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UNREGISTERED UNIONS

1987

Unions at odds over row at Jabula

ALAN FINE

THE Inkatha-linked United Workers Union of SA (Uwusa) has accused management at Jabula Foods in Springs of siding with the Food and Allied Workers' Union (Fawu) against it. This follows an altercation on Monday in which seven Uwusa members were injured.

The Jabula plant has been the focus of tension between the two unions since a Fawu member employed there was murdered last year. Workers accused five Uwusa members of being responsible for the killing, and the five were suspended from duty.

An arbitrator appointed in line with a Jabula/Uwusa arrangement ordered their reinstatement, and they returned to work on Monday. They and two other Uwusa members were then injured in a fight.

Uwusa general secretary Simon Conco said yesterday the decision to suspend the men "on hearsay evidence from Fawu", and management's failure to afford them protection on their return, showed management's bias.

The injured would return after they had recovered from their injuries, and Conco demanded protection from management for them.

Fawu's Springs branch secretary George Machacha said he understood the row occurred when the five insulted Fawu members after they had asked them to leave.

Management was reluctant to comment yesterday, saying the incident was being investigated.

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Mr Skop has celebrated 50 ers

One for all and all for one — SAAME

By DICK USHER
Labour Reporter

THE Cape Town branch of the all-white South African Association of Municipal Employees (SAAME) is in favour of opening its association to all

In a poll of members taken last year, which branch secretary Mr Jack Bondietti emphasised was not a referendum but an opinion survey, 1 374 favoured opening the organisation to other races with 1 009 opposed — about 58 to 42 percent

About half the branch membership of 4 517 voted

Mr Bondietti said the result had been given to members at a meeting last month. It was being followed up by an investigation and further meetings

SAAME's head office had been informed and discussions would be held with the national executive

Mr Bondietti said the Cape Town branch of SAAME — which has about 50 000 members — was one of the largest but it could not take policy decisions unilaterally

These could be taken only at the association's national conference, which was held every three years, the previous one last year



Railways union opens Border branches

Dispatch Reporter

EAST LONDON — The Johannesburg based National Union of Railway Workers, which has 5 000 members, is planning to open branches throughout the Border.

At a general meeting here, the 1 300 people who attended decided to launch a regional structure of the union in the Border area.

A national vice-president of the union, Mr Mfusi Mangolothu, who chaired the meeting, said maximum unity was a prerequisite for the progress of all democratic trade unions, and the railway sector was no exception.

In a statement the union said that a detailed account of the launch and the introduction of the national executive council to the workers would take place in the near future.

The statement appealed for support from all democratic trade unions to support the union, which broke away from the South African Railway Workers' Union last year.

A national organiser for the union, Mr Bongani Nondula, said that they were not affiliated to the Congress of South African Trade Unions (Cosatu), although the members of the executive supported that organisation.

Thanks - Uwusa

THE United Workers' Union of SA has commended Manpower Minister Piet du Plessis on his decision to allow about 30 000 Mozambican miners to stay in their jobs. *CPres (205) (139) 29/1/87*

"Though it remains our belief that the South African worker's interest should be paramount," an Uwusa statement said, "we would be unfair not to consider the interest of Mozambican workers who have entered the country legally and who have contributed to the SA economy over many years." *(Signature)*

A Uwusa delegation met Du Plessis and Foreign Affairs Minister Pik Botha to appeal for the rescinding of the decision to ban Mozambicans.

Union's sanction sought

CMB Temp 26/11/87
189 1390

Plessey plans 300 temp jobs

By AUDREY D'ANGELO
Financial Editor

PLESSEY SA is hoping to provide temporary jobs for 300 people on an export project which will earn little or no profit for the company

But MD John Temple said last week that it could secure the order only if the Radio, Television, Electronics and Allied Workers' Union would agree to the 300 being paid slightly less than the union minimum negotiated for the Retreat factory

'EEC requirements'

Emphasizing that this was not an attempt to get cheap labour for the company or bring the level of wages down, he said the proposed wage of R2,55 an hour was above the nationally agreed minimum of R2,29 and met all minimum European Economic Community requirements

The lower wage would apply only to people employed on this order and they would be first in line for a chance of permanent employment at the higher wage.

Temple said the offer, which he hoped the union would accept, was being made only because Plessey was

aware of the need to provide more jobs as its contribution to the economy of the Western Cape

He said that the latest round of wage negotiations had resulted in Plessey being priced out of the export market for cords and 80 people had been laid off as a result

Now there was a chance of two orders which would provide temporary employment for up to 300 — but even at cost Plessey's price would be too high unless the union would agree to a wage of R2,55 an hour

This would be adjusted to allow for inflation during the contract period.

'Monitor costing'

It would also include pension and medical aid and there would be a provision for overtime at the standard rate of time and one-third

"This would mean providing employment for people currently unable to find work," Temple said

"Plessey believes that in the present circumstances the offer will receive the backing and support of the union, which would be given the opportunity to nominate an industrial accountant to monitor the costing"

STAR WITNESS IS DETAINED AT INQUEST

By MATHATHA
TSEDU

THE inquest hearing into the death of journalist Makompo Lucky Kutumela got off to a dramatic start yesterday when a security policeman walked into court and arrested a star witness under emergency regulations.

The detained man is Mr Kgalabe Kekana, a trade unionist and a regional organiser of the Media Workers Association of South Africa (Mwasa)

He was to testify as a family witness in the inquest hearing being held at Mokopane Magistrate's Court

The station commander at the Mokopane police station was testifying when Mr Kekana, who had been sitting outside court, dashed into court with the security policemen in hot pursuit

A scuffle ensued and family advocate Mr Dikgang Moseneke applied for an adjournment of the hearing.

The magistrate, Mr M B Mabuza, granted the adjournment and the security policeman, who identified himself as Sergeant Gouws of the security police, informed Mr Moseneke that he was detaining Mr Kekana "under the Internal Security Act in terms of the state of emergency" He said he did not need a warrant for the arrest

Earlier in the morning a Lebowa police constable had been stopped by the family at-

torney from arresting Mr Kekana, who, he said was needed for another case related to the inquest He left after being told the case had been withdrawn in the Pietersburg Regional Court in November last year

Contempt

Mr Moseneke addressed the court after the adjournment and said it was "totally unacceptable that the police should walk in and cause a scuffle in court. It amounts to a contempt of court as they could have requested an adjournment or guarded all entries to make sure the witness could not es-

cape This is going to impair our preparation for this matter as he is going to be needed to testify"

Counsel for the police, Mr J A Wessels, concurred with Mr Moseneke, but said he did not know "at this stage" whether it was a contempt of court "as we do not have all details"

Mr Kekana was arrested with Mr Kutumela on April 4 last year and was to have testified in the hearing He was detained by members of the South African Defence Force two weeks ago and released two days later without being charged

'It was OK to shop at the OK'

By DERRICK LUTHAYI

THE KwaZulu government has come out in full support of Inkatha members' shopping spree at Ladysmith OK Bazaars last Saturday - in open defiance of the OK strikers

Five busloads of Inkatha members - led by KwaZulu Pensions and Welfare Minister and local Inkatha chairman Steven Sithebe - "invaded" the OK to shop - an obvious challenge to the Commercial Catering and Allied Workers' Union

A *City Press* correspondent reports about 400 people, mostly old women and children, made purchases

KwaZulu Chief Minister and Inkatha president, Chief MG Buthelezi said: "The OK issue is a typical example of workers' legitimate right to strike being overtaken by thugs who not consult with the people and use terror tactics to intimidate the public into supporting boycotts

"I will always stand by workers and defend their right to strike. But when certain people try to undemocratically ram their views down the throats of others and demand dictated unity, then others also have the right to express their opinions"

Peter Davidson, PRO of the Inkatha-backed United Workers' Union of SA, said their members employed by the OK were not on strike because they were not consulted

A Cawusa spokesman said "Very little spending was done by Sithebe's group, who were jeered by our members and supporters. His stunt was completely unsuccessful"

"Our members have decided to condemn unreservedly Sithebe and the Inkatha leadership's actions in trying to break the strike

"It's shocking that Inkatha used school-going youths - when they are the very people who so stridently condemn other organisations for using youths for political motives"

● Meanwhile in Port Elizabeth, over 450 fired General Motors strikers have called on the Congress of SA Trade Unions' new Eastern Cape wing - launched on Saturday - to support them in their effort to get reinstated

Next week 16 GM strikers will appear in the PE Supreme Court on charges of attending an illegal gathering arising from an anti scab picket outside the GM gates on November 17

PLUS CA CHANGE

Some things about SA may be changing, but others, like the right-wing stance of the Mineworkers' Union (MWU), remain the same

This week a dispute between the Chamber of Mines and the MWU over the advancement of coloured workers on the mines was referred to the Industrial Court, following deadlock at a conciliation board. At issue is the union's rejection of chamber proposals, made towards the end of last year, that MWU members should assist in training coloureds to become winding engine drivers. It is now up to the court to decide whether the MWU's refusal constitutes an unfair labour practice

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group started raising claims of maladministration and not acting in members' interests against the executive. There has been a series of special general meetings, legal manoeuvrings by both sides, appeals to the Industrial Registrar to intervene and a Supreme Court action.

The interim chairman and the acting secretary posed to have a constitution replaced and there is still the possibility of at least one Industrial Court action.

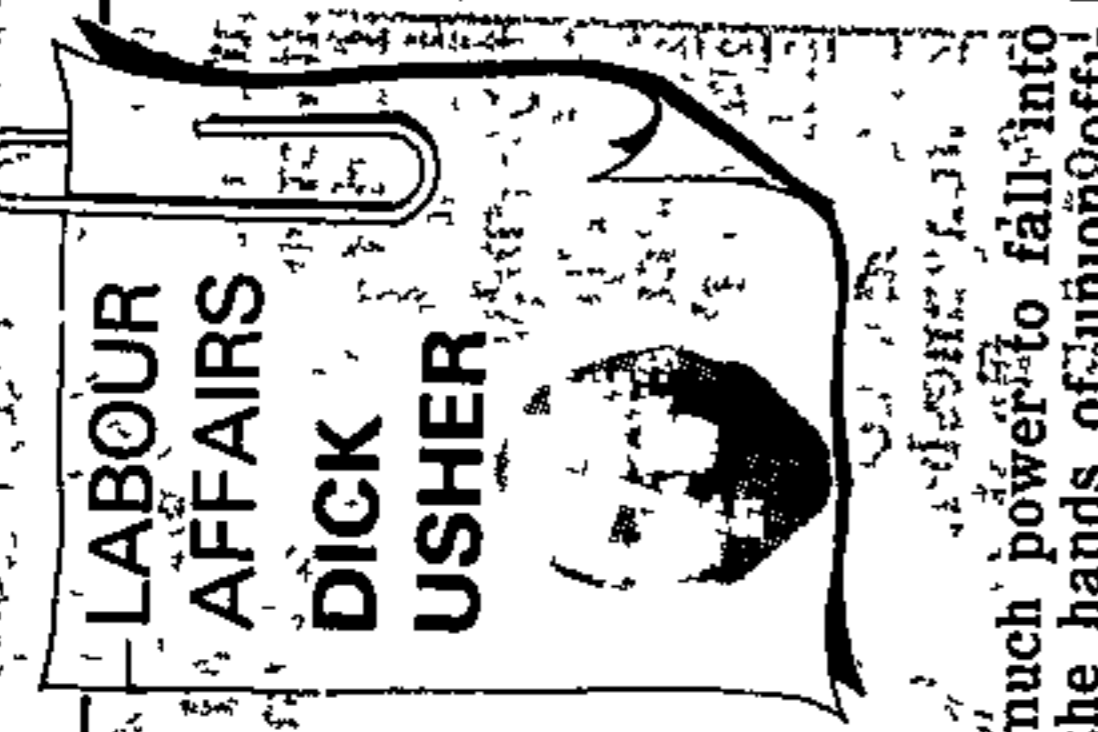
One sorry aspect of the whole affair is that much of the present infighting stems from the activities (or inactivities) of a previous long-serving general secretary, Mr Dirk Benade.

This unsatisfactory state of affairs led to several attempts when, at year to pass further amendments deracialis-

It also illustrates the dangers, endemic in many of the unions that made up the Trade Union Council of South Africa, of "bureaucratism" - members surrendering democratic control of their union and allowing too

much power to fall into the hands of officials

LABOUR AFFAIRS DICK USHER



Turmoil in city-based Towu likely to be resolved

INFIGHTING in the Tramways and Omnibus Workers' Union (Towu) appears to be moving towards some sort of resolution, although there are still many issues to be dealt with.

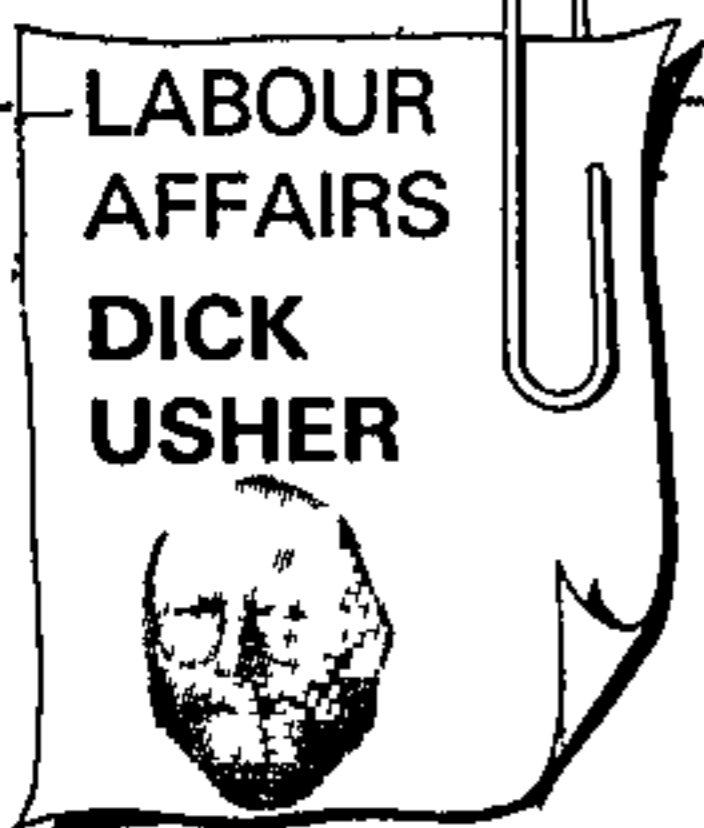
The Cape Town-based union, which has about 2 000 members, has been in a state of almost constant turmoil for about a year since a dissident

group started raising claims of maladministration and not acting in members' interests against the executive. There has been a series of special general meetings, legal manoeuvrings by both sides, appeals to the Industrial Registrar to intervene and a Supreme Court action.

The interim chairman and the acting secretary posed to have a constitution replaced and there is still the possibility of at least one Industrial Court action.

LABOUR AFFAIRS DICK USHER

W/L ARBUS 7/3/87 (139)



'Key Points legislation undermines the essence of Labour Relations Act'

By **DICK USHER**, Labour Reporter

ESAU Hoorn has finally got his job back.

The story goes back to the beginning of last year, although it had its roots in earlier events, when Mr Hoorn lost his job as a security guard with Escom because his certificate of competency was withdrawn by the National Key Points Secretariat, a section of the Defence Force.

Without such a certificate, basically a security clearance, nobody can work at a key point. Escom was at that time making staff reductions, did not have an alternative position for him and gave him the option of resigning or being dismissed.

Up to that time Mr Hoorn had been active in the Escom Security Personnel Union and the membership was considering joining an "outside" union, the Engineering Industrial Workers' Union and he turned to them for help.

In spite of a series of representations by the union — which is now the Engineering Industrial and Mining Workers' Union (EIMWU) — and a hearing by a committee of investigation Escom could not reinstate him.

But after the EIMWU proposed taking the matter to the Supreme Court the tide turned and in November Mr Hoorn was unofficially reinstated. He started work again as a security guard at the beginning of February, with backpay to November.

At no time did the secretariat give reasons for the withdrawal of Mr Hoorn's certificate and Mr Leslie Davadoss, secretary of EIMWU, is happy

that Escom is as ignorant on this point as Mr Hoorn.

"But the problem is that under the Key Points Safety Act an anonymous body has the power to lose a man his job without any accountability.

"This is completely contrary to the spirit of accepted labour relations practice where a worker must have the right to know the charges and a fair hearing at which they can be disputed.

"There was never any charge against Mr Hoorn and although a report from the investigation said that no evidence of victimisation could be found, what it failed to say was that no evidence could be found that he was involved in any subversive activity or a threat to the security of Escom," said Mr Davadoss.

"We are adamant that justice was not fully done because Mr Hoorn suffered great embarrassment, he lost a company house, it affected his family life and virtually ostracised him from friends.

"The union accepts that key point security is necessary and if anyone steps out of line they must accept the consequences. But because the certificate can be withdrawn at any time without prior notice it undermines the essence of the Labour Relations Act which aims at establishing sound relationships between employer and employee.

"Escom, which has very sophisticated grievance and disciplinary procedures was powerless to give Mr Hoorn a fair hearing and the Act must be a negative influence on employers who adhere to accepted labour practices."

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STORM OVER PANGIST

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Threat to paint white

Woman black sparks strike

By ALINAH DUBE

BLACK workers at a Pretoria electronics firm have been on strike for a week demanding the dismissal of a white employee who threatened to paint another white employee with black paint because of her friendliness to black workers.

The company has refused to fire the woman who sparked off the strike and said her service record did not warrant expulsion.

They said the woman management who made the remarks was "racist". A union official Mr Phillip Mndau, said the striking Tedalex employees have been issued with an ultimatum to return to work today or face expulsion. He said management threatened to hire new employees if the strike continued today.

He said members of his union have vowed to continue striking until the company has addressed itself to their problems.

None of the company officials could be reached for comment but Mr A Javen, a manager, told the *Sowetan* on Friday that the newspaper had nothing to do with the matter.

THE first official contact with the British Foreign Office took place in London on March 3 when Mr Kay Prinder gas, Mr Charles Humfrey and an assistant head of the Southern African Department of the British and Commonwealth Office, invited Ahmed Gora Ebrahim, secretary for foreign affairs of the Pan Africanist Congress of Azania for exploratory talks.

The Foreign Office met the PAC delegation following a decision by the British Government to establish formal contact with the liberation movement.

During the talks the two delegations explained each others views on the situation inside southern Africa.

Both sides agreed to meet again in the near future at a higher level. Mr Vusi Nomadolo, PAC representative in the United Kingdom was also present.



Maki aiming high

A SCHOOLGIRL with high ambitions is Miss Maki Hlongwane from Moleletsanetownship, Soweto, who has set her sights on a modelling career. Maki (20) is a matric student at Moletsane Secondary School.

Labour system under fire

The migrant labour system came under scathing attack from various speakers at the SA Railways and Harbours Workers Union rally held in Johannesburg yesterday.

More than 800 railway workers attending the

rally resolved to fight for the abolition of "the evil system which has separated black workers from their families for many years".

Speakers at the meeting, held at Cosatu House, condemned the detention of Sarhwa

members in the South African Transport Services, discrimination against black workers, low wages paid in the railways, "improper food" served to workers at SATS-owned compounds.

Sarhwa members also

resolved to stop work if detention of more union members occurred.

They also resolved to fight for the control of the railway compounds.

One worker told the meeting that SATS employees earned as little as R480 a month "after 20 years service".

National Union of Mineworkers assistant general secretary, Mr Marcel Golding said his union has resolved to take control of hostels in its attempt "to destroy the migrant labour system".

Handwritten signatures and scribbles at the bottom of the page.

Employer's guide

READERS frequently approach Hers for advice on what to pay domestic workers Here, then, is the latest guide to recommended minimum wages and conditions drawn up by the South African Domestic Workers Association (Sadwa)

● Full-time, live-in domestic workers should receive R150 a month and those with special skills R200 a month, for an eight-hour day They should also receive three meals

● Full-time, live-out domestic workers should receive R150 a month and those with special skills R200 a month, for an eight-hour day, and they should also receive transport expenses and two meals

Casual day workers should be given overtime pay of R2,50 an hour, and chaps R2 an hour, and meals should be discussed on the day of engagement

Sadwa recommends salaries be accompanied by pay slips

Workers should be given two days off a week, and an annual leave of 21 days full pay — the time for taking it being discussed when the appointment is made They should

get 14 days' sick leave a year

Living quarters should be a room with adequate ventilation, burglar proofing, a lock on the door, heater, a comfortable bed and mattress, wardrobe, chest of drawers and a table and at least two chairs

There should also be a bath or shower with hot and cold water and soap, and a toilet that works, with toilet paper supplies Overalls (at least three

outfits) should also be provided

In a case of dismissal, a worker employed by the month should be given a month's notice money in lieu of notice if she is to be summarily dismissed A worker paid by the week should be given a week's notice Notice should be from either side

□ Sadwa can be contacted at 20 St Andrew's Street, Durban, 4001, or ☎ 318322 / 318481

CAPE TIMES 11/3/87 (139)

Satu 'rebels' aim for a 'non-racial' union

By HILARY VENABLES
Labour Reporter

THE racially-structured South African Typographical Union (Satu) is facing a revolt from the majority of its Cape Town members, who want the union to become a "non-racial, democratic workers' union"

Although Satu's national conference has recommended that the existing racial partitions within the national structure be scrapped, executive members of the coloured "B" branch and the black "C" branch in Cape Town claim the new system will still entrench racism and class discrimination

In terms of the proposed new dispensation, instead of three racially-separate committees in each centre, there will be one 15-person committee which will consist of five members from each race group.

A Cape Town "B" branch committee member also said the position of national president was to be reserved for skilled workers only

The conference proposal was supported by all Satu branches around the country, except for the coloured and black branches in Cape Town

But the dissident "B" and "C" branches, which comprise the overwhelming majority of Satu members in Cape Town, plan to spread their campaign for a non-racial union to other centres

"People have lost interest in the union because it is racist and because it is bureaucratic and undemocratic

"We want to tell them they can change that," one "B" branch "rebel" said

nesday March 11 1987

ARGUS 11/3/87

CITY/NATIONAL

Union chief blasts Government over training of blacks

The Argus Correspondent

PRETORIA. — The Government has come under attack from one of South Africa's most powerful trade union leaders.

Mr Jimmy Zurich, president of the South African Transport Services Artisan Staff Association and chairman of the Sats Federation of Trade Unions, slammed the Government for discrimination against black apprentices and failing to grant public service salary increases.

At the staff association's congress in Pretoria, Mr Zurich urged trade unions to reconsider their decision to allow blacks to be trained as artisans if the Government continued to discriminate against black apprentices.

Theoretical

He said "This union drastically and timeously changed its policies during 1983 and decided to train non-whites as apprentices and to open its membership to non-whites"

He said good practical training could be negated without the correct theoretical training and this should be obtained by attending classes rather than taking correspondence courses.

He said "Attendance at technical colleges by white apprentices does not generally create a problem but for black apprentices it is another story.

Understanding

"The black apprentice is good enough ... on the shop floor, working shoulder to shoulder with the white apprentice and being trained in the same training centre, but he is not allowed to attend classes in the same technical college.

"When this union agreed with the employer to train other races as apprentices it was on the understanding that salaries, service conditions etcetera must be the same as those applicable for their white counterparts."

On pay, Mr Zurich said it was regrettable the Government did not have the courage of its convictions to tell workers clearly it was going to give the workers a salary increase and when.

Printers union faces revolt in Cape Town

Dispatch Correspondent

CAPE TOWN — The racially structured South African Typographical Union (Satu) is facing a revolt from the majority of its Cape Town members who want the union to become a "non-racial, democratic workers' union"

Although Satu's national conference has recommended that the existing racial partitions within the national structure be scrapped, executive members of the coloured B branch, and the black C branch, in Cape Town claim the new system will still entrench racism and classism

In terms of the proposed new dispensation, instead of three racially separate committees in each centre, there will be one 15-person committee which will con-

sist of five members from each race group

A Cape Town B branch committee member also said the position of national president was to be reserved for skilled workers only.

The conference proposal was supported by all Satu branches around the country, except for the coloured and black branches in Cape Town

But the dissident B and C branches, which comprise the overwhelming majority of Satu members in Cape Town, plan to spread their campaign for a non-racial union to other centres

"People have lost interest in the union because it is racist and because it is bureaucratic and undemocratic

"We want to tell them they can change that," one B branch rebel said

CMC Times 12/3/87

Satu moves 'won't entrench racism, bureaucracy'

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Labour Reporter

THE proposed restructuring of the South African Typographical Union (Satu) will not entrench racism, but will allow all members a greater say in the running of the union, according to Satu's Cape Town branch secretary

The Cape Town branch secretary, Mr R W Wustman, yesterday denied claims by some local Satu committee members that the union was undemocratic and bureaucratic and that its restructuring plans would do nothing to solve this

For example, he said, under the proposed new system each union member would have an equal vote. At present a skilled worker had four times the voting power of an unskilled worker

The current system of separate branches and separate committees for each race group would be scrapped, and each region would have one 15-man committee, consisting of five members from each race group

Mr Wustman said this meant that in a region where most of the union members belonged to one race group, members of other races would have an equal say

He also said that although the union's national president would have to be elected from among the skilled workers, the position would be open to all race groups

He emphasized that the proposals were a recommendation from union's national conference and had not yet been adopted

Mr Wustman denied that the "rebels" had the overwhelming support they claimed in Cape Town

As committee members of the local coloured and black branches, the "rebels" represent the majority of Satu members in the city

W/Mail 13 - 19/3/87
Body blows
to splinter
textile union

By CARMEL RICKARD in Durban
A SERIES of blows have been dealt to the splinter Textile and Allied Workers Union (Tawu), which was formed in the middle of last year

Tawu broke from the Cosatu-affiliated National Union of Textile Workers (NUTW) after a number of incidents, including the sacking of former NUTW officials

NUTW national organiser John Copelyn said four victories during the last fortnight established conclusively that workers in the textile industry were not "split down the middle" as had been claimed, but that Tawu had the support of only a minority

He said the most significant pointer involved a clothing factory in Hammarsdale, the area where Tawu was believed to be strongest

Workers at Kingsgate Clothing withheld their subscriptions from either union, pending the resolution of the issue

When management allowed Tawu in to the factory to canvass, there was a flurry of legal activity by NUTW

Eventually they agreed that a ballot would be held to establish which union had most support. The union which lost would not be allowed to recruit for a year, and a recognition agreement would be signed with the successful party

NUTW won 64 percent, and Tawu 16 percent

The next blow to Tawu came last week with a judgement in the Durban Supreme Court against four of its officials

The four, former NUTW staff members, were ordered to pay back over R16 000 which they had drawn from NUTW accounts, together with interest and costs. The four officials conceded they had drawn the money but claimed it was justified

Copelyn says the court judgement established the money was taken without authority and without justification

At Smith and Nephew in Pinetown, the first factory ever to recognise NUTW, a number of people resigned — so much so that NUTW was no longer able to claim majority membership

When NUTW continued wage negotiations on behalf of its own members, Tawu brought an urgent application to the Industrial Court last week, asking that management be restrained from negotiating with NUTW

Tawu's application was dismissed on the grounds that it could not claim exclusive bargaining rights if it did not have a majority itself

NUTW continued both negotiations and recruiting and now has a stop order majority over Tawu

The final development came in a Frame factory where a number of NUTW workers were changing allegiance, allegedly because of severe pressure from Tawu

Eventually a mass meeting was held in the factory, where all the workers agreed that Tawu was free to exist — but that no-one should be forced to join either group

He said a split could never be regarded as irrelevant, "but far from the 50/50 picture being drawn of the situation last year, a more accurate description would be 95/5, and I doubt Tawu will survive in its present form"

He said the breakaway had helped members and leadership focus on the issue which had caused the split

These were political differences between the leadership of the two unions, particularly on the question of whether the union should adopt an independent line, or be affiliated to the United Democratic Front

●Mathombi Zwane, Durban branch secretary of Tawu, said the incidents listed by Copelyn did not "spell the end" for her union

"Sometimes you win, sometimes you lose. We will go on working as we have been

"We estimate we have 5 000 paid-up members and a majority at six Natal factories

Slow progress

Ten months after its impressive May 1 launch at Kings Park in Durban, the United Workers' Union of SA (Uwusa) believes the time has come to heighten its profile

The union, which is currently scouting for a media liaison officer, says it wants to attract the right, qualified, personnel to help guide its fortunes. The motivation comes from secretary general Simon Conco, who says he wants to beef up the union's leadership cadre before he steps down in a few years' time.

Says Conco. "We are definitely looking for younger blood. We would really be happier with a man at the helm better versed in labour matters than myself."

Reflecting on the progress Uwusa has made since its rousing sendoff on May Day, Conco says it is now representative at 44 factories in Natal and 30 in the Transvaal, where it opened an office in September.

It has 132 000 signed members, about a third of which are already paying dues. The mining industry — where several access agreements have already been tied up — and the Transvaal remain strong target areas for recruitment.

Conco admits the organisational thrust has not been directed at major industries because he feels the union must also serve "the small man." Also, most of the negotiating so far has been done on behalf of aggrieved individuals. A further eight cases are to go before the Industrial court in Natal shortly. But where the union has negotiated

wage agreements, he maintains none of the settlements have been under 16% and some have been as high as 30%.

Bold claims were made at the time of Uwusa's launch that the union had the capacity to quickly increase its paid membership to around 80 000. But Conco claims the disappointing membership growth can easily be explained. At the time, the union was engaged in merger talks with other union groupings which subsequently fell through. Latterly, he says, Uwusa was forced to slow down its recruitment drive and send personnel off for training when it became clear that it did not have the qualified personnel to properly address workers' problems.

"We could not let the membership run ahead of us," claims Conco, "because we recognise the union will be judged on its

effectiveness at solving workers' problems. We have to deliver the goods and show them that we know what we are about."

For all that, he believes workers will find Uwusa's anti-sanctions/disinvestment stance more appealing than the ideological stance of its opponents in the longer term. He is aiming at recruiting 100 000 due-paying members by the end of the year and 200 000 by the end of 1988. Nor has he given up his objective of forming an alternative federation to Cosatu, and says merger talks with unnamed "other parties" are continuing.

Ironically, Uwusa was branded at its inception as a "sweetheart" union. Conco puts at least some of the blame for its tardy progress at managements' door. Management, he says, seems to prefer "dealing with a devil they know rather than one they

don't"

He cites the on-going dispute with the Food and Allied Workers' Union (Fawu) at Jabula's Springs plant, and a stevedoring company in Durban where Uwusa has proved it is representative but still has no signed recognition agreement, as examples of management showing a preference for their opponents.

What has not been helpful either, Conco contends, is the on-going confrontation with Cosatu and intimidation on the factory floor. There is evidence, he says, that it is being "orchestrated by a central force." Perhaps the best example is the dispute with Fawu at Jabula, where 29 Uwusa workers have been unable to resume work because of widespread intimidation.

The allegations of intimidation invariably

Mwasa alleges TV retrenchments

ABOUT 40 black TV2 and TV3 staff members might be axed from their jobs, Media Workers' Association (Mwasa) national treasurer Thami Mazwai says

SOPHIE TEMA

"Although we have not been given an official number of people to be retrenched by the SABC, from what we have gathered a conservative estimate is about 40 workers are affected," he adds. No SABC spokesman was available yesterday to confirm the figure.

Mazwai says Mwasa's executive will ask the SABC for clarification on the number of its staff members expected to be retrenched. A letter is due to be delivered to the SABC board today.

"We will also ask that the SABC give its justification for the retrenchments and an indication of how far white staff members have been affected in this regard," Mazwai says

Mwasa 'to resist SABC retrenchments'

THE Media Workers Association of South Africa (Mwasa) has expressed alarm at the possible retrenchment of about 43 black editorial employees at the SABC.

Mwasa's national treasurer Mr Tham Mazwai at the weekend said the SABC management had said 13 workers would be retrenched but information from shop stewards in-

dicated that another 30 members from TV2 and TV3 were going to be retrenched

He expressed concern at the fact that it seemed only black employees were affected "We suspect racialism is at work here We will resist all retrenchments," he said

The chairman of the Southern Transvaal region of Mwasa, Mr Sam Mabe, yester-

day accused the SABC of "union-bashing tactics and discriminatory labour practice"

He said "The retrenchment smacks of the worst form of racism and anti-union tendencies displayed by the SABC to date"

Mr Mabe said the corporation was refusing Mwasa recognition despite the union having the majority of SABC's

black staff as registered members The cutting down of black workers at the corporation was one of the steps in "weakening" the union's influence and rapid growth at the corporation

He warned the corporation and asserted that Mwasa would fight for the reinstatement of its workers "to the bitter end"

16/3/87

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SOWETAN

14 last year at 3pm Breytenbach drove

SABC to retrench 40 blacks

SOPHIE TEMA 17/3/87

THE SABC has refused to comment on allegations that about 40 of its black staff members are to be retrenched

ODJ Labuschagne of the SABC's media office said yesterday in the light of negotiations going on and a meeting that is to be held between the organisation and the executive of the Media Workers Association of SA (Mwasa) it would not be in anybody's interest to comment now

Mwasa national treasurer Thami Mazwai said at the weekend his organisation had estimated about 40 black staff members would be affected by the retrenchments.

A letter written by Mwasa was to be sent to the SABC asking the organisation for clarification on the number of its black staff members who were to be retrenched

Mwasa said it would also ask the SABC to give its justification for the retrenchments and to indicate the extent to which white staff members would be affected

Mazwai said two weeks ago Mwasa had gained the impression from the SABC only 13 dubbing technicians, synchronisers and secretarial assistants were to be retrenched from TV2 and TV3

"But we have since gathered information that more people are to lose their jobs," he said

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THE Media Workers Association of South Africa is taking Perskor to the National Industrial Council tomorrow over recognition.

The chairman of the Southern Transvaal region of Mwasa, Mr Sam Mabe, yesterday said although Mwasa was not a member of the Industrial Council it had taken the move as a first step in its objective to secure recognition in companies employing its members.

The dispute was declared during October after Perskor had refused to recognise Mwasa. The union claims a registered membership of more than 80 percent of the black workforce at the Johannesburg plant. It

Mwasa takes action

has other members employed by the printing company in plants on the East Rand.

Perskor management has declined to give union officials the total number of its black workers, according to Mr Mabe.

He said Perskor management undertook to resume recognition talks with Mwasa last year after a work stoppage at its Benoni plant over a worker who had been "unfairly dismissed". The worker was reinstated after talks between the union and management.

(139) SOWETAN 17/3/87
(20)

DISPUTE SETTLED

THE two-week-old dispute by members of the Electrical and Allied Workers' Trade Union of South Africa, employed at a Pretoria electronic firm, ended on Monday after management allegedly threatened to fire the entire workforce.

It started when a white employee threatened to paint another white employee with black paint because of her friendliness to them. The workers demanded the immediate dismissal of the woman as they felt she was "racist".

18/3/87

(139) (8)

SOWETAN

Union in bid for recognition

139 SOWETAN
1913 87
139

THE National Union of Steel and Allied Workers Union yesterday held recognition talks with management at Bessans and Du Plessis Company in Pretoria North.

The union wanted management to agree to a date for recognition talks. A report-back meeting will be held at the Laudium Hotel on Saturday. The meeting starts at 8am.

The union signed an agreement on March 12 that union members be represented by shop

stewards at meetings with management. May Day was recognised as a paid holiday.

The union is also working on a draft agreement with Iscor (Pretoria Works) and is still to set a date for a meeting for recognition.

The union will hold a branch executive meeting at its Pretoria head office on March 28 starting at 8am. Progress reports on organisation and finance will be given.

W/E ARKUS 21/3/87

Unions compete for Sats workers

LABOUR
AFFAIRS
DICK
USHER



THE work stoppages that broke out at goods handling facilities in Johannesburg this week should not have surprised anyone with even half an ear to the ground.

The likelihood of South African Transport Services (Sats) workers coming into conflict with management has been there since the South African Railways and Harbours Workers' Union (SARHWU) was reformed last year.

Complicating matters is the fact that there are at least three organisations competing for Sats workers — the South African Railways and Harbours Workers' Union (SARHWU), which re-emerged last year, the National Union of Railway Workers and the in-house Staff Association for Black Employees which recently renamed itself the Black Trade Union.

SARHWU, the independent union involved in the stoppages, is an affiliate of the Congress of South African Trade Unions (Cosatu) and claims to have signed up about 15 000 members nationally since it was launched in October last year.

Assistant general secretary Themba Khuzwayo said this week SARHWU had approached Sats for recognition but been turned down.

Earlier this year SARHWU members at Kaserne, one of the centres involved in the stoppages, raised a list of 19 demands related to living conditions at their hostel and there were negotiations between SARHWU and Sats management over these.

There are several pertinent issues around which it can organise, including wages, the status of black employees, the right of workers to join associations of their own choice and the exclusion of Sats workers from

the provisions of the Labour Relations Act.

Sats workers, like all others in the public sector, are not allowed to strike and have no recourse to the Industrial Court for settlement of disputes.

Grievance and disciplinary procedures are conducted "in-house", but even with the most scrupulous fairness rulings must leave a residue of suspicion if there is no body outside the organisation which can be appealed to.

Wages are always of concern to workers but they will receive extra emphasis as Cosatu has a major campaign around the "living wage" issue this year.

And one of the fundamental planks of the labour movement is the right to strike.

Without this, "collective bargaining becomes collective begging" as Jimmy Zurich, president of the Federal Consultative Council of SATS Staff Associations said after last year's wage "negotiations".

Sats is implementing a five-phase programme to introduce parity of pay, service conditions and benefits for all employees, the third phase of which is due to be introduced with the next general salary increases.

Another focus of organisation is the Black Trade Union which SARHWU regards as an apartheid institution, helping continue divisions among workers on racial lines.

SARHWU says the campaign has been hindered by the disappearance of thousands of resignations from the staff association which it had collected.

**Top trade
unionist**

quits post

139

3/13/8

Labour Reporter

A PROMINENT Durban trade unionist, Mr Frankie Hansa, general secretary of the Garment Workers' Industrial Union, quit his post yesterday after nearly 13 years service

He joined the GWIU in 1974 as assistant general secretary and became general secretary six years later

Mr Hansa told the Mercury yesterday he had informed the union's executive committee at its meeting that he was quitting. He said he would submit his reasons to the union 'in due course'

'The reasons will be made public once the union has been officially informed,' he said

Asked about his future, he said 'I want to have a good rest and spend more time with my family, whom I have neglected very badly'

Veteran trade unionist, Mrs Harriet Bolton, who has been appointed acting general secretary, said she would hold the position 'at least until the end of the year'

She said Mr Hansa had resigned at his own insistence

'No reasons were given, but I think it was due mainly to pressure of work. He needed a break,' she added

CHC-1115 11/18/7

Workers back after lay-off protest

Labour Reporter

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WORKERS "downed tools" at the Claude Neon Light plant in Epping yesterday to protest against management's severance deal offer for 13 retrenched workers, according to the Electrical and Allied Workers Trades Union (EAWTU).

The union said workers had refused to return to work after a lunch-time meeting till management agreed to improve its offer of one week's pay for one year's employment.

The workers returned when management agreed to give those retrenched a week's wages for every year plus an extra two weeks' pay.

The company will also give the retrenched workers first option on jobs if it takes on any more workers within the next three months, and will regard their service as unbroken if it re-employs them within that time.

A management spokesman denied yesterday that the workers had downed tools, saying management gave them the time off to discuss the outcome of negotiations with the union.

He would not say what agreement had been reached.

people have been and have been seriously injured

CAPE TIMES 11/4/87
EAWTU vote to join Cosatu (139)

MEMBERS of the Electrical and Allied Workers Trades Union (EAWTU) in Cape Town have voted in favour of joining the 700 000-strong super-federation, Cosatu. The local branch of the union will take its mandate to EAWTU national conference in Johannesburg this weekend where a final decision on affiliation will be taken.

Cape Times 2/4/87

Retrenched might not be re-employed

~~139~~ ~~139~~ 139
Labour Reporter

WORKERS retrenched from the Claude Neon Lights plant in Epping will not be automatically re-employed if job vacancies occur within the next three months, the company said yesterday.

The company's area manager, Mr J Jandrell, said workers would be re-employed only if vacancies occurred in their particular job categories.

The Cape Times reported yesterday that retrenched workers would be given first option if the company employed additional staff during the next three months.

Mr Jandrell also said only 11 workers had

been retrenched, not 13 as claimed by the Electrical and Allied Workers' Trades Union.

The union yesterday said it accepted Mr Jandrell's "clarification" but said it had been informed by management in a letter that 13 workers were to be retrenched.

The union also insisted that its members downed tools on Tuesday to protest against management's original retrenchment deal, and denied the company's claims that it had given the workers time off to consider its offer.

POLITICAL comment in this issue by A H Heard, G Q Kling, G E Shaw, A Johnson and B Streek. Posters, headlines and sub-editing by A Henderson. All of 122 St George's Street, Cape Town.

LABOUR
AFFAIRS
DICK
USHER



Electricians' body deny claims of introducing 'unqualified artisans'

ARK 45 44402
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THE Electrical Contractors' Association has emphatically denied that it is trying to introduce a system of "unqualified artisans" in the industry.

The employer body was reacting to claims by the Electrical and Allied Workers' Trades Union (EAWTU) that the scheme would tend to undermine artisan wages in the industry and had been rejected by unions.

"What the association proposes is to give recognition to employees who are graded as labourers but have acquired certain skills and are doing substantially more skilled work than labourers," said Mr James Baker executive director of the association.

"We plan to recognise these employees and ensure that they receive proper recognition for the work they are doing."

Mr Baker said the present industrial council agreement did not adequately recognise or compensate

them for skilled work, and it was planned to start a process for the acquisition and evaluation of skills.

The proposals provided for several amendments to existing regulations, including:

- Recognition that certain workers were doing aspects of artisans' work,
- Introduction of a training system to enhance skills and improve productivity; and
- Provision of a testing system to enable workers to be employed in higher skill categories and be paid accordingly.

The whole system would be monitored by the industrial council, which included trade unions.

"These proposals provide a practical route to better themselves for employees who do not have the opportunity of formal apprenticeship through practical ex-

perience coupled with theoretical training," said Mr Baker.

"We are not attempting to undermine the status of artisans. None of the new employee grades will entitle a worker to do a full artisan's work or be entitled to a full artisan's wage."

He also denied that the association had refused to bargain on wages unless the proposals were accepted and said there was no intention to impose the system unilaterally. "We are committed to full consultation with the unions on its implementation," he said.

He found it surprising the EAWTU was opposed to the moves as in early discussions it had supported the proposals. He regretted the union's attitude in cancelling existing arrangements with the association as "high-handed and unnecessary."

Electrical union opts for Nactu

Labour Reporter

AR 6/5/48 139

THE 35 000-member Electrical and Allied Workers' Trades Union decided at its first annual congress to apply for affiliation to the National Council of Trade Unions (Nactu)

The council is an amalgamation of two union federations, the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu), formed in October

It is the second largest union grouping in South Africa and claims about 600 000 members, compared to the Congress of South African Trade Unions' (Cosatu) 750 000

The union's southern regions were in favour of affiliation to Cosatu, but were out-voted in favour of Nactu

Posts ⁸⁷ strike hits Soweto

Bus Day 8/4/87

ALAN FINE

139

AT LEAST five of Soweto's eight post offices were closed yesterday, and several other engineering yards were affected by a strike by members of the Post Office and Telecommunications Workers' Association (Potwa).

Potwa president Vusi Khumalo said the strike, which began at Power Park, Orlando, on Thursday now involved 6 000 members.

It was triggered by grievances over the absence of staff transport facilities for blacks, two "unfair" dismissals, the transfer of shop stewards to other areas — seen as union-bashing — and a ban on wearing Potwa T-shirts to work.

Khumalo said solidarity strikes had erupted at all Soweto post offices and the Bitcon, Randburg, Crown Mines, Rosebank, Newlands, Bryanston, Richmond and Meredale engineering yards.

A Post Office spokesman said 1 000 Soweto workers were involved.

See comment Page 8

Claims differ as post strike spreads

THE strike at Post Office installations in Johannesburg spread yesterday, but there were widely divergent claims as to its size.

A Post Office spokesman said some workers at the main Jeppe Street Post office joined yesterday, taking the total on strike to about 1 090. He said the regional director Trevor Olmesdahl visited some of the affected areas. He said all eight

at engineering yards, telephone exchanges and post offices at Auckland Park, Yeoville, Jeppetown and Bramley had joined, he said.

He said all strikers in Soweto had converged at the Orlando Post Office to be addressed by Olmesdahl. Olmesdahl promised he would see that all grievances were resolved within two weeks and asked workers to return to work.

ALAN FINE

post offices in Soweto were closed, but no services outside the township had been affected.

A spokesman for the Post Office and Telecommunications Workers' Association (Potwa) said about 8 000 were on strike. Yesterday, in addition to Jeppe Street, workers

Post office strike spreads

From MONO BADELA

THE one-week-old strike by post office workers this week spread from Soweto to Johannesburg and Randburg, bringing the number believed to be involved to 6 500.

The president of the Post Office and Telecommunication Workers' Association, Mr Vusi Khumalo, has warned that the industrial action might escalate into other regions if the dispute is not resolved by the end of this week.

Soweto's eight post offices has been without postal services since the dispute at Power Park Engineering Yard last Thursday over two dismissed workers.

The strike has affected Orlando, East, Dobsonville, Diepkloof, Kwaxuma, Midway, Moroka, Chiawela and Meadowlands.

Khumalo said solidarity strikes erupted in some Johannesburg and Randburg post offices,

and the industrial action had also affected Lenasia. Striking workers said the "arrogant attitude" of management and senior white employees was central to the strike.

They list several grievances such as the wearing of guns by white post office staffers on duty in the townships; the "union bashing" tactics of management such as transferring known active union members to remote posts, often at short notice, the banning of union T-shirts and the transferring of older people "regardless of their age and physical condition" to do heavy manual labour.

Post office officials were not available for comment.

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Strike hits postal deliveries

THE spill-over effect of the black postal workers' strike was affecting deliveries at three Johannesburg post offices yesterday.

A post office spokesman said mail deliveries had been interrupted at the Florida, Bramley and Jeppe post offices. Poste restante facilities were being set up at the affected post offices to enable members of the public to collect their mail.

White volunteers were assisting in sorting and deliveries at some depots. In addition, eight post offices in Soweto, along with an engineering yard, had been closed.

A Post and Telecommunications Workers' Association spokesman said management and union representatives had agreed on preconditions to talks on Wednesday to resolve the strike.

**'Honest
broker'
Goba
happy
to be
free**

12/4/87
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Goba Ndhlovu

By MARTIN NTSOELENGOE

THE FORMER president of the Media Workers' Union, Goba Ndhlovu, said this week he was happy after having made a successful Supreme Court bid for his release from detention

Goba, who was president of Mwasa in 1980-81, was a reporter for the *World* and *Post* newspapers before they were banned in 1978

Goba was working as publicity secretary for the Food and Beverage Workers' Union before his detention and played the part of an "honest broker" during last year's strike of the Tembisa Municipality workers

During argument Denis Kuny, for Goba, argued that Law and Order Minister Adriaan Vlok failed to give reasons for his client's continued detention

He added that there was no basis for the continued detention of his client and, therefore, was unlawful

He said the Minister or the security police acted after getting incorrect information, and failed to apply their minds properly to the question of Goba's detention

"The Minister misdirected himself in some manner," he said

In papers before court, the Minister says he has been advised that for the purpose of the application, it is not necessary to give reasons or answers to all the allegations

But Kuny argued that the Minister should give reasons because this would not endanger State securi-

Malan to reveal

'ANC plan' SOON

Own Correspondent

JOHANNESBURG — The Minister of Defence, General Magnus Malan, indicated yesterday that he would soon disclose details of the alleged ANC plan to violently disrupt the May 6 white election

Gen Malan was reacting to criticism that government leaders were not prepared to brief the leaders of the opposition parties in Parliament about the alleged plans, but had briefed 35 foreign envoys

A spokesman for Gen Malan said the country would be told more of the ANC plans "at the appropriate time"

A spokesman for the Minister of Foreign Affairs, Mr Pik Botha, who made the original allegations at an election rally last week, said yesterday Mr Botha had merely fulfilled his duty as Foreign Minister to inform the public of messages he had sent to neighbouring states, and to ask foreign diplomats to warn these states

(Report by M du Preez 11 Diegonal St JHB)

Miners down tools after shootings

JOHANNESBURG — At least 400 workers downed tools yesterday at the Goldfields-owned Zincor processing plant near Springs in protest against the shooting of five members of their union at the weekend

A spokesman for the National Union of Mineworkers (NUM) said about 600 workers went on strike at the plant because they suspected mine security was involved in the shootings

A statement released by Goldfields said "Some 410 workers at Zincor failed to report for the Sunday night shift and the main shift this morning

"The Zincor management is communicating with representatives of the workforce and has requested a return to work."

