research.

Mrs Mvubelo admitted that the figure was low but she said the

workers received an increment after every six months. She also said efforts were going to be made to have the amount raised to R36 during the next round of talks in January. But she said the employers were fighting all the way.

Trade unionists were shocked to learn there were people earning such low wages in the costly urban areas.

Mr Pandelani “Nef” Nefolovhodwe, the regional organiser of the Black Allied Mining Construction Workers’ Union (BAMCWU) said it did not matter that the learner machinists were still young and fresh from school. “Some had to drop out of school to maintain their parents and younger brothers and sisters. In any event their production is the same as that of older people,” he said.

The national organiser of the 100 000 member Saawu, Mr Herman Barnabas said it was shocking to learn that there were people still being started with R25 a week in the face of spiralling costs of living. “Any union which accepts such meagre wages for its members is toothless,” he said.



# Frame faces union test case

By STEVEN FRIEDMAN  
Labour Correspondent

THE Minister of Manpower, Mr Fanie Botha, has opened the way for an industrial court test case between the Frame textile group and Fosatu's National Union of Textile Workers

Mr Botha has appointed an official conciliation board to look at the dispute, despite opposition from the Frame group which said it would rather see its recognition dispute with NUTW settled by a strike than by a conciliation board and court hearing

In terms of labour law, NUTW's only recourse if the Minister had not appointed the board would have been to strike — which Frame said it was willing to accept

But its appointment means that, if it fails to settle the dispute, NUTW can take the company to court

The union's acting general secretary, Mr John Copelyn, yesterday said the NUTW was determined to take the case to court if the board failed to settle the dispute

Key labour law issues will be tested in the dispute if it comes to court, including whether it is an unfair labour practice for an employer to favour a minority over a majority union and whether the court can order an employer to hold a ballot among workers to test which union will be recognised at a plant

The dispute centres around charges by the NUTW that Frame is refusing to recognise it at its Frametex mill and is instead favouring Tucsa's Textile Workers Industrial Union.

It charges that Frame has granted facilities to the Tucsa union which it has denied NUTW, although the NUTW is the majority union at the mill

It also charges that company personnel officers have pressured workers into joining the Tucsa union.

it wants the court to order the company to hold a secret ballot for workers to choose between the two unions. In papers before the court, Frame conceded that the TWIU was not the majority union at the mill, but says it represented a majority within the group. It also filed papers opposing the union's request for a conciliation board, saying that recognition disputes were best settled by strikes

The case will test not only whether it is an unfair labour practice for an employer to favour a minority union, but whether an employer can refuse to recognise a union because it has a majority in one plant but not in a group of them

Mr Copelyn said yesterday the union had held a meeting at the weekend attended by about 1 000 workers at which it elected four workers and two officials who would represent the union on the board

The managing director of the Frame group, Mr Selwyn Lurie, was not available for comment yesterday

# NEWS EXTRA

## Union defended

MRS LUCY Mvubelo, general secretary of the National Union of Clothing Workers, said her union did not talk shop like other unions but had benefits for the members which were second to none.

Mrs Mvubelo also said the fact that they had accepted R27 as a starting wage for learner machinists was not because of lack of trying. She said the employers were constantly threatening to move their workers to the Border industries where labour is cheap.

"Our union is among two unions in the industry which works a 40-hour week. We achieved this as far back as 1948. We have the best holidays and eight holidays

are paid for. In addition to this we have wonderful benefits like provident fund, medical and medical benefit.

"Today members of our union, who are predominantly women, are able to buy their own houses because of the provident fund. They have thousands of rands in the fund. And every second year they share unclaimed provident funds and they get more than they contributed," Mrs Mvubelo said.

Mrs Mvubelo said they also had a group funeral scheme. The scheme covered the entire family and the spouse received R1 000. Should the member die the dependents are covered for life.

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hanging...  
table for meals

the yacht looks like from the

Eighteen people including two women and three youths, appeared in a Johannesburg Regional Court yesterday charged with housebreaking and theft

They were not asked to plead, and no evidence was led

Applications for bail by three of the accused, Mr Carl Jeffrey Blatt (20), Mr Louis Bolshenck (18), and a 17-year-old youth who may not be named, were refused

Bail of R1 500 each was granted to the two women, Miss Winifred de Waal (29) and Miss Patricia Kuhn (19) Mr Gary Barnard (18) and Mr Ivan Els (20) were granted bail of R1 000 each Mr Fernando Dunaes (25) was granted bail of R500

The rest are being held in custody

The case continues today, with Mr W Au-

# 18 people in court on theft charges

camp on the Bench, and Mr A van Wyk appearing for the State

Those who appeared in court were Mr Blatt, address given as Park Street, Germiston, Mr Bolshenck, address given as Koch Street, Joubert Park, Mr Llewelyn Shaw (18), address given as Kotze Street, Hillbrow, Mr Deon Kuhn (22), address given as Wonder Street, Johannesburg, Mr Joao Rodrigues (18) and Mr Patrick Raymond Shaw (19), addresses given as Smit Street, Hillbrow, Mr Ivan Hunter (20), address given as An-

toinette Street, Claremont, Mr Barnard and Mr Anthony Kuhn (20), addresses given as Wanderers Street, Johannesburg, Mr Dunaes, address given as General Albert Park, Alberton, Mr Leon Gouws (20), address given as Weaver Crescent, East Driefontein, Mr Els address given as Benoni, Mr Alexander van der Bank (40), address given as Zuurbekom, Johannesburg, Miss de Waal and Miss Kuhn, no addresses given, and three youths between the ages of 16 and 17, who may not be identified

# Printpak workers on strike

Three hundred workers at Printpak Packaging in Industria, Johannesburg, went on strike today over the closed shop at the factory, which forces all workers to become members of the SA Typographical Union

The workers want to join the Paper, Wood and Allied Workers' Union instead

The first shift in the factory's litho department refused to start work at 6 30 am after a shop steward for PWAU, Mr B Mtolo, was dismissed They were joined by the second shift

# Father in protest

"Today our children, tomorrow yours?" read the poster held by Dr P Lourens in Johannesburg today as he staged his third solitary demonstration against the detention of his daughter, Miss Jansie Lourens

Miss Lourens, a teacher at C J Botha High School, was detained on August 23 with her fiancée, Mr Carl Niehaus

Her detention caused an outcry from the school's pupils and teachers and from the National Education Union of South Africa

Mrs L Hunter, the mother of another detainee, Miss Catherine Hunter, also held a silent poster demonstration outside John Vorster Square this morning

# Nun in court for banned literature

A Roman Catholic nun appeared in the Johannesburg Regional Court today charged with the illegal possession of two banned publications

Sister Mary Bernard (48) of St Mary's Convent, Kagiso, pleaded not guilty to charges of possessing an excerpt from an ANC publication, "Sechaba", and a banned National Union of South African Students publication, "Total War in South Africa"

She was arrested on March 4 after security police raided the convent.

Constable H P Aucamp told the court he had confiscated several political pamphlets and books although he was not "absolutely certain any of them were banned"

Mr D Kuny, SC, handed



Sister Mary Bernard

in a statement signed by Sister Bernard in which she admitted possessing the publications but said she did not know they were illegal

The case was postponed until December 1

# Ciskeian not guilty of treason

MARITZBURG — A Ciskeian citizen, convicted here of being a member of the African National Congress and taking part in terrorist activities against South Africa, was today found not guilty of high treason

Mr Justice Page said that at the time of his arrest the man was a citizen of the Ciskei and did not owe allegiance to South Africa

The man, Mr Mzwakhe Hespro Cikoza (31), of Zwelitsha, and his co-accused, Mr Lungile Wiseman Magxwalisa (27) and Mr Siphiso Wellington Dinca (23), both of Port Elizabeth, were also found not guilty of being in possession or control of explosives in circumstances giving rise to a reasonable suspicion that they intended to injure people or damage property

Mr Magxwalisa still faces two charges of high treason and Mr Dinca one of high treason

Mr Magxwalisa also faces a charge of car theft and attempted murder

# 'Bed town' people battle on

CAPE TOWN — The people of the "bed town" on the fringes of Crossroads build their homes over their heads every evening — and dismantle them again in the morning, burying them in the sand to evade detection by the authorities

It takes an hour for a mini-town comprising hundreds of plastic and hessian shelters to mushroom up over beds, carpets and

Early in the morning the plastic sheeting and hessian is taken down before officials of the Western Cape Administration Board can confiscate the building materials

Since the beginning of the month more than 1 000 shelters have been demolished

Mr Timo Bezuidenhout, the Chief Commissioner for Co-operation and Development in the Western Cape, has warned that, although there is no alternative accommodation for the people,

Nil  
Nil  
Nil  
Nil  
20 mm  
Nil  
Nil  
2 mm

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# Tucsa plan to boost services to members

By STEVEN FRIEDMAN

THE leadership of the Trade Union Council of SA (Tucsa) has acknowledged that the organisation's public image has suffered a blow and says some of the public criticism of Tucsa is justified

But it believes the solution to Tucsa's image problems lie not in a change in direction but in a plan to substantially increase the services Tucsa offers members — a plan which it wants funded by increased affiliation fees

These points emerge in a confidential document entitled "The Role of Tucsa in the Future" compiled by its general secretary, Mr Arthur Grobbelaar. He says its contents are broadly endorsed by Tucsa's national executive

The document, which has come into the possession of the Rand Daily Mail, argues for a substantial increase in Tucsa staff to enable it to play a more assertive role and for a doubling of affiliation fees by the beginning of 1985

Details of the plan are certain to be debated at Tucsa's

annual conference in Port Elizabeth next week.

It is likely to be criticised by the SA Boilermakers Society, which wants Tucsa to hold a special conference to re-examine its direction

It argues that Tucsa needs to change its direction and its hostile attitude to emerging unions if it wants to improve its image

Mr Grobbelaar argues in the document that Tucsa's chief role has been to press for the removal of "discriminatory" labour laws and that it has largely achieved this aim

He says Tucsa must, therefore, consider what its future role is to be

Mr Grobbelaar says Tucsa affiliates are aware of the "almost consistently bad Press" it receives, but hardly ever consider whether this is justified

He says there is "obvious bias" in some sections of the media against Tucsa but asks "Where is Tucsa when some of the vital issues of the day are discussed?"

Tucsa, he says, has no economic expert to join in the

debate on unemployment and other issues or to help its unions, and no lawyer to help it "play the legal game as other trade unions are doing"

He lays the blame for this at the door of Tucsa's "shoe-string finances". According to Mr Grobbelaar, Tucsa lags behind British and American union bodies in the number of full-time staff members it has available

He charges that Tucsa is entirely self-financed, whereas emerging unions receive much of their money from overseas and that this is the reason why Tucsa is lagging behind these unions in some areas.

Mr Grobbelaar claims the Federation of SA Trade Unions is able to "play the legal game" and the Council of Unions of SA to employ "20 or so" organisers to launch its National Union of Mineworkers because of this foreign funding

He goes on to propose a plan which aims to improve Tucsa's image and beef up the services offered to member unions.

USA 1967 (110A) 135  
23/10/83  
Tools downed over  
seven fired workers

Mail Reporter

OVER 250 workers at a Nam-pak factory in Industria, Johannesburg, downed tools yesterday

They demand the reinstatement of seven dismissed workers and the end of a closed shop agreement forcing them to belong to a union affiliated to the Trade Union Council of South Africa

According to a spokesman for the Paper, Wood and Allied Workers Union, affiliated to the Federation of South African Trade Unions,

the workers believe the seven were unfairly dismissed

The spokesman said the workers had also protested against the closed shop that forces them to belong to the SA Typographical Union

Late yesterday afternoon, the strike was still on and management and a worker's committee were locked in negotiation. Fosatu union representatives attended as observers, according to the spokesman. Negotiations are to continue tomorrow morning

FRAUGHT WITH INTERNAL RUCTIONS AND ACCUSED OF HAVING LOST DIRECTION, FLEXIBILITY AND CREDIBILITY, THE TRADE UNION COUNCIL OF SOUTH AFRICA (TUUSA) FACES THE ACID TEST AT ITS 29TH ANNUAL CONFERENCE IN PORT ELIZABETH NEXT WEEK. CAROLYN DEMPSTER REPORTS.

# Secretary Grobbelaar laughs, but Tuusa faces discontent

Every agenda tells a story. In the case of Tuusa the 1983 conference agenda provides ample proof of rising tensions which could lead to a switch in direction or a split within South Africa's oldest and largest trade union group.

The controversial motions before conference consist of two basic thrusts.

One is by the "progressive" unions within the Tuusa fold, which can be seen to be pushing for a re-appraisal of the federation's role within the trade union movement as a whole and a greater commitment to union unity.

The other is by the "conservative" Tuusa unions which, wary and suspicious of the emergent unregistered and largely black unions, are seeking to protect their own interests.

At the forefront of the debate is one of Tuusa's most influential unions, the SA Boilermakers' Society, with 54 000 members.

Regarded as Tuusa's "dissident voice", the boilermakers have called for a special conference early next year to examine the continued relevance of Tuusa and its ability to meet future challenges, and an end to the closed-shop system.

As at least half of Tuusa's 478 420 members belong to Tuusa unions because they have no other choice under the closed-shop rule, a change in legislation would strike at Tuusa's foundation.

Another controversial motion likely to prick the ire of the conservative unions is a proposal by the Motor Industry Combined Workers' Union for the Government to reconsider the constitutional proposals.

On the other side of the political spectrum, and equally likely to cause a storm, is the motion put forward by the all-white Mine Surface Officials' Association calling on the Government to make it an offence for an unregistered union to operate or for an employer to recognise such a union.

The motion calls on the Minister of Manpower, Mr Fame Botha, to stop the development of so-called general workers' unions or organisations.

Tuusa general secretary Mr Arthur Grobbelaar laughs at speculative reports of a looming clash.

"I think the best comment I have heard so far about the reports is 'I see we are having our normal annual crisis', and this is exactly it. The controversy is par for the course, it's just a question of degree.

"Any organisation that is composed of such diverse interests and covers the broad spectrum of occupation, race, colour and sex must lead to controversy.

"There will never be total accord on any issue. One expects the majority decision to be complied with," he said.

The call by the boilermakers for a special conference was largely irrelevant, he said, because a similar proposal made at the 1982 conference had been adopted and a sub-committee was looking into Tuusa's future role.

Claims that Tuusa had grown increasingly conservative and, with the affiliation of "right-wing" unions, had been moving more to the right, were disputed by Mr Grobbelaar.

"It really depends where you are sitting," he said.

Altogether there are 57 unions affiliated to Tuusa, with 45 percent of the membership coloured and Indian, 29 percent black and 26 percent white.

The difficulties of maintaining such a divided spectrum under one umbrella are beginning to tell.

The Boilermakers' Society's general secretary, Mr Ike van der Watt, has made it clear that unless Tuusa as a whole takes a more conciliatory view of the emergent union movement the boilermakers might leave the federation.

As one of the few Tuusa unions which has established a good rapport with a number of the emergent unions, the Boilermakers' Society has found it increasingly difficult to reconcile its position in Tuusa when other unions in the federation have lashed out at the emergent unregistered unions.

While Tuusa may have signed on another two affiliates, and an additional 33 000 members since last year's conference, it remains a fact that the federation's inflexibility in the face of major labour issues has led to the resignation of a number of unions already.

If it continues in this vein, this could be the route which other major Tuusa unions could follow, robbing the federation of its substantial standing and influence.

# Tucsa to face big test of unity at PE conference

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Argus 23/9/03

## Labour Reporter

THE largest multiracial trade union federation in the country, the Trade Union Council of South Africa, faces a severe test at its 29th annual conference in Port Elizabeth next week

Significant divisions are expected to emerge between those unions forced by their black membership to move towards the position of the independent unions, and the conservative white craft unions which have recently joined Tucsa

In between these extremes are those unions with a mainly coloured or black membership which have relied on a closed shop to keep their members

They have repeatedly

been accused of not representing the workers' interests and for being out of touch with what is happening on the shop floor

The motion likely to cause most tension calls on Tucsa to hold a special conference early next year to examine its continued relevance

Submitted by the SA Boilermakers' Society — regarded as one of the more "progressive" unions in the council — the motion notes that "pressures, internal and external, threaten the unity, effective operation and relevance of the council and limit both its actual and potential representativeness of all workers"

The Boilermakers' Society has in the past two

years moved closer to the position of the black independent unions, many of which have been attacked by prominent Tucsa members

In another motion, the boilermakers call on the conference to ask the Minister of Manpower to bar closed shops

More than half of Tucsa's 478 000 members belong to Tucsa unions because it is a condition of employment in particular industries

A controversial principle in the South African trade union movement, it has often been criticised as being an abrogation of the principle of freedom of association

In contrast to the boilermakers' motions, the all-white Mine Surface

Officials' Association has proposed that it be an offence for unregistered unions to operate and that employers be prevented from recognising these unions

It is a motion likely to cause a storm. A delegate at last year's conference urged the Director-General of Manpower, Dr P J van der Merwe, to force all unions to register — a suggestion rejected by Dr van der Merwe in his address to the conference

A motion calling on the Government to "reconsider the principles of the proposed new constitution" may draw strong reaction from some of the more conservative white affiliates

# 300 strikers will return to work

Labour Correspondent

A STRIKE by more than 300 members of FOSATU's Paper, Wood and Allied Workers Union at the Industria plant of Printpak (Transvaal) was settled yesterday after talks between workers and the Nampak group, which owns the plant.

The workers downed tools on Thursday to protest against the firing of seven workers and the fact that TUCSA's SA Typographical Union has a closed shop agreement covering the plant which forces all workers to join it.

One of the terms of the settlement is that the company will open recognition talks with PWAU, which is likely to lead to another blow to SATU's closed shop in the printing and paper industry.

A Nampak statement yesterday said the agreement meant workers would return to work "at normal time" on Monday.

According to Nampak, one of the employees dismissed had refused to take a job in another department.

It said he had now been

reinstated after agreeing to take this job. "All written warnings in terms of the company's procedures with regard to the employee have been removed from the records," the company said.

It added that an inquiry would be conducted towards the end of next week to determine the fate of the other six workers who were fired.

Printpak had also agreed to open talks with PWAU "with a view to concluding a recognition agreement".

A PWAU spokesman said yesterday the company's decision to open recognition talks with the union meant "they have now acknowledged we are the majority union at the plant".

He said the "underlying cause" of the dispute had been SATU's closed shop at the plant, which had led workers to allege that Printpak was favouring SATU against PWAU.

The agreement did not mean that SATU's closed shop at the plant had ended, but attempts would be made through other channels to end it at Printpak, he added.



# Electricians claim bid to split power

WESTERN Cape electrical workers are confused and angry over a meeting which has been called this week to form a Mitchells Plain branch of the Electrical and Allied Trades Union of South Africa.

Workers belonging to the Western Cape branch of the union say they had not been informed of this meeting and see this as an attempt by conservative forces within the union to split the branch, which has been the most vociferous opponents of the union's conservative national leadership

## Four killed

They say the formation of a Mitchells Plain branch would be the start of splitting up the Western Cape branch into possible branches in Atlantis and other places with little voice

### ORGANISED

The meeting had been organised for Wednesday night week at the Rocklands Civic Centre, according to notices sent to about 100 electrical workers living in Mitchells Plain

According to a spokesman for the Electrical Workers' Support Committee, the workers did not know who had organised the meeting. They suspected it could be the Southern Area Committee or national executive committee (NEC) which had recently unsuccessfully tried to suspend the entire Western Cape branch committee

Workers had elected the whole committee at a special general meeting against the decision of the NEC who had suspended the branch committee

### CHALLENGE

The support committee spokesman said workers were expected to attend in large numbers to challenge the formation of a Mitchells Plain branch

● In another move, the support committee has invited workers to a separate meeting in Belgravia Estate to discuss other problems they had in the union

The meeting will be held on Thursday night at 32 Fourth Avenue, starting at 8 pm.

The meeting will discuss the control of the union's money, the powers of the NEC and wages and working conditions

24/9/83

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C. Herald

Tucsa (135)

congress  
E-Post  
marks 30  
24/9/83  
years

By GARTH KING

TRADE unionists from all over the country will converge on Port Elizabeth on Monday to attend the 29th annual Trade Union Council of South Africa (Tucsa) congress

Tucsa delegates, representing some 478 400 members affiliated to 57 unions, will meet until Thursday at a luxury beachfront hotel.

Tucsa, now 30 years old, can claim to be the most representative trade union grouping in the country

Resolutions scheduled to come before congress include

- A call to abolish the solitary confinement and incommunicado imprisonment of detainees

- A plea to the Government to reconsider the principles of the proposed new constitution because of "its entrenchment of ethnicity and exclusion of black citizens"

- A call to abolish influx control because of its "detrimental effects on workers, employers and the national economy".

- An appeal for the recruitment of all races for positions in the civil service where acute staff shortages prevail

- A call to the Government to provide for more severe penalties for employers who withhold industrial council contributions and to make it a criminal offence for an employer to withhold from a trade union those dues deducted with the consent of employees

- Calls for the separate taxation of married couples and the curbing of excessive profit-taking and inefficiency in the provision of housing

# Tucsa on the boil

□ Grobbelaar denies a crisis □ Scheepers flays the independents — but the boilermakers aren't buying it

THE Trade Union Council of SA (Tucsa) meets in Port Elizabeth tomorrow for what could be a make-or-break annual conference. Tensions have been rising within the council and almost came to a head a few weeks ago when general secretary Arthur Grobbelaar reportedly threatened to resign.

The 400 000-member union federation is facing heavy pressure from within to identify with the labour movement, especially the emerging black unions who continue to make inroads into hitherto Tucsa preserves.

Tucsa goes into its 29th conference after a bitter and divisive debate on detention without trial,

especially where trade unionists are involved, during its last conference in Cape Town. The council produced an ambiguous statement condemning detention without trial. The timing was bad, coming as it did after the death of Dr Neil Aggett in police custody.

A resolution calling on the Government to charge or release all detainees, after it was changed to delete any reference to Dr Aggett, was rejected and instead Tucsa said it believed "these arbitrary powers are deserving of the strongest condemnation".

Tucsa president Dr Anna Scheepers in her address flayed independent unions and individuals who expected Tucsa to make representations on behalf of detainees "who were sometimes

unknown to Tucsa's officers"

"What do people think we are?" she asked "They are trying to undermine Tucsa and as soon as they find themselves in difficulty, Tucsa is first approached to make representations to the authorities"

She said Tucsa was opposed to detention without trial but, she said, it could not be expected to take up cases of individuals "they hardly knew, or did not know at all"

Tucsa is seen by independent unions to be pandering to the racial prejudices of rightwing white workers. It has established parallel unions to cater for black workers. But the workers feel they are powerless and there

has been a steady drift to independent unions

Nothing illustrated the gulf between Tucsa and the independent unions more than the death of Neil Aggett. Unions called for a half-hour work stoppage in memory of Aggett. Tucsa didn't join it and advised its members not to heed the call.

The work stoppage led to a rapport among the independent unions which was to be a catalyst to the formation of one federation representing all workers in the country.

Again Tucsa is out of it. Dr Scheepers accused independent unions at last year's conference of failing to organise unorganised workers and of poaching Tucsa members

The unions in turn said Tucsa survived through the industrial councils and closed-shop agreements which compelled workers to join Tucsa affiliates or lose their jobs.

Mr Grobbelaar, asked about the disagreements which almost led to his resignation, denied there was any crisis within Tucsa but conceded there were differences. The diverse composition of the federation, he said, allowed ways made for controversy.

Just how diverse Tucsa's composition is can be seen from the type of motions to be debated at its 29th conference tomorrow. They range from the SA Boilermakers' Society's "concern" about black constitutional development in the light of the new Bill which seeks to exclude them, to the call by the Mine Surface Officials' Association on the Government to introduce legislation that would restrict unregistered unions, and individuals working for those unions.

The critical debate will

bers will view them as too liberal

The Garment Workers' Union and the National Union of Clothing Workers have already said it would be dangerous for unions to take a stand on the constitutional proposals.

The two unions note in their monthly journal, *Garment Worker*, some members will support the proposals because they feel they are a step in the right direction, while others will reject them either because they don't go far enough or because they believe whites will lose control of their own affairs.

"Our unions," the journal says, "then join others in abstaining from comment on the constitution. We recognise that our members have different views because this is the personal right of each of us. To take sides would bring the divisions of South Africa, reflected in the constitution itself, into our unions."

All the big independent unions have rejected the proposals. Others like the Council of Unions of SA

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be on Mr PW Botha's constitutional proposals. Tucsas membership almost straddles the entire political spectrum, from the Conservative Party on the right, who see in the Government's reform plan a threat to white survival, to black members, who will find discussion purely academic.

Tucsas white members will be looking at conference to offer direction on how to vote on November 2.

A resolution submitted by the Motor Industry Combined Workers' Union asks conference to note with concern that the Republic of South Africa Constitution Bill entrenches ethnicity and by its excision of black citizens "carries the threat of further dividing an already divided society."

It calls on the Government to reconsider the principles of the legislation and "to design a political structure which ignores colour and race."

The SA Boilermakers' Society stresses the uncertainty surrounding the constitutional development of blacks, especially as it affects their residential rights and the right to work where work is available.

The society wants Tucsas to meet Prime Minister Botha and Minister of Co-operation and Development Piet Koornhof to get clarity on the Government's policy and intentions.

The resolutions will meet strong opposition from some of Tucsas affiliates, either because they object to the council prescribing to its members on an issue which is seen as basically a matter of conscience, or because right wing mem-

and the SA Allied Workers Union have even aligned themselves with the National Forum and the United Democratic Front, formed to fight the proposals.

Another contentious resolution by the Boilermakers' Society calls on Tucsas to examine its current position "in relation to the present conditions and its ability to meet the challenges arising." This has been interpreted as a challenge to Tucsas to shed its management-oriented image and to improve its credibility among black workers.

The society says Tucsas is potentially the most influential co-ordinating body in the country and is seen by the Government as representative of organised labour. It therefore must be in a position to fulfil the responsibilities placed on it by these considerations and ensure that its policies are and remain relevant to the changing situation.

The society wants a special conference early next year to look at Tucsas's direction.

Other resolutions that may spark lively discussions are

- The Garment Workers Industrial Union's call to the Government to abolish influx control.

- A call to the Government to abolish control boards.

- A call to introduce a black language as a third official language.

The four-day conference will be addressed by the Minister of Transport Services, Mr Hendrik Schoeman, on Tuesday and Mr Leon Louw, executive director of the Free Market Foundation, on Wednesday.

IKE VAN DER WATT doesn't seem the kind of man to agree with Sisa Njikelana, Chris Dlamini or other leaders of the progressive black trade union movement.

But this week he did Van der Watt came out with a set of serious criticisms of the old Trade Union Council of South Africa (Tucsa)

The importance of Van der Watt's criticisms lie in the fact that he's a highly respected white unionist, he leads the 50 000-strong multiracial SA Boilermakers' Society, and his union is a Tucsa member.

Van der Watt was only saying what progressive black trade unionists have been saying for years - that Tucsa has lost the confidence of black workers, failed to formulate policies relevant to their interests, and was standing in the way of meaningful unity among workers

His criticisms come as the leading progressive unions continue their step-by-step moves to form a single, massive union federation, the like of which has never been seen before in South Africa. The fact that his criticisms have also come on the eve of Tucsa's annual congress which starts on Monday, has brought furious responses from other Tucsa leaders, among them general secretary Arthur Grobbelaar.

And there is a fair chance Van der Watt's union, which includes a significant number of blacks, could leave Tucsa.

Nobody is suggesting that Tucsa is about to die. One observer remarked a bit cynically that "Tucsa might just forget to do that"

But what is clear is that the old dinosaur is ailing and is way off its patch.

More than that, the country's worker movement is now populated by a different kind of animal - one who is a lot more courageous, clever and a great deal more determined when it comes to fighting for members' interests than the tired Tucsa hulk

Among this new species - the independent black progressive unions - are those found in the

# Tucsa - the unions time forgot

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city Press  
25/9/83

By HOWARD BARRELL

widely acknowledged to be inferior to the new black progressive unions.

Tucsa's history is not a proud one. It voted in 1954 to exclude African workers from its ranks. It did an about face in 1962. Then it changed back to its old position - to exclude Africans - after 1969. And then, yes, it changed its mind again - in 1974 - saying it would allow African members

But by then it was really too late

Tucsa had become known as the union grouping which had conducted a war of attrition against the major black union federation of the 1950s, the South African Congress of Trade Unions (Sactu), subsequently driven underground and into exile by Government action

Tucsa's answer was to start the "parallel unions" system. These separate African unions operate alongside, and often under the control of, conservative white unions. But this tactic was quickly recognised as an attempt to spawn "tame" black unions

Since then, Tucsa leaders have been shouting some strange things from the shoreline of their little island. They have not been saying the boat should come back for them. Instead, they've been calling for bans on unregistered unions

They have refused to take a stand against detention without trial, and they've been calling for State action against illegal strikers

But as the labour floodwaters rise higher, it seems highly unlikely there will be any room left on the ark for sick dinosaurs

ARTHUR GROBBELAAR... furious response.

Fosatu federation, plus the General Workers' Union, the Food and Canning unions, the National Union of Mineworkers (NUM), and the Commercial, Catering and Allied Workers' Union - to mention a few of the notables

These unions have had to fight every inch of the way - sometimes against not only employers, but against the Security Police and Tucsa unions - and they have notched up an impressive string of victories.

Contrast this with the Tucsa unions. Their organising strategy (such as it is) has, in the view of many labour observers, relied on cosy closed shop agreements

It is largely as a result of these agreements that Tucsa still has about 100 000 African workers, say these observers. And Tucsa unions' shopfloor organisation and leadership is

CAPC Times 26/9/83  
(135) ~~135~~

# Possible Tucsa split looming

From PHILLIP VAN NIEKERK

PORT ELIZABETH — A potential split is looming in the ranks of South Africa's largest trade union body, the Trade Union Council of South Africa (Tucsa), whose annual congress opens here today

Some observers have described it as a "make or break" conference for the organization, but Mr Arthur Grobbelaar, Tucsa's general secretary, last night brushed these suggestions aside

Speaking at the plush seaside hotel where the conference is to be held, Mr Grobbelaar said "There have always been splits in Tucsa. And there have always been differences of opinion, because of the very diverse nature of Tucsa"

However, Mr Ike van der Watt, general secretary of the SA Boilermakers' Society, the country's largest trade union, said last night that there was an urgent

need for Tucsa to change direction

The Boilermakers' Society has a motion on the agenda calling for a special congress early next year to discuss the organization's future

Mr Van der Watt believes Tucsa has failed to unite the trade union movement

He warned that if the call for a special congress were defeated, the Boilermakers' Society would "seriously reconsider" its position within Tucsa

Much of the tension within Tucsa has been generated by right-left ideological differences, which came to a head at last year's conference, when a motion condemning detention without trial was defeated in favour of a watered-down version demanding safeguards for detainees.

