

IND. REL. - WORKERS' ORGANISATION

Urban Training Project.

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# A settlement is reached <sup>Sta</sup> on Triomf retrenchments <sup>6/1/83</sup>

## Labour Reporter

A settlement has been reached in the dispute between the SA Chemical Workers Union and the Triomf fertiliser firm over the retrenchment of workers last November at the company's Potchefstroom factory

The union, which is affiliated to the Council of Unions of South Africa, had accused Triomf of having unlawfully victimised workers

About 60 workers, mainly union members, were retrenched by Triomf, and the SACWU applied to the industrial court to take action against the company

Triomf's chairman, Mr Louis Luyt, ordered an investigation into the lay-offs

and last month said in a statement that there had been administrative errors in the retrenchments

The secretary of the SACWU, Mr Danny Tau, said this week he had met Mr Luyt to discuss the dispute and the negotiations resulted in a settlement

In a joint statement of the union and Triomf said a settlement had been reached but no details would be released

The union had also protested about the manner in which the laid-off workers were allegedly later removed from their hostels by administration board officials and Triomf security staff

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Luyt  
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dispute  
12/1/82  
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By CHRIS FREIMOND

THE chairman of Triomf Fertilizer company, Dr Louis Luyt, intervened personally to settle a labour dispute involving re-trenchments at the firm's Potchefstroom plant.

Dr Luyt's intervention enabled the matter to be settled out of the industrial court. A spokesman for the South African Chemical Workers' Union (SACWU), whose members were involved, said yesterday a settlement condition was that details were kept from the media.

But the union — affiliated to the Council of Unions of South Africa (Cusa) — said SACWU was "very happy" with the settlement. Late last year SACWU applied to the industrial court for an order against Triomf for allegedly "unlawfully victimising workers" and for the reinstatement of the sacked workers. The union claimed:

- The company had committed an "unfair labour practice" by retrenching about 60 of 800 workers at its Potchefstroom plant — including SACWU's entire branch executive committee,
- The company had tried to have workers removed from the area in terms of influx control laws, and,
- Company security guards had assaulted workers.

The settlement coincides with last week's historic industrial court ruling ordering an Olifantsfontein company to reinstate 51 dismissed workers.

The case was brought by the Metal and Allied Workers' Union (Mawu) — a Fosatu affiliate — and 51 migrant members against the firm Stocks and Stocks and its holding company, Stobar Reinforcing.

The respondents had asked for the temporary reinstatement of the workers because they alleged their sackings had been unfair. Top labour sources this week described the order as "heartening", but said it was difficult to say exactly what its effect on labour relations would be.

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Labour Reporter

A court case against 29 black mineworkers charged with striking illegally at the Winkelhaak Gold Mine near Evander last April was postponed this week until March 7

The men were held in jail from May 7 last year because they could not afford bail of R1 000 each

The National Union of Mineworkers, however, secured bail for 21 of the men and the case was brought to the Evander Magistrate's Court

Other miners described in court this week how the men had been active in the strike and the State still had to conclude its case when it was postponed until March

The NUM was able to have bail reduced to R500 each

MINE LABOUR

FM 21/1/83



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# Black union advance

The National Union of Mineworkers (NUM) is rapidly heading towards becoming the first black trade union to be granted official recognition on SA gold mines

This month the Chamber of Mines is expected to consider an application made by the NUM for it to be recognised as the representative of certain categories of black workers at Western Holdings' Welkom Division and the Elandsrand mine. As the FM went to press, there were signs that the union was on the brink of applying for recognition at four other gold mines: President Brand, Saaiplaas, Kloof and Vaal Reefs West. Significantly, the NUM is also seeking recognition from The Employment Bureau of Africa (Teba) the chamber's black labour recruitment division.

NUM general secretary Cyril Ramaphosa says the union is continuing to grow strongly and may also seek recognition at a further two gold mines.

An affiliate of the Council of Unions of SA, the NUM is the first mining union to come from the ranks of an emerging black union grouping. Although it started recruiting in August last year, by December it was boasting a membership of about 14 000.

The union's tough rhetoric has startled some mine managements, but it has displayed a pragmatic approach towards dealing with the chamber over the recognition question. According to the chamber's revised recognition guidelines, a union can bargain on behalf of its members on any mine affiliated to the chamber where it represents a significant number of workers in any job category.

Although these guidelines provide for early recognition of a union, the NUM has strong misgivings, fearing they may create divisions among black workers. However, it decided, for the moment, to apply for recognition on the basis of the significant representation it has achieved within specific job categories.

"We have done this because it is a means towards an end," says Ramaphosa. But he

says the union wants to renegotiate all the recognition criteria.

No-one in the industry doubts that recognition of black unions will have a profound effect on the way in which industrial relations have been traditionally conducted on the mines. Black unionism is about to become a force in the industry at a time when very slow progress is being made in talks between employers and white unions about the phasing out of practices which hamper black job advancement.

# Chamber of Mines to meet the NUM

Labour Reporter  
The Chamber of Mines  
and the black-member  
National Union of  
Mineworkers meet in  
the near future to di-  
scuss terms of rec-  
ognition for the union  
at two of the  
chamber's mines

The Chamber of  
Mines executive com-  
mittee met this week  
in Johannesburg and  
authorised their indus-  
trial relations adviser,  
Mr Johan Liebenberg,  
to hold negotiations for  
the purpose of rec-  
ognition with the NUM  
RECRUITING

The union, which is  
affiliated to the Coun-  
cil of Unions of South  
Africa, is seeking rec-  
ognition at the Elands-  
fontein and Western  
Holdings (Welkom  
Division) mines

The NUM was  
founded at Cusa's an-  
nual congress which  
was held at the end of  
July last year and has  
been active in recruit-  
ing black mineworkers  
since that time

# Saawu talks raise hopes of new deal

By STEVEN FRIEDMAN  
Labour Correspondent

THE unregistered SA Allied Workers' Union has taken part unofficially in industrial council negotiations in the explosives industry — a move which has prompted intense interest among labour observers

And it appears that Saawu's participation in the talks may herald the beginnings of a new national bargaining deal between AECl, the only employer on the council and two emerging unions — Saawu and the SA Chemical Workers' Union

This may see unregistered unions negotiating national wage minima with the company without joining the council

Saawu is against councils and is seen by many employers as "militant"

But late last year Saawu accepted an invitation from AECl to take part informally in the council negotiations which set minimum pay and conditions at the company's Modderfontein, Umbogintwini and Somerset West plants

Many of the unions on the giant metal

industrial council also belong to the explosives council

As an unregistered union Saawu may not join a council or take part officially in its negotiations. But these unions can take part unofficially and this has occurred in the garment, motor assembly and metal industries

Saawu was represented at the negotiations by general secretary Mr Sam Kikine and national organiser Mr Herbert Barnabas

Mr Kikine yesterday confirmed this, but added that the union had "made it clear that we were not taking part in the council system — our role in the negotiations took place outside the council"

Saawu he said, had not signed the council agreement as it refused to be a party to councils. But he said it had been responsible for moving minimum wages from the R311 a month accepted by "the ja-baas unions" to R328 a month

He said Saawu expected recognition at AECl's Umbogintwini plant soon. He added that it would not take part in council negotiations in future

"AECl want to negotiate wages na-

tionally and we are prepared to do this. We are not the hard-liners some people say we are and are prepared to compromise

"But we will not negotiate through a third party like an industrial council. We are a democratic union and will negotiate where we can listen to our members' wishes"

Mr Ben Nicholson, immediate past chairman of the council and a leading metal unionist, said established unions on the council had played a role in persuading Saawu to take part

"They not only took part fully, but also agreed to invoke the council disputes procedure when the talks were deadlocked. There were some rough moments, but we are pleased they took part"

It is understood that AECl now plans to negotiate with both Saawu and the registered Saawu on a permanent national wage negotiating structure

Talks will take some time and will be aimed at enabling emerging unions to take part in national pay bargaining without necessarily joining the council

# Court acquits father in car case

By JOHAN BUYS

A WELL-KNOWN East Rand police officer and rugby administrator, Captain Amos Spies, was acquitted yesterday on a charge of defrauding the State by failing to report an accident in which his son — a detective with the same branch — was involved. According to evidence in the Benoni Regional Court, Capt Spies' son, Detective Sergeant Andre Spies, 26, of the Van Ryn Police Cottages was involved in an accident in a police car on Nigel Road, Springs, on April 22 last year while on a private trip but later reported the accident as having happened in Benoni. The State claimed that Capt Spies — who was his son's immediate superior at the time of the accident — was aware of this but did not report it as required by departmental rules.

Capt Spies, 47, of Clydesdale Road, Casseldale, and his son appeared in the Benoni Regional Court on Wednesday on a charge of fraud by attempting to defeat the ends of justice. Sgt Spies pleaded guilty while Capt Spies pleaded not guilty. Sgt Spies was fined R250.

Capt Spies was tried separately yesterday. Detective-Sergeant Nicolaas Vlok, of the Brakpan Murder and Robbery Squad, told the magistrate, Mr J Kotze, "A police car was booked out to me on April 21. I handed the car to Detective-Sergeant Spies."

"The following morning I phoned to say he had been involved in an accident. I told him to report it and meet me at the office. I accompanied him to Willowmoore Park, where the vehicle was parked. There was some damage to the right bumper of the car."

Sgt Vlok said he informed Capt Spies of the accident and that his son, who was driving the vehicle, had had it repaired privately. Cross-examined by Mr T. Grobbelaar for the defence, Sgt Vlok agreed it was possible he did not inform Capt Spies but put that thought about it.

The magistrate, Mr Kotze, said the State had to rely on a statement by Sgt Vlok. He found that the State had not proved its case.

# Woman tells of ordeal in car boot

STELLENBOSCH — A young Stellenbosch woman told a magistrate yesterday that she was smuggled back and forth to her work in the boot of a car for more than three weeks out of fear of her former husband.

She gave evidence against her former husband, a Frenchman, Patric Maurice Jean Masue, 30, who was sentenced to 30 days' imprisonment suspended for three years and warned not to violate a Cape Supreme Court order prohibiting him from contacting his ex-wife.

Mrs Emmerentia Masue said her ex-husband had told her earlier that he would kill her if he should find her alone.

Every day after that he would wait outside her place of work in his car. On occasion it seemed Masue had slept in the car.

She had fled from Masue in Switzerland in August last year as he continuously assaulted and threatened her.

On arrival in South Africa, Mrs Masue wrote him a letter and this helped him to trace her. He molested her at her place of work where he walked up and down corridors screaming and shouting.

"I had to travel down to the basement by lift every day and be smuggled out in the

# Dairy products shortage will hit SA, say farmers

Pretoria Bureau

SOUTH Africa is heading for a long-term, acute shortage of dairy products unless the industry is made more rewarding for farmers.

That is the warning that will probably be given to the Government after a meeting of the dairy committee of the SA Agricultural Union in Pretoria earlier this week.

The committee has made price increase recommendations to the Dairy Board.

A senior delegate at the meeting said yesterday dairy farmers were still opting out of the industry in disturbing numbers, because their production cost increases were not being adequately compensated for by price adjustments.

During the past 12 months production costs had risen by between 18% and 20%.

There were other types of farming with greater re-

wards and less risks than the milk production operation, it was stated.

The prices of dairy products were last increased in July 1982 — milk by 12.7%, butter by 16.4% and cheese by 15%.

However, according to sources in Pretoria, no matter how strong the justification for substantial increases, the Cabinet is unlikely to approve any increase much greater than 10%.

# Cut airfares and fly our way, commerce tells SAA

Mali Correspondent

DURBAN — Airfares should be cut and flights marketed aggressively, South African Airways was told at a recent meeting of the Durban Chamber of Commerce.

The meeting called for new customs procedures to cut delays for overseas passengers in transit at Jan Smuts Airport.

A late night Airbus-combi flight with "greatly reduced fares" from Durban to Johannesburg was being considered, Mr P C du Plessis, SAA director of planning and finance, told the meeting. It would carry 25 tons of cargo and fill the need left by the cancellation of the nightly air cargo service.

Painting a picture of declining passenger numbers, Mr Du Plessis said that of the 2 100 available seats on flights leaving Durban daily, just over half were filled. Only early morning and later afternoon flights were heavily patronised.

He said Tuesday's direct Boeing 737 flight to Cape Town averaged 50 passengers with 60 to 70 on the northbound flight and the Airbus carried only a fraction of its load.

The link between Kimberley, Bloemfontein and Durban "was poorly used".

Mr Du Plessis said flight-frequency reduction was not being considered, although a close watch was being kept on the Cape flights.

He said reduced fares were available on late night and weekend flights and family excursion fares. Fare cuts on off-peak day flights were being considered.

The chamber asked SAA to avoid problems with customs clearance at Jan Smuts Airport which meant that passengers missed connecting flights.

Mr Du Plessis said SAA was discussing this issue with the Department of Customs and Excise.

# Long-term prisoner is on the run

# Sasolburg strikers now back

By JOSHUA RABOROKO

ALMOST the entire black labour force of African Explosives and Chemical Industries in Sasolburg who went on strike in support of sacked colleagues, yesterday returned to their jobs.

The company's acting production director, Mr F Bartie, told The SOWETAN that workers returned after discussions between management and the officials of the South African Chemical Workers' Union.

Some workers who were sacked after a misunderstanding will be re-employed as "new workers" with certain concessions regarding the condition of employment, according to Mr Bartie.

Trouble at the company started last month when there was a work stoppage by employees who lodged grievances to their management and demanded the removal of an acting supervisor.

This was followed by a series of work stoppages during which management asked em-

ployees to resume work while their complaints were being investigated.

But the workers became firm and still refused to work after management had warned that if they did not resume work that would mean they have terminated their services with the company.

"All the employees stood and left the factory premises after the warning thereby indicating that they were not prepared to work," Mr Bartie said.

On Monday most of the workers refused to work and were standing at the main entry of the factory. Further discussions were held to try and reach an early settlement.

After these discussions the workers resumed work and "everything has been reported to be running quite smoothly."

A spokesman for the Oranje-Vaal branch of the SACWU said workers agreed to return to work after the discussions, but workers have assured them (Union) that they will "move out" again if the management continues to harass them.

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# Chamber to meet miners

By JOSHUA RABOROKO

IN A MOVE that might pave the way for significant change in the mining industry, the Chamber of Mines has agreed to negotiate a recognition agreement with an emerging black trade union, the National Union of Mineworkers (Num).

The union, an affiliate of the Council of Unions of South Africa (Cusa), is to negotiate wages and conditions of employment for the entire mine industry in the country during a meeting to be held in Johannesburg this week.

The Chamber's decision to talk to Num has been seen by union sources as signifying an end of the tradition of only white union leaders being involved in collective bargaining in the mining industry.

White unions in the mining fields have traditionally monopolised the wage negotiations in a joint approach whereas thousands of black miners have not been represented by any union.

However, it remains to be seen whether a

black union, with different interests and goals, will sit around the table with white mine owners in the collective bargaining system.

Num's general secretary, Mr Cyril Ramaphosa, has said that his union would not "join forces" with the Confederation of Associations and Mining Unions formed by white union heads to create a multi-racial union in this industry.

After its inception last year the confederation apparently turned down

a membership application from the coloured, Asian and black Federated Mining, Explosives, and Chemical Employees' Union.

Mr Ramaphosa said the confederation was a "white front".

His union hopes to sign a significant recognition agreement with the chamber and a subsidiary agreement with each mine management group.

"We would like to discuss wages and working conditions with the union and discipline, grievances and retrenchment procedures with mine management," he said.

These recognition agreements will be vital in the sense that "we will then be able to fully represent our members."

Another Union spokesman said that the recognition agreement would be "a major breakthrough" for Num.

Sowetan

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# Boksburg strike ends

Star 9/2/83

Labour Reporter

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The five-month-old wage dispute between the Food and Beverage Workers' Union and Lever Brothers, Boksburg, has been settled

Attempts by the two parties to solve the dispute failed, and last month, they agreed to an independent arbitrator.

The arbitrator, Mr Dick Sutton who was formerly industrial relations head at SA Breweries, has awarded six grades of salary increases. They are effective from last November but will be paid only this month and in March

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# Workers expel union from plant

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10/2/83

By JOSHUA RABOROKO

**THE ACTIVITIES** of the South African Chemical Workers' Union (SACWU) at the African Explosives and Chemical Industries factory in Somerset West have been suspended by workers following the uncovering of alleged irregularities in the functioning of the national body.

Workers at a meeting in Somerset West this week, confronted the general secretary of the Union, Mr Dan Tau, with allegations of theft.

According to a statement issued by the workers, Mr Tau was unable to give an explanation as to why the new

members had been over-paying their membership fees since the Union started operating at the branch in 1980

The workers also demanded that a union organiser, Mr D Samela of the Modderfontein branch of the Union, who was dismissed by the Union's executive last month, be reinstated and that Mr Samela address the branch on February 20

The constitution of the Union lays down that membership fees are R1.50 and monthly subscriptions are 25 cents. New union members have been paying R2 for joining and their first month's subscrip-

About 400 workers forced a man from Durban, claiming to be Mr Tau's secretary, to leave the meeting and also ordered Mr Tau to leave the premises so that he could not hold a scheduled meeting with their management

Mr Tau was also told to leave behind any money or documents belonging to the Union and was criticised for holding discussions with management without a mandate from the workers

Speaking from his Johannesburg office, Mr Tau told **THE SOWETAN** yesterday that it was unfortunate that the workers took the decision and added that there was somebody who was instigating them against the national executive

He denied allegations of theft saying there had been an error concerning the way money was collected from the members. Those workers who felt that they had been overcharged, would be refunded if they came forward, he said

"Nobody in the Union has the right to steal money and our books are always checked by auditors. The accusation that the Union is mis-using monies is unfounded," he said

However, he said he would report the whole Somerset West issue to the national executive meeting on February 19. The Union is investigating the matter

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However, the Commissioner of the SWA Police said he would "look into the matter," the spokesman said

Mr Hurley's allegations are the subject of an investigation by the South African Police in terms of the Police Act

The Bishop said he had "horribly explicit" colour photographs to back up one of his allegations

He said yesterday he had not been asked to help in the investigations and that he did not wish to comment on the matter —Sapa

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## Rantho dies

**ALINAH DUBE**  
THE WIFE of a well known musician and employee of the Urban Foundation, Mr Michael Rantho, died suddenly at her home yesterday morning

Mrs Mantsho Maureen Rantho (50), was principal at a pre-school she had served for 22 years at the time of her death

Mrs Rantho was chairman of the Anglican Women's Fellowship (AWF) and was also involved with other women's organisations in the township

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# Dismissed workers reinstated

Labour Briefs 143 Star 10/2/83

● Dismissed workers at the Gallo music company warehouse in Germiston this week agreed to return to work after management granted a new return-to-work deadline. At a meeting between shop stewards belonging to the Commercial, Catering and Allied Workers' Union and Gallo management, a conditional reinstatement for former workers was agreed. The conditions are that there will be no loss of service benefits, workers will not be paid for the period from their dismissal to reinstatement and pending retrenchments will be effective.

About 100 workers had gone on strike last week over the retrenchment issue and were dismissed

after refusing to meet a return-to-work deadline. A Ccawusa spokesman described the reinstatements as a victory, considering that workers were told last week they had "dismissed themselves".

● A case of breaking banning orders against a former head of the Motor Assemblers and Component Workers' Union of SA, Mr Dumile Makanda, was postponed in the Port Elizabeth Magistrate's Court on Monday until March 28. This was the third court appearance of Mr Makanda, who was served with the two-year banning order last year after he had spent about eight months in detention. He was released without being charged. Three of his union colleagues were also served with two-year banning orders.

Journal  
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Date 27/10/71

Degree/Diploma/Certificate for which you are registered (e.g. B.A., B.Sc) BSc (Hons)

Subject ECONOMIC IA  
(to be copied from the heading on the Examination Paper)

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

Examiners' Initials		

### NOTE CAREFULLY

1. The answers only on the right hand pages will be marked. The left hand pages may be used for rough work, but no credit will be given for such work.
2. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
3. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
4. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

### WARNING

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

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

# Azapo newsletter

*Sowetan 11/2/83*  
THE AZANIAN People's Organisation (Azapo) has produced a workers' newsletter called "Mosebetsi/Umsebenzi".

The newsletter, launched at Azapo's congress held in Pietermaritzburg at the weekend, will be a forum for workers to air their views and to debate on labour issues in South Africa, according to an Azapo spokesman.

*143*  
In the first edition, the Council of Unions of South Africa (Cusa) has written an article on the legal rights of black workers

There is also an article on whether the struggle in South Africa is a class or a race struggle, and there are other articles written by workers on their experiences on the factory floor

## NUM alleges intimidation

# SP visits spark off union row with Anglo

14/2/83 NUM (143)

By STEVEN FRIEDMAN  
Labour Correspondent

SECURITY Policemen visited Anglo-American's Vaal Reefs mine at Klerksdorp twice last week to question organisers of the black National Union of Mineworkers (NUM), thus prompting a row between the union and Anglo

The NUM has been granted access to mines by the Chamber of Mines and is negotiating recognition agreements covering Anglo mines with the chamber

The organisers were at the hostel to recruit members Anglo, unlike other mining houses, has granted the NUM organising facilities at its hostels

In a statement, the NUM has branded the police action as "intimidation" and "harassment" and accused mine management of inviting Security Police to the mine

Anglo has replied with a statement denying police were invited and criticising their action by implication

"Anglo-American deplores any intervention of third parties in legitimate union-management relationships as experience has shown that this can only heighten the potential for conflict," it said

It was also asking the SP to tell mine managers in advance of their desire to visit the mines — the procedure for all visitors

The NUM says three of its organisers, Mr Wilfred Saloyi, Mr Jeffrey Magido, and Mr Mbuyiselo Mtshotsha, were called to a Vaal Reefs hostel manager's office last week "only

to find the office full of Security Police"

The hostel manager had then "conveniently moved out of the offices", leaving the police to question the organisers

The union said it had "reason to believe the Security Police were invited" by management and added they "obviously received management's blessing to enter mine property and harass and intimidate organisers"

The NUM charged that "mine managements obviously realise they have failed dismally in intimidating workers from joining the union and are now trying strong-arm tactics by calling the SP"

It said workers were "on our side and will not tolerate the blatant intimidation of organisers"

"Collaboration" between the SP and managements "makes a mockery of collective bargaining"

The NUM demanded that mine managements "declare unequivocally that there is no link between them and the SP" if they desired a relationship based on good faith

Anglo said it had become aware of two separate visits by SP to hostels on Vaal Reefs

"In both cases, members of the SP asked to see, and were put in touch with, officials of the NUM who were conducting union business at the time with facilities provided by management"

"In neither case did management invite the SP to be present," it said

Labour Reporter

A serious row has broken out in the mining industry following Security Police questioning of union officials on Anglo American mine property this month

Security Police on two occasions questioned three officials of the Cusa-affiliated National Union of Mineworkers at Anglo's Vaal Reefs gold mine

The union in a statement accused mine management of "collaborating" with the Security Police and warned that NUM officials and members would not be intimidated by such harassment

"This form of collaboration with the Security Police makes a mockery of the collective bargaining process and we demand that mine managements declare there are no links between themselves and the Security Police," the state-

Police ~~sets off~~ <sup>14/2/83</sup> quizzing ~~sets off~~ <sup>143</sup> mine row ~~sets off~~ <sup>143</sup>

ment said Anglo American has confirmed that Security Police did question NUM officials, but denied that the police were invited in

"We are taking steps to request the Security Police to advise our mine managers of their desire to visit our properties — as is the case in all other visitors," an Anglo statement said

"Anglo American deplores any intervention of third parties in legitimate union-management relationships as experience has shown that this can heighten the potential for conflict"

# SP's 'harass' mine union

By SAM MABE and JOSHUA RABOROKO

ORGANISERS of the newly-established and powerful Mineworkers' Union have accused the Security Police of harassing and intimidating their union officials and of trying to frustrate their negotiation process with the mining management

The accusations made by Mr Wilfred Salai and Mr Jeffrey Madida, organisers of the Vaal Reefs Exploration and Mining Company in Klerksdorp, follow alleged visits and questioning of the two officials while organising workers at the mine last week

The two were allegedly called into the manager's office and questioned by police about their activities in the union

In a statement released afterwards by the union, the mine management was accused of having called in the Security Police with the aim of "intimidating and bulldozing our efforts"

The union has challenged management to "declare unequivocally that they are not part of the Security Police"

The union also warned management to stop their 'silly' tactics because most of the workers were on their side. The workers will not tolerate blatant intimidation of their organisers whom they regard as 'saviours from the yoke of slavery' imposed on them by management, it was claimed

In the statement, the union also expressed fears that Security Police might show up when the union meets for the first time officials of the Chamber of Mines to discuss recognition agreement soon

The union's general secretary, Mr Cyril Ramaphosa, said the Chamber of Mines had agreed to meet with union officials and that he saw this as a major breakthrough which

would break the tradition of whites negotiating on behalf of black mineworkers

A spokesman for Anglo-American denied that management had anything to do with the alleged visit and questioning of union officials at the mine

"In neither case did management invite Security Police. We are taking steps to request the Security Police to advise our mine managers of their desire to visit our properties as is the case with all other visitors

"Anglo-American deplores any intervention of third parties in legitimate union/management relations. Experience has shown that this can only increase the chances of conflict"

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Sowetan

14/2/83



# Miners talk to bosses

star  
15/2/83  
Labour Reporter (143)

The Chamber of Mines met the Confederation of Associations and Mining Unions in Johannesburg yesterday to discuss the employers' recognition of the new organisation

The confederation — successor to the Council of Mining Unions — briefed the chamber on its constitution and objectives

Chamber representatives will now go back to their executive committee to discuss recognition

The confederation told the chamber it was willing to represent mining unions of all races, but only if they were registered

Union sources said the confederation should not be spending too much time on this issue because the Labour Relations Amendment Bill, when passed, would make this a non-issue

Emergent mining unions, such as the Cusa-affiliated National Union of Mineworkers, have already rejected registration

● The National Union of Mineworkers meets the chamber on Friday to discuss recognition on two mines

(143) PDM 15/2/83

# Union plans court action on job losses

Labour Correspondent

A BLACK trade union, the United African Motor and Allied Workers Union, is planning court action against the Datsun-Nissan motor company in the wake of retrenchments at its Rosslyn plant near Pretoria last month.