A Johannesburg newspaper yesterday morning reported that six men armed with a shotgun and a pistol burst into the hostel at Zincor and fired on workers before fleeing the premises

Four of the injured men had leg wounds and the other was shot in the stomach. East Rand police are searching for the gunmen, the report said

Zincor has been the scene of fierce clashes between NUM and members of the rival Inkatha-backed United Workers Union of South Africa

Last month two NUM members were killed in what management described as "faction fighting". The union alleges the clashes were instigated by mine security — Sapa

Matie launch for new alliance

Political Correspondent

A NEW alliance — the United Stellenbosch Front (USF) — will be launched on the Matie campus this evening

Keynote speakers at the launch will be Dr Van Zyl Slabbert, head of the Institute for a Democratic Alternative for South Africa, and Dr Allan Boesak, president of the World Alliance of Reformed Churches

USF organizer Ms Tanja Hichert said yesterday the front would aim at the co-ordination of "progressive organizations" in Stellenbosch around social and political issues

The launch will begin at 7pm in the Sanlam Hall of the Student Union

(Report by A Johnson 122 St George's St CT)

CHPT 1215 15/4/87
**Chaotic
2-hour
strike at
city hotel**

Staff Reporter

GUESTS at the Holiday Inn in Woodstock woke up on Monday morning to find the hotel's entire non-managerial workforce on strike.

Management has declined to comment on the action, which lasted from 8am till 10am, but the Liquor and Catering Trades Employees' Union (LCTEU) said the situation at the hotel was "chaotic".

"Guests had to queue for ages for breakfast. Everyone was on strike — the receptionists, the workers, everybody," a union spokesman said.

He said the workers were demanding a 20% pay increase, better food in the staff canteen, a 5½-day week instead of the current six-day week and better maternity benefits for women workers.

Workers returned to work after two hours following a meeting with management.

The two parties were due to have met yesterday afternoon to try to resolve the dispute, but the talks were cancelled.

Instead, the union called shop stewards from all the city's Southern Suns hotels to a meeting last night at its offices.

Num asks mine bosses to ban Inkatha union

By MOIRA LEVY

THE National Union of Mineworkers has called on Goldfields to ban the Inkatha-linked United Workers Union of South Africa (Uwusa) from its Zincor mine on the East Rand after six mineworkers were shot in a clash last Sunday. Five were hospitalised.

Num spokesperson Marcelle Golding told SOUTH 590 workers were on strike at the mine in protest against the Uwusa presence, and "management's encouragement of worker conflict".

In another mining dispute, 195 workers at Chroombroene Mine in Rustenburg, downed tools in protest against the retrenchment on Tuesday of another 110 mineworkers.

Golding said the entire labour force was out on strike to demand a properly negotiated retrenchment procedure.

These disputes follow Num's threat of a massive strike over May Day. Workers

have rejected the Chamber of Mines demand that they apply for the day off.

A dispute has already been declared, and Num has applied for a Conciliation Board hearing.

In the past week, 40 mineworkers have died in mining accidents.

On Monday, in the latest incident, six black mineworkers were killed when part of a shaft collapsed at a gold mine in Randfontein.

Last Friday 34 miners were killed in a methane gas explosion at a Ermelo coal mine. Num has called for a full investigation into the incident.

Mr Cyril Ramaphosa, head of Num, described the owner mine company as a "butcher" because of poor safety precautions.

According to the International Labour Office 8 500 miners died in mining disasters in South Africa between 1973 and 1984.

South

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15-21/4/87

Num asks mine bosses to ban Inkatha union

By MOIRA LEVY

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South

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15-21/4/87



STEPPING IN: Management staff at the Cape Sun help guests with the hotel's car service today during a work stoppage by hotel staff.

AK645 16/4/87

Workers on strike at six hotels

Labour Reporter ~~229~~ ~~139~~ with other functions.

A THREE-HOUR work stoppage hit six major Southern Sun hotels in and around Cape Town today.

A spokesman for the Liquor and Catering Trades Employees' Union said the hotels affected were the Cape Sun, De Waal Hotel, Newlands Sun, Inn on the Square and Holiday Inns at Woodstock and Bellville.

He said the union could not comment on the reasons for the stoppages as they were still being discussed.

At the Cape Sun, workers presented demands to management at a meeting with regional manager Mr Chris de Kock and general manager Mr Daniel Reeg.

Guests had to serve themselves in dining areas while management staff coped

● Meanwhile, about 50 workers at Firefite, a fire detection equipment factory, are still on strike. They are members of the Electrical and Allied Workers' Trades Union.

Workers said management had told them yesterday that the strike was not legal and that they were to return to work immediately, and had given them notices explaining their legal position.

"They said they had powers they would use if workers did not return immediately and could not be held responsible for any actions they were forced to take," said one worker.

Striking workers today marched from the company's Plein Steet factory to the union's Strand Street offices.

Manufacture of non-asbestos products

Postal strike deadlock

JOHANNESBURG — Attempts to resolve the strike by 4 800 postal workers reached deadlock yesterday when the Post Office and Telecommunications Workers' Association (POTWA) refused to participate in a scheduled meeting with management till two workers allegedly arrested by the security branch, were released, a spokesman for the Post Office said. He said a system of "no work no pay" would be put into effect from today. Since April 3 the strike has spread to 32 work stations.

Call Times 16/4/87 269

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600 miners on strike after Uwusa clash

By EDDIE KOCH

SPRALLING violence at the Gold Fields-owned Zincor plant near Springs has threatened to turn the zinc processing factory into a major flashpoint in the clash between the National Union of Mineworkers (NUM) and the United Workers Union of South Africa (Uwusa)

About 600 workers downed tools at Zincor this week claiming that collusion between Gold Fields security and the Inkatha-backed Uwusa has turned the plant into a killing ground where five workers have been murdered in as many

weeks

The strike began on Monday after six masked gunmen armed with a shotgun and a revolver burst into the Zincor hostel and opened fire on sleeping workers. Five NUM members were admitted to the Far East Rand Hospital where they are being treated for gunshot wounds.

NUM representative Marcel Golding said the union was unable to encourage workers to resume work after management scaled off the hostel.

"Our members say they have evidence that Uwusa men were responsible for the shootings and Zincor is now trying to hide this information by refusing us access to the hostel," says Golding.

Gold Fields PRO, Attie Roets, confirmed union officials were not allowed to address the workers but said shaft stewards were permitted to carry information in and out of the hostel. He said he could not respond to the other allegations during a strike situation.

Roets said the body of a Zincor employee who had been shot to death was found at the hostel on Monday morning but could provide no details except to say the man was not a NUM member.

W/1411/15-23/4/77
"If they (NUM) have evidence that our members were involved then let them go to the police. The police are looking for that kind of information. They should go ahead and seek legal redress."

Police liaison officer for the East Rand, Lt Paul Horn, said murder and attempted murder dockets have been opened for all the incidents.

Six city hotels affected by work stoppage

Cape Town 17/4/87
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Labour Reporter

HUNDREDS of workers at six Southern Suns hotels in the Peninsula stopped work for three hours yesterday morning to support their demand for higher wages.

The strike caused breakfast-time chaos at the Cape Sun, the Inn on the Square, the De Waal Sun, the Newlands Sun and the Holiday Inns at Woodstock and Bellville, according to the Liquor and Catering Trades Employees' Union (LCTEU).

By last night, no response had been received to a request for comment from Southern Suns management.

The union said about 800 of its members, including receptionists and clerical staff, had taken part in the action, which lasted from 7am to 10am.

The workers are demanding a minimum wage of R450 a month, an across-the-board increase of R200, a 45-hour working week and the establishment of a national committee to negotiate employment conditions for Southern Suns' workers around the country.

The last demand has already been taken up by the Hotel and Restaurant Workers' Union (Harwu), which represents workers at 20 Southern Suns hotels in the Transvaal, and the LCTEU hopes to co-operate with Harwu on this point.

The union said Southern Suns regional manager, Mr Chris de Kock, held talks with shop stewards yesterday, but had refused to admit union officials to the meeting.

The shop stewards had demanded that union officials chosen by workers be permitted to attend negotiations, that Southern Suns and Holiday Inns be considered as one unit for the purposes of negotiation and that representatives from the group's Cape Town hotels be allowed to attend a national negotiation meeting on April 23 in Johannesburg.

A union spokesman said workers had given management till 12 noon today to meet these demands, or face further action.

The two parties are due to meet again at 10am today.

Union ready to mediate in hotel wage dispute

ARGUS 21/4/82

Labour Reporter

THE Liquor and Catering Trades Employees Union will today discuss intervention in the dispute with Southern Sun which has caused stoppages at seven leading Peninsula hotels.

A union spokesman said workers at the hotels were negotiating individually with managements and the union was ready to mediate in the wage dispute.

Workers are demanding a R450 a month minimum, a R200 across-the-board increase and a 45-hour week.

The spokesman said the R450 minimum already applied at Southern Sun hotels in Johannesburg, Durban and Bloemfontein.

THREE-HOUR STOPPAGE

Hotels involved in Thursday's three-hour stoppages were Cape Sun, Inn on the Square, De Waal Sun, Newlands Sun, the President, and Bellville and Woodstock Holiday Inns.

The union is pressing for a national structure to negotiate conditions of employment at Southern Sun hotels.

"In the Cape they claim wage rates are set by the Industrial Council, but in many other industries employers willing to pay above these levels negotiate separate agreements," the spokesman said.

The demand for national negotiations has been taken up in the Transvaal by the Hotel and Restaurant Workers Union.

CAPE TOWN 21/9/87

Damage to trains may be R25m

Own Correspondents

JOHANNESBURG — Damage caused to South African Transport Services (SATS) train coaches during the six-week railway strike is already running to about R25 million, according to a SATS spokesman

Mr Dirk Beukes, a public relations officer for SATS here, said yesterday that this figure was a "very rough estimate" and did not include the cost of running the service in strike circumstances

Also excluded from the estimate was slight damage to a number of other coaches, he said

Security forces maintained a strong presence at some Rand stations yesterday in expectation of further violence after last week's arson attacks on SATS carriages.

No carriages were reported torched yesterday, but a passenger and an engine coach were set alight at Kaalfontein station, Kempton Park, on Sunday

'No ultimatum made'

At least 52 carriages have been damaged in six days of arson attacks

SATS has rejected a report saying a deadline has been set for today for 18 000 strikers to return to work or face mass dismissal

Mr Beukes said "Nobody has been dismissed and no ultimatum or threats have been made. But the situation cannot carry on indefinitely. Time is running out for the strikers to return to work."

Meanwhile, a SATS spokesman confirmed a statement by its recognized Black Trade Union of SA Transport Services (BLATU) that strikers who returned to work tomorrow would not forfeit their annual bonuses.

But SATS rejected BLATU's claim that strikers would be dismissed tomorrow unless they returned to work.

Yesterday's security operation was mounted to protect trains, stations, marshalling yards and other SATS property in Johannesburg and Soweto

Security was tight at New Canada station on the outskirts of Soweto

A large defence force contingent patrolled the platforms and sporadically searched commuters' bags early last night

Several soldiers patrolled the surrounding veld on motorbikes

Security at Johannesburg, Langlaagte and Soweto's Miamlankunti and Orlando stations was less obtrusive

SATS spokesman Mr. Frikkie Stevenson said the security-force operation was a "temporary measure" but details were "classified information"

Attempts to obtain SADF or SAP comment on the scale of the security operation met with no success

ARbas 21/4/7

NATIONAL/INTERNATIONAL

~~SOUTH AFRICA~~ 139 (B)

Train service returns to normal

The Argus Correspondent

JOHANNESBURG — Police patrolled Johannesburg station today as thousands of commuters streamed through the concourse.

Trains on the Witwatersrand operated normally this morning and there were no new reports of attacks

The Bureau for Information reported that the last attack on trains was on Sunday night when a passenger coach and a driver's coach were set alight

at Kaalfontein station, Kempton Park

There were no attacks on Saturday. On Friday, the Bureau reported five

Sapa reports that representatives of 18 000 strikers have asked an official of the Black Trade Union (Blatu) of the South African Transport Services for his help to arrange talks to end the strike

A Sats statement says the six-week-old strike "took a dramatic turn" last night. But the management say they will still not talk to strikers unless they return to work

A deadline for their return has been extended to tomorrow morning with the warning that workers who do not meet the deadline face the sack

According to Sats, the management was contacted by a Mr Nthinyani, chairman of the executive committee of Blatu in Natal, who had been approached by a representative of the strikers in Southern Transvaal and an official of the South African Railways and Harbours Workers Union

Dr Bart Grove, Sats general manager, has agreed to meet

the strikers under the auspices of Mr Nthinyani, Sats says, as long as strikers return to work by 8am tomorrow

A Sats spokesman said if the strikers did not return, Dr Grove "could exercise the discretion vested in him to dismiss workers who continued striking"

Dr Grove said he hoped Mr Nthinyani's involvement "would assist workers to return to work immediately and thereby secure their continued employment"

of race has failed to return the position of...
...and Dr Aquitaine for two

Sacked 700 'locked out'

MORE than 700 workers have been dismissed from a major fruit canning factory in East London following a wage dispute.

Workers at Langeberg fruit canning factory were

locked out and dismissed on April 7 and the company has been accused of using "coloured" labour to replace them.

The general secretary of the National Union of

Food Workers (NUFW), Mr Lulamile Mati, said wage negotiations between NUFW and management broke down on March 28 NUFW is a breakaway union from the South

African Allied Workers Union (SAAWU) and not affiliated to Cosatu

Mati said workers were not satisfied with the wage they were offered by the company, which was R69 for 46 hours

"The workers were demanding a living wage plus a shift allowance of 16 percent from the company. The workers' demand was for R73 for 45 hours," he said

On April 7 the management imposed a "lock out" and dismissed the workers

On April 9, the NUFW gave management 24 hours to reconsider its decision. However, there was no response from management

"As the workers were 'locked out', the remaining workers demanded that the dismissed workers be reinstated and for the wage negotiations to proceed," Mati said

He said the management "lock out" action was contrary to the provisions of the Labour Relations Act

— ELNEWS

HOT SPICE

Chilli Bite



CHILLI BITES ARE FULL OF FLAVOUR!



CURRY IN A HURRY

CHILLI BITE RECIPE

Vegetables favoured for Hot Spice Chilli Bite Mixture

Thinly sliced Potatoes Onions
Sweet Potatoes Pumpkin Egg Plant (Brimjal)
Chopped Fine Green Chillies,
Green Peppers Lettuce Spinach

Recipe for Chilli Bite Mixture

Use one full cup Chilli Bite Mix
Add sufficient water to obtain stiff batter. Use batter separately with above vegetables. Heat oil in deep frying pan. Drop 1 teaspoon batter into pan. Leave to fry until golden brown and crisp. Batter can also be used for frying fish chops and chicken.

**COR REEN AND CARRICK AVE, ATHLONE
IND 1
TELEPHONE 638 3132**

(asa90490)

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Dispute in pay-rise talks with publishers

Staff Reporter 139
THE Media Workers Association of South Africa (Mwasa) has declared a dispute in its pay negotiations with Allied Publishing Company

Union spokesman Mr P Grobler said Mwasa rejected Allied's proposed increases for this year as inadequate

Allied had offered the lowest paid workers an increase of 17,5 percent, but this was unacceptable, Mr Grobler said

Vendors earned R60 a week. The union proposed that their salaries be increased to R108 a week, but Allied was unwilling to do this, Mr Grobler said

"Administrative staff, drivers and cash collectors were offered 17 percent but the union demanded 28 percent," Mr Grobler said

"Allied wants to give qualified and unqualified mechanics an increase of 15 percent but Mwasa wants 25 percent," he said

Allied managing director Mr J C Mould said "Our offer is graded between 15 and 20 percent — the highest increases going to lowest paid workers

"We have undertaken to give vendors an increase of 20 percent now and a further 11,1 percent in October, bringing the minimum wage to R80 a week, plus commission. We have guaranteed a minimum wage of R100 per week, plus commission, by the end of 1988

"This offer was rejected outright by Mwasa," said Mr Mould

TREVIRA

MS

4 The Arg

OLD STA

KROMB

Mwasa talks with Allied in deadlock

By MOIRA LEVY

THE Media Workers Association of South Africa (Mwasa) is to declare a dispute with the management of Allied Publishing after almost four weeks of wage negotiations resulted in deadlock

Union representatives described the R60 a week paid to newspaper vendors as "a disgrace". They emphasised that vendors were often married men with families to support

Vendors were employed on a permanent basis for the first time last year

"They had always been employed as casuals until then, even if they had worked 20 years or more," union official Mr J

Smith said

Mwasa has demanded wage increases of between 25 and 32%, but management is offering between 15 and 17,5%

The union welcomed the "generous" bonuses paid by the company for extra time worked, but pointed out that they were not protected by the provisions of the Basic Conditions of Employment Act which governed overtime and other benefits

Mwasa has pledged its support for Cosatu's Living Wage Campaign

Mr J A Rayner, Provincial Manager of Allied in the Cape, said the company had no comment "at this stage"

23-28/4/87
SOUTH
139

11/11/87
208/139

PO strike drags on as talks break down

JOHANNESBURG. — Thousands of postal workers are still on strike and no date has been set for the resumption of talks between the Post and Telecommunications Workers' Association (Potwa) and the management, according to a Post Office spokesman.

He said negotiations to resolve the three-week-old strike were suspended yesterday but would continue after Potwa had held a report-back meeting.

Union leaders were not available for comment.

The workers went on strike on April 3 for increased pay and in protest against the sacking of two workers and the detention of two.

Thirty-two post offices, delivery points or engineering depots have been hit by the strike. Sapa.

SMC
2/11/83

Recognition for Mwasa ⁽³⁹⁾

The Media Workers' Association of South Africa (Mwasa) concluded a recognition agreement with Alpak (Pty) Ltd in Wynberg, Sandton yesterday

This was confirmed today by Mwasa's regional chairman, Mr Sam Mabe. He said Mwasa started recognition talks with Alpak in November last year. The agreement was signed at Alpak's offices

Mwasa rejects pay increase as inadequate

CAPE TOWN — The Media Workers' Association of South Africa (Mwasa) has declared a dispute in its pay negotiations with the Allied Publishing Company (APC).

A union spokesman, Mr P. Grobler, said Mwasa rejected Allied's proposed increases for this year.

Allied had offered the lowest paid workers an increase of 17,5 per cent.

He said the union had proposed that vendors, who earned R60 a week, should have their salaries increased to R108 a week.

The Allied managing director, Mr J. C. Mould, said: "Our offer is graded between 15 and 20 per cent — the highest increases going to the lowest paid workers."

"We will give vendors an increase of 20 per cent now and a further 11,1 per cent in October. "We have guaranteed a minimum wage of R100 a week, plus commission, by the end of 1988. — Sapa.

(139) *C/Pres* 26/4/87

Jailing haunts postal strike talks

By STAN MHLONGO

NEGOTIATIONS to solve the month-long strike by the 8 000 Post Office Telecommunications Workers' Association and Post Office management reached a stalemate this week when one of two detained unionists was released

Potwa president Vusi Khumalo told *City Press* that this was the issue that led to the breakdown of talks with management this week

Khumalo said he did not know on what grounds the detained man was still being held

"The decision that one of the unionists should remain in jail is shrouded in mystery. We will decide on a form of action after consulting members at a meeting on Monday," said Khumalo

The two unionists were from Linden and Jeppe Post Offices and were detained a fortnight ago

Potwa said Khumalo is assessing the situation following the new turn of events

More than 32 depots are reported to be functioning "cloppily" following the strike, which Khumalo attributed to the dominant grievance of 'discrimination against our members'

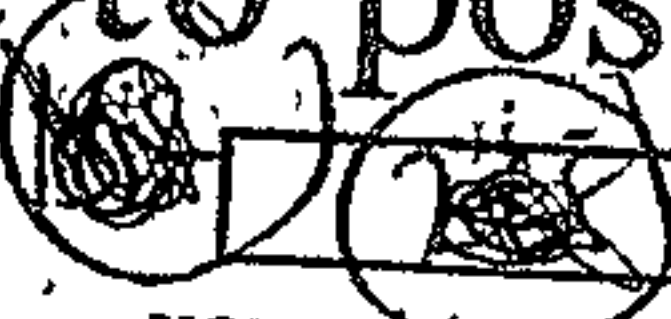
The demand for the release of the two Potwa members has been topping the list of demands made by the union after the strike started

- The other demands are
 - That Post Office management stop being arrogant during negotiations
 - A confiscated video of the strikers recorded by a news agency be returned
 - The scrapping of locally legislated apartheid which denies blacks workers the right to use toilets, phones and canteens designated for whites
 - That there be no police at negotiation venues between Potwa and Post Office management
 - Provision of transport for blacks sent to work outside Johannesburg be on the same basis as provided for other race groups
 - All workers dismissed since November estimated at 50 - be reinstated
 - The scrapping of the quota system, where management hired on racial lines and promoted other racial groups to supervise black workers
- Management recently also took a hard line and insisted on a "no work, no pay" condition for the workers

28/4/77
B/Daw
No end in sight to postal strike (139)

POST OFFICE management was last night waiting to hear the outcome of a meeting of the Post and Telecommunications Workers' Association (Potwa), which has been discussing the future of a strike by about 4 800 workers.

Sapa reports that thousands of black workers, packed into Soweto's Regina Mundi church, yesterday


vowed to press ahead with the strike. They demanded the Post Office continue to pay the salary of a detained worker, who has been jailed for two years for intimidation.

The strike, nearly four weeks old, was precipitated by grievances over alleged racist employment practices.

ALAN FINE

ARGUS 28/4/87

Post Office workers vote to continue talks

The Argus Correspondent

JOHANNESBURG. — About 4 000 members of the Post and Telecommunications Workers Association (Potwa) have resolved to continue negotiations with Post Office authorities to settle their dispute.

Workers emphasised they were prepared to return to work tomorrow if management agreed to their demands for parity in salaries and working conditions.

However, Potwa president Mr Vusi Kumalo warned the Post Office that if it continued with its "verkrampte and unrepentant" attitude, the situation would deteriorate.

"Potwa members have been on "a work stoppage, not a strike" since April 2.

Post Office spokesman Mr Ben Roodman said yesterday the Deputy Postmaster-General (Personnel and Services), Mr Johann de Villiers, had been awaiting a call from Mr Kumalo to confirm a date and venue for the continuation of the talks.

Reef PO
Cape Times 28/4/77
workers

to continue
strike

139

JOHANNESBURG —
More than 3 000 Witwatersrand postal workers yesterday vowed to continue a nearly month-old strike

At a report-back meeting held in the Regina Mundi Catholic Church in Soweto, Post and Telegraph Workers' Association (POTWA) president Mr Vusi Khumalo said the strike would continue till post office management agreed to their demands to increase wages

Almost 9 000 PO workers on the Witwatersrand went on strike demanding increased wages and in sympathy with the SATS workers stoppage

The deputy Postmaster-General (Personnel and Postal Services), Mr Johann de Villiers, emphasized that "PO management's door is open 24 hours a day for continued negotiations".

A PO spokesman, Mr Ben Rootman, said postal services from the Booyens, Brixton, Jeppestown, Kibler Park, Orange Grove and South Hills depots had been brought up to date

Depots at Randburg and Florida still reported a "few days delay" in mail deliveries, he said.

— Sapa

Southern
**Mwasa in
dispute** 139

20/4/87
IT HAS been agreed that the pay dispute between the Media Workers' Association of Southern Africa and Allied Publishing Limited in the Cape, will be referred to mediation in an effort to break the current deadlock, Allied's managing director, Mr J C Mould, announced in Johannesburg yesterday.

Uwusa — power on a shoestring

ALAN FINE

A MILITIA-TYPE, worker-based organisation charged with fighting off Cosatu influences among Zulu workers using whatever methods are deemed necessary or a genuine trade union organisation?

This is the major question asked of the United Workers' Union of SA (Uwusa), launched a year ago at a massive May Day rally at Kings Park, Durban

That the conflict between Uwusa and Cosatu is intense is neither disputed nor surprising. After all, Uwusa has close links with Inkatha and Cosatu with the UDF, and they represent the two most powerful tendencies in black South African politics

Nor would many dispute that Uwusa has made its mark in the past year in Natal, the far-east Rand and the eastern Transvaal

It has, however, hit the headlines less for its traditional trade union activities than for alleged involvement in ugly, often fatal, confrontations with Cosatu affiliates. The best-known cases are at the Hlobane Colliery in Natal, and Jabula Foods and Zincor zinc refinery in Springs

Incidents at these establishments have cost the lives of at least 15 people and injured many more. And in each case Uwusa has been accused of involvement.

Uwusa general secretary Simon Conco does not deny most of the casualties have been Cosatu union members. But he says Uwusa opposes violence and there has been no evidence it was involved in any way

He accuses a number of Cosatu unions — particularly the Food and Allied Workers' Union, National Union of Mineworkers and the Commercial, Catering and Allied Workers' Union — of themselves being responsible for intimidation of his members

Cosatu has also regularly said its members in northern Natal have been intimidat-

ed and harassed by alleged Inkatha vigilante groups

In order to distance themselves from Inkatha, Uwusa leaders, including Conco, have cut their formal links with the organisation and he says he cannot speak for it

Otherwise knowledgeable management labour relations sources say their knowledge of Uwusa activities is extremely limited. Uwusa has tended not to talk much of the extent of its membership and influence. Yesterday, however, Conco gave Business Day a number of details

He says Uwusa has 100 000 signed-up and 60 000 paid-up members, is recognised at about 60 establishments in Natal and 30 in the Transvaal, and has negotiated a number of substantive agreements for members

He says Uwusa has not been involved in any strikes because it has always negotiated satisfactory agreements. In a few cases where members have downed tools Uwusa leaders have intervened and ended the stoppages.

Conco stresses that the strike is Uwusa's most important weapon. But it should not be used indiscriminately, he says

He says that, unlike Cosatu, which tends to target large strategic industries and plants for organisation, Uwusa has been available to assist workers in small ones

This, perhaps, helps to explain the size of Uwusa membership, given the general consensus that the expected mass defection of members of Cosatu affiliates in Natal to Uwusa has not materialised

Conco, a retired businessman and former member of the KwaZulu Legislative Assembly, acknowledges that Uwusa's shopfloor gains against Cosatu are limited. But he

argues that, given the constraints against which it is operating, Uwusa's mere survival is a miracle

The most serious difficulty, he says, has been an inability to get foreign funding for the training of leaders. Foreign funding agencies have refused to assist Uwusa because they see it as divisive

Hence, says Conco, Uwusa finds itself without expertise, and without trained manpower. But, he adds, while it will be a lengthy process, Uwusa is devoting a great deal of its limited resources to that problem

"Cosatu still has a strong presence in Natal, thanks to its long history and the expertise at its disposal. But it is not an efficient force. Despite these advantages it has organised only 8% of SA's labour force, because its message is not an appealing one," says Conco

Since its inception, Uwusa's appeal against Cosatu has been largely based on two planks which contrast sharply with Cosatu policy. It is anti-sanctions and disinvestment, and pro-free enterprise.

One observer, industrial relations consultant Gavin Brown, observes that in many plants — particularly in Natal — Uwusa's influence is out of all proportion to the numbers it has signed up

"A block of about 20% to 30% of the workforce seems to be sufficient for Uwusa to achieve its goal of stopping Cosatu in its tracks," he says

And the fact that Cosatu has ceased fighting Uwusa from public platforms and has, instead, been working at consolidating its membership in vulnerable areas indicates that Cosatu recognises this

It is, without doubt, an ideological and organisational conflict of great consequence for SA's future

Cape Times 1/5/87 (138) (139)

Dispute unresolved

JOHANNESBURG. — The dispute between Post Office labour and management remains unresolved, following formal discussions here this week. More than 5 000 workers, represented by the Posts and Telecommunications Association, have been on strike since April 2.

Vusi Khumalo ... the arrogant and indifferent attitude of the Post Office management must go.

'Arrogant' Post Office has to change

By STAN MHLONGO
THE "arrogance" of the Post Office's management during talks aimed at ending the four-week-old strike has been one of the main reasons for failure to end the strike, says Post Office and Telecommunications Workers' Association (Potwa) president Vusi Khumalo.

"We are ready to oppose any move by management to adopt a no-work, no-pay, attitude for the period we

have been on strike," he says.
The Post Office workers have agreed to start negotiations with management but, warned Khumalo, if management approached the talks with "indifference and arrogance", the talks could collapse.
Khumalo is leader of the 8 000 Potwa workers on strike in more than 32 depots countrywide.
"In 1973, when I was a part-time teacher for matriculants at Gungunyana Ju-

nior Secondary - then called Chawelo High - where I was teaching mathematics and science, the school authorities could not stomach my philosophy of improving a teacher/pupil relationships as one of the requirements in the classroom," said Khumalo.
Joining the trade union movement in 1978, he noticed there was no worker representative in the Post Office.
"There was a notorious system called the Liaison

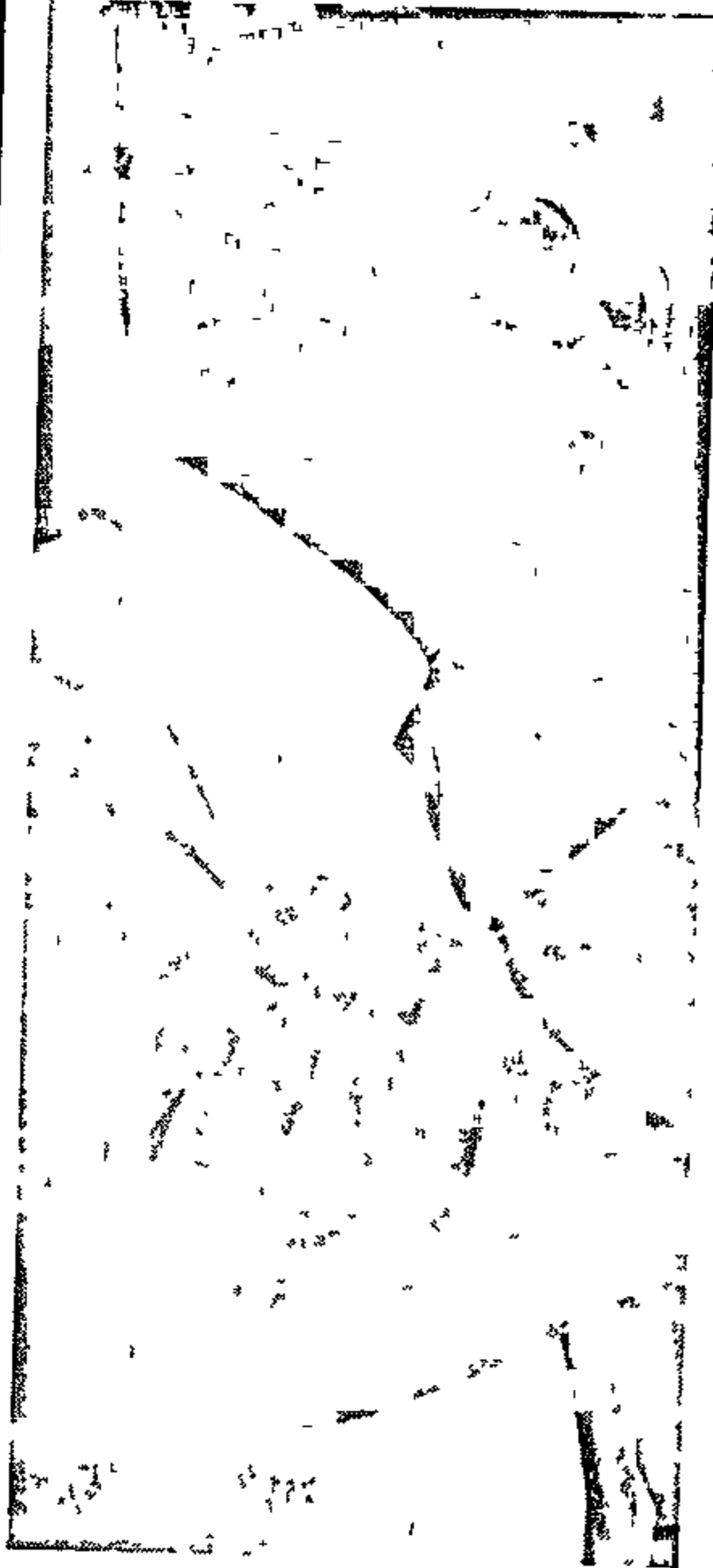
Committee System, whereby five employees and five members of management would form a committee to represent workers.
"But what made the system laughable was that the chairman was always chosen from management, which gave management a majority of one and in the case of a vote being cast to test whether worker grievances should be investigated," said Khumalo.
Today, he is a lecturer at the Post Office College in

Orphurton, Johannesburg.
The Potwa leader is concerned about the position of the semi-skilled worker in the Post Office.
"Workers who are illiterate and faced with the disadvantage of not being in possession of a certificate to prove they have technical skills - even after acquiring these skills after serving the Post Office for years - are under-paid and find themselves open to exploitation."
"You find a person who has served the Post Office for 10 years - which means he has acquired a skills - earning the same as a guy who was employed 10 months ago."

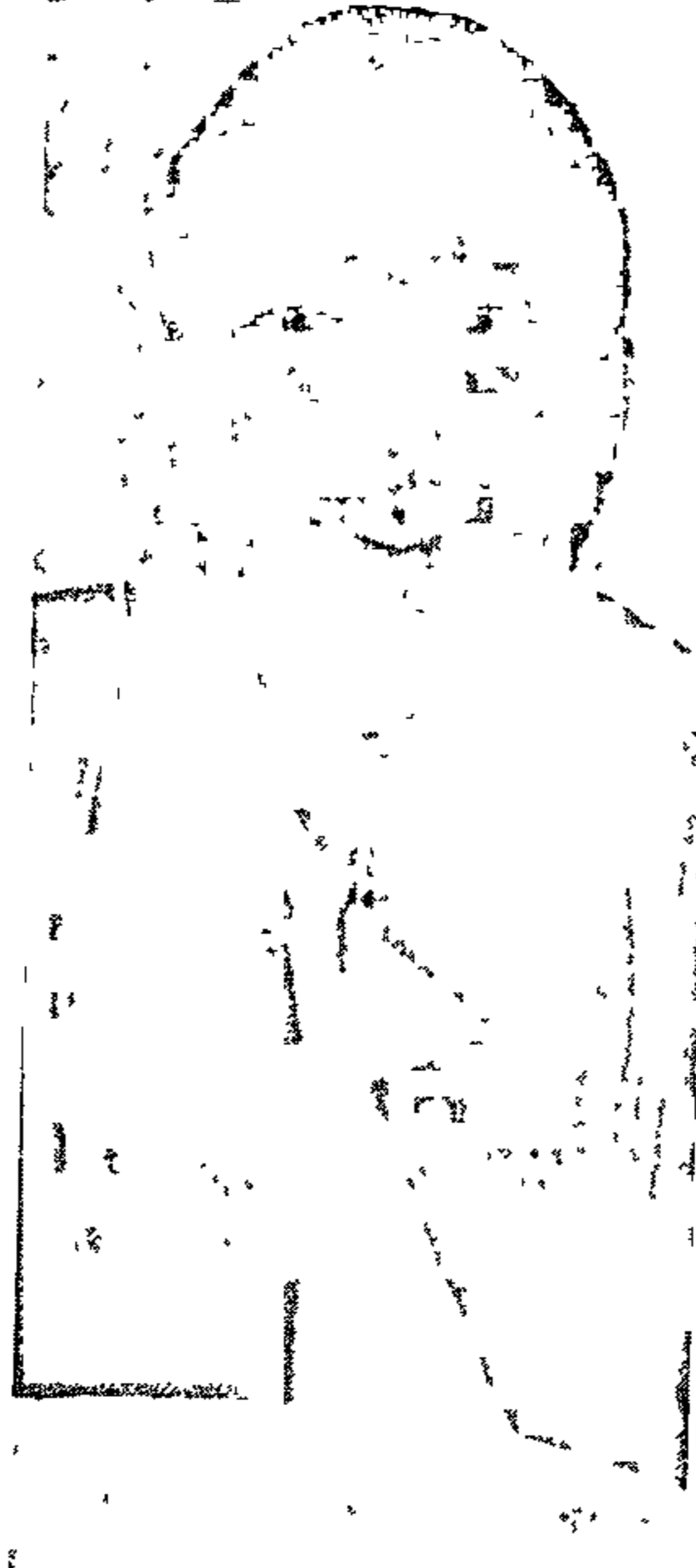
He added "We cannot fight the evils of racism and discrimination by going cap-in-hand to the bosses and begging," he said.
"Management adopts a 'baasskap' mentality.
"They' employ the master-servant attitude when they address us - a condition which is totally unacceptable to us," said Khumalo.
He said the reason blacks working in the Post Office had been underpaid and exploited for so long was that their employers have apparently regarded them as far-dy and unable to think for themselves.
"This attitude will have to change if negotiations are to bring a successful end to the strike," he said



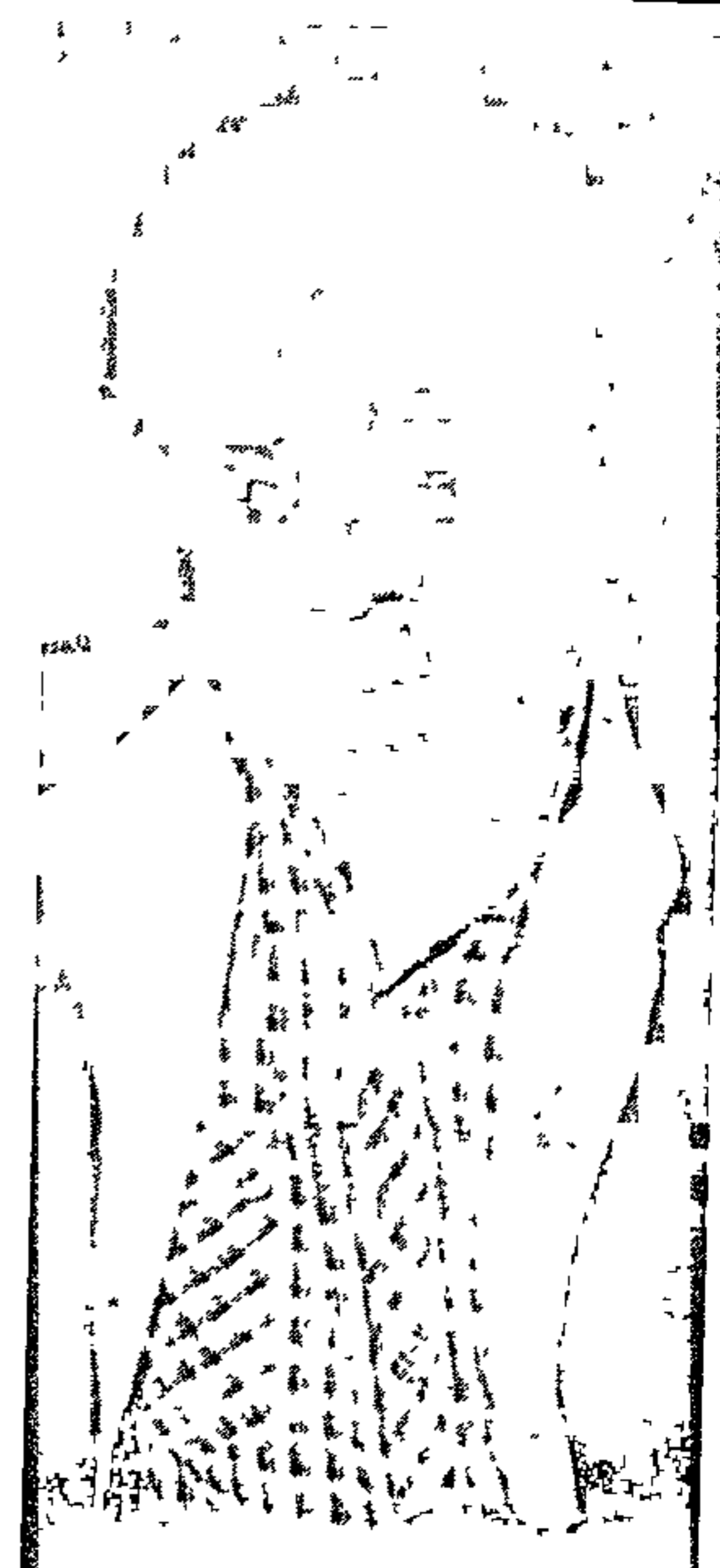
MAY DAY!



Uwusa's Simon Conco



Sydney Mafumadi will be addressing Natal Cosatu supporters.



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

Natal unions plan meetings

By S'BU MNGADI

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

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

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

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

Southern Natal Cosatu general-secretary Thami Mohlomi said because of

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

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

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

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

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

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

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

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

year's.

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

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

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

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

claimed the lives of many people and destroyed much property.

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

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

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



at the house committee.

Post Office strike ends

CNA Times 4/5/77 Own Correspondent

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

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

The Post Office said that after negotiations it had been agreed to end the strike. The statement said all grievances had been resolved to Potwa's satisfaction.

This was confirmed by Mr Vusi Khumalo, the Potwa president, last night.

The workers went on strike on April 2 to demand higher wages, protest at the detention of two colleagues and express sympathy with the SATS workers' dispute.

Post Office workers are expected to return to work today, and it is hoped that disrupted services will be back to normal soon.

A total of 32 post offices, delivery points and engineering facilities were hit by the strike.

Postal strikers due back at work today

b/Dan 4/5/87
Business Day Reporter

139

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

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

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

442

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POST OFFICE management yesterday re-employed 13 workers dismissed during the past six months after an agreement reached at the weekend with the Post and Telecommunications Workers' Association (Potwa).

Potwa president Vusi Khumalo said an agreement to end the month-long strike was reached after management was willing to meet about 21 worker grievances.

Khumalo said management agreed to re-employ the 13 dismissed workers while it reviewed the circumstances surrounding their dismissal. Should they find the workers were unfairly dismissed, they would be reinstated from the time of their dismissal.

He said another worker re-employed yesterday, Zakes Nthembu, had been dismissed three years ago.

Other conditions agreed on by management included:

To provide a post office bus to transport those workers at Power Park and Lenasia to areas where public transport was accessible;

To pay workers for the first 20 days of the strike. The remaining 10 days would be regarded as leave;

PO meets 21 ^{3/Day} grievances ^{5/5/87} ¹³⁹

THELMA TUCH

- To open canteen facilities at all post offices to all races. Khumalo said in certain areas blacks were barred from the canteens;
- To allow access to telephones under urgent circumstances.

A Post Office spokesman said yesterday management had agreed to look into the dismissal of 11 workers, but he would not say whether workers had been re-employed.

He would not comment on the conditions of the agreement because management had agreed with Potwa not to release details of their negotiations.

The spokesman said the eight post offices closed in Soweto during the strike re-opened yesterday. To cope with the backlog, staff from Marshalltown and Jeppe Street post offices had been temporarily transferred to the Soweto post offices.

Divergent outcomes of public service strikes

From ALAN FINE

GMU Tips

6/5/87

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

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

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

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

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

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

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

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

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

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

Another breathtaking aspect of the settlement is that the strikers are to be paid for two-thirds of the period spent on strike. One can only muse over the reasons for this astonishing turn of events, and ask why

The most obvious answer would appear to be that while Sarhwu is an uncomfortably militant "outsider" and affiliate of Cosatu, Potwa operates in terms of the structures laid down by Post Office management.

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

pays to use the internal dispute-resolving structures

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

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

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

'Student scabs' anger Mwasa

ALLIED publishing company workers have been angered by claims that students employed to deliver newspapers during the May Day stayaway were paid R8 an hour.

"For a 16-hour working day the white scab workers earned as much as the normal two weeks pay for news vendors and one week's pay for professional drivers," a spokesperson for the Media Workers' Association of South Africa said

Workers were also angry to hear that the students were given food while on the job, while "permanent employers never get food, even though they work up to 17 hours on Saturdays".

Mwasa accused Allied management of undermining the negotiations currently under way over the annual pay package.

"We also want the Argus and Times Media Services to justify the low wages paid to Allied workers, some with 30 years' service, who earn considerably less than a starting labourer at the Argus"

Mr John Rayner, Provincial manager of Allied Publishing, said he had received a copy of Mwasa's statement but had no comment.

139 772/587 South

Mwasa in dispute over scab labour

Cher Trish & S/B7
Staff Reporter

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[Handwritten initials]

THE Media Workers' Association of South Africa (Mwasa) this week expressed "shock" over the employment of student scab workers on May Day, when Mwasa vendors opted not to work.

In a statement, a Mwasa spokesman said members were shocked to hear on Monday that "white scab workers from the University of Cape Town" were paid the equivalent of two weeks pay for a vendor, and a week's pay for a driver, for one day's work.

Mr J A Rayner, provincial manager for Allied Publishing, said he had no comment to make.

The Mwasa spokesman also said that meals were provided for these replacement workers.

"The thought of giving an allowance for food was never considered for any permanent employee, even those who work up to 17 hours on Saturdays on a permanent basis," the spokesman said.

According to Mwasa representatives, the workers "deplored in the strongest terms the actions of management, as the company has standard rates for casual workers which amount to substantially less than what was paid to scab workers".

A Mwasa spokesman said yesterday the union had requested an urgent meeting on the matter with the joint owners of Allied, but this request had been turned down.

Mwasa and Allied are currently going into mediation over wage talks. The spokesman said the union remained committed to negotiation in good faith.