The ideological rift is likely to come to the fore again in debates over the new constitution and influx control



**UNIVERSITY OF CAPE TOWN  
EXAMINATION ANSWER BOOK**

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

# Concern over new labour legislation

135 ~~166~~ E. Post 26/9/83

External
(3)

By **CLAIRE PICKARD-CAMBRIDGE**  
DEEP CONCERN was expressed in Port Elizabeth today by the president of the Trade Union Council of South Africa (Tuca), Dr Anna Scheepers, about the Government's plan to reduce the potency of industrial council agreements.

## 'Lief' Van Tonder is new president of Tuca

Post Reporter

Mr E "LIEF" VAN TONDER, general secretary of the South African Typographical Union and former first vice-president of the Trade Union Council of South Africa, was elected president at the 29th congress of the council today.

Mr Van Tonder takes over from Dr Anna Scheepers today as president of the co-ordinating body to which 480 000 trade union members are affiliated.

The presidential term is limited to two years by conditions laid down in Tuca's constitution.

perienced phenomenal growth in membership over the past two years, from 370 000 in September, 1981, to 480 000 at present

One of its achievements has been moves resulting in the extension of unemployment insurance cover to workers from, and in, newly independent homelands

She said this had been criticised by those who believed workers preferred "shadowy political posturing" to real improvements in unemployment benefits

It was also unfortunate that the initiative for reform shown by the Department of Manpower had not been taken up in other Government quarters

The rights of migrant workers to be permanent residents in urban areas after the qualifying period should not be eroded by pending legislation

Addressing about 350 delegates at the opening of Tuca's 29th annual conference, Dr Scheepers said the latest proposed amendments to the Labour Relations Act would result in the State intervening in labour relations in a negative fashion

"The apparent aim of the proposed amendments is to remove existing protection for workers, since the Minister of Manpower could override even the parties to a council and grant exemption from the provision of any agreement they might enter into"

The Minister would also be able to publish a Govern-

ment notice excluding certain areas from the provisions of an agreement, she said

Inflation and recession had continued to wreak havoc on the lives of workers

Wage adjustments had not kept pace with the country's galloping inflation rate, averaging 13.7% during the first five months of this year

"Unemployment has increased to crisis levels and

retrenchments, lay-offs and short-time seems to go on and on"

She said massive increases in food prices were looming. She appealed to the Government to remove General Sales Tax from basic foodstuffs

Tuca had also noticed the "high-handed and cynical fashion" whereby MPs had awarded themselves considerable increases, she said

She said Tuca had ex-

### NOTE CAREFULLY

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

### WARNING

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

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

135 ~~135~~ ROM 26/9/93

MR MORRIS Kagan's death last week ended the career of a remarkable unionist

Mr Kagan helped organise shop workers into unions for the first time

But his major contribution may well lie elsewhere, for Mr Kagan was one of the few long-serving Tucsa unionists who remained sensitive to the aspirations of black workers to the end

While many veteran established unionists became increasingly estranged from the black union movement which emerged in the 70s, Mr Kagan never did

He remained secretary of a Tucsa union, but was always ready to assist — but not attempt to control — the emerging Commercial, Catering and Allied Workers Union as he had assisted black unions in the 50s

And there could have been no better tribute than that his funeral was attended by many emerging unionists, as well as Tucsa officials and employers



# Tusca has shown big growth rate

Star 26/9/83 (135)

By Carolyn Dempster

PORT ELIZABETH — In spite of the twin spectres of inflation and recession, the Trade Union Council of South Africa has shown phenomenal growth over the last two years

Its president, Dr Anna Scheepers, was speaking to delegates at the opening of the 29th annual congress in Port Elizabeth this morning

Over the last two years the council had grown in membership from 370 000 to 480 000 — proof that Tusca remained the most powerful worker voice in South Africa, she said

Dr Scheepers attacked the Government's proposed amendment to the Labour Relations Act

The amendment, which would enable the State to intervene at Industrial Council level, would be an extremely negative move, said Dr Scheepers

Not only would the added power of the Minister to grant

exemption from agreements reached at the IC erode the power of the councils, it would also destroy the concept of collective bargaining by employees and employers to resolve disputes

"The Minister, by making the correct approach, can get the cooperation of the Industrial Council if any difficulties arise — without giving the Minister dictatorial power," she said.

In view of the continuing high rate of inflation, coupled with accumulative effects of the drought, Dr Scheepers appealed for

- The monetary authorities to come forward and "breathe some life" into South Africa's stagnant economy

- The removal of General Sales Tax from at least basic food-stuffs

It was cold comfort to the thousands of unemployed workers that the economy might show an upturn late in 1984, she said.

472 (10) 27/7/87  
135  
Plea for  
workless  
thousands

From PHILLIP  
VAN NIEKERK

PORT ELIZABETH —  
Dr Anna Scheepers, outgoing president of the Trade Union Council of South Africa, appealed yesterday to the government to "breathe life into our stagnant economy" to offset massive unemployment and starvation

Speaking at Tucsa's annual congress here, Dr Scheepers said it was "very difficult" to say anything about the economy that was not depressing

Apart from the "dark spectre" of inflation, with which wage increases had not kept pace, unemployment was at "crisis level"

"The situation for the workers — and I'm not talking about the Mercedes and BMW elements — is becoming worse by the day. Predictions for an economic upturn by the second half of 1984 are cold comfort for the vast majority of South Africa's workers, who are daily seeing their tables become more bare"

● Mr E "Lief" van Tonder, general secretary of the SA Typographical Union, was unanimously elected to replace Dr Scheepers

CAPE TIMES 27/9/83

# Boilermakers accuse Tucsas

From PHILLIP VAN NIEKERK

PORT ELIZABETH — The Trade Union Council of South Africa (Tucsas) was accused by an affiliate union at their annual congress here yesterday of gearing up for an inter-union war

Mr Ike van der Watt, general secretary of the SA Boilermakers' Society, said an attempt by Tucsas to beef up its finances and services appeared to be motivated by the attitude that Tucsas had to "destroy other unions" to survive

He was speaking during a heated debate on a document drawn up by the organization's national executive committee, proposing doubling members' affiliation fees to finance extra educational, legal, economic and public relations services

The document, which was leaked to the press last week, makes concessions to critics

"Tucsas and its affiliates have two options," the report notes "To expand and grow in influence and strength — or to muddle along as at present, stagnate and die"

The debate saw a sharp division emerge between the boilermakers' and the rest of the congress

Mr Arthur Grobelaar, Tucsas's general secretary, accused the boilermakers of breaking trust with the council by commenting on the document in their union newsletter, the Crucible

### Mr Grobelaar 'deeply disappointed'

Mr Grobelaar expressed "deep disappointment" that the "private and confidential" document had been leaked to the press

A number of delegates rose to defend Tucsas's record, attacking other unions for trying to "destroy" Tucsas, and the media for negative reporting

However, Mr Athol Margolis, organizing secretary of the National Union of Clothing Workers, said money could not improve Tucsas's bad press image while the council "squirmed away" from issues like squatter demolitions and deaths in detention, and failed to oppose the Ciskei banning of the SA Allied Workers' Union (Saawu)

Mr Van der Watt rejected the allegation that he had broken trust with Tucsas

The proposal was passed by 140 votes to 14, with three abstentions

135  
27/9/83  
E. Post  
**Tucsa delegates want ministerial inquiry**

Post Reporter

DELEGATES at the annual conference of Tucsa today urged the intervention of the Minister of Manpower, Mr Fanie Botha, to ensure a thorough investigation into the recent death of one worker and the injuries of two others at United Transport Holdings, Johannesburg

Mr Antony Dlamini, who was killed, Mr Klipston Ligwa and Mr Zephania Maseko were all members of the African Transport Workers Union (ATWU), a Tucsa affiliate

The general secretary of the ATWU, Mr Gert Van der Walt, told delegates the incident had occurred last week outside the premises of the cartage contracting firm when members held a peaceful meeting concerning grievances about working conditions

A security guard from the company approached the group and attempted to interfere with the proceedings. He refused to leave and a scuffle ensued, resulting in one death and two injured members

in fire

# Tucsa adopts tough stance on detentions

Star 29/9/83 (135)

By Carolyn Dempster,  
Labour Reporter

PORT ELIZABETH — The Trade Union Council of South Africa (Tucsa) congress today reiterated its total opposition to detention without trial in an attempt to clarify the council's

stance on the issue

Tucsa last year exposed itself to harsh criticism for its failure to debate the issue of detention fully at congress

The matter had been raised to clear the widespread misinterpretation and misrepresentation, said motivator Mr Des East of the Motor Industry Combined Workers Union

While congress noted "with qualified gratification" the introduction of a code of practice relating to the treatment of detainees, this was not sufficient. The practice of holding detainees incommunicado should be completely abolished

Mrs Lucy Mvubelo of the National Union of Clothing Workers said it should be made clear to the authorities that the detention of a person on political grounds was a double-edged sword

It left a heritage of resentment and anger which could constitute more of a threat than that which the Government was attempting to combat

An ambitious scheme designed to improve the image and services of the council was passed at the congress yesterday

Delegates also voted for an increase in affiliation fees, from 5c to 8c member, to finance the programme. Another 2c increase will come into effect in January

● Mr E van Tonder, general secretary of the SA Typographical Union, became the new president of Tucsa yesterday, unanimously elected by the 300 delegates attending the congress. He succeeds Dr Anna Scheepers

# TUCSA fears State grip on labour pacts

PORT ELIZABETH — There was "deep concern" about the Government's plan to reduce the potency of the Industrial Council agreements, the president of the Trade Union Council of South Africa (TUCSA), Dr Anna Scheepers, said in Port Elizabeth yesterday.

And she called on the Government to remove General Sales Tax from basic foodstuffs, in the light of the recession and rising inflation.

Addressing delegates at the opening of TUCSA's 29th annual conference, Dr Scheepers said the latest proposed amendments to the Labour Relations Act would bring negative State intervention into labour relations.

"The apparent aim of the proposed amendments is to

remove existing protection for workers, since the Minister of Manpower could override even the parties to a council, and grant exemption from the provision of any agreement they might enter into."

Dr Scheepers said inflation and recession had continued to wreak havoc on the lives of workers.

Wage adjustments had not kept pace with the country's inflation rate, averaging 13,7% during the first five months of this year.

"Unemployment has increased to crisis levels and retrenchments, lay-offs, and short-time seems to go on and on."

She said increases in food prices were looming and appealed to the Government to remove GST from basic foodstuffs.

Tucsa's membership has grown by about 110 000 over

the past two years to 480 000.

One of its achievements had been moves resulting in the extension of unemployment insurance cover to workers from, and in, newly-independent homelands.

It was unfortunate the initiative for reform shown by the Department of Manpower had not been taken up in other quarters of the Government, she said.

Although the rights of migrant workers to be permanent residents in urban areas after the qualifying period could not be eroded by pending legislation, "Those workers now face the prospect of never being able to live in the urban areas because of the non-existence of family accommodation."

Mr E "Lief" van Tonder, general-secretary of the SA Typographical Union, took over from Dr Scheepers as president yesterday — Sapa



The British Prime Minister, Mrs Margaret Thatcher, at a base in Bergen, West Germany, recently. Sapa

## Move to better care for terminally ill

CAPE TOWN — Facilities available for the care of terminally ill patients in hospitals and homes for the aged are inadequate, but a three-year research project in the Tygerberg area may change that.

This was disclosed by the leader of a project undertaken by the Department of Community Health of Stellenbosch University and the Medical Research Council, Dr Fransie Prinsloo.

Dr Prinsloo said Tygerberg Hospital — the teaching hospital for Stellenbosch University — had from 1973 until recently been the only hospital in South Africa with a geriatric clinic.

"South Africa's growing number of people over the age of 65 is a major problem. That is particularly in the urban areas where accommodation is at a premium and where the small family cannot cope with an elderly relative."

A pilot study has been completed and most problems isolated.

Questionnaires on health and social services have been prepared and well-briefed elderly people are conducting interviews at hospitals and other institutions.

"Desperately-sick elderly people are often destitute after recovery from the initial phase of their illness, and many old age homes are unable to cater for them," said Dr Prinsloo.

"Not only are facilities for the terminally ill in hospitals and old age homes inadequate, but so are supporting systems for patients remaining at home."

The project team will conduct a similar study in rural areas to assess the needs of the elderly there — Sapa.

"Frequently, too, housing is inadequate and inflation has reduced fixed incomes of the elderly below subsistence levels."

## Magistrate, prosecutor die in SWA

By TONY WEAVER  
Mail Africa Bureau

WINDHOEK — The tiny South West African legal fraternity has been hard hit by the death on Sunday of a Windhoek magistrate and public prosecutor when their vehicle struck a stray horse near Usakos.

Legal men and women yesterday expressed their sorrow and shock at the deaths of Mr Winfred Rust and Miss Anna Husselman, who were both on their way to serve at the Swakopmund circuit court when they hit the horse on the main road at about 7pm.

Miss Husselman, 25, was the territory's only coloured woman prosecutor, and was highly respected in legal circles.

Mr Rust is survived by his wife and three children, while Miss Husselman was unmarried.

## Farmer lands in court for taking pigs to market

PORT ELIZABETH — Eight pigs went to market — and the farmer who sold appeared in the magistrate's court in Port Elizabeth yesterday charged with stock theft.

Mr Edgar Jesse Godfrey Crews, 68, was charged with wrongfully selling pigs that were the property of Mrs Maria Velem, who lives nearby, on August 9 last year.

At a previous hearing, Mr Crews pleaded not guilty.

He said the pigs had been straying onto his property for almost two years and had practically made his farm their home.

They had caused extensive damage, totally devastating his front garden, and had eaten calf and dairy meal, broken water troughs and even damaged a gravestone in the farm cemetery, he said.

He had complained several times and the pigs had been removed, but had promptly

returned again.

He said Mrs Velem told him last May to do whatever he wanted to with pigs. He had not been told to decide immediately and considered building a pen for them.

During August a pig injured one of his dogs, later a pig had attacked Crews himself. He had tried to take them to the toir.

It had taken 22 hours to round up the pigs.

Mr Crews said he had received R220,80 for the pigs, which he kept as compensation for the damage they had caused.

Mrs Velem claimed Crews had promised her money.

He denied this, saying pigs had been abandoned.

He said he had been told by officials of the District Council he could not trespass animals.

He had not been told he could not sell them. — S

# DIOM

September Savings

## Schwarz pushes for police station cast

(135) S. Post 27/9/83

# Tucsa told it cannot buy image



**Mr E "LIEF" VAN TONDER, general secretary of the SA Typographical Union, has been elected president of Tucsa.**

By **CLAIRE PICKARD-CAMBRIDGE**

NO amount of money will buy the Trade Union Council of South Africa a good Press and public relations image when the body squirms at the raving of squatter issues and fails to express opposition to the Ciskei's banning of Saawu

This was said by Mr Athol Margolis, of the National Union of Clothing Workers (NUCW), at the 29th annual Tucsa congress in Port Elizabeth yesterday

The issue was raised during debate on a proposal that each member pay increased affiliation fees to the council

Mr Margolis said the NUCW had opposed increased affiliation fees on the grounds that good trade union public relations could

not be bought when Tucsa also defeated resolutions expressing concern about deaths in detention and failed to express opposition to repressive actions taken against residents in Mdan'sane

"Let us remember that every one of the above issues affect workers," he said

"Money and expertise cannot buy a positive image, only positive actions can do so"

Delegates from the African Transport Workers Union and the Garment Workers Union (Natal) expressed support for the proposed increase in fees, saying it was essential to contribute to the survival and expansion of Tucsa

The SA Boilermakers Society, the largest trade union in the country, was

one of the Tucsa affiliates opposed to the increased affiliation fees

Mr Ike van der Watt, general secretary of the SA Boilermakers Society, said he did not believe Tucsa had done enough to unite the labour movement in South Africa

After debate, the proposed increase in affiliation fees to Tucsa was accepted by most delegates

● Evidence of a rift between the SA Boilermakers Society and Tucsa emerged at the congress yesterday

Tucsa's general secretary, Mr Arthur Grobbelaar, said issues raised in a highly confidential report on "The role of Tucsa in the future" had been openly discussed in the SA Boilermakers Society's official journal, The Crucible, on August 31

He said he was outraged that the contents of a confidential presentation had been given to the Press before they had been debated by delegates

The confidential report discussed Tucsa's unfavourable public image, minimal financial resources and the overseas funding of emerging trade union groupings

Mr Grobbelaar referred to the article in The Crucible, in which Mr Van der Watt disclosed that a project had been drawn up to improve Tucsa's media image and research legal, organisational and educational facilities

Mr Van der Watt said in the article that Tucsa had lost its credibility, flexibility and motivation in adapting to to the changing circumstances of labour

135 D. Dis patch 27/9/82

# Concern over govt's labour law plans

PORT ELIZABETH — "Deep concern" was expressed about the Government's plan to reduce the potency of the Industrial Council agreements by the president of the Trade Union Council of South Africa (Tucsa), Dr Anna Scheepers, in Port Elizabeth yesterday

Addressing delegates at the opening of Tucsa's 29th annual conference, Dr Scheepers said the latest proposed amendments to the Labour Relations Act would bring negative state intervention into labour relations

"The apparent aim of the proposed amendments is to remove existing protection for workers, since the Minis-

ter of Manpower could override even the parties to a council, and grant exemption from the provision of any agreement they might enter into"

Dr Scheepers said "Inflation and recession had continued to wreak havoc on the lives of workers and wage adjustments had not kept pace with the country's inflation rate with "unemployment increasing to crisis levels"

She said increases in food prices were looming and appealed to the government to remove general sales tax from basic foodstuffs

Tucsa's membership has grown by about 110 000 over the past two

years to 480 000

One of its achievements had been moves resulting in the extension of unemployment insurance cover to workers from, and in, newly-independent states

She said this had been criticised by those who believed workers preferred "shadowy political posturing" to real improvements in unemployment benefits

"And it seems the Industrial Council is being used more by its former critics than by anyone else," Dr Scheepers said

It was also unfortunate that the initiative for reform shown by the Department of Manpower had not been taken up in

other quarters of the government

Although the rights of migrant workers to be permanent residents in urban areas after the qualifying period could not be eroded by pending legislation, "those workers now face the prospect of never being able to live in the urban areas because of the non-existence of family accommodation"

This was the "legacy of the government's almost total neglect of the acute housing problems in black, coloured and Indian communities," a condition which now threatened the basic fabric of communities and South Africa's social stability

Mr E "Lief" van Tonder, general-secretary of the SA Typographical Union and former first vice-president of Tucsa, took over from Dr Scheepers as president yesterday — SAPA



DR SCHEEPERS

# Delegate warns Tucsa of inter-union war

PORT ELIZABETH — The Trade Union Council of South Africa (Tucsa) was accused by an affiliate union at their annual congress here yesterday of motivating an inter-union war

Mr Ike van der Watt, general secretary of the South Africa Boilermakers Society, said an attempt by Tucsa to beef up its finances and services appeared to be motivated by the attitude that Tucsa had to "destroy other unions" to survive

He was speaking during a heated debate on a document drawn up by the organisation's national executive committee proposing a doubling of members' affiliation fees to finance extra educational, legal, economic and public relations services

The document, which was leaked to the press last week, concedes that some of the criticism directed against Tucsa in the media is justified

"Tucsa and its affiliates have two options," the report notes, "to expand and grow in influ-

ence and strength — or to muddle along as at present, stagnate and die"

The debate saw a sharp division emerge between the Boilermakers Society and the rest of the congress

Mr Arthur Grobelaar, Tucsa's general secretary, accused the Boilermakers of breaking trust with the council by mentioning the existence of the document and commenting upon it in their union newsletter, the Crucible

Mr Grobelaar expressed "deep disappointment" that the "private and confidential" document had been leaked to the press from within Tucsa and had been publicly debated before the congress

A number of delegates rose to defend Tucsa's record, attacking other unions for trying to "destroy" Tucsa and the media for negative reporting on the council

However, Mr Athol Margolis, organising secretary of the National Union of Clothing Work-

ers, said that no amount of money could improve Tucsa's bad press image while the council "squirmed away" from issues such as squatter demolitions and deaths in detention, and failed to oppose the banning of the S A Allied Workers' Union (Saawu) in Ciskei

Mr S I Muckdoon, of the Garment Workers' Union (Natal) alleged that "outside people" were pouring money in to rival unions to destroy Tucsa and Mr G van der Walt, general secretary of the African Transport Workers' Union, said the emerging unions were fighting to destroy his union

Mr Van der Walt, who rejected the allegation that he had broken trust with Tucsa, said "It would appear from the attitude of delegates that the main motivation for doubling affiliation fees to fight an inter-union war. If that's the attitude, Tucsa is heading for trouble"

The motion was passed by 140 votes to 14, with three abstentions — DDC



(135) RUM  
28/9/83

# Tucsa pleads for GST relief

Pretoria Bureau

THE Trade Union Council of SA has made another powerful plea for the lifting of general sales tax on basic foods and commodities

It was made by the retiring president of Tucsa, Dr Anna Scheepers, at the council's annual conference in Port Elizabeth this week

Dr Scheepers has stressed that GST is a tax on the poor. Groups who would otherwise pay no tax were compelled to contribute to Government revenue through a tax on essentials

Her plea has the support of consumer organisations and the Housewives' League

And the PFP has pleaded in vain for the past two years with the Minister of Finance, Mr Owen Horwood, to relax the tax on essentials

The PFP's finance spokesman, Mr Harry Schwarz, said yesterday

"GST is a good tax in a situation where there is greater equality of incomes, but where a large section of the population is in the low income group category it

causes hardships'

Mr Schwarz said there was little prospect of the Government scrapping the tax but there was obviously a strong case for abolishing it on essentials

He did not believe the administrative problems associated with scrapping the tax on essentials were insurmountable. Economists have pointed to the high level of poverty in South Africa and say that for security reasons at least, basic food prices should be kept as low as possible

135 RDM  
28/9/83

# Council votes to outlaw all unregistered unions

Mail Correspondent

PORT ELIZABETH — The Trade Union Council of South Africa (Tucsa) voted overwhelmingly at their annual conference in Port Elizabeth yesterday for a legal bar on unregistered trade unions

And a resolution calling for a change to the Labour Relations Act to allow workers to join the trade union of their choice was defeated

Mr Robbie Botha, general secretary of the Mine Surface Officials' Union, proposing the "legal bar" motion, warned that legislation was in the pipeline to eliminate the principle of registration

He said this would open the way for general unions which would "inevitably become political mass movements". If compulsory registration — confining unions to certain

areas — were not imposed, there would be "chaos"

Several delegates said their unions were under attack from unregistered unions who "did not want to abide by the rules" They said if unregistered unions had organisation and membership they should have no problem in registering

Mr E Esau, of the Motor Industry Combined Workers' Union (Micwu), said the resolution was a sign of "weakness and panic" Many Tucsa unions had been fully protected in the past but had made no effort to organise blacks

"Black unions came in and started organising the unorganised," he said "Why must legislation now be imposed on these unions forcing them to register?"

The motion was carried by 125 votes to 27, with Micwu, the SA Boilermakers Society and the unregistered black SA Bank Employees' Union, among the dissenters

A motion calling on the Government to amend the Labour Relations Act so that workers could be free to join the union of their choice was proposed by Mr Ike van der Watt, general secretary of the SA Boilermakers Society, who stressed that he was not attacking the closed shop system as such

He said the law as it stood removed the right of workers to express their dissatisfaction by resigning and joining other unions and that some unions could find themselves dependent on employers for their very existence

# Free economy the answer, Tuca told

Post Reporter

"THE greater the power of a Government, the greater is the struggle for power," the executive director of the Free Market Foundation, Mr Leon Louw, said in Port Elizabeth today

Addressing delegates at the annual conference of the Trade Union Council of South Africa (Tuca), Mr Louw said only freer economies could depoliticise life and prevent escalation of conflict

Strikes and riots had occurred where there was Government intervention in issues such as education, resettlement, labour, influx, housing and deliberate racial segregation or integration

He said it was not inconsistent for someone advocating a free market system to address trade unionists

"Trade unions are voluntary associations of people and it is anti-free marketeers who have restricted their existence," he said

The real enemies of a free market were usually the capitalists, because most laws had been passed at the request of the private sector

He claimed free market systems brought "magnificent benefits" for workers, because the freest economies of the world, such as Lichtenstein, Switzerland, Taiwan, Hong Kong and Japan, had had full employment for decades

Every law passed reduced freedom and in South Africa there were more than 4 500 statutes already

"Interventionism is a disease of the West which has descended on us over the past 50 years," he said

It now cost nearly R50 000 for governments to create one job in the formal sector, whereas a job could be created in an informal sector with R50 or R100. Decentralisation pushed up the cost of job creation and Government intervention also made racial discrimination cheap and easy

(Report by C Pickard-Cambridge, 19 Baakens Street, Port Elizabeth)

28/9/83  
Argue  
135

# Tucsa wants ban on unregistered trade unions

From PIPPA GREEN  
Labour Reporter  
PORT ELIZABETH — Further rifts have developed in the Trade Union Council of South Africa (Tucsa) with a call for a ban on unregistered trade unions at its annual conference here

The motion, described by one delegate as a sign of "weakness and panic", is likely to be interpreted as extremely hostile to the independent unions, many of which are unregistered

The motion was carried yesterday by 125 votes to 27

It calls on the Government to introduce legislation to make it an offence for unregistered trade unions to operate and for employers to recognise unregistered unions

Proposing the motion, Mr R Botha, general secretary of the Mine Surface Officials' Association,

said the unregistered union movement did not have the industrial goals of members at heart, but had become political in motivation

"I want to warn those who collaborate with unregistered and unregistrable unions that they are nursing an infant Frankenstein

Mr Botha said legislation was in the pipeline "that will eliminate registration as we know it"

Unregistered and "unregistrable" unions had not only increased in number, but had become more active, he said

It was an open secret that membership of unregistered unions was not restricted to paid-up members, he added In a veiled reference to the Cusa-affiliated National Union of Mineworkers, Mr Botha said his union was the only one fighting for workers' rights

had taken place since 1979 be abolished

"If such legislation were to be introduced it would create chaos if unions which had been operating for years were now made illegal," Mr van der Watt said

A number of union officials who supported the resolution said unregistered unions were undermining their positions by "not abiding by the rules"

### ELECTED

● Mr Des East of the Motor Industries Combined Workers' Union was elected first vice-president, Mr Robbie Botha of the Mine Surface Officials' Association second vice-president and Mr L Petersen of the Western Province Garment Workers Union third vice-president

● Increased law enforcement on South Africa's roads was not the answer to better road safety, Minister of Transport Mr Hendrik Schoeman said when he addressed delegates at the Tucsa conference

"Unless the attitude and behaviour of each road-user in South Africa changes dramatically, the National Road Safety Council predicts an annual R4 000-million revenue loss, plus 1 190 000 accidents and 56 600 casualties and serious injuries every year by the end of the decade," he said

### OPPOSED

"We are acting in the interests of thousands of workers in the mining industry, who belong to another union whose lack of expertise and experience prevents it from representing its actual or potential membership," he said

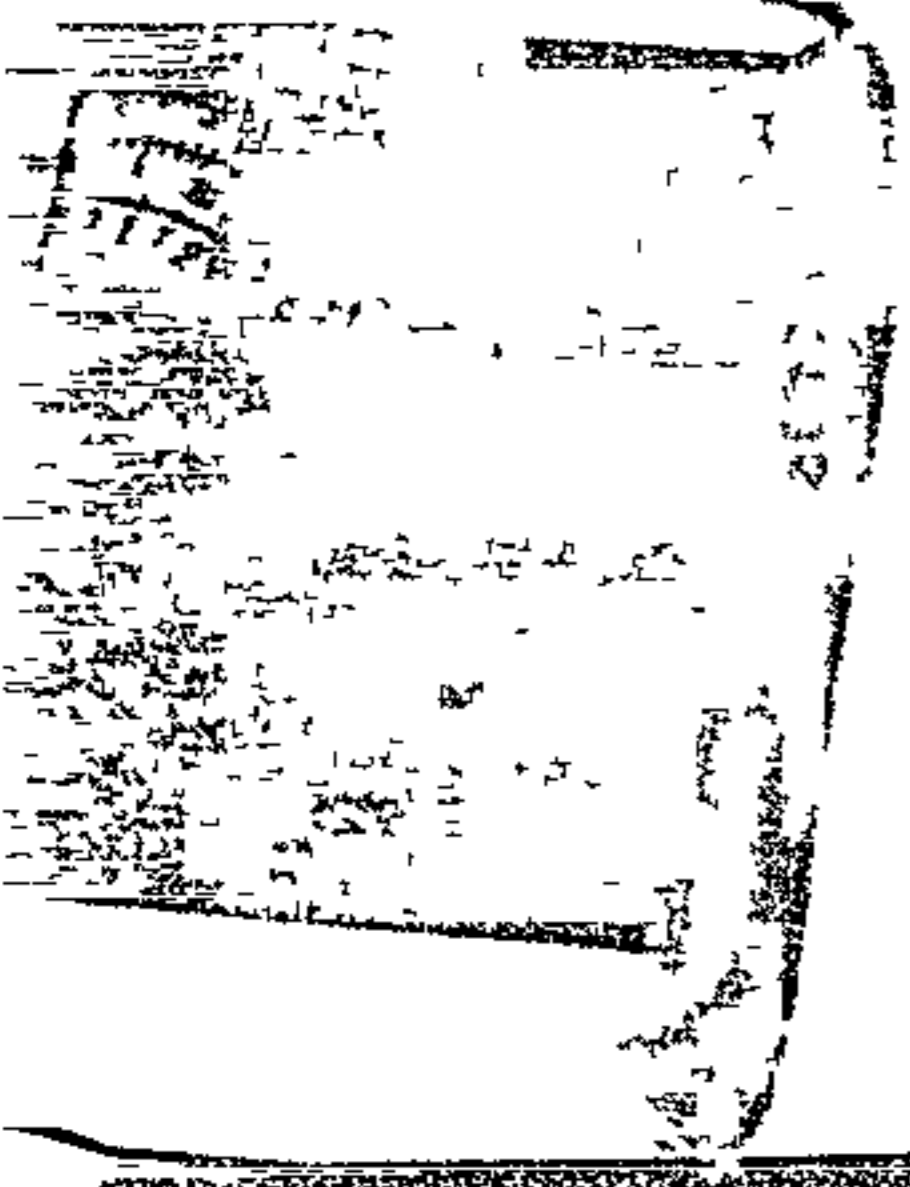
The motion was strongly opposed by Mr Ike van der Watt of the SA Boilermakers' Society, who said it was "unbelievable" to ask that all developments which



## FINEST PORCELAIN TEA, DINNER, COFFEE WARE

- INNER PLATES. 7,35
- TEA PLATES... 4,45
- COFFEE CUP AND SAUCER ..... 5,95
- TEA CUP . . . . . 2,55
- TEA SAUCER ..... 5,60
- COFFEE CUP..... 6,55