About 100 workers were retrenched and the union is considering action alleging the workers were victims of an "unfair labour practice or were dismissed "unfairly"

Comment from the company could not be obtained yesterday.

News of the planned legal action came yesterday in a statement issued by union general secretary Mrs Dora Nowatha calling retrenched workers to a meeting at the union's offices in central Pretoria.

In the statement, the union called on 'all union and non union members who were retrenched by Datsun-Nissan Rosslyn to report to the union office, to discuss the pending court action they intend taking with regard to unfair dismissal and unfair labour practices.

It urged the fired workers to report to the union office 'as soon as possible' as the matter is very important and urgent.

Mrs Nowatha said yesterday that no papers had been served on the company and the union had not yet decided whether to proceed in the industrial court or in the ordinary courts.

This would be decided, she said, after consultation with the retrenched workers and with the union's legal adviser.

# Mine union pair turn up in court after 2am raid

By STEVEN FRIEDMAN  
Labour Correspondent

TWO National Union of Mineworkers organisers who disappeared after being taken away by men in plain clothes on Tuesday morning were questioned at a Klerksdorp police station taken to a Commissioner's Court and there charged and convicted the NUM's general secretary, Mr Cyril Ramaphosa said yesterday

Both the Security Police and the SAP's uniformed branch have been unable to confirm the arrest of the two men, Mr Jeffrey Magida and Mr Muiselo Mtshotshusa

The two men, who were recruiting members at the Vaal Reefs mine with the full knowledge and permission of the Anglo American Corporation, were taken from a house in Jouberton township at 2am

They reappeared late on Wednesday after being convicted in the Commissioner's

Court of not having a lodgers permit which black township authorities require of anyone living in a house in a black township. They were fined R15 each

The incident followed one last week in which the men were twice questioned by Security Police in the office of a Vaal Reefs hostel manager. The NUM labelled this action "harassment"

Mr Ramaphosa said yesterday that the two men had been taken to a Klerksdorp police station "Because they do not know the town well, they cannot identify the station," he said

They had been questioned about why they were in the township and why they were recruiting workers at the mine he said

"The next morning they were taken to the Commissioner's Court where they were convicted. They paid their fines and were released," Mr Ramaphosa added

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# MINES COUNCIL MOOTED

FM 12/2/63

The possibility of creating an industrial council for the mining industry was raised at a meeting this week between the Chamber of Mines and the Confederation of Associations and Mining Unions (Camu).

Camu represents white-led unions in the industry including the rightwing Mineworkers Union (MWU). According to informed sources Camu told the chamber it was willing to include registered black unions on a committee to study the establishment of an industrial council.

This means the confederation wishes to exclude black unions such as the unregistered but rapidly growing National Union of Mineworkers which is heading towards signing its first recognition agreements in the industry.

However, it is extremely significant that the MWU has shown a willingness to include registered black unions in discussions about industrial relations.

Such discussions have taken place in the past but only white unionists have participated. Camu's proposal would allow one union with black members the Federated Mining Employees and Chemical Employees Union to take part.

Some union sources are emphasizing the need for an industrial council for the industry to be formed as soon as possible. Such a council could provide for effective monitoring and enforcing of agreements — something which is lacking at present.

The chamber is expected to respond to Camu's proposal later this month.

# Labour Week <sup>(143)</sup> By STEVE FRIEDMAN

FOR the past few years, the debate over the Industrial Council system has been a key labour relations issue

For varying reasons, almost all emerging unions have not joined councils, preferring to negotiate on the shop floor

Most employers, their associations and the established unions, have insisted on council bargaining

The nuances of the argument are many and varied, and many have seen this as a classic clash between white and black perceptions

But some major developments appear to be just around the corner

At least two unions of the Federation of SA Trade Unions (Fosatu) are considering joining councils. One, the National Union of Textile Workers, has already expressed an interest in joining at least one council under certain conditions

The other has been canvassing members on the issue and a decision either way will be revealed soon. There is support for going in as a tactic, but also for continuing to stay out

The debate centres around tactics only — Fosatu made it clear last year it saw the council issue as tactical, rather than one of principle. In other words, the issue was what the union could get out of joining or staying out

Even if the unions go in, two points have emerged already

Agreement by a Fosatu union to join a council is unlikely to be unconditional — demands for changes in exchange for its participation are almost certain

And any Fosatu union which joins a council will continue to demand, and engage in, wage bargaining at plant level

□□□

THIS week's industrial court judgment in the case between the Southern African Society of Journalists and newspaper employers gave little comfort to employers who take a tough line on labour issues

Firstly, the court found that there are circumstances in which it could order an employer to bargain in "good faith" with a union

It implied only that this applied where there was already a bargaining relationship, and also stopped short of holding that there was an automatic duty to bargain

But lawyers point out that it did not rule out other possibilities and believe the judgment could serve as a "stepping stone" to orders compelling employers to bargain in other situations

## Unions' <sup>RDM</sup> new stance <sup>21/2/83</sup> on councils

And they also point out that it is a major development for the court to rule that there is any right to compel bargaining at all

The judgment also laid down rules for granting "status quo" orders — temporarily restoring the situation before a dispute began — which are favourable to parties seeking orders

□□□

IS the pressure on workers' jobs lifting slightly?

It might seem foolhardy to even suggest this after a week in which the Minister of Finance warned that continued difficult times and rising unemployment lie ahead

But one well-connected management source claims an unmistakable change in the attitude of some companies. Some managements of his acquaintance are, he says, rethinking planned retrenchments or planning to move from a three or four-day week to a five-day one

□□□

WHILE there are growing signs of a new era of labour reform on the mines, this does not seem to have got through to the unknown men who this week arrested two organisers of the National Union of Mineworkers and took them off to a Commissioner's court

Clearly, this is not a help to mine labour relations

But there is another disturbing aspect. The men were fined for not having lodgers' permits to live in the Klerksdorp house in which they were staying

Black mine union organisers have, of necessity, to travel around from mine to mine, spending days, if not weeks, recruiting

Where are they going to live while they do this if finding somebody to put them up for a few days also means being fined at the Commissioner's courts?

# Unionists fined

THE NATIONAL Union of Mineworkers has condemned the arrest by police and conviction in court of two union organisers at Vaal Reefs, near Klerksdorp last week.

The two union organisers, Mr Jeffrey Magda and Mr Muyselo were fined R15 after being convicted in the Klerksdorp Commissioner's Court on a charge of not having a lodger's permit.

The organisers had earlier been questioned by Security Police while organising workers in preparation for a meeting between the union's national executive and the Chamber of Mines to which the mine management is affiliated.

The union and the chamber were due to sit at the weekend to discuss recognition which is seen by sources as a "major breakthrough for black unions" in the mining industry.

The union's general secretary, Mr Cyril Ramaphosa, said the union deplored the action of the police in union matters and maintained that the members were intimidated.

~~331~~ 143 ~~211~~  
Sowetan 21/2/83

# Unions blame <sup>Sowetan</sup> Govt for shacks

23/2/83  
THE hearing of Orlando East residents who early this month brought an application before the Supreme Court to restrain the Soweto Council from demolishing their shacks may be on today.

A spokesman for the advocates representing the residents who brought the action to court, said although the hearing was scheduled for yesterday, it could not be heard because of the number of cases on the court roll.

The hearing is a sequel to the demolition of 15 shacks by officials of the Soweto Council in Orlando East at the beginning of this month. Since then, a number of other shacks have been demolished.

Meanwhile, the Council of Unions of South Africa (Cusa), yesterday issued a statement condemning "the demolition of workers' homes as a futile exercise of creating a problem and substituting it with a more vi-

ciuous one

"The housing shortage in Soweto is no fault of the shack dwellers. There is no serious attempt on the part of the Government to provide adequate housing for the black workers of this country.

"The reason for the housing crisis is the stubborn refusal of the Government to regard them as more than just a temporary phenomenon.

"This recalcitrant attitude forces people to take refuge in shacks and to live in appallingly overcrowded conditions. Instead of responding to this by building more homes, administration boards are increasing the suffering by the present wave of demolishing activity," the statement read.

"No degree of repression or force will curb the need to find adequate shelter. People will continue to stream to the cities to find jobs. Influx control is therefore not the answer to the housing crisis."

FEBRUARY 26, 1983

PRICE 30c (incl tax)

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S. Post 26/2/83

# Bakery strike has housewives scrambling for bread

By GARTH KING

HOUSEWIVES had to scramble for weekend bread in Port Elizabeth today when about 200 van assistants went on strike at one of the city's largest bakeries leaving shop shelves depleted

By mid-morning shoppers were scurrying from one store to another to hunt down bread for the

weekend

It wasn't easy. Work at other bakeries had been disrupted by the overnight power failure and their deliveries were running late

At the strike-hit bakery — Britos, in Sidwell — security men and other staff were seconded into packing vans even though it was not clear whether the 40 drivers

would make the deliveries

Management refused to discuss the situation with Weekend Post today

Retailers also drove to the bakery to help load vans and to fetch their supplies

The dispute apparently arose because of a disagreement over extended working hours

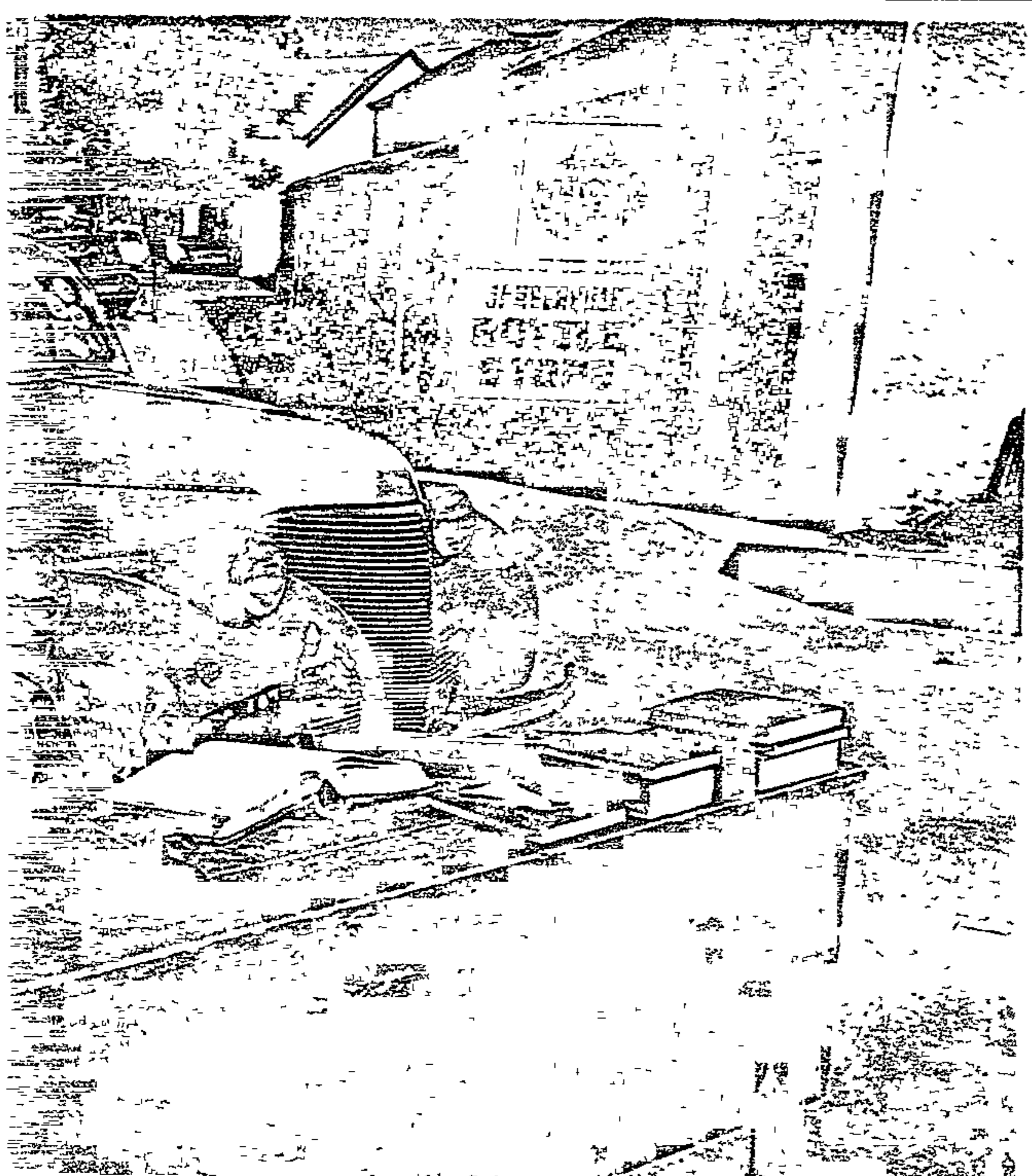
in the wake of last night's 2½-hour power failure

The worker's union — the Food and Beverages Workers' Union — was not in a position to comment this morning

However, workers at the bakery said all the van assistants had returned home and the 40 delivery drivers, although still on the premises,

were not working either — apparently out of sympathy for the assistants

Other bakeries — there are six serving the Port Elizabeth/Uitenhage area — reported that they were delivering more bread than usual today as a result of the Britos strike. But their deliveries were hours late because of the power failure



# DURBAN acts bread

Weekend Post

DURBAN — The Durban City Council has decided to go ahead with plans for all-races beaches, despite vociferous protesting residents this week.

At a lengthy meeting yesterday, the committee decided to change municipal by-laws to open the popular paddling pool below the amusement park to all races, as well as the Rachel Finlayson Bath and the Dairy Beach

The decision to push ahead with its plans comes after a rowdy meeting in

senior MEC in the NRP-controlled Natal Provincial Council, said today that the Government was fully aware of Natal's plans to open the province's beaches outside Durban to all races and had agreed to finance open facilities

He was reacting to a statement by the National Party's Natal executive

## Work for 70 years

But Sid Fourie has played many other roles in his colourful career

From 1918 to 1963 he was editor and owner of the Jansenville Chronicle. From 1934 to 1947 he was mayor. He also saw military service in both world wars

Through it all he has

back the Pages, dipped into a variety of subjects but is centred on the history of Jansenville — including his contributions to the development of the town. He has entered it in a national literary competition

"I have completed the rough draft of my most recent work, *Collected Appearances*...

The desk, the car, the man

Over the years Mr SID FOURIE, 87, has become the moving spirit of the little Karoo town of Jansenville. He still sits at the same desk he started at 70 years ago. He also refuses to part company with his 1939 vintage car.



27/2/82 - City Press

# Car union seeks sacked workers

143 By Z B MOLEFE

PRETORIA — Datsun car plant here sacked 100 workers "because there were no jobs because of the recession", then replaced them all the next day.

Now the United Motor and Allied Workers' Union is looking for the sacked workers to gather evidence against Datsun. The union plans taking Datsun management to the Industrial Court.

Most of the retrenched workers were union members, and, says union secretary Dora Nowatha, union lawyers have only tracked down 10 so far.

(143) ROOM 2/3/82  
**Cusa claims 100 000 membership**

Labour Correspondent

MEMBERSHIP of the Council of Unions of SA has risen sharply in the past few months and Cusa now represents more than 100 000 workers in 11 unions, according to a newsletter produced by Cusa

Last year, Cusa's membership was estimated at around 60 000

The newsletter also reveals that Cusa unions have signed 33 recognition agreements with employers — but that more than half of those

have been signed in the food industry by its Food Beverage Workers' Union

Cusa, which stresses black leadership in the trade union movement, is regarded as the second biggest group of emerging unions after the Federation of SA Trade Unions (Fosatu)

A membership of over 100 000 would put it close to Fosatu's membership figure

But the number of recognition agreements signed by its member unions is far below that signed by Fosatu unions

Part of Cusa's sharp

growth in membership is due to its decision to form the National Union of Mineworkers, the biggest black union on the mines, which claims a membership of 18 000

The NUM is negotiating recognition agreements with the Chamber of Mines to cover four mines and expects to begin negotiations on recognition at two others.

A further membership boost has been provided by Cusa's decision last year to admit three new unions representing hotel, textile and

municipal workers.

A list of recognition agreements signed by Cusa unions in the first issue of its new journal — provisionally called Cusa News — reveals that the Food Beverage Union has been recognised at 18 plants

Its Textile Workers' Union has six recognition agreements and its SA Chemical Workers' Union four, according to Cusa News.

It says Cusa's Transport and Allied Workers' Union has two recognition agreements

# COOK FIRED FOR 'WITCHCRAFT'

*143 Soweran 7/3/83*  
A MAN who worked as a cook at a restaurant in Bedfordview was fired from his job because his colleagues complained to their boss that he was bewitching them

The man, Mr Joseph Khumalo, who denied that he was a witch, told The SOWETAN he was fired unfairly under pretext that there was staff reduction, when in fact somebody was employed in his place after he had left

He had been working for Dino's Restaurant for the last four years and was working on a renewable annual contract. The last contract was terminated after three months

Mr Khumalo said he took the matter up with the Industrial Council where he was told that his boss had the right to fire him in spite of the fact that he had signed a contract with him

His boss, Mr Costa Paizes, yesterday said he was not prepared to go into details of why he fired Mr Khumalo except to say that it was due to a number of reasons well-known to Mr Khumalo

He however confirmed that among other reasons, it was because his colleagues had complained that Mr Khumalo was practising witchcraft and that they were afraid he would poison their food

"My conscience is very clear about what I did and I can look Joseph in the eye anytime", said Mr Khumalo's former employer

"I have many blacks who have been working for me for up to 13 years and I trust them as much as they trust me. These guys are Zulus, they are superstitious and I became concerned when some of them did not come to work because they were scared of this man

The legal unit of the Council of Unions of South Africa (Cusa) is looking into Mr Khumalo's case

(143) ROM 7/2/83  
60% more workers than last year — it now claims more than 100 000 members — highlights an interesting trend.

ised factories remains the best test of union muscle Cusa has been paying greater attention to this of late

Cusa's growth has been aided by the admission of three new unions and its decision to form the National Union of Mineworkers, which already boasts 18 000 members. This figure puts it close to the biggest emerging group, Fosatu, in membership.

But Cusa's unions have signed far fewer recognition agreements than Fosatu's, which means Fosatu has far more organised factories.

Being able to influence events in a plant by winning a majority is far more of a boost to union muscle than purely numerical membership, and some Fosatu unions are wary of gaining members unless they can organise them into a plant majority.

THE news that the Council of Unions of SA represents So the number of organ-

# Cusa starts new publication

By SAM MABE  
*Sowetan* 8/3/8

THE Council of Unions of South Africa (Cusa), this week launched a workers' newsletter aimed at providing a channel of communication between its various affiliates and 100 000-strong membership throughout the country.

The eight page issue, intended as an introduction to Cusa, gives an in-depth analysis of how

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and when Cusa was formed, what its aims and objectives are, its guiding principles and its policies

In a front page editorial the editor of Cusa News says articles explaining the legal rights of workers will become a regular feature in the newsletter

The editorial also highlights the "enormous potential" that publications have to

play in organising the strength of the workers Cusa News will at all times report and analyse events and issues in the labour field and the broader community

There is a serious need for such a publication, the editorial says

On its numerical strength, Cusa claims that in the three years since it was formed in Johannesburg, it has grown from strength to

strength to become one of the country's giants in the labour field with a membership of more than 100 000

The figure, which puts it close to that of the Federation of South African Trade Unions (Fosatu), could make Cusa the second largest emerging trade union federation in the country

The meteoric rise in Cusa's membership fol-

lowed a resolution taken during its annual conference last August to form the National Union of Mineworkers which is the biggest black miners' union in the country claiming a membership of close to 20 000

Many of Cusa's affiliates have signed recognition agreements with various managements, with one of them being recognised at 18 plants

# Dutch unions defend SA ties

**Mall Correspondent**

AMSTERDAM — The Dutch Christian Trade Union Federation (CNV) last week rejected anti-apartheid criticism of a planned visit to South Africa's black Urban Training Unit.

"We are, to put it mildly, surprised," a federation spokesman said of the protest by members of the Dutch anti-Apartheid Movement.

A federation delegation, including secretary Arie Hordijk, is scheduled to give a series of lectures at the training unit, run by the independent black trade union movements in South Africa.

"Through financial aid and other activities, including this sort of visit, we try to help independent black trade unionists in their fight against apartheid," the spokesman said.

"It is not correct to say that this visit will legitimise the apartheid regime. We maintain similar contacts with, for example, the independent trade union movements in Latin-America, though it cannot be said that our visits suggest that we support their despicable regimes."

The spokesman said the training unit was well known to the federation and was highly thought of as an institution quite different to the Government-supported black "shadow unions."

In Amersfoort the synod of the Hervormde Kerk has announced that its chairman Dominee C B Roos will travel to South Africa with Reformed World Deaconate representative Maas van den Heuvel to give evidence for the South African Council of Churches before the commission of inquiry into its activities.

There was a move in the Dutch Parliament on Thursday to prevent a visit by Mr H F Verwoerd, secretary-general of the Verenigen van Oranjewerkers in Suid Afrika.

Members of Parliament Ria Beckers, of the Radical Party, and Relus ter Beek, of the Labour Party, asked the Foreign Minister Mr Hans van den Broek to refuse Mr Verwoerd a visa for his planned visit to South Africa.

Strike  
miners  
get jail

Star  
14/3/33

14/3 Labour Reporter

Eleven black gold miners who took part in a strike at an Eastern Transvaal mine last April were jailed last week

They were among 29 miners arrested by police after a strike at Gencor's Winkelhaak Mine near Evander and charged with public violence

They were remanded several times

Five men received three-year jail terms, half suspended for five years, five received two-year terms, half suspended for five years, and one man received another two-year term, with nine months suspended

The charges against 13 miners were withdrawn, one was in hospital and could not attend court, and four men did not appear. Warrants were issued for their arrest

A lawyer appointed by the National Union of Mineworkers represented the men

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# Dutch union rejects criticism of planned SA tour

**Post Correspondent**  
**AMSTERDAM** — The Dutch Christian Trade Union Federation (CNV) has rejected anti-apartheid criticism of a planned visit to South Africa's black Urban Training Unit.

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The spokesman said the training unit was well known to the CNV. It was highly thought of as an institution quite different to the Government-supported black "shadow unions."

With Dutch society sensitised on the issue of visits to and from South Africa by the recent statements in South Africa by Dutch author W F Hermans, there was a move in parliament yesterday to prevent a visit by the secretary general of the Union of Orange Workers, Mr H F Verwoerd.

MPs Mr Ria Beekers of the Radical Party and Mr Reclus ter Beek of the Labour Party asked Foreign Minister Mr Hans van den Broek to deny Mr Verwoerd a visa.

They argued that such a visit, which would include talks with Government and party officials, would contravene Dutch policy against political and cultural exchanges with South Africa.