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Truce mailed

The month-long Post Office strike, which affected more than 32 post offices on the Witwatersrand and Pretoria, ended on Monday as 5 000 strikers returned to work

Unlike the Sats dispute, it seems to have culminated in a "truce," resulting from cool heads on both sides — the employers and employees belonging to the Post Office and Telecommunications Workers' Association (Potwa)

Management did not stick rigidly to the no work, no pay rule in coming to a settlement, a position presumably eased by the fact that Potwa was not seeking recognition as a union

Although the strike was initially reported to be in sympathy with the striking Sats workers, it later seemed to be dominated by shop-floor issues which lacked focus

Potwa president Vusi Khumalo says the strike was initiated to ensure internal transport for employees at the Power Park depot. But broader, political demands such as "parity in pay and working conditions" and the "dismantling of apartheid" later emerged. As the strike progressed, however, specific, shop-floor issues came to the fore

A joint statement by the Post Office and Potwa says "all grievances have been successfully solved to the satisfaction of Potwa". The Post Office hopes disrupted services will be back to normal soon. Management, however, declined to elaborate on the outcome of

negotiations, saying there was a "truce" between the two parties which it would not break

□ According to Khumalo, however Management has agreed to pay a worker who was imprisoned for two years his full salary for that period,

□ Transport has been arranged for the workers at Power Park,
□ 11 workers who were dismissed will be re-employed while their cases are being investigated,

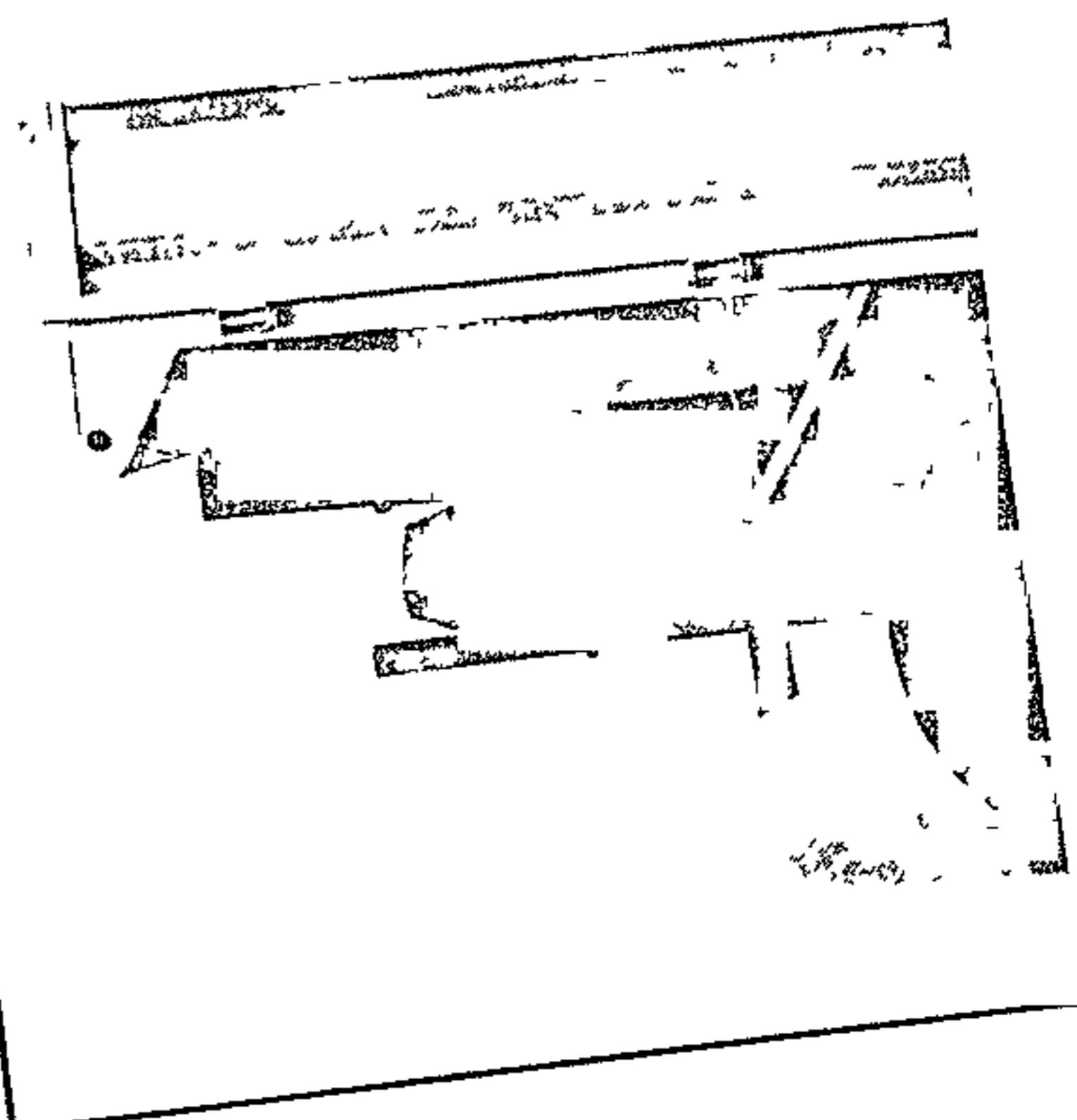
□ All strikers will be paid their full salaries from April 1 to April 20. The remaining days of April will be subtracted from the workers' leave, and

□ The problem of "local apartheid" was solved by addressing several practical problems such as access to canteen facilities and telephones for all workers

Perhaps the real significance of the strike is that it occurred in an essential service (where strikes are prohibited by law), and has brought Potwa a step closer to being acknowledged as a trade union, rather than an in-house staff association. Although Khumalo admits this to be a "thorny" obstacle, he says "unjust rules must be challenged and tested"

Potwa will meet in October to discuss its affiliation and registration as a trade union. The question then, as in the Sats strike, will turn on whether it will be recognised as such by the Post Office

Camite



Stage set for 'talks about talks' on black unions

By DAVID JACKSON

PUBLIC sector recognition of black trade union bargaining rights could be a step nearer following this week's peaceful settlement of the month-old Post Office strike, say unionists

It took two major strikes — one peaking in bloody confrontation and the other settled secretly in closed-door talks — to point the way ahead

The stage is now set — tentatively — for "talks about talks"

And union sources are hopeful the new attitudes will be the first step in a rocky road to win public sector workers the right to join unions of their own choice across the board

Some 5,000 Post Office workers returned to work last week after a strike which affected more than 32 post offices in Johannesburg and Pretoria

The settlement terms were not officially divulged. But the peace formula was in stark contrast to the hard line taken by the South African Transport workers' strike

Some 16,000 Sats workers were dismissed and a number of blacks shot dead in confrontations with police. Potwa — the Post Office and Telecommunications

Workers' Association — has secured a deal for its members which has catapulted it from a relatively obscure union, working within Post Office management structures, into a movement with genuine credibility among black unionists.

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Grievances

Potwa's president, Mr Vusi Khumalo, said the organisation now intended entering into talks on official recognition for the union

The grievances which sparked the postal strike had a familiar ring. Postal workers complained of "arrogant attitudes" among white supervisors, the wearing of guns by white employees on duty in townships (they saw this as provocative), poor transport facilities for workers returning home, "union bashing" attitudes and peripheral irritants, such as an alleged ban on the wearing of union T-shirts

The postal workers also demanded the release of two workers allegedly detained by security police

But, unlike the Sats strike, there were no demands from management that workers return to work as a precondition for negotiations

Significant

Said one labour expert: "Some sort of arena needs to be set up involving recognition of the unions, certain minimum rights and obligations, and all the other things that people have complained about and which were put on the table for discussion"

As the editor of the SA Labour Bulletin, Mr John Lewis, observed: "There has been quite a significant change in attitudes in terms of management's immediate responses, even if they don't seem any more happy about recognising unions which are independent and based outside the service"

"In the case of Sats, the basic issues were the very nature of Sats as a sort of protective white employment agency and the dismantling of that"

As for the Post Office, dealing between postal executives and black trade union barons in smoke-filled chambers may be light years away.

Disclosures

Reacting to disclosures attributed to Potwa's Mr Khumalo about the agreement reached to end the strike, a Post Office management

spokesman said: "There have been several misrepresentations of facts and even ludicrous claims for which Potwa will, in the end, have to answer for to its members"

"The Post Office and Potwa agreed not to disclose particulars of the agreements reached and the Post Office intends honouring this undertaking, despite the fact that Mr Khumalo seemingly chose not to do so"

"No organisation can function without proper discipline. Any inference that the Post Office intends departing from its disciplinary policy would be incorrect"

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Textile union
wins seat on
COTTON COUNCIL

Labour Reporter

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

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

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

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

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

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

trophy. CAP 6 Times 12/5/87

Interdict for NUM

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

GWU case postponed

Opp to Times 13/5/87

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

UWUSA ALLIANCE

intimidation, against NUM

of campaign of
City Press 17/5/87
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By S'BU MNGADI

THE United Workers' Union of South Africa was accused in the Maritzburg Supreme Court this week of conducting a year-long "campaign of threats and intimidation" at the Vryheid Colliery, culminating in the slaying of NUM official John Ntshangase last week

This surfaced when NUM was granted an urgent interim interdict restraining Uwusa, and certain of its members, from assaulting, intimidating or interfering with NUM members and officials in their legitimate trade union activities

The interdict is effective immediately, pending the final outcome of the application

Uwusa is opposing the application and has denied all the allegations of unlawful

conduct made in affidavits before the court

The application comes in the wake of the killing of Ntshangase, allegedly by Uwusa members led by an Uwusa official, at the Vryheid Colliery on May 5

NUM official Phumlani Mdletshe alleged that, between April and June last year, and from February this year up to the present, the respondents had repeatedly threatened NUM members and officials with violence, particularly at the Vryheid Colliery

NUM Coronation Mine branch chairman Harrison Nxitywa said in June last year a branch of Uwusa was formed at the mine and Uwusa officials and members at the mine began to direct threats of violence and intimidation at NUM

This month 12 NUM members were killed at the Vryheid Colliery when they clashed with Uwusa members who were allegedly backed by two bus loads of "outside impis".

On May 5, Nxitywa described how, following a dispute over the use of an office at the colliery, he saw Ntombela, Mhlungu and Zulu enter the office where Ntshangase was typing. There were eight other people in the office.

He said he saw Ntombela pull out a weapon from inside his jacket.

"Ntombela then struck at Ntshangase's head with the weapon. He continued to do so and Ntshangase attempted to dodge the blows. I saw several of these blows land on Ntshangase's head and upper body," he said.

Nxitywa said at a later stage he saw another employee named Magedasi strike Ntshangase on the head with a stick.

After the incident Ntshangase was taken to the hospital where he died.

Nxitywa said Mhlungu and Zulu were positively identified as having participated in the assault at a disciplinary hearing and were dismissed.

"Zulu reacted by saying his discharge would not bring peace to the mine, and the management would now see a war on the mine that would be worse than anything they had seen before. He said Uwusa members would be very unhappy about the dismissal of their leaders," said Nxitywa.

Nxitywa said he and others understood this and other remarks to be a threat of further violent attacks on NUM members and officials.

The return date for the hearing is July 3.

Capt Tom's 8/5/02
Miners
139
preparing
to strike

Own Correspondent

JOHANNESBURG. — The Council of Mining Unions (CMU) is preparing itself to call the 26 000 white workers of its member unions out on strike but is keeping the date a secret.

The secretary of the union, Mr Tom Neethling, said yesterday a deadlock had been reached in negotiations with the Chamber of Mines.

While the union was open to talks, "all the signs are that no agreement can be reached," Mr Neethling said, adding that the union was keeping the date of the strike "a surprise".

However, he said, it was not the intention of the union to wait until the executive meeting on May 27 as the executive had already given the go-ahead for the strike.

Disagreement exists over wages, leave demands and fringe benefits.

In a ballot earlier this month member unions voted to strike.

Cape Town
19/5/87

Press
freedom
day call.

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Staff Reporter

THE South African Students' Press Union (Saspu) has called for today, May 19, to be established as an annual Press Freedom Day

The call was endorsed by the Southern African Society of Journalists at its annual congress in Durban at the weekend

Saspu said it believed that current restrictions on the flow of information were encouraging the polarization of South African society

South Africa was gripped by a political crisis, the peaceful solution to which was Saspu's goal

□ At its congress, the SASJ resolved to affiliate itself as a corporate member of the Anti-Censorship Action Group.

□ Saspu will be observing the day at a lunch time meeting to be held today in the Jameson Hall at UCT. Speakers are Mr Rashied Seria, editor of South, and Mr Tony Weaver, Western Cape vice-president of the SASJ

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Prince linked in court to slaying of mine unionist

A KWAZULU prince and two other officials of the United Workers Union of South Africa (Uwusa) have been linked to the brutal killing of a National Union of Mineworkers (NUM) organiser in Vryheid last week.

According to affidavits in the Natal Supreme Court, Victor Zulu, Zephania Ntombela and P Mhlungu assaulted Bhekuyise Ntshangase with a variety of weapons last Tuesday at the Vryheid Coronation Colliery. Ntshangase later died from injuries. In a separate interview Uwusa legal advisor Gordon Radebe said the killing possibly resulted from the NUM refusal to vacate an office which they had to share with Uwusa on an alternate basis.

On Monday the court granted an interim order restraining Uwusa, its officials and members from unlawfully assaulting, threatening violence, intimidating or interfering with members of the NUM as well as unlawfully interfering with NUM's trade union activities.

Uwusa was also ordered to read out the court order to its officials and members at the colliery.

Uwusa has denied all allegations of unlawful conduct and has indicated that it would be opposing the interim order on July 3 when argument will be heard on whether the order should be finalised.

The NUM submitted that there was an arrangement whereby the three unions operating at the mines (NUM, Uwusa and the Black Allied Mining and Tunnels Union) used the offices on different days of the week.

As Uwusa had used the office only twice in six months, a new arrangement was entered into with management in March.

By SEFAKO NYAKA

The agreement was the NUM could use the office on days the other unions did not, provided the office was booked in advance. This, the NUM claims, was done.

However, on the morning of May 5 Uwusa demanded the use of the offices.

The Uwusa men were offered an alternative office but they turned it down.

Ntombela, accompanied by Zulu and Mhlungu entered the room and ordered the NUM members to leave the office.

After Ntombela struck Ntshangase on the head Zulu and Mhlungu joined

in the assault

Some people in the room escaped through the door and window.

NUM member Xola Myoli said he attempted to climb through the window but was unable to.

Myoli watched as the three men assaulted Ntshangase as he staggered towards the door.

Ntshangase managed to move into the passage while blows were rained on him.

Another NUM member Clifford Ramafole, said he fled when the three men came into the room.

"As I entered the passage leading out of the office, I noticed there where a number of people blocking the way

"I managed to push my way through and, while doing so, was struck twice on the head by a hard object. I then ran to the No1 hostel."

Harrison Nxiytwa head clerk and NUM Coronation branch chairman described how the three men struck Ntshangase as he emerged from the doorway at the end of the passage.

Ntshangase was bleeding and staggered to the hostel manager's office from where he was taken to the Industrial Relations Office.

The group of about 10 men then chanted Uwusa slogans.

Personnel manager Mr P Adlam joined the group and appeared to talk to them. At the same time another NUM organiser, Phumlani Mdletshe, arrived and Ntombela urged the men to kill him. Nobody responded.

Last Friday a disciplinary inquiry found that Mhlungu and Zulu had been positively identified as having participated in the assault.

They were dismissed whereupon Zulu said his dismissal would lead to a war situation.

By late Wednesday afternoon mine management and KwaZulu Legislative members were locked in discussion over the dismissal of the Uwusa members.

Severe pressure had been exerted on Zulu-speaking employees at Hlobane and Coronation mines to join Uwusa, according to NUM members.

On June 6, 1986, Mdletshe went to Hlobane Colliery to persuade striking workers to return to work.

During the day busloads of Zulu-speaking men from KwaZulu were bused to the mine.

Eleven NUM members were killed that day. Some of the attackers were identified as Uwusa members.

In March Andries Mbata, an acting section hostel manager and active Uwusa member, went to Abion Mavis's home and threatened to kill him.

On April 9, after an Uwusa meeting at the mine, a group of men marched to the married quarters chanting anti-NUM slogans.

A week later NUM member Alfred Mthethwa was threatened by an Uwusa follower.

In July last year the Legal Resources Centre in Durban sent a letter to Uwusa asking them to restrain their members from issuing death threats to NUM shaft steward Dolly Myeni.

Radebe claimed he had never heard of allegations of assaults by Uwusa members on Cosatu affiliates.

22/5/87

CITY/NATIONAL

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Railwaymen wait for hint on labour deal

By DICK USHER
Labour Reporter

THOUSANDS of railway workers are waiting for an announcement by the Minister of Transport, Mr Eli Louw, on the Wiehahn report about labour relations in South African Transport Services (Sats).

They are hoping some indications will be provided in next week's transport budget debate

Professor Nic Wiehahn, who headed the commission which resulted in major reforms to labour legislation, was appointed last year to investigate and report on wage bargaining and the industrial conciliation machinery in Sats. His report has been studied by all the Sats trade unions and their comments and recommendations have been sent to management

Although the report is still a secret, it is known that it recommends a completely new concept of machinery — a labour council to function along the lines of an industrial council for negotiations and settling disputes

Unionists said this week that Professor Wiehahn's report recommended that unions and management should have equal representation on the council, with a chairman from outside the system who would not have a vote

Any decision taken in council would be binding on the Minister

If disputes were deadlocked in the council they would automatically go to arbitration which would be binding on the Minister

At present, disputes can go to arbitration, but the unions have to show that the majority of their members are dissatisfied

The report did not recommend Sats workers be given the right to strike as it was an essential service

● There is dissatisfaction with the 12,5 percent public service pay increases. Mr Louw met the Federal Consultative Council of Sats Staff Associations for wage discussions this week. The council will meet in Johannesburg for further talks next week

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Uwusa 23/5/87 (139)

Uwusa head retires

ULUNDI. — The secretary-general of Inkatha's United Workers' Union of South Africa (Uwusa), Mr Simon Conco, has retired "on medical advice". Uwusa president Mr S Magagula said it had been "cause for wonder" that Mr Conco — a diabetic — had survived the demands of his position since the launch of Uwusa a year ago.

Bury-the-hatchet appeal to Cosatu

The Argus Correspondent

DURBAN — The Inkatha-linked United Workers' Union of SA (Uwusa) says it wants to bury the hatchet on "shop floor issues" with its arch-rival, the UDF-affiliated Congress of South African Trade Unions (Cosatu)

The general secretary of Uwusa, Mr G Hadebe, said today that there had been several bitter clashes between the two ideologically opposed unions, and he was appealing to Cosatu in the "name of worker unity" to bury their

differences

Most of the clashes, in which several people have died, were on the East Rand and Natal

Mr Hadebe said "This is not a plea, as we are in a position of strength. Rather it is a sincere appeal to Cosatu that we stop this violence. We should not fight each other but concentrate on shop floor issues"

He said the two organisations could not agree on issues such as sanctions and disinvestment — of which Cosatu is an ardent propo-

nent — but that these should not be allowed to influence the "workers' struggle"

He blamed clashes between the two organisations on Cosatu's concern that many of their members were joining Uwusa — which had 132 000 members. Also, he said, the "intimidation" of workers during the Sats strike had upset many people

Mr Jay Naidoo, secretary of Cosatu which has a paid-up membership of 750 000 workers, could not be contacted for comment

THE Inkatha-linked United Workers' Union of SA (UWUSA) said yesterday it wanted to make peace with the rival Congress of SA Trade Unions (Cosatu).

Union chief wants peace

B/Day 26/9/87

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PATRICK BULGER

Members of the two groups have been involved in a number of fatal clashes, particularly on the East Rand and on mines in Natal.

Incoming general-secretary of UWUSA, G S T Hadebe, told Business Day yesterday he wanted to minimise conflict between the two bodies.

Hadebe, a former assistant magistrate and KwaZulu Legislative Assembly MP, took over as general-secretary when Simon Conco resigned at the weekend for health reasons.

Hadebe said he wanted UWUSA to steer away from confrontation. "Workers should not be wasting

time fighting each other. I will be trying to promote unity between the unions," he said.

Hadebe said, however, that peace talks would not remove the fundamental difference between the two groupings: UWUSA's anti-sanctions and Cosatu's pro-sanctions stance.

On Conco's resignation, Hadebe said he had had diabetes for some time and that he had resigned on his doctor's advice.

He would continue to advise the union on a consultative basis.

Cosatu officials were not available for comment yesterday.

Capl. Treis 20587
'Release all
journalists'

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JOHANNESBURG. A petition drawn up by the freelance chapel of the Southern African Society of Journalists is to be sent to the State President, Mr P W Botha, on the anniversary of the declaration of the current state of emergency on June 12.

The petition says: "We the undersigned, believing that a free press is essential for the maintenance of a free and just society, hereby call upon the SA government to unconditionally release all journalists currently in detention."

Several journalists, among them New Nation editor Mr Zwelakhe Sisulu, are known to be held without trial. — Sapa

Cape Times 30/5/87

Mwasa settles wage dispute with Allied

THE Media Workers' Association of South Africa's Cape Town branch has opted to settle its wage dispute with Allied Publishing Limited, Allied's managing director, Mr J C Mould, said yesterday.

He said settlement was finally reached this week after earlier attempts at mediation failed.

In spite of numerous attempts, Mwasa spokesmen could not be reached for comment last night.

A dispute was declared between Mwasa and Allied on May 12 after four weeks of wage negotiations.

Mwasa initially demanded a 25% across-the-board increase and rejected Allied's offer of an increase of R32 a week for street vendors — which would have taken their wages from R60 to R92 a week with a further increase of R8 a week from October 1 this year.

Allied employees in Cape Town have accepted the package which also includes a reduction in working hours from 46 to 44 hours a week; and a minimum wage of R110 a week for workers other than newspaper vendors, said Mr Mould, adding that the new agreement was backdated to the beginning of April.

'Bury the hatchet' - Uwusa

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By S'BU MNGADI

KWAZULU businessman and Inkatha-backed United Workers' Union of South Africa general-secretary Simon Concho this week stepped down from the union's hot seat, and his successor appealed to their arch-rival - the Congress of South African Trade Unions - to bury the hatchet

An Uwusa spokesman, S Magagula, said it was a wonder that Concho - who has health problems - had survived the demands of his position since the launch of Uwusa a year ago

He said Concho, a former KwaZulu Legislative Assembly chief whip, was deeply involved in all aspects of the organisation and was instrumental in the establishment and staffing of 10 regional offices in Natal and Transvaal

Magagula said Concho had gone through some very trying times "when the established radical unions started terrorising Uwusa members and would-be members with violence"

Magagula disclosed that Uwusa had achieved 100 recognition agreements, 250 access agreements and a paid-up membership of 100 000 in 12 months, but alleged it had experienced intimidation in Springs, the East Rand, Northern Natal, Durban and Marburg

He added that Concho would provide services to Uwusa on a consultative basis

Former KwaZulu MP and Inkatha central committee member GFT Radebe was appointed as acting general-secretary of the union

Radebe admitted that there had been bitter clashes between his union and Cosatu and appealed to Cosatu, "in the name of workers unity", to bury their differences on shop floor issues

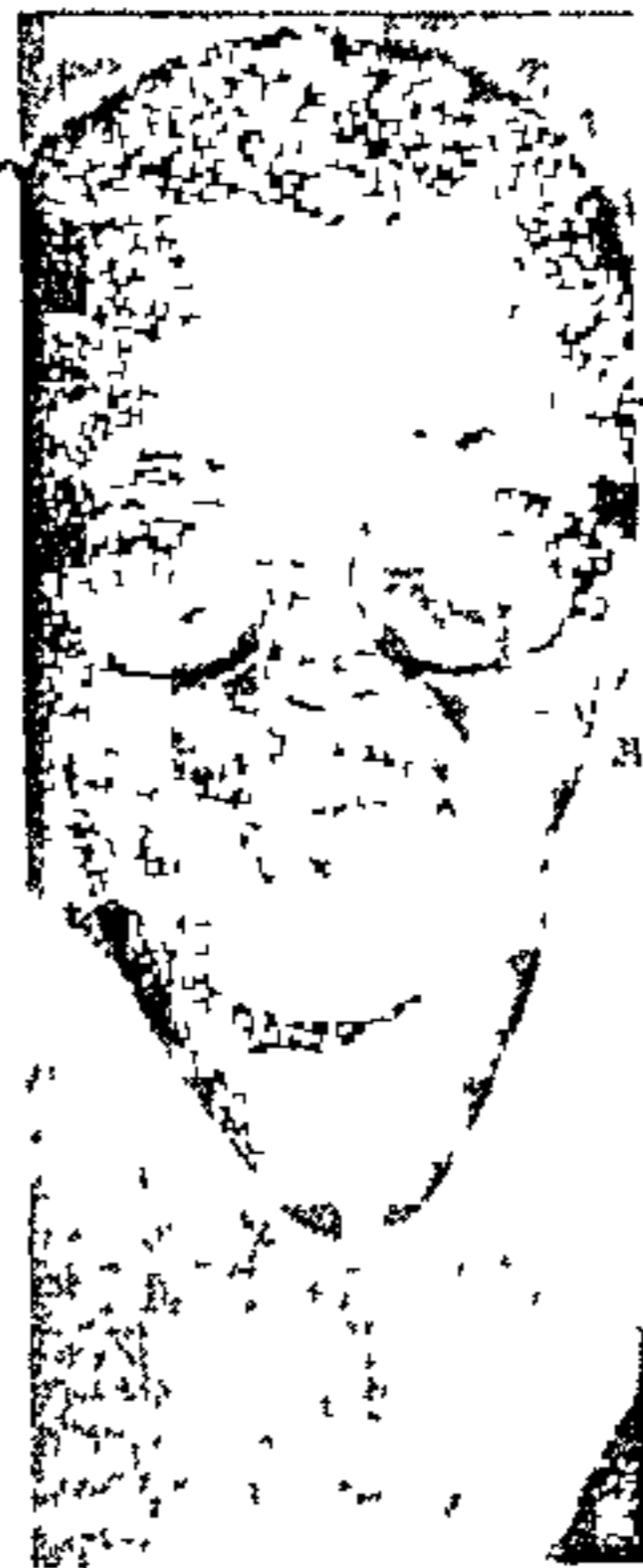
Most clashes have taken place on the East Rand and in Natal and there have been several fatalities

Radebe said "This is not a plea, as we are in a position of strength. Rather it is a sincere appeal to Cosatu that we stop this violence in the name of trade unionism. The workers are disadvantaged enough as it is"

Radebe said that the two unions could not reconcile basic ideological differences, such as the sanctions and disinvestment issues of which Cosatu was an ardent proponent but this should not be allowed to influence the "workers' struggle"

He claimed recent clashes between the two organisations were basically caused by Cosatu's concern that many of its members were joining Uwusa

Uwusa officials and members, including a Zulu royal prince, were recently interdicted in the Maritzburg Supreme Court by the National Union of Mineworkers against intimidating, threatening and interfering with NUM, following the gruesome murder of a NUM official in the Hlobane Colliery office, allegedly by the respondents



Simon Concho

Early celebrat

KWANDEBELE will celebrate its independence on December 11, the Chief Minister Majozi Mahlangu, told a Press conference at KwaMahlangu on Wednesday, but added that South Africa had not yet granted the region independence

"The KwaNdebele Legislative Assembly is discussing the issue right now, the next to the newly built independence stadium

The assembly decided this month to opt for independence, backdated to December 11 last year, but a South African government spokesman said later that it

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No police

By DERRICK LUTHAYI

A PASSIONATE plea has been made by Alexandra High School pupils to members of the security forces not to come near the vicinity of the mass funeral of nine of their colleagues to be held at Alexandra on Saturday morning

According to a school spokesman they have fears that a police presence could result in confrontation between the security forces and the mourners

The plea follows last Tuesday's incident at the school when security police in a kombi took photographs of pupils

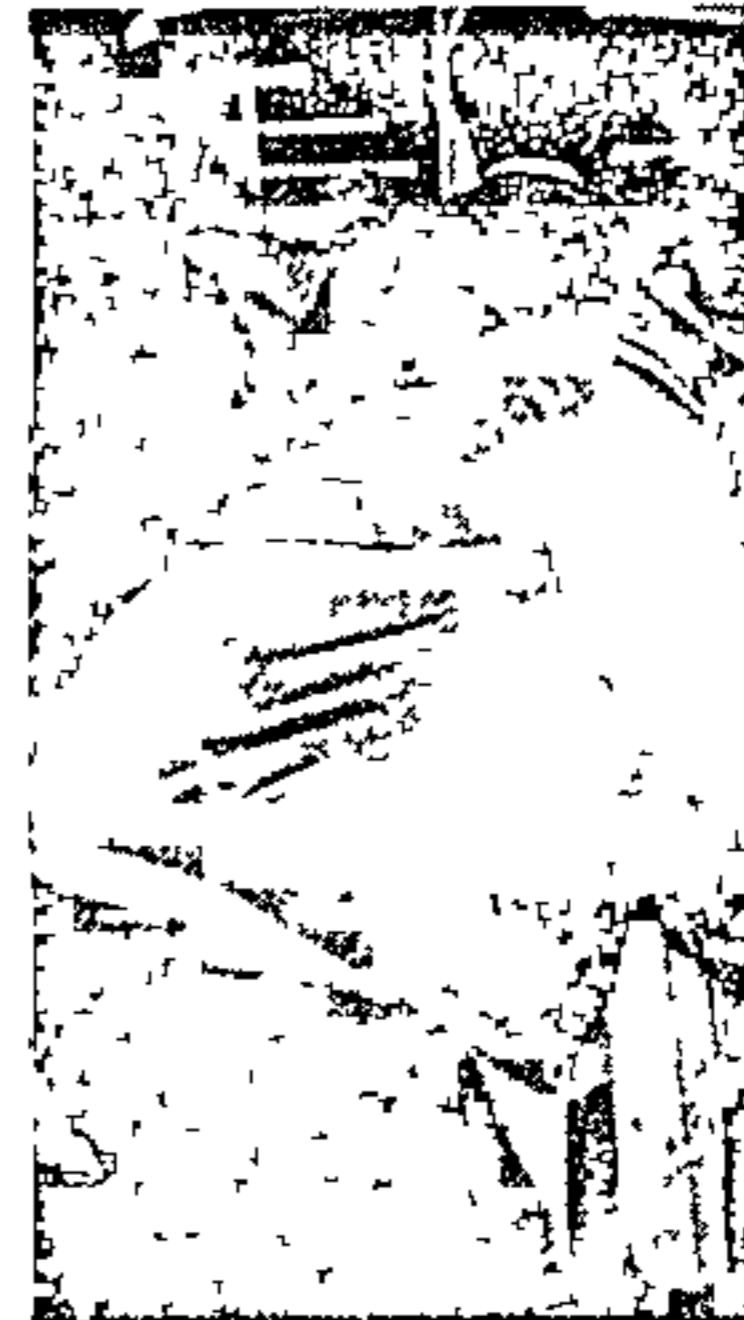
Quick action by DET assistant director S Shamase averted what could have ended up in a nasty situation

Shamase was called out of a meeting and spoke to the police who drove in a beige kombi displaying two separate registration numbers

Shamase told *Citi Press* that he had approached the police because "their services were not needed near the school"

Meanwhile George Mokone of Pretoria the driver of the bus which plunged into a cliff at Kowyns Pass last Friday, killing 14 children and injuring 77 appeared in the Crisiskop Magistrates' Court on Monday on charges of manslaughter

Mokone who suffered minor injuries was not asked to plead



Flashback of an injured disaster scene.

The case has been remanded to June 8 and he is out on R300 bail

Three of the dead pupils Lorraine Mdluli of 17 13th Avenue Shadrack Mogamedji of 14 9th Avenue and Octavia Ngubeni of 707 Koek Mansions Hillbrow will be buried separately from their colleagues

Ngubeni will be buried from 47 Central Western Libvu on Sunday while Mdluli and Mogamedji will be buried next weekend at Zeerust and Sauspoort

The funeral of the nine pupils will be held at the

APG us 3/6/87
Postal workers 'will seek umbrella body'

Parliamentary Staff (139) (139) (139)

POST OFFICE workers will probably follow the trend in which trade unions and staff associations affiliate to trade union federations, according to the Progressive Federal Party spokesman for posts and telecommunications, Mr Pierre Cronje.

Mr Cronje challenged Mr Stoffel Botha, Minister of Posts and Telecommunications, to disclose his attitude to the possibility of postal workers affiliating to a body like the Congress of South African Trade Unions.

The challenge came during the second reading debate in the House of Assembly yesterday on the Post Office budget. Mr Botha is due to reply later this week.

Mr Cronje said an association of black postal workers had been formed only 18 months ago and it would "not be excluded from the tendency among trade unions and staff associations to affiliate to an umbrella organisation".

He added: "I want to hear the Minister's view on his intentions when, and not if, the staff association seeks affiliation with, for example, Cosatu."

Union chief ousted

ONE year after its launch the Inkatha-backed United Workers Union of South Africa (Uwusa) has replaced its general secretary, Simon Conco

GST Hadebe, the union's new chief and former member of the KwaZulu Legislative Assembly, said Conco had resigned because he was suffering from diabetes

He denied reports that Uwusa was struggling to get worker support for its pro-investment stance

While denying Uwusa faced any serious problems, Hadebe acknowledged its membership had dropped drastically in recent months

He attributed this to "intimidation" from Cosatu members rather than unpopular policies or lack of organisational skills — Agenda Press Services

139
South 4-9/6/67

Rail union seeks support

A SARHWU organiser has spent two weeks in Cape Town on the last leg of a country-wide tour to secure the backing of trade unions and progressive organisations for the ongoing railway workers strike in the Transvaal

He told SOUTH that discussions had been held with UDF affiliates and that the SARHWU offices in Cape Town would co-ordinate any kind of assistance from the community

He said a number of SATS workers have been detained and workers faced eviction as the strike continued

South 4-9/6/67

'More join' umbrella body

THE National Council of Trade Unions (Nactu), representing a merger of the Council of Unions of South Africa (Cusa) and the Azanian Confederations of Trade Unions (Azactu) has claimed that two new unions have joined the black consciousness umbrella body since the merger last October

The National Union of Furniture Workers and the Electrical and Allied Trades Union Workers of South Africa have affiliated to the union body that claims a signed up membership of 500 000

South 4-9/6/67

11610



LABOUR BRIEFS

Seven unions evicted from EL offices *South*

SEVEN trade unions in East London affiliated to Cosatu will take legal action contesting the legality of their eviction from their offices in the city

The unions were served with notices on May 26 to vacate the offices in Fleetwell House in East London by June 20

The notice, served by a firm of attorneys acting for the owners, Fleetwell Company, said "Our clients have been compelled to take this step because of the recurring fires in the building, as a result whereof the property is no longer insurable and our clients face a considerable risk in the event of a conflagration"

Last year the offices were destroyed by fire. This year, during the Cosatu protest against the whites-only elections, fire broke out in the building damaging the offices of the union and the South African College for Higher Education (Sached) offices

A spokesperson for Cosatu in East London said. "The notice given by the owners clearly show their stand that they do not care even if the workers could not operate from the offices. This is unwarranted and clearly shows collaboration of the ruling forces"

— Elnews.

Anglo workers 'still waiting'

By MOIRA LEVY *South*

FARMWORKERS at Anglo American Groot Drakenstein farms, who have joined the Food and Allied Workers Union (FAWU), have been waiting more than two months to hear if management has agreed to recognise their union

And they are starting to get worried about the delay

A union organiser said management at Anglo American farms was counting the number of signed-up FAWU members at the Groot Drakenstein farms as a prelude to possible recognition

Talks between management and the union began more than two months ago where workers put forward their

demands a 40-hour working week, a shed where workers can eat their lunch on rainy days, a basic wage of between R80 and R90 a week, fair advance warning of disciplinary action, overtime pay when workers have to be on standby during weekends, improved relations between foremen and labourers, May Day as a public holiday, holiday pay in separate envelopes, ten days sick leave, holiday bonuses for 10 days a year, pensioners who have been employed at the farms to be allowed to keep their homes

A spokesperson for Anglo American said the company was involved in negotiations with the union and had "no comment at this stage"

Union member can't resign

A SOUTH African Transport Services (Sats) worker has claimed that despite his efforts to resign from the in-house Black Trade Union (Blatu) his resignation forms are returned to him over and over again

Mr M Mrawusi said in a letter to SOUTH that he and his colleagues have repeatedly tried to resign to join SARHWU, but "each time we send in our resignation forms, Blatu sends them back"

He said workers employed by Sats have no choice but to join the company union. Most workers sign membership forms because they "think its all got to do with employment. You only realise that you have become a member of Blatu when you see the 50c deducted from your pay every month"

Mrawusi challenged the union and Sats to hold a secret ballot to determine the extent of worker support

Inkatha 'undermines' Cosatu

TWO academics from Natal have argued in a paper presented to a recent conference at the University of the Witwatersrand that Inkatha is trying to boost its campaign to undermine the Congress of South African Trade Unions (Cosatu) by organising farmworkers in rural Natal

Gerry Mare and Georgina Hamilton write in the paper that one of the aims of the Ngotshe Corporation agreement, signed by Inkatha's Uwusa and white farmers in northern Natal last August, was to undermine Cosatu's plans for a union of farmworkers

The press hailed the agreement to negotiate issues like intergroup relations, security and labour relations as being in the same co-operative spirit as the KwaZulu indaba.

But the researchers quote Inkatha Secretary General Oscar Dhlomo as saying that the Ngotshe agreement would obviate the need for unions in the area and that "if a union did move in he would rather it be Uwusa"

Mare and Hamilton say Inkatha stands to gain in the short term from the chance to recruit "the notoriously inaccessible African population on white farms" — Agenda Press Services

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THE United Worker's Union of South Africa this week replaced its general secretary, Simon Conco, amidst reports that one year after its launch the Inkatha-backed union is having trouble mobilising workers behind the principles of free enterprise and anti-disinvestment.

The union's new chief, GST Hadebe, former assistant magistrate and member of the KwaZulu legislative assembly, said Conco resigned for health reasons. Conco has been suffering from diabetes.

A sign that Uwusa is going through a rough patch is the weakness of the only established unions that gave the Inkatha union support at its launch. But Hadebe denies his union is in trouble.

The National Union of Sugar Refining and Manufacturing Employees Union was formally linked to Uwusa but split after allegations that its leader, Selby Ntsibande, stole funds and bought a luxury new Daimler.

Co-operation between Uwusa and the tiny Black Allied Workers' Union has apparently degenerated as press reports mentioned clashes between Bawu organisers and Uwusa members at the KwaZulu Bus Company in February this year.

The only other union to have open-

One wobbly year later, Uwusa's Conco bows out

By EDDIE KOCH

ly given support to Uwusa is the National Union of Brick and Allied Workers' Union.

Hadebe claims Uwusa has a membership of 100 000 and 100 recognition agreements. Uwusa still had the support of both factions of the sugar union and the brick union had more than 40 000 members around the country, he said.

However, he acknowledges that the union had been through some "trying times" in which its membership began to "plummet", but said the reason was harassment by Cosatu members who "intimidated" workers into leaving Uwusa.

Statistical evidence, however, throws doubt on this claim. An academic monitoring inter-union rivalry,

who declined to be named, said he was not aware of any deaths in fights between rival unionists before Uwusa appeared on the scene.

Hadebe rejected this as evidence of Uwusa involvement in violence.

Recent clashes at Hlobane and Coronation collieries in Natal and Zincor and Jabula Foods on the East Rand were caused by attacks on Uwusa members, he said.

But in many of these clashes, most of those who died were Cosatu members.

There have been cases of attacks on Uwusa members but the evidence raises the question of whether Uwusa has resorted to disrupting the work of its rivals by force in the absence of building its own organisation.

Norman Adendorff, an industrial relations consultant based in Durban,

says Uwusa has failed to make any headway in firms he deals with.

"The old Fosatu unions (now affiliated to Cosatu) were well founded and managed in Natal and with many years of experience in unionism have made it terribly difficult for Uwusa to get into the factories."

Mike Sutcliffe, researcher at the University of Natal, agrees. Inkatha believed its free enterprise, anti-disinvestment policy and appeal to Zulu tradition would have an automatic appeal.

Uwusa's pro-investment stance has also been a double-edged sword in its fight to win members from the Congress of South African Trade Unions. While an official survey conducted by the HSRC found more than 80 percent of blacks opposed disinvestment, another survey conducted by academic Mark Orkin and a snap poll by *Ilanga* newspaper found more than 70 percent favoured some form of sanctions.

Willis Mchunu, organiser for the old Metal and Allied Workers' Unions now part of the new National Union Metalworkers of South Africa, says Uwusa's stand on disinvestment was one reason for Uwusa failing to build a significant presence on the factory floor in Northern Natal.

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Bl Day 4/6/87

Miners' dispute continues

TALKS between the Chamber of Mines and Council of Mining Unions (CMU) — aimed at averting a strike by white miners — adjourned yesterday with no indication of a settlement of their wage dispute.

Spokesmen for both parties were tight-lipped about developments, saying only that negotiations had reached a critical point.

CMU secretary Tom Neethling said "At this stage I have absolutely nothing to say except that negotiations are continuing." He would not say what form the negotiations would take

Although no official confirmation could be obtained, it appeared both parties had gone into caucus and planned to re-establish contact at a later stage

Asked if formal talks would resume to-

day, Neethling would make no comment

Earlier, a chamber spokesman, Peter Bunkell, said he was hopeful a settlement to the wage dispute would be reached

The CMU — representing about 24 000 skilled workers in eight affiliated unions — has threatened to stage a legal strike on June 8 unless the dispute is resolved

Annual wage talks between the parties broke down in March after the CMU had demanded a 20% increase in response to the chamber's offer of 14% for non-marginal mines and 13,5% for marginal mines

At renewed talks last week, the chamber improved its offer to 15% for non-marginal

mines and 13,5% for marginal mines and both parties believed an end to the deadlock was in sight

The CMU has already balloted its members who have voted in favour of coming out if their demands are not met The union was in a legal-strike mood, said Bunkell.

The last time white miners struck was in 1979

Despite being a relatively small proportion of the total workforce, white miners occupy key skilled positions and could have a devastating affect on the mines if they stop work — Sapa

W/Mail
5-11/6/87
139

Down on the farms, Inkatha in union drive

BY EDDIE KOCH

INKATHA has boosted its campaign against the Congress of South African Trade Unions with a recruiting drive among farmworkers in parts of rural Natal, say two Durban-based researchers in a paper presented at a Wits University conference.

Gerry Mare and Georgina Hamilton argue that one of the aims of the Ngotshe Co-operation Agreement, signed by Inkatha and white farmers in northern Natal in August last year, was to undermine plans by Cosatu to build a union for farmworkers.

The press hailed the signing ceremony at the Louwsburg rugby field as an occasion in which rugged farmers and bare-breasted Zulu maidens rubbed shoulders in the same co-operative spirit as the KwaNatal Indaba. But the researchers say the real motivation of both parties was to contain signs of growing militancy among farmworkers in the region.

The NCA's published aim was to set up a forum to negotiate issues such as improved inter-group relations; security in an area known to be an ANC infiltration route; job creation and improved labour relations.

A less public intention emerged six weeks later when Inkatha secretary general Oscar Dhlomo met the newly-elected chairman of the Ngotshe Cooperation Committee, Tjaart van Rensburg.

The paper reports him as saying Inkatha had never been interested in trade unions, but that members' dissatisfaction with Cosatu had led to the formation of the Inkatha-backed United Workers's Union of South Africa a few months earlier.

"He felt that the agreement would obviate the need for a trade union, but if a union did move he would rather it be Uwusa."

Then early this year farmers in the Richmond district of Natal visited Louwsburg to discuss "some form of accord which would prevent the influx of irresponsible trade union movements that would break down the present predominately good relations which exist on most farms ..."

Such attempts to replicate the NCA are in line with South African Agricultural Union policy to oppose Cosatu's plans to unionise farmworkers, say Mare and Hamilton.

"In some ways the Ngotshe Co-operation Agreement is not far removed from what agricultural capital generally feels to be its major concerns: To prevent the expansion of trade unionism (of any description, but especially the Cosatu variety) into farming areas".

The paper also examines fears by Inkatha and white farmers that impoverishment of farm labourers and the breakdown of chiefly authority could strengthen the UDF and provide ANC insurgents with support.

Mare and Hamilton say Inkatha stands to gain in the short term from the chance to recruit "the notoriously inaccessible African population on white farms".

But Inkatha's alliance with white farmers could restrict the organisation's ability to challenge poor conditions farmworkers labour under and could lead to the kind of rebuff that many organised industrial workers in Natal appear to have given Uwusa.

"The short term gain of access to farm labour for recruiting purposes may in the longer term lead to massive disillusionment from yet another constituency." — Agenda

BLATU CLAIMS VICTORY

THE Black Trade Union, which last week said it had successfully negotiated increases for workers in the railway services, is falsely claiming victory on the gains made by workers in their demands, the

Congress of South African Trade Unions has

Blatu said in an advert

placed in the *Sowetan* on May 27, that "after tough negotiations with the Minister of Transport Affairs and the management of the South African Transport Services, they successfully negotiated a general increase of 12.5 percent effective from July for all graded employees"

The union, which also claims majority support of workers in the Sats said all black labourers in the industry would get increases varying from 22.76 percent to 15.13 percent

Blatu among other

BY THEMBA MOLEFE

claims in the advert, accused the South African Railway and Harbours Workers Union (Sarwhu) of creating misery for 16 000 Sats workers dismissed during a strike in April

Sarhwu, a Cosatu affiliate, also claims majority support of workers in the Sats

The general secretary of Blatu, Mr. Martin Matloha, who placed the

newspaper advert, yesterday could not furnish the *Sowetan* with names of worker representatives nor the management officials who took part in the negotiations

Mr Matloha could also not say whether his union had had report-back meetings with its members and did not say how

many members Blatu had. He said he would reply the questions when he was ready

Cosatu's Press officer, Mr Frank Meintjies, said Blatu was claiming victory achieved by workers in their demands throughout the years

He said Sarhwu, which had the popular support of workers in the industry was chosen by

the workers who saw through the inefficiency of Blatu, a "sweetheart union"

"The workers' demands for better pay and working conditions, as represented by Sarhwu, were genuine and industrial relations analysts had said so during the strike by the union members"

"Workers now know which union they want because they take part in its achievements and know its leadership"

139 26/6/81

COSATU'S Frank Meintjies

1/6/97 (2/3) (2/3) 139 (1/3/97)

Council, workers to meet on pay demands

By DICK USHER
Labour Reporter

TALKS to try to resolve the impasse between the City Council and staff unions over pay increases and the introduction of a job evaluation scheme will be held this week

"We are doing our utmost to reach a conclusion that will be satisfactory to all parties," said Mr Dick Friedlander, chairman of the council's executive committee

The council's 16 000 employees are frustrated by delays during which executive committee proposals have been referred back several times in the past two months

Following a meeting of the 11 000-member Cape Town Municipal Workers' Association (CTMWA) last month at which strong dissatisfaction was voiced, the 4 500-member branch of the South African Association of Municipal Employees (Saame) is meeting next week to challenge the council's proposals

The council's offer is a one-notch across-the-board increase equal to about 4,5 percent, backdated to January 1

Demands

CTMWA members have demanded a R50 a week minimum increase. Saame proposed an 18 percent increase in two stages, on January 1 and July 1

Both groups have rejected any attempt to link pay increases with the job evaluation scheme, saying that the scheme should be implemented first

This would benefit employees whose salaries would be adjusted to market related rates and then increases should be negotiated, according to the unions

Sources claimed that council resistance was due to financial problems while the implementation of the job evaluation scheme, still not resolved, had spread over five years partly because of inter-departmental politicking

Mr Friedlander said he could not comment further as it could prejudice negotiations between the council and staff

"Obviously, if pay demands are excessive any organisation would have trouble meeting them," he said

"But within our budgetary provisions we hope we can reach a reasonable and satisfactory conclusion"

C.M.L. Times 10/6/87 (200) 139

Post association out to help pensioners

JOHANNESBURG. — The Post and Telecommunications Workers' Association has taken up the plight of black pensioners who have to wait in long queues during wintry weather to get their pension payouts from council offices in the townships

Potwa's president, Mr Vusi Khumalo, told Sapa the union was concerned that black pensioners suffered hardship, waiting in queues for payouts while other race groups could get paid out at their nearest post office.

The union had been approached by welfare organizations who shared this concern and had decided to put pressure on Post Office authorities to handle black pension payouts.

"We would love to see the Post Office opening its doors to all population groups in the country. If they can extend the facility to other racial groups, then they should open their doors to the rest of the community," said Mr Khumalo

The issue had been one of the grievances raised in the recent strike at the Post Office, he said. As part of the settlement of the dispute, management had agreed to set up a joint committee to look into the feasibility of handling black pensions.

"So far we have not been approached by management regarding the committee. It looks like now that the heat is off they are no longer interested in pursuing it," he said. — Sapa



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UWUSA MEMBERS

AND OTHER WORKERS — READ THIS WELL!!

IGNORE CALLS TO STAY AWAY

GO TO WORK DURING THE PERIOD JUNE 12 TO 26 AND OBSERVE JUNE 16 AS A DAY OF PRAYER

DON'T BE INTIMIDATED!