## Sweden from R14,99 to R99,95

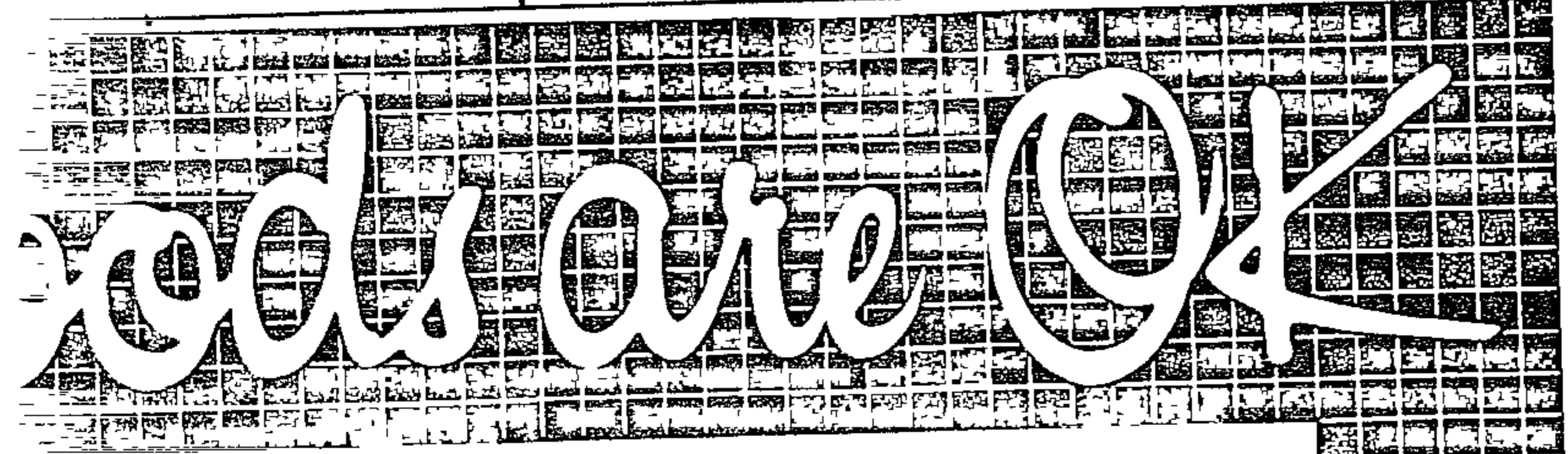


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## Extra Specials at OK Low Prices

# Tucsa's executive rejects govt proposals

*D. D. V. P. M. C. 135  
28/9/67*

PORT ELIZABETH — The national executive committee of one of South Africa's largest and most representative federations of trade unions, Tucsa, has recommended that the government's new constitutional proposals should be sent back to the drawing board

In a report tabled at the three-day 29th annual conference of the more than 478 000-member Trade Union Council of South Africa, the committee said the proposals have already been rejected by a variety of political groupings within the union

"Hopefully, new proposals will emerge which

will gain much more support among a broader cross-section of political thought and provide for a peaceful and prosperous future for all South Africans," the committee said

The committee said that the most controversial issue of the year had been that of the government's proposals for a new constitution, "giving certain limited rights" to coloureds and Indians, but excluding the blacks

"Tucsa, as a nationwide and completely multi-racial organisation, embraces groupings from virtually every posture in the political spectrum, apart from the

two extremes

"This being so, it is almost impossible to furnish any valid comment on the constitutional proposals which would accurately reflect the views of all of Tucsa's membership

"What is undoubtedly true, however, is that the present constitutional proposals find favour with virtually none of the variety of political groupings that exist within Tucsa, although the reasons for rejection might be vastly different" — DDC

(News by M Vengtas 12 Devonshire Place Durban)

# Tucsa votes to curb unions

PORT ELIZABETH — The Trade Union Council of South Africa (Tucsa) voted overwhelmingly at their annual conference here yesterday to call for a legal bar on unregistered trade unions

And a resolution calling for a change to the Labour Relations Act to allow workers to join the trade union of their choice was resoundingly defeated

Mr Robbie Botha, general secretary of the Mine Surface Officials' Union, proposing the motion calling for the government to outlaw unregistered trade unions, warned that legislation was in the pipeline to eliminate the principle of registration

If compulsory registration — forcing unions to operate in defined areas — were not imposed, there would be "chaos" in the trade union movement, he said

Several delegates said their unions were under attack from unregistered unions who "did not want to abide by the rules"

Mr E Esau, of the Motor Industry Combined Workers' Union (Micwu), however, said the resolution was a sign of "weakness and panic" Many Tucsa unions had been fully protected in the past but made no effort at organising black workers.

The motion was carried by 125 votes to 27, with Micwu, the SA Boilermakers Society and an unregistered black union, the SA Bank Employees' Union, being among the dissenters.

A motion calling on the government to amend the Labour Relations Act so that workers could be free to join the union of their choice was proposed by Mr Ike van der Watt, general secretary of the SA Boilermakers Society, who stressed that he was not attacking the closed shop system as such.

He said the law as it stood removed the right of workers to express their dissatisfaction by resigning and joining other unions and that some unions could find themselves dependent on employers for their very existence

"If this motion is defeated, it would mean that Tucsa is agreeing that a company can form a union of its own and refuse to deal with any other union"

Mr Robbie Botha said if the law was changed it could "deprive" unions who had negotiated closed shop agreements as far back as 1924 of their "vested rights" The motion was defeated with only seven votes in favour. — DDC

# Detentions opposed

PORT ELIZABETH — The Trade Union Council of South Africa (Tucsa) at its conference in Port Elizabeth yesterday echoed its previously declared total opposition to South Africa's "practice" of detention without trial and reaffirmed its total commitment to the "rule of just law"

Tucsa's newly-elected first vice-president, Mr Des East of the Motor Industry Combined Workers' Union, introducing the proposal, said Tucsa had noted the widespread misinterpretation and misrepresentation its stand last year on detention without trial had created

According to the proposal that Tucsa reiterate its total opposition to detention without trial and "once again" reaffirm its total commitment to the

rule of just law — it was unanimously accepted — Tucsa also noted, with qualified gratification, the recent introduction of a code of practice relating to the treatment of detainees

However, Tucsa still believed the physical and mental well-being of detainees could only be reasonably assured if solitary confinement and incommunicado practices for detainees were abolished

Mr East said the code came too late for many and did little for many more and it was hoped Tucsa's gratitude for "even this inadequate protection" of detainees would not again be misconstrued as indirect support or condonation of the system of detention without trial DDC

# Scrap GST on basics — Scheepers

PRETORIA — The Trade Union Council of South Africa has made another plea for the lifting of general sales tax on basic foods and commodities

The plea was made by the retiring president of Tucsa, Dr Anne Scheepers, at the annual conference in Port Elizabeth this week

Dr Scheepers has stressed that GST is a tax on the poor Groups who would otherwise pay no taxation were compelled to contribute to government revenue through a tax on essentials

Her plea has the support of consumer organisations and the Housewives League

The PFP has pleaded in vain for the past two years with the Minister of Finance Mr Owen Horwood to relax the tax on essentials; the PFP's finance spokesman, Mr Harry Schwarzer, said

He did not believe the administrative problem associated with scrapping the tax on essentials — a problem raised by the Minister of Finance, — was insurmountable

Economists supported Mr Schwarzer They claimed the level of poverty in South Africa was high, and if only for security reasons, basic food prices should be kept as low as possible — DDC

# Sensitive issues at Tucsa conference

135 E. Post 28/9/83

By CLAIRE PICKARD-CAMBRIDGE

A HIGHLY controversial call for a legal ban on unregistered trade unions was passed at the annual conference of the Trade Union Council of South Africa (Tucsa) in Port Elizabeth yesterday

The motion was introduced by Mr Robbie Botha, general secretary of the Mine Surface Officials Association (MSOA), on the grounds that proposed legislation for the elimination of registration was reportedly in the pipeline

He said those collaborating with unregistered unions were nursing "infant Frankensteins"

The resolution was strongly resisted by the SA Bank Employees Union, the SA Boilermakers' Society, the Motor Industry Com-

bined Workers Union (MICWU) and the SA Bank Employees Union

The SA Boilermakers' Society called the resolution "imbecile" and "selfish"

Mr Ike van der Watt, general secretary of the SA Boilermakers' Society, said he did not think Tucsa unions should feel threatened or resort to calling on the State to decide what a trade union was

The resolution was accepted

Commenting after the debate, Mr Van der Watt said he could not say at this stage whether the decision would spark his union's disaffiliation from Tucsa

The union's 55 000 members had been strongly opposed to the resolution but he would consult his executive committee about disaf-

filating only if their resolution calling for a special Tucsa conference next year was defeated

The new president of Tucsa, Mr Lief van Tonder, said he did not think the controversial issues being discussed would fragment the council

A lengthy debate at the conference over the proposed new constitution reflected the wide and diverse nature of the membership of Tucsa

Unions representing a majority of 295 978 abstained from voting on a proposal by the Motor Industry Combined Workers union that Tucsa delegates should appeal to the Government to reconsider the principles of the plan

But the motion was carried Unions representing 104 589 members supported

it, while 50 903 voted against it

Tucsa delegates reiterated their total opposition to detention without trial and reaffirmed their commitment to the rule of law

Tucsa's new first vice-president, Mr Des East, of the Motor Industry Combined Workers' Union, said the conference noted "with qualified gratification" the recent introduction of a code of practice relating to the treatment of detainees

But they still believed the physical and mental well-being of detainees could only be reasonably assured if solitary confinement and incommunicado practices for detainees were abolished

(News by C Pickard-Cambridge, 19 Baakens Street, Port Elizabeth)

ing which increases ceasefire violations threatened to undermine the truce mediated by the United States and Saudi Arabia

The committee is made of an army colonel and representatives of various Maronite Christian Druze and Shi'ite Muslim militias

Members of the committee were unable to meet yesterday as scheduled because of disagreements over a site for a session, escorts and security arrangements

A military spokesman said army positions in the Shi'ite neighbourhoods on the southern outskirts were under frequent shelling and rocket-pelled grenade attacks overnight and today

In Kuwait the Lebanese Muslim Druze leader Mr Walid Jumblatt, quoted today as saying peace talks with the wing Christian Fundamentalists would be difficult and his militia would resort to the gun if it failed — Sapa-AP

## Plane crashes on royal estate

SANDRINGHAM, England — A Royal Air Force Tornado jet fighter crashed in the grounds of Queen Elizabeth's Sandringham estate last night, and police said they were searching for the pilot

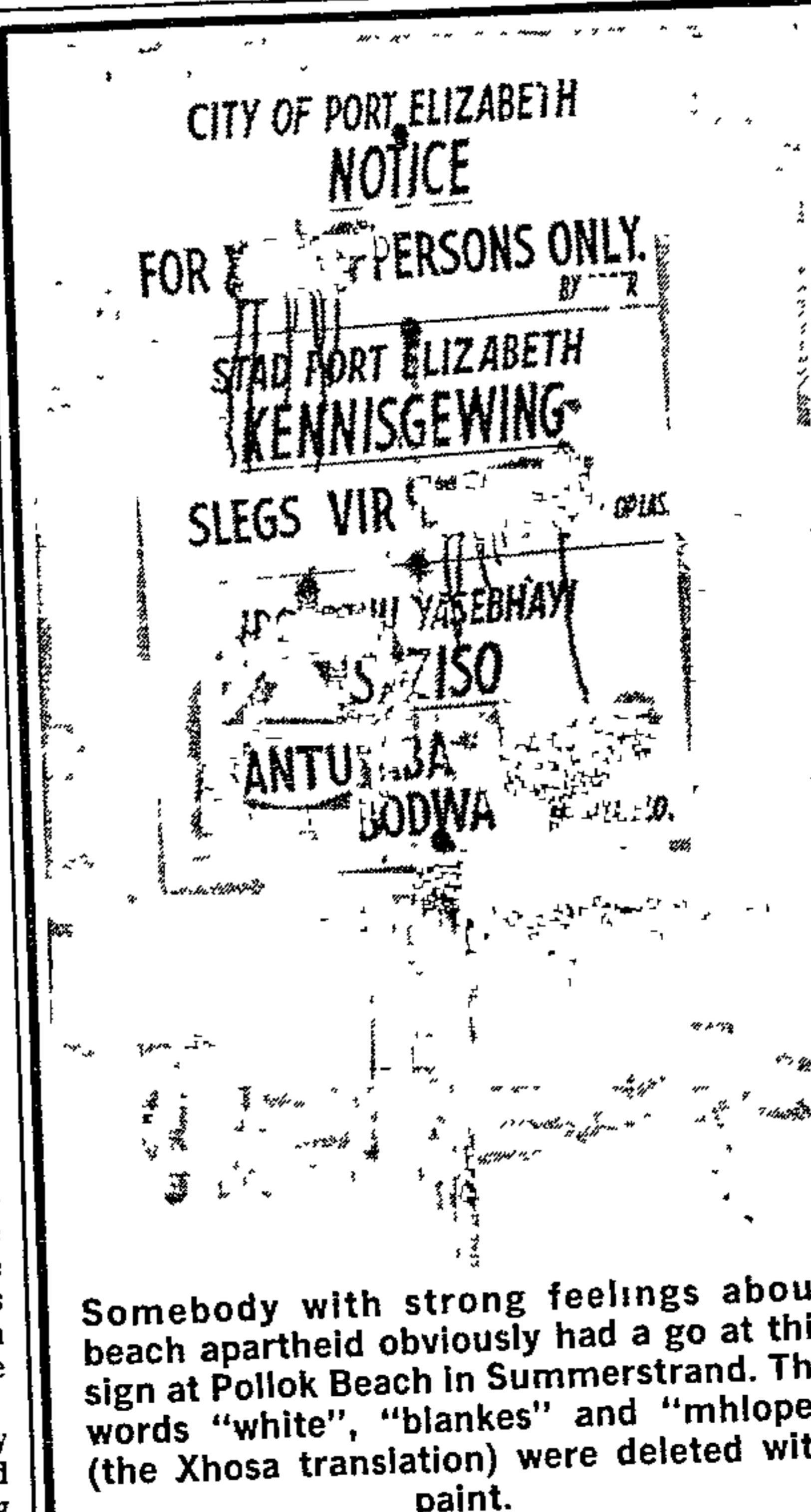
The Defence Ministry said the plane crashed on the Wolferton marshes on the estate, scattering debris over a wide area as it hit the ground

The estate is 150 kilometres north of London

The crash occurred several kilometres from the nearest buildings on the estate, and nobody on the ground was injured. The Queen and other members of the royal family are on holiday at Balmoral Castle in Scotland

A Defence Ministry spokesman said air, sea and land teams were scouring the nearby Wash estuary and the scene of the crash in the search for the pilot.

The spokesman said it was not known whether the pilot had managed to bale



Somebody with strong feelings about beach apartheid obviously had a go at this sign at Pollok Beach in Summerstrand. The words "white", "blankes" and "mhlope" (the Xhosa translation) were deleted with paint.

## Girl, 9, tells court of how man raped her

By SHARON LI GREEN

GRAHAMSTOWN — A nine-year-old girl told the Supreme Court here today of her ordeal on the night she and her elder sister were allegedly raped

Mr Johannes Hendrikus Gerber, 26, is charging raping the two girls on September 24, 1982

Mr Gerber, of Gibson Street, Uitenhage, pleaded guilty to both counts

He said he was drunk and was asleep at a boarding in Middelburg where he then lived on the night alleged offence. He said he had an alibi

The nine-year-old girl said she and her sister were against their will by Mr Gerber to Oorlogspoort Middelburg, Cape Province. Mr Gerber had earlier their stepfather at their home in a coloured town in Middelburg

She said on three occasions Mr Gerber did something to her sister. She could not see what was happening

She said Mr Gerber had intercourse with her once she cried, he stopped. She said her sister was also

When her sister unsuccessfully tried to get help passing truck, she was reprimanded by Mr Gerber doing so

She said they arrived home during the early morning after being dropped some distance from home

They attended an identification parade two days ago, and, according to evidence, both identified Mr Gerber (Proceeding)

Mr Justice Eksteen was on the Bench with two assessors, Mr Randall and Mr J Blakeway. Mr C Nel appeared for the State and Mr Saunders appeared for Mr Gerber

Ecstatic Aussies

Spy trial: State will close its case today

Bungli burglar

# Tusca is a non-racial body

REFER to your leader page feature entitled "Missing the Union Boat" (September 20). A number of points must be made in reply since it appears that the Mail, in its pursuit of advocacy journalism and in its desire to dismiss Tusca from the industrial relations stage, has begun to believe what appears in its own columns.

Against this background, it is perhaps ironical that through your columns we should be attributed numbers and influence when we least had them, that is in the 1960s.

At the beginning of the 1960s Tusca was marginally larger than the all-white and rightwing Confederation of Labour but by the end of the 1960s the latter organisation had outstripped Tusca. Tusca was not always growing during that period the numerical superiority and dominance you accord us belonged to the Confederation, which was also by far the most influential body with easy access to the Government.

Tusca has never had a majority of white workers. From its experiences, Tusca knows all too well the deep

suspicion of the Government of that time towards those who attempted the organisation of black workers. We learnt just how difficult life could be.

In 1962 Tusca opened its ranks to all trade unions and in addition to maintaining close links with the then all-black Federation of Free African Trade Unions of South Africa (FOFATUSA), has its own African Affairs department whose task was the organisation of the black unorganised.

Pursuing this policy in the 1960s made our life almost intolerable at times. We were subjected to violent attacks from the right and the Government.

In 1967, after the publication of a comprehensive report calling for all-out assistance to black trade unions, Tusca came under the most direct attack yet from the Minister of Labour, who concluded "the Government will not tolerate this undermining of our national policy. If Tusca wants to continue to undermine Government policy and create new problems then it must take note that the Government will not

hesitate to take the necessary measures".

Despite this Tusca did not immediately exclude black unions from membership. This decision was taken only in 1969 when the implication of the Government's "necessary measures" became clear the Minister of Labour's direct interference and his virtually compelling a number of unions to disaffiliate.

The first white union to disaffiliate because of Tusca's policies did so in 1966 but by 1969, 14 more had done so (not just threatened to), a fact which satisfied the Minister of Labour very much.

As early as September 1968 — after some disaffiliations — he stated in a speech "I want to express my appreciation to those unions which have broken with Tusca".

Far from threatening to secede, unions with a membership totalling 90 000 left Tusca. The total loss could have amounted to two-thirds of Tusca's membership had we not accepted the majority wish to temporarily yield to

the pressures, thereby losing a battle in order to survive and win the war.

The unions did not threaten to call in the Minister — it was the Minister who called in and intimidated the unions.

Far from committing suicide or having "gone against the reality of our labour situation", Tusca survived, regrouped and won its battle for the removal of unjust and discriminatory labour legislation.

It did re-admit black unions later, but not much later and very obviously only in separate black unions, since the law at that stage did not permit the registration of black unions or unions which included blacks.

Tusca has faced criticism that some closed shop agreements force black workers to belong to its member unions. But it needs to be recognised that those same agreements also require white workers and coloured workers and Indian workers and their grant workers to belong to the relevant unions.

And to put the matter fur-

ther into perspective, you must surely know that just as trade unions the world over strive to negotiate closed shop agreements, there are always critics. These are generally employers — not trade unions.

"Tusca's refusal to go non-racial" implies that we have gone racial, something which is most obviously incorrect. Tusca has always had white, coloured and Indian members and through 1962 — 1969, and again since the early 1970s, it has had members from all racial groupings.

We cannot seriously entertain the notion that Tusca's actions helped the growth of "blacks only" attitudes. We believe the development of such attitudes and the growth of black consciousness is the direct and logical result of the policy and practices of apartheid.

What must be stated is that Tusca believes that freedom of association means just that workers and their unions should be entitled to decide on their particular membership composition,

even if this is based on ethnicity, colour, religion or anything else.

Tusca, as a non-racial trade union co-ordinating body, with a membership of predominantly multi-racial unions, naturally favours non racialism in unions but at the same time we recognise the right of existence of racial bodies such as the blacks-only Council of Unions of South Africa (CUSA) and the white only Confederation of Labour (Confed).

Tusca's membership has hardly grown less representative. Our membership through 57 affiliated unions currently comprises blacks — 139 567 persons (29%), coloureds and Indians 217 639 persons (45%), and whites 121 214 persons (26%).

In other ways Tusca has become even more representative than before, now counting among its membership unions representative in the public sector — and it should be noted that the Tusca affiliated public service unions are no longer white only.

Far from being hostile to the "emerging black unions",

Tusca has made consistent attempts over the past four years to enter into dialogue with them. This is reflected partly in resolutions adopted at annual conferences and in unpublished attempts to get together on issues of common concern.

Our attempts have generally been rejected. Therefore it is they, not we, who are hostile.

Unions from the various groupings do engage in battles for membership. Inter-union rivalry has been taking place since the first unions came into existence. The British Trade Union Congress' records give ample evidence of this.

Tusca's stand on detention without trial is unequivocal and is open for all to examine.

It is indeed hardly surprising that there are tensions within Tusca. It would be surprising if there were not, in an organisation representing workers of all population groups and all political persuasions, from the far left through to the far right — J. A. GROBBELAAR, General Secretary, Tusca.

# Tucsa votes to crush emergent unofficial unions

Star (135)  
28/9/83

By Carolyn Dempster, Labour Reporter

PORT ELIZABETH — Union unity suffered two severe setbacks at the Tucsa congress yesterday when delegates launched an attack on emergent unregistered unions and voted to retain the closed shop system

On two of the most controversial resolutions before the congress of the Trade Union Council of South Africa, the progressive affiliates were overwhelmingly outvoted

A motion by the Mine Surface Officials Association calling on the Government to make it an offence for an unregistered union to operate as a union and for employers to recognise an unregistered body received majority support

This was despite warnings that the resolution would drive a wedge in union unity, and alienate the unregistered unions

In the second resolution the SA Boilermakers Society urged a revision of legislation to prevent employers dictating to workers which union to join. It was heavily defeated.

The implications and far-reaching impact of the action against the unregistered unions were largely ignored by delegates who took part in the debate

They maintained that unless these organisations operated within the law they should not be allowed to operate at all

The argument over the closed shop issue was just as fierce.

There were allegations by Mr van der Watt that several companies were pouring thousands of rand into the establishment of "tame" unions.

When a resolution on the Constitution Bill was adopted, signs of an imminent split in the council surfaced.

The Artisans Staff Association, which represents 24 000 members in the SA Transport Services, and the SA Footplate Association with 9 000 members, have both vowed to "review" their position on Tucsa

The resolution, which elicited bitter debate, called on delegates to appeal to the Government to reconsider the principles contained in the Bill and create effective channels of communication with all South African citizens, and to move away from ethnically and racially based practices by designing a political structure without regard to race and colour

It was finally passed with 104 589 members in favour and 50 903 against. But the majority of delegates — representing 296 978 members — abstained, indicating reluctance to commit themselves on the topic

An attempt to have the resolution withdrawn on the basis that politics should not enter into the matter because of the federation's diverse membership was stifled when several delegates demanded it be heard



# Public 'conned' by economists

135  
C. Times 29/9/83  
Labour Reporter

PORT ELIZABETH — Economists were conning the public by claiming that their interests lay in the "unfettered play of the so-called free market", Mr S Shlagman, executive director of the Textile Federation, said here yesterday

Speaking at the annual conference of the Trade Union Council of South Africa (Tuca), Mr Shlagman said the free market was an idealized situation which did not exist in the real world outside textbooks

Calling for protection of South African products, he said "excessive and needless" imports could lead to the progressive decline of industry and jobs

"One must be careful not to be seduced by economic theorizing

Any aspects of the free-market system are totally irrelevant in the international trade sphere which is not governed by free-enterprise economies, policies, practices or results

"We do not live in a perfect world and in the local scene it would be naive to pretend we have the power or influence to be world leaders in creating this economic Utopia"

Mr Shlagman said job creation was the priority and economic theories would not "create one crust of bread or one hour of work for a school leaver in Soweto or fill the distended bellies in Ciskei"

South Africa's consumption levels were "pretty dismal" by developed world standards, he said

# Unions: Group Areas Act

135

E. Post

29/9/83

## must go

By CLAIRE  
PICKARD-CAMBRIDGE

TRADE union representatives from all over South Africa today voted unanimously in Port Elizabeth to urge the Government to abolish the Group Areas Act

Mr Norman Daniel, secretary of the Textile Workers Industrial Union, introduced the motion to the annual conference of the Trade Union Council of South Africa (Tucsa) on the grounds that the Act inhibited and undermined the principles of the free enterprise system.

He said his mixed union was no longer able to hire its union office in Uitenhage because the Department of Community Development had threatened them with prosecution if they did not vacate it.

"Yet the landlord is happy with us and I have appealed to the Minister because we have nowhere else to go."

Mr Gert van der Walt, of the African Transport Workers Union, said this presented many practical problems in East London where they could not find a single place to hold a meeting for members of all races and permits took a long time to obtain.

Mr A M Mokoka, of the SA Bank Employees Union, said legislation had been relaxed, allowing blacks to form companies in partnership with people of other racial groups.

But the Group Areas Act still prevented the company operating in most central business districts which were "white" areas.

He said banks could not finance a business in white central business districts if most of the directors were not white.

● See Pages 3 and 5

# Tucsa tackles cheap imports

PORT ELIZABETH — Several dramatic measures to combat the widespread unemployment were proposed yesterday at Tucsa's annual congress

Among the resolutions unanimously passed were

- A call on authorities to curb the importing of cheap foreign goods and to promote local products
- The launch of a massive programme to promote rural development
- A call for a plan by the Government, business and labour to generate new employment opportunities in underdeveloped areas
- An appeal to the Government to ensure State tenders are awarded to South African-based firms to provide job opportunities for local workers.
- An increase in contributions to unemployment insurance funds to increase aid to claim-

(35)

By Caroline Dempster, Labour Reporter

ants  
Mr Freddie Sauls, of the Transvaal Leather and Allied Workers Union, highlighted the damaging effects of the importing of low-priced foreign goods. A number of factories had been closed down and thousands of people had lost their jobs because local firms could not compete with imports

During the recession the number of imported goods had reached a record high in the leather industry, he said, and had been allowed to flood the country to the detriment of South African workers

Delegates were also told of a similar situation in the motor industry, and a call was made to all Tucsa affiliates to "buy South African"

29/9/87  
On the issue of job creation, the conference made it clear that they were opposed to the concept of employment transference (as is sometimes evident in the mushrooming border industries)

A clearcut and enforceable policy was necessary to protect minimum wages and employment conditions in areas earmarked for industrial expansion and development.

The conference also urged the Minister of Health and Welfare to review the determination of medical tariffs, because medical care was rapidly being priced out of the reach of the ordinary worker

The subject of maternity leave also received majority support from delegates who have called on the Minister of

Manpower to review legislation and safeguard the rights of women who take confinement leave

Up until now, unions with female membership have had to negotiate for maternity rights to ensure their members did not lose their jobs or accumulated benefits as a result of taking leave

● Virtually all conflict in South Africa in recent years was a consequence of Government intervention, the executive director of the Free Market Foundation, Mr Leon Louw, said yesterday

The free market was a precondition for solving South Africa's problems

If such things as influx, housing, racial integration, labour and resettlement were free of Government interference, they would probably be conflict free as well



UNIVERSITY OF CAPE TOWN  
EXAMINATION ANSWER BOOK

52% (51)

EVERY CANDIDATE MUST enter column (1) the number of each question answered (in the order in which it is answered), leave columns (2) -

**Tucsa alarm  
over property  
market greed**

135

S. Post 29/9/83

**Post Reporter**  
A PROPOSAL that Tucsa call for a Government inquiry into means of curbing excessive profiteering, speculation and inefficiency in the provision of housing, was defeated by delegates at their congress in Port Elizabeth today

Mr Arthur Johannes, of the South African Boiler-makers Society, introduced the motion, saying there was alarm over the deteriorating accommodation situation in South Africa and that housing had become "a marketplace instead of an essential service"

He said more people would be exploited in the "housing racket" and would find themselves in an economic "blind alley" if a curb was not placed on the greed involved in property development

Building societies had gone as far as to demand sterilisation certificates from young couples asking for a mortgage to ensure that a wife could not have

children which could prevent her from contributing to the mortgage repayment with its ever-increasing interest rates

Supporting the motion, Mr C L le Fleur, of the Durban Rubber Industrial Union, said rents were increasing faster than the rate of inflation and the poor only grew poorer instead of saving to buy homes

Dr Lucy Mvubelo, of the National Union of Clothing Workers, supported the resolution, saying Sowetans who were now able to buy houses were exploiting their own people

People there had bought land in new prestige areas and spent between R15 000 and R20 000 on building and sold the houses for between R40 000 and R50 000

Opposing the motion, the SA Society of Bank Officials (Sasbo), representing mainly white-collar workers, claimed the high prices of land should be blamed on the Government, which had

limited land available for building

Mr Ben Smith, also of Sasbo, said they could not support the motion because many of their members were selling homes and making a profit

Dr Anna Scheepers, of the Garment Workers Union of South Africa, said while the resolution was well intended, she opposed it

Inflated land prices were solely the Government's fault, one of the reasons being that it took at least four years for the Government to declare townships open for development

She opposed rent control, imposed on individuals in the past, because its side-effect was to limit the building of flats and contributed to a high cost of houses and land

Private people could not subsidise others with low rentals when they themselves were paying ever-increasing interest rates on bonds, she said

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	11	
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missioner or to an invigilator before leaving examination

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

# Delegates urged to call for cut in imports

~~219~~

135

E. Post

29/9/83

By CLAIRES  
PICKARD-CAMBRIDGE  
DELEGATES to the Trade Union Council of South Africa (Tucsa) conference in Port Elizabeth were yesterday encouraged to buy South African products and to call for the prevention of massive domestic unemployment and the destruction of the industrial base through excessive importing.

Mr S Schlagman, executive director of the Textile Federation, said a degree of "benign" Government intervention was necessary to stimulate industrial growth and the creation and retention of jobs.

He said trade unionists should be critical of calls for an unfettered play of the free market because this often led to a progressive decline of industry and jobs, devastated by excessive and needless imports.

"We have about one million unemployed right now and we also have to provide additional job opportunities for some 300 000 each year," he said

"Jobs make consumers and consumers make jobs and all our energies, skills and wits should be concentrated on what needs to be a project of prime national importance"

Jobs could not be created through imports, which displaced local production. Imports were an essential aspect of our international trading situation, but they should be limited to items assisting production or products that were inadequately supplied, he said

Another delegate, Mr F L Swartz, of the Transvaal Leather and Allied Trades Industrial Union, said employment for thousands of leather workers had been jeopardised and many factories had been closed due to increasing imports of cheap leather goods from

the Far East.