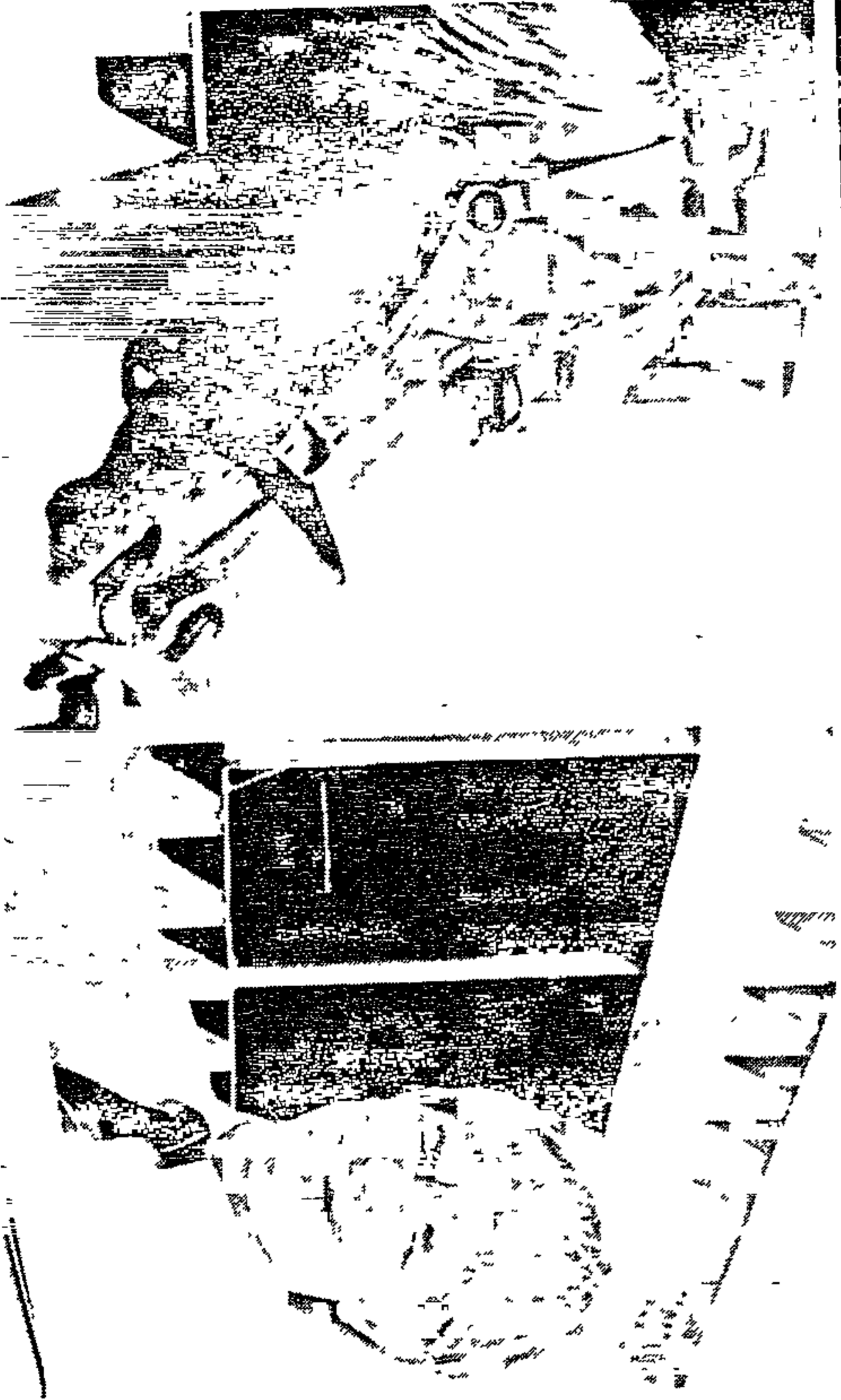
Mr Van den Broek has not yet responded to the request.

## PE hosts some well-bred visitors

### 12 top yearlings end their sea trip

**TWELVE** New Zealand-bred yearlings worth almost a million rands, including three horses bought for more than NZ\$100 000 (R139 000) each, were unloaded at the Port Elizabeth harbour today.

The horses, bought at the Trentham Bloodstock Sales in New Zealand, arrived on board the container ship SAF Ocean Norderburg from Freemantle in Australia during their long voyage.



## Nkomo lies low without contacting UK officials

**LONDON** — The Zimbabwean opposition leader, Mr Joshua Nkomo, has gone to ground in London — without making any requests to meet British Ministers or officials, according to the Foreign Office.

A spokesman for the office said today that Mr Nkomo, who arrived in London on Sunday after fleeing to Botswana, had not sought any meetings or negotiations with Government officials regarding his future.

And an opposition Member of Parliament, Mr Robert Hughes, said last night he and other members of the Labour Party interested in African affairs were trying to arrange a meeting with the Zapu leader. But there was no news that a meeting has been set up.

"As a friend of long standing, I want to meet Mr Nkomo to discuss current events. A number of other MPs are also keen to meet him," said Mr Hu hes.



(145) (157A) D. Dispatch 2/3/83

# Dockets on unionists go to Attorney-General

EAST LONDON — The dockets on investigations into the activities of six trade unionists, all office bearers, would be handed to the Ciskei Attorney-General this afternoon

This was said yesterday by the Commander in-Chief of Ciskei State Security, Lieutenant General Charles Sebe

Last week five South African Allied Workers' Union (Saawu) executives and the general

secretary of the General Workers' Union (GWU), Mr Sidney Mafamudi, were detained by Ciskei security police

The Saawu men include the union president, Mr Thozamile Gqweta and vice-president, Mr Sisa Njikelana

Mr Gqweta has been detained eight times before by Ciskei police while Mr Njikelana has been detained six times before

Neither has been convicted of any offence arising from the detentions

General Sebe said he had nothing to add to statements he made concerning the detentions last week

"Things stand as I said on Friday"

Last week he said the unionists were detained "in connection with activities of the banned African National Congress"

□ □ □ ROM 21/3/83  
~~143~~ ~~189~~ ~~111~~ 143  
EVER since the mines granted access to  
black unions last year, there has been specu-

lation that the Federation of South African Trade Unions might recruit black mine workers

So far, that has seemed unlikely Fosatu is the biggest emerging union group, but a Government fund-raising ban and other factors have meant that it has not always had enough resources for even its work in key manufacturing industries

Now it may well be about to enter the mining fray Next month, its central committee will discuss a request by its Metal and Allied Workers Union that Fosatu recruit mine workers

The immediate reason is that MAWU is recognised at a far Eastern Transvaal plant, Tubatse Ferrochrome, whose workers live in the same township near the Lebowa homeland as men who work at three mines in the area

The miners apparently want to join MAWU

But it feels its own resources are too thinly stretched to take on the three mines as well and has asked Fosatu to consider doing so, perhaps by setting up a new union for the purpose

MAWU suggests a new union could concentrate on two or three mines and then consider expanding

The biggest black mine union, the National Union of Mineworkers, belongs to Fosatu's rival, the Council of Unions of SA If Fosatu goes ahead, it might well accuse it of "poaching" from NUM

But Fosatu is likely to argue that the chances of one black union organising the industry on its own are slim and that a decision by it to move into the mines would prompt a further growth in black mine unionism

# Black mine union wins US praise

The Star Bureau

22/3/83

143

NEW YORK — Not even the most optimistic South African union organiser could have imagined developments among black mine workers, a New York Times report said recently.

It looks at the President Brand mine at Welkom, where 700 mineworkers gathered to hear a black organiser speak on white oppression and black solidarity — and was cheered with clenched fists and shouts of "amandla".

The National Union of Mineworkers seemed to be the fastest growing black union in the country and was negotiating with the Chamber of Mines for recognition as a bargaining agent in 16 job categories at President Brand and four at other mines.

"It is the first time mining companies have negotiated with anyone but themselves about their black workers since gold was discovered in South Africa 97 years ago," the report said.

The developments had "breathtaking" potential as blacks formed 97 percent of the work force on the mines, the mainspring of the South African economy.

The decision to open the doors to black unions was made in the boardrooms of Johannesburg's financial district.

The theory being it was "easier to deal with recognised leaders of organised unions than to confront an angry mob".

Some mines officials had resisted but the union had enlisted 18 000 men in six months, an organiser said. However, the figure represented only four percent of black mine workers.

Sowetan 25/3/83 143

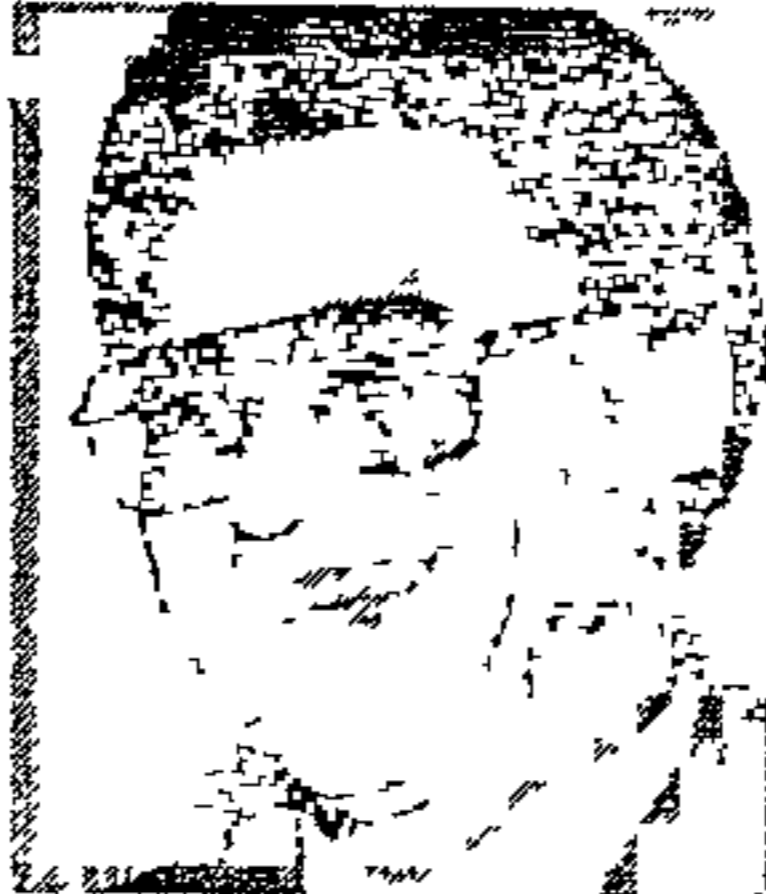
# Boesak warns on SACC ban

## 'An evil day'

IT WOULD be "an evil day for this country" if the South African Council of Churches was declared an affected organisation, the president of the World Alliance of Reformed Churches said in Pretoria yesterday.

Dr Alan Boesak, president of the 70-million strong WARC and assessor of the Nederduitse Gereformde Sendingskerk in South Africa, told the Eloff Commission that declaring the SACC an affected organisation would "hit at the voiceless the weak".

Dr Boesak, an outspoken opponent of apartheid, was reacting to a police recommendation that it be made in effect illegal for the SACC to receive the overseas funds upon



BOESAK "Voiceless"

which it relies

"If this happened, the WARC would come to the conclusion that the Church in South Africa was persecuted"

In his evidence before the five man commission, Dr Boesak said the SACC was a threat to the Government but for millions of black people in this country it was clear witness to the gospel.

The two organisations

shared the view that the witness of the Church must take the side of the oppressed 'because that is where the Almighty stands'

"The Church knows no boundaries and can not allow the existing political borders nor racial divisions, to limit the witness of the Church"

Dr Boesak quoted from a view adopted by the NGK in 1947 "The purpose of the Church is to bring about social justice"

He said the SACC was a sign 'that God has not forgotten the small, the weak, the poor and the oppressed'

Therefore the world and the WARC pays close attention to the development surrounding the SACC — Sapa

## Union, chamber dispute

A DISPUTE about sick pay benefits between gold mine workers and the Chamber of Mines was heard yesterday in the Pretoria Supreme Court

The council of Mining Unions applied to the court to review a decision by the Minister of Manpower, Mr Fanie Botha, to refer the dispute to the conciliation board, on condition that it was not viewed as an unfair labour practice

The dispute arose from an agreement between the Chamber of Mines and trade unions that sick pay would not be paid out for the first three days of sick leave

However, the mine manager had discretion to pay out for the three days after referring to the miners' work record. The court heard the agreement was reached to discourage workers from taking days off for long weekends

The council asked the court to rectify the minister's decision by directing the conciliation board to view the dispute as an unfair labour practice

The court heard that the miners threatened to strike if the dispute was not settled — Sapa

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- ENGLISH (Higher/Examination)
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### TRANS-WORLD TUTORIAL COLLEGE

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143 165  
INDUSTRIAL COURT

## Braitex pays out

FM 25/3/83 1977  
A dispute between the Fosatu-affiliated National Union of Textile Workers (NUTW) and textile manufacturers, Braitex, has been settled — with the workers receiving R40 000, the largest pay-out so far in a labour dispute

The settlement, which also provides for plant bargaining rights for the union, was made an order of the Industrial Court. Braitex is also required to reinstate 15 retrenched workers and to hold a ballot to avoid allegations of favouritism against the Cusa-affiliated Textile Workers Union (TWU)

During hearings, the Industrial Court subpoenaed an employers' association, the Textile Yarn and Fabric Manufacturers Association, to appear before it and provide documentation. This is believed to be the first time the court, which has made several precedent-setting decisions lately, has taken such action.

The Braitex dispute revolved around allegations of unfair labour practices and, in particular, the unilateral alteration of wages, in particular bonuses, without discussion with the NUTW. There was also a dispute between the NUTW, which claims majority membership among Braitex employees, and the TWU.

The court order establishes the factory rights of the NUTW — meaning that wage negotiations may now be conducted at factory level if the ballot establishes the NUTW has a majority over the TWU. The implication of the order is that unions which are members of the Industrial Council for the textile industry, as the TWU is, don't automatically acquire rights at factory level simply by virtue of council membership.

Nonetheless, the TWU is entitled to ask for a ballot once a year to establish the membership majority.

In terms of the court order, Braitex has been ordered to conduct a ballot among employees, with the NUTW and TWU observing. If the NUTW gets the majority in the ballot, the court-ordered procedures will come into operation. These include grievance, retrenchment, disciplinary, negotiation and dispute procedures. Failure

to comply with these procedures will be contempt of court.

Retrenchment procedures stipulate that a month's notice is necessary with time to allow discussion between the union and the employer as alternatives to retrenchment. Retrenchment must be on a last in-first-out basis, subject to special circumstance, and retrenched employees must get severance pay and preferential re-employment.

Legal sources believe that the Industrial Court appears to be endorsing the principle of one union per factory. If the principle is accepted, and if the TWU loses the ballot, their stop-orders and access will be cut off.

John Copelyn, NUTW general secretary, says "This is significant because Braitex is covered by an Industrial Council. In the past the council has tried to prevent the NUTW's recognition at factory level by Braitex."

"It's also a significant step forward in terms of established relations between factories and industrial bargaining. Now they will not be entitled to avoid plant bargaining by looking to the IC. In terms of the settlement, the court has permitted bargaining at both levels."

It is possible the union is reading too much into the settlement — at least as far as its effect elsewhere is concerned. Labour litigation, through the IC, is new and case law is still being developed. Future developments remain to be seen.

## Chamber's caution

FM 25/3/83

The Chamber of Mines is adopting an extremely cautious approach to the question of an industrial council (IC) for the mining industry. Threatened, as it is, by the established power of the registered traditional unions and the growth potential of new black unions, caution is understandable.

At the request of the Confederation of Mine Associations and Unions, the chamber has agreed to investigate the possibility. The confederation represents 12 registered unions, including Arrie Paulus's Mineworkers Union (MWU).

If a council is established, however, it could lead to a clash with the rapidly growing (black) National Union of Mineworkers (NUM), with which the chamber is discussing a recognition agreement. The NUM, which is led by Cyril Ramaphosa, is opposed to establishing an industrial council although it is prepared to hold discussions with other unions outside an IC framework.

In any case, the confederation will admit only registered unions — which effectively excludes the NUM.

With or without an industrial council, the chamber is faced with the possibility of a two-tier negotiating system under which it would negotiate separately with black and white unions. This is hardly an ideal situation.

Piroshaw Camay, general secretary of the Council of Unions of SA, of which the NUM is an affiliate, warns that "if the mining employers are foolish enough to ignore black unions (in establishing an industrial council) they will obviously create a problem in wage negotiations."

The chamber's industrial relations adviser, Johan Liebenberg, says the advantages and disadvantages of an IC will be established through an investigation — but it is too early to say what the results will be.

He adds "The investigation will take at least several months. If there is enough common ground, it will work. If not, it will fail. We have an open attitude. It is a question of seeing what the investigation yields."

SA laws curtail union rights, says lawyer

Labour Correspondent

DESPITE recent labour reforms security legislation, the pass laws and other measures sharply hampered the rights of trade unions to operate freely a labour lawyer, Mr Rod Harper, said this week

In a memorandum to this week's Urban Training Project meeting on "Freedom of Association", Mr Harper cited 17 laws which, he said, contained restrictions on

unions' freedom He was discussing the extent to which South African laws conformed with International Labour Organisation conventions on freedom of association

He said security laws made it "extremely difficult" for unions to hold mass meetings of their members

Some laws giving officials powers to ban gatherings such as the Black Administration Act and the Develop-

ment Trust and Land Act applied to blacks only

These laws, with others such as those entrenching in flux control were a "Trojan horse" which sharply curtailed labour reform Mr Harper said

Labour laws also still sharply curtailed the right of workers to strike

He noted that the Trespass Act was frequently used by the police and employers to remove strikers from their

employer's property The Government now proposes to increase penalties for contravening this Act from R50 to R2 000

Mr Harper also cited the Teargas Act, which allows certain employers whose workers are housed in compounds to possess teargas as a measure aimed at quelling worker unrest

"This is obviously intended to be used against employees in mass strikes," Mr Harper

said The Armaments Act was another bar on union freedom, he said because it prohibited the formation of multiracial unions among Armscor employees

But Mr Harper said industrial court decisions "give real hope of progress" towards greater union rights "The court is gaining in confidence and is playing a growing role in guaranteeing worker rights," he said

# Reform pledges are not kept

By STEVEN FRIEDMAN  
Labour Correspondent

IN A controversial speech, a prominent labour academic has claimed that employer attitudes to emerging black unions are hardening and that this is hampering labour reform

Mr Loet Douwes-Dekker, chairman of the Urban Training Project, a worker education body, claimed local employers were not prepared to follow through on promises of reform they made overseas

He added that there were signs that employers might once again be seeing the Rev Leon Sullivan's code of labour conduct for American companies — regarded by many employers as evidence of their commitment to labour reform — as an alternative to having to deal with unions

Mr Douwes-Dekker was addressing an Urban Training Project meeting called this week to discuss freedom of association in South Africa

At the meeting, the organisation decided to launch a campaign to monitor the extent to which this is curtailed, and to publicise "violations" of union freedom

Mr Douwes-Dekker said he acknowledged the "progress which many employers and employer associations have made towards recognising union rights"

"But there is still a precarious relationship between employers and emerging unions. Even some employers who have recognised unions are now adopting a very hostile attitude to them," he said

He also described as "worrying" a recent statement by the new national coordinator of the Sullivan Code, Mr Roger Crawford, who told a financial weekly that employers who implemented the code would achieve more for their workers than a union

"The Sullivan Code was never intended to urge employers to grant union rights. That was only added later under pressure. Is the code once again being seen as an alternative to unions?" he asked

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RDM  
25/3/83



Unions to meet for historic unity talks

# SUPER UNION ON THE CARDS

27/3/83

City Press

CAPE TOWN - South Africa's major independent unions will take a break from bargaining with the bosses in the second weekend of April and get down to some hard bargaining among themselves

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

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

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

## CITY PRESS Correspondent

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

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

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

Signs of new ties between these unions have been seen lately

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

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

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

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

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

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

is being held on the same day

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

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

MINE PAY ~~143~~ (143) FM 1st April 1983  
**Tough talks begin** ~~143~~

The pay talks beginning this week between the Chamber of Mines and the Confederation of Mining Associations and Unions, representing mainly white miners, could be among the toughest on record. The FM understands the chamber even considered refusing to pay any increases at all — although with an undertaking to review the position later in the year.

This is a stand that has been adopted by some employers in other industries. However, mining sources say, the chamber's executive committee has agreed the industry can afford "a modest increase" if this can be negotiated in time to come into effect in May. They declined to say what percentage increase they would regard as "modest."

To a degree the tough talk is part of the chamber's negotiating stance. But there seems no doubt it is serious in regarding the pay demands put forward by the unions as "totally impossible in the present economic climate."

The unions say their demands amount to increases for their members of around 13.5%. The chamber, however, claims that when everything demanded by the unions is quantified it amounts to an effective 22% increase.

The unions argue that increases in the gold price mean the mines can afford to pay more. But senior mining executives say that, with the exception of the gold mines, the mining industry is in trouble. "Even the gold price, although higher than a year ago, is around a hundred dollars lower than a few weeks ago," one source said, "and some projections are that it could go lower."

Industry sources concede that the recession-hit base metal mines are not directly affected by the current negotiations. "But historically it has been necessary to give pay increases on the base-metal mines of the same order as those granted elsewhere," the FM was told. And these mines are having trouble marketing their products. Even where there are markets they are receiving some of the lowest prices, in real terms, in the last 40 years.

#### Oil prices

The coal mines, which are directly affected by the talks, are also having trouble with international marketing and pricing. They also expect falling oil prices to worsen their position in areas where coal is in direct competition as an energy source.

As examples of the mining industry's woes, mining sources point to the laying off of 870 men at the Newcastle Platberg colliery and the 25% cut in the workforce at Middleplaas manganese mine.

Besides worrying about the immediate effect of pay increases granted to confederation unions, the chamber is concerned about the effect high increases would have on subsequent pay talks with officials and black miners.

Both groups will be carefully watching the increases granted to the confederation. And both have their pay coming up for review — mining officials in June, and blacks in July.

In the past the chamber has unilaterally decided the level of pay increases for blacks although this has obviously been affected by increases negotiated by white miners and officials.

However, the chamber is negotiating a recognition agreement with an emerging black union, the National Union of Mineworks (NUM). The FM is told there is a good chance the agreement will be finalised in time for the NUM to negotiate this year's increases for its members.

Black unions

join party

struggle

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Political Editor

WAGES for black mine workers will no longer be set by agreement between members of the Chambers of Mines

Instead, say the chairmen of the three major gold mine companies, they will be subject to employer negotiations with black unions

The chairmen — Mr Dennis Etheredge of Vaal Reefs, Mr Gerald Langton of Western Deep Levels and Mr Nicholas Oppenheimer of Elandrand, foresee a new era of negotiated wages springing from the advent of trade unions for black workers

An Anglo American news release says "The past year has seen the formation of at least four unions which emphasise membership of black and coloured mineworkers"

It adds "Two of these unions requested, and were granted, access to recruit on its member mines by the Chamber of Mines"

In their reviews for 1982 the three chairmen refer to the operation of consultative committees for the past five years as a system of communication between mine workers and employers

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# Union may enlist miners

**THE BLACK Allied Mines and Tunnel Workers Union (Bantwu) has become the third trade union to be granted permission to recruit members on mines under the control of the Chamber of Mines.**

Bantwu, an affiliate of the Black Allied Workers Union (Bawu), representing thousands of miners, would use this opportunity to voice workers' grievances, according to union

**By JOSHUA RABOROKO**

sources  
The other black trade unions to which the chamber has granted access to mines for recruiting purposes are the National Union of Mine-

workers, who are affiliated to the Council of Unions of South Africa (Cusa) and the Black Mineworkers Union

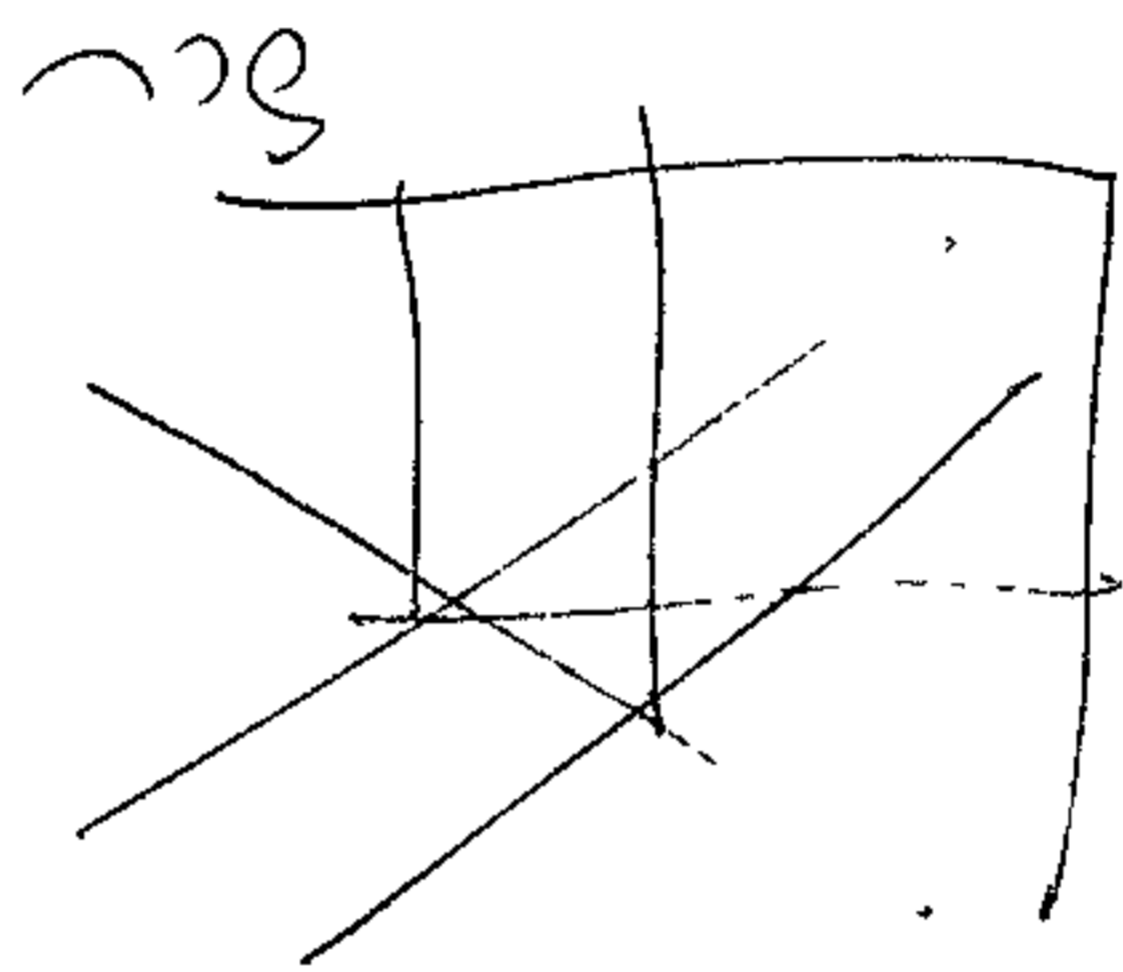
A fourth union, the Federated Mining Ex-

plosives and Chemical Employees Union, representing mainly coloureds and Asians, was granted access to mines for recruiting purpose last year

The union has subsequently signed a recog-

nition agreement with the chamber, in terms of which the chamber will negotiate with the union on wages and other conditions of employment on behalf of certain categories of employees, initially on two mines

## Residents to ...



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# Unions support a united front

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13/4/83

## Mail Correspondent

DURBAN — The proposed new national trade union federation, the subject of a union summit meeting in Cape Town last weekend could have wider support than earlier reports suggested

Seven independent trade union groups, representing about 200 000 workers, voted to set up a feasibility committee to consider the formation of the new federation

The summit included the initiator, the General Worker' Union, and the Federation of South African Trade Unions

Four union groups did not vote, but according to spokesmen this was simply because they wanted to report back to their member unions and obtain a mandate

If just one of these union groups, the Council of Unions of South Africa (CUSA), does decide to join, the proposed federation will represent the vast majority of organised workers in the independent trade union movement

CUSA general secretary Mr Pirshaw Camay said yesterday his organisation would have to obtain a mandate from member unions before a decision could be taken

He said the matter would be decided at a joint executive council meeting at the end of the month

The general secretary of the Motor Assembly and Component Workers' Union (MACWUSA), Mr Dennis Neer, said his union delegation left before voting took place on Sunday because of their annual congress. A decision would be made soon, he said

Unions which did vote for the formation of a new federation at the weekend said yesterday they were pleased with the result of the meeting as a united workers' organisation was badly needed in the South African labour movement

(150) (243) (132) (143) PDM 8/4/83

# Cusa backs 'victimised' Star strikers

THE Council of Unions of South Africa (Cusa) yesterday expressed its support for the "victimised workers" in the recent Star newspaper dispute

Mr Phiroshaw Camay, Cusa's general-secretary said

in Johannesburg that the council had followed the dispute with growing concern over the past two weeks, noticing "how the Star management escalated the dispute by allegedly attempting to dismiss Union members"

Cusa saw this as a "blatant attempt" to rouse the solidarity of Mwasas membership he said

"We await the reaction of Mwasas membership and will provide every support to the members as desired"

Star management refused to re-employ 209 workers - all members of the Media Workers Association of South Africa - who went on strike following the dismissal of a black worker who threatened the life of his black supervisor - Sapa

D 10



OUT OF MONEY: Mr A P Khumalo.