WILL THE INTIMIDATORS AND TROUBLE MAKERS WHO CALL ON YOU TO STAY

(17) 26

AWAY HELP YOUR FAMILIES:

■ **TO EAT?**

■ **TO HAVE HOUSING?**

■ **TO LIVE?**

THE ANSWER IS NO!!!

WE WANT JOBS — NOT HUNGER



PLACED BY UWUSA

Inkatha sued over union shootings

5-11-87
139
W. Mail

By CARMEL RICKARD,
Durban

A DAMAGES claim of more than R400 000 was filed in the Pietermaritzburg Supreme Court this week against Inkatha for damages resulting from the death of several Natal trade unionists late last year.

The largest part of the damages forms part of a claim made by relatives of Phimias Sibiya, Simon Ngubane and Flomena Mnikathi, whose shot and charred bodies were found in a burnt-out car on the Lion's River road on December 6.

The claim for R412 450 is being brought against Inkatha, the organisation's national youth organiser Joseph Mabaso, KwaZulu's Minister of Police (Chief Mangosuthu Buthelezi) and a man identified only as Thusi, who was the caretaker of the Mpophomeni community hall at the time of the incident.

Mpophomeni township, close to Howick, is the home of about 1 000 Metal and Allied Workers Union members, sacked from the nearby BTR Sarmcol factory well over a year ago.

Of the three whose burnt bodies were recovered, Sibiya was a senior Mawu shop steward, Ngubane was a Mawu official and Mnikathi was the daughter of a Mawu member fired from Sarmcol.

In their court papers, the plaintiffs claim that during the night of December 5/6 last year, a large number of "employees, office bearers and members of Inkatha" gathered in the Mpophomeni community centre.

Among those who allegedly attended were uniformed members of the KwaZulu police "in their official capacity" and Mabaso, who presided over the meeting.

During the evening Sibiya, Ngubane and Mnikathi, along with a fourth person, Mawu member Micca Sibiya, who later escaped, were abducted and taken to the hall. There a number of people repeatedly assaulted them, allegedly on the instructions of Mabaso.

Later Mabaso instructed a group of men to take the four ostensibly to a doctor "but in fact to take them to a deserted place and to assault them there".

They were allegedly forced into two vehicles and taken to a spot on the Lion's River road where they stopped. Micca Sibiya escaped, but the three others were shot and burnt.

Part of the claim relates to incidents during the night of December 5/6 after those attending the meeting at the community centre "expressly agreed to make violent attacks on inhabitants of Mpophomeni".

According to the papers, during these attacks one person, Alpheus Nkabinde, was killed and 10 others were hurt.

Relatives of Nkabinde are claiming damages from Inkatha, as are the 10 injured residents.

Cape Times 12/6/87



Council's 10% offer accepted

WHITE city council workers at a staff association meeting yesterday agreed overwhelmingly to accept the council's recent offer of a 10% across-the-board salary increase from July 1.

The meeting took place in the Podium Hall of the Civic Centre.

Mr Peter Rist, president of the 4 400-member Cape Town branch of the South African Association of Municipal Employees (SAAME), told an audience of about 900 at lunchtime that the city council also proposed unilateral-

ly to implement a new job-evaluation schedule, backdated to January this year

At least 40% of members would get increases, with back pay, when the scheme was effected

Job evaluation would cost the council only R5 million, but the salary negotiations had gained concessions which would cost the council R30 million, Mr Rist said.

Mr Rist's proposal to accept the 10% offer was approved overwhelmingly

Saftu joins campaign

(139)
THE Transvaal region of the South African Film and Theatre Union announced this week it was aligning itself with the "hands off Cosatu" campaign

The Saftu branch said in a statement the decision had been taken at a special general meeting held in Johannesburg this week

It said the resolution adopted recognised that "many performers in South Africa identify with, and sympathise with Cosatu in its attempts to represent the

~~W/139~~ interests of workers in South Africa" 2/16/81

It also noted "recent attempts to misrepresent Cosatu in the media", and added agreement had been reached that "Saftu aligns itself with the 'hands off Cosatu' campaign"

A decision was also made to call for recognition of May 1 and June 16 as worker holidays "and the council of the union was mandated to negotiate with various employers on the basis of this decision" - Sapa

4 TRADE UNIONS MERGE

139
25/9/82
James M. ...

THE National Education, Health and Allied Workers' Union, a merger of the four trade unions, will be launched in Soweto on Saturday.

Nehawu is a merger of the General and Allied Workers' Union, the South African Allied Workers' Union, the Health and Allied Workers' Union and the Health Workers' Union.

The union will have 12 500 paid-up members and will affiliate to the Congress of South African Trade Unions (Cosatu).

The launch takes place at the Lutheran Diocesan Centre and will be followed by a rally at the University of the Witwatersrand.

Eight unions in the metal industry came together in May to form the National Union of Metalworkers of South Africa under the banner of Cosatu.

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139
25/9/82
James M. ...

3/7/39
Mineworkers pay rises

B. Day (139) Business Day Reporter

WAGE negotiations between the Federated Mining Union and Rustenburg Platinum Mines have resulted in the union winning substantial increases for its membership on the mine.

The rises average 22% for daily paid surface and underground workers, and are higher than those granted recently in other industries. The union adds it has negotiated increased housing-rent subsidies for its membership on the mine.

CME Times
3/7/87

Insurance stayaway

139

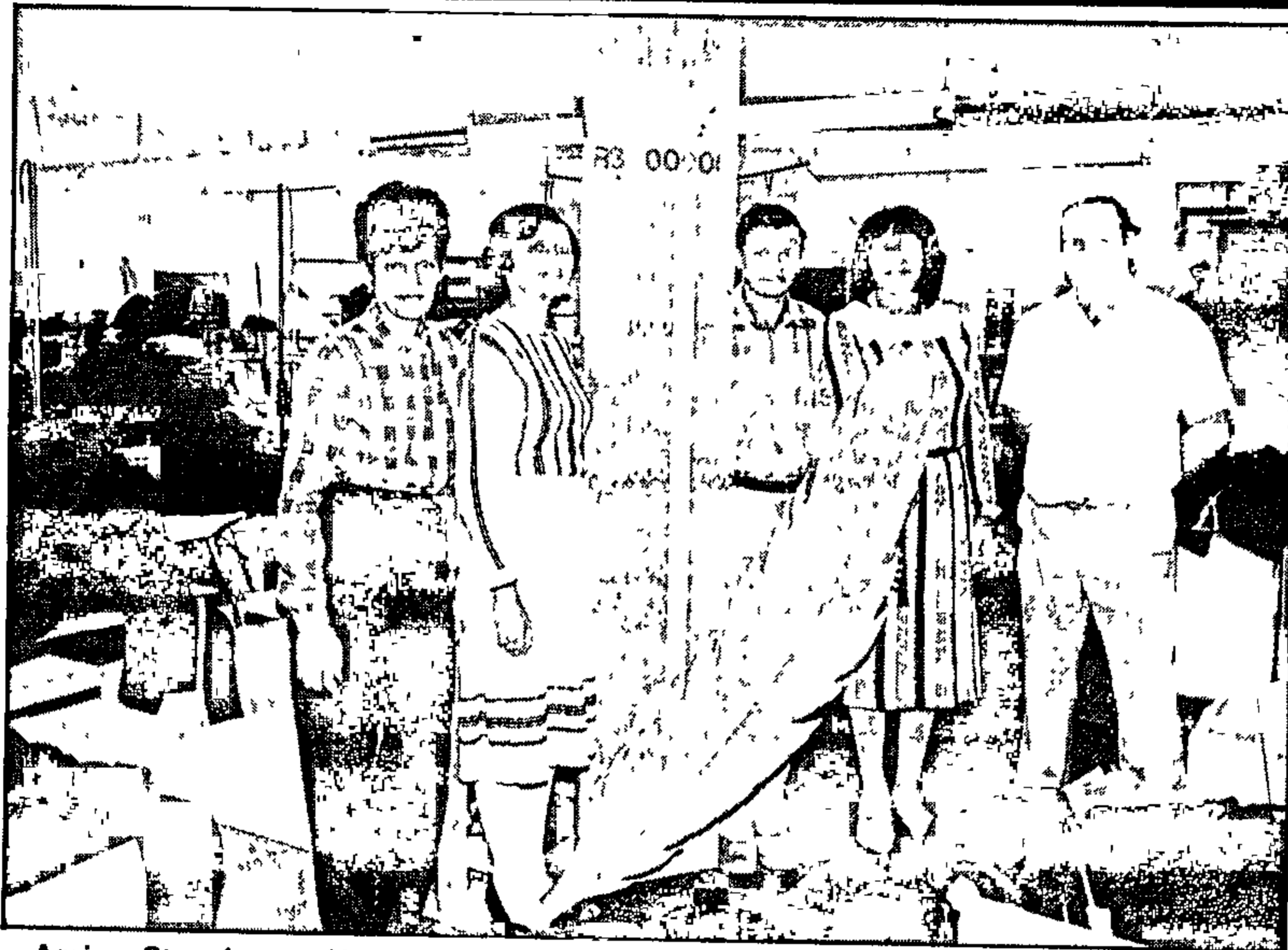
Own Correspondent

JOHANNESBURG. — About 86 employees of the Mutual and Federal Insurance Company Ltd yesterday stayed away from work in protest against the company's refusal to give full recognition to the Insurance and Assurance Workers' Union of South Africa (IAWUSA).

Their spokesman, Mr John Rakgoadi, said the company, which employs nearly 179 blacks, had offered sectional agreements which were not acceptable.

The Mutual had black workers in different sections which meant more than one recognition agreement, Mr Rakgoadi said.

Mutual's personnel manager, Mr P Horovsky, confirmed that some employees had not been to work since midday Wednesday.



Amina Steenkamp, Norma Arendse, Charlie Coert, Vera Lucas and factory manager Keith Kyte of Copperfield Knitwear are among Cape clothing workers who support the Community Chest, which raises money to help local welfare organizations.

GWU CAPE TOWN 6/7/87 gives to Chest

Finance Staff

THE clothing industry is the largest single employer in Cape Town and the thousands who work in it are among the most generous supporters of the Community Chest

Now, to take much of the hassle out of sending contributions, the Garment Workers' Union and employers have agreed that voluntary deductions — stoppable at any time — may be made from pay packets and sent directly to the Chest

Pointing out that the clothing industry employs more than 50 000 people in the Cape, Robert Blake, executive director of the Chest, said that even 5c a week from each would total R65 000 a year.

B/Day 7/7/87
Union boss's objectives

139 ALAN FINE

THE new general secretary of the 18 500-strong National Union of Garment Workers (NUGW), Tom Mashinini, says he hopes the union will follow a course of rejuvenation and strengthening of shop-floor leadership.

Mashinini, 57, took over the position from veteran Lucy Mvubelo on July 1. He was previously a branch secretary.

In an interview he wryly noted he was one of the union's youngest elected officials, and said it needed new blood.

He also plans to introduce a programme of shop-steward training.

"More power within the union must lie with the shop stewards than with full time officials. Untrained shop stewards are at the mercy of management," he said.

Mashinini's union was, until 1985, the only mainly black union of note which remained within the now defunct Trade Union Council of SA. He, however, led the push towards disaffiliation which contributed towards Tucsa's downfall.

Plans are now far advanced for the NUGW to merge with the 31 000-member National Union of Textile Workers (NUTW), a Cosatu affiliate.

He expected the new union to decide on affiliation to Cosatu in a ballot.

NUTW call to Cosatu
B/Day 7/7/87

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Union boss's objectives

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ALAN FINE

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Mashinini, 57, took over the position from veteran Lucy Mvubelo on July 1. He was previously a branch secretary.

In an interview he wryly noted he was one of the union's youngest elected officials, and said it needed new blood.

He also plans to introduce a programme of shop-steward training.

"More power within the union must lie with the shop stewards than with full time officials. Untrained shop stewards are at the mercy of management," he said.

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18 July 1987

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Typographers want election declared void

ARGUS 9/7/87
139

Supreme Court Reporter

A dispute over the validity of the executive committee of a Cape Town branch of the 40 000-member South African Typographical Union (Satu) has been taken to the Supreme Court

Satu applied urgently yesterday for an order declaring the election of the 1987 executive committee of Satu's Cape Town B branch null and void

The respondents are B branch president Mr Floris Meissenheimer, vice-president Mr Kenneth Nasson and trustees Mr Farrell Hunter and Mr Eugene Brandt

Satu's application stems from an election of a new executive for B branch at the annual general meeting in 1986 by members under the misapprehension that the three-year term of the executive committee elected in 1984 had expired

Full term

In an affidavit supporting Satu, B branch secretary Mr Robert William Wustman said he called the 1986 election while under the impression that the 1984 incumbents had served their full term

He said. "When Mr Henry Theunissen, a member of the 1984 executive, later inquired about the validity of the elections, I realised a mistake had been made

"Although the election of the 1986 committee had been patently unconstitutional, I did not know how to restore the pre-election situation"

Mr Wustman said that at the February 1987 annual meeting

of B branch, a motion was accepted declaring the 1986 election null and void

"At the same meeting a new executive committee was elected, again ousting the 1984 one

"The 1984 executive committee members obviously took it for granted that they would be reinstated for another year after the nullifying of the previous year's elections"

"Great unrest"

"Great unrest" was created among B branch members by the election of yet another committee, Mr Wustman said

"I'm fully convinced that B branch's by-laws stipulate that its executive committee should serve a full three-year term," he said

Satu secretary-general Mr Martin Deysel said Satu's board of control met in May to decide on the dispute

"The meeting decided that correct interpretation of B branch's by-laws was that the 1984 executive committee should be granted a third year in office," Mr Deysel said

Satu also asked the court to order that the 1984 executive committee function until July 1988

Mr Deysel said the 1987 committee was not prepared to relinquish its "rights" in spite of being told of the board of control decision

The hearing was postponed to Tuesday

Typographers want election declared void

Argus 9/7/87

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CAPE Times 10/7/87

'Great unrest' ¹³⁹ as union excoms wrestle for power

Supreme Court Reporter

"GREAT UNREST" prevails in one of the local branches of the 40 000-member South African Typographical Union (Satu) as two "committees" wrestle for control, the Supreme Court heard on Wednesday.

This was said in an urgent application brought by Satu for an order declaring the election of the 1987 executive committee of Satu's Cape Town B branch null and void.

The 1987 B branch excom members, cited as respondents in the suit, are president Mr Floris Meisenheimer, vice-president Mr Kenneth Nasson and trustees Mr Farrell Hunter and Mr Eugene Brandt.

The B branch secretary, Mr Robert Wustman, said in an affidavit that he called an election in 1986 under the mistaken impression that the 1984 excom had served its full term, when in fact it still had a year to go.

When he became aware of the error, he did not know how to "restore the pre-election situation". However, at the annual general meeting in February this year, the branch passed a motion declaring the 1986 election null and void.

He said the 1984 excom expected to be reinstated after this but members elected a new committee. "Great unrest" was the consequence.

Satu general secretary Mr Martin Dreysel said the Satu board of control met in May and decided that in terms of the branch by-laws the 1984 exco should be granted a third year in office.

However, the 1987 exco was not prepared to relinquish its "rights".

The case continues on Tuesday.

Sagwu hails SACC man

By SELLO SERIFE

THE South African General Workers' Union this week hailed the appointment of the Reverend Frank Chikane as general-secretary of the SA Council of Churches.

The union spokesman said Sagwu, which is not affiliated to either Cosatu or the National Council of

Trade Unions, hoped that Chikane would follow in the footsteps of his predecessors, Dr Beyers Naude, and Archbishop Desmond Tutu.

The spokesman also condemned those responsible for the bomb-blast at Wilgespruit Fellowship Centre last Friday and pointed an accusing finger at the "system".

Dispute settled

THE dispute between workers and management at Mercedes Benz, South Africa's car manufacturing factory has ended with 2 800 workers returning to work this week.

The dispute had started when 29 workers downed tools in the paint plant demanding the abolishment of short time, which led to the brief closing of the plant.

The company had agreed to return to normal shift hours in the paint plant shop after discussions with workers' representatives. — Elnews.

"Those responsible for this barbaric act knew that the centre is utilised by workers' unions and many other extra-parliamentary organisations and their main objective was to prevent us from continuing with our resistance against the system," he said.

"But," he added, "we warn them that whatever act they exercise to suppress our resistance will not deter us from rejecting exploitation and oppression."

Sagwu is currently engaged in negotiations with eight companies in a bid to be recognised

It has over 3 000 members in the PWV area and has been recognised by five companies since its inception in March last year

Swazis net R500

THE RECENT crackdown by the Swaziland Customs and Excise Department on Swazi motorists using SA registered cars in the country netted the Swaziland government over R500 000 in sales tax in the past two weeks.

The Minister of Finance, Sibusiso Dlamini, told Parliament the government's warning to Swazi motorists to re-register

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Strike continues as Mwasa lowers sights

Cape Times 16/7/87

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Staff Reporter

ABOUT 300 workers at the Consol Glass factory in Bellville yesterday continued striking in support of higher wages as negotiations between their union, the Media Workers' Association of South Africa (Mwasa), and management faltered.

Talks yesterday ended in Mwasa lowering their initial demand for an across-the-board increase from R2 50 an hour to R2 00 and management in-

creasing their offer from 30c to 40c an hour.

Mr Hennie Stroh, group personnel executive for Consol Glass, said management considered the strike illegal and was not prepared to negotiate till people returned to work.

No deadlines for a return to work had been set in spite of "repeated" appeals to labourers to do so.

He denied a union claim that workers had been "locked out".

"Those who want to work can enter the premises any time," he said.

Mr Stroh confirmed that the striking workers (75% of the labour force), consisted of quality controllers, machine operators and fork-lift operators.

The strike began about 3pm on Tuesday after a fortnight of talks.

"No dispute exists at the moment. We've agreed to meet again at a date to be mutually agreed upon," Mr Stroh said.

Workers spoken to outside the factory said they would "hold out till we get a decent living wage".



WAGE STRIKE... Some of the 300 striking workers at Consolidated Glass in Bellville outside the factory gates yesterday.

Picture: GLENN SHERRATT

which it was represented.

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Cape Times 17/7/87

Consol workers return to work

139 Staff Reporter

THE 300 workers at the Consol Glass factory in Bellville, who have been striking in support of higher wages, all returned to work yesterday morning

The striking workers — 75% of the labour force — went on strike on Tuesday when negotiations between their union, the Media Workers' Association of South Africa (Mwasa) and management faltered

Talks ended on Wednesday. The union has demanded an across-the-board increase of R2 an hour.

The Consol group personnel executive, Mr Hennie Stroh, said his company was prepared to continue negotiations, but not while workers were striking

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Call Times 18/7/87 (1987) 139
Mwasa, Perskor to talk
JOHANNESBURG — Perskor management and the Media Workers' Association of South Africa (Mwasa) have agreed to hold talks about the recognition of the union, according to Mwasa's general secretary, Mr Sithembile Khala.

Talks with union amicable — manager

Dispatch Reporter
EAST LONDON — Talks between representatives of a local manufacturer of exclusive knitwear and the South African Textile Workers' Union were conducted in a spirit of mutual understanding and respect, a spokesman for the company said yesterday

The Manager of Beatrice von Tresckow Knitware, Mr Les Wium, said there was no question of a "row" existing between the union and the management of the company

He said two members of the union had addressed employees at

the firm and had supervised the election of committee members on Wednesday

"I believe the talks between myself and the union were conducted in a spirit of mutual understanding and respect for each other," Mr Wium said

He said he had explained to the union organisers that their product was heavily dependent on overseas sales and adverse publicity could do irreparable harm to the marketing efforts of the company.

"At the moment one of our directors, Miss Beatrice von Tresckow, is in

Europe desperately trying to promote our products to be able to assure our workforce that they have a future with the company" he said

"Our talks with the union are of an ongoing nature and are aimed at securing the best for our workers but at the same time ensuring that we remain viable as a company," Mr Wium said

He said the union organisers and the company had agreed to meet next week to continue talks. Spokesmen for the union were not available for comment last night

Call Times 18/7/87/139
Mwasa, Perskor to talk
JOHANNESBURG. — Perskor management and the Media Workers' Association of South Africa (Mwasa) have agreed to hold talks about the recognition of the union, according to Mwasa's general secretary, Mr Sithembile Khala.

More join E Cape Post Office strike

NR645 21/7/87 268 139
Argus Bureau

PORT ELIZABETH. — The Post Office strike in the Eastern Cape has entered its fourth week with more workers deciding to down tools.

About 100 employees yesterday decided to support their striking African colleagues. There are now 1 700 of the African workforce of 2 200 on strike.

Yesterday 50 technical workers from Uitenhage joined the strikers with groups from other centres already out.

A meeting between officials of the Post Office and Telecommunications Workers' Association and management has been arranged for tomorrow.

Mr V Kumalo, president of the union, said it was possible the situation could be resolved and management was prepared to negotiate.

Wellington textile workers on strike

By DICK USHER, Labour Reporter

A STRIKE by its full workforce has hit one of Wellington's largest employers

Between 900 and 1 000 workers are involved in the stoppage at Wellington Industries, a major textile manufacturer

Workers downed tools on Tuesday night, demanding the reinstatement of a dismissed shop steward

Mr Norman Daniels, general secretary of the Textile Workers Industrial Union (TWIU), said today the employee was national treasurer and vice-chairman of the union

"Dismissal unfair"

"He was dismissed last week

"Workers felt that his dismissal was unfair. After discussions with management failed to resolve the issue they decided they could not accept management's actions and went on strike on Tuesday night

"We have 100-percent membership at the factory and the stoppage is total," he said

"Talks with management about reinstatement are continuing but we consider their actions to have been high-handed and unacceptable"

Management spokesmen were in a meeting and not available for comment

B. Day
21/7/1939

Paulus quits as union boss

ALAN FINE *qitsx*

NEWLY ELECTED CP MP for Carletonville, Arrie Paulus, served his last shift as general-secretary of the right-wing Mineworkers' Union (MWU) on Friday

Disclosing the news, Paulus denied he had been forced out because of his new status as a party-political personality.

He said he had resigned because it was time for a younger person to lead the union. The MWU planned to find a new incumbent in the next few weeks

He has also resigned as chairman of the Council of Mining Unions, which represents miners and artisans in their dealings with the Chamber of Mines.

Paulus said he would now act as a consultant to the MWU, and would be available to give guidance to his successor.

He has returned to Cape Town for the resumption of Parliament this week, where, he said, he would continue "to fight for the rights of white workers".

He expects a great deal of conflict with government over new labour legislation during the remainder of this session.

Cape Times 29/7/87

Postal workers stop work

By CLARE HARPER
Labour Reporter

POST OFFICES in Guguletu, Khayelitsha, Langa and the Boland townships of Mbekweni and Zwelethemba are expected to close today — for the second day — as post office workers stop work in solidarity with strikers in the Eastern Cape.

A spokesman for the Post Office said yesterday that about 13 000 employees, working in areas as diverse as deliveries and telecommunications, held a countrywide work stoppage yesterday, and were expected to do so again today.

The Post Office and Telecommunication Workers' Association (Potwa) called for the action following a breakdown in talks last Wednesday.

Potwa is asking that Eastern Cape workers, who have been on strike since June 23, be paid for the time they were on strike, and that some 60 dismissed workers be reinstated.

About 4 000 employees are involved in the strike in East London.

A Potwa spokesman said that some 20 000 members were participating in the two-day stoppage.

road

11645 30/7/87

Post Office workers end two-day strike

The Argus Correspondent

~~218~~ ~~152~~ 139

JOHANNESBURG. — Thousands of postal workers returned to work today after a two-day national strike.

The strike by between 16 000 and 20 000 members of the Post and Telecommunications Workers' Association (Potwa) was called in support of Eastern Cape colleagues, on strike since June 22.

And in an apparent bid to prevent future industrial action, the Department of

Posts and Telecommunications has made an urgent Supreme Court application restraining Potwa from "further influencing workers to strike".

● Negotiations aimed at ending the 10-day wage strike by about 7 000 National Union of Metalworkers members at Iscor's Vanderbijlpark plant failed again.

● About 1 300 National Union of Mineworkers members are on strike at the Impala Platinum Refinery.

CAN TINTS (139)
3/17/87

Textile industry '1st' for women

Labour Reporter

A PAID maternity leave agreement — a first for Western Cape textile, clothing or leather industries — has been concluded with South African Nylon Spinners (SANS) in Bellville

The agreement for 250 women allows for four months' paid maternity leave and two months' unpaid leave

Negotiated by the National Union of Textile Workers (NUTW), it provides that during paid leave, employees will receive 32% of their salary, which, combined with 45% Unemployment Insurance Fund (UIF) payments, will give them 77% of their salary

Other terms are

- No loss of annual leave, sick leave and annual bonus due to maternity leave,
- Medical and pension contributions paid during unpaid leave,
- Re-employment at the same rate of pay.

Big victory for workers

By DAN DHLAMINI

BEKKERSDAL town committee employees who downed tools this week, protesting against the government's 12,5 percent general salary increase, have scored a major victory.

After a meeting between the African Miners and Allied Workers' Union general-secretary, Vuyani Madolo, and the township administrator, Jacob Modimoeng, it was agreed that most of the workers' grievances would be met except for the 80 percent salary increase they initially demanded.

Instead, both parties agreed that at least a 40 percent salary increase would be negotiable and the matter was adjourned to August 18.

Demands which would be met include:

- Better working conditions and protective clothing for workers.

- Permanent employment for casuals who have worked for more than a year

- Attachment of pay slips to cheques.

- Equal treatment for all employees.

- Compensation for workers injured at work.

- Paid maternity leave.

Madolo said the administrator had recognised the plight of the workers and that he was confident that when they meet on August 18 the council would agree on the salary increase.

Modimoeng said the employees were justified to demand higher salaries because of the present economic climate.

Some of the workers claimed that the 12,5 percent salary increase was not included in their cheques this month, but that there were more deductions.



Iscor ultimatum

ABOUT 7 000 striking members of the National Union of Metalworkers at Iscor near Vanderbijlpark have been given an ultimatum to return to work today or face dismissal.

The workers have been on strike for 16 days after demanding a wage increase of 75 cents an hour.

WORKERS LOCKED OUT

ABOUT 50 employees of E Snell and Company, a liquor firm in Isando, have been locked out of their company premises because of a dispute they had with an employee who passed bad remarks about their union.

The workers belong to the National Union of Wine, Spirits and Allied Workers' (Nuwsaw) who believe that the plant director, a Mr Stretton, has dismissed them.

The workers said trouble started last week when the employees held a meeting to discuss what they should do about the man who continually harassed them about being members of the

Labour Reporter

union

As the meeting was in progress, they said, Mr Stretton arrived and told them to break up but before they could do so he sprayed them with water from a fire extinguisher hose pipe.

An executive member of the union, Mr November Nkosi, tried to speak to the management of the company but was informed that the workers were on strike. When he tried to explain that there was no strike action he found the gates to the firm locked.

Mr Nkosi said attempts by union officials

to speak to the managing director proved fruitless as they were told he was either in Durban or on the way to the plant in Johannesburg.

He said the last word they had from the company was that union officials could meet with management tomorrow.

Mr Nkosi said the union was now seeing its legal representatives to see what steps to take in the light of the company's view that the workers have been dismissed because of strike action that never was.

Mr Stretton was unavailable for comment.

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Sawefan

6/8/87

LABOUR UPDATE

Ultimatum

A ROODEPOORT electrical repair company yesterday dismissed 65 workers who ignored a return-to-work ultimatum after downing tools last Friday.

According to the Electrical Workers' Trade Union, which represents the workers, 100 of its members were dismissed at Preston Anderson (Pty) Ltd, at Stormill near Roodepoort.

The union's general secretary, Mr Tommy Olifant, said workers

65 on West Rand sacked

stopped work on Friday after management changed conditions agreed upon over retrenchments at the plant.

He said management

initially agreed to retrench members employed between January and July — the last-in-first-out approach — but last week decided to dismiss workers with long service.

The company's managing director, Mr J S Gwilt, said he dismissed 65 workers yesterday because they did not heed the ultimatum to return to work and had engaged in an illegal strike.

He said management was willing to negotiate with the union.

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Labour Update

18 Potwa members held

AT least 18 Post and Telecommunication Workers' Association members, including one postmaster, were detained by police this week as the crisis within the post office deepened.

The detentions occurred at Ellisras, Denilton and Nelspruit. At least 16 workers who had been on strike for over five days at Ellisras were arrested yesterday. The workers,

all labourers, were protesting against the dismissal of two colleagues two weeks ago. A police spokesperson at Ellisras yesterday said he could not confirm the number of people detained.

The Denilton postmaster and Potwa shopsteward, Mr Lucas Digangoane, and several Potwa members were detained on Monday, a union spokesperson said yesterday. Another

shopsteward was detained at Nelspruit.

The detentions marked a deterioration of relations between Potwa and the post office management over two long-standing strikes in the Eastern Cape and the Northern Transvaal. The 20 000-member union threatened a second national stoppage this week over the two strikes.

The regional director for the Northern Transvaal, Mr J Badenhorst, yesterday confirmed the detention of Mr Digangoane "and a couple of other telephonists". He said they were arrested in Siyabuswa, the KwaNdebele capital, for holding an illegal meeting.

He said he did not know about the Ellisras strike and arrests.

"All I was told was that four people had been on strike but later they told me the people returned to work," he said.

PO, Potwa in court today

AN urgent application for an interim interdict to restrain the Post Office and Telecommunication Workers' Association from encouraging strikes will be heard in the Pretoria Supreme Court this morning.

Lawyers representing Potwa said the matter could not be heard on Monday because of the tight court schedule. Mr Johannes Hendrik de Villiers, the Postmaster General, is bringing the case on behalf of the Minister of Posts and Telecommunications against Potwa and its president, Mr V A Khumalo. This followed information that there was to be a strike on Monday.

Sowetan
8/6/87
8/6/87

'Failed to heed return to work ultimatum'

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NIGHTSOIL WORKERS SACKED

LABOUR
UPDATE

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Sarefor
10/8/87

THE Phiritona Town Council in Heilbron has dismissed 30 refuse and nightsoil removal collectors following a week's work stoppage over wage increase demands.

According to the Oranje-Vaal General Workers' Union (OV-GWU) the workers downed tools after demanding that they be given a 12 percent wage increase.

Mr J H Jansen, of the Phiritona council, said he dismissed the workers for their action and that he was prepared to re-employ those who wished to be taken back.

- The South African Scooter, Transport and Allied Workers' Union says it has reached a deadlock with A E Engine Parts in City West, Johannesburg over a clause in recent recognition agreement talks.

A spokesman said

By **THEMBA
MOLEFE**

management refused to agree that the election of shop-stewards be held outside its company premises. He said in terms of Sastawu's constitution such elections were held in management's absence

Secretary

The South African Black Municipality and Allied Workers' Union said that about 1000 of its members at the Kempton municipal offices downed tools last week and are demanding the reinstatement of the union's regional secretary, Mr Jan Dladla.

- The Media Workers'

Association of South Africa (Mwasa), is to hold formal recognition talks with Perskor after a long and protracted battle to get the company to the negotiation table

A spokesman said the talks were on behalf of all Mwasa members at Perskor's Transvaal plants.

- The controversial contract between the Medical University of Southern Africa and a food catering company was terminated more than a month ago, the university has disclosed

The students said there was no proof that the contract had been terminated and that a lecture boycott would continue.

News in Brief

CAPL 1m/15 15/8/82

Postal worker rally

139

THE Post and Telecommunications Workers' Association (Potwa) will hold a rally to discuss pay and other grievances at the Khwezi Community Centre, in NY2, Guguletu, tomorrow. Its chairman, Mr Luvuyo Soyekwa, called on all Potwa workers to attend the rally, which begins at 10am. The union is demanding a minimum wage of R600 a month and parity with white workers

bringing hope to farmers in the area — Sapa

137
Rallies for Post Office workers

JOHANNESBURG — The Post and Telecommunications Workers' Association held nation-wide rallies at the weekend to read out proposals made by the Minister of Home Affairs and Communications, Mr Stoffel Botha, to Potwa members at a meeting last week.

Mr Botha proposed that strikers should return to work and "maybe if work resumed, the government would be sympathetic to some of our grievances", Potwa's president, Mr Vusi Khumalo, said. Resolutions were passed at the rallies saying they could not return to work till "at least the main grievance of parity is met" — Sapa



VUSI Khumalo, president of Potwa, which has just rejected Government conditions on negotiations to end the strike.

Potwa rejects Govt plan

By THEMBA MOLEFE

THE Post and Telecommunications Workers' Association has rejected the Government's plan to end the two months' post office worker strike saying it did not address the dispute fully.

The Minister of Posts and Telecommunication, Mr Stoffel Botha, proposed to Potwa that workers should return to work by yesterday as one of the pre-requisites to negotiations to resolve the strike which began on

June 23.

Mr Botha and the Potwa executive met in Cape Town on Friday as the work-stoppage by about 16 000 workers countrywide, continued

Potwa said yesterday that its members decided at the weekend that the Department of Posts and Telecommunications should negotiate salary parity immediate-

ly, reinstate the 60 Eastern Cape workers dismissed between 1985 and this year, and that of the 100 workers dismissed for not heeding a return-to-work ultimatum two weeks ago

According to Potwa, Mr Botha had said that no salaries would be paid to workers for the duration of the strike and that it should submit a written report on the

Eastern Cape grievances to the Department

The association said it would not resume work until management addressed the issues fully and without the condition that all the strikers return to work first and that mechanisms of negotiating with Potwa be first ascertained

Meanwhile, the strike has brought to a halt postal services in many parts of the country's black areas.

Sowetan

12/1

18/8/87

Potwa condemns firing of 14 000 postal workers

By Adele Baleta

The Post Office and Telecommunications Workers' Association (Potwa) has condemned the systematic dismissal of 14 000 postal workers which started yesterday and has warned that postal services could come to a standstill.

The Department of Post and Telecommunications said it had started hiring staff after workers failed to return to work following negotiations with the Minister of Home Affairs and of Communications, Mr Stoffel Botha, on August 12 and 13.

Talks continue today.

A union spokesman said today, "We felt we had covered enough ground for agreement during our

talks with the Minister, but he chose to subvert the talks by issuing a joint statement saying the union and the Post Office failed to agree on isolated issues."

The deputy Postmaster General, Personnel and Postal Services, Mr Johann de Villiers, said in Pretoria yesterday the post office rendered essential services and could not allow its services to deteriorate.

He said workers on strike would not be paid and would not necessarily be re-employed.

The union spokesman said the post office had only addressed the issue of starting salaries but had failed to secure parity for workers who had been employed by the department for more than 10 years.

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August 20 1987

Randburg disrupted by strike

By Pat Devereaux,
Star Line

Randburg residents and business people say the postal strike is disrupting their lives

In the past week queries about the absence of mail deliveries, especially in the Randburg area, have inundated Star Line.

A shopkeeper, Mrs M Roussouw, said "I called the Randburg Post Office to find out what was happening to my mail. To my horror, a post office worker said all mail was being returned to the sender."

Replying to queries about postal problems, the Randburg Postmaster's Clerk, Mr C B Human, asked residents to be patient.

He denied post was being returned to sender and blamed the strike for slow deliveries.

The post office expected to catch up with the backlog by next week

~~CAC News 20/8/72~~
**Epping cotton
workers strike**

Labour Reporter

MORE THAN 300 work-
ers began a strike at the
S B H Cotton Mills fac-
tory in Epping yesterday
after management is-
sued written warnings to
two employees who had
left their work stations
to relieve themselves.

A National Union of
Textile Workers spokes-
man said a work stop-
page began on Tuesday
night, with strikers de-
manding that the warn-
ings be withdrawn and
the rule be dropped.

The factory's person-
nel manager, Mr Kevin
Gottsch, said yesterday
that machine operators
had to inform the fore-
man if they wished to
leave their workplace
"for whatever reason".

~~139~~
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**Third day
of strike**

ABOUT 450 members of
the Textile Workers'
Industrial Union at the
Standerton Mills yester-
day entered their third day
of a strike in protest
against the retrenchment
of their colleagues.

129 9/18/87

Some...

Potwa talks ^{2/18/8}

A TOP level delegation of the Post and Telecommunications Workers' Association yesterday met Government officials in an attempt to resolve the post office strike which has led to the dismissal of about 14 000 workers countrywide.

Potwa vice-president Mr Bob Mabaso said that the delegation presented the workers' original demands which included parity in salaries, the removal of racial discrimination and the reinstatement of sacked workers in the Eastern Cape.

A spokesman for the Department of Posts and Telecommunication in Pretoria confirmed that the meeting took place and said details would be released later.

The spokesman said the department's door was always open for representatives of Potwa to negotiate a settlement.

The workers downed tools last week after demanding the reinstatement of striking Eastern Cape workers who were dismissed for having failed to heed an ultimatum to return to work.

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139

~~Handwritten scribble~~

Sweeten

Tough new terms

CP Correspondent

(139)

FOUR hundred workers – members of the Municipality Workers' Union of South Africa – who have been on strike for over three weeks at the Kwa-Dabeka Construction site and subsequently sacked by the Natal Provincial Administration, were re-employed this week.

C/Press

They were re-employed under the following conditions:

- That trade unions would not be recognised.
- Strikes would be illegal and all persons participating would be liable for dismissal.
- Workers should voice their grievances through management formulated workers' councils.
- Salaries would be lower in most cases, because workers had to be re-employed.

Mwusa officials were not available for comment at the time of going to Press.

(139) 23/8/87

in terror from the vigilantes who allegedly assaulted them.

management is aware of the identity of these people (the alleged vigilantes), it appears that no action has been taken against them.

A union statement said: "Despite the fact that

A family member indicates the st

g to NUM secre-
pouce without

osa.

About turn on travel pages

24815 Sewefan
139

ONE of the candidates for the Zimbabwe journalism seminar arranged by the Media Workers' Association of South Africa had his passport virtually withdrawn on Friday.

Mr Khangale Makhado, a former Mwas regional chairman in Pietersburg, was told earlier that his application for a passport had been approved and that he could collect it on Friday morning.

A Mrs van der Merwe of the Pietersburg Home Affairs office confirmed this to a Mwas official and gave the passport numbers, date of issue and date of expiry.

These details were used in applying for a Zimbabwean Visa. The passport numbers given to Mwas officials were P8A457506.

"When I went to collect the passport on Friday I was told 'new complications' had arisen. I was told I could not get the passport but that the application had not been turned down. They said if I wanted to travel anywhere outside SA I would have to reapply. It is very strange," Mr Makhado said.

The International Federation of Journalists said the action was mind-blowing and revealed the cynism of the Government in dealing with such matters.

"The IFJ is aghast that SA can still take such decisions when the entire world has expressed its condemnation of its repressive measures," IFJ Afrika representative, Mr Thami Mazwai, said in a statement.

Union's inaugural meeting

(139)

25/8/87.

Sometan

THE National Union of Steel and Allied Workers held its inaugural conference at Laudium in Pretoria at the weekend.

The union was formed in August last year and has a membership of 5000

Secretary of the union, Mr Ndobane Tibane said a branch executive committee was formed and officials elected Mr Peter Thulare was elected president and Mr Griffiths Tefo vice-president

ACCUS
27/8/87 (139)

CITY/NATIONAL

Textile workers strike over pay

Labour Reporter
BETWEEN 250 and 300 workers at Narrow Fabrics in Steenberg and Wilmill Narrow Fabrics in Salt River have stopped work in support of wage demands.

Mr Norman Daniels, general secretary of the Textile Workers Industrial Union, said wage negotiations broke down when members rejected the company's pay offer.

He said the union had asked for an across-the-board increase of R20 a week and the inclusion of attendance bonuses in the basic wage.

Minimum wage

Mr Kevin Sherry, chairman of the Shop Stewards Council, said the Steenberg workers had downed tools on Tuesday and those in Salt River had followed suit last night.

He said the minimum wage at both factories was R55 a week — although many workers earned more.

"Workers feel dissatisfied over the appallingly low wages.

Committed

"The trade union remains committed to negotiating a fair and acceptable agreement for its members.

"We hope negotiations for a settlement will restart shortly," said Mr Daniels.

The owner of the two factories was not immediately available for comment.

600 fired after work stoppage

ABOUT 600 Vanderbijlpark Town Council employees have been dismissed following a work stoppage, the South African Black Municipality Workers' Union said yesterday

Sabmwu's general secretary Mr Phillip Dlamini said the workers were locked out by management when they reported for duty on Tuesday morning

They had stopped work in demand of the reinstatement of three workers who were discharged because management said their contracts had expired and that they were not performing well

Town council public relations officer Mr Louis Lindeque said the workers were dismissed for taking part in an illegal strike

• A major portion of this report has been censored to comply with state of emergency regulations

Post Office, Potwa still at odds

The postal strike has entered its third month, with no sign of an early resolution to the dispute. The union claims there are 25 000 workers on strike; postal authorities say 15 000 have stopped work. The Star spoke to Post and Telecommunication Workers' Association (Potwa) president Mr. Vusi Khumalo and the Deputy Postmaster General, Personnel and Postal Services, Mr Johann de Villiers, about issues in dispute. Report by Mike Siluma and Adele Baleta.

ON SALARY NOTCH PARITY

The Post Office introduced standardised salary scales for all races on July 1. Previously, whites, coloureds and Indians were on the same salary scale, while blacks were on a different scale. The new standardised scale provides for several salary notches. Although blacks are now on the same scale as whites, they have been placed on lower notches and so earn less.

UNION Potwa is demanding notch parity so that a black and white worker of the same rank and with the same experience, qualifications and number of years' service, will be paid equally.

Although blacks now have scale parity, this does not mean an end to discrimination in the Post Office. Black workers with the same experience are being paid between R88 and R300 less than their white colleagues.

Although black workers will now be able to advance to the same positions held by whites, this could take up to 10 years.

MANAGEMENT If we granted notch parity to blacks, we would be compelled to apply the same principle to Indians and coloureds. This would mean increasing salaries substantially for some people and would be in addition to the 12 percent increase granted in July. This would have to be budgeted for after considering the many implications attached to such a dispensation.

DISCRIMINATORY PRACTICES AND RANK

UNION We are opposed to the attitudes of some people in authority who, because of a political background, are accustomed to issuing orders. Unfair dismissals occur and strike action follows when this authority is challenged. Blacks with the same training as whites are not given the same authority.

MANAGEMENT We have initiated supervisor courses to guide people on how to handle staff and on how to deal with dismissals. At present, white technicians supervise both black and white employees while black technicians supervise other blacks. Potwa insists that blacks must also supervise whites. The situation may change in the future but it is difficult to say when this will happen. It is a question of evolution.

MINIMUM WAGE INCREASES

UNION We want the minimum wage to be pushed up from R310 to R600 for the general assistant grades. We regard this as a living wage and the demand is in line with demands by most workers throughout the country.

MANAGEMENT This is negotiable and will be looked into. The Post Office does try to pay market-related salaries and salary adjustments are considered periodically depending on the availability of funds.

PAYMENT OF SALARIES DURING THE STRIKE

MANAGEMENT We have told the union time and again that payment of salaries to striking workers is not acceptable and a non-negotiable issue. No employer in the country would pay people who are on strike.

UNION During negotiations, workers have always insisted that the Post Office is responsible for dragging out the dispute by not addressing grievances. The workers feel they are therefore entitled to payment. During negotiations, we were prepared to concede to no work no pay provided that we were given notch and rank parity and workers were reinstated. This has not happened and the strike continues.

EMPLOYMENT OF DISMISSED WORKERS

Potwa is insisting on the unconditional re-employment of about 60 workers dismissed in the Eastern Cape since 1985.

MANAGEMENT This is negotiable. We have told the union to submit cases where workers have allegedly been wrongfully dismissed so redresses can be made. Of the 15 000 workers who are on strike, about 12 000 are not skilled and can be replaced. However, we will be losing a lot of expertise and experienced staff. It will be difficult to replace skilled workers with three years' training and we won't have enough technical staff until we can train more. A total of 1 700 new unskilled workers have been hired so far.

UNION The workers feel their demand for re-employment of dismissed workers is the only way to stop the Post Office from continuing to sack employees for no apparent reason.

POSTAL SERVICES

MANAGEMENT We will not hire new workers to man postal services in the townships. Postal services in these areas will remain closed until the workers return to work.

UNION The Post Office is an essential service and should not be disrupted but as worker grievances have not been redressed we have no alternative but to continue with the strike. It has always been Potwa policy not to catch the community in the crossfire between the union and the Post Office. The community supports us as they recognise that this is a struggle for human rights and therefore affects all blacks. The Post Office service can only improve when manned by satisfied and contented workers.

Am. Times 2/8/87

Fabric workers continue strike

Labour Reporter

WORKERS at two fabrics-manufacturing factories in Steenberg and Salt River continued their work stoppage yesterday after wage negotiations between the Textile Workers' Industrial Union and management broke down last week

TWIU general secretary Mr N Daniels said that between 250 and 300 workers went on strike at the Narrow fabrics factory in Steenberg and Wilmill Narrow Fabrics in Salt River when the company's wage increase was rejected. The union had requested a R20-a-week increase and the inclusion of the attendance allowance into the basic wage.

But the managing director of the two factories, Mr Michael Raphaely, said last night that not more than 100 workers were involved in the dispute.

Joining postal strike was a 'snap' decision

Most people go on strike for better wages. But not so striking postman Siphwe who says he is actually happy with his pay. What he is not so enthusiastic about are working conditions and opportunities for promotion. That is why he decided to join the strike.

Not that he had any choice. Union members were told to stop work "or terrible things will happen", he said.

But to reinforce his point about the "terrible" conditions, he rolls up his trousers to show thin legs covered with scars,

SATURDAY STAR REPORTER

all inflicted by dogs during the course of his daily postal deliveries in a white Transvaal suburb.

He has lost count of the number of times he has been attacked by dogs. However, Siphwe (not his real name) has never forgotten the day he thought he was going to be mauled to death.

A savage dog had dragged him off his bike and was in the process of biting him all over his buttocks when the dog's

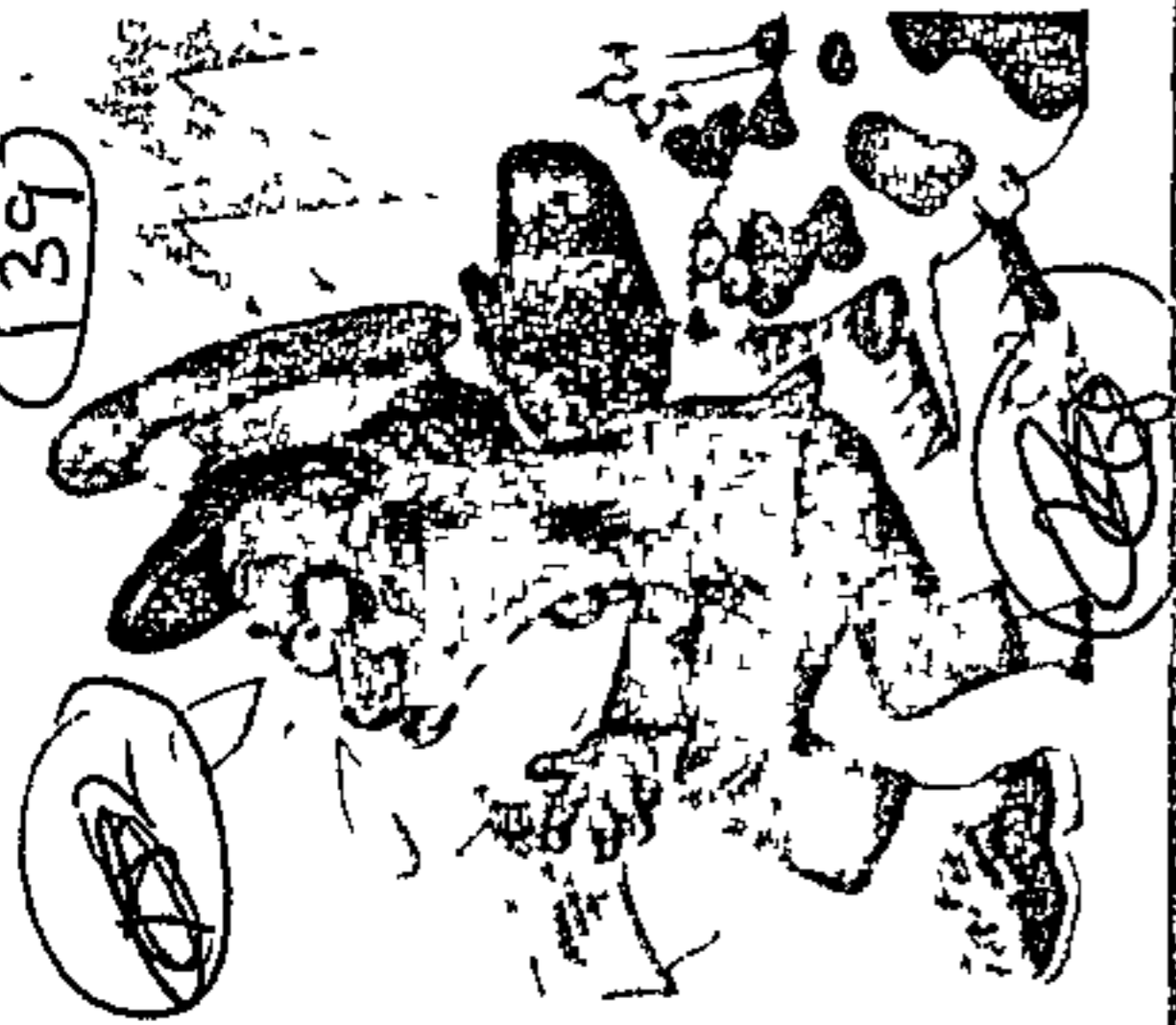
owner came to the rescue, he said.