He said imports of cheap leather goods had reached an all-time high

Many classes of goods were being imported when no scarcity existed and the leather industry found it hard to compete because its raw materials were overpriced due to a virtual monopoly on supply, he said

Mr L C M Scheepers, general secretary of the Transvaal Leather and Allied Workers Union, said between eight and 10 leather factories in Johannesburg had become importers and 1 000 workers had lost their jobs

Some manufacturing leather travelling goods had closed down when 1 280 000 handbags were imported in the same period

He claimed that up to 800 jobs could have been created to manufacture the number of shoes imported over the past two years

Textile, garment and motor industries had also been adversely affected by imports and he suggested the four industries approach the Government about the issue.

Mr D Kivedo, of the Port Elizabeth branch of the Engineering Industry Workers Union, said fully assembled cars were being imported in the Eastern Cape, an area with the highest unemployment rate in the country

He called for a 300% increase in import duty on cars, saying motor component industries had also been adversely affected at the expense of workers

Tucsa delegates unanimously resolved that their incoming national executive committee make strong representations to the authorities to alleviate the hardships caused by the importation of large quantities of goods

# Power leads to conflict, Tucsa told

135  
29/9/83

PORT ELIZABETH —  
“The greater the power  
of a government, the  
greater is the struggle  
for power,” the execu-  
tive director of the Free  
Market Foundation, Mr  
Leon Louw, said here  
yesterday

Addressing delegates  
at the Trade Union  
Council of South Africa,  
Mr Louw said only freer  
economies could de-  
politicise life and pre-  
vent escalation of con-  
flict

Strikes and riots had  
occurred where there  
was government in-  
tervention in issues such  
as education, resettle-  
ment, labour, influx,  
housing and deliberate  
racial segregation or in-  
tegration

He said it was not in-  
consistent for someone  
advocating a free market

system to address trade  
unionists

“Trade unions are  
voluntary associations of  
people and it is anti-free  
marketeers who have  
restricted their exist-  
ence”

It was easy to intro-  
duce government con-  
trols, but very difficult to  
repeal them because in-  
dustrialists then in-  
vested millions on the  
assumption that certain  
tariffs and conditions  
were guaranteed

Mr Louw claimed free  
market systems brought  
“magnificent benefits”  
for workers, because the  
freest economies of the  
world, such as Lichten-  
stein, Switzerland, the  
Republic of China, Hong  
Kong and Japan, had ex-  
perienced full employ-  
ment for decades —  
SAPA

(135) (120) (107) (106)

# Tucsa resolution angers unionists



INSURANCE: Lengane.

A RESOLUTION passed by the Trade Union Council of South Africa (Tucsa) at their annual conference calling for un-registered trade unions to be outlawed has angered black trade unionists who view it as interference with the freedom of association.

The resolution, which was introduced by the Mine Surface Officials' Association, was passed by 125 votes to 27. It was strongly resisted by the South African Bank

By PHIL MTIMKULU

Employees' Union, the South African Boilermakers' Society and the Motor Industry Combined Workers' Union. Mr A M Mokoka, who represented the bank employees at the conference, said Tucsa was not the sole custodian of trade unionism in South Africa.

Mr Piroshaw Camay, the general secretary of Cusa, said the resolution went against freedom of association. He said Tucsa was fast becoming more conservative and

autocratic. "We hope that the Minister of Manpower will ignore the resolution," Mr Piroshaw said.

Mr Herbert Barnabas, of the South African Allied Workers' Union (Saawu), said his union had always maintained that unions which involved themselves with the Industrial Council tended to be toothless. "According to Section 78(1) of the Labour Relations Act a worker is free to join a trade union of his choice. Who are they to

question that law?" he asked.

"The Tucsa resolution clearly shows where the organisation stands in regard to Government efforts to emasculate and control democratic trade unions which represent the true aspirations of the black working class," Mr Jeff Lengane of the Insurance Assurance Workers' Union of South Africa, said.

## Commissions are defended

THE banned African National Congress (ANC) and the South African Congress of Trade Unions (Sactu) had labelled the Riekert and Wiehahn Commissions as attacks on efforts to involve South African workers in the national economy, the Institute of Personnel Management conference was told yesterday.

Professor S M Swart of the Graduate School

of Business at the University of Stellenbosch said "They accused the government of adopting new and more subtle means of controlling the working class, having realised that the old method of control (harrison committee system) was not working any more after the Natal strikes of 1973 erupted and a hundred thousand workers went out on strike spontaneously

with no trade union involvement."

But, Prof Swart said, the accusation was not true because the rationale behind these commissions was to "give people more of a commitment to the State in a stable and prosperous South Africa via economic development, intensive training and increased occupational mobility

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The following consolation prize winners will each get

Scotts vouchers worth R50:

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- Ms Sheena Mahlangu of Griffiths Avenue, Witbank;
- Ms Florence Nyembezi of Katilehong;
- Miss Jane Mageza of Shoshanguve;
- Pretoria, Dame Madi-seng of Eisellen Street, Daveyton;
- Ms Susan Rangata of Difateng Section Tembisa;
- Ms Juliet Twala of Zola III, Soweto;
- Ms Anna M Makwela of Zone 7 Meadowlands;
- Ms Hilda Mahonyiwe of Alexandra;
- and Mr Frans Songwane of Zone 13, Sebokeng.

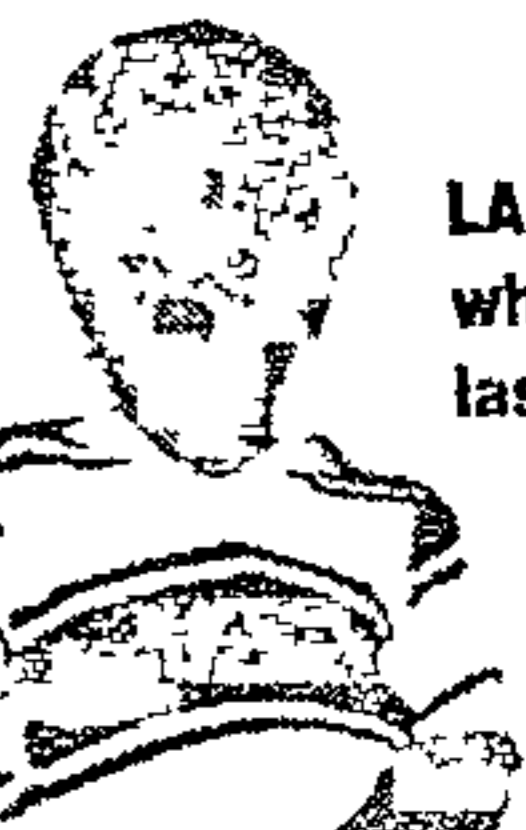
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# Tucsa rejects housing probe

*ster*  
*29/9/83*  
By Carolyn Dempster  
Labour Reporter

35

PORT ELIZABETH — A call for the Government to investigate profiteering and inefficiency in the deteriorating housing situation was defeated at the Trade Union Council of South Africa's annual conference today

The resolution, proposed by the S A Boilermakers' Society, met widespread opposition from other delegates.

Mr Arthur Johannes said "The time is fast-approaching when a majority of blacks will no longer be satisfied with the meagre housing provided in the township.

"The pressure on available housing land will continue to grow and prices will continue to rise."

Dr Anna Scheepers, of the Garment Workers' Union, blamed the Government for the high cost of housing and said the introduction of rent control had created a shortage of housing and accommodation

● See Page 3, World section.



# Tucsa policies under fire from affiliate

From PIPPA GREEN  
Labour Reporter

PORT ELIZABETH

The controversial four-day annual conference of the Trade Union Council of South Africa has come to an end with one of the council's largest affiliates threatening to "seriously review" its continued association

General secretary of the 56 000-strong SA Boilermakers' Society, Mr Ike van der Watt, made the announcement to reporters after a motion, appealing to Tucsa to have a special meeting to examine its current position, had been resoundingly defeated by 77 votes to 24

Emotions ran high during the debate on the motion which noted that "pressures, internal and external, threaten the unity, effective operation and relevance of the

council and limits both its actual and potential representativeness of all workers in South Africa"

Introducing the motion, Mr van der Watt appealed to delegates to come together early next year "with clear and open minds to see if the policies followed and strategies adopted are still relevant for the here and now"

"I know I am not understood very well, but listening to some of the debates here, one would think we have more eloquent speakers in our midst than good listeners

"All I want to make clear is that the boilermakers' society is not very happy with their position in Tucsa at the moment," Mr van der Watt said

## Support

Making a strong plea for unity in the trade union movement, Mr van der Watt said he did not think it was possible for Tucsa to get together with the major independent trade union federations because "the gap between these organisations is too wide"

Mr Freddie Swartz of the Leather Workers' Union caused a stir in his own union when he came out in strong support of Mr van der Watt

The general secretary of the union, Mr LCM Scheepers, later denied that Mr Swartz was speaking on behalf of the union

He urged Tucsa to adapt to changes taking place outside the body Tucsa had lost its direction and its leaders had no grassroots support or involvement, he said

"We should get involved in the day to day problems of our workers. We can't just stand here

and deliver smart speeches"

Referring to the emerging unions, which have been attacked by delegates in the course of the conference, Mr Swartz said delegates should ask themselves why these unions were not affiliated to Tucsa, rather than condemning them

Mr Robbie Botha of the Mine Surface Officials' Association, who is also a second vice-president of Tucsa, said he took strong exception to remarks by Mr Swartz about office-bearers

"I have come to this conference well prepared to make smart speeches and on the basis of the strength of that I am elected," he said

Mr L Petersen of the Western Province Garment Workers' Union, said Tucsa deserved "bouquets" for what it had done and not criticism

Mr Norman Daniels of the Textile Workers' Industrial Union also came out in strong opposition to the boilermakers' society

"Who is leading this campaign against Tucsa and for what purpose?" he asked

In reply, Mr van der Watt said he was not asking for a debate on Tucsa's weaknesses at the annual conference, but for a special conference to be held without media or employer representatives present, to discuss the problems in an open forum

After defeating what many observers regarded as the most important motion on the agenda, delegates agreed that the secretariat should send affiliates questionnaires asking them what they thought of Tucsa's policies



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

*Section C Q5 1.*

*(135) D. Dispute 3d/9/83*

# Tucsa calls for end to Group Areas Act

External

(3)

PORT ELIZABETH — Trade Union representatives from all over South Africa yesterday voted unanimously here to urge the government to abolish the Group Areas Act

Mr Norman Daniel, secretary of the Textile Workers' Industrial Union, introduced a motion to the annual conference of the Trade Union Council of South Africa to the effect that the act inhibited and undermined the principles of the free enterprise system

He said his mixed union was no longer able to hire its union office in Uitenhage because the Department of Community Development had threatened it with prosecution if it did not vacate the office

Mr Gert van der Walt, of the African Transport Workers' Union, said the act presented many practical problems in East London where the

union could not find a single place to hold a meeting for members of all races, and permits took a long time to get

Mr A M Mokoka, of the SA Bank Employees' Union, said legislation had been relaxed, allowing blacks to form companies in partnership with people of other racial groups

But the Group Areas Act still prevented such companies from operating in most central business districts which were "white" areas

Another proposal, that Tucsa call for a government inquiry into means of curbing excessive profiteering, speculation and inefficiency in the provision of housing, was defeated

Mr Arthur Johannes, of the South African Boilermakers' Society, introduced the motion, saying there was alarm at the deteriorating accommodation situation in South Africa and that housing had become

"a marketplace instead of an essential service"

He said more people would be exploited in the "housing racket" and would find themselves in an economic "blind alley" if a curb was not placed on the greed involved in property development

Supporting the motion, Mr C L Le Fleur, of the Durban Rubber Industrial Union, said rents were escalating faster than the rate of inflation and the poor only grew poorer instead of saving to buy homes

Opposing the motion, the SA Society of Bank Officials, representing mainly white-collar workers, claimed the high prices of land should be blamed on the government, which had limited the land available for building

The in-fighting and differences of opinion whether Tucsa, which represents 57 unions and nearly half a million South Africans of all

racial groups, was keeping pace with changing times surfaced again yesterday

Delegates hotly debated the question whether Tucsa was still relevant while times now demanded greater emphasis on achieving unity in South Africa's diverse trade union movement

References were reluctantly made to new trade union groupings like the Federation of South African Trade Unions (Fosatu) and the Council of Unions of South Africa (Cusa) and the mainly black and unregistered trade unions

The sore-thumb issue was highlighted when Mr Ike van der Watt's Boilermakers' Society asked for a special conference or meeting — the vote went against it — early next year to examine Tucsa's current position relating to "present conditions" and its ability to meet the challenges of the times — **SAPA-DDC**

## WARNING

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

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

# Tensions as boiler men tangle with Tucsa

135  
E. Post  
30/9/83

By **CLAIRE  
PICKARD-CAMBRIDGE**

**TENSIONS** within the Trade Union Council of South Africa surfaced yesterday when delegates rejected a call for a special conference next year to discuss Tucsa's relevance

A heated debate at Tucsa's annual conference in Port Elizabeth followed a call by the general secretary of the Boilermakers Society, Mr Ike van der Watt, for a closed conference to discuss the correctness of policies adopted

"The Boilermakers Society is not particularly happy now with the position in which we find ourselves in Tucsa. We believe it necessary to relook at the position of Tucsa and examine whether we are still on the right path," he said

Mr Freddie Swartz, of the Transvaal Leather and Allied Trades Industrial Union, supported the motion, saying it was time for Tucsa officials to involve themselves with the daily problems of workers instead of getting by "with one or two smart speeches at conference

"People tend to stand for election in Tucsa when they don't have the grassroots support of members or knowledge of issues in their area divisions

"If new emerging unions are not affiliating to Tucsa, we must ask why instead of shooting them down. The criteria should not be to fight other unions, but to improve the lot of our own members."

The new first vice-presi-

dent of Tucsa and general secretary of the Motor Industry Combined Workers Union, Mr Des East, spoke in support of the resolution, saying Tucsa should not reject the chance just because it could be costly and impractical

"We should ask ourselves why we are as unpopular as we are," he said

The general secretary of the Mine Surface Officials Association, Mr Robbie Botha, and the secretary of the 56 000-member Garment Workers Union (Western Province), Mr L A Peterson, said they resented comments about a lack of leadership-member contact

Their organisations were not prepared to acknowledge that Tucsa had lost credibility and flexibility and that "delegates were hiding in a donga"

Most delegates accepted the suggestion by the general secretary of Tucsa, Mr Arthur Grobbelaar, that all 57 affiliates submit their specific views to the secretariat before a discussion was held on policy issues

Clearly upset, Mr Van der Watt said in an interview afterwards he was dissatisfied with the rejection of the proposal, because Mr Grobbelaar's course meant unwieldy negotiations which failed to meet the immediacy of the need for talks

Asked whether the influential SA Boilermakers' Society would disaffiliate, Mr Van der Watt said the decision would be referred to the union. It would be made within two weeks

sues, still hangs over the council

Not only is Tucsa finding it difficult to take a united stand against, for example, the exclusion of blacks from the government's constitutional plans, but this week it adopted resolutions which will inevitably widen divisions between it and emerging black unions and union groupings

The council did give strong support to some issues about which black delegates attending the conference feel strongly. Resolutions condemning influx control and detention without trial were adopted unanimously. The conference also asked the Tucsa executive to seek an urgent meeting with Prime Minister P W Botha and Co-operation and Development Minister Piet Koornhof to discuss the uncertainty over blacks' residential rights and their labour mobility.

#### Constitution issue

However, a row erupted over a resolution calling on government to reconsider the Constitution Bill. The resolution, proposed by the black, coloured and Asian Motor Industry Combined Workers' Union (Micwu), expressed concern about the Bill's entrenchment of ethnicity and the exclusion of blacks. The resolution split the conference into three factions: those opposed to it, those who felt it raised "political" issues which were inappropriate for discussion at the conference, and those in favour.

The 25 000 member Artisan Staff Association warned during the debate that it might have to reconsider its position in Tucsa should such political issues be raised. In addition, Gobi Munsook, a unionist who is a President's Council member, angrily attacked the resolution. But Micwu and veteran Tucsa unionist Lucy Mvubelo argued forcefully that it was important for the council to take a stand.

Unions representing some 296 000 workers abstained during the vote on this resolution. Those representing about 105 000 voted for it, and those representing about 51 000 voted against.

But perhaps most worrying of all to managements who fear the consequences of growing rivalry between Tucsa and emerging unions, were the extremely hostile views expressed towards the latter. And the SA Boilermakers' Society, which is trying to forge better relations with the new generation of black unions, found itself increasingly at odds with most other Tucsa affiliates. By midweek, hostility towards emerging unions had surfaced in three resolutions.

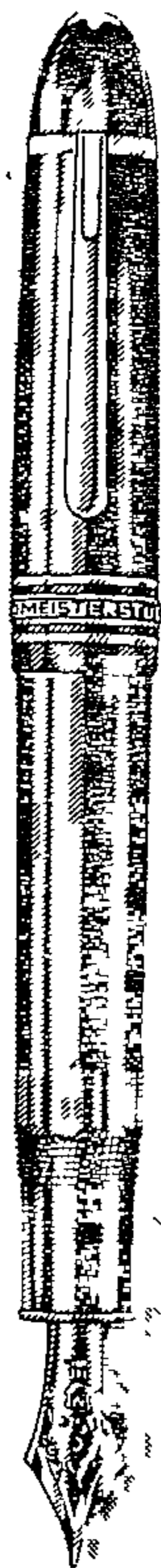
An angry debate erupted over a proposal to increase the fees that Tucsa affiliates

## TUCSA CONFERENCE 135 Rancour in PE

Since the Trade Union Council of SA (Tucsa) was formed 29 years ago, it has struggled to develop a consistent approach to the difficult task of catering for the interests of black workers. This year's annual conference in Port Elizabeth revealed all too clearly that the threat of divisions among affiliates over this, and related is-

For 30/9/83

(135) FM 30/9/83



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pay to the council's headquarters. Tucsa general secretary Arthur Grobbelaar said the council needed more money to provide essential services, and predicted that it would stagnate and die if the increase was not approved.

The conference approved the increase, but during the debate Boilermakers' general secretary Ike van der Watt raised some objections. He emphasised his union's commitment to creating a more broadly-based unity in the SA labour movement. He said it was important that better services be provided. But he made it clear that his union had strong misgivings about many Tucsa affiliates' apparent view that better services would enable them to win an inter-union war against other unions.

□ The conference voted overwhelmingly in favour of a resolution calling for a ban on unregistered unions. Robbie Botha, general secretary of the Mine Surface Officials' Association, who proposed the resolution, warned that government was contemplating the scrapping of the registration system.

It is not surprising that many Tucsa unions should be alarmed about this Registration — a process through which the area, craft and industry in which a union operates is clearly defined — can theoretically give some protection to long-established unions against competition from new ones.

Van der Watt opposed this resolution. And although he did not threaten to resign from Tucsa over the issue, a document setting out the society's position on this resolution states "It is fortunately rare that one can say of a resolution that its imbecility is only matched by its selfishness." The document also makes it clear that adoption of the resolution will prompt the society to ask itself if it is in the right co-ordinating body, and

□ The conference overwhelmingly rejected the Boilermakers' proposal that workers should be free to join the union of their choice. Van der Watt emphasised that he was not opposing the closed shop, but said his union opposed arrangements which resulted in workers being forced to join a particular union. He said there were certain employers who were exercising such compulsion.

When the FM went to press, a controversial resolution proposed by the Boilermakers calling for a special conference to discuss Tucsa's future had not been debated. A prime motivation behind this is the Boilermakers' desire to create a sense of common purpose between Tucsa and the emerging unions. However, it was becoming increasingly obvious that even if this resolution is adopted, the Boilermakers will face an uphill battle to change the attitudes of many Tucsa members towards their emerging union rivals. Indeed, there were signs that the Boilermakers would find it difficult to reconcile their desire for good relations with emerging unions with their membership of Tucsa.

## SA FOUNDATION Chettle to lead?

The SA Foundation is tight-lipped and touchy on developments in the appointment of its new director-general. So are those in the running.

The FM has reliably learned that the foundation's Washington director, John Chettle, is the front-runner. However, it could be that Chettle's style would be to prod the foundation's council and trustees to face up to the need for an expanded outreach in the organisation's activities (and, implicitly, its budget).

The foundation's president, Ted Pavitt of Gencor, when asked if the foundation had plans to increase its scope, told the FM "We're always short of funds. The corporate donations that fund us are just that — voluntary contributions as individually decided."

As the private sector's foreign lobby on SA's behalf, the organisation's council and trustees list reads like a private sector who's who, with a leavening of top academics. It has permanent offices in Paris, London, Bonn and Washington, as well as an extensive network covering another 20-odd countries, and is considering opening a Far Eastern office.

Washington sources indicate that Durban-born Chettle (45) is, without exaggeration, the most effective foreign lobbyist in Washington. He opened the foundation's offices there 13 years ago, and has amassed an astonishing network of the capital's most powerful opinion-makers and officials — Left, Right and centre.

### Fighting disinvestment

His legal training, gained both in SA and at Washington's Georgetown University, has stood him in good stead in fighting the disinvestment lobby. In an article to be published by Georgetown's Centre on Law, Policy and International Business, he has challenged the constitutionality of state laws which limit the freedom of US firms and investors to do business anywhere they please.

Chettle's argument has the simple clarity of obvious fact. The US constitution strictly reserves to the federal government in Washington the power to regulate foreign trade and to conduct foreign policy. It also prohibits the 50 state governments from interfering in the free flow of business and capital within the boundaries of the US.

Indeed, states that restrict their agents' (brokerage houses managing pension funds, for example) scope of investments would lay themselves open to litigation from participants in such schemes — a potent weapon in the US.

In New York at least one major law firm reports it has several disgruntled pensioners and shareholders of mutual funds who want to sue their trustees for eschewing the profits flowing from SA-based

# Varied ideas at Tucsa battlefield

135  
E. Post

1/10/83

By **CLAIRE  
PICKARD-CAMBRIDGE**

DESPITE evidence of disunity at the annual conference of the Trade Union Council of South Africa (Tucsa), held in Port Elizabeth this week, the country's biggest trade union co-ordinating body is likely to retain most of its affiliates within its fold

However, given the fact that among its 57 member unions there are widely differing views on a number of contentious issues, Tucsa clearly faces a battle to reconcile the interests of black workers and the demands of right-wing white unions

It is true that at this week's beachfront battlefield, Tucsa did come out in strong support of certain resolutions tabled from its "left wing". In the process it supported certain issues black delegates felt strongly about and roundly condemned such issues as Group Areas, influx control, detention without trial and racial discrimination in business

However, as unionist and President's Councillor Mr Gobi Munsook pointed out, most of the Tucsa delegates appeared to have adopted a middle-class stance on

other issues, notably housing

A majority of delegates expressed concern about alleged profiteering and speculation which, they said, had drastically affected the cost of housing to a workforce which was suffering the impact of incomes eroded by inflation

But despite this, the movement was not prepared to lobby for an official inquiry into such abuses with a view to establishing effective controls on those individuals abusing the situation

Tucsa's dilemma on this issue was underlined by the fact that among its member organisations are unions such as the SA Society of Banking Officials, who pointed out that their members had a stake in the housing industry

It was not speculators that were to blame for high prices, said union spokesmen, but the State

This, and certain other issues led to sharp divisions between the bulk of generally "conservative" delegates and the influential SA Boilermakers, Iron and Steelworkers, Shipbuilders and Welders' Society, which has only 20 000 whites among its 55 000 members

Consequently feelings ran high when the Council could not come to a united stand on a motion directed against the entrenchment of apartheid in the new constitution, and the majority of unions abstained from voting

The proposal, tabled by the black, Asian and coloured Motor Industry and Combined Workers Union, upset the 25 000-member Artisan Staff Association who said they would reconsider their position in Tucsa if such political issues were raised

But even this proved a relatively peripheral issue in relation to the stormy passage of a resolution requesting a Government ban on unregistered trade unions

The resolution was proposed by Mr Robbie Botha, general secretary of the Mine Surface Officials Association. His union opposes the proposed removal of registration as a requirement for union representation on the Industrial Council which allows for legally binding negotiations between unions and employers

Registered Tucsa unions presently enjoy favour with some employers because

unregistered unions are not party to Industrial Council negotiations

The request for a ban on unregistered unions is highly controversial as it is sure to further alienate Tucsa from the vigorous non-registered union movement

Another reason for its proposal, argue some, was that many delegates felt threatened by the blossoming growth of unregistered unions. Speakers said some unions were making inroads into Tucsa's membership, which consequently adopted a hostile attitude towards these "competitors"

Mr Ike van der Watt, general secretary of the SA Boilermakers' Society, said his union would be reconsidering their position in Tucsa on account of the body's hostility towards outside unions

His union favours unity with other trade union groupings, such as the Federation of South African Trade Unions and the Council of Unions of South Africa, who partner it in industrial level negotiations with employers on the Industrial Council

The SA Boilermakers' Society appeared even more upset in the closing stages of the conference when their motion calling for a special meeting to discuss the continued relevance of Tucsa and its ability to meet new challenges was defeated

Mr Watt said he would be referring the question of disaffiliation to his union and a decision would be made soon

Developments in the immediate weeks ahead will clearly be crucial for the organisation

By Carolyn Dempster  
Labour Reporter

PORT ELIZABETH — Where is  
Tucsa headed?

After four days of deliberation, dissent and debate, the representatives of South Africa's oldest and largest trade union federation did not really seem sure.

Instead, the 29th annual conference of the Trade Union Council of South Africa served to highlight further the deep divisions and tensions which have crept into the federation fold — threatening to drive it ultimately into disarray.

At the outset the conference was shadowed by speculations of a split and faced a number of controversial motions, including a challenge by the SA Boilermakers' Society questioning the continued relevance of Tucsa.

But it was the debate over a confidential document prematurely leaked to the Press which set the tone for the conference.

In the document, entitled "The Role of Tucsa in the fu-

# Quo Vadis, Tucsa?

ture", the executive acknowledged that it was time for Tucsa to engage in serious self-examination.

If Tucsa wished to maintain its position as a "powerful and dynamic voice" it would have to expand its activities, improve its image and services — and consequently raise its affiliation fees, the executive advised.

All the delegates were in agreement on this; few heeded the words of Athol Margolis of the National Union of Clothing Workers, and Ike van der Watt of the SA Boilermakers' Society. He said services and image-bolstering were not enough; action and relevance were needed.

The boilermakers' strong stand on this issue, coupled with their earlier criticisms of Tucsa in their newsletter, "The Crucible", did not endear them to the

rest of the conference.

The stage was set for heated exchanges, and the boilermakers were cast into the role of villain of the piece.

The second resolution to cause consternation was a call for the Government to review the apartheid principles contained in the Constitution Bill.

The motion, proposed by the Motor Industry Combined Workers' Union, steered clear of party politics. Yet a number of delegates took umbrage at the "political nature" of the motion, or cast themselves into a personal debate on the constitution.

The Artisan Staff Association and SA Footplate Association were sufficiently incensed at the inclusion of the motion to threaten withdrawal from Tucsa when it was passed. Both these threats and the heated debate

raised another crucial question is true unity possible in such diversity?

Tucsa's commitment to the union movement and union unity came seriously into question with a majority vote calling for a bar on unregistered unions.

To many observers, this was the final dagger thrust in the ribs of the unregistered unions. Combined with the previous attacks on the emergent union movement it seemed doubtful whether Tucsa would ever restore its credibility with these unions — which are certain to play a major role in the labour movement in the future.

The Mining Surface Officials' Association, which was behind this proposal, was also vociferously opposed to any amendment to closed-shop legislation.

For four days, Tucsa's stalwarts paid tribute to the proud tradition of the organisation and its fight for worker rights and passed resolutions on detention, the Group Areas Act, influx control and job creation.

Yet the final resolution, calling for a special conference to examine the relevance of Tucsa and its ability to meet challenges arising in the future, received scant support.

The general secretary of the boilermakers' society, Mr. Ike van der Watt, put his case to the conference quite simply. "I want to make it clear that the boilermakers are not happy with the situation at Tucsa. What we would like to know is, are we the only union to feel this way?"

"If you feel Tucsa is right and on the right path then vote against the motion," he stated.

The motion was defeated by 77 votes to 24 — which should have left nobody in any doubt as to the majority feeling of the conference.

Labour Correspondent

CA 9

4

# No Plain sailing for electricians' union

11/10/83

C. Herald

135

WESTERN Cape electrical workers last week quashed attempts to start a Mitchells Plain branch of their union, which they saw as an attempt to divide them in their fight against the union's conservative national leadership.

A meeting to start the Mitchells Plain branch had to be called off because only union officials turned up

Workers belonging to the Western Cape branch of the (coloured) Electrical and Allied Trades Union of South Africa, said afterwards that only the president, Mr P P van Oordt, and an official of their white sister union, Mr Cyril Shields, sat inside the Rocklands Civic Centre last Wednesday night where the meeting was to have been held

Their waiting was in vain as none of the workers came to join them

About 30 workers who had received invitations to the meeting stood outside but refused to enter the hall

## INTIMIDATED

Mr van Oordt said the workers were being intimidated into not attending the meeting.

Three more union officials arrived shortly after eight o'clock, after Mr Shields and Mr van Oordt had already decided to abandon the meeting

The workers also left and had a different meeting at another venue

A worker representative said the officials were "totally embarrassed after their big flop"

"This abortive meeting clearly shows that they do not have the support of the workers," he said

The workers said last week they had not been informed of the intention to have the Rocklands meeting or the decision to form a Mitchells Plain branch

## CONSERVATIVES

They saw this as an attempt by conservative forces within the union to split the branch, which has been the most vociferous opponents of conservatives within the union

The formation of a Mitchells Plain branch would be the start of splitting up the Western

Cape branch into possible branches in Atlantis and other places with little voice, they said

The entire Western Cape branch committee was recently suspended by the national executive of the union. They were later all re-elected by the workers

At a general meeting of electrical workers on Thursday night, the move to form a Mitchells Plain branch was condemned as an attempt to destroy worker unity

The meeting also discussed wages and working conditions for electrical workers

Asked by Cape Herald to comment, Mr Shields asked "What has it got to do with you?"