# Power plan in balance

MZIKAYISE EDOM (3/4/83)

*Sowetan*  
THE electrification master plan in Katlehong, near Germiston, may come to a halt as a result of the Katlehong Community Council's financial problems.

According to council chairman, Mr A P Khumalo, the council has R5,2-m for the project which will cost about R17-m when completed.

The scheme is in its third phase now.

When the project started about two years ago, the residents paid R2 for the first phase

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and the amount was increased to R3,50 in the second phase and R5 for the third

When the project moves into the fourth phase in October, the amount will be increased to R7,50 and finally to R10,50 next year.

Mr Khumalo said The council has called an urgent meeting on Thursday, which will be attended by the executive committee of Erab and the Electrification Masterplan Consulting Engineers

UNIONS

FM 15/4/83

**Moving to unity?**

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

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

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

JJ

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

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

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

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

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



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Cusa  
NUTW  
disputes  
19/4/73 ~~1701~~  
ballot  
result ~~151~~

**Labour Correspondent**

A BALLOT at an East Rand plant, in which workers were asked to choose between Fosatu-affiliated and Cusa-affiliated textile workers unions has ended in a crushing victory for Fosatu's National Union of Textile Workers

But Mrs Evelyn Seloro, general secretary of Cusa' Textile Workers Union (Transvaal), disputes the ballot's validity and says she asked her members to boycott it.

The ballot was held at textile firm Bratex to comply with a settlement between it and NUTW which has been made an order of the Industrial Court.

In terms of the settlement, the company agreed to hold a ballot between the two unions to determine which had worker support.

NUTW's victory means it wins recognition, bargaining rights and protection for members against retrenchment

In a recent ballot, which was scrutineered by the chief shop stewards of both unions, 153 workers voted for Fosatu's NUTW and 9 for Cusa's TWU (Transvaal) Forty-five workers did not vote because they were not on shift at the time

Both unions said this occurred because management unilaterally held the ballot ahead of time, without informing union officials

A Bratex spokesman refused to comment yesterday "We are not interested in talking to the Press. They write nonsense about us"

Mrs Seloro said yesterday that her union had contested the ballot's validity, but apparently without success

"We asked our members to boycott it because it was not held with our knowledge The steward who scrutineered it should not have done so," she said

# Shock claims as union acts against firm

By STEVEN FRIEDMAN  
Labour Correspondent

SHOCK claims that the Frame textile group threatened to fire workers who did not join a union affiliated to the Trade Union Council of SA (Tucsa) and that management actively recruited members for this union have been made in papers filed to the Industrial Court

And, in a unique action which could set an important precedent, the court is to be asked to restrain a Frame company from recognising the Tucsa union, the Textile

Workers' Industrial Union, or extending facilities to it

The National Union of Textile Workers — an affiliate of the Federation of SA Trade Unions — has brought an action against a Frame company and the TWIU alleging the company has been guilty of several "unfair labour practices"

Yesterday, the Frame group's joint managing director, Mr Selwyn Lurie, said the union's allegations required "careful consideration"

He said Frame had not yet

decided whether to fight the action

Spokesmen for the TWIU could not be reached yesterday

The dispute concerns a Frame subsidiary, Consolidated Frame Cotton Corporation and its Frametex plant in Pinetown

In papers submitted to the Department of Manpower requesting the appointment of a conciliation board and in papers to the court, the NUTW alleges the company agreed last year to recognise whichever union obtained

majority support among workers as the sole bargaining agent at the plant

It claims the company also agreed not to favour either union

The NUTW says it submitted 2 429 forms to the company from workers who had joined it. The plant, it says, employs 3 680 workers

But it says Frametex rejected over 1 000 forms on various grounds — the NUTW disputes these rejections — and claimed the Tucsa union had majority

support

The NUTW claims Frametex has allowed the Tucsa union to recruit workers during work hours and that management has recruited members for it

It says it asked Frametex to hold a secret ballot to determine which union workers supported but that it rejected this "without good reason"

It has submitted 32 affidavits from Frame workers who say they were pressured by management into joining the Tucsa union

Workers  
revive  
council  
for IMF

21/4/83  
143

**Labour Correspondent**

THE South African Council of the powerful International Metalworkers Federation, which collapsed two years ago because of feuding between black and non-black unions, has been re-established

And revived council is believed to be the only union body in the country in which unions affiliated to the Federation of SA Trade Unions and the Trade Union Council of SA have agreed to cooperate

Fosatu, the biggest emerging union group, and Tucsa, the biggest established union group, are bitter rivals

A union affiliated to the Council of Unions of SA (Cusa) is likely to join the council later

The SA council, which brings together local metal unions affiliated to the 14-million member IMF, concerns itself with building metal union co-operation, and in implementing IMF policy in South Africa

But clashes between two Fosatu unions, the National Automobile and Allied Workers Union (Naawu) and the Metal and Allied Workers Union (Mawu), and white and coloured-led unions led to the breakdown of the council

Since then, two white unions, the SA Electrical Workers Association and the Amalgamated Engineering Union, have been expelled from the IMF

It is believed this move paved the way to re-establishing the council

A statement issued by the unions yesterday said seven unions, all IMF affiliates, had decided to re-establish the council at a meeting on Monday

The council would, it said, "promote co-operation and understanding between (these unions) and represent the interests of their members jointly on a national and international basis"

Mr Ike van der Watt, general secretary of the SA Boilermakers Society, was elected president of the council

# May Day addresses in church

Labour Correspondent  
CHURCHES in black areas and mosques throughout the country could be the scene of special May Day commemorations this year if the 100 000-member Council of Unions of SA has its way

May Day falls on May 1 and is commemorated throughout the world as a worker and union festival. This year, it falls on a Sunday

Cusa, which stresses black leadership in the union move-

ment, announced in a statement yesterday that it had asked Christian and Muslim religious ministers to agree to May Day commemorations in their congregations on May Day

It said it would ask the ministers to allow a member of their congregation to deliver addresses during services on May 1 on May Day's significance and on "the contribution which unions make to society"

unions to "assist and contribute to the campaign"

The statement also reveals that Cusa has approached the SA Council of Churches, the SA Catholic Bishops Conference and Muslim authorities to ask them to "assist in facilitating and co-ordinating activities" on May Day

It is understood that Cusa is planning for union members in black congregations to deliver the addresses and is asking churches and Mosques to make arrangements for this

UNIONS FM 22/4/83

## Fosatu at law

Unions affiliated to the Federation of SA Trade Unions (Fosatu) continue to be involved in legal battles which have important implications for labour relations

Four Fosatu unions can now obtain non-racial registration certificates from government, following a Natal Supreme Court decision last week. The unions are the Metal and Allied Workers' Union, the Transport and General Workers' Union, the Chemical Workers' Industrial Union and the National Union of Textile Workers

Fosatu decided to approach the Supreme Court after Manpower Minister Fanie Botha upheld a decision of the Industrial Registrar in 1980 to register six of the federation's unions on a racial basis

Labour observers believe the Natal Supreme Court case is an important one. They say it is a setback to some established unions which have tried to use the registration process to block the advancement of emerging black unions which want to represent white or coloured workers. Previously, some established unions argued that the Fosatu unions were not entitled to non-racial registration because they had no white members and some had no coloured members

Fosatu's view has been that the Registrar has the right to register unions for a specific "interest," but that race should never be regarded as such an interest

The court ruled that there are cases in which race can be regarded as an interest in the process of registration, but it rejected the argument of the counsel for the Minister of Manpower that different races automatically have different interests. The court found that because no evidence had been provided to show that special circumstances allowing race to be taken into account existed in the case of the four unions, the Registrar had erred in registering them on a racial basis

A case involving two other Fosatu unions which are appealing against racial registration has still to be heard in the Transvaal Supreme Court. Fosatu has now called on government to grant non-racial registration to all its unions

For the moment, this does not seem likely. High-level sources in the Department of Manpower tell the FM that the case in the Transvaal Supreme Court will be contested

Meanwhile, Fosatu's the National Union of Textile Workers has won a ballot in which workers at the textile firm, Braitex, were asked to choose between the union and a textile workers' union affiliated to the Council of Unions of SA (Cusa). The Fosatu union gained an overwhelming majority in the ballot, which was held to comply with a settlement between it and the company which was recently made an order of the Industrial Court

Next week the Industrial Court will hear an urgent application from Fosatu's National Automobile and Allied Workers' Union which has become involved in a dispute with Alfa Romeo (SA)

The union claims the company is refusing to deal with it as the representative of Alfa workers and has applied to the court for the reinstatement of members who, it alleges, have been victimised. It is also seeking an order restraining the company from "imposing a works council on the workforce"

Alfa management denies these charges. The company denies deliberately dismissing union activists, claiming that a number of its workers had to be retrenched because of the economic downturn

# Putco grants union status

FOIA  
RDM  
22/4/83 143

## Labour Correspondent

THE Putco bus company has recognised the Federation of South Africa Trade Unions Transport General Workers — the union's first full recognition agreement in the Transvaal

TGWU, which organises chiefly transport and municipal workers, said in a statement yesterday it hoped the new agreement would lead to a softening of employer attitudes towards it

It claims Transvaal employers have been resisting it, preferring to deal either with their own "in-company" unions or with those affiliated to the Trade Union Council of SA

The agreement grants the union full bargaining rights and retrenchment, dispute, grievance and disciplinary procedures at any Putco depot where it represents a worker majority

At present, it claims a majority at Putco's Springs depot and a "large membership" at Putco in Durban

Up to now, TGWU has been operating at Putco under a preliminary recognition agreement negotiated two years ago. The signing of the agreement means TGWU will now take part in Putco's annual wage negotiations at the end of May

It also means Putco has now granted full recognition to both TGWU and the Cusa-affiliated Transport and Allied Workers Union (TAWU) both of which are now entitled to bargaining rights at depots where they win majority support

TAWU claims majority support at several Putco Transvaal depots

In its statement, TGWU, which organises workers chiefly in the transport industry and municipalities, said it was currently negotiating three other recognition agreements in the Transvaal

But it charged that goods transport employers and municipalities had been "very resistant to the union"

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ers' unions, the Commercial, Catering and Allied Workers' Union, the SA Allied Workers' Union, the General and Allied Workers' Union, and the Cape Municipal Workers' Association

They took this decision last month at a meeting of emerging union leaders. The body which would carry out the investigation was billed as a "feasibility committee." However, some union leaders said later it would be more accurate to describe it as a "steering committee," implying it will have more on its agenda than a mere examination of the desirability of a new federation.

Cusa's decision to participate has come as a surprise to some observers because it has appeared to be extremely cautious about the whole unity question during the past year.

However, Cusa general secretary Phiroshaw Camay says this decision was taken unanimously by members of Cusa's joint executive council. He emphasises that members of all Cusa unions will be kept well-informed of developments in the investigation.

Some observers had believed that a major barrier in the way of Cusa joining a new federation was a fear of its black leadership being overshadowed by whites who play prominent roles in some emerging unions. Cusa has attached much importance to the development of black union

UNIONS FM 6/5/83  
**Cusa in unity move**

<sup>143</sup>  
The Council of Unions of SA (Cusa) has decided to take part in the investigation into the establishment of a new emerging trade union federation.

Cusa claims to represent about 100 000 workers, and its decision to participate means that unions representing nearly 300 000 workers have now committed themselves to the probe. Unions and union groupings which have already announced their intention of investigating establishment of a new federation are the Federation of SA Trade Unions (Fosatu), the General Workers' Union, the Food and Canning and African Food and Canning Work-

leadership. Says Camay: "We are committed to developing that kind of leadership and would seek to do that within the framework of a new federation."

There are other sensitive issues, as well. For example, if the new federation is to operate efficiently, the rationalisation of the activities of affiliated unions will obviously be desirable. This implies that member unions operating in the same industries might have to merge, or at least agree on a clear demarcation of areas of operation to prevent rivalry.

# Union alleges unfair practices (143)

~~192~~ Labour Reporter ~~5/11/83~~  
Allegations of unfair labour practices made by a trade union against a Transvaal vehicle company will be heard by the Industrial Court next week

The union, affiliated to the Council of Unions of South Africa, is expected to produce 30 witnesses

The union's grievances against the firm include refusing to negotiate with

EGM 1983  
a representative, registered trade union, unfair dismissal of union members, interfering with worker freedom of association making disparaging remarks about a trade union

If the union is successful in its case it could establish some of the claims as unfair labour practices

The company has declined to comment at this stage

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9/5/83

IN A move which came as something of a surprise, the 100 000-member Council of Unions of South Africa has opted to join the committee planning a new union federation. While Cusa shares some broad approaches to unionism with other major emerging union groups on the committee, its stress on black leadership seemed set to keep it out. Most of the other groups have white senior officials.

Cusa says it will now look at whether the black leadership principle can be accommodated in an organisation which includes whites.

If Cusa joined it, the new body could incorporate all the major union groups and represent around 300 000 workers.

But negotiations on the policy and structure of the new body are still to take place, and any decision to join it would have to be taken by a full Cusa congress.

# Blacks bid for better pay

18/5/83  
145

Labour Correspondent

MINE employers seem set to be faced with tough wage demands from the black National Union of Mineworkers this year if, as expected, it becomes the first black union ever to negotiate pay for black miners.

In a statement yesterday detailing its wage policy, the NUM says it believes any pay rise for black miners "must take into account the purchasing power our members have been denied through all the years when black mine workers were not represented by a union".

This may herald demands which are likely to be resisted by the Chamber of Mines. The NUM also threatens to take employers to the industrial court for allegedly forcing blacks to do work the law does not allow them to do and not paying them accordingly.

It says this policy was formulated at the weekend by its national wage policy committee which, it says, consists of 100 shaft stewards from five Transvaal and Free State regions.

The NUM, the fastest-growing black union on the mines, is negotiating with the chamber over recognition. If agreement is reached soon, it will take part in wage negotiations this year — the first time black miners will have had a part in negotiating their wages.

In its statement, the NUM called on the chamber to note that its "entire membership expected the recognition agreement to be signed by the end of the month to enable it to take part in wage talks at the beginning of June.

It says wage talks should also ensure black miners "a steadily increasing share of the fruits of their labour". "We note with alarm that wage scales are disappointingly low," the NUM says, adding that it wanted cost-of-living provisions to protect members against inflation.

The statement also details a range of "non-economic priorities" the union will take up in negotiations. It says its "highest priorities" were the elimination of "health hazards which are taking an alarming toll of our members". Companies should provide "a safe work place and adequate health and medical facilities".

It wants discipline and grievance provisions which would "prevent management from threatening workers with discharge in order to coerce them into accepting lesser forms of discipline". It also alleges that "the bosses give lip service to equal opportunity", while practising racial discrimination in job placements.

NUM also claims that "many of our members are subject to unfair tests when seeking advancement for higher jobs and that training of workers in "non-craft jobs" should be expanded. It would raise black miners' pension arrangements with employers.

1204  
143

THE other key industry where the next week or two should be vital is the mines

23/5/83

If a recognition agreement between the Chamber of Mines and Cusa's National Union of Mineworkers is signed soon, NUM will this year become the first union to negotiate black mine wages with the Chamber

Last week it called on the Chamber to sign this week so that wage talks could commence at the beginning of next month

(27/5/83) (143) ROOM 27/5/83  
**Hopes rise in mine talks**

**Labour Correspondent**  
THE Chamber of Mines and the National Union of Mineworkers the biggest black union on the mines meet today for recognition talks  
And the union says only two points raised by it need to be settled before an agreement can be signed  
A recognition agreement between the chamber and NUM would give black mine workers the right to take part in wage negotiations for the first time in the mines history  
The two sides have been

negotiating on recognition for some time now and it has been generally assumed a recognition agreement is a foregone conclusion  
For an agreement however has taken longer than expected The union recently called for the agreement to be signed by the end of the month to enable it to take part in wage negotiations at the beginning of June  
The NUM general secretary Mr Cyril Ramaphosa said yesterday the chamber was due to give its answer on two points raised by the union

"We understand that their executive has met to consider these and we will know their attitude tomorrow If they agree there do not seem to be any further obstacles to recognition" he said  
If the chamber did not agree however NUM would have to take this decision back to its members Mr Ramaphosa said and a final agreement would be delayed  
He said the NUM still remained hopeful it would be possible to formally sign an agreement soon

# Migrant workers fear Rikhoto judgment reversal

# UNION BARGAINERS WARN

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5/6/83

**JO'BURG —** Trade unions have warned the Government of "a terrible backlash" if it frustrates migrant workers' attempts to secure urban rights following this week's historic Rikhoto case ruling.

The judgment by the Appeal Court has effectively opened the way for migrant workers and their families to live permanently in the urban areas

As thousands of workers are attempting to cut through the red tape to gain urban rights, fears are growing that administration boards will frustrate their efforts

And there is increasing concern that the Government is planning new legislation to prevent migrants from obtaining urban rights

Yesterday Mr Camay Phuroshaw, general secretary of the Council of Unions (Cusa) warned "If the authorities continue to frustrate us, we will consider a tough line of action"

Mr Phuroshaw, also speaking on behalf of the National Mine Workers



**CP Reporters** vigorously opposed by

The secretary of the Allied Workers' Union (SAAWU), Mr Sam Kikine, said "There will be a terrible worker backlash if the authorities use delaying tactics in registering migrants."

His views were echoed by Building Construction and Allied Workers' Union organizer Frank Mohlala. "The Rikhoto ruling has raised a lot of expectations," he

To Page 2

# CP REPORTERS

Press  
5/6/83

**JO'BURG — Trade unions have warned the Government of "a terrible backlash" if it frustrates migrant workers' attempts to secure urban rights following this week's historic Rikhoto case ruling.**



● Hundreds of people crammed into the Black Sash offices in Johannesburg yesterday seeking advice over the Rikhoto judgment giving section 10 1 (b) rights to migrant workers. Scores of people had to be turned away because the Sash could not cope with the stream of inquiries.

The judgment by the Appeal Court has effectively opened the way for migrant workers and their families to live permanently in the urban areas. As thousands of workers are attempting to cut through the red tape to gain urban rights, fears are growing that administration boards will frustrate their efforts.

And there is increasing concern that the Government is planning new legislation to prevent migrants from obtaining urban rights.

Yesterday Mr Camay Phuroshaw, general secretary of the Council of Unions (Cusa) warned "If the authorities continue to frustrate us, we will consider a tough line of action."

Mr Phuroshaw, also speaking on behalf of the National Mine Workers' Union, said that if new legislation was implemented to overturn the Rikhoto ruling, it "will be vi-

CP Reporters  
gorously opposed by us".

The secretary of the Allied Workers' Union (SAAWU), Mr Sam Kikeme, said: "There will be a terrible worker backlash if the authorities use delaying tactics in registering migrants."

His views were echoed by Building, Construction and Allied Workers' Union organizer Frank Mohlala.

"The Rikhoto ruling has raised a lot of expectations," he

To Page 2

3/6/83  
 143

## Rikhoto warning

From Page 1  
 said "There can be no going back and should migrant workers be deliberately blocked from getting their rights, I foresee a terrible reaction"

Azapo's publicity secretary, Mr Ishmael Mkhabela, warned "The Government should take rumblings in the labour movement very seriously"

"If the Appeal Court ruling is disregarded there could be serious consequences"

Meanwhile, the Black Sash says it is offering advice to all those who face problems in applying for their rights and will assist those seeking legal action.

## One for the road

LONDON - Peter Woodend has amazed doctors by surviving the biggest drinking spree recorded by police in northern England

He was found naked and unconscious outside hospital with an alcohol count equivalent to 67 whiskies

# JUDGMENT OLD MPHETHA

CP correspondent  
 CAPE TOWN - Veteran trade unionist Oscar Mphetha, 73, will hear on Monday whether he can go free after nearly three years in detention

The judgment in the country's longest Terrorism Act trial, in which Mr Mphetha and 17 others are appearing, begins on Monday

They are charged with committing or inciting others to commit terrorist activities between August 8 and August 12, 1980, in Cape Town

The two murder counts follow the deaths of Mr George Beeton and Mr Frederik Jansen on August 11, 1980

One of the original accused, Mr Lawrence Lerotholi, was discharged at the end of the



Judgment in South African terror trial will be delivered in Cape Town on Monday. In the year-old Oscar Mphetha and others, charged in connection with unrest in 1980 in which Jansen (right) and Beeton died.

State case because of a lack of evidence against him

Mr Mphetha, chairman of the Nyanga Residents' Association and national organiser for the African Food and Canning Workers Union, was detained in the early hours of August 13, 1980

### Appears

More than 100 witnesses testified during the trial which began on March 3, 1981. The record covers more

than 10 000 typed pages.

During the hearings, the defence and outside organisations have made appeals for Mr Mphetha's acquittal, particularly because of his age and diabetic condition.

The trial has been characterised by numerous delays, among them lengthy trials within trials, a perjury trial in which a witness was convicted and sentenced to 15 months' jail, as well as the illness and hospitalisation of Mr Mphetha on two occasions in one week.

The trial was delayed seven times for incidents unrelated to court proceedings. On one occasion, one of the assessors fell in the bath and was not available for a few days.

When the trial be-

gan in years stormed about side Court men man

At evidence vocate, argued, Mr Mphetha accepted he had ment to Mr defence gued against were prob- contracter opinion. "In allegat Mphetha cond- with- mity,

## Rastas jailed for 4 years

By TEBELLO RADEBE

JO'BURG - Rastafarians Jose Charles, 24 and Rufus Radebe 19, were yesterday sentenced to four years' jail each for singing pro-ANC songs at a pop festival.

They were found

guilty in the Regional Court of contravening the Internal Security Act by singing the songs at the Kloofendaal, Roodepoort music festival organised by University of Witwatersrand students on February 12

The magistrate, Mr A W Aucamp said he accepted the evidence

of all state witnesses. He said both accused were untruthful.

"Getting answers from them was like extracting wisdom teeth", he said

**HAIR LOSS**

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Thousands of people have had hair success

**GET TO THE ROOT OF THE PROBLEM**

W/IT/1

**LANCO**

**QUARTZ**

**THE WINNER'S WATCH**

**Punishment Ciskei labor**

106

CP Correspondent  
 CAPE TOWN - The Ciskei government says it still has to decide whether to establish military-style punishment camps for migrant workers who break their contracts

While the Ciskei government maintains it must do something about workers who are

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~~143~~ (143) ~~143A~~ RDM  
6/6/83

DEPARTMENT of Manpower figures showing that black membership of registered unions jumped by 52% last year are a little difficult to interpret.