Siphwe was taken to a doctor, as he has been after numerous other attacks since then.

What annoys Siphwe is that many people on his route don't have post boxes. This means he has to enter their properties -- and face the dogs.

Ideally, Siphwe would like to move on from suburb delivery to vehicle post box collection, but he feels his chances of promotion are very slim.

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STW - 29/8/81

CAPE TIMES 1/1/87

City textile workers call off strike

139 Labour Reporter

ABOUT 250 workers at Wilmill Narrow Fabrics, Salt River, and Narrow Fabrics, Steenberg, called off a week-long strike yesterday after accepting an immediate R10-a-week pay increase.

The managing director of the factories, Mr Mike Raphaely, said a settlement was reached on Sunday night and conveyed to the workers yesterday morning.

The factories, he said, were virtually back to normal.

The general-secretary of the Textile Workers' Industrial Union, Mr Norman Daniels, said that the union negotiated an immediate R10 increase, a further R5 increase in January and a R5 increase in April next year.

3/9/89

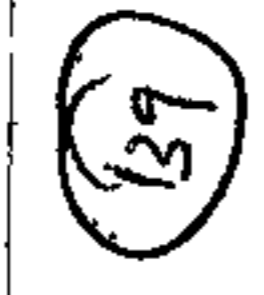
SABC ordered to re-instate retrenched Mwasa members

The SABC has been ordered by the Industrial Court to re-instate 36 members of the Media Workers' Association of South Africa (Mwasa) who were retrenched in December and January

Mwasa's regional chairman, Mr Sam Mabe, said the re-instatement order, signed on August 21, was delivered to the union's lawyers only yesterday and that the retrenched workers were given 14 days to report for duty

"This means that our members have today and tomorrow to report for duty, failing which they may not be considered for re-instatement. We have very strong feelings about the manner in which this matter was handled, but we will cross that river when we reach it," he said

Most of the workers lost their jobs when the Commissioner Street departments of the SABC moved to Auckland Park



MWASA appeal

3/9/87
39
60/20/20

THE Media Workers Association, of South Africa has won an Industrial Court case against the SABC after the retrenchment of its members by the corporation late last year.

Attorneys acting for MWASA have appealed to workers who were employed at Commissioner Street and Auckland Park to return to work before Friday. This is part of the ruling by the court, a spokesman for the lawyers said.

MWASA last night also appealed to the affected workers to be at work "either on Thursday or Friday or our victory will be soured" "Let all affected be at work," an official said.

Return, workers urged

139 *Sometun*
4/9/87

TODAY is D-Day for members of the Media Workers Association of South Africa retrenched from their employment at the SABC to return to work.

Industrial Court judgement against the corporation Mwasu took legal action when its members were retrenched. The workers based at Commissioner Street and Auckland Park were retrenched in December

and January
"We appeal to these members to be at work today by all means. We have won," an official said

This follows an

Writers back from workshop

(39)

Sowetan
4/9/87

TWELVE black South African journalists returned from Zimbabwe this week where they attended a one-week workshop covering aspects of trade unionism and journalism

The workshop was jointly organised by the Media Workers' Association of South Africa (Mwasa) and the Zimbabwe Union of Journalists (ZUJ)

Subjects at the workshop included interpretive writing, the new information order, the establishment of news contacts and trade union structures

Its climax was a panel discussion of the theme "The Role of the Media in the Liberation Struggle in the Colonial and Post-colonial Era"

The panel comprised Mr Tommy Sithole of the Zimbabwe Herald, Mr Wilf Mbanga of the Zimbabwean News Agency, Mr Ameen Akhalwaya of the Lenasia based *Indicator*, and Mr Joe Thloloe of the *Sowetan*

Mr Sam Mabe, Mwasa's education co-ordinator, said the workshop was successful. He said Mwasa had the opportunity to establish relations with the ZUJ and other unions in Zimbabwe. He added that similar workshops would be held from time to time within and outside South Africa

The Mwasa delegation included president, Mrs Sandra Nagfaal, vice-president, Mr Mathata Fredu, national treasurer, Mr Thami Mazwai and Mr Mabe

CAPE TIMES
4/9/87

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Potwa strike solution

PRETORIA. — Post office strikers who return by Monday will not be penalized in terms of an agreement reached between the department and their employees' association yesterday.

No one will be paid for the time they were on strike.

The Department of Posts and Telecommunications said their agreement with the Posts and Telecommunications Workers' Association (Potwa) stipulated that workers return by Monday or, if able to explain, not later than Monday, September 14, to be employed on the same terms. Those who did not would be liable to dismissal.

Detained members unable to return by Monday would be entitled to resume on their release, unless convicted of a criminal offence for which they would be liable for dismissal.

Those dismissed before detention, could apply for re-employment within seven days of release.

Others dismissed could apply for re-employment.

The department said it would keep on replacements for dismissed strikers.

Allegations of wrongful dismissals in the Eastern Cape would be submitted by Potwa to the department and, where substantiated, the worker would be re-employed. — Sapa

Post workers' strike ends after 10 weeks

6/9/87
CP Press

CP Correspondent

THE ten week old strike by more than 11 000 black Post Office workers that has cost more than R7-million in lost salaries has ended and workers will resume their normal duties on Monday

This was announced in a joint statement by the the

Post Office and Telecommunications Workers' Association and Post Office management

Management said agreement had been reached on the main issues discussed and that workers would receive no salary for the time they were on strike

Another condition of the

settlement was that the dismissed workers could apply for re-employment

"Their applications, previous work records and availability of posts, would be considered, together with those of new applicants," Post Office management said

Post Office management agreed to an increase in the minimum wages for unskilled workers from October 1.

"This is in line with declared Post Office policy, for the upliftment of its unskilled workforce," management added

Management expressed its "gratitude to the public for the understanding and co-operation during the strike" and said services would return to normal soon

Potwa president, Vusi Khumalo, confirmed the workers would return to work

He said salaries would be increased with General Assistant Grade One salaries upped by 20 percent, with effect from October 1

Khumalo said the Department of Posts and Telecommunications had accepted that wage disparities did exist and a mechanism was being set up to achieve parity and equality. A review on progress made in this regard would be held in April next year

He also said the department had accepted that all workers in the Eastern Cape region dismissed prior to the work stoppage would be re-employed if their cases could be substantiated

Khumalo said national report-back rallies were being organised for today, with a view to getting members back to work by Monday

He said Potwa's national executive committee congratulated the association's members on their "discipline, dedication and unity throughout the stoppage"

8/9/87 (134)

Unions to stitch together

(134)
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Labour Reporter

PLANS for the formation of a new union with about 70 000 members in the textile and clothing industries are well advanced.

The new union will be formed by an amalgamation of three leading unions: the National Union of Textile Workers, the Textile Workers' Industrial Union and the National Union of Clothing Workers.

A final decision on the amalgamation was taken late last week in Durban at a meeting of the South African Federation of Textile, Garment and Leather Workers, of which the three are members.

Three other unions in the federation, the Garment Workers' Union of the Western Province, the Garment Workers' Industrial Union and the Transvaal Leather and Allied Workers' Industrial Union, have refused to take part "at this stage".

Talks about unification have gone on for several months. The NUCW had agreed to merge with the NUTW.

Plea to workers

MEMBERS of the Media Workers Association of South Africa who were reinstated by Industrial Court order following retrenchments at the SABC have until Thursday to return to their posts, the union has said.

Mwasa said in an urgent appeal to its members that they should report for duty at the SABC, Auckland Park, before 4pm on Thursday, September 10.

This follows the August 21 Industrial Court ruling which reinstated the workers who should report for duty within 14 days of the

decision ^{9/9/87}
The court order only reached Mwasa's attorneys on September 2 — two days before the expiry date.

Mwasa launched another urgent court application to have the SABC extend its deadline after the latter had

initially refused. The order for an extension was granted and served on the SABC on Sunday night.

The reinstatement comes after lengthy negotiations between Mwasa and the SABC which led to the Industrial Court hearing.

Southern
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Monday at work for returned postal strikers

THOUSANDS of post office workers are expected to return to work on Monday after agreement was reached between their union, the Posts and Telecommunications Workers' Association (Potwa) and Post Office officials early yesterday morning.

But an eight-hour consultation between Department of Posts and Telecommunication negotiators and Home Affairs and Communications Minister Stoffel Botha for official approval nearly scuttled the delicately negotiated agreement to end the month-long

By SEFAKO NYAKA

stoppage. According to Potwa president Vusi Khumalo, the parties had reached agreement early on Wednesday evening when post office officials indicated they had to discuss the contents of the agreement with the minister.

"At about 6pm we had reached a favourable position towards a settlement, but then the negotiators on the management side said at this stage they needed ratification from the Minister."

ister. "When it (the Minister's reply) came through at about 7pm, he had tragically altered most of the points we had earlier agreed upon and that prolonged the meeting to the early hours of this morning. We waited until about 2 o'clock this morning for the ratification."

According to Potwa, the minister wanted to alter what the union regarded as the two central issues: the agreement reached on pay and rank parity and the issue of the Eastern

Cape workers who had been on strike since April.

The department had pointed out that before parity could be implemented a budget had to be passed in parliament.

The issue was resolved when the union suggested that the labour relations expert appointed to work on grievance procedures and the disciplinary code could also work out a mechanism for implementing the

● TO PAGE 2

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W/Maul

W/Maul

4-10/9/87

Back to work for post strikers

● From PAGE 1

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issue of parity

At the moment white supervisors have authority over all workers of a lower rank. However black supervisors of the same rank or higher cannot exercise authority over white employees.

After protracted negotiations, the parties agreed that pay parity, introduced in commencing salaries, will be extended to other salary scales.

The post office also undertook to continue "all reasonable steps to achieve parity in all its facets"

The union and management will the jointly review progress in this regard next April.

It was also agreed that those cases where it is alleged Eastern Cape workers had previously been wrongfully dismissed be submitted "and where the allegations are substantiated, they will be re-employed"

Although the union had demanded a minimum wage of R600, the post office has improved the lowest wage structure from R310 per month to R375 and the highest from R375 to R450 per month for general assistants between grade 1 and 11

On Tuesday talks were broken off when the parties were on the brink of an agreement after Potwa negotiators learnt that several union members had been injured in clashes with police at Khotso House, Lekton House and the New Canada railway station outside Soweto

Other clauses in the agreement are:

● Those workers who are unable to return to work by Monday will be given until September 14 to do so provided they give a reasonable explanation for such failure"

● Those members who are in detention will be entitled to resume work upon their release, unless they are convicted of a criminal offence for which they are liable for dismissal

● Dismissed workers will be entitled to apply for re-employment. The applications will be processed within five days.

● Without admitting that members had been harassed, the department gave an assurance that members who returned to work would not be harassed.

● No salary will be paid to members for the period of stoppage of work.

The Postal, Telegraph and Telephone International is believed to have played a pivotal role in the resolution of the strike.

The PTTI threatened international disruption of South Africa's communication links if a settlement was not reached.

W/Maul
4-10/9/87

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function
10/9/87

Mwasa wins case for sacked workers

TWO members of the Media Workers' Association of South Africa who had been dismissed from work for belonging to the union have been reinstated following the union's intervention

Ms Jane Manamela and Ms Sarah Mangwane were dismissed from the BSB Printers in Pieters-

burg on August 24. The two were members of the South African Typographical Union (Satu) before joining Mwasa.

A Mwasa official yesterday said the union had contacted the

company after the dismissal but had been met with "abusive language". We then contacted the National Industrial Council for printing and newspaper industry and declared

dispute"

This step had resulted in management agreeing to reinstate the two.

"We have 100 percent representation at the plant and we have been trying for several months to set a date for talks with the BSB management. We are pushing ahead with our recognition bid despite the closed shop agreement with Satu. If our people want to belong to Mwasa it is their democratic right," a Mwasa official said.

The director of BSB, Mr C. N. Snyman, confirmed that the two workers had been reinstated.

Meanwhile, officials of Mwasa in Pietersburg held talks with the South African Broadcasting Corporation (Pietersburg Region) management yesterday on the variation of membership which is to lead to formal recognition of the union by the corporation. The talks are to be resumed again at a date still to be announced.

UNION UNITY TALKS

UNITY talks between the South African Black Municipal and Allied Workers' Union and the Transvaal Association of Employees of Black Local Authorities took place in a "cordial spirit" in Johannesburg this week

In a joint statement the two parties said no final decision had been reached

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Smeyen 10/9/87

~~2/26~~

workers in all sectors — among them mining, metal, paper, civil engineering, food and textiles. The aim is to form industry-based unions, explains Radebe — also an objective of the largest trade union federation, the Congress of SA Trade Unions (Cosatu).

Individual sector-based unions will be formed once each has 5 000 members — “then they’ll be able to stand on their own.” This shouldn’t take long, based on claimed membership strength.

Radebe (39), who spent five years until 1984 as an industrial relations officer with Tongaat-Hulett, says Uwusa will concentrate on the metal and mining industries. A priority, too, is to unionise farm and domestic workers (this also is a Cosatu campaign). In fact, Uwusa has already begun doing so in Piet Retief, Babanango and Empangeni, where farm workers “are ill-treated.”

Its registration certificate does not, of course, include farm workers and domestics, who are not covered by labour law. But Radebe explains this is a “thorny issue among blacks and something must be done about these workers.”

He cannot understand why nothing has resulted from the Department of Manpower’s three-year-old proposals on labour rights for these workers, nor how government can spend R237m assisting farmers over the drought, while nothing is done for the workers.

Radebe, who is in his final year as a part-time LLB student at Natal University, hopes by year-end to have 1 000 trained Uwusa shop stewards. Training courses, conducted by Tjaart van der Walt of Industrial Consultancy Services, started on August 8 at the KwaZulu Training Trust at Umgababa and start in the Transvaal this weekend.

While Uwusa supports the fight of “other unions” for workers’ rights, explains Radebe, “we disagree on tactics and strategy.” For example, strikes should only be “the last resort.”

The union does not back sanctions and disinvestment because they reduce employment, and “if there are no jobs there will be no trade unions.” Maintaining that Uwusa is an “independent” union, Radebe says his members strongly believe politics should be kept out of trade unionism. ■

TRADE UNIONS

Recognising Uwusa

Nearly two years after being launched in Durban by Inkatha chief Mangosuthu Buthelezi, the United Workers’ Union of SA (Uwusa) was officially registered as a trade union on August 20. This entitles it to use bank stop-order facilities to deduct union member dues — its only source of income, says general secretary Godwin Simon Them-bulethu Radebe, better known as “GST.”

More important, Uwusa may now enter into substantive bargaining. “Companies and industrial councils were refusing to negotiate” until it registered, says Radebe.

Despite the hurdle, he claims Uwusa is already recognised at 150 companies, in addition to having 300 access agreements. He says paid-up membership is 150 000, with a further 50 000 signed up.

In terms of its registration, Uwusa, which is a federation, may organise and recruit

RB MM
11/9/87

DICK
USHER



Textile
union
rumpus

W/E Argus
12/9/87

A MAJOR row has broken out over the formation of a large new national union in the clothing and textile sectors.

The 60 000-strong Garment Workers' Union (GWU), the largest in the Western Cape, deeply resents the manner of its exclusion from the union

And the chairman of the South African Federation of Textile, Garment and Leather Workers' Unions, to which all the unions involved are affiliated, called it "a selfish manoeuvre".

Mr Cedric Peterson, assistant general secretary of the GWU condemned the groups which had agreed to form the union and said "It's obvious that they never wanted us"

ON TRACK

The decision to form the new union was taken in Durban last week by the National Union of Textile Workers (NUTW), the Garment Workers' Industrial Union (GWIU) and the National Union of Garment Workers (NUGW)

Mr Peterson said his union had gone to a federation meeting in Durban last week convinced that unity moves were on track and it would be up to the GWU to decide if they wanted to be part of the new union

"We wanted the launch date to be May 1 next year, for obvious symbolic reasons, but the other unions were pushing for it all to happen by the end of the year," he said

"But after ourselves and the GWIU, who are also involved in unity talks, agreed to compromise the NUTW was forced to admit they did not want us for a whole string of ideological reasons

COMPLETE WASTE

"It has all been a complete waste because it's now obvious that right from the start they never wanted us"

Mr Desmond Sampson, chairman of the federation, said it was extremely disappointing that one big union could not have been effected

"A great opportunity has been lost to unite all these workers in a one struggle against the monolithic stranglehold the bosses have on this industry

"The reasons advanced for not wanting the GWU were not really acceptable when one bears in mind that great prize

NEW DIRECTION

"The federation worked tremendously hard to facilitate a merger which would have created the third largest union in South Africa.

"The new union would have brought new directions and policies to the industries, but it seems those who went ahead were not brave enough to take the plunge of accepting GWU in a merger," he said

The new union, which will have about 70 000 members, will be launched in Durban on November 7

1964 14/12/7

Union suspends its national chief

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By DICK USHER,
Labour Reporter

THE national chairman of the 40 000-member Public Servants' League, Mr Malcolm Domingo, has been censured and suspended from all offices by the league's national committee.

The vice-chairman of the league, Mr Joe Davids, who is now acting chairman, confirmed the committee's actions against Mr Domingo at a meeting at the weekend.

According to sources at the meeting, the motion was passed unanimously by delegates from all of the league's 26 branches after a 45-minute motivation prepared by the Groote Schuur branch outlining a series of grievances against Mr Domingo.

It was alleged that he often acted without a mandate from the league's membership, was unduly influenced by the House of Representatives to act in ways that were not in the members' interests and exercised authoritarian control over the league.

Another source of dissatisfaction was a statement he made supporting President Botha over the resignation of the Rev Allan Hendrickse from the Cabinet.

In terms of the motion of censure, Mr Domingo is suspended from acting in any way for the league — he is also a district and a branch chairman — and from representing the league on the Commission for Administration's joint advisory committee.

● Meanwhile, the national committee has appointed three members to a special committee to investigate the claims against Mr Domingo. Three people outside the league will be co-opted to serve on the committee

Grinder slashes man's throat

Staff Reporter

A WORKER at an Eerste River building site died after a grinder slashed his throat when he slipped.

He was Mr Jan Frans, 42, of Eerste River.

A police spokesman said Mr Frans was working at a house in Hartbees Street, Eerste River, about 5.35pm on Saturday.

The spokesman said Mr Frans was working with a grinder used for walls when he slipped.

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Union suspends its national chief

By DICK USHER,
Labour Reporter

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Detentions mark strike

PORT ELIZABETH — More than 20 post office workers have been detained in Port Elizabeth since the beginning of the strike on 23 June this year.

Last Wednesday, the East Cape Regional Committee for the Post and Telecommunication Workers Association (Potwa) were detained by the security police in an early morning crackdown.

A Port Elizabeth lawyer for Potwa, Mr Bashir Hoosain, and a Potwa spokesperson in Johannesburg confirmed the detentions which took place at 5am in Port Elizabeth's Kwamagxaki township.

Hoosain said seven post office workers were detained in PE on Wednesday including five committee members which include Potwa's East Cape region treasurer, Sam Hlongwane, a shop steward representative, Kenneth Mkumatela, vice-chairperson Mandla Nabo, regional secretary Tobile Maso and a Queenstown branch organiser, Dion Klaas.

Hoosain said that since the strike began in Port Elizabeth in sympathy with the East London post office workers, his firm had handled the detentions of more than 20 post office workers.

The Potwa spokesperson said his association would do all in its power to achieve the demands of the nine-week strike. These include that workers on strike receive salaries — or even parts of their salaries for the time they have been on strike.

Parity

They insist that the salary notch parity for all black workers must apply and demand the unconditional re-employment of some 60 workers dis-

missed in the Eastern Cape since 1985.

The spokesperson also said their members received dismissal notices.

"We regard detention and dismissal notices as a setback in resolving the crisis because it creates an unfavourable atmosphere" he said.

In a statement released last week, the Post and Telecommunications liaison division in Pretoria said the strike of more than 1 500 black post office workers country-wide was maintained by large scale intimidation. The deputy Postmaster General of personnel and postal services, Mr Johan de Villiers, said very few workers were taking part in the strike voluntarily.

He said workers would lose their salaries, services benefits such as pensions, medical aid and housing benefits. Workers had already lost R7-million in salaries alone since the strike started in the Eastern Cape on June 23. — ECNA

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10-16/9/87
South

139
 16/9/87

Nusas members usually 'docile, non-violent'

Tygerberg Bureau

A SERGEANT in the police special branch described Nusas members at the University of Stellenbosch as "docile, non-violent political activists who would not normally physically oppose the security forces or the authority of the State".

Sergeant Deon Goosen was giving evidence in the Stellenbosch Magistrate's Court in a case in which Mr Morris Khwidzihli, 36, a shop steward of the South African Railways and Harbours Workers' Union (SARHWU) in Kazerne, Transvaal, is charged with having made a subversive statement on the university campus on April 24 this year.

Evidence was that students headed by Nusas leader Mr Jaco Malan formed a "human wall" to prevent Sergeant Goosen reaching Mr Khwidzihli while he made his escape off the campus. Mr Khwidzihli was arrested on August 11.

Mr Khwidzihli was ordered by the Attorney-General of the Cape, Mr Niel Rossouw, to be charged under the Public Safety Act No 3 of 1953.

Mr J H de Lange, legal counsel for Mr Khwidzihli, said his client would deny having made any subversive or illegal statements to the students during his speech and that the NUSAS meeting he had been asked to address

had been moved by the students at the last moment from a building to an outdoor venue.

The trade unionist had been uncertain whether the meeting had been "banned" or not, Mr de Lange said.

Sergeant Goosen said that in his opinion contents of the trade unionist's speech had been subversive.

The accused had allegedly said among other statements that "we know, brothers, there is no freedom without blood", "we are going to fight, we are going to destroy Botha and his dogs, we are going to rule this land".

Sergeant Goosen said he believed that all these terms had been subver-

sive in that they affected the "normally pro-security force Nusas students of the university and incited them to violence".

He claimed that his opinion was proven by the students' actions after the speech when they formed the "human wall" which stopped him from arresting the trade unionist.

The Matie Nusas members would not normally use violence to oppose the security forces or the authority of the State as such, he said.

The magistrate, Mr G S Claassen, postponed the trial to September 18. Mr F E Els appeared for the State and Mr J H de Lange, instructed by Mr E Mohammed of E Moosa and Associates, defended Mr Khwidzihli.

Firm favoured one union, court told by another

By DICK USHER, Labour Reporter

A DISPUTE between two trade unions in which a company is accused of favouring one has come before the Industrial Court

The National Union of Textile Workers (NUTW) applied to the court for a status quo order directing the company, Rotex of Atlantis, to restore labour practices at the factory under which it was recognised as the sole representative of employees

In papers before the court yesterday Mr Ebrahim Patel, branch secretary of the NUTW, submitted that the company deliberately set out to subvert the position and role of the NUTW there and had improperly brought pressure to bear on the NUTW members to shift their allegiance to a "sweetheart union", the Garment Workers' Union of Western Province (GWU)

The NUTW was recognised at the factory after it won a ballot during 1986 involving the GWU. Rotex agreed that the NUTW would be the collective bargaining representative and would negotiate wages and conditions of employment with it

Threatened

Mr Patel said that from about March the NUTW started receiving complaints from members

Rotex management, either independently or in collusion with the GWU, attempted to persuade NUTW members to resign, gave the GWU access to the factory to recruit members and threatened some employees with victimisation if they did not resign from the NUTW

Mr Patel also claimed that Rotex suddenly stopped deducting union dues from wages of certain members

Following these events he received a copy of a letter from the GWU to the NUTW's national secretary stating that most workers at the company had elected to join the GWU and they had officially applied to Rotex for recognition

He was also told by the management that from July 14 the GWU would be recognised as the collective bargaining agent

He submitted that the NUTW's agreement with Rotex remained in force and it was incumbent on the company not to dispense unfair advantages to unions favoured by it

For the GWU, assistant general secretary Mr Cedric Peterson denied the claims made by the NUTW

Majority

He said that had his union been aware of any such actions by the company they would not have taken advantage of them because this would have been a form of "union-bashing". Both he and the GWU were absolutely opposed to any such actions

But by July it was clear that the GWU had a majority of 101 members at the company while the NUTW's membership had declined from 92 in June 1986 to 40

He denied collusion between the GWU and Rotex and said he and the union were absolutely opposed to interference by the management in union affairs

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function

18/9/87

Talks on workers' plight

THE newly-formed United People's Union of South Africa is to hold its first annual three-day congress at the Congrella Young Women's Hall in Durban starting from today

The union's acting

By JOSHUA RABOROKO

general secretary Mr. Simon Sedibana yesterday said the congress would focus on numerous issues in the workers' struggle against exploitation and oppres-

sion at the shopfloor. He said the congress would also discuss the threat which the Minister of Manpower Mr. Pieter du Plessis against trade unions involved in

wildcat and illegal strikes

The union, which was formed in August last year, claims a membership of over 25 000 in the metal, commercial and transport industries

He said that the union will be addressed by various speakers from the United Democratic Front, the Azanian People's Organisation and Women for Peace.

Rights

"We want to form a working relationship with the organisations opposed to apartheid in South Africa," Mr Sedibana said

The union is also aiming at organising workers in the so-called homelands, and make them aware of their trade union rights

Many black workers have become victims of corporates that leave metropolitan areas and exploit workers by moving to "homelands" and rural areas, he said

"We will also have to revise our position regarding the political, social, economic situation of blacks in the country. Our members will be urged to spill political issues on the shopfloor," he said

Stresses
w/c ARGUS 19/9/87
appear in
League after
censure

LABOUR
AFFAIRS
DICK
USHER



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LAST weekend's motion censuring the president of the Public Servants' League (PSL), Malcolm Domingo, was the first public sign of deep stresses within the organisation

The motion was passed at a meeting of the national committee in Cape Town after a lengthy motivation from Arthur Farred of the league's Groote Schuur district.

Much of the motivation was directed at the style and content of Domingo's leadership which appears, from the motivation and from hearing views aimed at league meetings, to be of that heavily bureaucratic and authoritarian nature which the more progressive unions have taken careful steps to avoid

In this fashion the censure (which Domingo says is unconstitutional) to some extent symbolises the clash between the old and the new which has been a feature of South African industrial relations for the past 15 years

The old was a "mak" union with officials comfortably installed in secure jobs making unilateral decisions without mandates from their members and often perceived to be in over-cosy relationships with employers

The unions which emerged after 1973 have shaken this concept considerably and, through their actions, caused people in other unions to draw some unfavourable comparisons and start trying to exert pressure on their leadership for improvements

Unfortunately (or fortunately, depending on your point of view) these organisations have usually so neglected education and involvement of their members in decision-making that the process of renewal has been stifled. The "democratic" structures through which members can make their voices heard have also become moribund

So PSL members who are forbidden from striking have seen groups in the public sector — such as the Railways and Harbours Workers' Union and the Post Office and Telecommunications Workers' Association — involved in lengthy strikes which resulted in gains for their members

And they ask why they have to put up with low wages and poor working conditions which their union is apparently unable to do anything about

Then there are the political tides in their communities which affect the workers' views of the world and the role of worker organisations in that world

It's undoubtable that a significant measure of politicisation has taken place in those communities over the past few years and there's no reason to suspect that PSL members have been immune to this.

At the same time, the league itself is under threat from unions organising in that sector

Something's gotta give

AKus 22/9/87: (139)

Sats unionist defends his remarks to Maties

Tygerberg Bureau

A SOUTH AFRICAN Transport Services trade unionist on trial in Stellenbosch for allegedly making a subversive statement said he preferred shouting "Viva Mandela" to "Viva Botha" because Mr Mandela was the man who had brought the black workers together

Mr Morris Khwidzili, 35, of the Sats hostel in Kazerne, Johannesburg, said this yesterday in the Stellenbosch Magistrate's Court during cross-examination by the prosecutor, Mr F E Els

He has pleaded not guilty to making a subversive statement during a speech to University of Stellenbosch students on April 24 this year

An application by the defence counsel, Mr J H de Lange, to have Mr Khwidzili discharged on the grounds that the students could not have been incited by his speech, in Zulu, as it had been incorrectly interpreted and misunderstood, was dismissed by the magistrate, Mr G S Claassen

Security branch Sergeant Deon Goosen alleged that Mr Khwidzili had made subversive statements when saying "There is no freedom without blood" and "We are going to fight, we are going to overcome Botha and his dogs, we are going to rule this land"

Mr Khwidzili had also referred to the Minister of Transport, Mr Eli Louw, as "Louw and his gangsters", and said "Botha and his gangsters want to kill us"

The speech had incited the Matie students to violence against a security force member in the first such incident on the "normally conservative" campus of Stellenbosch University

Formed a "human wall"

He said during this incident, the students had physically opposed him and formed a "human wall" which stopped the sergeant from arresting Mr Khwidzili

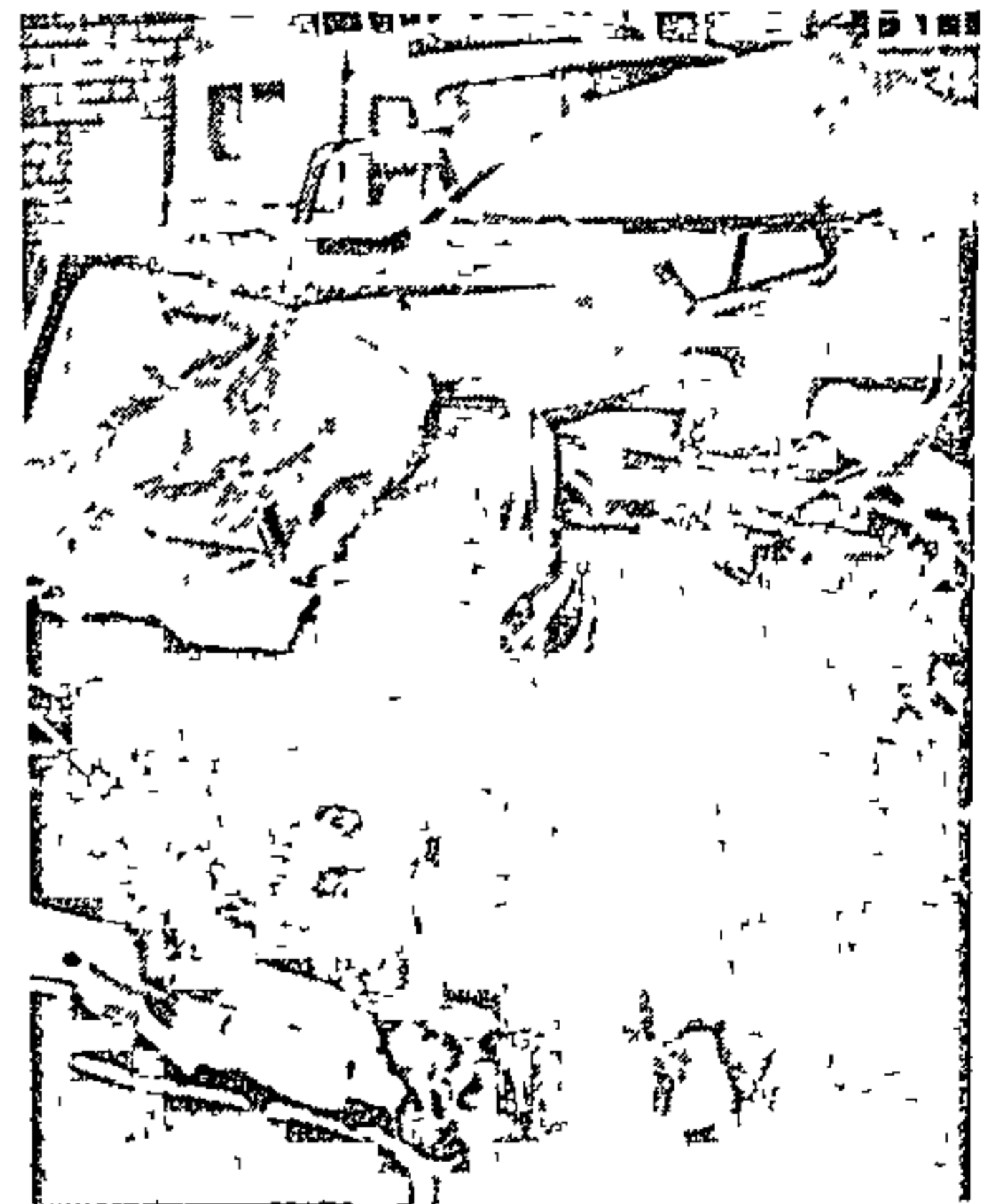
Mr Khwidzili was arrested on August 11 in Johannesburg and brought to Stellenbosch for trial

Mr Khwidzili said in evidence that he had referred to the dogs used by the Defence Force and the SAP, "which bit our people during the shooting in Germiston, when our people were shot down innocently"

The hearing continues today



SMASH VICTIM: Ray Phiri, above, leader of the band Stimela, is in a "stable but very, very serious" condition in Milpark Hospital after a car crash near Kroonstad. He was flown to Johannesburg by emergency helicopter yesterday. The pop star was one of 16 people injured in a smash outside the Free State town on Sunday night. The Mercedes in which he was travelling, right, was in collision with a minibus carrying 19 people. Four minibus passengers and three people in Mr



139 Smetun 23/9/87

Mwasa signs accord

THE Media Workers Association of South Africa scored a victory this week when it signed a recognition agreement with Perskor — after five years of protracted talks.

Mwasa has also begun recognition talks with the SABC on Monday on behalf of its members in Pietersburg.

In a joint statement issued by Mwasa and Perskor on Monday evening the two parties said the recognition agreement had been formalised.

“Both parties are confident that the agreement will result in fruitful co-operation and sound labour relations,” the statement said.



MWASA'S Southern Transvaal regional chairman Mr Sam Mabe signs the agreement with Perskor's managing director, Mr Koos Bultendag.

August 23/9/87 (139)

Slogans not banned, defence tells court

Tygerberg Bureau

A TRADE unionist had as much right to fight for his freedom as the Afrikaner had done in the past, his defence counsel told Stellenbosch Magistrate's Court.

Mr J H de Lange appeared for Mr Morris Khwidzili, 35, of the Sats hostels in Kazerne, Johannesburg, a shop steward of the Railways and Harbours Workers' Union who is charged with making a subversive statement

Mr Khwidzili, who was asked to address Nusas students at Stellenbosch University on the Sats strike on April 24, has pleaded not guilty.

Summing up yesterday, Mr de Lange said he disagreed with the State's insistence that the words "Viva ANC", "We will fight for our freedom", "We will overcome Botha and his dogs", "We are going to rule this land" and other slogans were subversive under the media regulations.

MAINTAINED PEACE THEME

"Nowhere in the media regulations does it state that slogans such as 'Viva ANC' are prohibited from publication," he said.

"And saying 'We are going to fight for our freedom' does not necessarily imply that my client intended using violence. On the contrary, he maintained his theme of peaceful negotiations with the Government throughout his speech"

Mr Khwidzili had as much right to fight for his freedom in this manner as did the Afrikaner in his own history

Judgment will be given on October 5 Mr Khwidzili, who has been in custody awaiting trial since August 11, was granted R500 bail.

Mr G S Claassen was on the Bench Mr F E Els appeared for the State Mr de Lange was instructed by Mr E Mohammed of E Moosa and Associates

ARBUS 24/9/87

LABOUR

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Court rule to restore textile union's rights

Labour Reporter

THE Industrial Court has found there was a strong possibility of collusion between an Atlantis textile company and the Garment Workers' Union which led to the company withdrawing recognition of a rival union.

The court ordered Rotex to restore to the National Union of Textile Workers (NUTW) recognition withdrawn in favour of the Garment Workers' Union, pending a final settlement of the dispute.

The NUTW brought the case against Rotex and the GWU after the company withdrew its recognition, claiming that the GWU had gained majority membership at the factory.

The NUTW claimed this was the result of "sweethearting" and pressure by Rotex on NUTW members to join the GWU.

"Grossly irregular"

In his judgment Mr Pierre Roux, vice-president of the court, said "the facts presented by the applicants, which included facts indicative of the company's unfair labour practice of favouring GWU in canvassing members of this union, are either admitted or not seriously refuted".

Mr Roux said the GWU's counsel, Mr J Short-Smith, had found himself unable to contest that the company acted improperly and conceded that the papers made out a case of company officials conducting themselves on occasion "in grossly irregular and unfair fashion".

"The court consequently has little sympathy with the GWU should its order have the effect of negating such collective bargaining rights as it may have thought to have obtained by unfair collusive means," said Mr Roux.

Textile strike resolved, workers reinstated

CM Tm's 26/9/87 137
Labour Reporter

WORKERS at Darling Textiles near Atlantis called off their three-day work stoppage yesterday, after management agreed to discuss the settlement of their dispute over payment for eye tests and spectacles, before October 13

The 250 workers who were dismissed on Tuesday morning have been reinstated after negotiations with the Textile Workers' Industrial Union (TWIU), and they will not lose any benefits, TWIU general secretary Mr Normal Daniels said last night.

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Rail union leaders reject pamphlet

EAST LONDON — Officials of the National Union of Railway Workers (NURW) have dissociated the union from pamphlets allegedly issued by it and distributed in the Border area.

The NURW's national organiser, Mr. Moffat Manentsa, and the branch secretary, Mr. Mtutuzeli Siwayi, said the union had nothing to do with the pamphlets.

The documents stated the NURW national executive council had resolved to seek affiliation to the Congress of South Africa Trade Unions (Cosatu) on June 20, 1987.

The pamphlet said Cosatu had rejected the NURW application on the grounds that there should be only one union in the transport sector and that the NURW with a membership of 8 000 had no intention of merging with the South Africa Railway and Harbour Workers Union (SARHWU).

The pamphlet also accused Cosatu of not having respect for the workers' democratic right to belong to any union of their choice.

It said railway workers should consider affiliation to the National African Council of Trade Unions (Nactu).

"The people responsible for the pamphlets

are taking advantage of the fact that the NURW application for affiliation to Cosatu was rejected yet the union has no intention of affiliating to Nactu whatsoever," the NURW officials said.

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Typo rebels and 'old guard' settle

By KURT SWART

THE South African Typographical Union (Satu) and its dissident Cape Town B Branch have settled their Supreme Court dispute.

A new election for the B Branch executive committee will now be held. Judgment on the form of the elections and costs will be given soon.

Satu applied to the court in July for an order declaring the 1987 election of the B Branch executive committee as illegal in terms of the union's constitution.

B Branch committee members believe Satu's action is an attempt to force them out of office because of their progressive stance.

The 40 000-strong Satu is a racially-structured union with three separate branches — an A, B and C branch for white, "coloured", and African members. Each branch in every city centre elects its own president and with nine

city centres the governing board in Pretoria is composed of 27 presidents.

Workers are graded from grade one (skilled) to grade four (unskilled). During elections grade one workers have a full vote, whereas grade four workers only have a quarter vote. Only a grade one member may become national president.

Cape Town's B Branch has ignored the qualified vote. "Our elections are held on the basis of one man, one vote," a committee member said.

Satu's court action is the culmination of events going back to February last year.

According to the B Branch "rebels", there was widespread dissatisfaction at the way the conservative "old guard" committee was handling affairs. They were regarded as "sweethearts" of the bosses who willingly accepted the status quo.

In affidavits submitted to the court, B Branch criticized the way wage ne-

gotiations were conducted by the previous committee.

Negotiations allegedly took place in international hotels with "extravagant" meals and cocktail parties to "soften" the union representatives.

"We objected to the enormous wasting of union funds on the cocktail scene while the majority of our members struggle to make ends meet," a committee member said.

At the February 1986 Annual General Meeting the "old guard" was ousted. Mr C V Peters was replaced as president and a new executive committee took over. It immediately called for the integration of the racially separate branches and the dropping of the member gradings for voting.

At the 1987 AGM the Cape Town regional secretary, Mr R Wustman, announced that a mistake had been made the year before. According to the constitution a committee serves a three-year term, and the previous

(1984) committee had only been in office for two years when the 1986 election was held. The AGM declared the 1986 election null and void and a new election was held.

Once again the "old guard" was defeated, certain members polling only two or three votes. Mr F Messenheimer defeated Peters for the presidency, the latter also losing in the vote for vice-president.

Messenheimer's committee continued their campaign for change until April 7 when the general secretary, Mr Martin Deyssel, informed B Branch that the 1987 committee was unconstitutionally elected. Peters and the 1984 committee were reinstated with immediate effect.

B Branch said they were still constitutionally in power and would defend any attempt to oust them.

Deyssel called a special meeting of the governing board in Pretoria on May 11. Delegates were flown in

from all of Satu's regions. Peters was invited as the B Branch president and Messenheimer as an ordinary union member. The committee who regard Messenheimer as the legally elected president refused to send him.

At the meeting Deyssel attacked the "rebels" saying that the group was leaning to Cosatu and were not interested in Satu principles.

Other members said the group was too politically-minded and should be disciplined. The decision was made to take B Branch to court.

Asked about a future course of action, a B Branch spokesperson said: "We have discussed affiliating to Cosatu but at the moment we feel that our best chance is to restructure Satu from within."

"Once we have consolidated our position in Cape Town we will send our members into the other regional centres to broaden our support."

24-20/9/87 (139)

Sarf



Mudini Maivha

**Scribe
still
missing**

By KHULU SIBIYA

JOURNALIST and Media Workers' Association of SA executive member Mudini Maivha was yesterday still missing after he was last seen exactly a week ago.

Mwasa regional chairman Sam Mabe has appealed to members of the public to contact the union offices or *The Star* newspaper if they have any information about his whereabouts.

Maivha was last seen leaving the union offices in Wanderers Street, Johannesburg.

Meanwhile, Mwasa will hold its annual congress at Ipelegeng Community Centre, Soweto, tomorrow and Sunday.

Carl Timp

Thursday, October 1, 1987

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Bid for 'sexual favours' alleged

By SHAUNA WESTCOTT
Supreme Court Reporter

THE suspended national chairman of the 40 000-member Public Servants' League of South Africa "gruesomely misused his position in an attempt to obtain sexual favours", it is alleged in papers before the Supreme Court.

This — and other allegations — emerged in an application brought by the suspended chairman, Mr Malcolm Domingo, for an order setting aside the decision of the League's national committee to suspend him from office pending an inquiry.

The decision was taken on September 12 after a motion of censure pro-

posed by committee member Mr Arthur Farred, who read out a 12-page document setting out why he thought Mr Domingo's conduct as chairman should be investigated.

Among the allegations made by Mr Farred is that Mr Domingo, without a mandate from the League, is involved with "Minister David Curry" in discussions with the owners of Theewaterskloof Farm (over Sir Lowry's Pass) about a "multi-million-rand holiday resort".

Mr Farred said "rumours about personal commissions amounting to hundreds of thousands of rands abound". These should be probed, as should the secrecy surrounding the venture, he said.

The League should also investigate "why the chairman's press statements

are always so supportive of the state". Mr Farred alleged further that during a visit to East London, Mr Domingo "gruesomely misused his position as national chairman in an attempt to obtain sexual favours from a newly appointed and harassed Miss Faith Josse".

When Miss Josse rejected his advances, Mr Domingo threatened her, saying "you must remember I am the national chairman and can jeopardize your future employment with the organization", Mr Farred alleged.

"What frightens me most is that Mr Domingo is a ruthless egomaniac, totally obsessed with self-glory, self-enrichment and self-indulgence, which he exercises without a stab of conscience," Mr Farred said.

Mr Domingo, a League member for

16 years and chairman since 1981, described this as "a grossly libellous statement", alleging that Mr Farred was acting with malice.

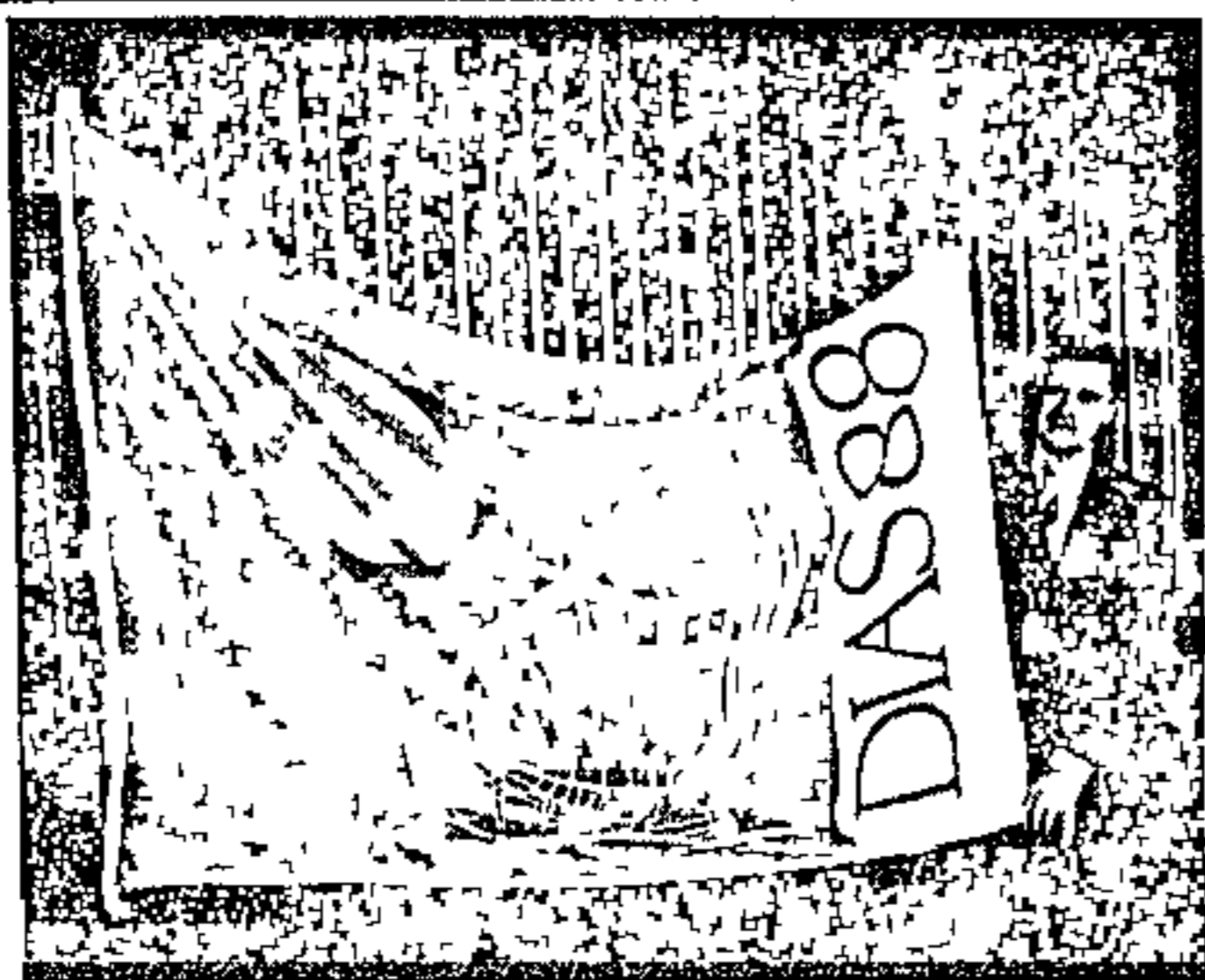
He said he was given no opportunity to reply to or refute the allegations made against him which, furthermore, were so imprecise as to be "void for vagueness".