# UNIONISTS SHOOT DEAD

137  
City Press  
2/10/83

**By KOOS  
COETZEE**

**TRUCK driver**  
with a British-owned  
transport company  
as shot dead by the  
firm's ex-Rhodesian  
security manager  
after a scuffle at a  
trade union meeting  
last week

Two other workers  
were wounded in the  
violence after the security  
manager had been asked  
to leave the meeting on  
the company's Johan-

## Security boss

## shoots at workers

nesburg premises, the  
Trade Union Council of  
South Africa's annual  
conference was told this  
week

And now, protest tele-  
grams have been sent to  
the Law and Order

Minister, and to the  
chairman and managing  
director of the com-  
pany's holding company  
in Britain

Tucsa sent the tele-  
grams after the issue was  
raised by African Trans-  
port Workers Union  
organiser Emily Came-  
ron, whose union is a  
Tucsa affiliate. The  
union has also called for  
the officer's dismissal

She told Tucsa's Port  
Elizabeth conference the  
security officer had  
arrived at a union meet-  
ing despite being told he  
was not welcome. The

meeting had been called  
to discuss the recent  
arrest of workers alle-  
gedly responsible for the  
theft of goods from  
trucks

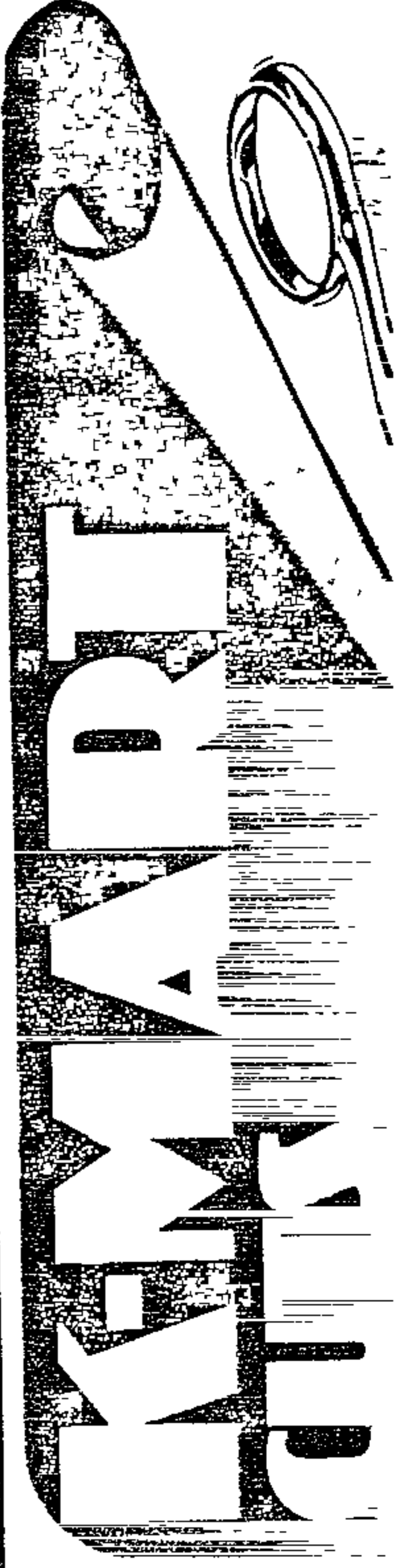
When the officer  
arrived, he was asked  
about the arrests, as he  
was believed to have  
contacted the police. Mrs  
Cameron said he replied  
"I will have you arrested  
if I suspect you - and  
what the police do is not  
my concern"

A scuffle ensued, she  
said, and Mr Antoni  
Dlamini was shot in the  
shoulder

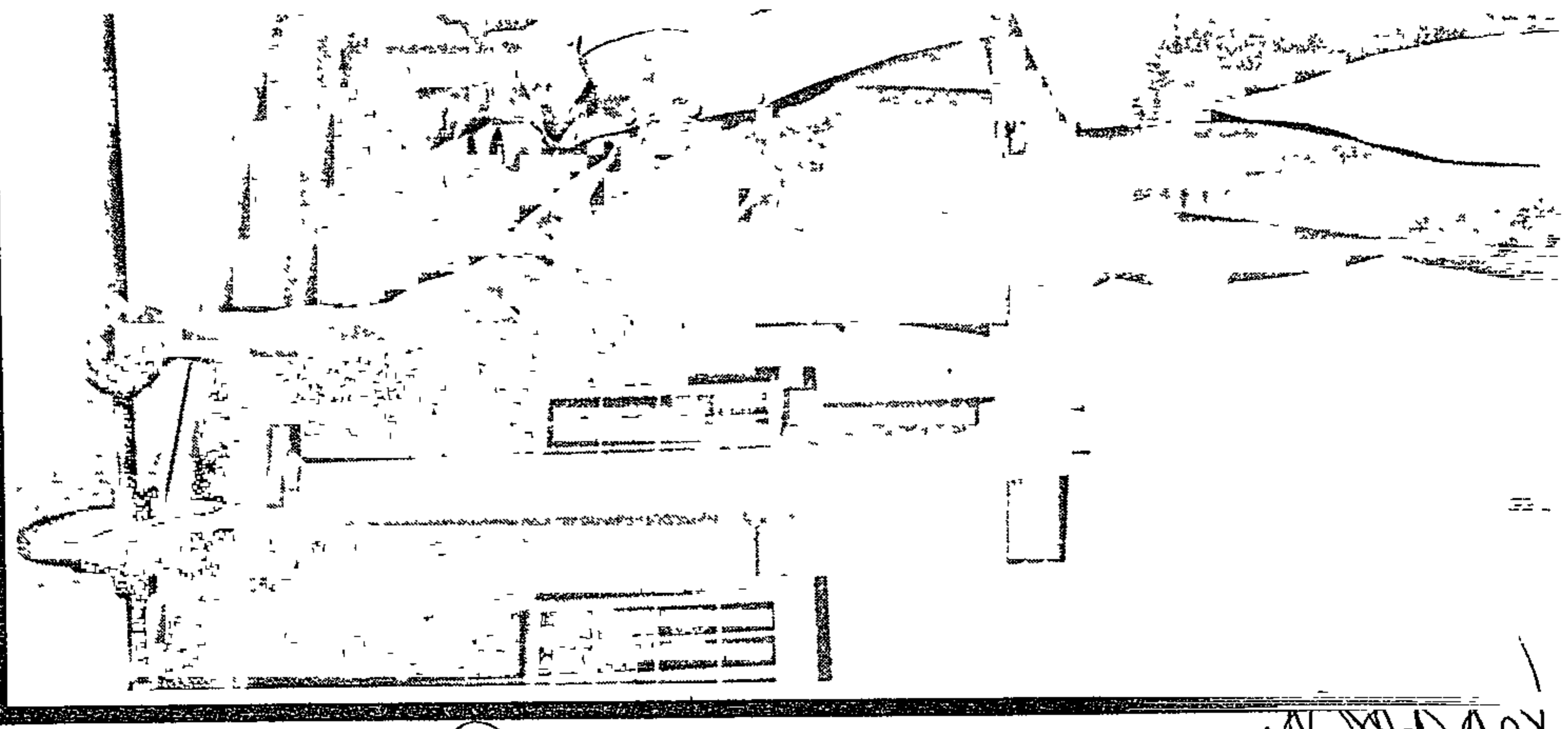
Workers managed to  
disarm the security of-  
ficer, Mrs Cameron said,  
and started assaulting  
him. She intervened and  
dragged the officer to  
safety

The general manager  
of the distribution com-  
pany, Mr E Patterson,  
told the union afterwards  
that future meetings  
would only be permitted  
on the premises "in  
urgent cases"

In a Press release later,  
Mr Patterson said the  
company regretted the  
incident, which was  
being investigated by the  
police



## Trade unions slam Tucsa's



police

# Trade unions

## slam

### Tucsa's 'courtaw'

call city

BLACK delegates at this week's Tucsa conference expressed shock and dismay at a conference resolution asking the Government to effectively ban all unregistered trade unions

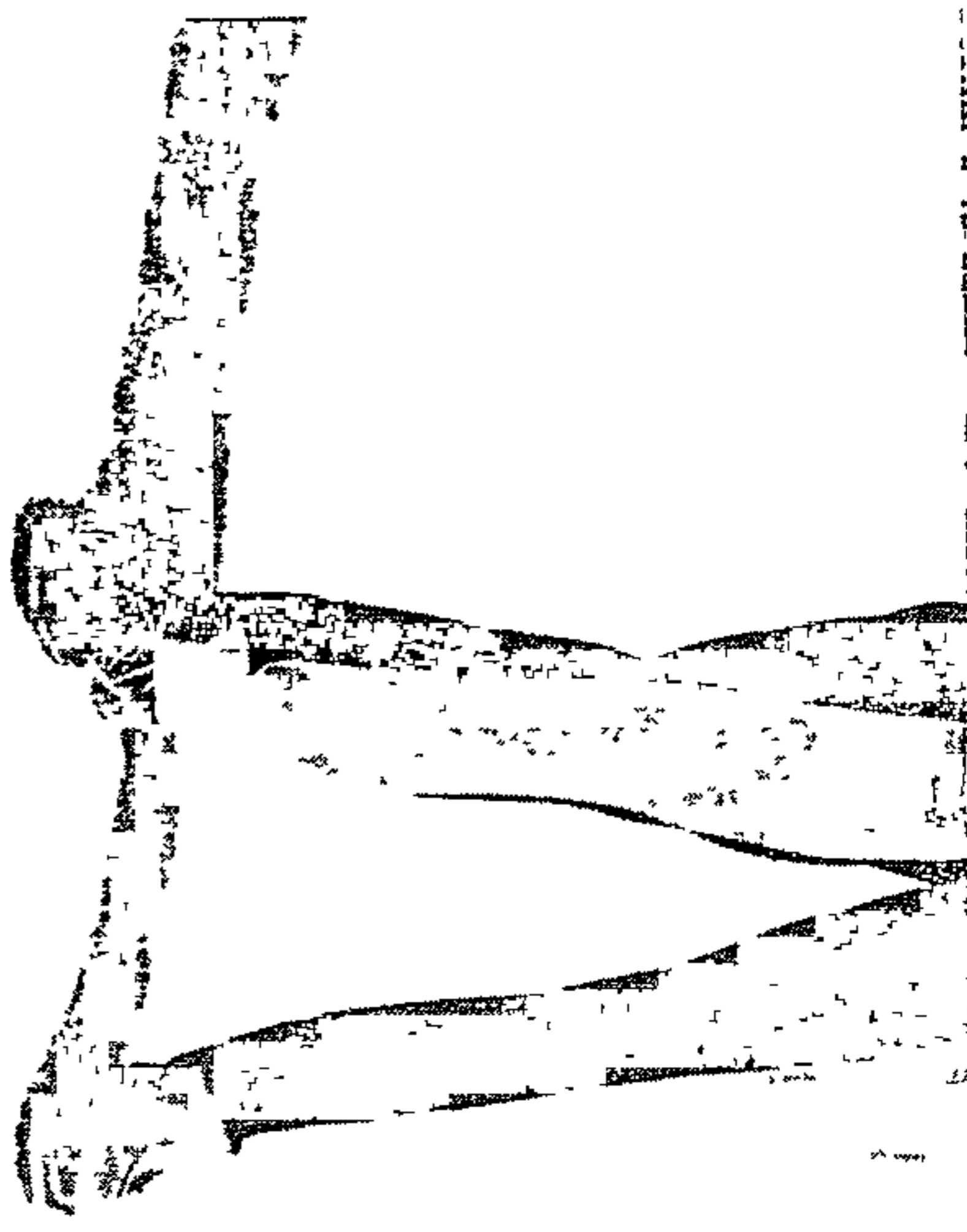
One delegate said he could not blame those who thought Tucsa was a puppet of a "stodge" of the Government

The motion, submitted by the right-wing Mine Surface Officials Association, was passed with 125 votes in favour, 27 against, with four abstentions and could lead to a split from Tucsa by the 54 000 member SA Butler-makers' Society

Society secretary Ike van der Walt described the motion as impractical and said it could lead to chaos if it was implemented

And in an official Butler-makers' Society document, the society said "It is rare that one can say of a resolution that its imbecility is only matched by its selfishness"

activity of the group are



## FEATHERS FOR THE MAJOR

Soweto police public relations officer, Major Othanel Paddy Mazibuko, gets to grips with the weights to show his team of wrestlers, how it's done. The team selected for the upcoming SA games was named this week. Mazibuko was once a top weight-lifter himself and still works out with the wrestlers (See Page 15)

Pic EVANS MBOWENI

A spokesman for the unregistered Bank Employees Union, A M Mokoka, said white union members were able to give vent to their political frustrations in political parties, "but the black man is precluded by the powers that be"

Trade unions in the Transvaal greeted the Tucsa resolution with a mixture of scorn, anger and disbelief

Puroshaw Canmay of the 100 000-member Council of Unions of South Africa said Tucsa had shown itself to be

"even more conservative than the Government" The resolution went against a basic principle of trade unionism, freedom of association, he added

Herbert Barnabas of Saawu said the resolution showed how scared Tucsa unions were of the independent black unions Tucsa had failed to organise black workers, and so was trying to outlaw those unions which were doing so effectively

Tucsa were a "group of renegades", he added

Samson Ndou of the General and Allied Workers' Union said the Government could force a revolutionary situation if it did what Tucsa was asking for

Labour observers have meanwhile noted that the Tucsa resolution puts Tucsa on a par with the Ciskei Government, which recently banned the unregistered Saawu.

Another move which did little to enhance Tucsa's image was its refusal to speak out against the Government's constitutional proposals

When the 1982 stages a number of one-man placard protests at various parts of the city to mark the committee's second anniversary

Dr Coleman said among the main targets of the security police were students, especially university students, trade unionist, journalists, community workers as well as political activists

Solitary confinement was described as probably the most refined form of torture

Dr Anthony Zwi, the Wits community health registrar, said between 1981 and 1982 seven known detainees were admitted to psychiatric wards

He said, three months ago a detainee was admitted to such a ward with multiple wounds he had inflicted on himself

Dr David Webster, also of Wits said what he saw and learnt in the Ciskei chilled him

He said South Africa has a bad human rights record, but from what he saw in the Ciskei, the homeland has probably the worst record

"Nearly 90 people have been killed in Mdantsane," he said

## MINE TO FIGHT NUM ACTION

DRIEFONTEIN Consolidated Limited intends opposing an application by the National Union of Mine-workers for the reinstatement of 17 dismissed workers from West Driefontein last week for refusing to work in an area they considered unsafe.

The NUM gave notice of its application.

The work-place had been re-inspected over three days by experienced senior mine officials, Gold Fields said

Don't cast a vote — Azapo

People's Organisation (Azapo) is in-

# Some businessmen will back <sup>1376</sup> 'No' <sup>204</sup> vote, says PFP leader <sup>4/10/83</sup>

## Political Staff

SUPPORT for a "Yes" vote in the November 2 referendum by sections of the business community will be matched by businessmen in favour of a "No" vote, the Leader of the Opposition, Dr Frederik van Zyl Slabbert, said yesterday.

Dr Slabbert was reacting to the fact of two groups of businessmen having endorsed the proposed new constitution as a starting point for reform and committing themselves to a "non-political party" campaign for a "Yes" vote.

Dr Slabbert said "Just as there are some businessmen enthusiastic about a 'Yes' vote, I am satisfied that there are those businessmen who feel a 'No' vote would be in the interests of all of us".

Last week Dr Slabbert addressed 50 businessmen on the constitution at a luncheon hosted by the doyen of businessmen, Mr Harry Oppenheimer, immediate past chairman of Anglo American and present chairman of De Beers.

At the New Republic Party Transvaal congress at the weekend the Transvaal leader of the NRP, Mr Alex Anderson, challenged Mr Oppenheimer to declare whether he was in favour of a "Yes" or a "No" vote.

Approached by the Rand Daily Mail yesterday, Mr Oppenheimer said "I don't think that it is an occasion for me to say anything I would have thought the line I was taking was fairly obvious".

Mr Oppenheimer did not elaborate but indicated that

he might spell out his views more specifically at a later stage.

Several top businessmen and a trade union leader have circulated a letter urging support for a "Yes" vote to community leaders in various fields.

They are Dr Frans Cronje, chairman of Nedbank, SA Breweries and the SA Permanent Building Society, Mr Dick Goss, chairman of Sun International, Mr Ted Pavitt, executive chairman of General Mining Corporation and president of the SA Foundation, Mr Louis Shill, chairman and managing director of Sage Holdings, Mr Albert Wessels, chairman of Toyota, and Mr Charles Skeen, retired director of Murray and Roberts and chairman of the Institute of Civil Engineers.

The trade union leader is Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa.

Last week at the TUCSA annual congress in Port Elizabeth Mr Grobbelaar urged delegates to reflect the council's "neutral stance on purely political issues" when a resolution calling on the Government to reconsider the principles contained in the constitution was discussed.

Mr Grobbelaar said yesterday his support for a "Yes" vote was a personal matter and should not be interpreted as support from TUCSA.

Mr Pavitt similarly stressed that his decision to support a "Yes" vote was personal and should not be construed as reflecting the views of the foundation.

Dr Cronje, a former national treasurer of the defunct United Party, is also a member of a second group advocating a "Yes" vote.

Its members include Sir De Villiers Graaff, former leader of the UP, Mr Adriaan Louw, former chairman of Goldfields of SA and Mr Anderson.

At a political meeting in Sandton last night, Mr David Dalling, PFP MP for Sandton, said businessmen controlling large corporations with a real stake in the economy were free to propagate their views in any way they wished.

"It is a pity, though, that businessmen do not speak up more often."

"The death of Steve Biko came and went, with all the damage that that incident did to our country, without many of our business leaders stating a view."

"The information scandal which rocked South Africa did not elicit much response from big business."

"Mass removals continue apace, bringing misery to thousands, but most of the signatories remain silent," he said.

After referring to the exclusion of blacks from the new constitution, Mr Dalling added "By urging a yes vote, and aligning themselves with the National Party constitution, businessmen risk further black alienation from the free enterprise system. And that would be a disaster."

(Report by P Laurence and M Moolman both of 171 Main Street)

# Tucsa is 'fighting for its life'

ARGUS 3/10/83 135

## Inter-union tensions come to head at PE congress

By PIPPA GREEN, Labour Reporter

THE 29th annual conference of the Trade Union Council of South Africa has ended on a low note, amid strong predictions that it is in the throes of a slow death.

Held at the plush hotel in Port Elizabeth last week, the four-day conference saw tensions within the 57-member body come to a head with one of its largest affiliates, the SA Boilermakers' Society, threatening to consider withdrawing.

The Boilermakers' Society, along with a handful of other dissenters, indicated that some unions saw the greatest threat to Tucsa's existence as coming not from employers, but from the independent trade union movement.

### Strong feature

And, indeed, the frequent attacks on the mainly black independent unions were a strong feature of the conference. Delegate after delegate accused the "emerging unions" of causing chaos by organising members in factories where Tucsa affiliates had been operating for years.

Mr Robbie Botha of the Mines Surface Officials' Association went so far as to describe unregistered unions as an "infant Frankenstein".

A resolution calling for a ban on unregistered unions was adopted by an overwhelming majority of delegates.

### Bad Press image

It is well known in labour circles that many workers have been won over from Tucsa unions by the independent unions. Also, an increasing number of employers are saying they would prefer to deal with

"representative" unions, rather than those which for years have relied on closed shop agreements to keep their members.

Delegates also voted for an increase in affiliation fees to the council, to enable it to provide "more dynamic" services for members and so improve its "consistently bad Press image".

However, the 56 000-strong Boilermakers' Society said Tucsa's bad image was the result of a lack of commitment to unity in the labour movement.

Speaking against the fees increase proposal, Boilermakers' secretary Mr Ike van der Watt said he had dealt with several unions outside Tucsa and had found "unionists just as good if not better than in the Council".

"What we are dealing with is an inter-union war, and it would appear that, for some delegates, the main motivation for supporting the proposal is that they think that for Tucsa to survive it must destroy other unions."

Meanwhile, the Boilermakers Society has returned to its members to "seriously review" its association with the council after almost every motion proposed by the society — including one asking Tucsa to meet next year to examine its future relevance — was defeated.

### "Part of a campaign"

Several delegates responded angrily to the motion, some saying it was part of a "campaign being waged against Tucsa".

One delegate, Mr Freddie Swartz, who broke ranks with his own Leather Workers' Union to support the Boilermakers, said many Tucsa leaders had lost contact with the workers they claimed to represent.

Those who defended Tucsa recalled its "glorious past".

Mr Louis Petersen of the Western Province Garment Workers' Union, said Tucsa deserved "bouquets" and not criticism.

"Tucsa is responsible for legislation which has been to the good of workers in South Africa, and other people are now enjoying the privileges," he said.

### Principles sacrificed

However, critics of the body claim that in its early years Tucsa "sacrificed every trade union principle" by agreeing to exclude Africans from its unions when it was originally formed.

Tucsa's bar on African unions was lifted in 1962, but imposed again in 1969 after pressure from the Government and white unions. In 1974 Africans once again entered the fold.

In the past few years, a number of strong all-white unions have joined Tucsa and the body has lost two powerful unions in the catering and distributive trade — unions which criticised the body's move to the right.

The Boilermakers' Society, with its increasing black membership, is now being pushed farther and farther away from Tucsa. Several motions proposed by the society, including one calling for workers to have the right to belong to the union of their choice and another calling for a Government investigation

into escalating housing costs, were resoundingly defeated.

Commenting on the conference, UCT industrial sociology lecturer Mr Johan Maree said much of Tucsa's 470 000 membership had been "built on the uncertain foundation of closed shop agreements and employer goodwill".

"If those elements were pulled from under their feet much of their membership would collapse."

Mr Maree said many Tucsa affiliates were out of touch with their members.

"Research on some unions has shown that they do not have any representative structures on the factory floor," he said.

Some employers, who have Tucsa unions operating in their plants, have said that often the workers' only contact with their unions is through a monthly magazine and subscription deductions from their wages.

# We might quit Tucsa — union

4/10/83 (135) RDM

Mail Correspondent

THE general secretary of the South African Boilermakers, Iron and Steel Workers, Shipbuilders and Welders Society (Boilermakers' Society), Mr Ike van der Watt, warned yesterday there was a "very strong possibility" his union would disaffiliate from the Trade Union Council of SA (Tucsa).

Mr Van der Watt said unity among all South Africa's trade union groupings had become important.

It was time Tucsa began to examine itself and consider its position in relation to present conditions and its ability to meet challenges now arising throughout the country.

He had already held discussions with officials of other union groupings, like the Federation of South African Trade Unions (Fosatu) and the Council of Unions of South Africa (Cusa), as well as the mainly African emerging and unregistered unions.

He said the Boilermakers' Society's management committee had arranged a special meeting for Thursday to discuss his society's affiliation to Tucsa.

At Tucsa's 29th annual conference in Port Elizabeth last week his union's resolution calling for a special conference early next year to question Tucsa's "continued relevance" was defeated by 77 votes to 24 after an emotion-filled debate.

The resolution was significantly the last item on the agenda and it appeared the 57 unions in Tucsa — South Africa's largest trade union grouping — were gearing themselves for a "show-down".

Before the votes were counted, Mr Van der Watt said "I'm prepared to take

all the hammering — and take it standing up".

Yesterday he said Tucsa's condemnation at the conference of the unregistered, emerging union movement was a "whole stupid process". He said workers in the latter movement faced special problems in their community life and work areas.

"How can you label those people as criminals?" asked Mr Van der Watt.

"I don't believe Tucsa's resolution to ask the Government to pass legislation against unregistered and 'unregisterable' unions will have any punch. It's common knowledge the question of registration will be amended at Parliament's next session," said Mr Van der Watt.

He said the Boilermakers' Society had been involved in Tucsa since the latter's formation 30 years ago and had once broken away for two or three years because of certain crucial issues.

He declined to comment on possible link-ups with the mainly coloured and African Fosatu or Cusa (each is reported to have a membership of at least 110 000).

But he admitted he knew of negotiations among the two groupings and unregistered, emerging unions — including Port Elizabeth's Motor Assemblers and Component Workers Union of SA (Macwusa) and General Workers Union of SA (Gwusa) — to form an umbrella federation.

The other major union grouping is the all-white South African Confederation of Labour (Sacla), which is also reported to have at least 110 000 members. However,

there are more coloured and black members than white in the Boilermakers' Society.

*Sgweta 5/10/83*

# Union may quit Tucsa

*(135)*

THE COUNTRY'S two major trade union groupings have indicated their willingness to consider the South African Boilermakers' Association's application for affiliation.

other unions, including Fosatu and Cusa concerning affiliation

## View

The unions were reacting to the association's general secretary, Mr Ike van der Watt's contention that there are "strong possibilities" that they will disaffiliate from the right-wing Trade Union Council of South Africa (Tucsa) and join up with the black unions

Reacting to the view expressed by Mr Van der Watt, the president of Fosatu, Mr Chris Dlamini said that the question of affiliation would have to be discussed by the federation's executive committee to find out whether the association's constitution will comply with "our demands of worker control"

Mr Van der Watt has said that he has already held discussions with

A spokesman for Cusa said that their "constitution will have to be carefully scrutinised if we are to accept them in our ranks"

★ 135 (initials)

# A sense of panic at Tucsas conference

A SENSE of panic pervaded the Trade Union Council of South Africa's annual conference in Port Elizabeth last week

The same faces from last year and the year before were there. But somewhere it had sunk in that the world outside the plush seaside hotel where the congress was held had changed

At Tucsas's 1981 conference in East London, the then president, Andre Malherbe, dismissed the emerging, predominantly black unions — to loud applause — as "our minuscule rivals"

This year's conference, taking them more seriously, opted to beef up Tucsas's legal, economic, research, and public relations services to wage, as Mr Ike van der Watt, general secretary of the SA Boilermakers' Society, alleged, an "inter-union war"

## Rhetoric

They also voted to ban unregistered unions and turned down a resolution calling for a change in the law to allow workers to join the unions of their choice, seeing this as an attack on the closed shop system which binds thousands of workers to Tucsas unions

The rhetoric was reminiscent of National Party ministers warning against the total onslaught. Delegates spoke of non-Tucsas unions seeking to "destroy" Tucsas, with the backing of overseas money, and the press was criticised for damaging Tucsas's image

Holding up an editorial of the Rand Daily Mail, Mr Norman Daniels,

general secretary of the Textile Workers' Industrial Union, said

"This stinks. Why this campaign against Tucsas? Who is behind it?"

Look no further than

leader of note — further emphasised Tucsas's distance from the real issues of the day

The resolution called for the government to reconsider the "entrenchment of ethnical

Mr Ike van der Watt, proposer of the special conference, the last item on the agenda, found himself and his delegation of boilermakers increasingly isolated and viewed with hostility

**Labour Reporter PHILLIP VAN NIEKERK reviews the happenings at the Trade Union Council of South Africa's annual conference in Port Elizabeth last week.**

yourselves, said Mr Athol Margolis, of the National Union of Clothing Workers "No amount of money will buy a better image for Tucsas when it squirms away from issues such as squatter demolitions and deaths in detention and fails to raise opposition to the banning of Saawu — all matters which affect workers"

Perhaps the issues which Tucsas regarded as affecting workers could best be gauged from the list of the guest speakers

Mr Hendrik Schoeman, Minister of Transport, spoke on road safety, Mr Leon Louw, of the Free Market Foundation, spoke on the benefits of the free enterprise system for workers, and Mr Sammy Shlagman, of the Textile Federation, spoke on the benefits of import controls

There was no mention, for instance, of the recent banning of Saawu and the continued turmoil and alleged persecution of workers in Ciskei

And a debate on the new constitution — which has been opposed by the entire emerging union movement as well as almost every black

city" and the exclusion of blacks from the constitution. It ended with a majority abstention after Mr Arthur Groblaar, Tucsas's general secretary, asked delegates "not to create a climate of conflict over a purely political issue"

Mr Des East, general secretary of the Motor Industry Combined Workers' Union and Tucsas's newly-elected first vice-president, said that, as a "non-racial, democratic organization", Tucsas could not afford to support the principles enshrined in the constitution

However, apart from a few former Confederation of Labour unions on the right (the Artisan Staff Association threatened to withdraw if Tucsas took a "no" stand) and a handful of mainly black unions, most Tucsas unions were incapable of taking a stand on the issue

And amid serious doubts about Tucsas's continued relevance on the labour scene (one Johannesburg newspaper had referred to them in a conference preview as a "labour dinosaur") the delegates turned down a motion calling for a special conference to examine Tucsas's future

## Appeal

Making what could be his last address at a Tucsas conference, he said the Boilermakers were "not happy with the situation we find ourselves in in Tucsas" and made a final appeal to the delegates to "get together, close the door and listen to one another to examine whether we are on the right path"

But most delegates believed there was little wrong with the path that Tucsas was on and that the problems arose from people outside trying to destroy the council

Mr Norman Daniels was cheered when he claimed there had never been a workers' organization in South Africa as big, as effective and as representative as Tucsas

On that confident and cheering note the delegates rose from the comfort of the conference room and disappeared back into the real world

(135) 7/10/83 FM

## ARTHUR GROBBELAAR

### A round-table knight

Arthur Grobbelaar has been Tucsa's general secretary since 1964. He's a tough, hard-nosed fighter from way back, and has held the council together through periods of intense pressure. Tucsa is his life.

"I'm a pragmatist. I'm interested in facts and figures," is his description of himself. "Tucsa has 57 affiliated unions, half a million members, 29% of whom are black, 21% white, and the balance coloured and Asian," he wraps it up.

A big man, he's deliberate, even ponderous, in his manner. He was committed to unionisation from the time he started work at the beginning of the Forties. "Laying rail across the Karoo, I concluded six shillings a day wasn't enough for that kind of work. But I took the 'Irishman's rise' — passed the exam to become an apprentice boilermaker and went down to two and a half pence an hour," he told the FM.

Like Ike van der Watt, he rose through the Boilermaker society. He worked part-time as treasurer, then secretary, of the Vanderbijlpark branch until elected a national organiser in 1955. He covered a large area — from the eastern Transvaal, through Vereeniging, Vanderbijlpark, the Free State goldfields and Bloemfontein to the northern Cape.

In 1961 he went to the Boilermakers' head office as national administrative secretary. He became acting general secretary of Tucsa in 1963 and was unanimously elected general secretary the following year, where he's been ever since.

Tucsa, Grobbelaar sincerely believes, has fought the good fight under his leadership. Within three years of his election, simmering controversy erupted into direct attacks on Tucsa from the then Labour Minister, Marais Viljoen. Tucsa came un-

der fire for involvement in black organisation. Viljoen appealed to affiliates to split off from it. Within a year Tucsa had lost 14 unions and 90 000 members, and had been warned that another two-thirds of its constituency would follow.

"It was time for a strategic withdrawal," Grobbelaar said. Tucsa restricted its membership to whites, coloureds and Indians. "We lost that battle but the war went on," he continues. "By 1972 we had a majority for opening Tucsa to black unions again. We lost some affiliates again — ironically, the Boilermakers Society was one of them. It disaffiliated because of our 'black labour policy' and only came back in 1980."

Grobbelaar is married, with two children, who both work in commerce. Swimming is his main recreation — "but these days I'm more cautious about taking my daily swim throughout winter, and I seldom play golf any more."

## GILBERT BOUVERET

### The Gallic touch

Gilbert Bouveret, new MD of the French Bank of Southern Africa (FBSA), is a model of Gallic urbanity and polish. To go with all that, he has a highly cosmopolitan posting record from Rio, Saigon, Laos and Addis Ababa to Lausanne, London and Monaco.