The department's figures show that there are now 394 510 black workers who belong to registered unions

The reason the figures must be treated with some caution is that they include black members of established unions who are forced to belong to them by "closed shop" agreements

Registered unions do, of course, include members of leading emerging union groups, such as Fosatu and Cusa

But Fosatu claimed only a 10% membership rise last year and, if the unregistered NUM is excluded Cusa claimed about a 30% rise

What all the figures do agree on is that black membership of unions has not dropped as a result of the recession a trend which indicates a continuing strengthening of the black union movement



6/6/83  
151 143 CAM

THE recognition negotiations between the Chamber of Mines and the National Union of Mineworkers are rapidly becoming labour's longest-running serial

After a meeting last week, the two sides again stopped short of signing a recognition agreement

They have actually finalised the agreement but the stumbling block is still how many mines the NUM will win bargaining rights on

It says it is entitled to them on 11, the Chamber says it has so far received confirmation from only five that NUM is representative

Since some of the biggest mines are among those left out, the agreement will not be signed unless this point is cleared up

It may be signed this week But predictions on this issue are becoming hazardous, and, on the other hand, it may not.

8/6/83  
Workers, churches get together

WHAT do the Durban Housing Action Committee, the SA Allied Workers' Union and the Islamic Council of SA have in common? The answer is straightforward they all oppose the Government's constitutional proposals and are members of the United Democratic Front

The dozens of groups that belong to the UDF across the country represent a wide range of workers, students, churches and community organisations. In the Transvaal alone, more than 30 organisations have joined the UDF

Workers are represented by the Council of Unions of SA, the SA Allied Workers' Union and the Food and Canning Workers' Union, amongst others

Communities are represented by the Soweto and Vryburg civic associations and the Soweto Committee of 10 Nusas, Azanian Students' Organisation, the Black Students Society and Young Christian Students represented the youth

The Church was represented by the Witwatersrand Council of Churches and the Catholic Bishops' Conference, women by the Federation of SA Women, teachers by the National Educational Union of SA, the Indian community by the Transvaal Indian Congress. The Detainees Aid Movement and the Transvaal Anti-PC Committee are also taking part

The first UDF was formed in the

Eastern Cape in January, when a local co-ordinating committee was formed. Eastern Cape member organisations include the Port Elizabeth Black Civic Organisation, the EP Council of Sport, the Eastern Cape Council of Churches, the Motor Assembly and Component Workers' Union, the General Workers Union of SA and the Congress of SA Students

On May 14, a Durban branch was formed under the chairmanship of Mr Archie Gumede, of the Release Mandela Committee. It includes the Natal Indian Congress, the Democratic Lawyers' Association, the Islamic Council of SA and the Durban Housing Action Committee

# Union denies 'poaching'

By STEVEN FRIEDMAN  
Labour Correspondent

A ROW over alleged "poaching" of members has broken out between two emerging unions in the food industry, one affiliated to the Council of Unions of SA, the other to the Federation of SA Trade Unions

Yesterday, Cusa's Food, Beverage and Allied Workers Union issued a statement attacking rival unions for "preaching unity and solidarity while attempting to divide workers organised by Food, Beverage"

The row comes as emerging unions are planning key union talks next month

FBAWU officials say the attack is directed chiefly at Fosatu's Sweet,

Food and Allied Workers Union which they accuse of trying to "poach" members at the Irvine and Johnson plant in Springs and a meat plant in Pretoria

But the Fosatu unions' general secretary, Mrs Maggie Magubane, yesterday said her union only allowed workers at the plants to join after "persistent requests" by them over a two year period

In the FBAWU statement its general secretary, Mr Skakes Sikhakhane, said the union "views the recent action of other food unions in a serious light"

It said in several plants where it had majority support, had been recognised and had "negotiated the best possible wages", rival unions were now "attempting to organise already organised workers"

In a supporting statement, Cusa said all its unions had "consistently followed a policy of non-interference in the affairs of other unions" and had not organised workers "where other unions are attempting to organise"

"We would like to inform our members that we will resist the attempts of unions who seek to mislead them", Cusa added

FBAWU official Mr Glenn Mokoena charged yesterday that the union faced "poaching" from both Fosatu's SFAWU and the SA Allied Workers Union, but he said its dispute with SAAWU was being settled

"We feel strongly that this sort of thing damages union unity," he said

Mrs Magubane said yesterday SFAWU had been approached two years ago by I&J workers who were

unhappy with the Cusa union and wanted to join its Fosatu rival

"We ignored these requests because we did not want to interfere and even went to the extent of discussing the matter with the Food Workers International (to which local food unions belong)"

The requests had persisted and workers had begun claiming that Sweet, Food was not interested in recruiting them

"The final straw came when they sought a meeting with the Cusa union this week and its officials did not turn up

"We believe in freedom of association, which means workers can join any union they choose. We thus allowed these workers into the union and so far 200 have joined," she said

UNIONS

1143 FM 10/6/83

# Agreement on mines

Within the next few days the National Union of Mineworkers (NUM) will become the first black union to be formally recognised by the Chamber of Mines. This will pave the way for major changes in industrial relations practices in an industry which is the cornerstone of SA's economy.

The most immediate effect of the NUM obtaining recognition will be that for the first time in SA's history, wages and conditions of employment of some black mineworkers will be decided by collective bargaining — and not by an arbitrary decision by employers.

The number of black workers who will directly benefit from the NUM's recognition agreement will be small — fewer than 20 000 — when compared with some half-a-million blacks in the mining industry. However, the pay increases the NUM manages to negotiate for these members will obviously influence the pay rises that are granted by employers to all other black workers in the industry. Employers are painfully aware of the fact that wage differentials between different mines have in the past contributed to labour unrest.

Accord was achieved fairly recently between the NUM and the chamber on the actual terms of the recognition agreement. However, until Wednesday this week, they had failed to agree on the number of workers the NUM will be able to represent in wage bargaining this year.

In terms of the chamber's recognition criteria, a union must be "sufficiently representative" of a particular category of workers on a mine before it can obtain recognition to bargain on their behalf. The NUM and the chamber were having difficulties in agreeing on the number of mines at which the union satisfied this requirement.

## Eight mines

However, on Wednesday the NUM informed the chamber that it was willing to sign the agreement on the basis that it was recognised as the representative of certain categories of workers on eight gold mines. After having received this message, chamber sources told the *FM* that as far as they were concerned the agreement could be signed. The sources said arrangements would be made for a meeting within the next few days at which this would take place.

The mines affected by the agreement are the Saaiplaas, Welkom and Holdings divisions of Western Holdings, President Brand, Kloof, Elandsrand, and the East and West divisions of Vaal Reefs. The union is also heading towards achieving recognition

agreements at Rand Refinery, The Employment Bureau of Africa (Teba), the chamber's recruiting division, and a coal

miners are finding it difficult to agree on how to phase out statutory job reservation and other measures which block black advancement. There is little doubt that the union will exert some influence on these deliberations.



**NUM's Ramaphosa ... demands already formulated**

mine.

Both the chamber and the NUM felt a sense of urgency about reaching an agreement as soon as possible. Annual wage increases for black mineworkers have traditionally come into effect from July 1. The union will, therefore, be able to hold wage negotiations with the chamber before this date. NUM general secretary Cyril Ramaphosa says the union has already formulated its demands and will make these public when it goes into the negotiations.

The recognition agreement testifies to the NUM's remarkable growth. The union started recruiting in August last year and now claims a paid-up membership of more than 25 000. It has been particularly successful in signing up team leaders and machine operators — men who hold crucial positions in the production process. Ramaphosa predicts that membership will exceed 50 000 by the end of this year.

The agreement also demonstrates how rapidly mining employers have changed their attitudes towards emerging black unions. Previously stringent recognition requirements were amended last year to allow for relatively easy recognition for unions — even if they are not registered.

The NUM is becoming a force in the industry at a time when employers and white

PRICE

(the latest fashion)

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# Cusa congress called in bid to resolve tensions

By STEVEN FRIEDMAN  
Labour Correspondent

THE Council of Unions of SA's most successful affiliate, the Food Beverage and Allied Workers Union, is to hold a special national congress at the weekend in an attempt to resolve mounting tensions in the union.

The meeting has been called by Food Beverage's East Rand region which wants to raise several allegations against the union's National Council including claims that it has not adhered to the union's constitution.

And the call for the meeting has allegedly been supported by union branches throughout the Reef.

Food, Beverage has been far more successful than any other Cusa union in winning recognition from employers. It has won more than half the recognition agreements won by Cusa.

In a statement yesterday, Mr James Mndaweni chairman of Food, Beverage's East Rand region, said the special national conference would take place at the union's office in central Johannesburg on Saturday.

He said his region which is composed of workers from Unilever CFC and African Products, had asked for the meeting because "the region raised several issues with the National Council which have been unattended for some time".

He said issues to be discussed included 'adherence to the union constitution', the writing and distribution of National Council minutes, audited financial statements and 'recent events between the National Council and the East Rand region'.

The statement said the East Rand region was also inviting all members of the union to a meeting on Sunday at St Anthony's Church, Boksburg, to discuss the outcome of the special congress and

to elect East Rand officials.

Mr Mndaweni confirmed yesterday that the congress had been called because of "tension between the National Council and the East Rand branch".

"We have problems with the way the National Council is conducting union affairs and are therefore making use of a clause in the union's constitution which allows for the calling of a special congress," he said.

It is understood that the council has been accused of ignoring the union constitution at times.

Mr Mndaweni said this was the first time a special congress had been called.

A source close to the union yesterday confirmed the details of Mr Mndaweni's statement.

He added that the head office had received letters "from branches throughout the Reef" supporting the East Rand region's call.

## Reject 'new deal', church tells members

CAPE TOWN — The Diocesan Council of the Church of the Province of South Africa in Cape Town yesterday called on all its members to reject the Government's new Constitutional Bill.

The council said in a statement members should reject the Bill because the proposals would "lead to greater separation being forced on the people of South Africa and would entrench racial

oppression".

A motion unanimously passed affirmed that

● South Africa is one country, one people. The country belongs to all who live in it and to those who will come after them.

● All people have the right to share in the country's wealth and resources. These should be husbanded, developed and used to serve the common good of society;

● All people have the right to share in making the decisions that affect their lives in the governing of the country.

The statement said that, "in accordance with these beliefs, we therefore call on our people to reject the Constitution Bill, because the proposals contained therein

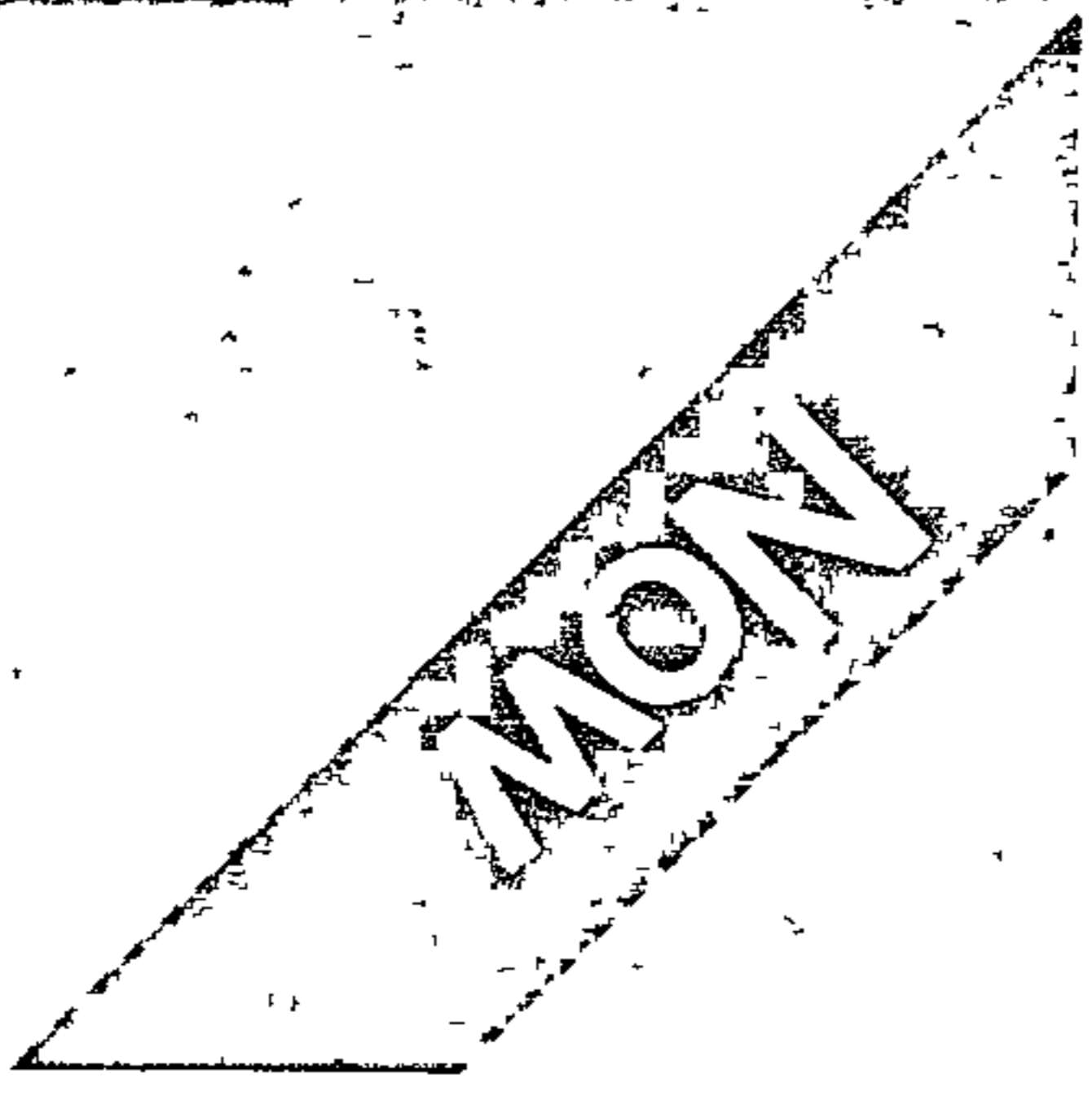
● Lead to greater separation and division of the people of South Africa, denying the

complete work of Christ;

● Are being forced on the people of South Africa without the consent of the majority;

● Entrench racial oppression and strengthen the apartheid state.

"Therefore we, re-emphasising our commitment to unity in the Gospel, resolve to reject and resist the Constitution Bill." — Sapa



TTA 50  
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on fees  
By GERALD REILLY  
Pretoria Bureau

His version was that Prof...  
dessor (now a doctor in pri-  
vate practice) Malcolm Fun-  
sten and he were invited to go  
on the trip. He had told Dr  
Grove and the people making  
the invitation that Prof Fun-  
sten was leaving the TPA and  
University of Witwatersrand  
Medical School to go into pri-  
vate practice and that the  
TPA would therefore not  
benefit from his going on the  
trip. Instead it was suggested  
that he should take his wife  
Dr Funsten told the com-  
munion that no-one had men-  
tioned the invitation to him  
and that he had had no inten-  
tion of resigning before he  
handed in his resignation  
nearly two years later. He  
had told no-one that he wan-  
ted to go into private prac-  
tice in 1978 because at that  
time he did not wish to  
"I was very happy in my  
job," he said.  
Dr Schepers admitted giv-  
ing Mr Isaac Kaye, former  
managing director of Alum-  
na, post-dated cheques to  
cover the purchase price of a  
TV set which was bought  
through the group for him.  
Dr Schepers then launched  
a virulent attack on the Sun-  
day Express newspaper  
which published the expose  
of TPA corruption.  
"I say these allegations  
were vague and farcical,"  
the Government and the  
Province have ignored the  
organised teaching profes-  
sion in deciding that parents  
press have in common is that

Vicke Towel (right), South Africa's first world boxing champion, dabs his eyes  
Mary, who fell to her death from Johannesburg's Civic Centre this week  
while comforting his wife  
side at West Park Cemetery. Towel won the world bantamweight title 32 years ago.

# Mines, black union in historic indaba

~~143~~ 143 ~~153~~ S. Express

Staff Reporters 12/6/83

A 100-YEAR tradition of unilateral wage decisions for black workers on South African mines ends on Tuesday when the Chamber of Mines and the National Union of Mineworkers (NUM) meet at the negotiating table

Wage levels and discriminatory practices will be two of the issues discussed at the first-ever collective bargaining session between the mines, the biggest employer of labour in South Africa, and a black union

NUM is the first black union to be officially recognised by the Chamber of Mines

Four days of tough negotiations lie ahead, and Mr Cyril Ramaphosa, NUM's general secretary, says his union is fully aware of the chamber's reputation as a tough employer

143 ~~SECRET~~ RWH 13/6/23

THE National Union of Mineworkers has now won recognition on the mines and the industry's new bargaining era is set to commence. In fact, it will commence today as the NUM and the Chamber of Mines sit down to bargain on wages.

The NUM will release its demands today or tomorrow, so providing a key pointer on how heated the talks will be.

The signs are that it and the Chamber will be far apart. And, as the mines' black increase usually comes into effect on July 1, the Chamber has told NUM that the negotiations must be over by Friday.

Winning agreement in a week should be difficult, to say the least.

Miners' demands 'unrealistic'

# Conflict looms

over key talks

on mine wages

By STEVEN FRIEDMAN  
Labour Correspondent

CONFLICT between the Chamber of Mines and the black National Union of Mineworkers seemed certain yesterday on the eve of today's history-making black wage negotiation meeting on the mines

Yesterday a war of words erupted between the two sides as NUM released a wide-ranging set of demands for today's talks and the chamber labelled these "unacceptable" and "totally unrealistic".

Among NUM's demands are a 30% pay rise and a call for the scrapping of all race discrimination on the mines. The chamber says this latter move would bring it into conflict with the law and risk racial conflict on the mines — an apparent reference to the likely reaction of Rightwing white unions.

Last week NUM won recognition from the chamber on eight mines, which meant it could take part in negotiations for this year's black wage increase.

This year is the first in which the mines' black pay increase will be negotiated, rather than set unilaterally by the chamber.

The talks were due to begin yesterday but were postponed until today at the chamber's request. They are due to end on Friday at the latest.

In a statement summarising its demands yesterday, NUM said it would ask the chamber to "state unequivocally" that hiring, firing or the job classification of workers would not be subject to race or sex discrimination.

It said mines "can easily afford" its 30% demand, "particularly if they are committed to closing the wage gap between black and white".

NUM says it has taken the present "harsh" economic climate into account and that it believes 30% is "a reasonable demand".

In a novel step, the union is also demanding

annual "paternity leave" for married migrant workers to enable them to see their families

It also charges that some black mineworkers are doing work legally reserved for whites and demands they receive the same pay as whites doing the jobs

"If the chamber is committed to the removal of job reservation there is absolutely no justification for resisting this demand," it says

NUM also wants the extension of the white miners' pension fund to blacks, changes in the mines' "painfully discriminatory" leave system and to hours of work, protection for workers if new technology is introduced, and other changes

"These demands were formulated by our members and the wage negotiations committee enjoys the full backing of the entire membership," it says.

In an unprecedented statement the chamber, which usually does not comment during negotiations, said it was forced to do so this time as "the publicity accorded to NUM's unrealistic demands will lead to false expectations among the union's members on the mines"

It said the 30% demand was "unrealistic in view of the current economic climate and the more moderate settlements reached so far this year with unions in the mining industry and also in other industries where many black employees earn far less than mine workers represented by NUM"

The demand for the end of discrimination had been made although "NUM must know the chamber is working towards this but cannot suddenly and unilaterally act without breaking existing laws and risking interracial industrial conflict"

The chamber added that the union had submitted a "formidable list of demands", including "novel and radical" ideas like paternity leave. These and other "complex" issues could not be finalised within a week.



2004  
Black miners in vital talks

1961/83  
Labour Correspondent

HISTORIC wage negotiations between the Chamber of Mines and the black National Union of Mineworkers, which began yesterday, have been adjourned until tomorrow, informed sources said yesterday

The two parties met yesterday afternoon and neither issued statements after the meeting

While no details of the negotiations were available last night, they are certain to have been tough

On Monday a war of words erupted between the chamber and the NUM after the union released wide-ranging demands, including one for a 30% pay rise and one for the scrapping of all race discrimination on the mines

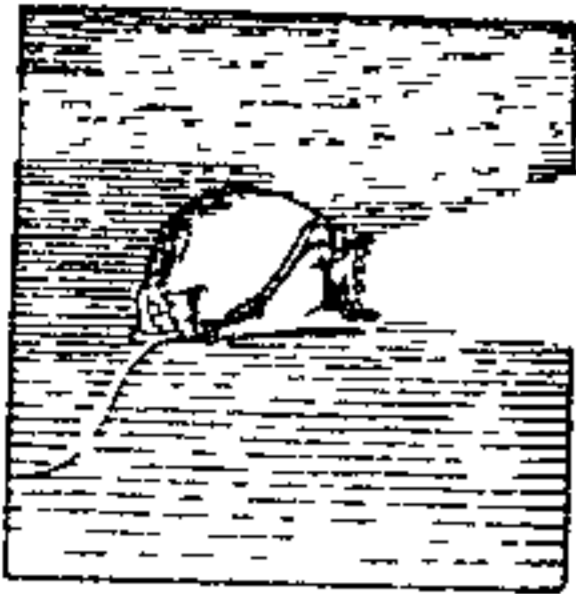
The chamber reacted by branding the union's demands "unacceptable" and "totally unrealistic"

By yesterday morning, prior to the talks, neither side had shown any sign of moving away from its public position

This year is the first in which black mine wages are being negotiated, instead of being set unilaterally by the chamber

The NUM won the right to bargain with the chamber when it was granted recognition at eight mines late last week.

# Facing the rise of black power



More than any other industry, mining has decisively shaped SA's industrial growth. So, too, has it decisively influenced labour relations. It is at the rockface — literally and symbolically — that the greatest labour challenge has to be met. It is, simply put, how to reconcile white workers' real fears for their job security with black workers' legitimate desire for advancement.

The Chamber of Mines' recognition on June 9 of the first black union, the National Union of Mineworkers (NUM), throws out that challenge as it has seldom been thrown before. It highlights the pressing need to structure a *modus vivendi* for black and white miners at a time of great economic, as well as social and political, stress.

This week, for the first time in the industry's turbulent labour history, collective bargaining is taking place between the chamber and a black union. The NUM is pressing tough demands — mainly a 30% across-the-board pay hike. The union bases its argument on two principles: the removal of race discrimination in mining and the closing of the wage gap.

But the white unions, quite understandably, have their own priorities. Underlying all past dealings with employers has been their fundamental preoccupation with job



NUM's Ramaphosa ... making tough demands

The recognition of new black unions in the mining industry stresses the urgency of an agreement between employers and established unions to scrap job reservation and other forms of discrimination.

security: their fear of being replaced by cheap black labour. This fear goes back a long way and has been at the heart of some of the worst riots — the Rand Revolt of 1922 — that the country has known.

That bloody uprising shaped government labour policies for more than half a century and led to statutory job reservation and other measures to protect white workers. This inevitably created a labour elite enjoying not only conventional craft barriers to protect their jobs, but also racial ones.

#### Wiehahn Commission

Times change and with them a re-assessment of values. Two years ago, government and employers supported the Wiehahn Commission recommendation that statutory and non-statutory job reservation in the industry should be phased out. Government, however, lodged a number of provisos aimed at allaying white workers' job security fears. These included the stipulation that all workers achieve the same level of proficiency in training and experience before being appointed to a post, and that the principle of equal pay for work of equal value should be maintained.

This was an advance — despite the fact that Pretoria was taking pains not to alienate an important sector of its voters.

Then government declared it was up to employers and the white unions to agree on how to scrap discrimination, saying they had "a reasonable period" in which to do this. So far, little progress has been achieved in discussions between employers and the eight unions affiliated to the Council of Mining Unions.

Now the NUM has jumped into the midst of these stormy waters. Last week the chamber formally recognised it as representative of various categories of workers on eight gold mines. The NUM is, therefore, becoming a force at a time when employers and the established unions cannot agree on how to eliminate discrimination — an obvious potential cause of labour unrest.

In other industries, events in recent years have shown that many black workers are prepared to challenge traditional labour practices. Emerging unions themselves have often had the bewildering task of riding the tiger of rising worker expectations. Hardly anyone needs to be reminded of how rapidly violence can erupt and

spread among angry black mineworkers.

NUM general secretary Cyril Ramaphosa says that black mineworkers are probably the most dissatisfied workers in SA today. Of course, he has a vested interest in saying so. But recent polls of migrants' opinions by academics, such as the University of Natal's Lawrie Schlemmer, have refuted the conventional wisdom that they have a low political consciousness.

Many migrants have joined emerging unions in other industries and the NUM's rapid growth testifies to their desire to win better conditions of employment in mining. In the 10 months the NUM has been active, membership has grown to more than 25 000. Four other black mining unions are making rather slower progress. But they are discovering that because more blacks see mining as a long-term career, there is a fairly high desire for unionisation.