He claimed that three members of the national committee, elected to take part in the inquiry into his conduct were so prejudiced against him that an unbiased and fair investigation would be impossible.

The application was postponed to October 7.

Mr Acting Justice W.G. Thrings presided. Mr M.H. van Heerden appeared for Mr Domingo.

Unbar me, says Public Servants' League leader



Mr Barry van der Vyver with the Dias Festival flag.

The Dias Festival flag has come to Cape Town

Staff Reporter

THE Dias Festival flag was displayed for the first time in Cape Town last night by the National Festival Committee

The flag will be flown at the festival in Mossel Bay next year. The main celebrations take place from January 29 to February 6

The flag depicts the Portuguese caravel motif, the sun and the wording DIAS 88

The secretary of the Festival Committee, Mr Barry van der Vyver, said the 15th century Portuguese caravel with the cross on the mainsail symbolised the vision, perse-

verance, and faith which supported the navigators of old. The sun epitomised the goodwill, growth and skills of South Africa and its people

As a contribution to the festival a model of the caravel in which Bartolomeu Dias sailed to South Africa nearly 500 years ago had been made available to schools as part of the national project

The replica of the caravel was built in Portugal for the re-enactment voyage. It will sail from Lisbon on November 8 to arrive at Mossel Bay on February 3 — 500 years after Dias first stepped ashore there

Supreme Court Reporter

THE national chairman of the Public Servants' League has applied to the Supreme Court to have his suspension set aside

The suspension was imposed after a motion of censure against his conduct as chairman at a league meeting last month

Mr Malcolm Domingo, registrar of the Athlone Technical College, said in an affidavit he had been a member of the 40 000-member PSL for 16 years and its national chairman since 1981

He said that at a PSL national committee meeting on September 12 Mr W Arthur Farred of the Grootte Schuur branch tabled a motion of full censure against his handling and conduct of the leadership

Mandate

The motion also requested "a thorough, honest and objective investigation into all the activities, actions, transactions, negotiations and conduct of Mr Domingo in relation to the constitution's reference to his functions, with specific emphasis on the term 'mandate'"

In a 12-page motivation for the motion it was alleged that Mr Domingo often acted without mandate from members, was unduly under the influence of the House of Representatives to act in ways that were not in members' interests and exercised authoritarian control over the league

Mr Domingo said Mr Farred's motion, unopposed, also called on the national committee to instruct him to halt all activities in the name of the PSL

"I asked if I could speak against the motion and was told I could respond to the investigating committee"

Mr Domingo has requested the court to set aside the suspension as a matter of urgency

"The national committee embarked on 'disciplinary steps' against me on September 12 on the spur of the moment with total disregard for the rules of justice, in particular in that I was not afforded the opportunity to prepare a reply and refute the allegations made against me."

In addition Mr Domingo felt that the three PSL national committee members elected to serve on the six-man investigation committee — and who had participated in the decision of September 12 — were so prejudiced against him that they would not be able to participate in a just fair and unbiased investigation

In the interdict he seeks against Mr Joe Davids, the PSL's acting-chairman, and the PSL Mr Domingo asks them to show why the decision of the national committee should not be reviewed, corrected and/or set aside

The matter was postponed to next Wednesday

Mr Acting-Justice Thring was on the Bench

Olympiad doors widen

The literature section is concerned with the "foils" in Shakespeare — the fools, clowns, rascals and comic low-life characters the Bard used as foils to his kings, princes and other nobles

The literature section will focus on the language devices used by Shakespeare

The final date for entries is November 30

More information can be obtained from Mrs H van Heerden, 1820 Foundation, PO Box 304, Grahamstown 6140 or 0461 27115

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2395

EACH

Another post office dispute looms

25/9-11/10/81
By SEFAKO NYAKA

THOUSANDS of postal and railway workers may again go out on strike unless the two parastatals stop violating the terms of the agreements that brought an end to strikes in the two sectors.

The Department of Posts and Telecommunications — which has been accused of openly flouting the agreement ending the strike on September 7 — has until today to “adhere to the agreement” or face court action according to the Post and Telecommunications Workers Union (Potwa).

The union has compiled a 14-page dossier listing a range of examples to support its accusations.

● Contrary to the agreement, semi- and unskilled workers are being targeted for dismissal.

To date over 3 000 workers have been dismissed and have been refused the opportunity to apply for re-employment.

● Technicians and other skilled workers are being allowed to resume work without having to apply for re-employment.

● Of the 1 500 workers who went out on strike in the Eastern Cape only 200 have been re-engaged.

● In Bryanston gates were locked when workers reported for duty. Only selected workers were allowed into the depot.

● At the Crown Mines depot in Johannesburg assembled at the gates A

contingent of police arrived and the chairman of the workers' committee was arrested

● Almost all shop stewards have been transferred to other depots against their will and in violation of the agreement.

According to Potwa the trend is the same in all the depots that went out on strike.

When Potwa and the Post Office reached agreement ending a two-month-old strike by about 16 000 workers certain agreements were

reached between the two parties

Post Office representative Ben Roodt this week denied his department was violating the agreement.

“We are keeping strictly to the agreement,” he said

Potwa's ultimatum comes shortly after similar accusations were leveled at the South African Transport Services by the SA Railway and Harbours Workers Union

Sarhwi claims several of its members have been transferred to other depots while thousands have been refused re-employment. Sats has denied the allegations

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Mwasa official possibly detained

139

ST 10/87
direction

SIX people, including a journalist and a trade unionist, are believed to have been detained by security police at the weekend, it was learnt yesterday.

They are *The Star* staffer and regional secretary of the Media Workers' Association of South Africa, Mr Mudini Maivha, Mwasa regional organiser, Mr Maropodi Mapalakanye, president of the Azanian Youth Organisation (Azayo), Mr Thabo Mafihla, Azayo branch executive members Miss Kedibone Meso and Miss Lillian Nidovu, and the Mamelodi branch chairman of the Azanian People's Organisation, Mr Dennis Ndlovu.

Mr Maivha, of Tshiwelo Extension 3, has

been missing since Friday afternoon when he left his desk at *The Star* to go shopping in town. A family member said he was to have performed an important family obligation this weekend. "There is no other reason

that I can imagine for his absence except being in detention," the family spokesperson said.

A police spokesperson in Pretoria yesterday said confirmation of the detentions could only be given today.

Weather

THE Weather Bureau's forecast for today:

Transvaal: Cloudy and cold over the eastern parts where fog patches will occur on the escarpment, otherwise fine and mild but fog patches will also occur over the Highveld in the morning. It will clear partially over the eastern parts and become somewhat warmer.

Orange Free State: Fine and mild but cold over the north-eastern parts. It will be warmer today.

Natal: Partly cloudy along the coast and along the escarpment becoming fine and mild.

Northern Cape and southern SWA/Namibia: Fine and warm but partly cloudy in the north. — Sapa.

PRACTICAL COURSES IN

Union seeks legal advice

CAPE TOWN 6/10/67
Labour Reporter

THE Municipal and Public Servants' Association Workers' Union is seeking legal advice, following the advertisement of jobs on the Town Committee of Cape Town, before black personnel have been transferred from the CPA

Union members — who had worked on the old Western Cape Administration Board, which later fell under the the CPA — have been awaiting transfers to the new Town Committee since June

The CPA spokesman Mr J T Loubser said yesterday "There is no danger of jobs being threatened"

those concerned in the case of the latter Act

These Acts also provide for exemptions from the minimum wages and other conditions of employment, in wage regulating measures, which can be granted on the merits of each case.

Abortions

537 Mr C J DERBY-LEWIS asked the Minister of National Health and Population Development

- (1) Whether his Department or any body or person falling under his control has received any information, complaints and/or representations in regard to abortions allegedly performed at an East Rand hospital, particulars of which have been furnished to the Minister's Department for the purpose of his reply, if so, what are the circumstances surrounding this matter,

- (2) whether the matter has been reported to the Transvaal Director of Hospital Services or any member of his personnel, if not, why not, if so,
- (3) whether any action has been taken in this regard, if so, what action, if not, why not?

The MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT

- (1) No
- (2) The Transvaal Director of Hospital Services became aware of a possible excessive number of abortions at certain of the East Rand Hospitals, during routine inspections
- (3) The matter is being investigated

Members seconded to SWA

538 Mr C J DERBY-LEWIS asked the Minister of Law and Order

- (1) Whether any members of the South African Police Force have been seconded to the Government of South

West Africa, if so, what jurisdiction does he have over the duties of such members,

- (2) whether any members so seconded are engaged in patrolling duties for any mining companies, if so, what are the names of these companies?

The MINISTER OF LAW AND ORDER

- (1) Yes Members of the South African Police who are seconded to the Government of South West Africa, are, for the purpose of discipline, still under the control of the commissioner of the South African Police

In respect of their duties, these members are under the command of the Commissioner of the South West African Police

- (2) No

Directors-general

539 Mr C J DERBY-LEWIS asked the Minister in the State President's Office entrusted with Administration and Broadcasting Services

- (1) Whether directors-general are appointed for a fixed period, if not, (a) what are the terms and conditions of their appointment and (b) what effect does this have on their period of service, if so,
- (2) whether directors-general so appointed complete their present period of service with retirement and then obtain a contract appointment, if so,
- (3) whether they receive their retirement and pension prior to entering into their contract period, if not, when do they receive their retirement and pension, if so, what effect does this have on the pension they receive at the end of their contract period?

The MINISTER IN THE STATE PRESIDENT'S OFFICE ENTRUSTED WITH ADMINISTRATION AND BROADCASTING SERVICES

- (1) Yes—in terms of the provisions of section 11 of the Public Service Act,

1984 (Act no 111 of 1984), as amended

- (a) Falls away
- (b) Falls away

- (2) No—term of service can within limits be extended consecutively. Where such terms are not extended, the Director General will retire on pension. The service conditions for Directors General do not make provision for contract appointments
- (3) No—Upon the expiry of their terms of service or any extension thereof

Employees, salary increases

540 Mr C J DERBY-LEWIS asked the Minister of Communications

- (1) Whether an agreement has been reached between the Post Office and a certain union, the name of which has been furnished to the Minister's Department for the purpose of his reply, to grant a salary increase to employees who recently participated in illegal strikes, if so, (a) what is the percentage of this increase (b) why was it granted and (c) what is the name of the union concerned,
- (2) whether he intends increasing tariffs in order to finance this increase, if not, how does he intend financing the increase, if so, (a) which tariffs will be increased, (b) (i) by how much and (ii) with effect from what date will they be increased?

The MINISTER OF COMMUNICATIONS

- (1) Yes, but only in respect of those semi-skilled and unskilled employees on the two bottom notches of the applicable salary scales. The same increases apply to Whites, Coloureds and Indians
 - (a) 15% on average
 - (b) Research has shown that the salaries were no longer market related and an increase was contemplated. The increase which

the Department finally undertook to implement was considered justified, and

- (c) Post and Telecommunication Workers Association (PCT-WA)

No, the expenditure will amount to approximately R5 million for the current financial year and will be financed from the expected operating surplus of the financial year

- (a) and (b) (i) and (ii) Fall away

Members Afrikaner-Broederbond

541 Mr C J DERBY-LEWIS asked the Minister of Defence

- (1) Whether members of the South African Defence Force are permitted to be members of any organisations the proceedings of which are secret or confidential if so,
- (2) whether a certain organisation the name of which has been furnished to the Defence Force for the purpose of the Minister's reply, is one of the organisations which have been approved for membership, if so (a) why and (b) what is the name of this organisation,
- (3) whether any of these approved organisations call for an oath of allegiance by members to the organisation concerned and/or fellow-members of that organisation, if so, what are the implications regarding special treatment for fellow-members or conflict of interests concerning allegiance sworn to as members of the Defence Force?

The MINISTER OF DEFENCE

- (1) Yes
- (2) Yes
 - (a) It is a non-violent cultural movement of which the aims and ideals are not in conflict with any laws of the country
 - (b) The Afrikaner-Broederbond

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ape Times, Thursday, October 8, 1987 3

Public Servants' League chairman back in office

Supreme Court Reporter

THE national chairman of the 40 000-member Public Servants' League of South Africa — suspended after a motion of censure on September 12 — is back in office.

This is the outcome of a settlement reached yesterday by chairman Mr Malcolm Domingo and the league's national committee, following an application brought by Mr Domingo to have the committee's decision to suspend him set aside.

The terms of yesterday's settlement, which the committee "decided to accept", include an undertaking by the committee to deliver a tape-recording of the September 12 meeting to Mr Domingo by October 14.

The committee will also pay Mr Domingo's costs and accepts that Mr Farred's motion of censure "was not properly and regularly on the agenda" for that meeting and that decisions taken in respect of it were "invalid and unconstitutional".

Mr Justice J J Fagan presided. Mr J van den Berg appeared for Mr Domingo. Mr W R E Duminy appeared for the respondents.

Teale's

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WOMEN'S DRESSES

Public servants settle dispute over chairman

ARGUS 8/10/77
139
Supreme Court Reporter

THE suspended chairman of the 40 000-member Public Servants League is back at the helm of the organisation in terms of a court settlement between himself and the league.

Mr Malcolm Domingo, also the registrar of the Athlone Technical College, was effectively suspended after a motion of full censure in his conduct as chairman was passed unopposed at a national committee meeting of the league on September 12.

The settlement agreed to in the Supreme Court yesterday stipulated that Mr Domingo remain national chairman in all the official capacities occupied by him before the meeting.

In terms of the settlement, the executive committee of the league accepted that the motion of censure proposed by Mr Arthur Farred was not proper-

ly and regularly on the agenda for the meeting and that any decision taken after it or its motivation was invalid and unconstitutional.

The league also undertook to deliver a copy of the tape-recording of the proceedings at the meeting to Mr Domingo by October 14.

Mr Justice Fagan was on the Bench. Mr J van der Berg, instructed by Hazell and Rabie, appeared for Mr Domingo Mr W R E Duminy appeared for the league and its acting chairman, Mr Joe Davids.

ARGUED 26/10/87

Shop workers call for more pay, holidays

Labour Reporter

A MAJOR union of shop workers has called for paid holidays on May 1 and June 16.

The National Union of Distributive and Allied Workers (Nudaw), which represents about 9 000 workers in the distributive trade, said in representations to a Wage Board hearing in Cape Town that they rejected Workers' Day, the first Friday in May, created as a public holiday by President Botha this year.

Further demands were for six months' maternity leave with a guaranteed job and stricter limitations on overtime and the employment of casual workers on a regular basis.

Uncontrolled hours

Nudaw also argued for the inclusion of black towns and townships in determinations.

"The workers employed in shops in those areas should not have to pay for the racial jigsaw of our country by working uncontrolled hours for low wages.

"If they received a reasonable wage

their areas would become more economically viable and better able to support their populations," the union said.

A strong protest was lodged about the exclusion of certain establishments from the wage provisions of the determination.

The union called for a minimum wage of R550 a month in the trade.

Making a case for substantial wage increases in all categories, Nudaw said that real wages had been seriously eroded by inflation, that food prices and other costs had increased drastically, and that personal taxation was expected to rise.

"We are convinced that higher wages — and that means high wage increases for workers — are necessary to improve the quality of life in our country for the majority of our people, to create a demand for the goods we produce and which the shops sell, and thus help to create jobs," said the union's memorandum.

The union asked for a 40-hour, five-day week from Monday to Saturday morning on a roster basis.

Union ends Putco strike

By STAN MHLONGO

ing on October 13 had sparked off the strike. *citizen 25/10/81*
PUTCO and the union representing 500 striking employees this week reached an agreement to end the strike which has cost R350 000 in loss of revenue. In a statement, Putco said both the union and the bus company were looking towards a speedy end to the strike.

A Putco spokesman said the losses caused by the strike of 500 members of the Zakheni Transport and Allied Workers' Union, had cost Putco R50 000 daily. A work stoppage by 300 workers at Putco's Wynburg depot has also ended, said the spokesman.

After talks with Zatawu, Putco agreed to re-employ the two workers whose sack- A Zatawu spokesman confirmed that "a settlement has been reached and workers have returned to work".

Union official fined for campus speech

Tygerberg Bureau

MORRIS Tshililo Khwidzhili, 36, a South African Railways and Harbour Workers' Union shop steward, has been fined R1 000 (or one year) by a Stellenbosch magistrate for making a subversive statement

Half the sentence was suspended for five years

Khwidzhili, who lives at a Sats hostel in Kazerne, Jeppe, was found guilty in terms of the media regulations promulgated in the Government Gazette on January 29, Proclamation R18

Immediately after the sentence notice of intention to appeal was lodged and Khwidzhili's R500 bail was extended

Emotional

The magistrate, Mr G S Claassen, said Khwidzhili tried to influence people in an emotional, aggressive and subversive way while addressing University of Stellenbosch students on April 24 near the Kosie Gericke library on campus

He said "The accused moved in the political field and should therefore have been informed of these media regulations governing his public statements"

"His speech had to be seen in total," said Mr Claassen "He said, for instance, that 'police and soldiers were sent with guns, when they met the people they shot them, teargassed them, hit them with stones But we know there is no freedom without blood We are heading for freedom we are dying for the truth and for our rights'"

Mr Claassen said Khwidzhili also acted with aggression and subversively when urging students to write to Minister Eli Louw asking "why he had killed innocent black people"

Crimes

Khwidzhili's defence counsel, Mr J H de Lange, said his client was "being victimised either because of his black skin or because he was a trade unionist, or both"

"The reason I submit this is that many others present that day at the campus meeting committed various crimes which were described by a police witness in this court, yet the witness admitted that no one else was charged except my client

"My client had made a speech — something which none of the other people present had done He became the first non-journalist in the country to be found guilty under the media regulations"

Mr F E Els appeared for the State Mr de Lange was advised by Mr E Mohammed of E Moosa and Associates

Soweto

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SOME of the Mwasa delegates who attended the union's Southern Transvaal regional congress at the Ipelegeng Community Centre, Soweto at the weekend.

Mwasa votes on Nactu

THE Media Workers Association of South Africa, Southern Transvaal region, is to recommend to its annual national congress that the union affiliate to the

By **THEMBA MOLEFE**

National Council of Trade Unions.

Mwasa's national congress begins in Durban on November 14 and all its regions are expected to attend

The decision to affiliate to Nactu was taken at the Southern Transvaal regional congress held in Soweto at the weekend. The majority of the members voted for the recommendation

It comes after Mwasa's education committee held a series of educa-

tional seminars throughout the year where members were exposed to lectures on the two union federations in the country — Nactu and the Congress of South African Trade Unions — and their aims and beliefs

• The regional chairman of Mwasa, Mr Sam Mabe, was re-elected as the region's leader, Mr Horatio Motjuwadi remained treasurer and the new regional vice-chairman is Mr Tshediso Raditabo. Other new executive members are Mrs Bessie Tugwana, Miss Mirriam Mkhwanazi, Mrs Linda Nhlapo

and Mr Lancelot Dlamlenze

Mr Mudini Maivha, regional secretary, was also re-elected *in absentia*. An acting secretary will be appointed to hold fort while Mr Maivha's whereabouts are still being established

He disappeared two weeks ago after leaving *The Star* office, where he is a reporter, on a story about the disappearance from home of Mwasa organiser Mr Maropodi Mapalakanye

• The police have denied the two men were being held in terms of any security legislation

Uwusa joins indaba call

THE United Workers' Union of South Africa yesterday formally backed the controversial KwaZulu/Natal indaba and called for stronger resistance against sanctions and disinvestment.

Uwusa a trade union grouping which is backed mostly by members of the Chief Mangosuthu Buthezi-led Inkatha movement, also called other trade union movements to a meeting which would further the struggle "against a common oppressor".

The organisation described its invitation as a challenge "to all other worker organisations to come out and sit down around the table to hold talks about the workers' struggle".

By THEMBA MOLEFE

tion numbers, filled the parking grounds of the Eyethu Cinema in Mofolo township.

About 3 000 people attended the meeting with many wearing T-

shirts overtly supporting Inkatha.

The congress delegates pledged solidarity with victims of the recent Natal floods and donated more than R2 000 in cash or clothing.

More than 2 000 people attended Uwusa's annual congress at the weekend.

Violence

The resolutions, which also condemned "black-on-black" violence which is dominating our unions, while the dangerous enemy of apartheid gains momentum," were taken at the federation's second annual congress held in Soweto yesterday

More than 70 buses, all bearing Natal registra-



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Mwasa to join Nactu

THE Far Northern Transvaal region of the Media Workers' Association of South Africa (Mwasa), has resolved to recommend to the union's national congress next month that Mwasa should affiliate to the National Council of Trade Unions.

The resolution was adopted at a regional congress held at the Phodishaba Lutheran Church Centre in Seshego on Saturday.

The region is the second to vote for affiliation to Nactu. The Southern Transvaal region decided two weeks ago to join Nactu.

(Handwritten scribble)

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26/10/82 J. M. T. van

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Court orders Kagiso to reinstate policeman

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S. M. M. M.
27/10/87

THE Pretoria Supreme Court has ordered the reinstatement of a Kagiso municipal policeman dismissed by the local town council after participating in a work stoppage.

Mr Kimmish Dyokololo, a member of the South African Black Municipal and Allied Workers' Union (Sabmawu), was among about

140 town council employees dismissed after a work stoppage

Mr Dyokololo's reinstatement is retrospective to the date he was fired, November 12, 1986, his lawyers said. The court has also ordered the town council to pay costs.

Sabmawu general secretary, Mr Phillip Dlamini, said Mr

Dyokololo had lost his house, bought with a building society loan, after he was dismissed. His furniture had also been confiscated and sold.

"The municipal policeman's case gives courage to his colleagues who lost their jobs after they downed tools in support of their demands for better pay," Mr Dlamini said.

The case of the other dismissed Sabmawu members has been referred to the industrial court.

their parent company is disinvesting

Mwasa clash looms

THE Media Workers Association of South Africa (Mwasa) faces another crucial national congress next month.

This time the divisive issue could be whether to affiliate to the Congress of South African Trade Unions (Cosatu) or the rival National Council of Unions (Nactu).

In 1983, Mwasa split at a national congress in East London over the decision of its Western Cape region to join the United Democratic Front.

The union patched up its differences after months of delicate negotiations.

The Western Cape region seemed to be proaching next month's congress with caution.

At a recent regional congress, they decided MWASA should remain unaffiliated.

Regions like the Transvaal are expected urge the union to affiliate to Nactu.

The Western Cape region resolved to commemorate May 1 and June 16 as workers' days.

They said they would review its position the national congress decided to affiliate Nactu.

22/28/10/87 (139)



South

negotiations are continuing

negotiations are continuing

Railway union to hold congress

THREE thousand people are expected to attend the National Union of Railway Workers' first annual congress at East London's Orient Theatre this weekend.

The main theme of the congress, according to NURW's branch secretary, Mtutuzeli Siwayi, would be a review of the union's progress since its launch in November last year. The union's constitution will also be reviewed.

The question of affiliating to Cosatu will form part of the congress agenda.

Siwayi said Saturday's session would be restricted to NURW delegates and delegates from other unions who had been invited to the congress.

There had been no confirmation so far from local Cosatu affiliates whether they will attend the congress.

On Sunday, a rally of all railway workers, irrespective of membership or affiliation, will be held.

NURW, which is not affiliated to any union federation, was launched at Ipelegeng Community Centre in Soweto on November 29 last year.

It split from the South African Railway and Harbour Workers' Union, a Cosatu affiliate, and the federation has turned down a request by NURW for affiliation because of its policy of one industry, one union. - Enews

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Dispute declared at Mount Nelson

Labour Reporter **(137)**
WAGE negotiations at the Mount Nelson Hotel have stalled and the union has declared a dispute.

A spokesman for the Liquor and Catering Trades Union said there were about 10 points of difference between the parties. Agreement had been reached on some points.

If the dispute cannot be resolved 30 days after its declaration, the union can take steps to call a

30 DAYS' GRACE

Mr Angus Dodds, managing director of the Mount Nelson, said: "We are in a dispute situation and now we go to the Industrial Council as, in terms of the agreement, we have 30 days to bring this to a head.

"We have not ended negotiations and they will continue."

● Meanwhile, the hotel has become embroiled in a row about its reporting to the British Government on employment practices.

A wholly-owned subsidiary of the British company Union-Castle, the hotel must submit a yearly report to authorities in Whitehall in terms of the European Community's code of conduct for companies doing business in South Africa.

The Liquor and Catering Trades Union alleges that in its 1986 report, which the union has a copy of, the hotel misrepresented the pay situation and claimed its African employees were paid more than the supplemented living level (SLL).

WAGE RECORDS

"All black employees are paid in excess of the SLL ... the lowest grades are paid R459,16 a month," the report said.

However, according to wage records from the Industrial Council, some African workers were normally paid R84 a week, or R353,72 a month.

The union also claims that the Mount Nelson, by referring only to wages of African employees, evaded reporting that many coloured staff were paid well below the SLL.

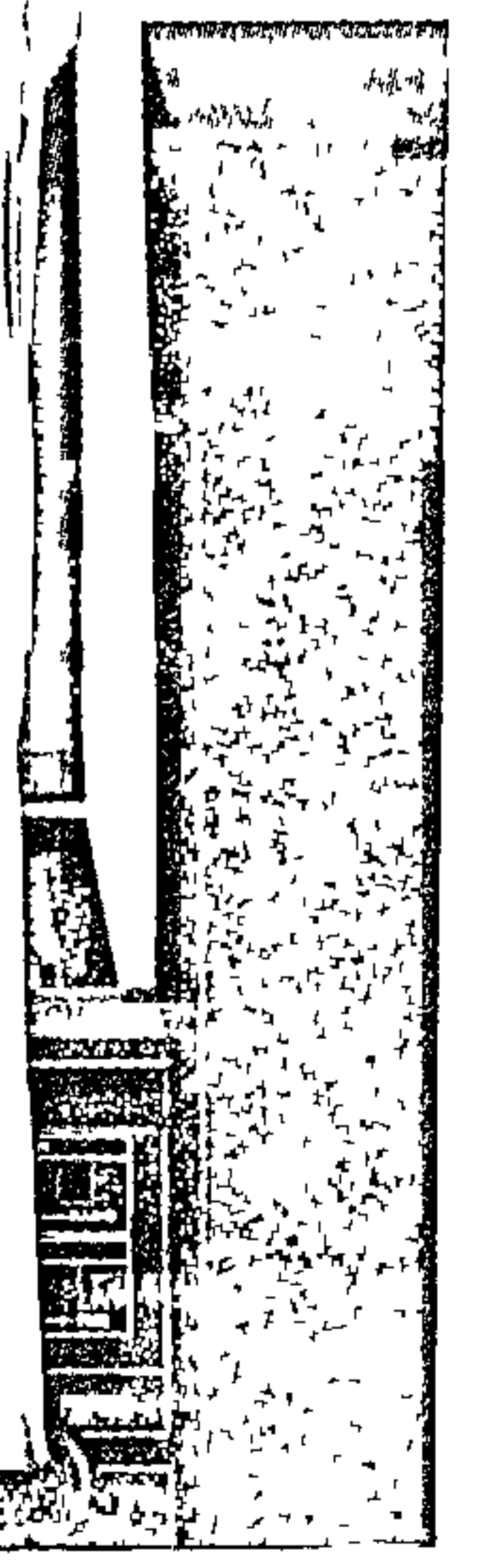
Mr Dodds said the points had been raised in wage negotiations.

"As far as we are concerned they are *sub judice* and we do not wish to discuss them further in case we are accused of acting in bad faith," he said.

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Argus 3/11/87

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CAPE

Ex-board workers anxious about jobs

By DICK USHER,
Labour Reporter

HUNDREDS of former Administration Board employees are anxious about their jobs

Since the board was dissolved, many have become "Administrator's employees", temporarily in provincial service but serving with the Town Committee of Cape Town

Fears for their jobs have been heightened by advertisements for jobs on the committee, to which they are waiting for transfer

But Mr Ronnie Delpont, chief director of local government in the Provincial Administration, said there was no threat to their job security but a legal problem about the transfer of pension benefits

"When the boards were dissolved, responsibility for black local government devolved upon the Provincial Administration

"Former board employees now employed by the province have struck a snag because they have to resign from the CPA if they take up a position with the committee

"This would result in a loss of pension benefits which they are obviously reluctant to accept," he said

Demands

They are also unhappy that councillors from the Town Committee take part in job interviews, exercising personnel functions. They feel that only executive employees of the committee should do this, and fear that councillors' intervention could lead to nepotism

They have demanded that appointments already made be set aside or they will take the matter to the Supreme Court

Their fears have not been allayed by replies from the province to inquiries by legal representatives of their union, the Municipal and Public Servants Association Workers Union

The president of the union, Mr G Ntuli, said the replies were evasive and full of contradictions

"In the meantime they see outsiders getting jobs that are advertised by the committee," said Mr Ntuli

"They have been told they may apply for those jobs, but if they get one they have to resign from the CPA.

"If they are transferred they keep their pension and other benefits but fear losing them if they resign

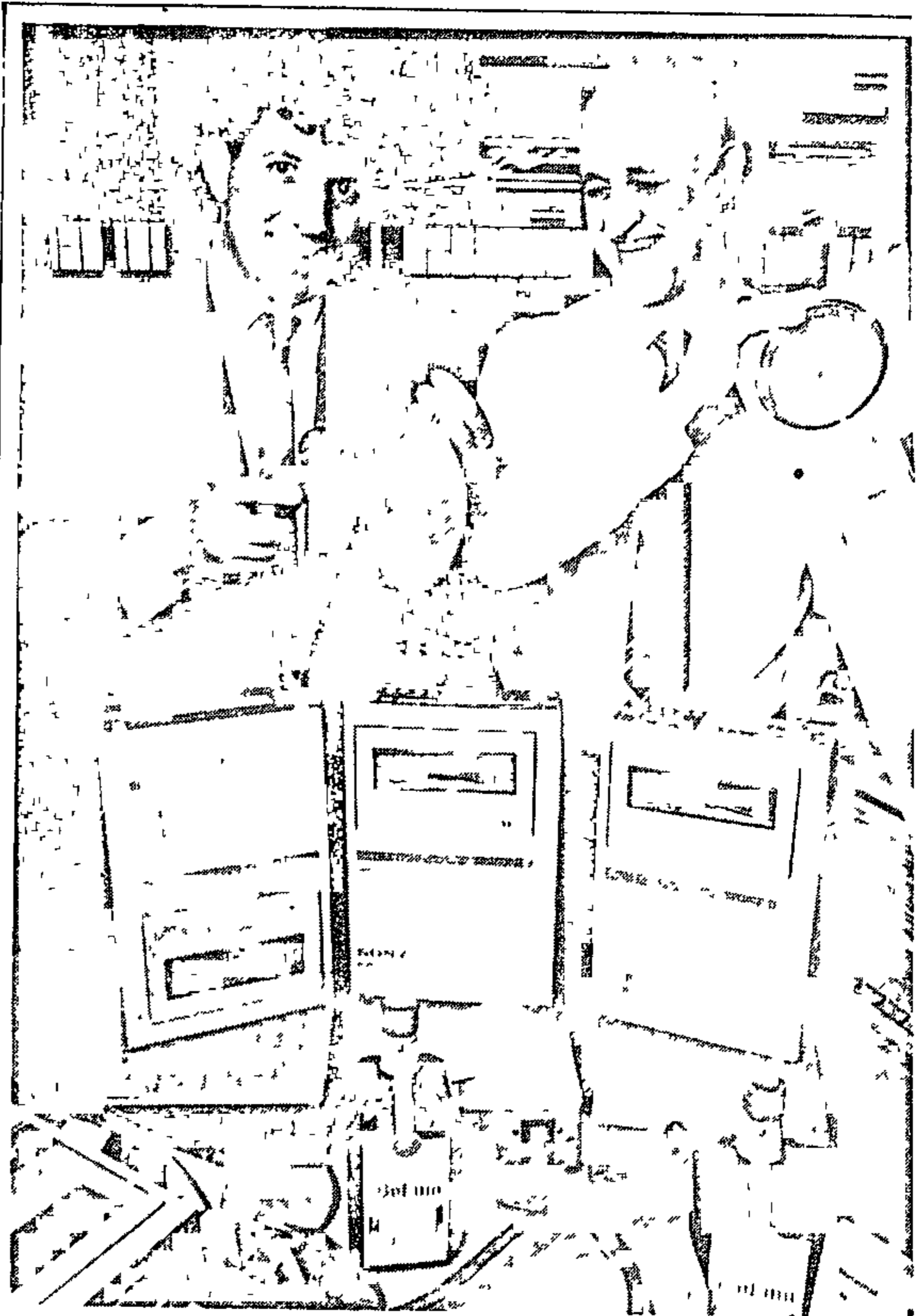
"This has been going on for months and people don't have anything definite to go on"

Mr Delpont said the question of job transfers and transfer of benefits was being negotiated with the Commission for Administration and the Department of National Health and Population Development

"In the meantime we have asked the committee to stop advertising positions"

On the question of councillors interviewing people for jobs, he said this was purely a selection panel which sifted applications

"This happens with other local authorities but appointments are made by the full committee"



Mr A C "Ampie" Schmidt, Cape Town controller of customs and excise, right, with auctioneer Mr Shlomo Bitton and some of the goods which will go under the hammer tomorrow.

Picture: DION TROMP,
The Argus

Anything goes at customs' annual auction

Staff Reporter

ANYTHING from a needle to an anchor (well, most) is up for grabs at Cape Town's annual Department of Customs and Excise auction tomorrow

A variety of goods ranging from a T-shirt, a bottle of champagne to empty perfume bottles will come under the hammer in the two-stage sale

The first auction will be from 10am to 12:30 and the second from 1:30pm to 2:30pm

Union accuses parts company

THE South African Scooter and Transport Allied Workers' Union has accused AE Engine Parts management of allegedly discouraging its employees from joining the union.

Sastawu said the company was, instead, encouraging its employees to accept "a works council" as representing them

"A secret ballot was held at the company's Johannesburg plant, where workers were called upon to vote for a work council system — but our members have rejected it," a Sastawu spokesman said

A company spokesman, Mr John Koel, yesterday denied that his company was discouraging employees from being members of a trade union "It's not true —

in fact, we are encouragng our employees to be members of a union," he added

The union spokesman said problems at the company stemmed from disagreement between the two parties over the election of shop stewards on the shopfloor

"The company wanted both union management representatives to be present when the elections take place, a move which was rejected by employees," the union official said

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4/11/87

CAPC Times 4/11/87 139

Luxury hotel staff seek a living wage

By PETER DENNEHY

STAFF at the Mount Nelson Hotel, who are engaged in a wage dispute, composed their own welcoming letter to patrons of the hotel this week, and distributed copies in guests' rooms and placed them under windscreen wipers on their cars

In the letter, hotel guests were asked to "enjoy themselves" and to "come again" — but also to "spare a thought for our needs" while theirs were being catered to

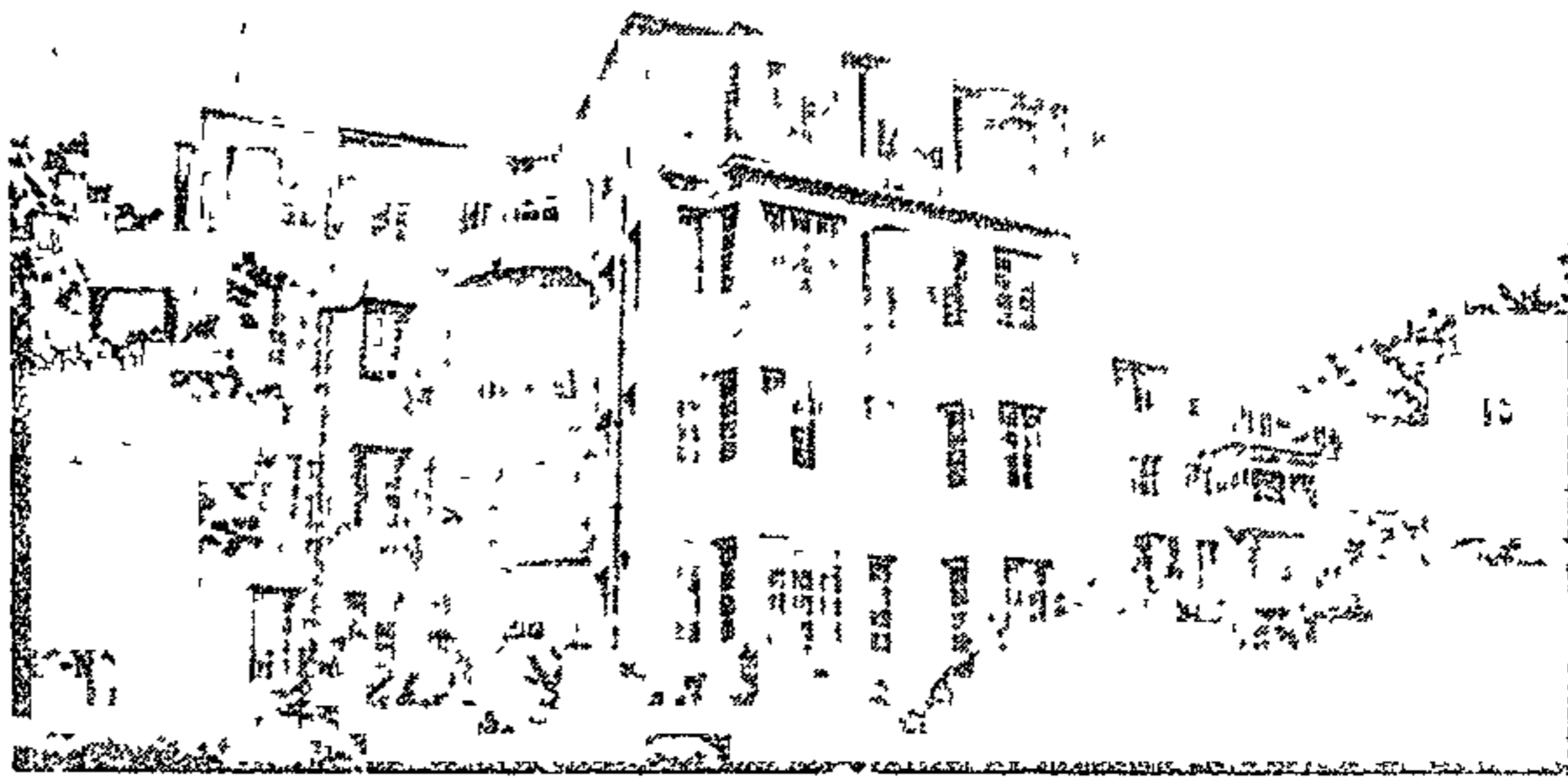
"You may be shocked to hear that a worker who has been working here for over 12 years is still only earning R92 a week as a waiter"

"This same man was dismissed earlier this year when he was caught 'stealing' dirty scraps of food from a dirtbin to take home to his cat"

The pamphlet adds that the man had been reinstated after his union had instituted legal action against the hotel

Workers said their demands included a minimum wage of R455 a month and a reduction of the present 53-hour week to 44 hours "so we can enjoy some social and family life"

A spokesman for the Liquor and Catering Trades Employees' Union said yesterday that the wage the



MOUNT NELSON ... Discontent below the surface

workers were now demanding was still below the present Supplementary Living Level (SLL) wage of R476,29 a month which the company was bound to pay

"The European Economic Community has a Code of Conduct for companies in South Africa which requires that they pay above the SLL," he said

The Mount Nelson was subject to this code because it was owned by the Union-Castle Company which was largely owned by the British and Commonwealth Shipping Company

The managing director of the

hotel, Mr Angus Dodds, could not be reached for comment yesterday, but he has reportedly denied that the hotel is circumventing the European Community Code

Mr Dodds is also reported to have acknowledged that claims that the hotel had "misrepresented" the wage situation in its 1986 report to Whitehall had been raised in meetings

These points were *sub judice*, as far as management was concerned, and he declined to discuss them further for fear of being accused of acting in bad faith, he said

Strikers chased

JOHANNESBURG.

Nine hundred strikers employed by Randburg Town Council were yesterday morning dispersed by police with teargas after failing to heed an ultimatum to return to work.

A union spokesman said the workers, who had been on strike since Monday and were demanding the recognition of the National Union of Public Service Workers, were locked out by management at the council's workshop. — Sapa

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Times

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Farm life has cost Tim his health and home

(31)



Tim Maduna lost two fingers while working on the farm - and there will be no compensation.

BY STAN MHLONGO

THE death of Vaal farm labourer William Maduna in 1981 brought untold misery to his two young sons.

At the tender ages of 11 and 10, Tim and Meshack Maduna were forced to step into their late father's shoes and start working on the Van Schalwyk family's Rusoord farm, near Vereeniging.

The salary of the two brothers was R20 a month each for labour on the farm.

"There was no time, let alone enough money, to send my boys to school," ex-

plained their mother, Kate.

Kate was working in the Van Schalwyk's house as a domestic.

Exactly a year after the boys had started working on the farm, tragedy struck.

"In June 1982, our boss, Piet van Schalwyk, slaughtered a cow and ordered me to go and fetch a machine which we used to cut the meat," said Tim.

"I accidentally put my hand inside the machine and two of my fingers were cut off. The boss took me to Sebokeng Hospital where I received treatment for two weeks."

The Orange Vaal General Workers' Union have found that forcing Van Schalwyk to compensate the family for the loss of Tim's fingers would be almost impossible.

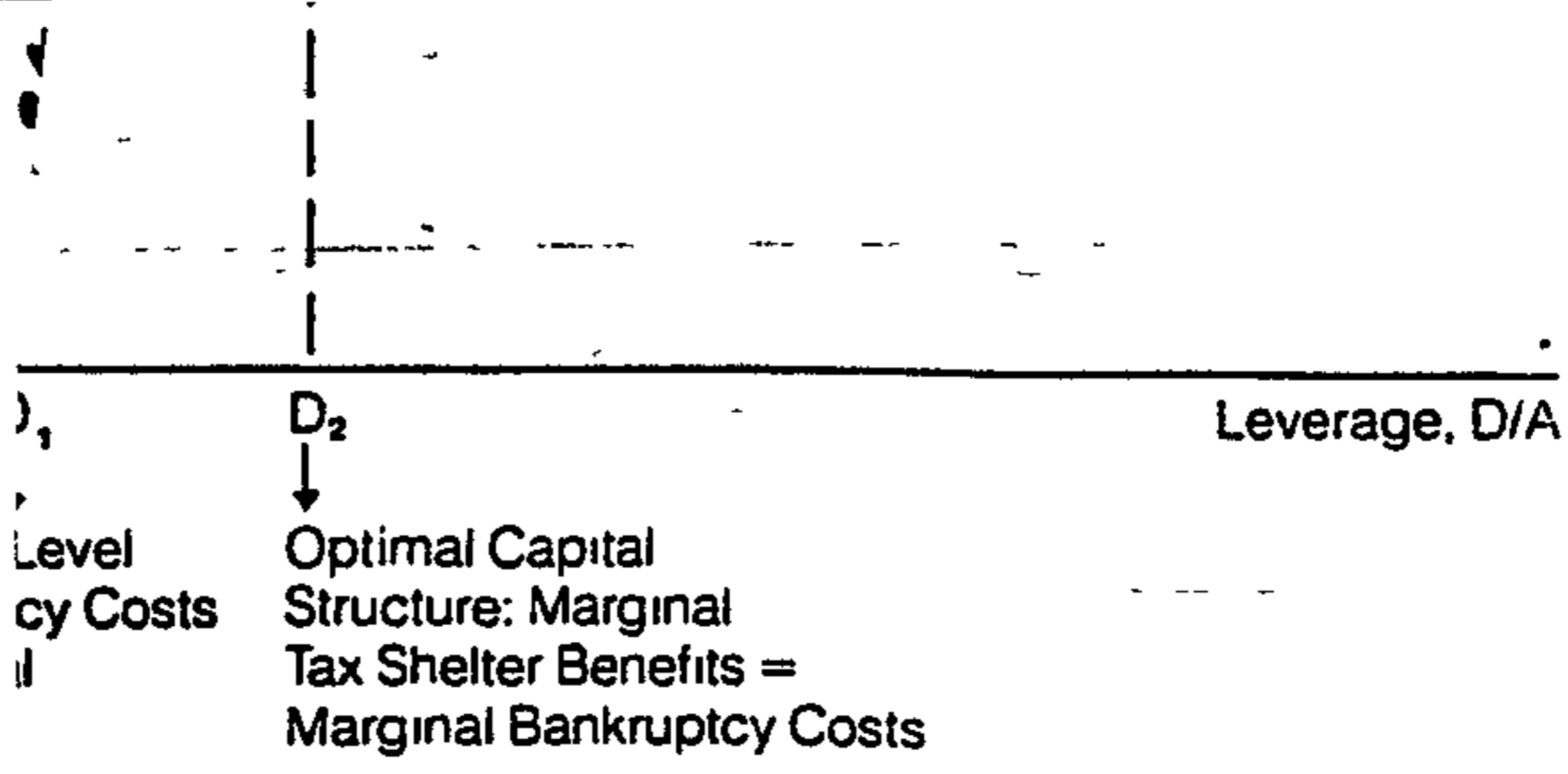
OVGWU spokesman Abey Mbungeni explained: "According to the Workman's Compensation Association, the OVGWU cannot demand compensation for the boy's injuries because he is underage."

The boys' mother said she continued working for the Van Schalwyks after Tim lost his fingers. But on September 8 this year, Van Schalwyk told the Madunas that their stay on the farm was over.

"He accused my boys of spilling milk and thrashed them. He then told me I was fired," said Kate.

Asked to comment on allegations made by the Madunas, Van Schalwyk said Tim had lost his fingers while playing with the meat cutting machine.

He added "Tim was very naughty," but then refused to comment further.



NURW denies break

CP Correspondent

OFFICIALS of the National Union of Railway Workers in East London strongly denied allegations that the union was breaking away from the South African Railways and Harbour Workers' Union.

Reacting to earlier reports that the NURW was a breakaway of the Sarhwu, Nurw's branch secretary in East London, Mtutuzeli Siwayi, said NURW was started off the ground and was never formed as a breakaway union of Sarhwu.

Siwayi said as the railway workers had no union, a call was made to establish such a structure.

Siwayi said unions like Sarhwu had existed as general unions in which railway workers were represented.

"A call was made to establish the Railway Workers' Union and, as a result, regional steering committees of members from the general unions were set up towards the establishment of such a union," said Siwayi - Elnews

his
reads

KEW PROJECT

'WRONG'

this heading for this article

1/39
Sowetan

THE National Council of Trade Unions yesterday welcomed the Media Workers of South Africa's weekend national congress decision to affiliate to the federation.