FBSA is one of the smaller members of the local banking fraternity. But Bouveret (54) likes to emphasise just how well-connected its shareholders are. FBSA is 54% owned by the Banque Indosuez Group, one of France's most powerful banking institutions with extensive branch networks through continental Europe, North America, the Middle and Far East. A further 30% is controlled by Gencor.

Bouveret started his career in Banque de l'Indochine, founded more than a century



Bouveret . cosmopolitan common sense

ago as a central and commercial bank what was then Indochina. In 1975 it merged with Banque de Suez et de l'Union Minière, the banking arm of the Compagnie Financière de Suez, to form Indosuez.

Two years ago the group was nationalised by the Mitterrand government. But, says Bouveret, this made no difference to the policy. It remains very much a wholesale bank, orientated towards long international finance.

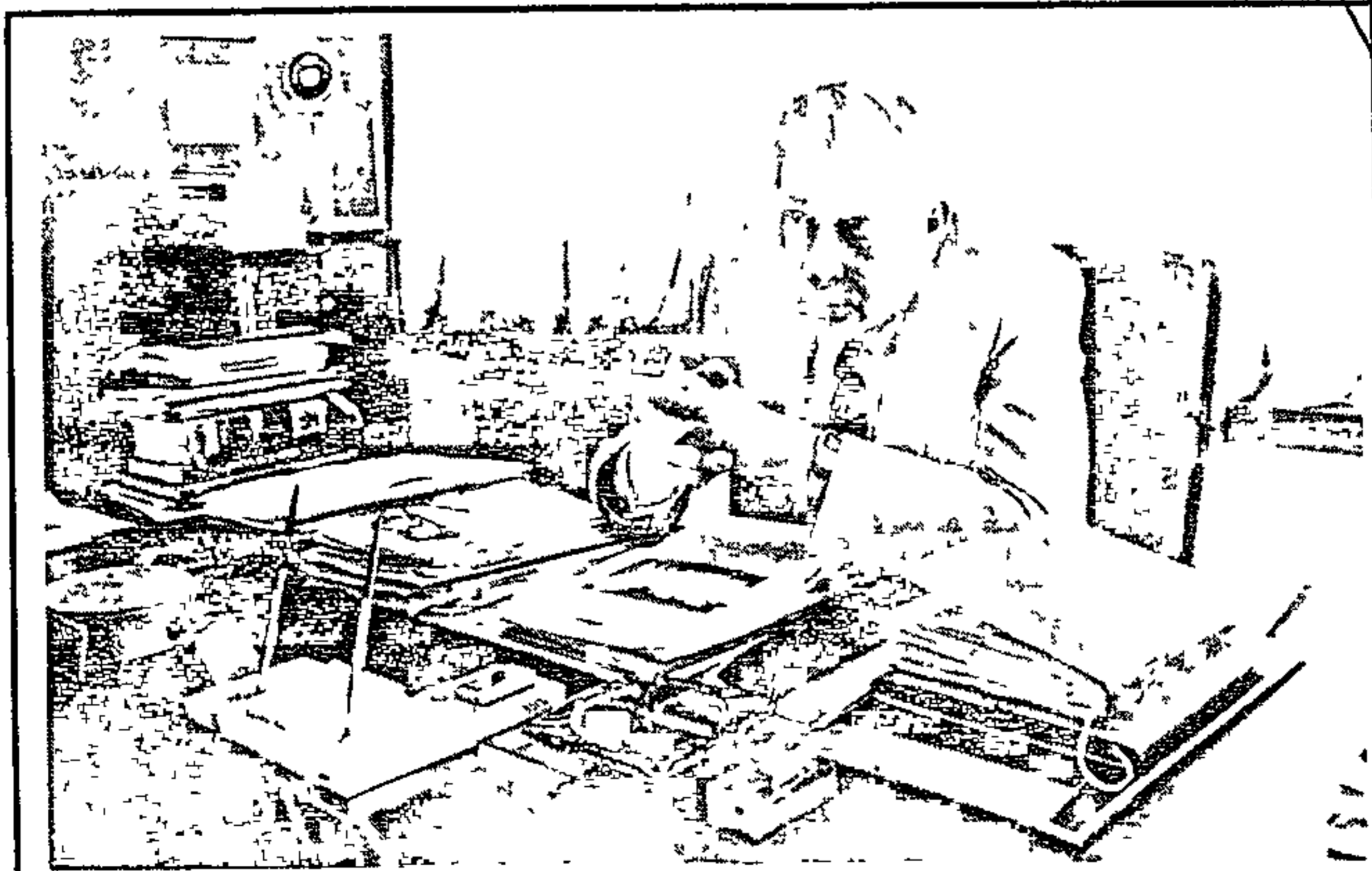
Similarly, business ties between SA and France, which could easily have deteriorated when the Socialists came to power, have not been affected. "Nor will they," Bouveret adds.

He's been in banking for three decades. After gaining the French equivalent of a doctorate in law and economics, he embarked on a career on the international stage with Banque l'Indochine, which he joined after his studies.

He began in London as a foreign exchange dealer in 1953, then went to Rio de Janeiro to handle export finance, property development and industrial business in Brazil.

Next came a short spell in Laos, followed by a posting to Saigon in 1959, where Bouveret organised export finance. This was a sensitive period — five years after the French had been forced out of Vietnam and before the US became involved in the war with the north.

Bouveret's next posting, in Laos,



Grobbelaar .. strategy and pragmatics



# Damaging clash looms

135

Since the birth of industrialisation in SA, the threat of damaging inter-union rivalry has stalked all efforts to create a sense of unity among workers of all races. Few people need to be reminded that when trade unionism was first established in this country, the issue of race overshadowed the common interest of all working people. Today, the differing interests of workers of the various race groups still pose the danger of friction in the workplace. This danger remains — despite commendable efforts by government during the past four years to remove race as an issue in labour legislation.

It was perhaps inevitable that the granting of statutory trade union rights to black workers in 1979 would prompt the formation of many new, mainly black unions, which would challenge the values of the older ones — even those which had fought for multiracial unionism. But Tucsa's annual conference last week showed just how

The annual conference of the Trade Union Council of SA (Tucsa) has revealed the growing rift between many of this country's older unions and those which have emerged during the past decade. Increasing rivalry seems inevitable.

threatened many established unions feel about such a challenge — and how polarised SA's labour movement has become.

Rhetoric at the conference seemed to indicate that many Tucsa unions were in no mood to seek an accommodation with their emerging union rivals. Indeed, the conference took decisions (*Current affairs*, September 30) which are likely to further propel Tucsa towards a head-on confrontation with the new generation of unions.

The scale on which such conflict can occur must be of concern to many employers. With the exception of the all-white SA Confederation of Labour (Sacla), all of SA's major union groupings — Tucsa, the Federation of SA Trade Unions (Fosatu) and the Council of Unions of SA (Cusa) — have grown strongly in the post-Wiehahn era. The union groupings tend to dispute each others' membership claims, but the graph on page 35, based on information contained in the Institute of Race Relations yearbooks, illustrates the extremely rapid growth of three of the four major union co-ordinating bodies in a recent two-year period. In addition, scores of unions not affiliated with them have also grown rapidly and now represent many thousands of workers of all races.

While some employers, who believe in the policy of divide-and-rule, may welcome labour disunity, there are good reasons to fear inter-union clashes. Events both here

Financial Mail October 7 1983

Table with multiple columns and rows, mostly blank or containing faint, illegible text.

and abroad have shown that it is not easy to manage an enterprise within which there is an atmosphere of hostility — especially if factors such as class and race become entangled in such conflict. Inter-union wars can have a devastating effect on productivity. And SA employers whose companies have become battlegrounds in recent years have found that there are no elegant and simple solutions to defusing the conflict.

The message from experienced industrial relations practitioners — and some senior government men — is that employers must refrain from taking sides in inter-union wars.

Tucsa and the emerging unions have, of course, been at odds for many years. And, as is often the case when opposing parties are locked in escalating conflict, it may be futile to blame one side for having started the war. Tucsa accuses emerging unions of embarking on a reckless, aggressive campaign to undermine it by recruiting its black, coloured and Asian members. Tucsa unionists claim some of their rivals owe their existence to funds obtained from sympathetic union movements abroad, and an essentially political message that they propagate.

**Closed shop**

But emerging unions — especially the Fosatu affiliates — have provided much evidence showing that Tucsa unions have been willing to create alliances with employers to keep them out. They also complain that Tucsa's growing black membership (nearly a third of its total strength) has been gained mainly through its affiliates' use of the closed shop. This practice, they say, has resulted in Tucsa unions gaining a large, and possibly unwilling, black membership with great ease. A consequence of this, they argue, is that many Tucsa unions have not bothered to be responsive to the needs of black workers. They continue to represent the interests of the skilled, white and privileged section of SA's working class and, to a lesser extent, skilled coloured and Asian workers.

They are able to point out that black support for Tucsa unions in some industries has crumbled during the past few years when workers have had the option of joining emerging unions.

Tucsa has claimed in the past that it has tried to find common ground with some emerging unions. But to some observers, last week's annual conference marked a watershed in this troubled relationship. To them it seemed that Tucsa had finally abandoned all hopes of reaching a peaceful accord and had, instead, resolved to increase its opposition.

Two decisions, in particular, are symbolic of Tucsa's willingness to use all the means at its disposal to combat the newcomers. The conference called for a ban on unregistered unions and rejected a proposal that workers be allowed to join the union of their choice — and not forced to join a



**Tucsa's Van Tonder ... favouring co-operation**

particular union in terms of a highly restrictive usage of the closed shop. It is significant that Tucsa's stand on these issues comes at a time when government is moving towards scrapping the whole system of registration, and is investigating ways in which to prevent abuse of the closed shop.

The SA Boilermakers' Society found itself at odds with most Tucsa affiliates on these issues. Its highly respected general secretary, Ike van der Watt, lost his position as a Tucsa vice-president, and the conference rejected the society's call for a special conference next year to discuss the council's future. The Boilermakers' main aim in calling for such a conference was to convince Tucsa affiliates of the need to create broader unity within the SA labour movement. The society opposed a motion (adopted with a large majority) to increase the fees that Tucsa affiliates pay to the council's headquarters. One reason for this was that it had misgivings about many Tucsa unions' view that the increase was necessary to win the war against other unions.

When the FM went to press, the Boilermakers had still to decide on their

future, but it seemed likely that they would leave Tucsa.

Such a departure would be a sad event in the history of an organisation such as Tucsa, which prides itself on having fought hard for the rights of black workers and the whole concept of multiracial unionism.

It cannot be denied that, perhaps more than any other Tucsa affiliate, the society has gained the respect of emerging unions. It is moving towards closer co-operation with some of them — especially through the local committee of the International Metalworkers' Federation.

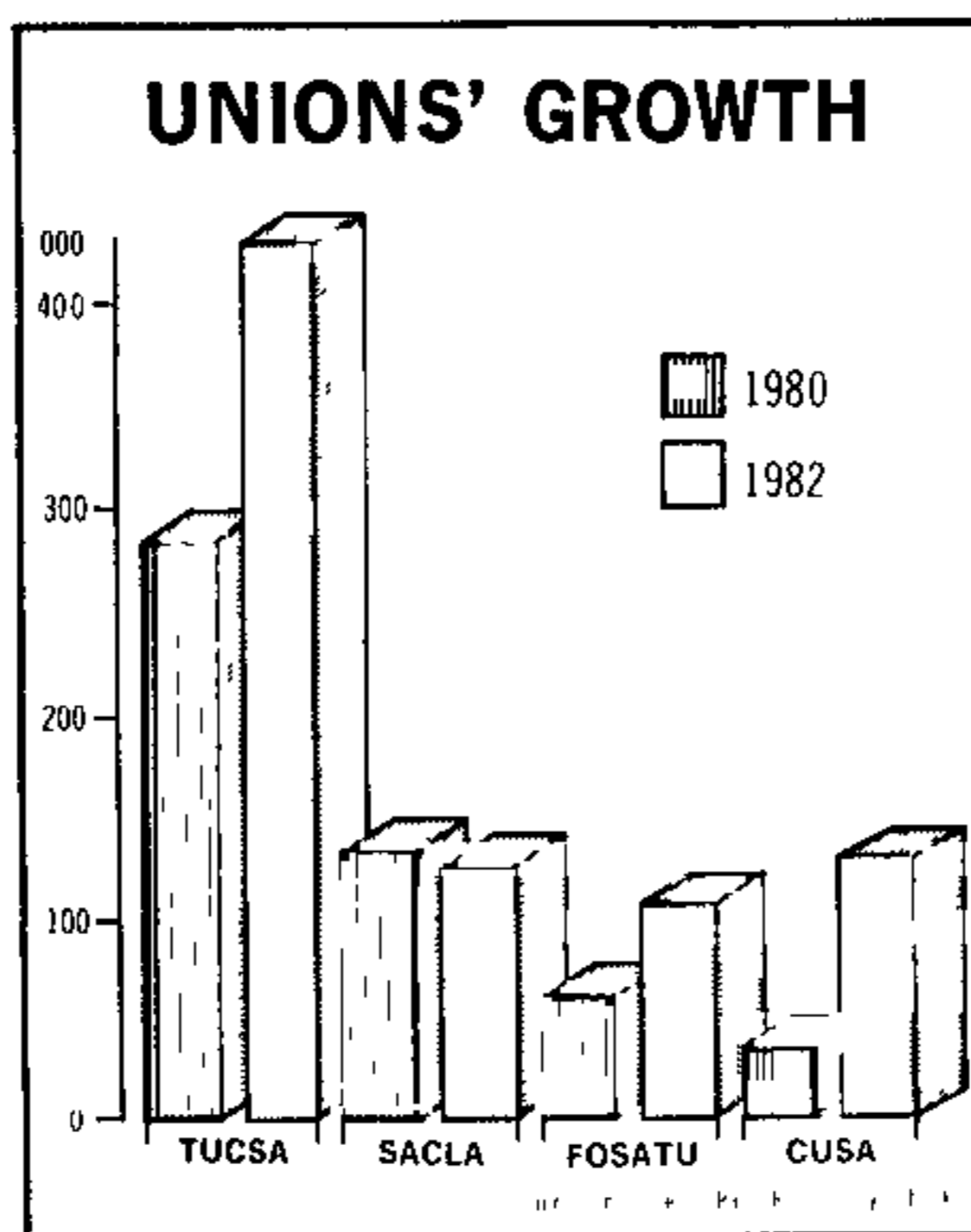
**Broader unity**

In fact, during the conference last week, when the society's delegates faced strong opposition to many of their views, they were able to take heart from news they received that one emerging union had stipulated in an agreement it signed with a company that it wanted to bargain jointly with the society. Only 18 months ago, one of the society's members was severely injured during a clash between its members and those of the other union at that company.

There were comparatively few voices raised at the conference in favour of the kind of broader unity the society seeks. Newly elected Tucsa president Lief van Tonder did, however, on one occasion make the point that Tucsa on its own could not achieve a goal such as the introduction of a statutory 40-hour working week. But there were few other such acknowledgments of the need for co-operation between different union groupings.

The debate about affiliation fees vividly demonstrated the differences between the Boilermakers and most Tucsa unions. While Van der Watt sought to define better the direction in which the council should move, several delegates waxed eloquent on what they believed to be its proud history.

In a discussion with journalists later, Van der Watt remarked "I found it an interesting debate. They all seemed to be talking about the past, while I was trying to talk about the future."



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# Boilermakers <sup>135</sup> may disaffiliate from Tucsa 7/10/83

By BESSIE BOUWER

POSSIBLE disaffiliation by the Boilermakers' Society from the Trade Union Council of South Africa (Tucsa) was hinted at by the society's general secretary, Mr Ike van der Watt, in an interview today.

The society held a special meeting in Johannesburg yesterday to discuss its position within Tucsa and other issues.

Mr Van der Watt refused to disclose the outcome of yesterday's meeting until the executive committee had met, but said a decision had been taken by the management committee and Tucsa would be duly informed.

"It was virtually a unanimous decision and we had no opposition," he said.

The strained relationship between Tucsa and the Boilermakers' Society became evident at Tucsa's recent conference in Port Elizabeth after a motion

calling for Tucsa to hold a special meeting next year to discuss its continued relevance was defeated.

Prior to the meeting, Mr Van Der Watt had warned that if this call for a special congress was rejected, the society would reconsider its position within the union.

Tucsa's condemnation of the unregistered union movement was also a bone of contention with the society because the boilermakers favour unity with other trade union groupings.

Concerning a possible decision on this issue, Mr Van der Watt said there had been no discussion of this at yesterday's meeting.

The general secretary of Tucsa, Mr J A Grobbelaar, said today that he had no idea of what discussion had taken place at yesterday's meeting. He had not been contacted by the Boilermakers' Society.

**IKE VAN DER WATT**

135

# Reluctant rebel

Trade unionists are no strangers to conflict and controversy. But Ike van der Watt, general secretary of the SA Boilermakers' Society, must surely be feeling he's had more than his fair share in the last fortnight.

First came a week of acrimony and disappointment. At the Trade Union Council of SA's (Tucsa) annual conference in Port Elizabeth, two proposals critical of the council's direction were put forward by the Boilermakers. They wanted a special conference to discuss Tucsa's future, and an affirmation of workers' rights to freedom of association. And these were overwhelmingly rejected.

In addition, a highly contentious motion from the Mine Surface Official's Society, calling on government to ban unregistered (mainly black) unions, got the go-ahead.

A week of soul-searching followed for the Boilermakers. Should they stay in the Tucsa fold? As the *FM* went to press, it seemed certain that they would bite the bullet and leave Tucsa — ending a 27-year association.

Some might think Van der Watt would revel in the breakaway drama. But the big, bearlike unionist is dedicated to trade union unity, he finds the conflict traumatic. Nevertheless, he won't change his stance.

"We're disappointed, but not surprised, by the conference's attitude. Tucsa's rejection of the freedom of association proposal must be seen along with the resolution calling on government to declare unregistered unions illegal."

"Increasingly we get the impression that Tucsa unions want to dictate which union people should belong to. This should be left entirely up to the individual. It's really discouraging that they don't realise this," he told the *FM*.

Van der Watt's views may be non-conformist, but they are entirely consistent with the society's unique position in the SA labour movement. Formed in 1896, it had a membership of highly skilled whites, coloureds and Asians — until amendments to the Industrial Conciliation Act in 1956 forced it to create separate branches for different race groups. But the society maintained unity at decision-making level by ignoring the statutes and appointing coloureds and Asians as observers onto its executive.

Meanwhile, it continued to press for blacks' right to join registered unions — a concession which only came in 1979 when government accepted the Wiehahn commission's recommendations. However, the society's executive decided not to go for a single non-racial structure. It would main-



Van der Watt ... saying what he believes

tain racially separate branches — but open a black one, despite the risk of alienating white members. The society continues to believe that different groups have different needs — for the time being, anyway.

The gamble paid off. White membership actually increased, confounding the society's critics. Today it has 54 000 members — 22 800 white, 20 300 coloureds and Asians and about 10 700 blacks. Joint decision-making, however, is conducted at executive committee level, a structure unique among SA trade unions.

The society, says Van der Watt, is the only registered union which reached out a friendly hand to the emerging union movement in the Seventies, helping with the training of organisers and shop stewards. This ensured that it maintained good relations with emerging unions — a remarkable feat for a union affiliated to Tucsa (generally acknowledged to be a highly conservative umbrella body).

The society also sits on the International Metal Federation's SA Co-ordinating Council (the only SA forum in which opposing unions work together) alongside unions affiliated to the Federation of SA Trade Unions (Fosatu), the Council of Unions of SA (Cusa) and Tucsa, as well as unaffiliated unions.

Van der Watt came through union ranks the hard way. The son of the boilermaker himself, the 53-year-old unionist was born

in Springs and trained as a boilermaker apprentice on the East Geduld mine. He then moved to the Free State gold mines and for many years served as branch chairman for the society. In 1969 he became a full-time OFS and northern Cape organiser; then in 1972 transferred to head office as assistant to the general secretary, Tom Murray. He took over Murray's post in 1976.

Van der Watt is a practising Methodist. He says the only way to operate is to say what he believes is right. On more than one occasion, this has placed him in a contentious position. Now he's embroiled again.

But he's clear on the society's choices. "Our affiliation to Tucsa means other unions don't see us in a good light. We regret that Tucsa's not more flexible, but maybe if we're outside Tucsa we could communicate better with those unions."

"Most Tucsa unions are removed from the very active changes which have been taking place in labour. They're adopting a protectionist stance, which I don't think is very constructive. We have to face up to problems, not use Tucsa as a protective mechanism. If the society pulls out of Tucsa, we'll be in a better position to generate understanding between unions."

But Van der Watt does not envisage the society affiliating to other union groupings. "We don't see ourselves joining Fosatu or Cusa. There are basic differences in our philosophy and policy."

Loo

Credibility with new unions sags lower

# Blow to TUCSA as boilermakers quit

135

RW 04

8/10/83

By STEVEN FRIEDMAN  
Labour Correspondent

THE country's biggest multiracial trade union, the 54 000-member SA Boilermakers Society, yesterday formally quit the Trade Union Council of South Africa (TUCSA).

The boilermakers' decision, which was announced yesterday afternoon by the union's general secretary, Mr Ike van der Watt, is likely to further dent TUCSA's credibility among emerging, mainly black, unions.

The boilermakers have been one of the few TUCSA unions to seek active co-operation with the emerging union movement.

The union is leaving TUCSA mainly in reaction to decisions at the organisa-

tion's conference last week, where TUCSA called for a law to bar unregistered unions and rejected a motion aimed at giving workers subject to "closed shop" agreements the freedom to join a union of their choice.

Prior to the conference, the boilermakers argued that TUCSA had failed to keep pace with labour reforms and was not sufficiently committed to co-operation with mainly black unions.

Mr Van der Watt said yesterday that the boilermakers would now explore the possibilities of building inter-union co-operation on the South African council of the International Metalworkers Federation.

This council, of which Mr Van der Watt is chairman, is a rarity in that affiliates of both TUCSA and emerging

union groups belong to it.

The decision to quit TUCSA, which had been widely expected in the wake of the conference, was taken by a meeting of the union's management committee on Thursday.

However, it was only announced yesterday as union leaders first held meetings to brief boilermakers' officials on the decision.

Mr Van der Watt said a letter conveying the boilermakers' decision had been sent to TUCSA yesterday morning.

The boilermakers would not attempt at this stage to seek affiliation to any other union federation.

"We believe we should explore the possibility of co-operating in the IMF council before taking any further steps," Mr Van der Watt said.

## INSIDE MAIL

FOR not the first time in recent years, the Trade Union Council of South Africa, once an ardent supporter of labour reform, has found itself substantially to the right of Government policy

Tucsa's call at its recent annual conference for a law which would force unregistered unions to register with the Government on pain of being outlawed comes at a time when the Government is widely believed to be planning to abolish the registration system in its present form.

The changes are believed to include the scrapping of the control over unions which registration brings.

They are not unexpected for registration, once the hottest issue in labour relations, has receded into the background to such an extent that commentators rarely distinguish between registered and unregistered unions any longer

Initially the difference was fairly sharp. In 1979, when unions with black members were allowed to register for the first time, registration was seen as a device by which the Government sought to control black unions. Indeed, Government spokesmen said as much at public meetings

By registering, unions agreed to submit their books, their membership records, even their constitutions, to Government inspection. At the same time, they agreed not to affiliate to any political organisation

In exchange, they received the right to take part in the official bargaining system created by labour law.

They could negotiate on industrial councils, use official conciliation boards to get employers to the bargaining table and strike legally (A registrar, however, decided for which workers unions could bargain officially)

At the time, many emerging, mainly black, unions decided that the disadvantages of the controls far outweighed the benefits of official bargaining rights

Indeed, the official system was treated with as much suspicion by the unions as registration itself, so they were hardly likely to submit themselves to control in order to gain the right to take part in a system they rejected

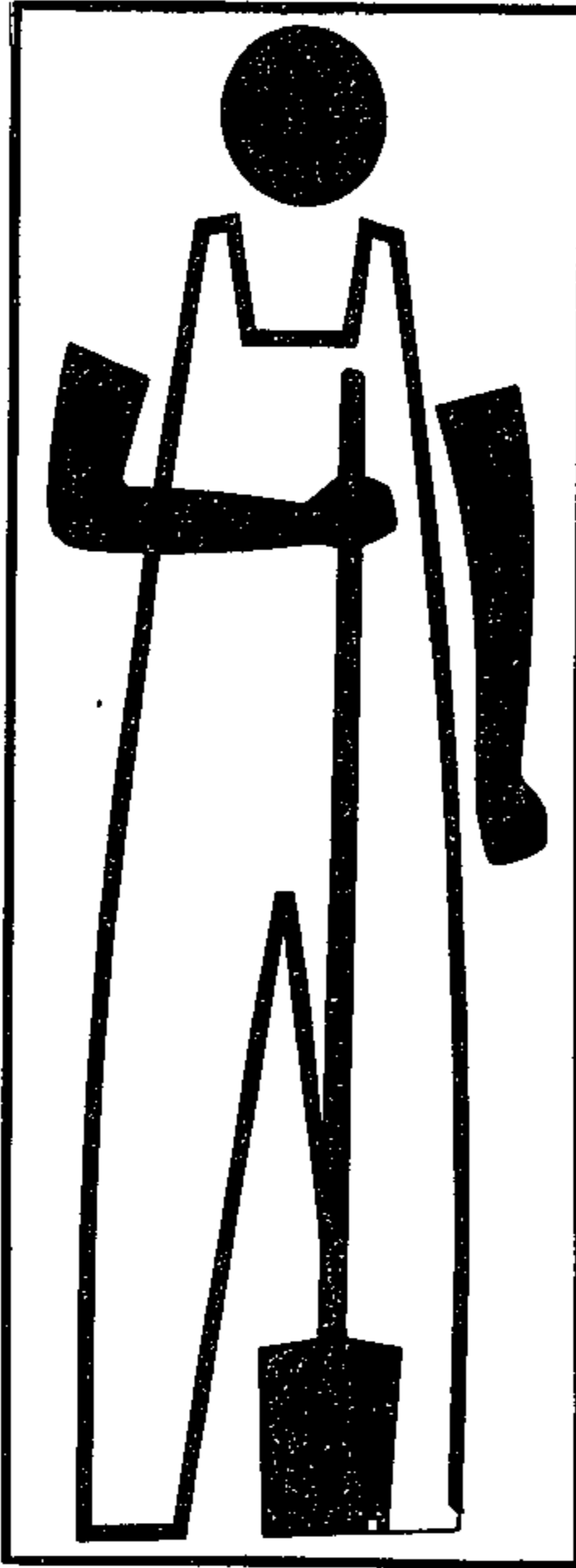
Some key emerging union groups did decide to register then, notably unions in the Federation of SA Trade Unions and Council of Unions of SA

The Fosatu unions registered on condition certain controls were not applied to them. They also argued that it was possible for unions to register, but still continue to represent their members adequately on the shop floor

But other important unions, like the African Food and Canning Workers Union and the General Workers Union, refused to register

Later, the newer, "community based" emerging unions also refused. But, unlike the GWU and FCWU, they did not take this stance only because they feared control

# What's the union row about?



They said that to register was to participate in Government-created labour platforms. This they would not do unless all discriminatory laws were scrapped. So the registration issue was not one of tactics, but of political principle

Since then, several changes to labour law have blurred the distinctions between registered and unregistered unions

Firstly, some controls on registered unions have been extended to their unregistered counterparts. Unregistered unions must now also submit books and membership records to the Government. They are also barred from affiliating to a political organisation

At the same time, some of the benefits of registration have been ex-

"Unregistered" trade unions have become an accepted part of South African labour life. What are these unions? Why is the Trade Union Council of South Africa hostile towards them? Labour Correspondent STEVEN FRIEDMAN reports

tended to unregistered unions who may now use official conciliation boards, which means the union can strike legally and use the industrial court

And the controls on unregistered unions have not been as onerous in practice as in theory

While officials continue to have wide controls over unions at their disposal, they have rarely used these, just as they have rarely used the controls on unregistered unions which the law allows them

Many of the unions which registered, like those in Fosatu, continue to be more militant on the factory floor than some unregistered unions (Fosatu union members were responsible for more strikes last year than members of all other unions combined, according to one study)

So the expected Government move simply recognises that registration has failed as a means of control

Nevertheless, there is still a significant body of unregistered unions, some of whom are among the most successful and tightly-organised unions in the country

AFCWU is recognised in a wide range of major factories, and is, perhaps, the major union force in the food industry. GWU negotiates with employers in every major port. The National Union of Mineworkers is recognised by the Chamber of Mines and has a fast-growing membership

The "community unions" have also remain unregistered

The best-known of these is the SA Allied Workers Union, which has borne much of the brunt of Ciskei government ire in East London

Others, such as the Motor Assemblers and Components Workers Union (Macwusa) which grew out of the 1979 Ford strike in Port Elizabeth and the Municipal and General Workers Union, which emerged in the 1980

Johannesburg city council strike, remain implacable in their opposition to registration

Indeed, even a long-standing registered union like the SA Boilermakers Society continues to represent black workers even though the Department of Manpower says the union is not registered with them

These unions do not make up a cohesive "unregistered union movement" — indeed, several unregistered unions tend to co-operate more closely with registered emerging unions than unregistered ones

NUM, for example, belongs to Cusa, most of whose unions are registered. The GWU has clashed with SAAWU in Durban, even though both are unregistered

But most of these unions still guard their unregistered status jealously and would sharply resist any move to force them to register

Some continue to see registration as a political compromise they refuse to make. And other believe that, despite the blurring of distinctions over the past few years, registration still contains important controls

The most important of these may give some clue to why the Tucsa unions, some of whom face a loss of black membership to the emerging unions, are so keen to see registration made compulsory

When a union applies for registration, all other registered unions who claim membership in its industry can object to the registrar. If he upholds the objection, the new union is not registered

Indeed, some registered unions have opposed Fosatu registration application on racial grounds by arguing that Fosatu unions should not be allowed to represent white workers, and the registrar upheld their complaints (Fosatu has since appealed successfully to the Supreme Court against this)

So the present system enables registered unions to "protect their turf" against newcomers simply by appealing to Government aid. The Boilermakers, themselves a registered union, believe the system now serves to protect the interests of established unions who cannot face competition from newer rivals

This is not that crucial an issue while registration remains voluntary. If a union applies and is turned down, it carries on as an unregistered union

But if registration were made compulsory, and the present system retained, these unions could cease to exist, or become illegal organisations, if they were refused registration

It is this, it seems, which the Tucsa unions are seeking — a system in which they can enlist official aid to prevent some emerging unions operating

But both the Government and many employers have learned to live with the existence of unregistered unions. So Tucsa's pleas may well fall on deaf ears and unregistered unions will continue to be part of the labour scene

# Boilermakers hit at TUCSA's stand 135

By STEVEN FRIEDMAN  
Labour Correspondent

A TRADE UNION COUNCIL OF SA resolution calling on the Government to outlaw unregistered unions "totally contradicts" TUCSA's own recommendations on registration to the Government's National Manpower Commission, the SA Boilermakers' Society claimed yesterday.