At this stage, the NUM patently has no stranglehold on mine owners. But although it represents only a fraction of the roughly 500 000 blacks in the industry, it has already achieved significant symbolic power. So its leverage must not be underestimated. The wage increase it wins for its members this year will influence the pay of



White miners ... seeking job security

# Mine wage talks ~~will~~ continue today ~~143~~

Labour Correspondent

HISTORIC wage negotiations between the Chamber of Mines and the National Union of Mineworkers are to continue today, a chamber spokesman said last night.

The talks resumed yesterday afternoon after lengthy negotiations on Tuesday.

The chamber has told the union that the negotiations must be completed today, as the annual black wage increase is usually announced by the beginning of July.

However, it is not clear

whether this deadline will be extended if today's talks fail. This is the first year in which black mine wages have been negotiated, rather than being set by the chamber alone.

The NUM won the right to negotiate pay with the chamber when it recently received recognition on eight mines.

Although the union is technically negotiating on pay and conditions for these eight mines only, it is considered likely that any settlement which is achieved will strongly influence the general black wage award.

# Union executive ousted in food workers' row

By STEVEN FRIEDMAN  
Labour Correspondent

TENSIONS in the Food, Beverage, and Allied Workers' Union — the most successful in the Council of Unions of SA — have led to the removal of the union's executive at a special national congress held at the weekend.

Among the officials apparently ousted are the union's president, Mr Longwe Kwelemlhmi, who is also a senior Cusa office-bearer.

It is still not clear whether the sacking will stand, as two of the union's four branches walked out of the congress and representatives of two branches may not be able to remove the executive.

The congress followed tension between the union's national council and its East Rand branch which accused the council of acting "unconstitutionally".

According to the chairman of the East Rand branch, Mr James Mndademi, the congress voted out the executive

and elected an interim committee of which he was voted chairman. This committee would arrange new elections.

He said both Mr Kwelemlhmi and the union's general secretary, Mr Skakes Sikhakhane, walked out of the meeting before any decisions were taken and were followed by the West Rand branch.

He added that the Far East Rand branch had not been permitted to take part in the congress because their credentials were not in order, but other sources said this branch, of which Mr Kwelemlhmi is a member, joined the walkout.

Mr Mndademi said the meeting had decided to invite Mr Sikhakhane to continue as secretary, but added that he would be subject to "investigation" by the union.

It had also decided to restate a union organiser, Mr Paul Ntuli, who was fired by the national council recently.

Comment from Mr Sikhakhane could not be obtained.

# Retrenchment talks 'hopeful'

By STEVEN FRIEDMAN  
Labour Correspondent

NEGOTIATIONS aimed at securing the reinstatement of workers retrenched at Datsun-Nissan's Rosslyn plant have reached an "advanced stage", a spokesman for the United African Motor Workers' Union (UAMWU) said yesterday.

The union is now trying to get hold of retrenched workers in an attempt to put settlement terms to them.

About 100 workers were retrenched by Datsun at the beginning of the year.

However, the UAMWU, a member of the Council of Unions of SA which has members at the plant, alleged at the time that some of the circumstances surrounding the retrenchments were an "unfair labour practice".

It threatened to take legal action against the company to secure the workers' reinstatement.

But no action was taken

and since then the company and the union have been negotiating on the retrenchments.

Union organiser Mr Job Khumalo said yesterday that a settlement was imminent and added that the union was now trying to trace workers who had been retrenched at the beginning of the year.

"Many of the workers live in Bophuthatswana and communication with them is difficult. We are desperately trying to get hold of them to put the settlement terms to them and to find out whether they accept them," he said.

A final settlement to the dispute was being delayed until the union had had an opportunity to consult the affected workers. Mr Khumalo added:

He appealed to all workers affected by the negotiations to report to the union's office in Pretoria to discuss the company's settlement offer and to indicate whether they accepted it.

Fm 24/1/83

## MINE LABOUR

### Something for all

Despite fears of a deadlock, the first negotiated wage settlement between the Chamber of Mines and unions representing black, coloured and Asian mineworkers has been successfully concluded.

It was not surprising that some observers were predicting an impasse in the pay talks. The black National Union of Mineworkers (NUM) had gone into the negotiations last week demanding a 30% across-the-board pay rise.

However, the agreement reached between the chamber, the NUM and the coloured, Asian and black Federated Mining Union (FMU) gave both employers and the unions some reason for satisfaction. Although the unions were negotiating on behalf of only 6 000 employees on nine gold mines, increases granted to about 460 000 other workers on gold, copper and platinum mines are in line with the agreement reached between the chamber and the unions.

The unions are able to point out that they have achieved pay rises of between 13,9% and 15,7% on minimum wage rates at a time when the gold price is relatively low. In addition, they have obtained a formal commitment from the chamber on the elimination of discrimination based on race in work practices. The chamber has opposed such discrimination for some time, but the unions have made a symbolic gain by having obtained such a commitment during the talks.

Employers, however, can argue that while the increases are in line with their policy of narrowing the wage gap, they are not excessive in comparison to those granted to white mining employees this year.

The actual monthly wage increases granted to blacks, coloureds and Asians range between R15 and R57 depending on job categories.

Although these may represent an increase of up to 15,7% on minimum wage rates, in real terms the increases based on actual wages received by employees, will be lower. Because most workers earn more than the basic minimum rate the chamber says it is impossible to give a precise indication, in percentage terms, what the increases will be.

But the chamber has taken pains to point out that, like the white employees, blacks, coloureds and Asians are getting lower increases this year. Whites received a 12% rise last year and an 8% increase this year. The chamber says that the increases for blacks, coloureds and Asians are also on average three-quarters of the increases they obtained last year.

The chamber has told the NUM and the FMU that it is willing to continue discussions this year on other conditions of employment. But it has made it clear that agreements on changes will only be implemented immediately if they do not have direct cost implications.

## CYRIL RAMAPHOSA

### Back on surface

1-m 24/6/83

Cyril Ramaphosa has played a key role in the remarkable growth of the National Union of Mineworkers (NUM) — the first black union to be formally recognised by the Chamber of Mines. Until recently, black mineworkers were largely left out of the industrial relations power equation, but they now have the muscle to influence how the game will be played. The NUM now boasts more than 25 000 members having started signing up black mineworkers only in August last year.

But the union's increasing strength is not based merely on numbers. Ramaphosa has concentrated on recruiting workers in important job categories — team leaders and machine operators who would be difficult to replace in a hurry. But he is not taking the credit. Labelling himself as just a facilitator, he prefers to concentrate on the "democratic" basis of the organisation, downplaying his leadership role.

"Sure, I have some negotiating skills and am definitely at an advantage with my legal background."

Ramaphosa spent two years at Turfloop, then completed his law degree through Unisa in 1980. "But the most important quality for trade union leadership is the ability to represent the workers' aspirations. You can always buy a lawyer or other so-called expert advice."

Ramaphosa (30) works a 15-hour day. He claims a major regret is not having been a mineworker.

"I do believe I can identify with the mineworker, but I am an intellectual. I believe the union should be headed up by a worker, so I am working myself out of my leadership position and grooming successors."

What will he do? "Too early to say. I suppose I could go back to law." The legal profession, however, lost its allure for Ramaphosa while he was doing articles. "When studying, I thought it would be the most exciting of professions. But when practising, I found it was too mercenary for me. I prefer a profession in which one can make a contribution to society. I was brought up in a home which believed in

natural justice and this has strongly influenced my thinking."

Although Ramaphosa believes in a multi-racial society, he says it is not yet time for whites to be directly involved in black organisations. "At this stage there are so many imbalances in society and the issues keep us apart."

Whites are better off working within their own communities, introducing them to enlightened attitudes. Later on we can talk about a more generalised humanity. However, he says, personal relationships should not be bound by such constraints.

He is rated as one of the most effective and articulate black union leaders. He says he was attracted to the tough mining industry by the income and opportunity gap faced by black mineworkers. Also, he realised they had the potential to make something of their power, which will increase as they move into more senior positions.

Although Ramaphosa believes it is important to recognise that conflict is an essential ingredient in the relationship between the Chamber of Mines and NUM, he also sees areas of mutual interest. A major task will be to bring black wages in line with those of whites.

On the question of minimum wages, he agrees that half a loaf may well be better than none. But he adds: "The half must not



Ramaphosa ... in pursuit of natural justice

be poisoned. One must also get commitment that workers will advance in the future."

South African black nationalist leader Nelson Mandela is in danger of dying, formed a 24-hour picket outside the South African Embassy in London yesterday.

The demonstrators said up to 100 people would continue picketing around-the-clock to draw attention to the condition of the 64-year-old leader of the banned African National Congress.

## Juluka

LONDON — The South African Afro-rock group Juluka will donate their fees for performing on British Television — so far at least R1 360 — to the Anti-apartheid Movement.

This is to comply with a condition laid down by the British Musicians' Union

## Refused

THE Appeal Court has refused an application by Harry Peter Masimane of Meadowlands Zone 4, Soweto, leave to appeal against his conviction for robbery with aggravating circumstances.

Masimane was convicted in the Natal Supreme Court by Mr Justice J A van Heerden on February 18, 1983, and sentenced to eight years' imprisonment.

absconded and judgment against him was held over until he had been re-arrested. — Sapa.

## Wages

THE first phase of the historical wage negotiations between the Chamber of Mines and unions representing coloured and black workers in the mining industry have been successfully completed — with miners in line for increases of between 13 to 15 percent from July 1

This was the first time wage increases were negotiated between the Chamber of Mines and trade unions representing these workers.

## Banned

BELDAM Archer's *The Pillow Book* — an adult adventure in the art of lovemaking had been found to be undesirable, the Directorate of Publications announced in Cape Town.

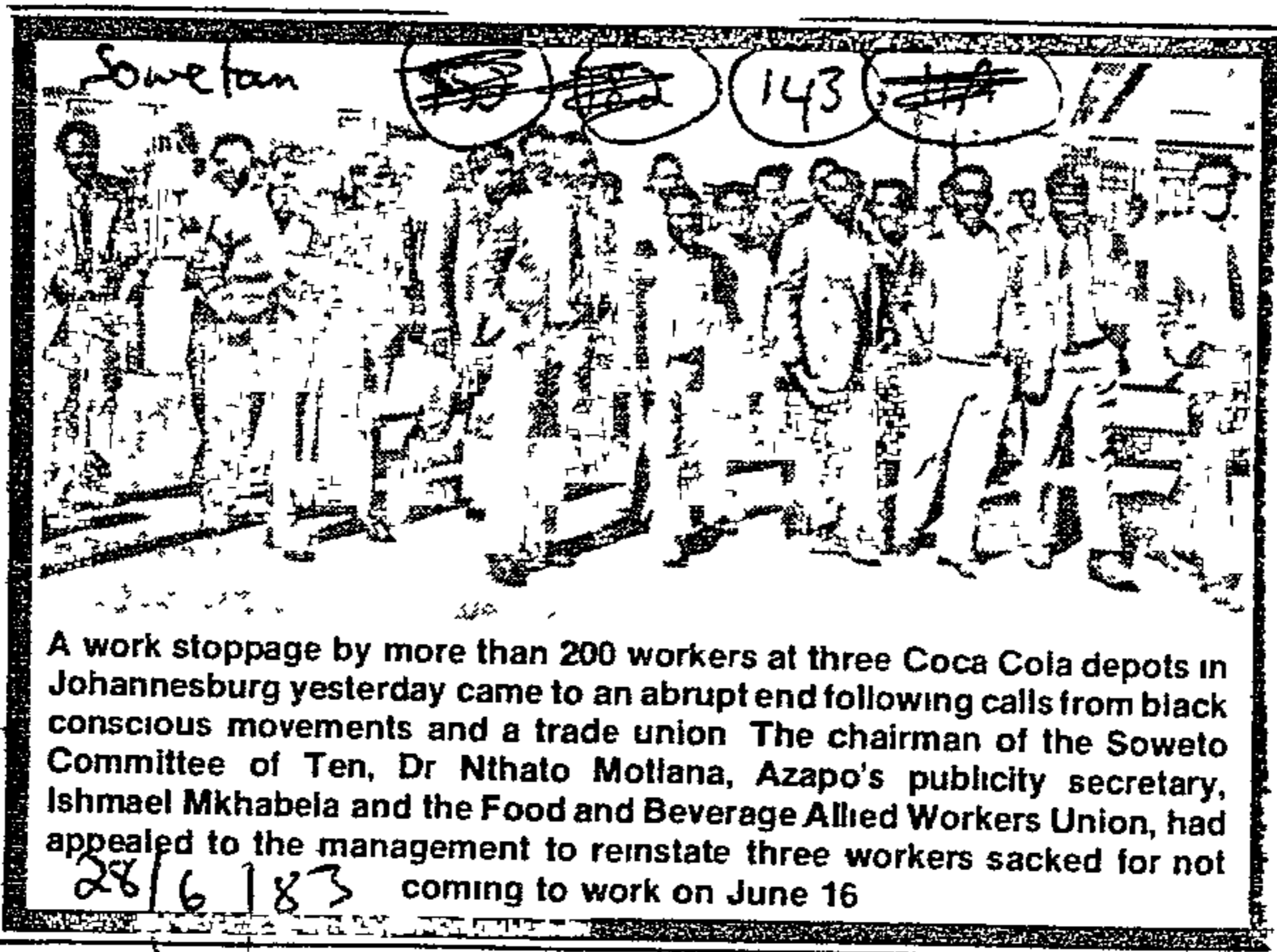
## Tests

LOS ANGELES — Film actor Burt Lancaster is undergoing tests and is under observation in Cedars Sinai Hospital in Los Angeles, a hospital official said at the weekend — Sapa-Reuter.

(JWI) 61173/E1

*Change*





A work stoppage by more than 200 workers at three Coca Cola depots in Johannesburg yesterday came to an abrupt end following calls from black conscious movements and a trade union. The chairman of the Soweto Committee of Ten, Dr Nthato Motlana, Azapo's publicity secretary, Ishmael Mkhabela and the Food and Beverage Allied Workers Union, had appealed to the management to reinstate three workers sacked for not

28/6/83

coming to work on June 16

# Shock union move for new wage talks

By STEVEN FRIEDMAN  
Labour Correspondent

**IN** A shock move, the black National Union of Mineworkers is to demand that the Chamber of Mines agree to renegotiate key aspects of the recent history-making wage agreement between the two sides

And, in a move which could spark a conflict between the NUM and the chamber, the union says it "may well" declare a dispute with the chamber if it refuses to renegotiate. A dispute is the first step towards a legal strike.

The chamber recently reached a pay agreement with the NUM and another union with black members, the Federated Mining Union. This was the first time the black miners' pay rise was negotiated.

The two sides also agreed they would soon begin talks on other demands raised by the NUM, but that any changes

in working conditions agreed between them would only be introduced next year if they had "cost implications".

But yesterday, the NUM's general secretary Mr Cyril Ramaphosa alleged the union had discovered since the talks that the chamber had withheld certain vital information at the time of the negotiations.

He said he had already conveyed this to the chamber, which refused to re-open talks. It had, however, agreed to meet the union to discuss the issue.

By late yesterday the chamber had not commented on the NUM charges.

Mr Ramaphosa said the union had canvassed members' views since the agreement and had discovered that the members were extremely angry with the agreement.

They had instructed the union to go back to the chamber and, if it did not agree to re-open talks, "the declaration of a dispute is very likely," Mr Ramaphosa said.

Among the allegations made by the NUM are

- The Chamber refused to negotiate immediately with it on changes to "fringe benefits" on the grounds that these were "novel" ideas which required careful study.

But the union says these measures have been introduced on some mines.

- The chamber told the union negotiations would have to be concluded in a week to enable it to announce the increase to black mine workers.

"But we have discovered that we had a further two weeks before the increase is traditionally announced and that we could have continued talks for that time," Mr Ramaphosa said.

- The chamber told the union that lump sum wage increases negotiated at the talks would be extended to all black mine workers.

"But we now learn that some mines where we are not recognised are not giving workers the full increase," he said.

# Miners, chamber set for wage clash

29/6/83  
Labour Reporter

The Chamber of Mines is to meet the National Union of Mineworkers in Johannesburg tomorrow — and a confrontation over the recent wage increases for black miners is expected

The general secretary of the NUM, Mr Cyril Ramaphosa, yesterday accused the chamber of rushing through the wage talks earlier this month

"Our position was weakened by this. Now our members are angry about the increases and want negotiations to be reopened," Mr Ramaphosa said

The union has also accused the chamber of being "misleading and selective" in providing

information on its members' wages and working conditions

Mr Ramaphosa said a dispute would be declared unless wage talks were reopened

A chamber spokesman would not comment today on the union's allegations

Further negotiations on racial discrimination in employment practices and miners' working conditions are still to be discussed by the unions and the chamber

The wage increases for black miners were negotiated for the first time with the NUM and Federated Mining Union earlier this month. About 6 000 of the unions' members were covered in the talks

# Mining union to meet management

~~NUM~~ ~~NUM~~ ~~NUM~~ SOWETAN  
30/6/83

THE NATIONAL Union of Mineworkers is to meet senior executives of the Chamber of Mines in Johannesburg today to discuss vital aspects pertaining to a wage agreement recently signed by the two parties.

The union's secretary, Mr Cyril Ramaphosa, told The SOWETAN yesterday they were forced to resume talks after they had discovered that the chamber had withheld some vital information at the first talks.

He had already conveyed this to the chamber which has refused to reopen talks,

but has agreed to meet the union to discuss the matter today.

Mr Ramaphosa said that if the chamber declined to renegotiate then "we shall declare a dispute, which is the first step towards a legal strike".

The chamber recently concluded a wage agreement with NUM and another union with black members, the Federated Mining Union. This wage agreement is "historic" in the sense that it was the first time black miners' pay was negotiated by blacks.

In terms of the agreement the two parties had also agreed to start talks on other demands which were raised by NUM. Changes agreed upon in working conditions are to become effective later.

Mr Ramaphosa said a snap survey indicated that most union members were unhappy with the agreement and they asked the union to discuss the matter further with the chamber.

A chamber spokesman has confirmed that the meeting will take place today, but that they would not be opening talks.

MIGRANTS Fm 1/7/83

## The paternity issue

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

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

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

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

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

*continued on P51*

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

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

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

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

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

MINE LABOUR

FM 1/7/83

## Black union balks

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Events in the mining industry this week have revealed just how difficult it is going to be to create a sound working relationship between employers and emerging black unions

Two weeks ago the Chamber of Mines reached an agreement in wage negotiations with the black National Union of Mineworkers (NUM) and the black, coloured and Asian Federated Mining Union (FMU). This week, however, the NUM demanded that the chamber agree to renegotiate important aspects of the agreement — the first between the chamber and unions representing black mineworkers

The chamber initially would not comment on the NUM demand and the allegations the union is making (see box). However, employers are strongly opposed to re-opening the wage talks

It appears that the NUM leadership has encountered strong resistance from its members to the agreement, and that feelings are running high on some mines. NUM members have instructed the union to demand a re-opening of talks and NUM general secretary Cyril Ramaphosa says the union is likely to declare a dispute if the chamber does not agree to this

The union bases its case for the re-opening of talks on a claim that the chamber had created an artificial deadline for the completion of wage bargaining. The chamber had said it wanted the negotiations to be completed by June 17 to ensure that wage increases could be granted to employees on time. The union, however, claims it has since discovered that there were a further two weeks available before the date on which the increases have been traditionally announced

The NUM also argues that the chamber had refused to negotiate immediately on certain "novel" issues raised by the union, and said these could be discussed later in the year. "We accepted that in good faith," says Ramaphosa. But he says the union has

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## CHAMBER SAYS 'NO'

The Chamber of Mines has rejected the NUM's call for the wage agreement signed this month to be re-negotiated. The rejection came in a statement released as the FM went to press

The chamber also rejected NUM secretary general Cyril Ramaphosa's allegations that the union had been misled during the negotiations. In particular it denied having set an unrealistically early deadline for completion of the talks — arguing that wage levels had to be finalised in time for wage rolls to be adjusted and everyone concerned to be properly briefed

In addition, the statement said, it was not true that some mines were not implementing the agreed increases and it was not true that the chamber had rejected some demands on the grounds that they were "novel". All mines that were members of the chamber were implementing the increases while the other demands, which required in-depth study, had been delivered to the chamber the day before negotiations began.

The chamber said it had informed Ramaphosa that it was not possible to re-negotiate the agreement, but it would hold a meeting with him to find out what his problems were. The meeting was scheduled to be held on Thursday this week

now found that some of these are not new issues and that service increments, for example, have been in operation in the industry.

The union also claims that some mines are not giving workers the full increase agreed on between the chamber and the NUM

The FM understands that the union and the chamber will meet soon to discuss this impasse. The chamber did say during the wage negotiations that it was willing to continue discussions this year on other conditions of employment. But it made it clear that agreements on changes would only be implemented immediately if they did not have direct cost implications

FM 1/7/83

course in Sandton yesterday.

# against SA

held in Los Angeles next year to estimate the extent of sports participation with South Africa by countries intending to compete in the 1984 Olympics

Mr Ghebo is chairman of the UN Special Committee Against Apartheid

Conference delegates saved their heaviest condemnation for the United States, Britain and New Zealand for continuing sporting links with South Africa — Sapa-AP

# AA to have SOS service

Mail Reporter

THE Automobile Association will provide breakdown services for motorists travelling on the two main routes from Johannesburg to Durban when the Transvaal school holidays begin next week

Its help campaign will start when schools close on Thursday, July 7, and go through until Saturday, July 9. Pick-up trucks will be manned by mechanics who will help motorists and provide minor spares such as hoses, plugs and fan belts

AA service vehicles will be stationed at 80km intervals along the two major routes, Johannesburg/Harrismith/Durban and Johannesburg/Standerton/Durban.

- North of Heidelberg.
- Between Heidelberg and Villiers.
- South of Heidelberg at Standerton.
- between Villiers and Warden (south of Cornelia).
- At Warden.
- At Van Reenen's Pass.
- South of Ladysmith.
- South of Estcourt, and
- South of Howick

The senior liaison officer for the National Road Safety Council, Mr Pierre Hugo, said there were no special traffic plans for the holiday period

The assistant superintendent of the Johannesburg Traffic Department, Mr Errol Peace, said yesterday that although no special campaign would be launched, the major exits of the city would be monitored on the official school closing day. The AA said holiday-makers would help spread traffic if they took alternative routes to Durban

Two suggested routes are

- Johannesburg/Vrede/Memel, and
- Delmas/Volksrust/Utrecht/Vryheid/Melmoth/Singidlovu

# Mill hit by legal strike

Labour Correspondent

THE first legal strike by black workers in seven years — and only the second in labour history — has begun at a Natal textile mill, a National Union of Textile Workers (NUTW) statement announced yesterday

It said the strike, at Natal Thread Company in Hammarsdale, was taking the form of an overtime ban which was cutting production time by 27,5 hours a week. It began on Monday and was prompted by a wage demand

Company comment could not be obtained yesterday

To strike legally, unions must go through various steps provided by the official bargaining machinery, including the holding of a strike ballot among members

The only known legal strike by black workers was at Armourplate Safety Glass in Springs in 1976

The NUTW said in its statement that it had begun its first official strike. The dispute concerned pay rises payable from March 1 this year. Negotiations had deadlocked when the company refused to budge from an offer of 6% for 11 months

The statement charged that the company offer was "less than half the current rate of inflation and also less than half the percentage increase given to members at all other mills in Hammarsdale where the union is recognised (ie 10 firms)," and added that Natal Thread had rejected all other means of solving the dispute

The union held a strike ballot in which 315 members voted in favour and eight against

The overtime ban had begun on Monday and would continue indefinitely

It said police had been present in Hammarsdale despite the legality of the strike

to negotiate wages "with him," he said

# Tension over mine demands is eased

Labour Correspondent

TENSION between the Chamber of Mines and two unions representing black mine workers — which threatened a confrontation between the two sides — appears to have been defused after a meeting yesterday

The unions the National Union of Mineworkers and the Federated Mining Union, met the chamber yesterday to discuss their demand for a re-opening of wage talks which were concluded a fortnight ago

The NUM said it had discovered that the chamber had withheld information from it and had bargained "in bad faith" charges which the chamber denied

The NUM had threatened to declare a dispute, the first step towards a legal strike, if the chamber refused

But statements issued by the two sides revealed yesterday that the chamber has agreed to meet the two unions within a fortnight to discuss work-condition demands raised during the wage talks

It is understood that wages will not be under discussion, but that the unions have accepted this

A NUM statement yesterday said "The chamber agreed to hold negotiations with the unions within 11 days after it has obtained a mandate from mining groups regarding the demands made by the unions

"The chamber also agreed to furnish the unions with all information regarding conditions of employment affecting workers in the industry"

A chamber statement said it had "reaffirmed its commitment to meet them before July 17 to discuss outstanding issues raised during the recent wage negotiations"

It added that this was accepted by the two unions

When agreement was reached during the recent wage talks, the chamber said it would discuss work-condition demands within four weeks of the agreement being signed

The deadline stipulated in the two statements yesterday is consistent with this statement

# Bond ad upsets White House

WASHINGTON — The White House yesterday protested to a local television station over its use of part of an appearance by President Ronald Reagan to plug a programme about the spy hero, James Bond, and the latest 007 film, "Octopussy"

Mr Reagan, in remarks recorded in April for a British television tribute to the fic-

tional British spy, called Bond "fearless, skilled, courageous, optimistic and one other thing he always gets his girl"

The promotional spot produced by the station, due to be seen next Friday in connection with the opening of "Octopussy", opens with the words "Now a special announcement from the President of the United States"

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Fog patches in  
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FOR EACH CITY

THE STAR  
JUNE 30

**GOOT MAY**

**EASE**

**DANNING**

**ORDERS**

WHAT A STAR! Drink in the words on the poster  
it makes your big toe ache, doesn't it? Could it be  
that the Goot corn? Goot will now make it a

Pta. 20c  
Jhb. 18c





~~155A~~ (143) ~~(24/197)~~  
DEMANDS by the National Union of Mineworkers for migrant mine workers to be granted "paternity" leave raised a titter among many employers recently

But they may have to get used to hearing the demand across the bargaining table, for at least two other unions have reportedly endorsed the demand ROM 4/7/83

Migrants are separated from their families and see them only once a year. Children are often born while their father is away at work and the first time he will see his child is at the completion of his annual contract.