Nactu's first assistant general secretary, Mr Pandelani Nefolovhodwe said his organisation was now waiting for Mwasa to send a formal application for affiliation

• The Electrical and Allied Workers' Trade Union (EAWTUSA), will launch its Transvaal region at a meeting at the Laudium Hotel, Pretoria, on Saturday

General secretary, Mr Tommy Oliphant said the launch will be part of Eawtusa's annual general meeting Reports will be read by the president, general secretary and shop stewards

The meeting starts at 9,30am. Buses have been arranged to ferry members from different areas in the region

• The Food Beverage Workers' Union is to take the senior education officer of the International Union of Foods, Mr Ron Oswald, on a tour of its regions from

By LEN MASEKO

today

Spokesman Mr Goba Ndlovu, said Mr Oswald, whose organisation is based in Geneva, is in the country on a fact-finding mission and is to meet all food unions, including the Food and Allied Workers' Union in Cosatu FBWU is Nactu affiliate

• Negotiations between the Building Construction Allied Workers' Union and SA Timber

and Joinery Works to resolve the dispute which resulted in the locking out of 100 workers this week, continued in Johannesburg yesterday Workers downed tools in solidarity with 15 colleagues who were retrenched last Friday

• The Commercial Catering and Allied Workers Union of South Africa is to hold a meeting of Amrel group employees in Soweto on Sunday

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13/11/87 Smetin

THE National Union of Railway Workers is to fight for wage parity in the railways, a NURW spokesman said yesterday.

The spokesman said this mandate was given to the union's executive council at a congress held in East London recently

The NURW said in a statement "We, the workers, strive for a living wage. We need to educate, feed and clothe our children and also build houses for our own families"

The congress also resolved to work towards affiliating to the

Fight for wage parity

Congress of South African Trade Unions

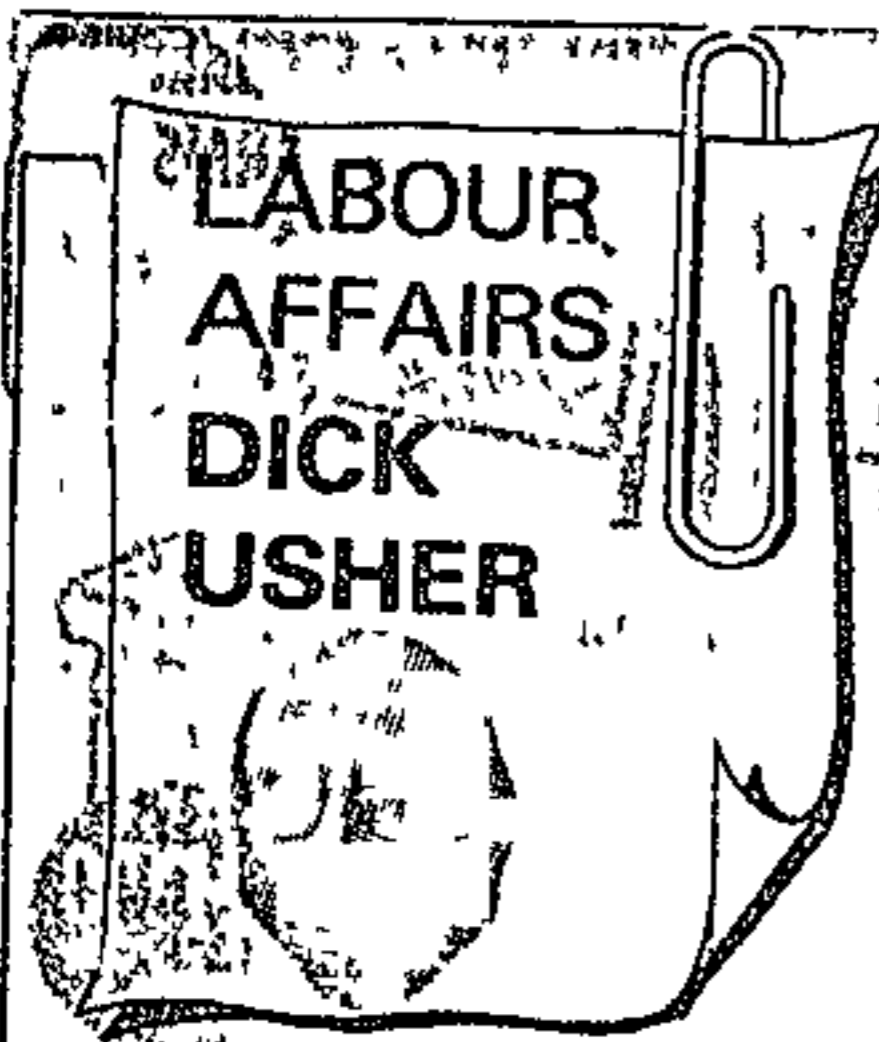
Other resolutions taken by the union were

- Disciplinary hearings should be referred to independent parties or the industrial courts,

- Reports of pension contributions should be given to employees every year, and
- Workers should be allowed to go to doctors of their choice

The union also resolved to press for recognition of June 16 and May Day as paid holidays

New executive council members are Mr M Nemasetoni (president), Mr M Mangolotho (vice-president), Mr X Ngamlana (general secretary), Mr S Nongxa (assistant general secretary) and B Wondo (national treasurer)



W/E AR645 14/11/87 (188) (189) (190) (191) (192)

1988 looks set to be an interesting year for clothing, furniture unions

EVENTS in two industries — clothing and furniture — should be particularly interesting next year

In the garment industry, all eyes seem to be directed towards the Congress of South African Trade Unions (Cosatu).

Last weekend saw the emergence of a strong new national union in the clothing and textile industries affiliated to Cosatu, the Amalgamated Clothing and Textile Workers' Union (Actwusa).

This weekend the Clothing Workers' Union (Clowu), after being somewhat dormant for a while, is holding its third annual congress.

And the Garment Workers' Union (GWU) and the Natal-based Garment Workers' Industrial Union are hoping that they'll have their plans for amalgamation advanced enough to be able to complete it by the end of the year.

The scene could be set for some inter-union rivalry.

Membership of the GWU and all Cosatu affiliates in the Western Cape is within a few thousand of each other.

In the interests of its own influence Cosatu would have to crack the GWU's dominance of the clothing industry.

The GWU is alive to this possibility and has been looking over its shoulder at the National Union of Textile Workers (NUTW), one of the unions which formed Actwusa. Last week's *Clothesline* had two articles cautioning workers about NUTW, the Cosatu affiliate which showed them the door at talks earlier this year which would have brought them in with the unions now forming Actwusa.

But in spite of this the GWU hasn't closed the doors on moving into Cosatu, according to assistant general secretary Cedric Peterson

Meanwhile Clowu, in the pamphlet advertising its meeting, says "We expect this to be a watershed conference because ... we will have to discuss the conversion of Clowu into an authentic union with paid-up members as opposed to merely signed-up members as is the case to a large extent at the moment.

"Cosatu lays down paid-up membership as a condition of affiliation."

In the furniture industry things are a little different. The existing union, the National Union of Furniture and Allied Workers (Nufaw), recently affiliated to the National Council of Trade Unions (Nactu)

This is South Africa's second largest union grouping and has recently been consolidating in the Western Cape.

But the latest *Work in Progress* reported that two Cosatu affiliates, the National Union of Metalworkers and Paper, Wood and Allied Workers' Union (Pwawu), "have made great strides in ending the closed shop system in the furniture industry"

They have concluded a recognition agreement with Afcol, the biggest furniture company in the country.

"For Pwawu the agreement is a consolidation of its campaign to drive Nufaw out of the industry," said the report.

In the Western Cape, Pwawu has held at least one meeting for furniture workers and the drive against Nufaw appears to be on.

NURW to work towards joining Cosatu

CP Correspondent

THREE hundred delegates representing countrywide regions and branches of the National Union of Railway Workers attended the union's first congress in East London at the beginning of this month.

NURW, which is not affiliated to any union federation, was launched in November last year.

The union had strongly denied earlier reports that it was a break-away from the South African Rail-

way and Harbour Workers' Union, a Cosatu affiliate which started in the Transvaal some years ago.

Although NURW is investigating the possibility of affiliating to Cosatu, there are no plans to merge with Sarhwi.

As affiliation to Cosatu formed part of the congress agenda, NURW president Martin Nemasetoni gave a brief report on the federation.

He called it "a super-federation,

recognised internationally for its democratic structures and history of its existence".

"Should we get confused about the South African situation, let us not lose hope. In a democratic union, workers themselves will find their way through," he said.

Ngamiana said the congress maintained its previous position to work towards affiliation to Cosatu, but "after attaining its set target as far as organising is concerned"

Among resolutions taken at the congress were that May Day and June 16 should be declared paid public holidays as well as a call for "equal pay for equal work".

The following were elected to the national executive committee: Martin Nemasetoni (president); Mfusi Mangolothi (vice-president); Xolani Ngamlana (general-secretary); Sandile Nongxa (assistant general-secretary) and Barnabas Wondo (national treasurer). — Elnews

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Cosatu or Nactu - which will Mwasa members choose?

By MARTIN NTSOELENGOE

THE Media Workers' Association of South Africa has a very difficult decision to make at its annual congress in Durban this weekend when it is to choose whether to affiliate to one of the two giant union federations

The union is to choose whether to affiliate to the Congress of South African Trade Unions or the National Congress of Trade Unions

A spokesperson for Mwasa said since the beginning of the year, the union has invited officials belonging to both federations to its regional conferences to address its members to prepare them for the decision

He added that Mwasa believed in democracy and that for the decision to affiliate to either federation to be taken, it was of paramount importance for its members to be well prepared for such a decision

"We believe that it is important for our members to know the policies of both the federations so that when they vote they should not be swayed by extraneous forces

"Our members must decide on the basis of what federation would accommodate the aims and objectives of the union," said the spokesperson

He also stressed that Mwasa members must know both federations, their policies, history and their relationship with the liberation struggle in the community

The Southern Transvaal region of Mwasa has already made a recommendation to the national executive to affiliate to Nactu

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Dunlop strike goes on

CP Correspondent

CONCILIATION Board negotiations on the wage dispute between Numsa and Dunlop BIR have broken down for the third time

The union has accused the company of "union bashing".

The board was set up on October 29 after about 1 200 workers voted to strike when management refused to reinstate long-services bonuses

The workers objected to a disciplinary clause in the payment of annual bonuses - Concord

Beauty and the C

By BONGANI HLATSHWAYO

KAIZER Chiefs will be holding the national finals of its beauty contest tomorrow after the team's needle match against Orlando Pirates at Ellis Park.

The winning beauty will represent the club at the Miss NSL beauty pageant.

The judging will take place at Club 2000 in Johannesburg from 7pm. There are 32 finalists drawn from throughout the

country.

The club may have fans to attend.

There will be top girls. The Premier Milling SMW

Entertainment provided by Yvonne William and the

City Press 15/11/87

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Media union joins Nactu

The Media Workers' Association of South Africa (Mwasa) voted to affiliate to the National Council of Trade Unions (Nactu) at its sixth annual national congress in Mapumulo, Zululand, yesterday.

The congress was attended by about 300 delegates from the Southern Transvaal, Western Cape, Natal and the Northern Transvaal.

Mwasa said it affiliated to the 500 000-strong Nactu federation because it believed in the principle of black working class leadership which Nactu cherished.

Labour analyst Mr Mandla Seleane delivered the keynote address on "Worker Unity: the Road Ahead".

ARGUS 17/11/87

(139) (15) (185)

WP garment workers call dispute

Labour Reporter

THE Western Cape's largest union has declared a dispute with garment industry employers over their refusal to include several procedures in the industrial council agreement.

The dispute was declared by the Garment Workers Union (GWU) after a special meeting of the industrial council. The union wanted disciplinary, grievance, retrenchment and maternity procedures included in the agreement.

"Employers refused and wanted us to bring them up at next year's negotiations, but this is non-negotiable for us," said GWU assistant general-secretary Mr Cedric Peterson.

LONG AGO

"They should have been there a long time ago and we want them now."

At a general meeting of the union at the weekend, members voted unanimously in favour of a proposed merger with the Natal-based Garment Workers Industrial Union, which has already approved the merger.

ARGUS 17/11/87

Dispute

(3)

289 ~~139~~ 139

MSU
18/11/87

LABOUR

Mount Nelson's wage dispute goes to mediation

Labour Reporter

THE wage dispute at the Mount Nelson Hotel goes to mediation today in an attempt to reach a settlement.

The Liquor and Catering Trades Union declared a dispute with the management on October 22 when wage talks deadlocked.

They have 30 days to resolve the dispute, after which the union may take steps to call a legal strike.

Christmas bonus

The union is seeking a R105-a-week minimum wage and a R40-a-week-across-the-board increase, a 44-hour week, four weeks' leave for all employees and five weeks for those working split shifts, a Christmas bonus of three weeks' pay, a long-service bonus of R1 a week for every year's service, compassionate leave, overtime pay for Sunday work and company loan facilities for employees with more than two years' service.

The management has offered a R76 minimum wage, R16 across the board, a 51-hour week in season and 49 hours a week out of season, three weeks' leave and four weeks for those working a three-way split shift, a conditional three weeks' pay bonus, fewer days compassionate leave, no Sunday pay but a night-shift allowance and company loans at the management's discretion.

Cosatu recognises

new union merger

18/11/82
Labour Reporter

THE wing of the Commercial, Catering and Allied Workers Union (Ccaawusa) which merged with two other unions has been recognised by the Congress of South African Trade Unions (Cosatu).

The union, a Cosatu affiliate, divided into two camps in June after a congress to complete a merger with the Hotel and Restaurant Workers Union and the Retail and Allied Workers Union ended in confusion.

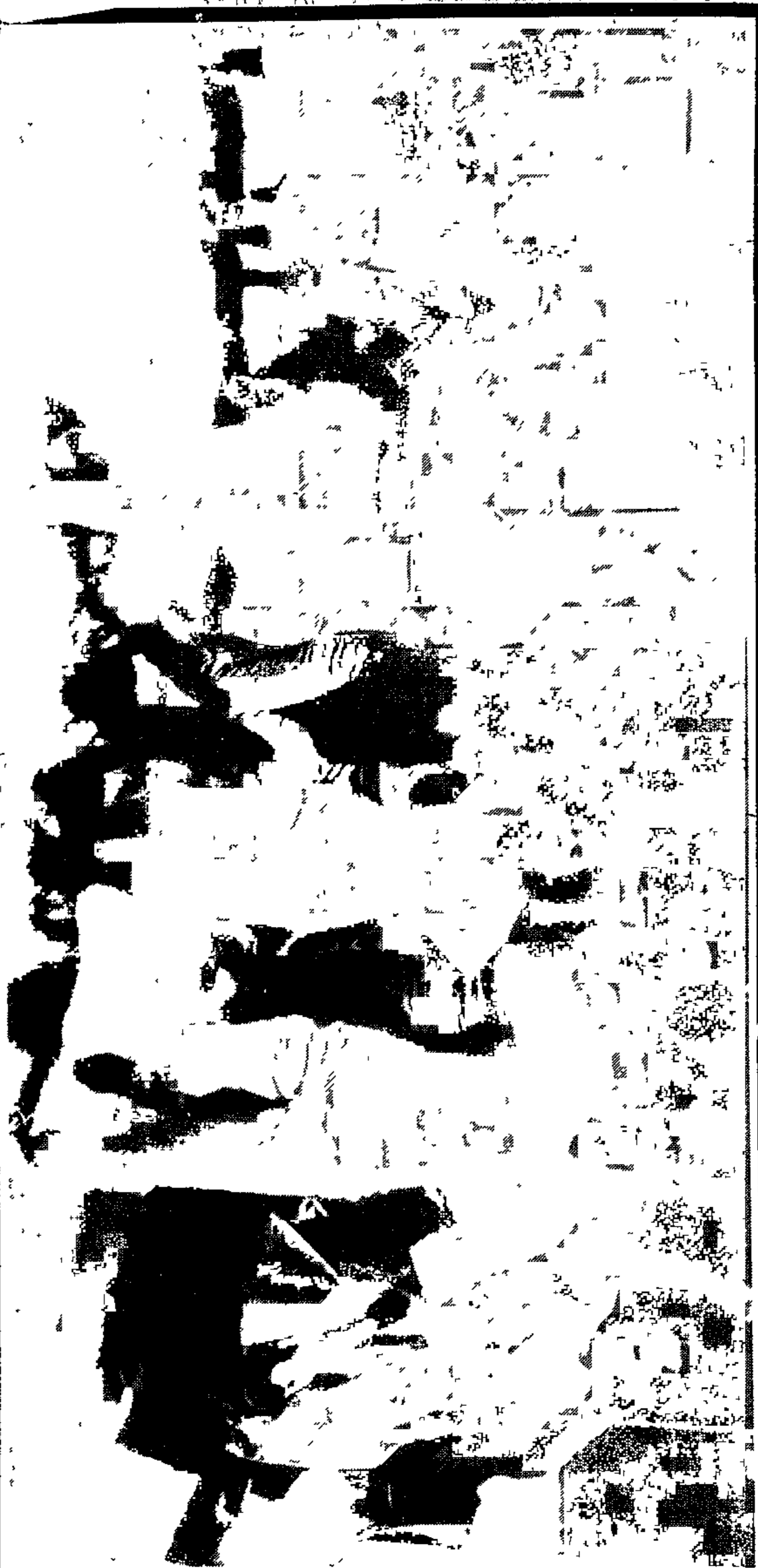
One group declared the merger unconstitutional and refused to recognise it. The other considered the merger to have been completed.

Both groups continued to operate as Ccaawusa.

The rivalry led to violence in Cape Town recently when the merged group took over the union's branch offices for two days before members were ejected.

A Cosatu commission failed to reconcile the groups.

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Time for song, dance

JUBILANT members of the Media Workers Association of South Africa sang and danced as they left the conference centre in Mapumulo near Stanger at the end of the union's annual national congress at the weekend.

The two-day congress, which took far-reaching decisions, was marked by enthusiastic chanting of slogans and singing.

Bail plea ruling today

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Sumet
27/11/87

A DECISION on whether bail should be granted to a trade unionist who has been in jail for more than 530 days is to be made in the Pietersburg Regional Court today.

The regional organiser of the disbanded Black General Workers' Union (Blagwu), Mr Theo Ramalamula (32), appeared in court this week with Mr Moss Mphahlele (32). They are charged with subversion. Mr Mphahlele was the regional secretary and organiser of the union.

The State had earlier charged the two with instigating strikes and consumer boycotts of certain businesses in the Lebowakgomo area last year. The charges were amended to subversion when the two appeared in court this week.

Defence lawyer, Mr G Faber, argued before Mr G J van Devender that the amendment of the charge sheet would delay the start of the trial as further particulars on the new charge would have to be sought. He said the accused had been in jail for long spells and applied that they be granted bail.

The State opposed the application and called Lieutenant Abraham van

By MATHATHA TSEDU

der Westhuizen of the Pietersburg Security Branch as a witness.

Lt van der Westhuizen claimed that Mr Ramalamula and Mr Mphahlele were active members of the Azanian People's Organisation (Azapo). He said they had been responsible for the unrest in the Lebowakgomo area and that their release on bail would lead to the resumption of the unrest.

He said Mr Ramalamula was likely to leave the country "as some of the Azapo members who used to hold meetings at his house have left the country since his arrest."

He said both accused were influential in their community. Should bail be granted, he said, both men would be immediately redetained under emergency regulations.

Mr Ramalamula was detained on June 15 last year. Mr Mphahlele was detained on June 13 last year, released 90 days later and redetained on

June 8, this year. The two were first charged on June 26 this year. The

case has aroused great national interest and is seen as crucial to the development of trade unions in the homelands as unions are not recognised by law in the homeland.

LABOUR BRIEFS

139
THREE members of the Post and Telecommunications Workers' Association who were detained during the marathon post office strike in August, have been charged with sabotage

200
The three, all from the Chuenespoort Post Office near Pietersburg, are Mr Peter Mokoena, Mr Zet Maphanga and Mr Frank Phahlane. They were not asked to plead when they appeared in the Pietersburg regional court. Bail was fixed at R2 000 each and they were ordered to report at Lebowakgomo Police station daily.

EB/11/17c
The case was remanded to December 4.

From Lucas to Cosatu

WHEN Cedric Petersen joined the Garment Workers Union (Western Province) on May Day 1971, he did not realise the significance of the day.

Today, he is on the verge of leading the union into the Congress of South African Trade Unions (Cosatu) and is proud the GWU's policy manifesto is very similar to the Freedom Charter.

Petersen, 42, like his union, has been forced to change with the times.

The GWU, with Petersen as assistant general secretary, used to be one of the main forces in the now defunct, conservative Trade Union Council of South Africa.

At the GWU's merger with the Natal-based Garment Workers Industrial Union (GWIU) in Durban this weekend, affiliation to Cosatu will be one of the main items on the agenda.

But the passage into Cosatu will not be easy. The GWU has come under criticism from the Amalgamated Clothing and Textile Workers Union (Actwusa), Cosatu's affiliate in the clothing and textile sector. Actwusa said the GWU was "a Miss World show unable or unwilling to address the crucial issues of Cosatu's Living Wage Campaign". Petersen feels the criticism is unfair.

"If the criticism was levelled five years ago, it could have been justified. We have changed because we have always been sensitive to the needs of workers.

"This is shown by the range of benefits we have for our members.

"We were the first union to start our own legal department three years

ago. We were also among the first to draw up retrenchment procedures.

"In the last three or four years, so much has happened on the political and labour scene, and we have had to become more sensitive.

"Cosatu was formed during this period. That is why we will discuss it. We will also look at other important issues, like detention without trial.

"Our congress will be a major event and resolutions will not be passed lightly. All matters will be thoroughly discussed.

"All our speakers will be experts on relevant topics, like the rights of women. We will also be tabling our union's manifesto. We are one of the first unions to have our own manifesto, and it covers every point in the Freedom Charter."

Did the militant Clothing Workers Union play a role in changing the GWU?

"Anything that happened had to have an effect. But Clowu had no effect in the long term. We were able to counter them.

"They had the wrong approach. You can't make promises you are unable to keep. You can't speak about a mythical living wage which

you cannot define or fulfil.

"People call us a benefit union, but they are jealous of the services we offer workers."

The GWU has been criticised for building up their membership through closed shop agreements at most Western Cape clothing factories. Is this criticism justified?

"We have never used the closed shop agreement on workers. It was introduced by employers because there is a lot of movement in the clothing industry. By having a closed shop agreement, we can ensure that workers do not lose their benefits.

"We have used the closed shop agreement against employers," he says.

One of the union's major activities every year is its annual Spring Queen competition, which has also been criticised by other unions.

"The Spring Queen fits in with our philosophy that a union should see workers as a whole. It is the one event in the year when the union members get together. It shows that the union is not just concerned with serious business.

"Many people see workers only as workers. Workers spend eight hours at the factory, but the rest at home.

"The worker has a family and family problems. This is why we have services like an education trust for the children of workers."



Cedric Petersen and legal adviser Desmond Sampson

Petersen says his union is still keen on merging with Actwusa.

"I agree that our styles are different, but that does not make us fearful of a merger. Our doors are open. Out of a new union, a new style of operation can be born. We have always chosen negotiation rather than confrontation."

139

39/12/87 Sam

Wendy page

Union-bashing

B. DAY 15/9/87
stand-off

THE UNIONS had better beware. Because before this Parliamentary session is out they will be hit by new legislation designed to clip their militant wings once and for all

Or will they?

That is certainly the impression to be gained from speeches and news briefings by Manpower Minister Pietie du Plessis up and down the country in the last several weeks.

He has been wooing delighted businessmen who are tired of labour strife, and conservative politicians who think labour legislation has gone too far already. "It will be the most effective disciplinary action instituted against trade unions since Wiehahn," he has been quoted as saying.

In particular, he is proposing to give the Industrial Court the power to award damages against unions that embark on unlawful strikes, and to outlaw sympathy strikes.

That will show them! After the damage the railwaymen, miners and others have done to the economy, it is the least they deserve.

But wait. Has everyone forgotten the original draft of the Labour Relations Amendment Bill published last December, and the subsequent National Manpower Commission (NMC) report which was actually praised by Cosatu — the

first (and only) time the organisation has praised anything emanating from the establishment?

All of Du Plessis's ideas are there; nothing he says is new. But if that is the case, then what is new?

Thin majority

Could it possibly be that, since May 6, the Minister has not been unaware that at the next white general election — whenever that will be — he will be defending a thin 143-vote majority in his conservative Lydenburg constituency?

The fact that his is the only government department that has consistently had much to crow about reform-wise is partially responsible for his close shave. But his top advisers, an extremely competent lot, are unlikely to allow him to take South African labour relations back into the 19th Century.

His solution, it seems, is to take a

hard verbal line while leaving unchanged the actual content.

To be sure, the Bill has not been without its critics, including some very savage ones, not least because of some questionable draftsmanship which left analysts wondering what many clauses were supposed to mean.

Certainly some aspects — like those mentioned by Du Plessis — will weaken the unions. But others, including the obligation to negotiate with representative unions and the barring of racial discrimination, will strengthen them.

Overall, the balance tips slightly away from the unions. But certainly not as much as Du Plessis promises.

And departmental sources who do not have to protect their backs from Arrie Paulus and his CP cohorts have put a completely different interpretation on the Bill, and labour developments in general.

Hence director-general Piet van der Merwe recently described SA's industrial conflict as normal, and said the Bill would make SA labour legislation more sophisticated.

It seems that while (thankfully) some aspects of the Bill will be cleaned up there will be no substantive changes.

On the damages front, tucked away in section 16(6)(c) of the original draft is the clause that allows the court to "determine the dispute on such terms as it may deem reasonable, including the awarding of compensation".

Dropped

The much-lauded NMC report, whose recommendations — including the decriminalisation of strikes — are expected to be introduced later, merely takes this further by requiring that an interdict against an unfair strike be filed first.

Furthermore, the possibility for companies to take such action has always existed.

Only recently, one of the few well-known US multinationals left in SA was planning just this after some particularly undisciplined union action. It was only after the US parent decided the move would increase disinvestment pressures that the idea was dropped.

The merits of all this could be debated further.

There are the obvious union objections. But some employers, too, are having second thoughts. They have discovered some unions have refused to intervene in unsanctioned wildcat strikes because of fears that failure to convince their members to return to work could result in litigation.

The point, though, is that the proposals existed long before the sabre-rattling began.

Similarly, the original Bill proposed that secondary boycott and strike action be construed as unfair. The popular NMC report made the same recommendation on sympathy strikes.

Not everybody (and probably nobody) will be completely satisfied with the forthcoming amendments to the Labour Relations Act.

But anyone who is hoping (or fearing) that the legislative changes will be a mortal blow to the black labour movement is likely to be disappointed.

ALAN FINE

HEALTH AND POLICE

NORMAN DANIELS and his union, the Textile Workers' Industrial Union (TWIU), have gone full circle

The TWIU was one of the founder members of the outlawed South African Congress of Trade Unions (Sactu) in the 1950s, played a major role in the now defunct, conservative Trade Union Council of South Africa (Tucsa) until 1985, and recently joined the Congress of South African Trade Unions (Cosatu) as part of the Amalgamated Clothing and Textile Workers Union (Actwusa)

"Cosatu is our natural home. We were born in struggle and belong here," said Daniels, the former TWIU general secretary who is now assistant general secretary of Actwusa

Like the TWIU, Daniels has had a chequered history

He played an active role in Sactu and was its regional treasurer until the organisation could no longer operate because of repression. He became a Cape Town City Councillor in 1963 until "non white" councillors were legislated off the council in 1972

Daniels was a member of the Progressive Party for four years from 1965, and served some time on its national executive committee, until the Political Interference Act made it illegal for political parties to have members of different races

He was general secretary of the TWIU since 1968 until the recent merger with the Transvaal-based Garment Workers Union of South Africa and the National Union of Textile Workers, to form Actwusa

"I was born in District Six in 1922. From the early days even though discriminatory laws like the Group Areas Act and the Population Registration Act had not yet been introduced, we knew the law was not equal. Already, there were schools based on race

"My first job was at a tobacco company. They told me if I was white, I could become a machine operator. If I was not white, I would be given a broom. I took the broom

"The place was unorganised when I started. By the time I left we had organised the workers into a union

"I joined the TWIU in 1953. Our union was formed in 1935 and was part of Sactu. I worked with people like Oscar Mpetsha and Liz Abrahams until Sactu could not continue because its entire executive were either in jail, in hiding or in exile

"We were the biggest union in

Full circle

TWO giant unions in the textile and clothing industry are set to lock horns against the backdrop of the ever-changing labour situation in South Africa

This time the battle between the Garment Workers Union (Western Province) and the newly-formed Amalgamated Clothing and Textile Workers Union of South Africa (Actwusa) will be over affiliation to the Congress of South African Trade Unions (Cosatu)

Actwusa is Cosatu's official affiliate in the clothing and textile sector, while the GWU is set to apply for affiliation

Main protagonists in the Western Cape are well-known trade unionists, Norman Daniels of Actwusa, and the GWU's Cedric Petersen. RYLAND FISHER spoke to both of them



Norman Daniels

Sactu at that stage and our general secretary, Piet Beylerveldt, was the first Sactu president

"After Sactu, we wandered in the wilderness. We refused to join Tucsa because its constitution excluded Africans. We only went in when the constitution changed

"There was no alternative. Tucsa was the only nonracial union organisation. Tucsa later took a right wing position. We became disillusioned and withdrew

"We always tried to push human

rights in Tucsa. In our time in Tucsa I had been on the national executive and was Western Cape chairman

Daniels said he was asked to stand for the City Council in 1963, to represent the area which included District Six

"I stood on a Congress ticket and was on the Council for nine years during which time we saw the laws becoming harsher. People were moved from District Six under the Group Areas Act

"There were seven councillors not

classified white. We tried to make sure the Council followed an anti-government line. Our voice on the Council gave our people a lot of hope and inspiration

Daniels said his union was not fighting with the Garment Workers Union (Western Province), their former allies in Tucsa

"We have been fighting for a living wage for our members, but the GWU's low wage scales are being used against us when we ask for increases. Our members are not prepared to accept a drop in living standards

"We recognise unity, but the GWU must improve their image and their wage scale before a merger is possible

"We have 11 000 members in the Western Cape and they have 54 000. But for a long time, they have been docile. They must first clean up their house and look at the needs of workers before we can merge

"People talk of unity without defining it. In Actwusa we have found absolute unity

"We see the benefits now, our scales have been improved and there has been an improvement in the attitudes of management. The spirit of our members is tremendously high

Daniels was sceptical about changes in the GWU

A union consists of many people. Its principles and policies cannot be changed by removing people at the top or bringing new people into their offices

What has changed as far as ordinary garment workers are concerned? Changes must be meaningful, he said

Daniels said Cosatu reminded him of Sactu, but there were important differences

"Sactu had no legal standing because Africans, which made up most of its membership, could not legally belong to trade unions. Its main focus was to fight for trade union rights. The days of Sactu were tough

"Cosatu has legal benefits. Most of its affiliates are registered. The fight against discriminatory labour legislation has been won. The Industrial Court is being actively and effectively used by Cosatu members

"Our decision to join Cosatu was a result of general meetings with all our members. We don't work from the top down, like the GWU. We realise the workers are our base

From Tucsa to Cosatu

WHEN Cedric Petersen joined the Garment Workers Union (Western Province) on May Day 1971, he did not realise the significance of the day

Today, he is on the verge of leading the union into the Congress of South African Trade Unions (Cosatu) and is proud the GWU's policy manifesto is very similar to the Freedom Charter

Petersen 42, like his union, has been forced to change with the times

The GWU, with Petersen as assistant general secretary, used to be one of the main forces in the now defunct, conservative Trade Union Council of South Africa

At the GWU's merger with the Natal-based Garment Workers Industrial Union (GIWI) in Durban this weekend, affiliation to Cosatu will be one of the main items on the agenda

But the passage into Cosatu will not be easy. The GWU has come under criticism from the Amalgamated Clothing and Textile Workers Union (Actwusa), Cosatu's affiliate in the clothing and textile sector. Actwusa said the GWU was "a Miss World show unable or unwilling to address the crucial issues of Cosatu's Living Wage Campaign". Petersen feels the criticism is unfair

"If the criticism was levelled five years ago, it could have been justified. We have changed because we have always been sensitive to the needs of workers

"This is shown by the range of benefits we have for our members. We were the first union to start our own legal department three years



Cedric Petersen and legal adviser Desmond Sampson

ago. We were also among the first to draw up retrenchment procedures

"In the last three or four years so much has happened on the political and labour scene, and we have had to become more sensitive

"Cosatu was formed during this period. That is why we will discuss it. We will also look at other important issues, like detention without trial

"Our congress will be a major event and resolutions will not be passed lightly. All matters will be thoroughly discussed

"All our speakers will be experts on relevant topics, like the rights of

women. We will also be tabling our union's manifesto. We are one of the first unions to have our own manifesto, and it covers every point in the Freedom Charter

Did the militant Clothing Workers Union play a role in changing the GWU?

"Anything that happened had to have an effect. But Clowu had no effect in the long term. We were able to counter them

"They had the wrong approach. You can't make promises you are unable to keep. You can't speak about a mythical living wage which

you cannot define or fulfil. People call us a benefit union, but they are jealous of the services we offer workers

The GWU has been criticised for building up their membership through closed shop agreements at most Western Cape clothing factories. Is this criticism justified?

"We have never used the closed shop agreement on workers. It was introduced by employers because there is a lot of movement in the clothing industry. By having a closed shop agreement we can ensure that workers do not lose their benefits

"We have used the closed shop agreement against employers, he says

One of the union's major activities every year is its annual Spring Queen competition which has also been criticised by other unions

"The Spring Queen fits in with our philosophy that a union should see workers as a whole. It is the one event in the year when the union members get together. It shows that the union is not just concerned with serious business

"Many people see workers only as workers. Workers spend eight hours at the factory, but the rest at home

The worker has a family and family problems. This is why we have services like an education trust for the children of workers

Petersen says his union is still keen on merging with Actwusa

"I agree that our styles are different, but that does not make us fearful of a merger. Our doors are open. Out of a new union, a new style of operation can be born. We have always chosen negotiation rather than confrontation

What Next

JA well, we must be living in revolutionary times!

Do you remember the French Revolution when the workers asked for bread and old Marie Antoinette said 'Let them eat cake' ek se

Imagine, hey you ask for a French loaf and you get a chocolate cake in return. Now that may sound quite lekker, but if your children are only used to French loaves, they'll probably get sick on rich chocolate cake and then you'll have diarrhoea and doctor's bills to contend with (and I don't know which is worse)

So the workers ask for bread and you give them cake — what better way to co-opt workers than to let them get sick on cream doughnuts? They'll be so busy running to the loo that they won't have the time or energy to organise strikes and other horrible things like that. Ja jong, a koeksister à day keeps the unions at bay!

Voltdraad

And when the workers get really voltdraad and say 'We don't just want bread and you can keep your milk! We want the whole bakery! What do you do then?' You give them a share in the bakery! A small share of course. In fact so small it couldn't even buy the hole in the centre of a ring doughnut!

So that's why I scheme we must be living in revolutionary times. 'Cos the workers are asking for a living wage and now the bosses are offering them a share in the company instead. I think the plan is to keep the workers so worried about the next stock exchange crash that they won't even think about striking

Wealth

Away with alienation — give the workers a share in their exploitation. It's like the workers saying, 'we want a bit of the gold that we mine' and then the bosses offering them a rock instead. That's the bosses' interpretation of 'all shall share in the country's wealth' — yes, all can share, it's just that a few will have a much bigger share than most

So with Anglo selling the pace in the How to co-opt your workers race, who will follow? Maybe electrical companies will give their workers free deep freezers as an incentive to work harder and maybe earn a bit more so that they can actually buy something to keep in it! Or the motor car companies can give their workers four free tyres for when they can afford to buy a car

Strike

Every time they go on strike, a tyre is deducted. And building companies can maybe give their workers free spades as a contribution to building their own houses. Call a spade a spade! Call free shares co-opt!

Ja nee, I think we're entering a new political dispensation of attempted slim moves. Offer free shares and hope to co-opt the workers. Free Mbeki and hope to co-opt the ANC. Let the Biko movie be shown without restriction and hope to co-opt the BC movement. Hollywood sanctions and the cultural boycott!

Tea parties

Now what about the education crisis — how can that be solved by co-optation? Maybe let each pupil own a desk, then they wouldn't use it as firewood to set the school on fire in heated moments. Or let each parent own a window pane to discourage pupils from smashing them during boycotts

And the education departments can host monthly tea parties for teachers where they can discuss issues of mutual concern like should the same colour chalk be used for mathematics and English

Handwritten notes and signatures at the bottom of the page, including '139' and 'Willepage'.

Cosatu faces tricky test as second textile union forms

By SEFAKO NYAKA

THE Congress of South African Trade Unions' policy of "one union in one industry" will suffer a setback with the proposed merger between the Western Province Garment Workers' Union and the Natal-based Garment Workers' Industrial Union in Durban this weekend

The launch of the new union, with a membership of over 100 000, comes a month after the launch of the 68 000-member Cosatu-affiliated Amalgamated Clothing and Textile Union of SA (Actwusa)

Actwusa is a merger of the National Union of Textile Workers' (NUTW) and two ex-Trade Union Council of SA (Tucsa) affiliates, the National Union of Garment Workers' (NUGW) and the Textile Workers' Industrial Union (TWIU)

The GWU(WP), one of the longest standing members of the defunct Tucsa, is still regarded as one of the most conservative unions

There are indications that after the launch the new union will seek affiliation to Cosatu — a move that might embarrass the federation that will ironically be celebrating its second birthday on the day the new union is launched.

The new union has as one of its stated aims the united goal of workers to form one union in one industry and they might argue that they will strive towards this goal while in Cosatu

Already Actwusa has slammed the merger as "an act of disunity".

"The Cape Garment union is, through this manoeuvre, preventing the Natal Garment union from merging with us. We have offered to merge with the Natal union and have constantly stated that the Cape union has a number of important matters to sort out internally prior to a merger with Actwusa," secretary general John Copelyn said.

He said the GWU(WP) has to address the task of transforming the union into an organisation which is "more than a beauty contest".

"In fact, the Garment Workers' Union (Western Province) is today, in the minds of most Cape workers, a Miss World show unable or unwilling to address the crucial issues of the Cosatu Living Wage Campaign

"The poverty wages in the Cape garment industry, the lack of maternity benefits and the union's docility towards and collaboration with employers have repeatedly been quoted by employers in other industries to justify their own refusal to grant substantial wage increases"

But a representative of the proposed new union and supporter of the merger accused Actwusa of "unjustified and unfounded" criticisms aimed at preventing the formation of one union in the industry

He also accused Actwusa of going against a decision to form one union over this weekend

A few months ago several unions, including the NUTW, NUGW, TWIU and the GWIU, formed the SA Federation of Textile, Garment and Leather Workers' Union (SAFTGLWU) in a bid to forge unity in the sector

"Since the formation of the SAFTGLWU the GWU(WP) participated in all activities of the federation and was committed to its constitution which included in its objectives the encouragement of mergers," the GWU(WP) said in a statement

But the three Actwusa unions held talks without the knowledge of some of the unions affiliated to the federation

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Russians aid African iron/steel scheme

Argus Africa News Service

HARARE. — Russian experts are helping to establish a viable iron and steel industry to boost development in the Preferential Trade Area (PTA) countries of East and Central Africa.

The annual summit of the PTA authority in Uganda this week was attended by Zimbabwe's Prime Minister, Mr Robert Mugabe.

Zimbabwe's iron and steel plant at Zisco will play a central role in this programme. According to documents released for the Uganda meeting, financial and technical resources from the Soviet Union, Italy, Austria, the World Bank and the African Development Bank are being tapped.

The Russian consultants have drawn up plans to establish a \$33-million metallurgical technology centre at Zisco to investigate the best use of raw materials. The first phase of the project will involve the provision of technical services through a data bank and raw material tests.

This alone will cost more than \$7-million. How-

ever, a report in the Herald here said that, given the resources of the region and possible levels of donor finance, the project would obviously have to be scaled down.

The second phase will concern research and development facilities.

Earlier this year Mr Mugabe's government appointed a new board to oversee development at Zisco after a scandal was uncovered by a commission of inquiry which found instances of nepotism, racism, incompetence and mismanagement.

The new chairman is a veteran former Rhodesian Front politician, Mr Dennis Divaris.

The government owns half the shares in the steelworks, which can produce a million tons of liquid steel a year. Eighty percent of its output is exported, some to South Africa.

Zisco is heavily subsidised, to the tune of R80-million a year, but the new board has been instructed to restore it to a profit-making venture.

Typographical men grapple with change

THE spirit of change generated by the new unionism in the past decade has not left any worker organisation unaffected.

Among those grappling with the changing times is South Africa's oldest "domestic" union (earlier ones were actually branches of British unions) the South African Typographical Union (Satu).

The forces of change are operating on the union in three ways: moves by the union to restructure itself, pressure from activists in-

side, and "white-anting" from outside by the Co-satu-affiliated Paper, Printing, Wood and Allied Workers' Union (Ppwawu).

Satu had been integrated since 1920 when semi-skilled coloured workers were admitted — until 1956, when Government-legislated racial separation forced a division.

After 1956 it was split into A and B branches, with a C branch for blacks being added after the Wiehahn reforms of labour legislation.

In the Western Cape, developments started taking shape in the B branch around 1983, following the enrolment of several thousand unskilled coloured workers after 1979.

One researcher ascribed these changes to "a general desire to redress past exclusion and discrimination" through the "active participation in branch affairs of UDF-minded print workers with the aim to change Satu from an 'officials' union' into a 'workers' union' and to replace artisan author-

ity with 'non-racial democracy'."

At about the same time Satu itself started trying to move away from racial divisions, but encountered opposition from both conservative whites and progressive members.

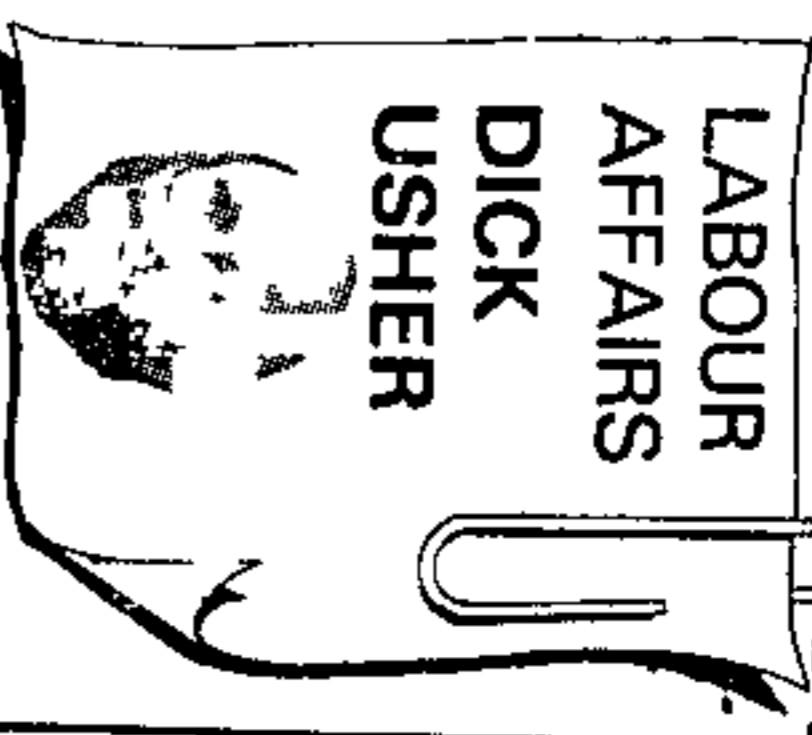
These moves resulted in a restructuring of the union being proposed to the national conference in February 1986, where it was passed and referred to branches for discussion and approval.

The proposal would do away with the system

which gave extra weight to grade I artisans' votes (mostly white) and the national president could be from any race group, provided he had grade I status.

But it retained racial divisions in the election of office-bearers, characterised by the left-wing opposition as "tracameratism".

In Cape Town, the internal reform movement had given rise to tensions between the traditionalists and progressives. After the branch committee accepted the reform pro-



LABOUR AFFAIRS DICK USHER

posals, they were rejected at the branch's annual meeting. This formulated counter-proposals for the complete integration of organisational structures and the election of office-bearers purely on merit and regardless of race or grade.

Garment workers seek Cosatu link

Cape Times 7/12/87 139
Own Correspondent

DURBAN — The Garment Workers' Union, representing more than 100 000 workers, was formed at a two-day meeting which ended yesterday at the Isipingo Beach Island Hotel

Mr Ismail Muckdoom, president of the union, said that the delegates gave them a mandate to seek affiliation with Cosatu, the Congress of South African Trade Unions.

The GWU was formed with the merging of the Garment Workers' Industrial Union of Natal and the Garment Workers' Union (Western Province) — both affiliates of the now disbanded Trade Union of Council of South Africa, Tucsa

Mr Muckdoom, who is president of the GWIU of Natal, said the meeting resolved to empower the national executive committee to request observer status on Cosatu forums for six months before a formal application for affiliation was made

Mr Paul Adams, chairman of the Garment Workers' Union (Western Cape), was elected vice-president; Mr David Perumal, treasurer of the GWIU, Natal, was elected treasurer of the national body, and Mr Desmond Sampson, former head of the Western Cape union's legal department, was elected general secretary.

AGLS 10/12/87

Pay rises for Western Cape building workers

Labour Reporter

23 206 (139)

NEW pay scales for the Western Cape's 30 000 building industry workers came into effect this week.

Boland workers will get an 11,9 percent increase and Peninsula workers 4,5 percent.

A spokesman for the South African Woodworkers' Union (Sawu) said Boland wage negotiations started with all unions on the Industrial Council asking for a 50 percent wage increase. Employers started with a five percent offer.

"When the employers offered 11,9 percent the council accepted, with Sawu voting against."

Claridges staff stop work over food quality

Labour Reporter

STAFF at Claridges Hotel in Green Point stopped work today in protest at the quality of staff meals.

They said all staff, about 80 people, had downed tools when they arrived for work.

There was no dining-room or other service available.

Spokesmen said the problem had become worse over the past year, but representations to the management had not produced results.

"About four weeks ago we spoke to the general manager about the meals and were promised improvements and a staff menu, but nothing has happened.

"OFTEN OLD"

"It's not only the quality of the food, which is often old, but the way it's served to us," they said.

The employees are all members of the Liquor and Catering Trades Union, but they said this was independent action.

The general manager, Mr Paul Gums, said: "I have a small internal problem which will be solved soon."

He would not comment further.

By VUYO BAVUMA
 ABOUT 120 workers have resigned from the Tramways and Omnibus Workers' Union to join the Transport and General Workers Union.

Workers at three bus companies, City Tramways, Agulhas and Boland Passenger Transport, said they were disillusioned with the union.

They claimed the union did not represent their interests. They also accused it of blocking affiliation to the Congress of South African Trade Union (Cosatu).

Some of the workers claimed the union told them they would forfeit their benefits if they joined TGWU.

Mr Pat Haupt, an executive member of Towu, denied the union was against joining Cosatu.

Support

"We support the move but we want to join the federation as one block, not through TGWU. But TGWU has been creating problems by signing up our members.

"We have tried to attend merger talks but we have been denied even observer status. Talks about joining Cosatu are continuing," Haupt said.

Workers in the industry work two shifts daily totalling nine hours. They earn about R191 a week.

Some City Tramways bus drivers interviewed said Towu failed to challenge management about its refusal to grant insurance cover for drivers.

"We also want the split shift system to be abolished. We work

Drivers quit union

from 6am until 9am and between 2pm and 8pm. We want straight shifts like other workers," a Guguletu worker said.

Another worker claimed that some buses were in a poor condition.

A worker with three years' experience said: "In some cases the brakes are faulty. This affects our driving. Sometimes passengers complain. The time allocated for trips is too short. For example, a driver is supposed to take only 35 minutes from Bellville to Khayelitsha.