The boilermakers also sharply attacked TUCSA's stance on this and other issues, saying the union believed it could not work for union unity while remaining within TUCSA.

These points are contained in the letter sent to TUCSA late last week by the boilermakers' general secretary, Mr Ike van der Watt, in which he set out the union's reasons for leaving TUCSA. The

boilermakers quit TUCSA last week.

The letter, which was released yesterday, says the union's two reasons for leaving were the resolution on unregistered unions, adopted at TUCSA's conference last month, and the defeat of a resolution calling for workers to be free to belong to the union of their choice.

TUCSA's general secretary, Mr Arthur Grobbelaar, confirmed yesterday that TUCSA's recommendations to the NMC differed from the view in the resolution.

"But conference is the supreme policy-making body in TUCSA and, if it wishes to change our stance on an issue, it is entitled to do so," he said.

Mr Grobbelaar also defended TUCSA's stance on unregistered unions, saying it had been "misunderstood".

In the letter, Mr van der Watt notes

that the boilermakers clashed with other TUCSA unions on several issues at the conference. But it has quit solely because of the two resolutions.

TUCSA's stance on unregistered unions "goes entirely contrary to trends and developments in labour relations", he says.

The resolution made it impossible for the boilermakers "to continue our association with TUCSA", Mr van der Watt said, adding that his union would "vigorously oppose" attempts by TUCSA to win official support for its view.

The boilermakers wanted to work for "true trade union unity at all levels" and "this task can no longer be performed if this society remains within the ranks of TUCSA".

Mr Van der Watt said, however, that the boilermakers were still "eager" to co-operate with TUCSA.

# Contention over workers' safety

CAPE TIMES  
13/10/83

By PHILLIP VAN NIEKERK, Labour Reporter

LISTENING to the differing views aired on the government's new safety legislation — the Machinery and Occupational Safety Act — it is difficult to believe that people are talking about the same thing

The National Occupational Safety Association (Nosa) believes the Act, which is to replace sections of the Factories Act, is an important breakthrough, providing for the safety protection of almost every worker in the country

But a visiting American safety expert, Mr Barry Castleman, said several weeks ago that the Act provided little protection for workers and that local health and safety standards were "primitive"

It seems likely that the new legislation will emerge as a major point of contention between employers and trade unions, which are increasingly taking up health and safety issues on the shop floor

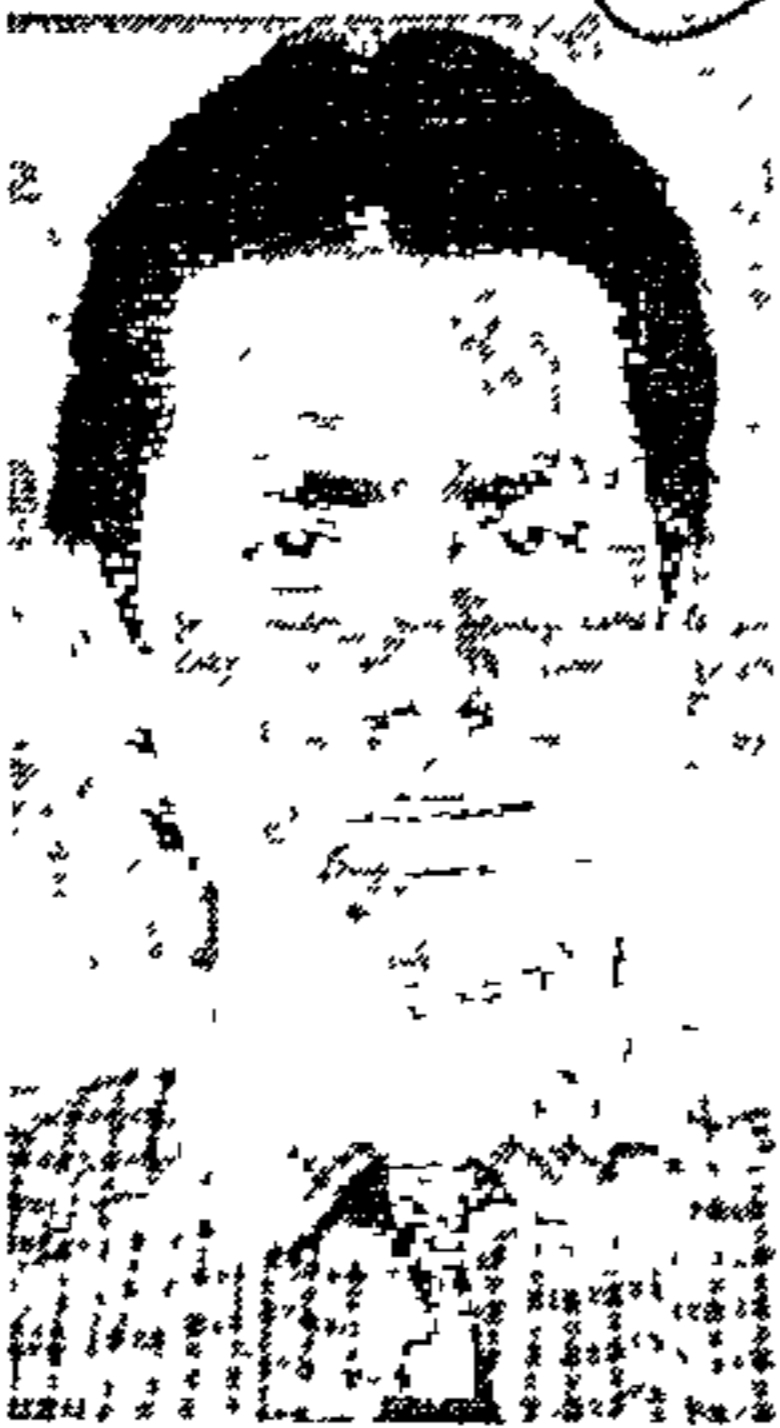
## On strike

In August workers went on strike at an AECI plant after several colleagues had died in an explosion, and last month the National Union of Mineworkers charged management at the Hlobane mine with negligence after the death of 65 workers in a methane-gas explosion. Thousands of workers

## From the Bible

"Christ's message in all its richness must live in your hearts. Teach and instruct each other with all wisdom"

(Colossians 3:16)



downed tools for half-an-hour in sympathy

With the evolution of shop-floor organization of workers, there have been attempts to set up representative, union-based health and safety committees at factories. This could be the main area of dispute over the new Act, which provides for safety representatives and safety committees — but provides that they be appointed by management.

According to an article in the latest South African Labour Bulletin, by Dr Jonathon Myers and Mr Malcolm Steinberg, the new law is totally out of line with the spirit of reforms ushered in in the wake of the Wiehahn commission report in 1979.

They state that the Act makes no provision for real participation by workers or their unions in health and safety matters and the rights of the safety representatives and safety committees will be severely circumscribed.

Safety committees are

likened to the old liaison committees, which were regarded as unrepresentative bodies appointed as a substitute to genuine worker organization

Myers and Steinberg hold that the interests of workers in most workplaces would best be served by ensuring that safety representatives were elected democratically

## Disaffiliation

● THE departure of the 54 000-strong S A Boilermakers' Society from the Trade Union Council of South Africa (Tucsa) last week casts further doubt on the future of the council

The boilermakers have been one of the few affiliates of Tucsa who have maintained a measure of credibility with the emerging unions. Their decision to disaffiliate further confirms Tucsa's drift to the right and their distance from the mainly black unions.

In a letter to the council, the boilermakers said they were leaving because of two decisions at Tucsa's recent conference in Port Elizabeth: a call to the government to outlaw unregistered unions and the defeat of a resolution calling for workers to be free to belong to the union of their choice.

Taken together, the two resolutions showed that most Tucsa unions were "prepared to place what they conceive as their vested interests above the interests of their members and the labour movement as a whole". The boiler-

makers' aim was to work towards trade union unity, a task which could no longer be performed while they remained within the ranks of Tucsa.

While they are unlikely to be party to the unity moves among emerging unions at this stage, the boilermakers are centrally involved in the local council of the International Metalworkers' Federation where unions from Tucsa, the Federation of South African Trade Unions (Fosatu) and the Council of Unions of South Africa (Cusa) are already working together.

## Call condemned

● TUCSA'S call for a ban on unregistered unions has been predictably condemned by emerging unions, both registered and unregistered.

One of the strongest reactions has come from Mr Zwelakhe Sisulu, the president of the Media Workers' Association of South Africa (Mwasa), who held their annual conference in Cape Town at the weekend.

Mr Sisulu said Tucsa's call, seen together with the banning of Saawu in the Ciskei, was a "forerunner to government action against the labour movements". He warned against a government "pogrom" about to be unleashed against the unions.

And while Mr Arthur Grobelaar, the general secretary of Tucsa, believes Tucsa's stand has been misunderstood, there is no doubt the resolution lays them wide open to such interpretation.



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Fm 14/9/83

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## UNIONS

### The Tucsa split

As was widely predicted last week, the 54 000 member SA Boilermakers' Society, one of the oldest trade unions in the country, has disaffiliated from the Trade Union Council of SA (Tucsa) The move has profound implications for the council which has come under increasingly heavy criticism in the past few years for its conserva-

tive stance on labour issues

The society's decision comes in the wake of Tucsa's 29th annual conference held in Port Elizabeth earlier this month Boilermakers' general secretary Ike van der Watt tells the FM the society's choice to break away resulted from two critical conference decisions

□ The overwhelming rejection of the society's motion that the Labour Relations Act be amended to allow workers the freedom to choose which unions they wish to be re-

presented by instead of being forced to do so by closed shop agreements, and

□ The passage of a proposal from the Mine Surface Officials Society calling on government to ban unregistered, mainly black, unions

"These decisions cannot be separated Tucsa seems to be pushing for a situation in which unions decide which union workers should belong to instead of leaving the choice up the individual," says van der Watt

FM 21/10/83  
MINING INDUSTRY  
**Surface tension**

(211)  
(135)

The latest dispute involving the Chamber of Mines and the Mine Surface Officials' Association (MSOA) has important implications for emerging black trade unions in the mining industry

The previously all-white union got permission to open its ranks to blacks in July. It now contends that the chamber has committed an unfair labour practice by violating an agreement for the admission of blacks "into occupations or aspects of occupations which either legally or traditionally have been regarded as those of members of the MSOA." A dispute was declared on September 16 when the 14 560-member association called on the Minister of Manpower to appoint a conciliation board to settle the issue. The association says the agreement which dates back to 1973, stipulates that managements in chamber-affiliated mines are required to confer with and obtain the consent of the MSOA before appointing blacks. However, when it approached the chamber in 1980 to obtain a list of occupations which, if filled by blacks, would be regarded as falling under its jurisdiction, it learned that, potentially, 18 000 blacks qualified.

The MSOA says the appointment of these people is a flagrant violation of the agreement. It says the major cause of the problem is that the chamber does not have sufficient control over individual mine managements.

It also claims this violation has had a ripple effect resulting in the violation of two other important agreements — those stipulating a closed shop and minimum wage levels. "Black incumbents were paid less than the scales provided for — in any event less than what would have been paid had the appointees been white. This is unacceptable blatant discrimination at a profit," a spokesman for the association told the *FM*.

The spokesman also says the MSOA has demanded that all blacks appointed as mine surface officials in the future should automatically become members of the association in terms of the closed shop agreement. This would prevent emerging mine unions from organising them. Significantly, it was the MSOA which proposed the successful motion calling on government to ban unregistered unions at the recent Tucsa annual conference.

Chamber industrial relations adviser, Johann Liebenberg, disputes the union's claims. He says that when the 1973 agreement was signed there was no prospect of blacks becoming surface officials.

"The real problem now lies in defining what a mine surface official is," he told the *FM*. He also says that the agreement did not specify that if blacks were to be employed in these positions, that the closed shop would apply to them or what their

(135/201/201)  
25/10/83

## Former unionist detainee lands race relations post

### Labour Correspondent

A FORMER trade unionist who was detained without trial for a lengthy period by Security Police, Mr Monty Narsoo, has been appointed Southern Transvaal manager of the SA Institute of Race Relations

Mr Narsoo, who is 27, is a former general secretary of the Johannesburg Municipal Combined Employees Union and was detained last year with a large group of unionists and students

A statement released by

the institute yesterday said he would replace Mrs Ina Perlman, who is to devote all her time to directing the institute's Operation Hunger project

According to the statement, Mr Narsoo, who has been working for Actstop, an organisation which has been fighting the eviction of coloured and Asian people in terms of the Group Areas Act, is also a former executive member of the Johannesburg Indian Social Welfare Association.

ARGUS 3/11/83

LABOUR

(135) (184)

# New union for clothing industry

By PIPPA GREEN  
Labour Reporter

A NEW union has been launched in the clothing industry

The Clothing Workers' Union was officially launched last week and intends to organise workers employed in the largest industry in the Western Cape

At present, the entire workforce in the clothing industry belongs to the Western Province Garment Workers' Union, which has had a closed-shop agreement with employers since 1936

The closed shop makes it a condition of employment for all workers to belong to the union, which now has close on 60 000 members.

The Garment Workers' Union has often been criticised for relying on the closed shop for their membership and for not having adequate shop-floor structures to represent workers

Since 1931 there have been numerous attempts to oust the leadership of the union, none of which has been successful

## FIGURES

A Clothing Workers' Union spokesman said the union could not disclose membership figures "at this stage", because of the closed-shop agreement between employers and the Garment Workers' Union

Meanwhile, the Clothing Workers' Union has accused the Garment Workers' Union of taking details of union benefits to factories where the new union has a foothold, in an attempt to dissuade workers from joining it

However, this has been strongly denied by Garment Workers' Union general secretary Mr L Petersen

LABOUR RELATIONS

Union rivalry

FM 4/11/83

The International Textile Garment and Leather Workers' Federation (ITGLWF) has made an unsuccessful bid to halt the bitter rivalry between some of its affiliated unions in SA

The international body is concerned about the increasing hostility between garment and textile unions linked to the Trade Union Council of SA (Tucsa) and the National Union of Textile Workers (NUTW), a member of the Federation of SA Trade Unions (Fosatu)

The ITGLWF leadership recently visited SA and met all affiliates, but the NUTW did not attend a meeting they convened in Durban According to the official journal of

FM 4/11/83

Tucsa's Garment Workers' Union and the National Union of Clothing Workers, bitter complaints were made about "overseas money being used to disrupt and divide established unions instead of being used to organise the hundreds of thousands of unorganised workers

"The feud going on is clearly not in the interests of the workers involved," says the

union's magazine "Workers who spoke at the conference alleged that threats and intimidation were used against them to pressurise them to leave their union and join the other unions"

NUTW general secretary John Copelyn says his union has been surprised by such allegations of intimidation "None of these unions has ever raised anything like this be-

fore," he says He says the NUTW strongly denies these claims and points out that it recently resorted to legal action in the wake of alleged assaults of its members by Tucsa union members

Copelyn says the NUTW does not see any basis for co-operation with unions belonging to a body such as Tucsa which has called for a ban on unregistered unions

in my opinion

# 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"

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(135) (138) ARGUS 7/11/83  
**New clothing union chafes garment workers**

By PIPPA GREEN  
Labour Reporter

AN inter-union conflict in the clothing industry is likely following the publication of a pamphlet condemning the newly formed Clothing Workers' Union (Clowu), issued by the Western Province Garment Workers' Union

The pamphlet, distributed to thousands of clothing workers at factories calls on workers not to be "bluffed" into joining the new union

A Clowu spokesman, Miss Ruth van der Vindt, said the union was "not at all sur-

prised" at attempts "to discredit our effort"

The Garment Workers' Union, affiliated to the Trade Union Council of South Africa (Tucsa), has had a closed-shop agreement with clothing manufacturers in the Western Cape since 1936

Critics have described it as a "benefit society" which has not fought sufficiently for increased wages or better working conditions for its members, who are compelled to belong to the union as a condition of employment

Garment workers are still among the lowest-paid workers in Cape Town industry, with a qualified machinist earning R51,50 a week after three years' experience

However, the general secretary of the Garment Workers' Union, Mr L Petersen, has said the union is "proud" to be described as a benefit society

The pamphlet issued by the union — in existence since 1926 — denies the new union exists "except on paper" It is described as an "organisation of nameless, faceless people"

"As garment workers you have more benefits than any other union can offer, including social workers and a free legal advice service" the pamphlet says

Miss van der Vindt said the pamphlet was not the first attempt to discredit her union's effort

Last week shop stewards were told at a meeting that the union did not exist — a claim which they reported back to Clowu after the Garment Workers' Union meeting, she said

By ANEEZ SALIE *C Herald* 10/11/83

# THREE Cape Town clothing workers are to take their former boss to court over alleged unfair dismissals, signalling the first shots in a battle royal between a new, independent trade union, factory managements and the giant Garment Workers' Union.

According to the three workers, they have been victimised for belonging to the recently formed Clothing Workers' Union (Clowu) and they will now take their case to the Industrial Court

The three are Vanessa Beulen, Vanessa Mathews and Delha Windvogel. They said they had been employed for a number of years at Park Avenue Lingerie in Diep River

There had not been any problems with their work and they were surprised when they were suddenly called to their manager's office, Miss

Mathews said "The manager questioned us about the distribution of Clowu's pamphlets at the factory and about our membership of the union

"It was rather frightening After the questioning we were given a minute's notice," said Miss Mathews

## CONSULTED

"We had a No 2 entered on our unemployment card which indicates we lost our jobs because of a reduction of staff That is untrue We were sacked because of our membership of Clowu

"But we will not let the matter rest there We will now have it out in court"

Miss Mathews said that they had approached the Legal Resource Centre for assistance

Mr Geoff Budlender of the centre, confirmed that they had been consulted by the three workers

He said they had been instructed to institute legal proceedings They will charge that Park Avenue Lingerie had committed an unfair labour practice by dismissing the three women

The managing director of the company, Mr J Reinhardt, denied that the three had been dismissed for their union affiliation

He said they had been asked to go because they had broken the company's disciplinary code

## REFUSED

However, he refused to disclose what these breaches of discipline had been

The Clothing Workers' Union was established to break the strangle-hold which the conservative, 65 000-member Garment Workers' Union had on the industry, according to Miss Ruth van der Vindt, a spokeswoman for the new union

Workers are forced, by virtue of a closed shop agreement, to belong to the Garment Workers' Union, said Miss van der Vindt

She charged that the Garment Workers' Union, the largest trade union in the Western Cape, had not seen to workers' grievances and had become management's "sweetheart" union

They had expected factory bosses to resist Clowu, said Miss van der Vindt, and they viewed the dismissal of the three as "the first shots in a protracted war for the hearts and minds of the clothing workers."

# BIG RAG TRADE BATTLE LOOMS

*Handwritten scribbles and the number 135*



135 RDM 18/11/83  
Unions mix more

By PRISCILLA WHYTE

GREATER integration is being achieved in the trade union movement, says Mr J A Grobbelaar, general secretary of the Trade Union Council of SA (Tucsa).

And he told the conference "This process of inter-racial accommodation will not only continue but accelerate."

Between 1977 and 1982 there was a decrease in the number of registered white trade unions from 84 to 57. The number of white union members fell from 386 000 to 355 000

The number of coloured trade unions dropped from 49 to 43 though membership rose from 73 000 to 83 000

The number of registered white-and-coloured unions declined from 41 to 28 and membership by 51% — from 180 000 to 88 000.

Membership of all-race unions in the same period had increased from 180 000 to 577 000

Black workers in registered trade unions last year totalled 395 000 — with 53% of members in black unions and 47% in mixed unions

# Union supports minimum wage

Star 10/11/83

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The National Automobile and Allied Workers Union (NAAWU) has come out in support of a minimum wage of R2 an hour for workers in the motor components industry.

In a statement released in Pretoria yesterday, Naawu said it was aware of the wage negotiations taking place with the National Industrial Council for the Motor Industry

"Naawu is not a member of this council and accordingly will not be present at the forthcoming meeting of the council set for November 11

"However, Naawu members who are covered by the council's agreement have met and agreed to support the amount placed by party unions of a minimum wage of R2 an hour," the statements said

While this will not be a substitute for Naawu's national in-plant demand of a minimum wage of R3,50 an hour, the union believes that an increase to R2 an hour will begin to put things right in an industry where minimum wages and working conditions are unacceptably low

"Naawu has been in contact with one of the party unions, the Motor Industry Combined Workers Union (MICWU), and made this decision known to them

"Naawu will also contact those companies where Micwu is active so that pressure can be built in support of this demand

"Naawu will be following the negotiations closely and further general meetings have been arranged," the statement said

## LETTERS TO THE EDITOR

Write to Box 56, Cape Town 8000

# Not forced to join clothing union

AGWS 11/11/83 (135)

I REFER to a report in The Argus of November 3 headlined "New union for clothing industry" It implies that the entire workforce of the clothing industry belongs to the Garment Workers' Union of the Western Province because they are forced so to do by a closed shop provision dating back to 1936

But it will be seen from clause 14 (2) of the Industrial Council agreement for this industry that not all firms have to be members of the employer organisation and not all employees in the industry have to be members of the trade union

The actual position is that many factories are engaged in the manufacture of garments in Cape Town and environs which are not members of the Cape Clothing Manufacturers' Association or the Cape Knitting Industry Association, the other employer party to the council

If there are factories which are not members of the association, clause 14 (2) would not force their workers to be members of the Garment Workers' Union

If all the workers are members of the Garment Workers' Union, it is not because of clause 14 (2) or any other provision or action to which employers individually or through their trade associations are required to be a party

All clothing workers are not forced to be members of a trade union and the statement in the article, namely,

"the closed shop makes it a condition of employment for all workers to belong to the union" is patently not correct

C E McCARTHY  
(Secretary)

Cape Clothing Manufacturers' Association,  
Cape Town

The Labour reporter replies According to the general secretary of the Garment Workers' Union of the Western Province, Mr L Petersen, the overwhelming majority of workers in the clothing industry — 56 000 out of about 63 000 — belong to his union A spokesman for the South African Labour and Development Research Unit said the closed shop agreement in question specifies that no employer who belongs either to Mr McCarthy's association or to the Cape Knitting Industry Association may employ a non-union member Conversely, no union member may work for an employer who is not a member of the employer associations party to the Industrial Council agreement Mr McCarthy is correct in pointing out that not all employees in the clothing industry are affected by the closed shop agreement Employees in the industry who are not members of the union are described by Mr Petersen as being people earning above average wages, doing specialist jobs such as designers, middle-management and computer operators.

More letters on page 22

~~135~~ FM 11/11/83

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in the sample was that if dismissals resulted from the strike, it was employees who suffered — not management

Other reasons in favour of not striking were that consultation works better than confrontation (endorsed by 12% of the workers), that strikes do more harm than good (12%), fear of danger, violence and injuries (11%), and unwillingness to become involved (10%)

#### Major reason

It is a telling reflection on managements that the major reason why workers indicated they were in favour of striking was that management would not listen to them

Only 23% of the workers thought they could improve their salaries by striking, while 22% indicated that they thought the black community had the right to strike. The last factor, according to Terblanche, indicates an underlying political motive

## TRADE UNIONS

### Common ground

In what could be a significant move, the National Automobile and Allied Workers' Union (Naawu) has pledged its support for the wage demand made by unions which are members of the National Industrial Council for the Motor Industry

These unions have demanded a minimum wage of R2/hour — a hefty increase on the present minimum rate. Naawu, an affiliate of the Federation of SA Trade Unions (Fosatu), is not a member of the council. The main reason for this is that in the past the union has not been a strong presence in the motor components industry over which the council has jurisdiction. However, Naawu is rapidly becoming a force in this industry and is taking a lively interest in wage negotiations this year.

It has agreed to support the party unions, but is emphasising that this does not mean that it has abandoned its demand for a R3,50/hour in-plant minimum wage

"Naawu does believe that R2 an hour will begin to put things right in an industry where minimum wages and conditions are unacceptably low," says the union

Naawu has conveyed its stand to one of the party unions — the Motor Industry Combined Workers' Union (Micwu), an affiliate of the Trade Union Council of SA (Tucsa). This is interesting, for at a time when relations between Tucsa and emerging unions continue to sour, Naawu has made the point that there are issues on which it has common ground with a Tucsa union

A Naawu spokesman says the union is aware of the stand Micwu took against the new constitution at Tucsa's annual conference in September

current feature

## rule

Ciskei, the homeland's rulers had at their disposal wide emergency powers. These were conferred upon them by the SA State President who has the authority to issue proclamations regulating the administration of blacks in black areas

The notorious Proclamation R252 of 1977 was the key piece of security legislation. This has now been replaced by Ciskei's National Security Act of 1982. Haysom says it "contains most of the much criticised features of the SA security legislation and a good few more besides"

According to this year's Hansard, Ciskei has a *de facto* population of 669 000. Figures supplied by the SA Institute of Race

Relations reveal that in 1981, 38 400 Ciskeians were classified as commuters, who cross the homeland's borders each day to work in SA. A further 60 000 were classified as migrant workers

The FM could not obtain accurate information of where the migrants obtained employment. The Western Cape is a logical place to seek work, but it is largely barred to them because of the coloured preference labour policy. Despite this, many have attempted to obtain work. Some have succeeded, but influx control laws have forced others to return to poverty in the Ciskei

For those stuck in the homeland, prospects of obtaining employment have been

bleak. An article published in the *SA Labour Bulletin* in February last year suggested that unemployment in Ciskei was in the region of 35%. Admittedly, the SA government's latest decentralisation policy has created more jobs

The Ciskei Peoples Development Bank (CPDB) recently reported that industrialisation in Ciskei has more than doubled in the two years since the homeland opted for "independence". The CPDB says it has played a role in channelling more than R200m in investments in all sectors, creating about 20 000 jobs. In addition, nine new projects involving more than R15m and 2 000 jobs have been approved

That new jobs are being created is a relief for all. But it's still not enough. It must be borne in mind that Ciskei is the number one priority area for decentralisation and offers investors the most attractive incentives available in the decentralisation package. And ultimately it is SA that foots the bill for the policy

SA has also pumped R347,6m into Ciskei to keep the homeland going since independence. Ciskei also profits from its Customs Union agreement with SA. In addition, there are at present 378 SA civil servants seconded to Ciskei

It would be difficult to imagine that there would even be a semblance of order in Ciskei without this very substantial aid from SA. These factors, more than any others, give lie to the myth that Ciskei is an independent country. The fact that Ciskei has used some of this aid to increase its state security budget from R5m in 1981-1982, to R17m in 1982-1983 and an estimated R31m for 1983-1984, is an obvious cause for concern



Mdantsane residents ... catching trains is a form of resistance to Sebe

# Court action against factory

135  
Cape Times 11/11/83  
By RIAAN  
DE VILLIERS

THREE clothing workers have started an industrial court action against a Diep River clothing factory, claiming they have been unfairly dismissed because of links with a new clothing workers' union being set up in the Western Cape.

The Clothing Workers' Union (Clowu) was launched at the end of last month in opposition to the Western Province Garment Workers' Union.

## 'Skirmish'

The court action is the first skirmish in what may become a protracted factory-floor war as the new union seeks to make inroads on the massive established union, with a closed-shop agreement with employers and a formal membership of some 60 000.

The workers claim they were summarily dismissed by the manager of their company, Park Avenue Lingerie, after being questioned about their links with Clowu and the distribution of pamphlets within the factory.

## 'Victimized'

Following their dismissal they approached the newly-established Cape Town office of the Legal Resources Centre for assistance.

Mr Geoff Budlender of the LRC confirmed yesterday that he had been instructed by the three workers to prepare an industrial court action on the grounds that they had been victimized.

If the industrial council could not reach a settlement, the main dispute would then go to the court, he said.

## 'Discipline'

Mr J Reinhardt, managing director of the clothing firm, said yesterday the firm had not been officially informed of any pending legal action.

He confirmed that the three workers had been dismissed in a "normal disciplinary action" about 10 days ago, but strongly denied that this had been caused by their involvement with the new union.

# Firm reinstates fired workers

Cape Times 12/11/83

135 Staff Reporter

THREE dismissed Diep River clothing workers got their jobs back yesterday after starting an Industrial Court action against their firm, Park Avenue Lingerie

The workers claimed they had been unfairly dismissed because of links with the new Clothing Workers' Union, which has been set up in opposition to the Western Province Garment Workers' Union

Yesterday Mr J Reinhardt, the firm's managing director, issued a letter to all members of staff notifying them that the three workers had been reinstated

Having consulted various employer bodies and labour experts, management understood there was "some doubt" whether their dismissal could be entirely justified on legal grounds, he said

In the circumstances, the company believed it should not prejudice the futures of the workers concerned

He added that the company believed all workers had a right to join a union of their choice, and that no employee should be victimized "or in any way prejudiced" for joining or supporting a union

But he reminded workers that union organization and recruitment should continue to take place outside working hours, as in the past

Mr Geoff Budlender of the Legal Resources Centre — who has been preparing the workers' case — said he had been informed of the reinstatement, and the court action would now fall away

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# Union to represent Cape textile staff

## Labour Reporter

THE National Union of Textile Workers, a Federation of South African Trade Unions affiliate, is to negotiate its second recognition agreement with a textile firm in Cape Town tomorrow

The Natal-based union is also believed to be involved in negotiating a third agreement, which would bring the number of textile workers represented by NUTW in Cape Town to about 1 500

The agreement will be negotiated with a Bellville South textile factory, Franz Falke Textiles, recently ordered by the Industrial Court to temporarily reinstate a dismissed union member

### "Victimised"

The worker, Mrs Margaret Dreyer, claimed she had been victimised for union activities

"The company said she was dismissed for 'disobeying a foreman', but she had no warning and was given no hearing," said an NUTW spokesman

The Industrial Court ordered last week that Mrs Dreyer be temporarily reinstated pending the outcome of the case.