Some unions are now arguing that, if employers are opposed to the break-up of family life which migrant labour brings, they should be prepared to take concrete steps to reduce the affect of this system on workers.

Granting "paternity leave", they argue, is one step in this direction.

RELATIONS between the Chamber of Mines and two black mine unions flared briefly last week.

Last month, the two sides concluded their first-ever wage agreement. Just as everyone was hailing this, the black National Union of Mineworkers demanded that talks be reopened and threatened to call a dispute if the Chamber did not agree.

13/11/83  
RWI  
5/7/83

# 350 strike after gas blast kills two men

By ANTON HARBER

THE death of two workers in an accident at the Sasolburg plant of AECI Ltd has sparked off a strike over the safety of the plant

More than 350 workers have refused to work since last Thursday when an explosion in the factory's acetylene plant killed two men according to Mr Robbie Vermont a spokesman for AECI

Yesterday afternoon shop stewards were negotiating with management at plant level. Although the strikers are members of the SA Chemical Workers Union, the union is not involved in the dispute at present.

A union official said the

workers believed the plant to be unsafe after the explosion.

They refused a demand from management to return to work on Friday, saying they would be risking their lives. They demanded an inspection of the factory before they returned. The official said management had responded by saying the accident had been investigated and the plant was safe.

Mr Vermont, an AECI public relations officer, said two teams were investigating the cause of the accident and negotiations with the workers were in progress.

He could not say what the workers demands were but said the strike appeared to be centred around the explosion.



Association, yesterday accepted a cheque for R25 000 from Dr J P [unclear] a fire destroyed a third of the association's Townsview building to the children's home since 1957, decided at a trustee committee wheel chairs and other amenities destroyed in the fire

Picture ROBBIE TSHABALALA

**Profit firm Rent  
sell homes control  
check clients to stay**



Known Market- (E) has comes to Estate Agents and Cape Town. Mr who is Estate Agents vice-Dave. of the Agents, course members to its. FRONT estate in black to pass being

leasehold will then have to sit for the Estate Agents Board examination. There is no minimum educational qualification for the examination, but any agent who wants to study further and enter for specialist professional designation examinations which the institute proposes to introduce next year, will have to be members of the institute and have considerable experience in their particular field.

How the non-profitmaking company, HOME, will operate is still to be disclosed.

**Mall Reporter**  
RENT control has not been scrapped, the Government assured both tenants and landlords in a statement yesterday.  
The Department of Community Development, in a bid to reassure alarmed tenants, confirmed they were still under the protection of the Rent Control Act.  
The statement referred to "misconceptions" which may have arisen after the Deputy Minister of Welfare and Community Development, Mr Pierre Cronje, spoke in Parliament last week on the tabling of the second report of the parliamentary Select Committee on Rent Control.

The report of the committee, which is chaired by Mr

**Unity meeting pulls emerging unions together**

By STEVEN FRIEDMAN  
Labour Correspondent

THE possibility of a new federation of emerging unions which would bring together all the major groups of these unions is greater than ever before since a meeting in Cape Town at the weekend.

The unity meeting which unions representing more than 300 000 workers attended, was called to discuss the details of a new federation to bring together emerging unions.

Unions behind the move say that, by agreeing to attend the meeting and thus serve on the "feasibility committee" which is planning the new body, unions are agreeing in principle to enter the alliance.

A key feature of the weekend's meeting was the attendance of unions which had previously seemed to oppose the move towards a new federation.

Sources at the meeting said there had been little acrimony, despite the fact that some of the groupings present have been bitter

rivals. A statement said another meeting would be held in October. It added that the weekend meeting had discussed details of the new federation and that unions which attended would now report back to their members.

Eleven union groupings attended the meeting. They were Fosatu Cusa, the General Workers' Union, the African Food and Canning Workers Union, the Food and Canning Workers' Union, the SA Allied Workers' Union, the Cape Town Municipal Workers Association, the Commercial Catering and Allied Workers Union, Macwusa and its sister union the General Workers Union of SA and the General and Allied Workers' Union.

Unionists said few objections to the formation of a new federation had been voiced at the meeting while observers point out that the unions concerned still have to put the details discussed to their members and that it is possible that divisions could resurface in October.

**Metal union wins big pay increases**

Labour Correspondent

THE Metal and Allied Workers Union says it has won wage increases from several Natal firms which exceed the 7% increase negotiated recently at the Metal Industries' Industrial Council.

Recently, the Steel and Engineering Industries Federation (Seifsa), which represents metal employers, and unions on the metal council agreed on increases from 5% for the highest paid to 7% (or 10c an hour) for the lowest-paid.

MAWU rejected this agreement and the unions who signed it said they had done so with grave reservations, adding they would seek higher increases with individual companies.

Seifsa said it was opposed to such negotiations.

In a statement, MAWU said that a Maritzburg firm, A P V Kestner, had agreed to an increase of 18c an hour in talks with the union.

A second Maritzburg firm, Pillar Naco, had agreed on a 15c an hour increase.

It said Forbo Krommenie, of Jacobs, had agreed to pay a 30c an hour across the board increase and a Pietermaritzburg engineering firm, Glacier Bearings, had agreed to meet MAWU's demand for a minimum wage of R2 an hour.

MAWU added, however, that the negotiations had not been without incident and that certain factories were still refusing to negotiate increases with it.

At some factories, it said, workers had struck in an attempt to win increases over and above those negotiated at the council.

"We informed Seifsa that we did not believe our members would accept the 7% they were offering — clearly they have not," said Mr Maxwell Xulu, MAWU's Southern Natal branch chairman.

**350 strike after gas blast kills two men**

By ANTON HARBER  
THE death of two workers in

workers believed the plant to be unsafe after the explosion. They refused a demand

# Safety talks after fatal AECI blast <sup>143</sup> <sup>1983</sup> <sub>6/7/83</sub>

~~Mail Reporter~~

MORE THAN 350 strikers at the Sasolburg plant of AECI who downed tools last week because of fears for their safety, spent yesterday afternoon talking to management

A spokesman for AECI, Mr Murray Joubert said management was talking to shop

stewards and was attempting to allay the workers fears about safety at the plant

The strikers who are members of the SA Chemical Workers' Union, downed tools on Thursday after two men were killed in an explosion. The union is not recognised by AECI and negotiations took place only with

shop stewards

Mr Joubert said they were trying to get the workers to accept the findings of a technical team which had inspected procedures in the plant

An official inquiry would be undertaken by the Chief Inspector of Machinery later this week he said

# METRO BRIEFS

## Talks continue on death strike

Negotiations continued today at AECI's Sasolburg plant, where about 220 workers went on strike after the deaths of two of their colleagues in an explosion last Thursday.

An AECI spokesman confirmed that management was meeting shop stewards of the SA Chemical Workers Union about the incident.

## Kew strikers back on the job

Most of the 500 strikers at the Barlow Manufacturing plant in Kew returned to their jobs today after downing tools last week over wage demands.

Management at the plant agreed to start negotiations today with the Metal and Allied Workers' Union for a procedural recognition agreement, a Barlows spokesman said.

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# Mining union warns chamber on blacklisting

By ANTON HARBER

THE National Union of Mineworkers has warned the Chamber of Mines that it would face legal action for an unfair labour practice if by the end of the month it did not stop blacklisting dismissed workers

And in a letter to the chamber and to individual mine companies yesterday, the union claimed that the practice was arbitrarily keeping dismissed workers out of the industry for three months, six months, 60 months or for the rest of their lives

Because of the monopoly of the mine labour bureaus and the mine companies themselves, this meant that some workers were being indefinitely barred from any

legal employment, the union said

The blacklisting was imposed for workers who took part in strikes, were found in possession of alcohol, were accused of being "loafers", or who allowed non-workers to sleep in their rooms

The union said that when a worker was dismissed, the chamber recommended penalties to be imposed on the worker by the employment bureaus

The most severe penalty was to prevent a worker ever being employed again in the mining industry. Other penalties included preventing employment of the worker in the industry, or on a particular mine, for between three and 60 months

In one case, a worker who

took part in a strike was blacklisted from the entire industry for the rest of his life, the union said

In another, a worker who asked for a transfer to another mine was prevented from working in the industry for a year

This was aggravated by the fact that the worker was not given a fair hearing and that there was no independent verification of the alleged misconduct, the union said

The union said it had taken legal advice and believed this to be an unfair labour practice and therefore illegal

A spokesman for the Chamber of Mines said last night that he knew nothing about the matter

# Charge of blacklisting not true, says Chamber

By ANTON HARBER

THE Chamber of Mines yesterday denied claims by the National Union of Mineworkers (NUM) that the Chamber blacklisted and victimised its workers

A spokesman for the Chamber said yesterday that the mining industry, like all employers, was subject to the provisions of the Labour Relations Act, which made victimisation and unfair labour practices illegal

If the union had evidence of victimisation they could seek redress in terms of the law, he said

He was reacting to a letter from the union which threatened the Chamber and individual mine companies with legal action if they did not stop blacklisting dismissed workers

"We do not blacklist workers as alleged by the NUM

Nor is there a system of penalties applied to individual workers involving the prohibition of employment from the industry for a period of time

"We have the common law right to refuse to employ individuals who have unsatisfactory employment records. Thus, if there are several applicants for a job, the one with the best record will receive preference

"This is a common practice worldwide and can in no way be seen as blacklisting or victimisation

"Until recently, the industry did keep track of employees who failed to comply with their conditions of service or who broke their agreement of service for unacceptable reasons" he said

However, this system had been stopped a few weeks ago and no longer applied

But Mr Cyril Ramaphosa, general secretary of the NUM, said yesterday the union had documentary evidence that showed the system was still in operation

The union had received several complaints from workers in recent weeks relating to this issue

"It is known that employers do refuse to re-employ people who have committed certain offences. But it is unheard of that an employer can ban a worker from an entire industry and make it impossible for him to get work even from another employer," he said

In their letter to the Chamber, the union had claimed that workers were arbitrarily being kept out of the industry, or out of specific mining areas, for three months, six months or for the rest of their lives

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# AECI still has staff problems

By ANTON HARBER  
Political Reporter

NEGOTIATIONS continued yesterday with 350 workers who downed tools at the AECI factory in Sasolburg after a fatal accident at midnight last Thursday

Two men, Mr Clement Ngwenya, 29, an operator, and Mr William Sprinkaan, 32, a stoking machine driver, died after a gas explosion

The strikers are members of the SA Chemical Workers' Union, which has concluded a number of agreements with AECI but does not have a recognition agreement that covers this plant

A spokesman for AECI said the accident was being investigated and management was trying to allay the strikers' fears about safety. No serious damage had been caused in the blow out and production had resumed

An official inquiry would be undertaken by the Chief Inspector of Machinery tomorrow

The plant has had its share of trouble recently. Yesterday a worker was admitted to hospital after being seriously injured by a fork-lift truck

● An AECI paint plant and warehouse in Alrode on the East Rand, was yesterday also hit by a strike involving about 350 workers

According to a shop steward, the workers went on strike on Monday because of dissatisfaction with a wage increase

He said the workers were told late yesterday that they had all been dismissed, but they were still hoping to meet with management this morning

The AECI spokesman confirmed the strike, but said he did not have any details



503

to return to work until management has given them acceptable assurances that the factory is safe

Sources in the SA Chemical Workers Union (SACWU) say "There have been four deaths in the carbide section of the plant since November. Predictably, workers are worried, and they say they will not return to work until the factory is proven safe by independent experts"

Earlier this week the union's consultants were turned away by management. An AECI spokesman says "Management would not allow the union's consultants access to the plant because their credentials were regarded as unacceptable. They did not have experience of carbide furnaces"

**Power failure**

SACWU sources claim that a leaking pipe had been pointed out before the explosion and that water had collected in the furnace as a result of an earlier power failure. The company spokesman says "We are presently involved with delicate negotiations with the union and don't want to comment at this stage"

Neither was AECI prepared to comment on workers demands. But the FM learns that they want first aid training to be provided on an extended basis, better protective clothing, a health and safety shop stewards committee established, and inspection of repairs by furnace operators and two shop stewards. They have other demands of a technical nature.

A recognition agreement has not been formally negotiated between AECI and SACWU. But the AECI spokesman says "Although the agreement has not been formally negotiated, recognition arrangements exist and we do negotiate with SACWU. Negotiations on this issue are taking place with shop stewards at plant level"

The spokesman adds "We've had a highly skilled team investigating the problem including our own experts and an outside consultant with 40 years experience on carbide furnaces. They have assured us that the plant is safe so our negotiations are aimed at reaching a settlement. We're trying to reassure the workers as to the safety of the plant which they are concerned about"

Union sources say that earlier this week management agreed to most of the demands and then changed its mind.

AECI says that "the inspector of machinery will be conducting an inquiry this week and a further meeting between management and union officials is also scheduled. So, hopefully, the matter will be resolved"

**DISPUTES**

**Now a safety strike**

Last week two people died in an explosion at AECI's acetylene plant at Sasolburg. Now more than 300 workers have refused

Fm 8/7/83

(VSB) (WBI) (WBR) (143)

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**250 paint workers fired**

By ANTON HARBER

AECI PAINTS yesterday dismissed about 250 workers who had refused to work since Monday because of dissatisfaction with a pay increase

In a statement yesterday, a spokesman for AECI Paints, in Alrode on the East Rand, said the workers had ignored an instruction to return to work and were therefore dismissed

Negotiations with the SA Chemical Workers Union, who have a signed agreement with the company, were continuing

The spokesman said wages had been set for the industry

at the industrial council, to which both the union and the company belonged

A new wage agreement had been gazetted and the company had paid its employees at or above the minimums in the agreement.

"Considerable debate has taken place with the workforce on this matter and on Monday, Tuesday and Wednesday illegal work stoppages took place

"The company has an established agreement with the union, including grievance procedures, and these procedures have not been adhered to in any respect by the workforce

"During yesterday's illegal stoppage, workers were told to return to work.

"They declined to do so and thus were dismissed," he said

● At AECI's Midlands plant in Sasolburg, where 251 workers have downed tools since an accident killed two of their colleagues a week ago, negotiations were still continuing yesterday

The two men were killed in a gas explosion at midnight last Thursday and the workers who claimed that there have been two other deaths in the past eight months, have said they do not consider the plant safe

Penalty imposed by Liaison Division

Mine Buffelsfontein  
 3 6 12 24 36 48 60/Indefinite

Mines in the area of \_\_\_\_\_  
 3 6 12 24 36 48 60/Indefinite

Group GENCOR  
 3 6 12 24 36 48 60/Indefinite

Industry \_\_\_\_\_  
 3 6 12 24 36 48 60/Indefinite  
 (Ring appropriate Section and Penalty)

TEBA LIAISON No \_\_\_\_\_

R. S. No \_\_\_\_\_

DESIRABILITY CODE \_\_\_\_\_

The document from Teba, the mine labour bureau, saying a worker is barred indefinitely from mines

# We blacklisted, Chamber admits

By ANTON HARBER

THE Chamber of Mines has admitted that it had blacklisted workers who were dismissed, but said it stopped the practice "a few weeks ago"

Yesterday, the National Union of Mineworkers (NUM) gave the Rand Daily Mail a number of documents to back their allegation that the chamber and individual mine companies were illegally blacklisting and victimising workers

The chamber had earlier this week denied it practised blacklisting, but said until recently it did "keep track of employees who failed to comply with their conditions of service or who broke their agreement of service for unacceptable reasons"

The NUM claimed that the practice was continuing and threatened legal action if it was not stopped by the end of this month

The NUM documents include a form used by Teba, the labour bureau, setting out the penalties imposed on particular workers

The form, labelled Teba 463, has space for officials to indicate whether the worker is barred from a particular mine, area or the entire industry and whether it is for three, six, 12, 24, 36, 60 months or for an indefinite period

In one case, the document says the worker was barred indefinitely from all mines

"as a result of refusing to work during a strike at Buffelsfontein in July 1982"

The document is dated May 23, 1983

In an affidavit with the union, this worker said he had been on the mine as a contract worker since 1978. Workers had gone on strike on July 3 last year, demanding a pay increase

"Since there was a lot of confusion on the mine I decided to leave and go home. I went to the hostel manager and asked to terminate my contract," he said

The worker claimed he had been told at a Teba office in May this year that he could get a job at Buffelsfontein. He entered into a contract, but before he could be transported to the mine he was told that his contract was being cancelled because he had taken part in the strike

"At Johannesburg Teba offices, an official of Teba told me that I had been blacklisted from working in all the gold mines in the industry," he said

In another case, a form indicates the worker was barred from a particular mine indefinitely and from the industry for 12 months

The reason given was that he said he was injured in an accident at one mine and asked to be moved to another

The NUM said it viewed this as an unfair labour practice and therefore illegal

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13/7/83  
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# Premier agrees to probe by union

By ANTON HARBER

PREMIER Biscuits who announced last week that their Springs plant would close and 400 workers would be retrenched has agreed to let the Food and Beverage Workers Union study its books

The company has also agreed to pay the workers for another week while they hold talks with the union, a spokesman for FBWU said yesterday

The union, which is affiliated to the Council of Unions of SA (CUSA), has appointed an auditor to study the books for them

Last week the union said it would take legal action if the company did not agree to form a joint committee to investigate the need for the closure and the retrenchments

Union officials accused the company of breaking one of the oldest agreements signed with a black union by not negotiating the move

They are due to meet company officials this morning to discuss the retrenchments

# Court ruling <sup>(143)</sup> breaks new ground <sup>Apr 13/77</sup> in labour practice <sup>(143)</sup>

By Tony Davis,  
Labour Reporter

An important Industrial Court judgment has laid down a number of rulings on employer-employee relations

The judgment, released this week, was made by the court's deputy president, Dr DB Ehlers, in the case between Fodens (SA) and the United African Motor and Allied Workers' Union and three of its members

The applicants alleged several unfair labour practices against the Alberton firm. The case was heard by the Industrial Court over two days in May

At the start of the case attorneys for Fodens offered a settlement which provided, among other things, for negotiations with the union, a pledge not to victimise union members and a retrenchment procedure

But the applicants continued with their case in spite of the settlement offer

Dr Ehlers, in his judgment, made a ruling enforcing the terms of the settlement offer. He ordered the company to pay one of the applicants, a retrenched contract worker, regular and overtime wages from the period of his dismissal until the end of his contract. He also declared the derogatory remarks management staff had made to the union regarding pension fund pay an unfair labour practice

In the judgment, Dr Ehlers pointed to at least 10 instances of unfair labour practice. These were failure to negotiate with

a representative trade union, worker freedom of association, use of derogatory terms to workers, refusing to undertake not to victimise workers, failure to negotiate any disciplinary code, the manner of conducting retrenchments, dismissal of a contract worker before his contract was up, refusal to refund contributions in terms of the contract and the pension fund issue

The accumulation of these practices had a detrimental effect on employer-employee relationships, Dr Ehlers ruled

"There was an absence and lack of any understanding of industrial relations or even a personnel function and also no disciplinary policy and procedure or retrenchment policy or guidelines as requested by the first applicant (the union) and no recognition of the union," the judgment said

The three individual union applicants received pay-outs and the respondent was ordered to negotiate with the representative auto union

But the applicants were not granted costs

Dr Ehlers also outlined procedures for employers in the event of any retrenchments. Prior warning, fair application of an agreed retrenchment selection criterion, proper consultation beforehand with a representative union, adequate steps to seek alternative employment and the "first in, last out" principle, were important procedures to be carried out in the event of any lay-offs

# Unions praise new ruling

MAJOR trade unions have welcomed the Industrial Court's ruling that it is unfair labour practice to refer to a black worker as a "boy" or "kaffir".

The unions have urged workers to demand that their employers refer to them by their names and that employers should stop making derogatory remarks about employees. They were reacting to the judgment passed by the court's president Dr D Ehlers, on a dispute between the Cusa-affiliated United African Motor and Allied Workers' Union and Fodens (South Africa) company.

In the judgment the president pointed to at least 10 instances of unfair labour practice in the use of derogatory terms such as "boy" or any other word which is

derogatory to the union and workers.

Reacting to the ruling, the Commercial, Catering and Allied Workers' Union of South Africa's president Mr Isaac Padi said that the ruling was an eye-opener for most unions.

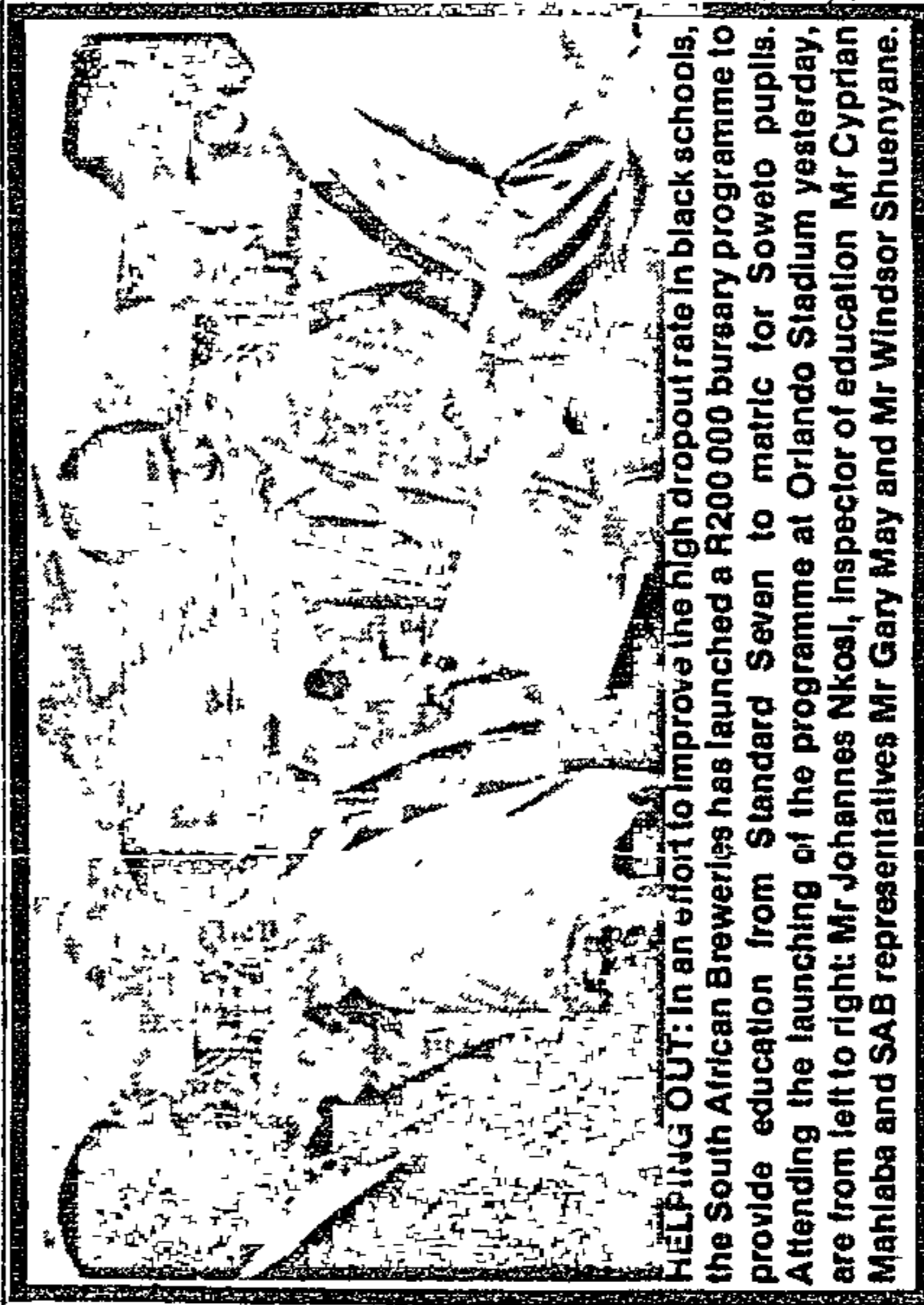
It would serve as a sign of goodwill in promoting harmonious industrial relations in the country.

He knew of instances where employers referred to black workers as "kaffirs" or "boys" and said that workers should "rise up and fight for their rights". Workers and unions will now fight the usage of these derogatory remarks by going to court.