A worker at the Boland Passenger Transport said Towu was unable to help him.

"The union decided with management that we should get R80 a week. We don't get any compensation for sleeping on the buses at night.

"I sell clipcards in a truck with no security at all. I could be attacked or robbed as I have no protection. The union is doing nothing about that," he said.

About 23 Saldanha workers also expressed dissatisfaction about the union's inability to secure their benefits.

Promises

"We did not get any severance pay when the company was taken over by new management in spite of the promises made by the union," one worker said.

In a previous statement, Mr R Krause, City Tramways public relations officer, said it was company policy not to discriminate.

Only 16 percent of shifts operated after 9pm were driven by African drivers, he said. "Africans are well represented here. An African was recently appointed as a liaison officer.

"It is completely contrary to our policy to have any buses in a poor condition at all, since our business depends on having vehicles we can depend on, especially on our longest and busiest routes," he said.

100 get benefits

THE South African Black Municipal and Allied Workers' Union has successfully negotiated pension benefits for more than 100 workers formerly employed by the Alberton Town Council.

Sabmawu official, Mr Benny Alexander, said these workers had lost their pension after the council's transport section was taken over by Putco. 11/12/87

Meanwhile, Sabmawu has asked the more than 500 J G Strijdom Hospital workers dismissed after a work stoppage last year to report at the union offices tomorrow at 10 am.

LABOUR
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USHER



wk. news 12/12/87

Labour relations become increasingly important for clothing employers 139

LABOUR relations are going to become increasingly important for employers in the clothing trade.

Simon Jocum, chairman of the Cape Clothing Manufacturers' Association, made the point on Wednesday night at a function to mark his five years' service as chairman of the Clothing Industry Training Board.

He was speaking against a background of recent developments among unions involved in the industry which have seen the creation of two large new unions, opening the way for serious rivalry between them.

The formation of Actwusa (Amalgamated Clothing and Textile Workers' Union of South Africa), affiliated to the Congress of South African Trade Unions (Cosatu) in November was followed by the merger of the Garment Workers' Union (WP) and the Garment Workers' Industrial Union (Natal) as the Garment and Allied Workers' Union (Gawu)

Gawu, with about 100 000 members, is the third largest union in South Africa and the largest not affiliated to any federation.

Each side has been firing warning shots across the bows of the other, and Actwusa produced a new song at their rally last weekend, warning against "the Garment" and its people.

On these developments Jocum said: "It is hoped that good labour relations will not become a football to be kicked around in the game between unions."

He said later that one of his major concerns for 1988 would be to encourage all employers to pay more attention to sound labour relations.

"There are some whose policies are sound and there are others who could improve," he said.

GOOD LOOK

"And it is important for the health of the whole industry that every employer should take a good look at himself and make sure that he is up to date with the latest developments in labour relations.

"The whole industry is weakened if there are problems anywhere in the industry

"Even if you have your own house in order you still have problems if the house next door is on fire

"And smallness is no excuse for not taking a close interest in labour relations

"Even the small manufacturers who employ 10 people should take the same interest in a good relationship with staff as those who employ 1 000.

"It's just good business sense

"Poor labour relations and communication with staff lead

to dissension on the factory floor and poor productivity," said Jocum.

And, with a potential inter-union struggle looming, the industry also faces the negotiation of a new main agreement with Gawu next year.

Employers concede privately that they will have to give away more than they did in the past

But they are presently perplexed by the dispute with the union over disciplinary, grievance and retrenchment procedures

"They raised these issues about six months earlier, dropped them, and now conditions have improved and the immediate need for them has receded they have been revived," said one

It was unlikely that Gawu, which is not practised in such matters, could raise enough fire to call a strike over the dispute

So the most probable outcome (if it were to go that far) would be for the Industrial Court to order employers to negotiate procedures.

But, by the time that had been ordered negotiations for the new agreement would be in the offing and procedures could be dealt with there

"So many of us are a bit puzzled about what they're trying to do," he said.

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SAA to defy angry pilots?

Case Times 14/12/87

139

By CHRIS ERASMUS

THE South African Airways pilot crisis deepened yesterday as the airline dug in its heels on a public threat by 455 of its pilots to "fly into exile" with their own "off-shore" agency.

The decision was taken at a SAA Pilots' Association (SAAPA) meeting last week which, according to its spokesman Mr Jan Badenhorst, was "very emotional in the wake of the Helderberg disaster — it was the angriest I have ever seen the pilots".

At the root of the dispute is SAA's refusal to recognize SAAPA or to move from its hardline attitude towards pay and service condition grievances.

Already 42 pilots have resigned in the last 18 months, triggering "a desperate shortage of suitably qualified flight deck crews", said SAAPA.

The situation is set to worsen with about 100 of the embattled airlines' pilots scheduled to reach early retirement age of 45 in the next four months. Many have already applied for jobs on other airlines.

The outraged pilots' anger and frustration boiled over at last week's meeting with the demands for immediate recognition of their association as well as redress of long-standing complaints about poor pay and too much work.

But all indications are that the airline will not back down, setting the scene for a bitter confrontation.

SAA spokesman Mr Francois Louw said yesterday the airline "isn't prepared to enter into public discussions with any staff members on such issues".

"However, the accepted channels for negotiations through the recognized unions, such as Salstaff, are always open," he said.

Argus 15/12/87

SAA pilots crisis: Meeting cancelled

The Argus Correspondent

JOHANNESBURG — A meeting scheduled for Thursday between South African Airways pilots and the chief executive of the airline, Mr Gert van der Veer, over pay and service conditions has been cancelled

The cancellation ends hopes of an early settlement of the dispute which threatens to cripple the airline

SAA spokesman Mr Francios Louw said last night a meeting between the SAA pilots and flight engineers was now scheduled to take place on Thursday.

Mr Louw could not say what was on the agenda

The original meeting was set up before the pilots' decision to investigate the establishment of their own "off-shore" employment agency, which would hire out its 455 members to SAA or any other airline

He said the meeting had been cancelled and that Mr van der Veer would be leaving for Mauritius today

"Generous perks"

A spokesman for the SAA Pilots Association, representing about 95 per cent of the airline's pilots, said yesterday the meeting was set up at Mr van der Veer's suggestion

But SAA has denied this Mr Louw said the meeting was requested by the pilots association

An association spokesman said yesterday that SAA pilots received "fairly generous perks"

These were included in the association's comparative assesment of pilots' pay packages, which showed SAA pilots were paid about a quarter of what pilots on other major international airlines received

Meanwhile disgruntled SAA cabin crew members are "on the verge" of joining the pilots' stand

Cabin crew members said yesterday they were considering taking action

A cabin controller, who asked not to be named, said "We are being worked to death and our working conditions are atrocious"

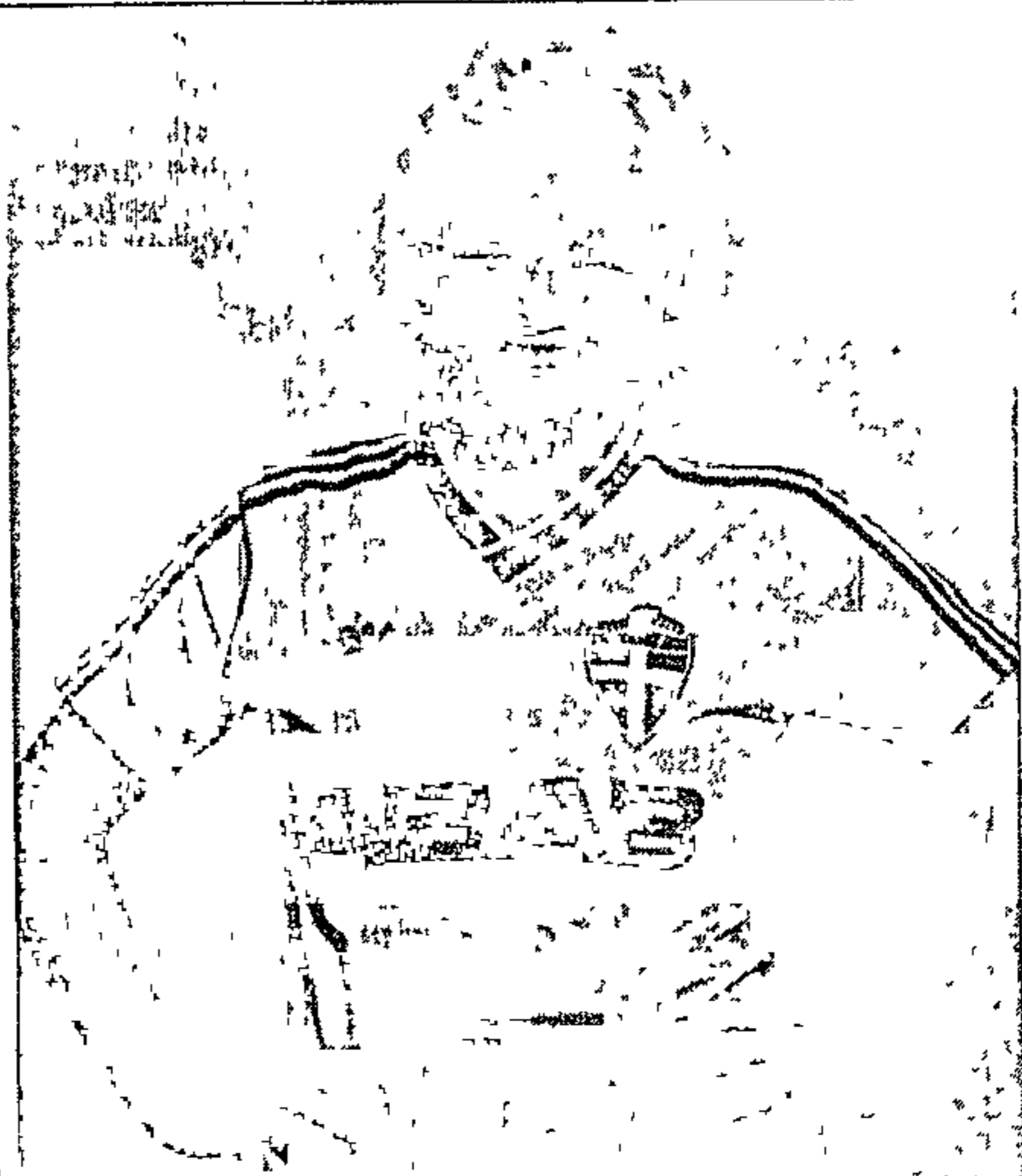
150 hours a month

"On overseas flights, crew are officially expected to work only 90 hours a month and on the internal circuit 110 hours a month — but this is not happening

"It is not unusual for cabin crew on the internal circuit to work more than 150 hours a month"

Mr Louw said SAA would help staff with grievances if they approached the airline through "correct channels"

Since May last year 42 SAA pilots have resigned



IN FINE FORM: Sweden's top female soccer star, Gunilla Axen, needed extra speed and strength on the field — and so she had 1,3kg of breast tissue removed

Miss Axen, 21, seen here before surgery, said breast-reduction surgery in October left her with 140 stitches, but also made her faster and stronger

"My breasts were simply too big," said the striker in the national women's team. "When I ran it felt as if my breasts were headed elsewhere

"It's great — I feel like a new player."

Two men appear in court over Krugerrands theft

Court Reporter

TWO men have appeared briefly in the Cape Town Magistrate's Court after the theft of Krugerrands worth R330 000 from the Board of Executors

Mr Anthony Isaacs, 28, of Bramble Way, Bonteheuwel, and Mr Marcel Moss, 51, of Selbourne Road, Claremont, were

not charged and were not asked to plead yesterday

Defence attorneys Mr William Booth and Mr A R Wilkinson agreed to postpone a bail application and the two men were remanded for further investigation

Mr G Rossouw was on the Bench and Miss I Nieman appeared for the State

An adder-tive in the peas?

The Argus Foreign Service

LONDON — A Bristol housewife had a nasty shock when she dished up dinner for her family — there was a snake's head in the peas

Mrs Morley, a 39-year-old health care assistant, said she went "berserk" when she spotted the 20 mm black head glaring up at her

The head, complete with beady eyes, had come from a special offer pack of frozen peas

Work stops over hotel bonus dispute

Cape Times 16/12/87

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Staff Reporter

EMPLOYEES at the Capetonian Hotel stopped work for about five hours yesterday before a dispute about bonus packages was resolved.

A spokesman for the Liquor and Catering Trades Employees' Union said about 70 workers at the hotel had stopped work at about 10am after two night shift workers received pay packages in which their salary and their annual bonus were paid. He said workers had asked management to pay their wages and bonuses separately.

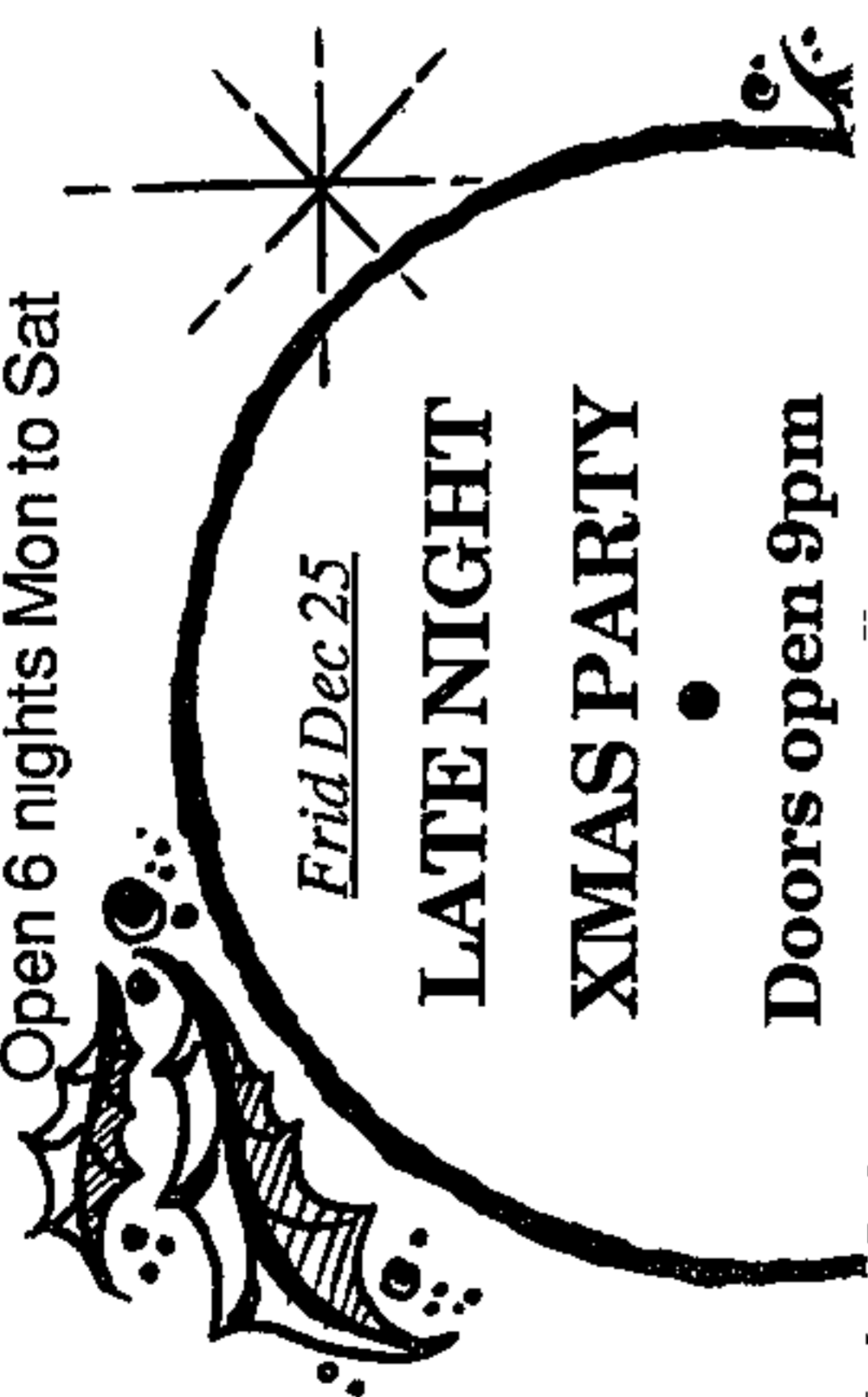
Workers held a sit-in in the foyer of the hotel for about an hour before successful negotiations were held with representatives from the hotel's head office and the staff went back to work.

A spokesman for the hotel's management said there had been no disruption of hotel services, adding that the hotel was happy that the dispute was over.

D. RYLANDS ESTATE Tel. 637 9132/3

RYLANDS RESTAURANT

Open 6 nights Mon to Sat



Frid Dec 25

LATE NIGHT

XMAS PARTY

Doors open 9pm

Plain on December 20 with Penny Gelderbloem, Together, vocal group Boogie Man, and Inn entertainment manager Rudolph Paulse Dancing follows the cabaret

There is more cabaret and dancing on Christmas night with Rudolph Paulse, Together, Style and the Amadeus Sing Koor

The Young Mens Sing Koor will be celebrating their 70th anniversary on Sunday December 27 According to Paulse they are "Cape Malay" traditional singers who sang in Holland this year

The Inn's New Year's Eve Ball and Cabaret begins at 7:30pm For R25 a single, the Strand Combo, Together, Dougie Schrikker, and Rudolph Paulse will provide entertainment

admitted free

There is a tee-shirt party on December 28 with free Space Odyssey tee-shirts for lucky ticket-holders

The club's disco dancing championship takes place every Wednesday The semi-finals are on December 30, and the finals on Tuesday January 5, with a first prize of R500

On Thursday January 7 there will be a farewell party for visitors to Cape Town

Galaxy

The Rylands club will feature a Christmas Cabaret on the 25th with Airborne and guest artists

The New Year's Eve Ball will include champagne, snacks, a buffet, fruit juices and party hats for R17-50

Airborne play every Wednesday

which makes it even more interesting

Thriller hosts a Masked Ball on New Year's eve

You can party till late on weekends with DJ Selwyn, and every Friday exotic dancers will provide late night entertainment

Heaven

Heaven Restaurant and night club in Sea Point features live jazz this Sunday with Vibes and the exciting vocals of Vernon Castle

This Friday and Saturday, and Monday and Tuesday next week, will be party nights with DJ Ricky D On Wednesday Ricky D's disc spinning will be interrupted for some energetic moments when a Go-go dancer takes the floor

Cheese and wine will be served every Wednesday

Poverty

His only experience of trade unions has been flying, says the secretary of South African Trade Unions

"The workers must wield the power If an individual wields power in a union, something is wrong" Sampson has been head of the Garment Workers Union's legal department for the past three years He was one of the prime movers behind the merger and the application to join the Congress of South African Trade Unions

With 102 000 members, Gawu is the third largest union in the country but, Sampson told RYLAND FISHER, he did not consider himself in a powerful position

At its merger with the Natal-based Garment Workers Industrial Union last weekend, he was elected general secretary of the Garment and Allied Workers Union (SA).

FOR three years, Desmond Sampson has been working quietly in the Garment Workers Union (Western Province)

should be developed We should lift the workers' level of debate to allow them to think for themselves and make their own decisions

"They must all go through this process together

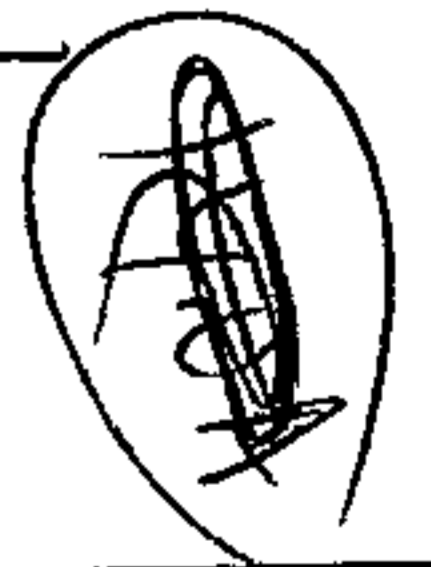
"My other main objective is for the union to look at workers' problems as a whole

"Far too often we look at workers' problems on the factory floor and stop there In South Africa, we need

Workers must lead!

17-23/12/80
Suzanne

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DESMOND SAMPSON describes himself as a person who likes to do the work while others talk "I prefer a low profile I don't believe in promoting individuals In a union, the workers must be promoted," he said

Sampson will find it difficult to keep a low profile as general secretary of the new Garment and Allied Workers Union (SA) Yet he remains modest about the influence he will have as leader of the country's third largest union

"I don't think I am in a powerful position I don't believe the general secretary is a powerful person The most overworked, yes But not the most powerful"

INDUSTRIAL REL. — WORKERS' ORG. — SACTU & FOFATUSA

1988 — 1991

Ellerines-Ccawusa talks: more disruption caused

D.D. 15/1/88
140

Daily Dispatch
Reporter

EAST LONDON — Negotiations to resolve the dispute between Ellerines Holdings and the Commercial, Catering and Allied Workers Union (Cca-wusa) were again disrupted yesterday owing to confusion over the local union's mandate as a national representative.

The general manager (human resources) of Ellerines, Mr. Pierre de Villiers, said the union's negotiating team "was not yet fully representative of the national team".

"No further items have been finalised since yesterday's negotiations," he said.

Discussions to end the dispute were resumed late on Wed-

nesday after a mediation meeting held on December 28, 1987, where the parties resolved that negotiations would be resumed on a national level.

"Agreement was subsequently reached on remuneration for field representatives, commission structures and correction and disciplinary procedures," he said.

The remaining issues, including the revision of across-the-board wages, working conditions and terms of employment, were due to have been discussed yesterday, Mr De Villiers added.

Some 143 of the company's 291 branches participated in a sit-in strike at Ellerines stores early in December, after conciliation talks broke

down

The union demanded improved working conditions, including a R200 across-the-board increase, a minimum salary of R550 irrespective of job category, a 10 per cent commission, four weeks annual leave for those with more than five year's service and two days a month off.

Negotiations were re-opened early this month and regular meetings were held to discuss the issues contested by the union, including wages, sales targets, commissions and the correction/discipline of sales field representatives.

Mr De Villiers said "considerable headway" had been made before four branches

of Cca-wusa, plus the union's office in the OFS/Northern Cape, communicated that no mandate had been given for a national agreement to be concluded.

The union claimed that a national mandate was obtained on December 11, 1987, but telexes received from the Orange Vaal, OFS, Northern Cape, Pieteria, Natal and East London branches refuted that such a mandate existed.

The company clearly communicated that it did not wish to be involved in any way in the internal affairs of Cca-wusa, and requested that the negotiating committee be properly constituted in order to conclude a national agreement," Mr De Villiers said.

Mine had reason not to reinstate workers

By Lloyd Coult

Allegations that mine management at the Western Deep Levels had forced workers underground in August last year were unfounded, an independent adjudicator appointed by Anglo-American and the National Union of Mineworkers has ruled.

Mr Jules Browde, SC, found on July 18 that the mine's reasons for dismissing 1974 workers from No 66 Level were well-founded.

Mine management alleged workers had done considerable damage to mine property underground, armed themselves with home-made weapons and threatened to kill white mine workers.

The mine was justified in not reinstating the 1974 workers.

No evidence was led by any of the miners to distance themselves from their actions or justify them, apart from Mr Ben Felanto, a union official.

These workers would not be entitled to any compensation in terms of an agreement between Anglo and the NUM.

MISCONDUCT

In the case of 427 miners at 100 Level, the misconduct had not warranted their dismissal and it was therefore unfair not to reinstate them, Mr Browde found. These miners would be eligible for retrenchment benefits.

Anglo American said the judgment laid to rest irresponsible allegations given publicity last year that the company had driven workers underground.

On August 18 1987, Western Deep Levels dismissed 2401 workers for sitting in underground, for malicious damage to property, for arming themselves and threatening to kill white miners.

The statement said NUM leaders repeatedly denied these charges and asserted that the workers had been driven underground at gunpoint by mine security.

These workers were not reinstated or re-employed with other workers who had been dismissed as a result of the strike.

11/27 11/20

Call for solidarity day

THE South African Congress of Trade Unions (Sactu) has called on people throughout South Africa to commemorate November 6 — the 20th anniversary of the execution of Sactu executive member, Vuyisile Mini, as a day of solidarity with trade unionists and workers facing repression

Mini, together with two other prominent African National Congress members, Wilson Khayinga and Zinakile Mkhaba, was convicted of sabotage and complicity in the death of a police informer

Mini, who joined the ANC at the age of 17, became a fulltime organiser of dockworkers in 1955

He played a key role in the affiliation of the PE Stevedoring and Dock Workers Union to Sactu

He was one of 156 people arrested in the marathon 1956 treason trial

After the trial collapsed, Mini helped form the General Workers' Union in Port Elizabeth. He was also involved in a protracted bus boycott in the area.

A Sactu spokesperson said Mini, Khayinga and Mkhaba were remembered for their "spirit of militancy and dedication"

He said Sactu was calling on all people in South Africa and abroad to mark November 6 with mass rallies, demonstrations and a minute's silence and for unions to name a hall after Mini

He said on November 6 people should remember detainees and political prisoners, and all workers and worker leaders who had sacrificed their lives

SACP drafts workers' charter

Own Correspondent

JOHANNESBURG — The exiled SA Communist Party (SACP) and SA Congress of Trade Unions (Sactu) have each drafted a proposed workers' charter to be incorporated in a post-apartheid constitution

The documents, published in *Work in Progress*, appear to arise from calls by the ANC in its constitutional guidelines and by Cosatu at its national congress last July for such a charter to form part of a new constitution

The preamble to the SACP document says its purpose is to ensure that "victory in the national liberation movement is not hijacked by a new exploiting class of whatever colour" and to facilitate the building of a socialist

society

The SACP charter proposes that the "commanding heights" of the economy be placed under the ownership and control of the state

However, such control should not be exercised "in an over-centralised or commandist way" and must ensure active participation in the planning and running of the enterprises by workers and their trade unions

The SACP seeks an economic policy aimed at generating the resources needed "to correct the racial imbalances imposed by race domination and bring about wealth distribution for the benefit of the people as a whole. Steps shall be taken to do away with white monopoly of ownership and

managerial control"

The charter creates a "right and duty to work" and receive remuneration according to contribution, with social support for the unemployed. A national minimum wage would be enforced, as well as the right of workers to organise and strike

The charter would outlaw race, sex and religious discrimination, and confer upon workers various social, pension and health and safety rights

The Sactu charter also encompasses a minimum wage, anti-discrimination and these rights to social welfare systems. It further provides for a maximum eight-hour working day, maternity leave and a minimum three and four weeks sick and annual leave

Bargaining collapse boomerangs on union

By Drew Forrest

The collapse of industry-wide bargaining in the printing industry has boomeranged on the SA Typographical Union (Satu).

Satu agreed to disband the printing industrial council from January 1 next year. It also spurned the Cosatu paper union's proposal of a joint campaign to save the council.

Now that bargaining for the whole industry is at an end, Satu is complaining that it is not recognised at most individual firms.

In a confidential letter to employer members, the SA Print-

(140) Star 27/11/80
ing and Allied Industries Federation (Sapaif) says the union is taking it to the Industrial Court over the issue.

It adds that Satu has offered to drop the action if employers agreed to increases of between 12 and 15 percent for next year.

The Sapaif is understood to have recommended acceptance of the demand, but employer sources were critical of Satu.

They said the union had time to conclude recognition agreements at individual plants.

Repeated attempts to reach Satu general secretary Mr Martin Deysel failed last week.

Black miners hold congress and discuss socialism

Sawetan 30/11/89
By LEN MASEKO

THE Black Allied Mining and Construction Workers' Union is to hold its biennial national congress in Dobsonville this coming weekend

Bamcwu official Mr Mbulelo Rakwena said the conference would be taking place against the background of "feverish debates nationally and internationally on the question of a negotiated settlement" in South Africa

"It is against this background that we believe it is important to address the vital question of a socialist option in this country," the Bamcwu official said

Socialist option

A forerunner to the two-day conference will be a public debate to be hosted by the union at the Central Methodist Church, Johannesburg, tomorrow

The theme of the meeting will be "Working Class Unity for a Socialist Option".

Rakwena said it was the responsibility of the Azama people and their organisations to approach "the socialist question in a mature political debate"

Key speakers at the meeting will be Mr Zeph Mothopeng, president of the Pan Africanist Congress, Dr Neville Alexander of the Cape Action League and Mr Nkosi Molala of the Black Consciousness Movement

A recorded speech by Mr Mosibudi Mangena the exiled leader of the Black Consciousness Movement of Azania, will be played to the audience

The union's congress will take place at Kopanong Centre from Saturday.

Union calls for worker unity

THE Black Allied Mining and Construction Workers Union has called on the political groupings and the labour movement to forge ahead with efforts to establish working class unity.

This was one of the resolutions adopted by about 1 000 delegates at Bamcwu's biennial conference in Dobsonville at the weekend

By LEN MASEKO

The union called on "all sectors of the liberation and labour movement to create a forum wherein all issues pertaining to the working class and socialism could be discussed"

Unity was an important factor in the fight for socialism, Bamcwu said. The unity envisaged by the union "did not necessarily have to be structural to be effective."

The congress noted that employers were merging their organisations to strengthen their resources. This amalgamation was geared at achieving "maximum exploitation" of the workers.

Working class unity had not yet been achieved despite the joint campaign against the Labour Relations Amendment Act by Cosatu, Nactu and non-aligned unions.

One of the highlights of the two-day congress was a recorded keynote

speech by the exiled leader of the Black Consciousness Movement of Azania, Mr Mosibudi Mangena.

Two other black leaders, Mr Zeph Mothopeng and Mr Walter Sisulu, were invited to address a pre-congress debate on

Friday but did not attend. Bamcwu also resolved to recruit members in the bantustans where unions are generally banned.

It noted that many companies were moving from various parts of South Africa and relocating to the bantustans.

(140) Sowetan 5/12/89

CAP 7/1/88 (140)

21/3/90

Cosatu absorbs Sactu unions

Own Correspondent

JOHANNESBURG —
The SA Congress of Trade Unions (Sactu), which has operated in exile since the early 1960s, is to dissolve and its members and officials are to integrate themselves into Cosatu structures "in the interests of trade union unity".

The announcement was made yesterday jointly by Cosatu and Sactu after a meeting at Kafue, Zambia, between the two organisations' executive committees.

Sactu was a union federation which operated in South Africa from 1955 in close alliance with the ANC and, although never banned, was eventually — through the bannings and imprisonment of leaders — forced into exile with the ANC.

A committee comprising five representatives of each of Cosatu and Sactu is to oversee the integration.

CNA Times (140)

21/3/90

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'Include State in labour talks'

By Drew Forrest

At their historic meeting with Manpower Minister Mr Eli Louw today, trade unionists are to strongly urge the inclusion of public sector employers, including the Commission for Administration, in talks with employers on the Labour Relations Act and in another development, the Congress of SA Trade Unions and the National Council of Trade Unions have announced that a draft agreement with the employer body Saccola on interim changes to the Act has been completed.

It would now be referred to the parties' constituencies for approval, said a joint Cosatu/Nactu statement.

Yesterday the unions named a 10-person team to meet Mr

Louw in Cape Town. It includes Cosatu general-secretary Mr Jay Naidoo, Cosatu vice-president Mr Chris Dlamini and Nactu acting general-secretary Mr Cunningham Ngcukana.

The unions would "present their view of a satisfactory labour dispensation in South Africa", the unions said.

It is understood that Saccola will not be present at the meeting, as previously announced.

Cosatu negotiator Mr Marcel Golding said that as the encounter was the first of its kind between organised labour and the State, Mr Louw wished to meet the unions alone.

However, a three-cornered forum involving employers was likely to take place at a later stage, Mr Golding said.

"ORGANISE the unorganised" was the rallying cry of the independent unions in the 1950s when the South African Congress of Trade Unions (Sactu) was formed.

Today, as Sactu is being phased out, its general secretary, John Nkadimeng, feels this is still a major challenge facing the trade union movement

"We need to reach all unorganised workers throughout South Africa, especially in the rural areas

"While Cosatu is already a giant, we must strive to bring into it the million of workers in our land who remain unorganised," Nkadimeng says

He believes the unemployed should be a major focus for organising activities

"Our people are thrown in the streets, not knowing how or when they can get food. We have a growing mass of unemployed"

Revolutionary

When he speaks about the unemployed, Nkadimeng speaks from the heart — he experienced what it was like not to have a job

A devoted family man, Nkadimeng says the worst was having to face his children empty handed

He believes the unemployed have immense revolutionary potential

"Unemployed workers are the army of liberation. An army of hungry people is an army of angry people. We must look for these people and find ways of mobilising them

"They are people who clearly want change, any change, and they want it now"

Sactu's new role in trade union movement

140

South 7/6-13/6/90

ANC national executive committee member, John Nkadimeng has a lengthy history of political involvement and work in the trade union movement.

Repeatedly banned and imprisoned before he went into exile in 1976, Nkadimeng was elected general secretary of Sactu when the organisation was revitalised in 1983.

CHIARA CARTER spoke to Nkadimeng who was on a whistle stop visit to Cape Town:

occurred in Namibia. After all, it was the National Party which nationalised property when they came to power. We must fight privatisation with every means at our disposal"

Nkadimeng believes the changes in political South Africa...

"This means we were a real revolutionary trade union organisation. We did not just use muscle and time for the building of pure trade unionism by concentrating on bread and butter issues, but were involved in the whole liberation effort

"We want to take this tradition into Cosatu and fight to make sure that trade unions will not be left behind in the changes in South Africa"

Gift

Shortly after arriving in South Africa last week, Nkadimeng addressed the Johannesburg shop stewards local committee, an experience which, he said, was "the best gift" Cosatu could have given him

He said it was clear that workers understand the importance of unions fighting on both the political front and the shopfloor

'How can we kill a child that is our own?'

"After discussing the workers' character, the workers began to talk about how they could build the ANC in the areas where they live. This is what we mean by a dynamic alliance with the ANC and the SACP

"I called on the workers to go to grassroots level to build the ANC in new conditions. This includes visiting each house — including the homes of those who do not support the ANC

"We must build unity, ask people why they do not support us and end the infighting among the oppressed. Ultimately, the so-called black-on-black violence comes down to a lack of political clarity — for how can we kill a

organise them, he continues "Cosatu is trying, but I do not think this is a job for Cosatu alone. It is a very serious political challenge to the whole liberation movement."

"I would be happy if I could devote myself to organising unorganised workers and the unemployed when I return home."

The major tasks immediately facing the trade union movement are the fight for a living wage and the battle against privatisation, Nkadimeng says.

The unemployed have immense revolutionary potential

"The state is trying to concentrate wealth into a few private hands. We cannot allow to happen here what

new political or the trade union movement. "Now workers can use the muscle of organised labour to bring about fundamental changes."

"The strike is the most powerful weapon of workers. It is going to be more possible for them to use it effectively. With the formation of unions such as the Police and Prisons Civil Rights Union (Popcu), the security forces are weakened. It is more difficult for the state to act against strikers."

It was the new political climate which precipitated the decision for Sactu to phase itself out.

Choices

Nkadimeng says this decision had already been taken by the time a delegation from Cosatu met with Sactu representatives in Kafue, Zambia, in March this year.

"As Sactu, we discussed on our own

JOHN NKADIMENG: wants to help build Cosatu

the choices facing us in the light of the developments in South Africa.

"We felt that, with the new situation, it was important for us to come back home and work together with everyone in building the progressive trade union movement."

"Cosatu is a grant body which plays a vital role alongside the liberation movement. We could not see ourselves coming in any way other than strengthening and swelling the ranks of Cosatu," Nkadimeng says.

Nkadimeng feels unity must also be built within the working class, both black and white.

White workers

"It is not just other black workers at whom we must look but also the white working class," he says.

Nkadimeng cites the mine and postal strikes as instances where white workers were forced to recognise their common ties with their black counterparts. He refers to the Boilemakers' Union as an example of a dynamic white union, saying its general secretary is a close personal friend of his.

'The constituency must be part of the broad democratic movement — even if they never join the ANC'

In line with building maximum unity, Nkadimeng feels it is important that the UDF and the MDM are retained to include those who are not members of the ANC.

He also speaks of the importance of the churches.

"When I was chairperson of the Senior Organisation within the revolutionary council in Lesotho and Mozambique, the Zionist Church celebrated its 70th anniversary. Piet Koomhof (a former South African cabinet minister) addressed a gathering of more than two million church members.

"We have never had that many people at our rallies."

"We need to ensure that the constituency out there is part of the broad democratic movement — even if they never join the ANC," Nkadimeng says.



ON THE MARCH: unemployed people have 'immense revolutionary potential'

SA workers and international solidarity

New Nation
(Learning Nation)

140
21/6 - 27/6/91

Last week we saw that in spite of problems and obstacles, opportunities exist to build greater international trade union unity and to strengthen international worker solidarity. This week we ask: what is the history of international links and solidarity with South African workers? And what questions of international solidarity do South African workers now face as they look to their future?

There is a long history of international contact between unions in South Africa and elsewhere. Many skilled workers came from Europe to work in South Africa at the beginning of the century. They formed the first unions, which had close links with the British trade union federation, the TUC. In 1927 one of the first big unions of black workers, the ICU, was affiliated to the world confederation.

In the 1950s, SACTU, the trade union federation linked to the Congress Alliance, affiliated to WFTU. It also turned to the ICFTU for support, but the ICFTU refused to support SACTU. It said it must first break its links with the ANC and SACP, and disaffiliate from the WFTU. When SACTU refused, the ICFTU set up a rival federation of black trade unions called FOFATUSA. FOFATUSA never gained much support, and did not last for long.

With the rise of the independent trade unions in the 1970s, the ICFTU gave them support. When the government banned many trade unionists in 1976, the ICFTU called for unions around the world to support a week of protest action.

Throughout the 1980s, the main trade union federations in South Africa have remained non-aligned. But many individual unions have affiliated to the industry-based Industrial Trade Secretariats (ITSs), linked to the ICFTU. The ITSs have provided unions with money, assistance with education and training, and support in their struggle for recognition from management. For example, in 1980, the International Transport Workers Federation gave support to dockworkers in Cape Town which helped them to win their struggle for union recognition. In 1983, the International Metalworkers Federation organised international worker action to force management at the Alfa Romeo car factory in Johannesburg to recognise the workers' union.

We can find many more recent examples of this kind of solidarity in workers' own

experiences, or in the pages of union publications.

Workers around the world have shown solidarity not only for trade union and shop-floor struggles, but also around our political struggles. International trade union organisations and ordinary workers elsewhere helped to build a strong international campaign against Apartheid. The WFTU, the ICFTU and WCL all campaigned loudly for the unbanning of our organisations and leaders, and for the release of political prisoners.

The international trade union organisations and workers elsewhere also put pressure on their governments to force multinational companies to follow a "code of conduct" if they invested in South Africa. Through these codes, workers in South Africa and elsewhere were able to influence the conditions under which foreign companies should operate in South Africa. Later, pressure from workers and trade unions elsewhere helped to force governments to impose sanctions on the Apartheid government.

With important changes happening around the world, our federations are once again debating the question of affiliation to international trade union bodies. But what will this affiliation really mean? Workers can also ask the questions: With whom should we build our international links? What can we take from our own experiences into the international trade union movement? And what kind of worker internationalism should we build?

Who should we look to?

Since 2 February 1990, the de Klerk government has said that it will do away with Apartheid. But we can see with our own eyes how Apartheid is still alive. And de Klerk has failed to remove some important obstacles to negotiations. Our organisations have appealed to the rest of the world not to drop sanctions until Apartheid is dead. But already the politicians and bosses in other capitalist countries are eager to drop sanctions. It is only organisations like the international trade unions and some anti-apartheid groups that insist that sanctions must still be maintained.

This example raises an important question: who are our allies in the rest of the world? Our experience tells us that it is the workers and ordinary people in other countries - not the bosses and their politicians - who will offer us reliable and consistent support. It is they who can also help us to control how the multinational bosses will operate in a future South Africa.

Building unity closer to home

Without the assistance of the frontline states, our liberation organisations could not have continued their struggle against Apartheid after they were banned. For many years, the people of Southern African states put up with brutal attacks from the Apartheid government. And workers

in Namibia suffered exploitation and repression from South African bosses and government.

Today, as we look forward to the end of Apartheid, we see how South African bosses are ready to move in to neighbouring states and the rest of Africa. So workers in South Africa face the question: How can we strengthen the unity that we have begun to build with other workers in Southern Africa through SATUCC? Through OATUU, how can we fight to end the system of exploitation that has brought debt, unemployment, aids, and hunger to Africa?

Sharing what we have built

South African workers have gained much from international solidarity, and they will do so in the future. But they can also take the things that they have built and won to workers elsewhere. They can take their traditions of democratic worker control, and worker leadership into international trade union bodies. They can pass on to other workers their experiences of uniting factory-floor struggles with the struggle for political democracy, for worker rights, and for socialism.

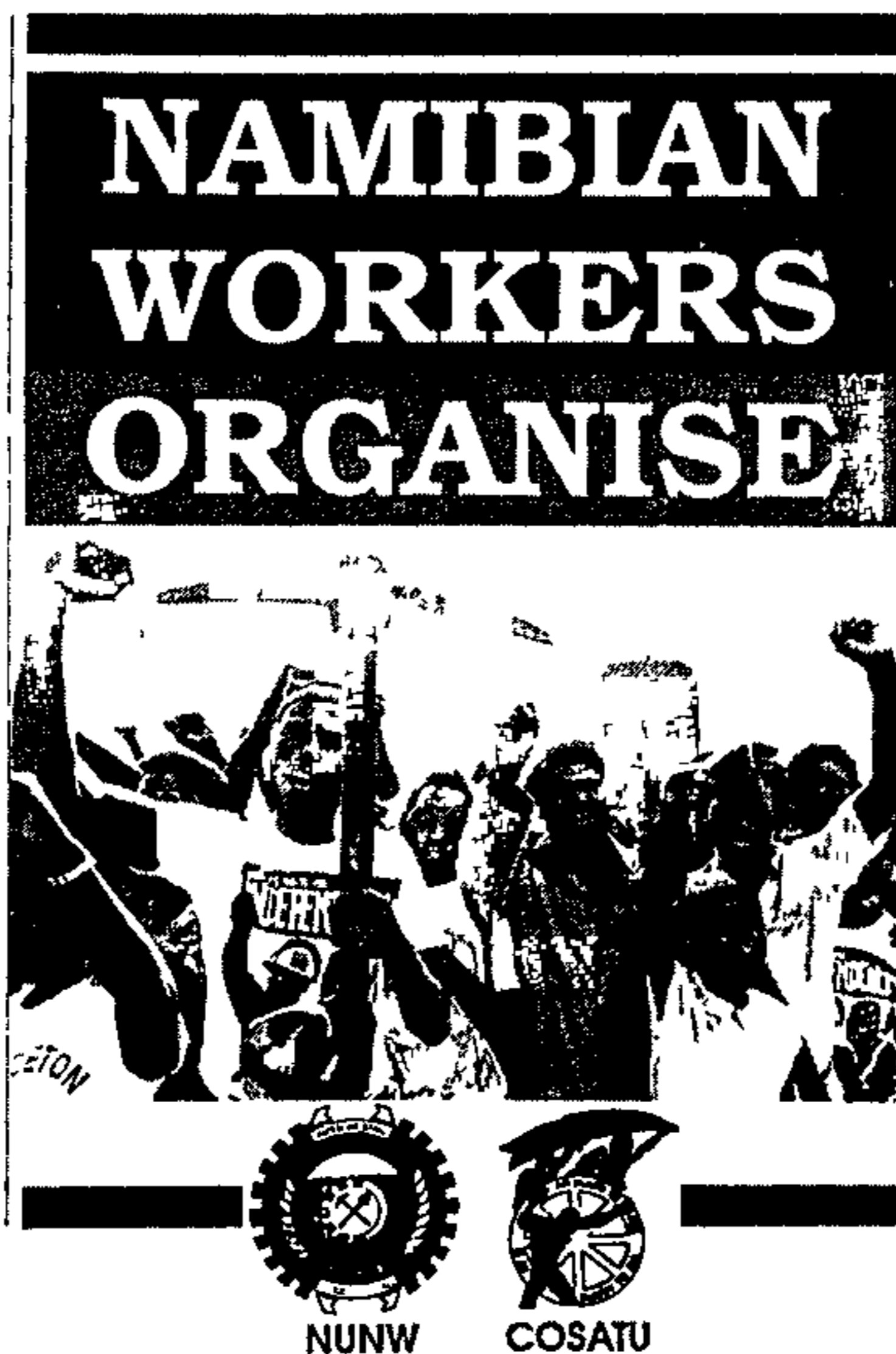
There are workers elsewhere who also share these experiences, like those in the militant trade union movements of the Philippines, Brazil, or South Korea. How can we strengthen our links with these workers, and with the democratic activists in the trade union movements of Europe or North America?

What kind of internationalism?

We have seen that there are different forms of international worker solidarity. But international worker solidarity can also have different aims. Sometimes it only aims to defend workers within the capitalist system. At other times workers have built an internationalism which aims to do away with capitalism and build socialism. So we can also ask: what kind of worker internationalism do we need to build? What kind of internationalism can effectively challenge imperialism, the bosses' internationalism?

We would like you to write to us and tell us what you think.

This series of articles is written by the International Labour Research and Information Group (ILRIG). You can write to them at P O Box 376, Salt River, 7925.



Major textile

w/e Argus 3/12/88 ~~139~~ 139

Union mooted

By DICK USHER
Business Staff

SERIOUS moves aimed at the formation of one major union in the garment and textile industries are underway and expected to start in earnest early next year.

Several preliminary meetings have already taken place between the clothing-based Garment and Allied Workers' Union (Gawu) and the Amalgamated Clothing and Textile Workers' Union (Actwusa), a Congress of South African Trade Unions (Cosatu) affiliate.

Gawu's general secretary Desmond Sampson described discussions so far as "talks about talks" but spokesmen for both unions confirmed that a further round of talks would be held on January 26.

Labour supply

Both parties were hesitant to disclose further details about progress to date but there appeared to be a greater sense of optimism in the air than over previous attempts to join forces.

Employer sources said their information was that July had been set as a target date for amalgamation.

WEEKEND ARGUS Business Staff wishes all readers a happy and prosperous New Year.

With Gawu's 112 000 members and Actwusa's 73 000, a combined industry-wide union would rank about second in Cosatu to the National Union of Mineworkers, roughly equal to the National Union of Metalworkers.

Comment in the latest IR Data from Andrew Levy and Associates is that "a merged union heavily influenced by Actwusa workerist philosophy may well have considerable strategic influence within Cosatu."

"Without doubt a merged union would have significant influence in the clothing and textile industries — particularly in the Western Cape and Natal — both in relation to the control of the labour supply and in terms of current unrest between the competing unions."

Since their formation from mergers of smaller unions, there has been competition and a degree of co-operation between Actwusa and Gawu.

Gawu was granted observer status at Cosatu nationally

with co-operation at local level, but affiliation to Cosatu was barred by the federation's one-industry, one-union policy which meant that unions seeking affiliation were required to merge with the existing Cosatu union in the industrial sector.

Amalgamation

Actwusa was formed in 1987 from a merger of the National Union of Textile Workers (NUTW), Textile Workers' Industrial Union and National Union of Garment Workers.

Gawu was formed later that year from an amalgamation of the Garment Workers' Union (Western Province) and the Garment Workers' Industrial Union (Natal). It recently absorbed the Eastern Cape-based South African Textile and Allied Workers' Union.

Before this the groups forming the two unions had been involved in unity talks under the umbrella of the South African Federation of Textile, Garment and Leather Workers.

Extensive changes

These talks failed to produce one big union, mainly because of NUTW's refusal to accept the Garment Workers' Union.

Since then, however, Gawu has undergone extensive changes in leadership and direction, most significantly signalled by members' participation in the three-day June protest against the Labour Relations Amendment Bill.