### Pay

But the company has chosen to pay her for three months rather than have her return to work

The NUTW has more than 15 000 members in Natal, Transvaal and the Eastern Cape

It has been organising textile workers in the Western Cape for the past year

The only trade union previously operating in the textile industry here was the Tucsa-affiliated Textile Workers' Industrial Union

# Top unionist accused of foul play

By PHILLIP VAN NIEKERK  
IN AN unprecedented move, the president of the Garment Workers Union of SA, Dr Anna Scheepers has been accused of an "unfair labour practice" by a former union employee

Mrs Jacomina Ndaba plans to declare a dispute with Dr Scheepers and, if the dispute remains unsettled, to take action against her in the Industrial Court

This is believed to be the first time the "unfair labour practices" clause in labour law has been used by a union employee against a trade unionist

The dispute arises from the dismissal in October of Mrs Ndaba, employed by the union since 1966

Mrs Ndaba was fired after a union document was leaked to a rival union, the Textile Workers' Union, and read to a meeting of garment and textile unions in Port Elizabeth

Mrs Ndaba says Dr Scheepers accused her and "disgraced" her in front of 65 delegates

Her lawyer, Mr Selwyn Cohen, said he was later told by Dr Scheepers that Mrs Ndaba had been dismissed after a series of leaks

In addition, Mrs Ndaba had

allegedly stolen a roll of toilet paper from the union and was considered unsuitable for the job

Dr Scheepers had also told Mr Cohen the union had been forced to retrench staff

"Later Dr Scheepers told Mrs Ndaba that unless the proceedings were withdrawn, she would not receive a pension, which is given at the discretion of the union," Mr Cohen said

Mrs Ndaba refused to withdraw the case

Dr Scheepers said yesterday she would defend the action

Mrs Ndaba had not been dismissed merely because of the leaked document. Her work had been unsatisfactory for a long time and she had only been kept on for compassionate reasons

"We paid for her to attend a secretarial course, but afterwards her work had not improved at all," Dr Scheepers said

Dr Scheepers said the union's numbers were decreasing so rapidly union workers had had to be retrenched, and more might be dismissed next year.

She denied she had threatened to withdraw Mrs Ndaba's pension





ON STRIKE: Some of the more than 100 strikers.

# Out on strike

MORE than 100 workers at New and Golden Paper Bag Manufacturers chanting freedom songs staged a demonstration against their management for refusing to reinstate a dismissed colleague.

The workers, members of the Fosatu-affiliate Paper, Wood and Allied Workers' Union, entered their second day on strike over the sacking of a worker and recognition of their union.

They also reject the Trade Union Council of SA's affiliate — South

African Typographical Union — which has a closed shop agreement with the management. Workers say the union has been "forced down our throats by management."

• About 500 workers have gone on strike over wage demands and

other job-related issues at two major companies in Olifantsfontein. The workers are striking at Johnson Tiles and at Masterbuilt (Pty) Ltd.

Mr C Joubert, personnel manager of Johnson Tiles, late yesterday said things were back to normal.

*Sowetan*

Nov. 1983

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# Two more unions leave TUCSA

By STEVEN FRIEDMAN  
Labour Correspondent

TWO more trade unions — representing liquor and tea room workers on the Witwatersrand — have left the Trade Union Council of South Africa (TUCSA)

Their decision comes in the wake of that by the 56 000-member SA Boilermakers' Society to leave TUCSA. All three have left because they are concerned at the rightward drift of resolutions at TUCSA's last conference

The two unions, the Witwatersrand Liquor and Catering Trade Employees' Union and the Witwatersrand Tea Room, Restaurant and Catering Trade Employees' Union, represent just over 3 000 workers

Their decision to quit was relayed to TUCSA last week in a letter to TUCSA's national executive committee, which was released to the Rand Daily Mail yesterday

TUCSA's general secretary, Mr Arthur Grobbelaar, could not be reached for comment yesterday

At its conference TUCSA called for a law barring unregistered unions. It also raised affiliation fees so TUCSA could beef up its services in what is seen as an attempt to do battle with emerging unions for worker support

In the unions' letter, their secretary, Mr Dirk Hartford, says the unions feel "the real solution to TUCSA's problems lie not so much in increasing affiliation

the trade union movement"

Referring to several key resolutions proposed by the boilermakers at the congress, the letter adds "On all the so-called controversial issues at the conference we found ourselves on the same side as the boilermakers who have already left TUCSA's ranks

"Like them, we believe the urgent cause of trade union unity can best be pursued at this stage outside of TUCSA's ranks"

The letter says the two unions are still willing to co-operate with TUCSA unions — as well as with any other union — "around issues where we find ourselves in agreement"

but in a deep and thorough-going revision of TUCSA's whole orientation in

# Garment trade agreement

135  
By JOSHUA RABOROKO  
*Joshua Raboroko*

23/11/83

TRADE unions in the garment and clothing industries and their employers have agreed on a "Code of Practice" which lays down how workers may be re-trenched and what compensation should be given to them.

The agreement was reached at the same time as the Industrial Council agreement between employers, the Garment Workers' Union of SA and the National Union of Clothing Workers (SA), but it does not form part of this agreement, it is a "gentlemen's agreement" between the parties.

According to the of-

Official journal of the union "Garment Worker" this informal agreement provides some protection for workers laid off in a recession, rather than normal dismissal

The agreement gives protection and guidance to employers who have to lay off staff because of reasons beyond their control. If they follow the code, they will not meet with opposition from the union.

The magazine says it should be noted that workers cannot get the compensation agreed upon here and the long term service bonus as laid down for ordinary termination of service of retirement, in the main agreement.

City Press 135

# Another two unions pull out of Tucsa

27/11/83

THE SPECTRE of the 54 000-strong SA Boilermakers Society pull-out from the Trade Union Council of SA (Tucsa) two months ago came to haunt the country's oldest co-ordinating body of trade unions when two more unions resigned this week

In its resignation letter to Tucsa's national executive committee, the Witwatersrand Liquor and Catering Trade Employees' Union and the Witwatersrand Tearoom, Restaurant and Catering Trade Employees' Union said their action followed "a deep and thorough

REVISION OF TUCSA'S ORIENTATION IN THE

**By ZB MOLEFE**

trade union movement"

"Like the boilermakers, we believe that for us the urgent cause of trade union unity can best be pursued outside Tucsa's ranks at this stage, and within bodies like the SA Co-ordinating Council of the International Union of Foodworkers," the letter continued

Tucsa would not comment when approached by City Press to comment on the resignations.

(135) 29/11/83  
Tucsa does not dictate to  
members on political issues

I REFER to the "Labour Week" column by Steven Friedman that appeared in your newspaper on October 31. More specifically, I refer to the last paragraph of the first item in that column, which contained what can only be construed as an allegation of bad faith against four unnamed "senior Tucsa unionists"

Mr Friedman states that these Tucsa unionists had signed a call for a Yes vote — which is true — after insisting recently it was not Tucsa's job to take a stand on the issue

This latter statement is not true. I presume that the "recently" refers to the 29th Annual Conference of this Council, which was held at the end of September. Doubtless, had Mr Friedman been present at this conference, he would have been in a better position to comment upon the events which took place there.

With the threat of disunity in mind, one of the resolutions on the agenda appealed to the Government of South Africa . . . "To reconsider the principles of the proposed new constitution and, in so doing, to create effective channels of communication with ALL the citizens of our country"

The resolution was debated thoroughly, at length and with considerable fervour by delegates representing a very wide spectrum of South African society and opinion.

What was repeatedly stressed by speakers favouring the adoption of the resolution, however, was that the debate was not about a "yes" or a "no" vote, and that this misconception should not be allowed to stand. As a result of the divisive nature of the debate, several speakers called for the resolution to be withdrawn — or drastically reworded.

Tucsa, throughout its existence, has always

striven to preserve its unity. With such a wide cross-section of South African society represented within its ranks, there have been times when this has been possible only through focusing on the common ground held by trade unionists in the cause of a more just labour dispensation and by remaining neutral on the "purely political" issues

Thus, unity was preserved in the past and this is why I, in my capacity as General Secretary, advised conference to demonstrate Tucsa's neutrality on this issue by abstaining from voting on the resolution.

The word "advised" is relevant and important. There was no command of insistence and there could not be, and it was only I, of the "four senior Tucsa unionists" who furnished the advice (incidentally, six senior Tucsa unionists signed the call for a "yes" vote).

In any event, it was conference itself that decided to abstain. A card vote showed that the majority (295 978) had abstained 104 589, however, voted in favour of the resolution and 50 903 against. The resolution was, therefore, carried.

This explanation of events is, in any case, almost beside the very obvious point that the "four senior Tucsa unionists" whose names appeared in the public notice calling for a 'yes' vote did so in their private and personal capacities. The name of Tucsa as an organisation was mentioned nowhere.

I also made this point very strongly to one of the Mail's political reporters and this very valid point was published in the "Extra" edition on October 4, 1983 — J A GROBBELAAR, General Secretary, Trade Union Council of South Africa.

## GETTING INTO GEAR

FM 2/12/83

Motor industry trade unions are leading the way in forging forms of unity that could have major repercussions on the industry and on industrial relations in SA as a whole. They certainly appear to be willing to overlook ideological differences to initiate concerted action aimed at improving the lot of workers in the industry's lower-paid categories.

The unions, which plan to meet on the issue early next year, are the Motor Industry Combined Workers' Union (Micwu) affiliated to the Trade Union Council of SA, the National Automobile and Allied Workers' Union (Naawu), affiliated to the Federation of SA Trade Unions (Fosatu), and the Council of Unions of SA's (Cusa) United African Motor and Allied Workers' Union (Uamawu).

The move has been initiated by Micwu general secretary Des East. It follows on Naawu's support of Micwu's R2/hour minimum wage demand in the latest round of negotiations at the National Industrial Council for the Motor Industry (*Current affairs* November 11). This was the first time in the motor industry that a Fosatu and Tucsa union had managed to agree on a wage demand.

East tells the *FM* that although the industrial council negotiations have not been completed, his union has failed to win its minimum wage demand. Final details have still to be spelled out but it seems certain that the average minimum wage increase will be 22,5% rising to a maximum of 42%. In the component sector of the industry, the minimum rate will go up from R1,03/hour to

R1,50/hour. In others it will go up to about R1,28 an hour from R1. The council is due to meet again next week.

According to East: "We are very disappointed that we could not achieve our demand. But it was a case of give and take. Now it's my intention to meet other unions in the industry, even if they are not members of the industrial council, with a view to broadening the base of representation, specifically for the lower-paid workers. Without sacrificing our principles we would be failing in our duty as trade unions if we did not get together on issues of common interest. Employers are having a field day because of the splits in the union movement."

In the past, Naawu has concentrated on organising in motor assembly plants and is represented in 40% of that sector. However, in the past 18 months it has stepped up activity in the components sector.

"We have got an increasing presence in the industry covered by the National Motor Industrial Council. As a result we have applied for membership of that industrial council," Naawu organiser Taffy Adler tells the *FM*. Responding to East's initiative he says: "We would be willing to meet with and discuss matters which would be to the benefit of our members with anybody in the hope that we would be able to further their cause."

Uamawu general secretary Dora Nowatha tells the *FM*: "We have agreed to meet the other unions. We don't think our differences should be an obstacle to settling the problems we are having in the companies."

# January wage increase for Natal garment workers

## Mercury Reporter

THE second stage of a new wage structure for nearly 50 000 Natal garment workers will come into effect from January 1 next year with further pay increases of up to 12 percent for some workers

Mr Frankie Hansa, general secretary of the Tusca-affiliated Garment Workers' Industrial Union, said yesterday the revised scales were agreed to by the union and the Clothing Manufacturers Association last year. The first stage of the agreement was implemented in January this year.

A feature of the new increments was the elimination of the wage disparity based on sex. 'While this longstanding grievance has been abolished, a sting in the new deal has been the increase in fringe benefits, comprising the sick and provident funds, which have been upped by as much as 70 percent,' he added.

In terms of the new structure, a head cutter now earning R115 a week will earn R126,50 a week in January — a hike of R11,50. A cutter and trimmer earning R90 a week will get R9 more, pushing

up his pay since the new agreement came into being last year by nearly 50 percent.

Mr Hansa said parity in pay between male and female workers was reached in January this year when the wages of a qualified grade one male machinist earning R42,40 a week at the time, and his female counterpart earning R36,30 a week, were both increased to R50 a week. They would get a further increase of R5 next January.

Mr Hansa also disclosed proposals by the union to form a new fund to help members who were unemployed. If ap-

proved at the union's general meeting next week the union membership fee would increase from 65 c a week to R1 a week from January 1.

One of the benefits was that if a member who lost his job and the union was unable to find him alternative work, he would get 45 percent of his wage for six months.

'This is in addition to what the member will collect from the Unemployment Insurance Fund from the Department of Manpower. This means that the member will get 90 percent of his wage if he is unemployed,' he added.

# Trade unionist who quit S A is back

Mercury Reporter

135  
Mercury 3/12/83  
FORMER trade unionist Mrs Harriet Bolton, who quit South Africa about 10 years ago, is back in Durban

She has resumed ties with the trade union movement by taking on a job as a bookkeeper with the Garment Workers' Union, of which she was secretary for many years before emigrating to England with her family

She told the Mercury yesterday that she returned to visit her married son and other family members, but decided to stay on for the 50th anniversary of the union next year

The union was founded by her husband, pioneering trade unionist Jimmy Bolton, after whom the Bolton Hall was named, and Mr Tommy Peters

'It was by chance that I met the chairman of the union who told me he was looking for a bookkeeper and that's how I landed the job,' she added



Mrs Harriet Bolton

Asked whether she planned to settle in South Africa permanently, she said. 'I haven't yet decided, but I'll play it by ear'

Mrs Bolton, who was popularly known as 'mother' to 30 000 black workers, claimed before her departure that she was a victim of an intimidation campaign by the police

She said she was impressed by changes in labour relations and the new approach by the Minister of Manpower to negotiate with trade unions

'This is a far cry from the situation 10 years back when police harassed unionists for orga-

nising workers,' she said

An outspoken critic of South Africa's racial policies, she was convicted on two counts of contravening the then Friendly Societies Act by organising workers for the trade union

She championed the cause of trade unionism among blacks which, she said, was the only way in which workers could unite and overcome differences in political and religious views

The trade union movement and unity in the movement was really the only hope for workers in South Africa, she said

Commenting on the new proposals for constitutional reform, Mrs Bolton said she did not believe it was a departure from apartheid

'It is legislation to keep things as they are,' she added

## Profs awarded

CAPE TOWN—Two University of Cape Town academics have been awarded the prestige R8 000 Ernest Oppenheimer Memorial Trust University Travelling Fellowships for 1984 They are Prof Gideon Louw and Prof Wieland Gevers — (Sapa)



# New fund to help jobless textile workers

Mercury Reporter

THE Garment Workers' Industrial Union, which represents about 50 000 textile workers in Natal, has launched a new fund to help its members who are unemployed

Mr Frankie Hansa, the Tuccsa-affiliated union's general secretary, said yesterday that the union's membership had approved the fund at its special general meeting in Durban at the weekend

In addition to unemployment benefits, mem-

bers would qualify for sick pay, maternity and compensation pay when the fund became effective on January 1 — the day on which members' union subscriptions would increase from 65 c to R1 a week.

Mr Hansa said from January 1, if the union was unable to find an unemployed member an alternative job, the member would get 45 percent of his or her wage for six months

'This is in addition to benefits from the Depart-

ment of Manpower's Unemployment Insurance Fund,' he added

He said if members were sick and out of work for a long period they would get sick pay from the union for six months

Compensation pay of R4 000 would be paid in the event of the death of the member while going to or from work. This was in addition to the union's funeral benefit fund, in terms of which funeral expenses up to a certain amount would be borne by the fund

135  
Mercury  
6/12/83

# Gadd adds punch to shop-hours campaign

By Michael Chester

8/12/83

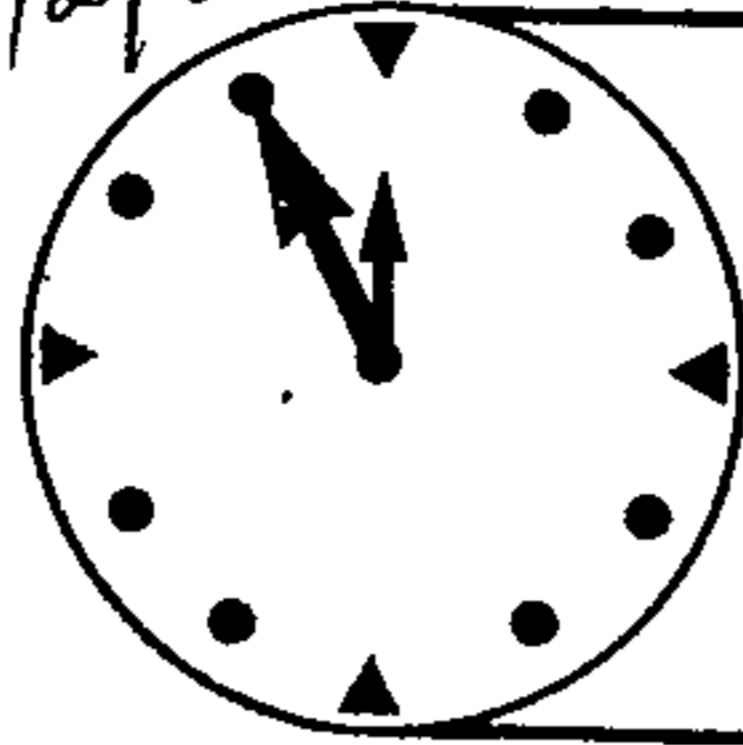
The Mayor of Johannesburg, Mr Alan Gadd, today pledged full backing to a new action programme to try to force the removal of rigid controls and allow retailers to introduce flexible shopping hours in the Transvaal

The spearhead of the programme, launched by the Johannesburg Chamber of Commerce, is a public poll inviting consumers to state their views on the issue

Mr Marius de Jager, chief executive of the JCC, forecasts a landslide vote in favour of sweeping changes to allow longer shopping hours in the evenings and at weekends

The objective is to bring pressure on the Transvaal Provincial Council to drop its opposition to necessary amendments to the Shopping Hours Ordinance to clear the way for flexible trading hours

"The strait-jacket on



**24  
HOURS**

The team  
that wraps  
up the news

shopping hours in the Transvaal has become hopelessly antiquated," said Mr Gadd

"It is causing enormous inconvenience to families on their shopping rounds now that so many housewives have jobs and need more time in the evenings and at weekends to shop properly"

Mr Arthur Grobbelaar, general secretary of the Trade Union Council, announced he will be calling a meeting of all the relevant unions in the new year to attempt to come to a common policy

Both the JCC and the mayor of Johannesburg believe that the Transvaal has fallen well behind other provinces on

the shopping hours issue

● In the Cape, where shopping hours are decided by each local authority, department stores in Cape Town have permission to stay open until 6 pm on Saturday next week and again on Christmas Eve and until 9 pm every day until Christmas

● In Natal, shops can stay open until 5 pm on all Saturdays in December

● In the Free State, where allowance is made to extend trading hours four times a year, shops have the go ahead to remain open until 9 pm between December 19 and 22

● See voting form on Page 4

9/12/83

135 ~~132~~ ~~130~~

ployed But at the same time some black households may pay less income tax than they have in the past

However, some employers fear that unless the new system is effectively explained to black employees, there could be labour unrest on a scale of the 1981-82 strikes against government plans to preserve pensions

Indeed, the decision to create a unitary income tax system could raise a number of thorny political issues For example, some industrial relations practitioners say it is possible that black unions and political organisations could mobilise protests around the whole question of taxation without political representation Similarly, there could be protests against the introduction of equal taxation without equal benefits (for example education and state pensions) being provided to all population groups

#### Opposition

There are also some employers who fear that the introduction of the new system will create a heightened awareness of tax matters among black workers This, they speculate, may prompt opposition to income tax gathered from urban blacks being used to finance defence or homeland administrations

An immediate employer concern is to ensure that the implications of the new system are effectively communicated to black employees Ron Marsden, general manager (manpower) of the Manpower and Management Foundation, says employers and government face a "massive communication job"

The Trade Union Council of SA (Tucsa) has been examining the new system and believes that government needs to do more to inform employers and unions about it Tucsa general secretary Arthur Grobbelaar emphasises that there will be much ill-feeling "unless somebody gets through to the black taxpayer and explains what the whole system is all about"

fact that regional finance committees would comprise members of local authorities of the urban region involved. That would include blacks. And blacks are supposed to be separate.

## BLACK EDUCATION Give us teachers!

50

11/21/83

"The problem with black education is not a lack of finance but a lack of teachers coming through the ranks," says Jaap Schoemann, public relations officer at the Department of Education and Training (DET).

Constant harping on the theme that black education is inferior demoralises both teachers and students, he says. The department emphasises that black education is still developing and that to expect changes almost overnight is not realistic. Officials speak of it taking "a generation" for the full results of current programmes to become apparent.

Providing enough well-qualified teachers to meet demand involves not only training more students, but also improving academic and professional standards of existing teachers. The incentive for black teachers to participate in further training is pay parity with white teachers — which occurs when a teacher has matric plus three years of teacher training.

DET now emphasises teacher quality rather than quantity. The large increase in the number of black matriculants means the department has been able to raise minimum requirements from a Std 8 plus two years' training to matric and three years training.

In-service training programmes form a vital part of the drive to upgrade staff. Half the teachers employed by the department

are under 30 and about 80% are regarded as underqualified in comparison to white teachers.

Bursaries and cash incentives are available for those who wish to improve their qualifications. For every degree course passed at Unisa a teacher receives R60 and his new qualification places him on a higher rung of the pay ladder.

Problems, however, are not confined to a shortage of suitably qualified teachers. Since the examination system has been standardised it has become more difficult for black students to matriculate. They have to overcome basic inadequacies in educational background and tackle the same examination as whites.

There is also the problem of leaked examination papers. This year 17 000 candidates had to re-write their mathematics examination as the result of a leak.

A greater emphasis is also being placed on technical education — largely because of national economic needs. Students are encouraged to opt for a technically orientated course as early as Std 5.

### Long battle

Officials acknowledge that the battle to improve the educational prospects of black students will be long and hard. Until the number and quality of black teachers improves dramatically the returns will be small.

Industry's need for skilled labour will ensure that the education of blacks remains a priority. The political gurus have determined that education will remain separate but, given time, equality of standards could be attainable — and the workforce necessary for economic progress will have arrived.

That, at least, is the attitude of government. Sceptics point out that the abysmal state of black education is itself the result

of earlier official attitudes. Whether the new approach can overcome the disadvantages of "Bantu education" while maintaining racially exclusive school structures remains to be seen.

## NAMIBIA No euphoria now

22/12/83

Fm 9/12/83

There is little euphoria surrounding the latest round of talks on a Namibian settlement. Even the American State Department, which in the past has adopted a "settlement is just around the corner" attitude, is warning that too much should not be read into the talks in Rome between Foreign Minister Pik Botha and American Assistant Secretary of State for African Affairs Chester Crocker.

At least this indicates that a considerably greater degree of realism is being injected into the talks. They also seem more widely based than in the past. American diplomats have long warned that if 1984 dawned without a settlement, it was likely that all possibility of one, at least under US sponsorship, would disappear until 1985 at the earliest.

As one senior American diplomat told the FM "Administrations do not take foreign policy risks in presidential election years." With the American election due in November next year and with the administration already trying to cope with serious foreign problems in the Middle East, the Caribbean and Central America, the State Department is not likely to embark on an initiative that is likely to end in failure.

It is, of course, true that a foreign policy success would be extremely welcome to the Reagan administration if it could be obtained before the election. If, therefore, a major American initiative does develop, it could indicate that, in Washington's judgment, a settlement is finally possible. But that would have to mean a Cuban withdrawal — which seems unlikely while the Unita insurgents are on the offensive in Angola.

American warnings not to read too much into current talks probably reflect recognition of that fact.



Black school ... a generation to put things right

## BLACK TAXATION Please explain

22/12/83

Implications of government's plans to extend the Income Tax Act to blacks next year are being closely examined by many employers and some trade unions.

The move will result in blacks being taxed on the same basis as whites. The financial implications of this will probably not be significant for many black employees. Some black working wives may find themselves paying substantially more in PAYE — a factor which is causing concern in industries where many women are em-

# Labour 135 urged *Mercury* to work *10/12/83* for change

## Mercury Reporter

ARTHUR Grobbelaar, general secretary of the Trade Union Council of South Africa, urged workers to build 'strong bridges' of understanding between all South Africans to counter the 'potentially dark threat of inter-racial strife'

He made the call in a New Year message to workers published in the *Garment Worker*

In the article, headed *Work for Change*, Mr Grobbelaar said. 'As South Africa slowly and tentatively faces up to the prospects of real and fundamental change, it is all too obvious that the divisive forces of polarisation are at work on behalf of those who have no wish to see South Africans of all races and colours enjoying a peaceful and prosperous future'

'Our task in the years to come must be to continue to build strong bridges of understanding and common cause among all peoples'

'To some extent we

have done this in Tucsa'

A major task in the New Year for all the organised labour movements must be to persuade the Government to abandon its 'merciless' policy of making the workers, the poor and the unemployed, both the scapegoat for and the chief targets of policies which result in disastrous levels of inflation, he said

In another article published in the *Garment Worker*, a British trade unionist, Mr Alec Smith, general secretary of the National Union of Tailors and Garment Workers, Britain, said his members shared the revulsion of trade unionists throughout the world at the almost daily reports of repression by South African authorities against independent trade union organisations representing black workers

'The determination of South African workers to achieve full trade union and democratic rights is an inspiration to all of us.'

135  
120M 13/12/83

# Union blocked from Natal council

By STEVEN FRIEDMAN  
Labour Correspondent

THE National Union of Textile Workers, affiliated to the Federation of SA Trade Unions (Fosatu), has applied to join an official industrial council in the Natal clothing industry — but says its application has been blocked by a union affiliated to the Trade Union Council of South Africa (Tuca)

The union has appealed to the Minister of Manpower against the blocking move and may take the matter to the industrial court

Earlier this year, NUTW joined the industrial council in the Transvaal knitting industry — after its application to join that council had also

been blocked by Tuca unions

NUTW threatened industrial court action to win a place on the council and, in a settlement of the dispute, it was eventually awarded two seats on it

The application to join the Natal clothing council is seen as significant as it heralds an attempt by Fosatu to establish a presence in the clothing industry proper, which has long been a stronghold of Tuca unions

Various Tuca unions have, through industrial council membership, negotiated closed shop clauses with employers which force workers to belong to them

The move is also a continu-

ation of a trend whereby some Fosatu unions, who initially opposed joining councils, have been prepared to join them under certain conditions

An NUTW spokesman said yesterday that the union had recruited most workers in a Pinetown clothing plant near the complex of mills owned by the Frame textile group

On the strength of this, NUTW applied to join the council, he said

The spokesman added that NUTW had "substantial" membership in clothing plants in the Hammarsdale area of Natal, but added that Hammarsdale was not covered by the industrial council agreement

Labour law allows unions already on a council to block the applications of new unions who wish to join councils

NUTW's spokesman said the Garment Workers Industrial Union (Natal) had vetoed its application to join the council and the union was now forced to appeal against this decision

Its application to join the Transvaal knitting council was blocked by Tuca's Garment Workers Union and National Union of Clothing Workers

The general secretary of the Natal garment union, Mr F Hansa, was not available for comment yesterday

135 15/12/83

# 'Closed shop' waived for 700 SATU men

Labour Correspondent

ABOUT 700 workers at two Transvaal factories have won an exemption from the printing industry's "closed shop" agreement — which means they no longer have to belong to Tucsas's SA Typographical Union (SATU)

This was announced yesterday in a statement by the Paper, Wood and Allied Workers' Union (PWAU) — an affiliate of the Federation of SA Trade Unions — which the workers have joined in preference to SATU

The PWAU sees the exemptions — granted after the two companies intervened in support of the application for workers to be freed from the "closed shop" — as a major breakthrough in its battle to end the agreement which

forces black workers to belong to SATU.

The two companies are Kohler Corrugated in Brakpan and Printpak in Industria, which is part of Barlow Rand's Namapak subsidiary

The "closed shop", in the printing industry forces black workers to belong to SATU. However, in a number of factories, black workers have sought to resign from the union and to join the PWAU instead

They are not permitted to resign from SATU, however, unless the industry's industrial council grants an exemption from the "closed shop" clause

It is expected that further applications for exemption from SATU's closed shop will be made in the near future

# Tucsa takes boilermen to task for their attitude

20/12/83

135

By Carolyn Dempster,  
Labour Reporter

The withdrawal of the SA Boilermakers' Society from Tucsa and the union's controversial stance at the 1983 Tucsa congress have elicited a sharp attack in the council's monthly magazine "Labour Mirror".

In the latest issue, the boilermakers are labelled unpredictable and disloyal and are accused as having used "shadowy tactics" during the course of the Port Elizabeth congress last September. Before the start of the congress, the boilermakers raised the issue that Tucsa had lost direction, flexibility and credibility and should take stock of itself as a union federation.

This view proved highly unpopular at congress and the boilermakers emerged as the lone dissenting voice within the federation over resolutions which, among others, called for the banning of unregistered unions and the retention of the closed-shop system.

Resolutions which might have brought Tucsa closer to the emergent unions were defeated despite attempts by the boilermakers to point out that the turning down of the resolutions would not benefit union unity or co-operation.

"The boilermakers have some good ideas about trade-union unity," states the "Labour Mirror" comment column.

"They have gone so far as laying the initial girders of the bridges that need building. But major bridge-building requires more than a few girders.

"It needs patience, maturity, the ability to cope with stresses and the leadership to guide people across those bridges. It is here that the boilermakers failed. It was not so much their ideas that lost them their support in Tucsa, but their rhetoric."

The column also hits at the boilermakers' resolution calling for a special Tucsa congress to examine the continued relevance of the council as South Africa's largest and oldest trade union federation.

"What was there to examine?" queries the "Labour Mirror".

The last straw, in Tucsa's opinion, was when the boilermakers suggested that Tucsa should consider disbanding in the interests of union unity.

The general secretary of the SA Boilermakers, Mr AJ Ike van der Watt, said he did not think that the remarks in the newsletter made were worth commenting on.



# Paper workers <sup>135</sup> switch to <sup>Sowetan</sup> new union <sup>21/12/83</sup>

ABOUT 700 workers at two factories have been exempted by their employers from belonging to the Tucs-a-affiliated South African Typographical Union (Satu) and to join a Fosatu-affiliate, The Paper, Wood and Allied Workers' Union (PWAU).

Kohler Corrugated in Brakpan and Print Pack in Industria have a closed-shop agreement that forced workers to belong to Satu

This move, which has been regarded as "a major breakthrough" by the union and members, was taken after the workers had made it clear that they wished to belong to PWAU

In a statement to The SOWETAN, the union says that there is presently a "flood of workers" who are trying to leave Satu to join PWAU

The main complaints of the workers, according to the union, are

- Satu does not represent them or fight for their interests,
- Satu's apartheid branches and Tusca's policies do not appeal to

By **JOSHUA RABOROKO**

the workers,

- Satu's so-called benefits are difficult to obtain and largely illusory, and
- workers want a union not a benefit society

The statement added that the workers complained that Satu did not appear to be representing its members by means of mandates and feedbacks, but was man-

agement orientated

The workers also feel that they cannot accept and respect a union which forces them to belong to it when there is a freedom of association clause in the Labour Relations Act

Interviewed workers said that they were now going to feel secure because they will be represented by a union of their own choice and not the one previously imposed on them by management