The general secretary of the Sweet, Food and Allied Workers' Union Ms Maggie Mlagubane

National Union of Mineworkers, Cyril Ramaphosa said that the ruling was welcomed and that they would "take the matter up with mining bosses who call black miners 'kaffirs', etc".

A spokesman for the



**HELPING OUT:** In an effort to improve the high dropout rate in black schools, the South African Breweries has launched a R200 000 bursary programme to provide education from Standard Seven to matric for Soweto pupils. Attending the launching of the programme at Orlando Stadium yesterday, are from left to right: Mr Johannes Nkool, inspector of education Mr Cyprian Mahlaba and SAB representatives Mr Gary May and Mr Windsor Shuenyane.

# Motorists face stricter controls

MOTOR vehicle driving licences might be separated from the reference book or book of life next year, according to a spokesman of the Automobile Association (AA) yesterday.

The spokesman said this was part of the introduced next year to flush over 1-million people driving with forged licences or without a driver's licence.

The spokesman said the AA had made recommendations to the Minister of Transport on the separation earlier this year and he had hunted that it might be approved. Other measures

be accompanied by heavier fines which will be applicable in all four provinces with effect from March next year.

Meanwhile the Association of Motorcycle Importers and Distributors (Aimid) is calling for

143



## 'Spies' deported

MASERU — Two men holding British passports were to be handed over to the British High Commission in Lesotho yesterday after being caught allegedly spying on the ANC.

The two were arrested by the kingdom's security police on June 30.

Lesotho Mounted Police headquarters announced that the men were found in possession of documents indicating that they were spying for "another country".

The country was not named. — SFS.

## Drive for unity

REPRESENTATIVES of black governments who attended a meeting at Kempton Park on Monday have resolved to work for the establishment of a greater South Africa based on non-racialism and democracy.

The Chief Minister of Lebowa, Dr Cedric Phatudi, said in a document issued to the Legislative Assembly in Seshago this week.

## Case postponed

THE CASE against the police constable who shot dead a colleague with a R1 rifle at Protea headquarters on April 13, was yesterday postponed to August 5 in the Johannesburg Magistrate's court pending the Attorney General's decision.

Appearing briefly before Mr D J du P van der Wath was Mr Mokoko Sarel Lekhoaba (27), of Zone 2 Meadowlands. He has pleaded not guilty to a murder charge arising from the death of constable M W Mthombeni.

## Students in court

TWO UNIVERSITY of the North students and a former

Star 15/7/83

# Premier and union negotiate

Labour Reporter

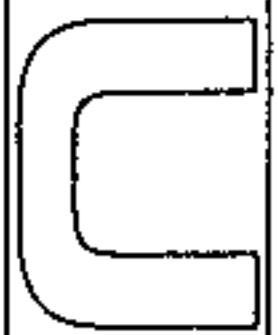
Negotiations on the future of over 400 workers at Premier Biscuit factory in Springs continue.

The factory was due to be shut down last Friday but protests by the Food, Beverage Workers Union over the workforce's future won a postponement.

After meeting union officials, the company increased its pay-out offers to workers. Premier is also reportedly looking at the feasibility of re-training workers for jobs in other group companies

However, union officials are still unhappy and negotiations are expected to continue.

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Two mine  
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15/7/83  
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dispute

JOHANNESBURG Two  
trade unions today  
declared a dispute with the  
Chamber of Mines the first  
step towards a legal strike,  
during negotiations on 6 000  
members conditions of  
employment at nine gold  
mines

The unions are the  
National Union of Mine-  
workers and the Federated  
Mining Union

Unions and mining  
employers were to discuss  
18 employment issues, but  
the talks appeared to have  
broken down on the first  
subject of abolishing racial  
discrimination in employ-  
ment practices

A statement issued by  
the chamber said the  
unions had advised them of  
a dispute situation, but  
employers were willing at  
any time to continue dis-  
cussions — Sapa



## NEW PRECEDENTS

Fm 15/7/83 (163) (143)

The Industrial Court appears to have created important new precedents in SA labour law in a case between the United African Motor and Allied Workers' Union (Uamawu) and Fodens (SA)

Lawyers involved in the case are still studying the judgment which gives new guidelines on unfair labour practices. But it appears that one implication is that the court is willing to order an employer to bargain in good faith with a representative trade union. In an earlier judgment involving the SA Society of Journalists, the court had made such an order in circumstances where there had been a long-established relationship between a union and an employer. In the Uamawu case, the obligation on an employer to bargain in good faith seems to extend to circumstances where such a relationship had not yet been established.

The court has ordered the company to implement formal undertakings it gave during a court hearing in May. These included promises:

- Not to victimise employees who are union members,
- Not to interfere with the freedom of association of union members, and not to persuade them by any unlawful means to join another union,
- To immediately begin negotiations in good faith with the union on the signing of a recognition agreement, as well as retrenchment, grievance disciplinary policies and procedures,
- To instruct directors, managers and employees not to use any word which is derogatory of employees,
- Pay two employees their average wages (including overtime earnings calculated on the basis of their earnings for the six months immediately before their dismissal, from the date of their dismissal to May 16 this year, and
- Utilise the services of the Wits Business School labour academic Loet Douwes Dekker as a mediator when deadlocks occur.

# Mine talks end in deadlock

16/7/83

By ANTON HARBER

NEGOTIATIONS between the Chamber of Mines and the National Union of Mineworkers ended in deadlock yesterday, raising the chances of the union declaring a dispute in the next few days.

The two bodies, who recently reached agreement on recognition, wages and the elimination of racial discrimination on the mines were meeting to negotiate 17 issues outstanding from their last talks.

Yesterday's talks deadlocked when the chamber asked for clarity on the meaning of a joint commitment to an elimination of discrimination. The joint commitment was reached at the previous talks last month.

In a statement the chamber said it had reaffirmed this commitment but did not see it as meaning 'the equating of all conditions of employment of all employees irrespective of occupation or rank'.

The chamber also said that

agreements between various unions would not necessarily be identical. They said it would be difficult to move to other issues until this had been clarified.

A union spokesman said afterwards that they considered this matter to have been resolved at the last meeting and refused to allow it to be reintroduced. The talks then broke up.

The union spokesman said he had sent a letter to the chamber asking to meet their full executive by Wednesday

next week. If this did not happen they would declare a dispute, he said.

The chamber said in the statement it would be prepared at any time to continue negotiations.

The talks affect 6 000 members of the NUM and the Federated Mining Union on nine of the 42 mines that fall under the chamber.

The recognition agreement between the NUM and the chamber is the first signed between a black union and the mining bosses.

# Dispute over race issue looms in mine talks

Star 10/7/03

Labour Reporter

A dispute threatens future negotiations between the Chamber of Mines and two trade unions

Talks between the chamber, the Federated Mining Union and the National Union of Mineworkers (NUM) broke down yesterday over the issue of doing away with racial discrimination in employment practices on the mines

A statement by the chamber said it would not conclude the issue until it was clearly defined and suggested that the unions could examine a draft document on the matter

But the two unions had refused to accept this situation and had advised the chamber they were in dispute, the statement said

However spokesmen for the unions said they believed the issue had been resolved and they wanted to address them-

selves to a number of other matters of employment.

A letter would be sent to the chamber asking for a meeting with the mining body's executive before Wednesday and, failing that, a dispute could be declared, the union officials said

The declaration of a dispute is the first step towards a legal strike

A NUM official asked whether or not the chamber was prepared to finalise the matter of abolishing racial discrimination in employment practices if it was bringing up the matter again

The chamber statement also said it was willing to continue discussions with the unions at any time.

The two unions represent about 5000 workers at nine chamber gold mines

There were also problems over wage issues last month.

# Dispute looms

*Sowetan 12/7/83*

THE chances of the National Union of Mineworkers declaring a dispute with the employer's association, the Chamber of Mines, may be reached soon following a deadlock reached during negotiations between the two parties

The two parties, who recently reached an agreement on recognition, wages and the elimination of racial discrimination on the mines were meeting to negotiate 17 issues outstanding from their pre-

vious talks

The talks reached a deadlock when the chamber asked for clarity on the meaning of a joint commitment to an elimination of discrimination

In a statement to The SOWETAN yesterday, the chamber reaffirmed its commitment to the removal of discrimination, but requested that a clear mutual understanding be formulated of the commitment entered during last month

143

~~377~~ RDM  
Final bid to  
~~49~~ 20/71-83  
end talks  
643  
deadlock

**Mail Reporter**

THE Chamber of Mines and the National Union of Mineworkers (NUM) will make a last attempt this morning to break the deadlock in their talks

Officials of the NUM and the Federated Mining Union, who will meet a representative of the chamber early today, are hoping "to sort out the matter" before they reach their deadline for declaring a dispute

The NUM said on Friday that if they did not meet the full executive of the chamber by today, they would declare a dispute.

The deadlock began during negotiations between the three parties on Friday when the chamber asked for clarification of an earlier joint commitment to eliminate racial discrimination on the mine

The NUM refused to reintroduce the issue, saying it had been settled at earlier negotiations

Last month the three parties agreed on wages and issued the joint commitment on racial discrimination, but 17 demands made by the union remain to be negotiated

# Mines bid to avert dispute

~~24~~ 143 ~~15~~ Labour Reporter *Jan 29/7/83*

Two trade union leaders will meet Chamber of Mines officials today in an attempt to avert a dispute with the employer body

The meeting follows a deadlock in negotiations on conditions of employment on nine gold mines for members of the National Union of Mineworkers and the Federated Mining Union

A chamber spokesman said there were practical difficulties in eliminating racial discrimination in employment because of the wide range of occupations on the mines

# After an uphill battle to unionise black miners the war has just begun

By PHIL MTIMKULU

GOLD is responsible for the prosperity of South Africa and each time the price of gold goes up there are celebrations to mark the success, but those responsible for extracting it from the bowels of the earth were until recently treated shabbily.

Within the next two years South Africa will be celebrating the centenary of the discovery of gold on the Reef. But for all those 100 years black miners have been regarded as mere casual statistics. Black miners have been despised, derided and scorned. Being a miner was one of the lowest jobs that nobody ever aspired to do.

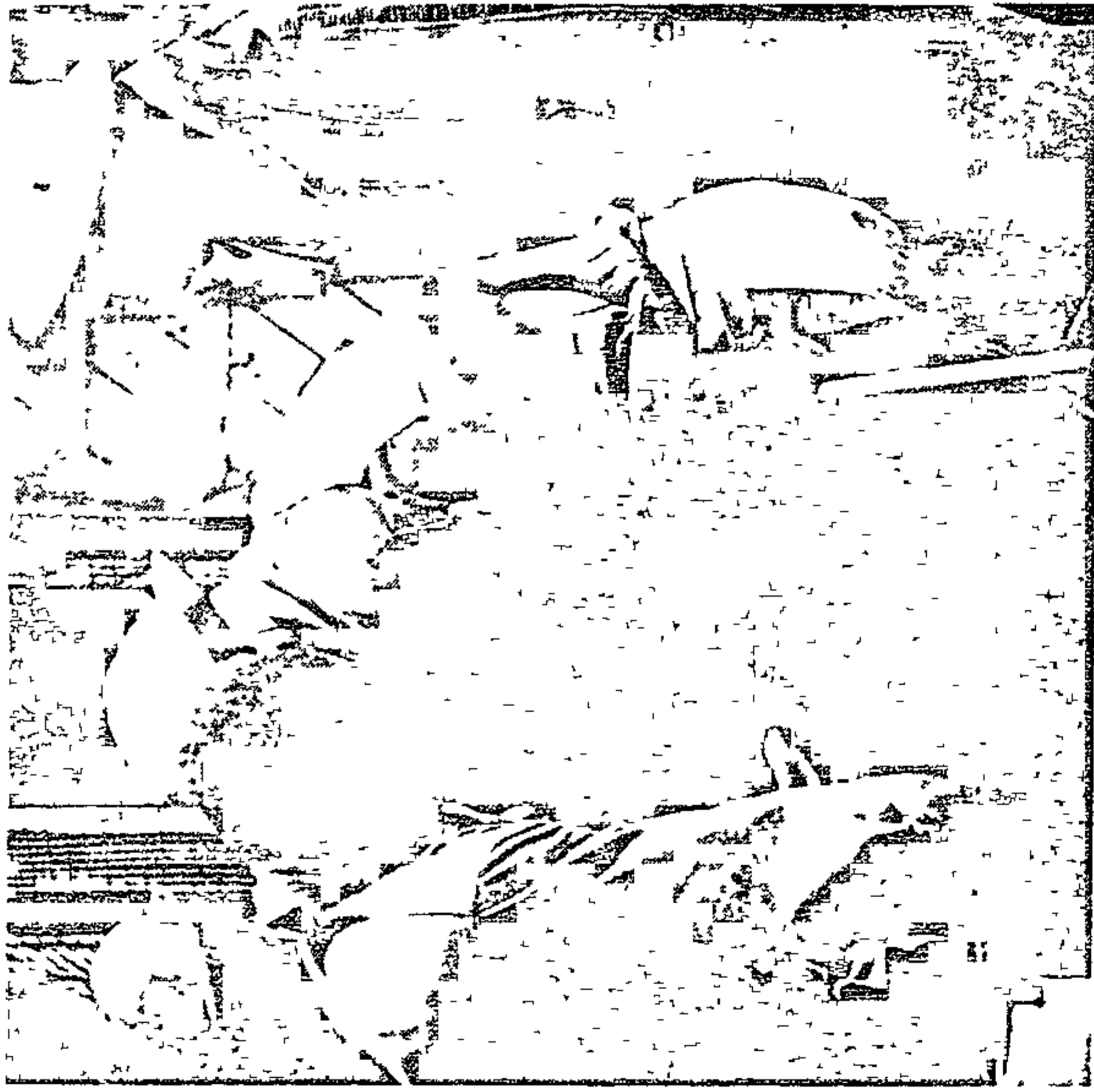
And when the Wierhahn Commission report gave an impetus to the unionisation of black workers, the miners were left out as it did not

pride of," Mr Ramaphosa said. When we set out to build the union from the few miners who were sending messages to us we were confronted with a number of problems among which included:

- people who regarded themselves as migrant workers with a rural background,
- unhelpful mine managements, and,
- hostile white miners.

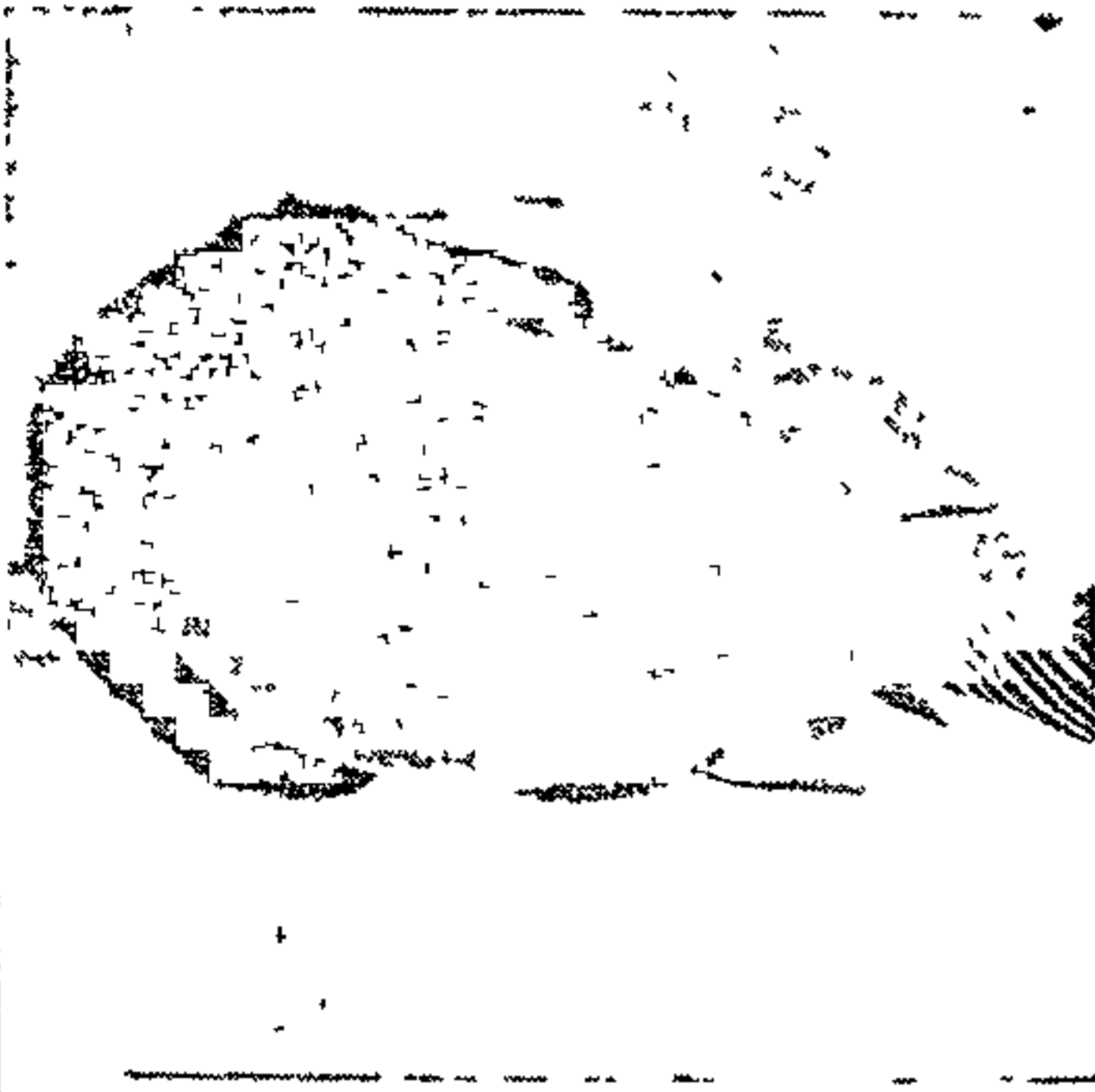
Even towards the end of our success story we still had to fight against a formidable team of experienced negotiators while we were not as well equipped," he said.

Mr Ramaphosa said he was distressed by the stories the miners told him about the general conditions pertaining to their employment. "These people were treated like real dirt and



TRAGEDY STIKES Mineworkers bring an injured colleague to the surface in Africa during the colonial era? The

WES GUY CONGRATULATIONS!



HAPPY Mr Cyril Ramaphosa the general-secretary of the National Union of Mineworkers says he is happy with his efforts, so far, of unionising 30 000 black mineworkers

## The man in the hot seat

By PHIL MTIMKULU

CYRIL Ramaphosa is the driving force behind the unionisation of mine workers into the National Union of Mineworkers (Num) and the agreement they entered into with the Chamber of Mines.

Ramaphosa, who is 30 years old, is the general secretary of the miners' union. He is a former president of the Turfloop region of the South African Students Organisation (Saso). His activities with the

With a B Proc degree from the University of South Africa, Ramaphosa first worked in the legal unit of the Council of Unions of South Africa (Cusa). In March this year he went to Britain and America where he spent time with various mining unions.

The period he spent overseas was later to stand him in good stead

... celebrating the centenary of the discovery of gold on the Reef. But for all those 100 years black miners have been regarded as mere casual statistics. Black miners have been despised, derided and scorned. Being a miner was one of the lowest jobs that nobody ever aspired to do.

And when the Weisahn Commission report gave an impetus to the unionisation of black workers, the miners were left out as it did not make provision for migrant workers. But when this restriction fell away the miners decided to do something for themselves. They started sending out fraternal messages for assistance. These messages landed at the offices of the Council of Unions of South Africa (Cusa).

The messages did not go unheeded. Cusa dispatched Mr Cyril Ramaphosa, who was working in their legal unit, to look into the matter. This was how the National Union of Mineworkers (Num) was born.

It is a year since Num was formed, but within that short period they have achieved the impossible — unionising 30 000 mineworkers. By any standards this is an impressive figure, but according to Mr Ramaphosa it was all sweat and toil.

Right from the outset up to the time of our reaching an agreement with the Chamber of Mines we had to battle all the way. It was not

- unhelpful mine managements, and,
- hostile white mineworkers

Even towards the end of our success story we still had to fight against a formidable team of experienced negotiators while we were not as well equipped," he said.

Mr Ramaphosa said he was distressed by the stories the miners told him about the general conditions pertaining to their employment. "These people were treated like real dirt and not valued like the gold they extracted from the bowels of the earth at great risk to themselves. One could sense it that they were desperate to have a vehicle which could channel their grievances to management. They were dismissed for minor offences like not calling a white colleague 'baas'. They were faced with an unsympathetic management and hostile white miners who ordered them to work in dangerous places. This is what drove me on against great odds when organising the workers into a union," he said.

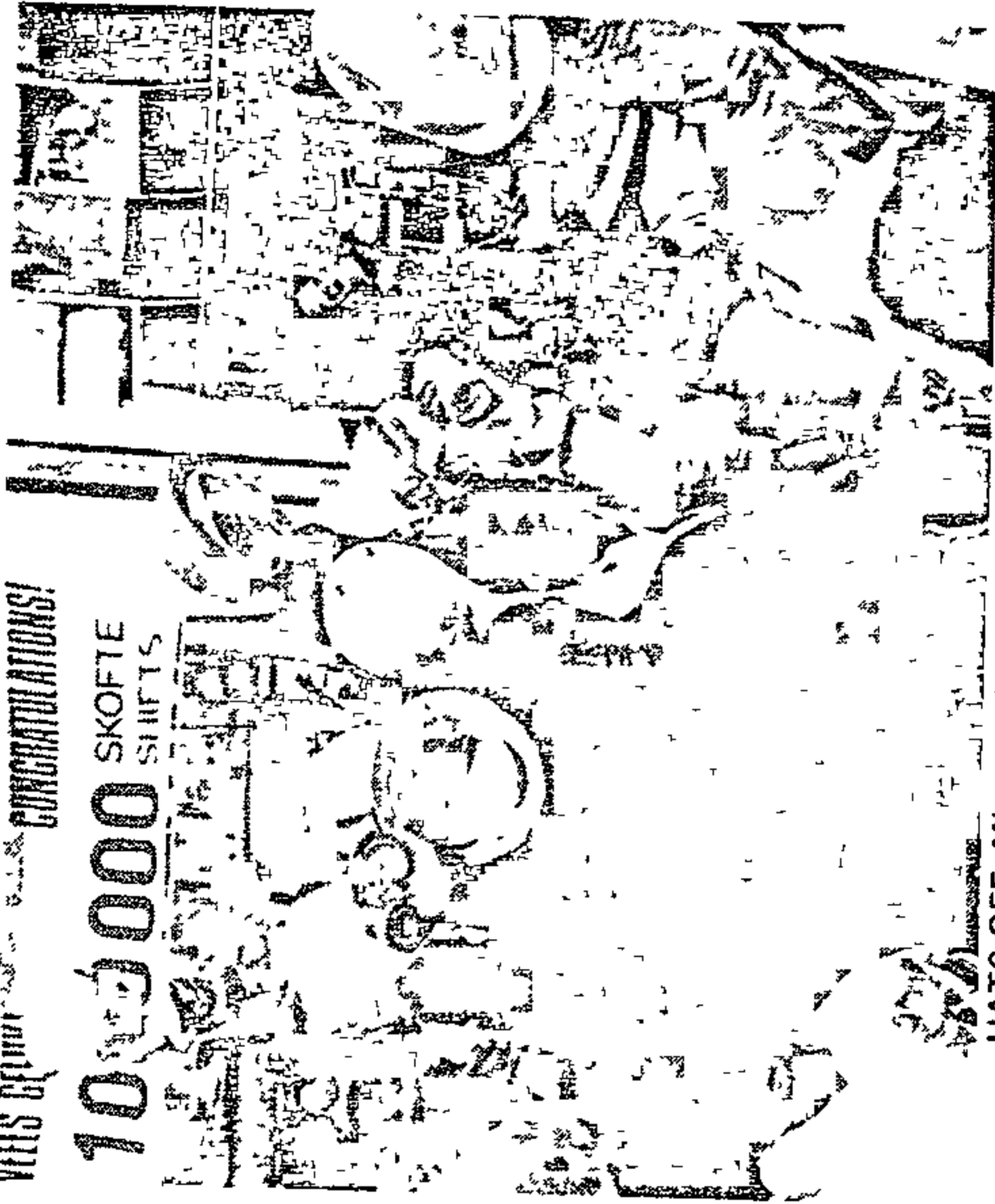
During their recruitment campaigns on the mines, organisers of the union were constantly intimidated by mine management who often called in the police. Two organisers of Num were subsequently arrested.

"Management tried everything possible to pressurise us from unionising the workers. The white miners, on the other hand, made it



**TRAGEDY STIKES**—Mineworkers bring an injured colleague to the surface

**103 000 SKOFTS**  
SHIFTS



**HATS OFF**—Miners celebrate million fatality-free shifts

Ramaphosa is the driving force behind the unionisation of mine workers into the National Union of Mineworkers (Num) and the agreement they entered into with the Chamber of Mines.

Ramaphosa, who is 30 years old, is the general secretary of the mine-workers' union. He is a former president of the Turfloop region of the South African Students Organisation (Saso). His activities with the

students' movement earned him long spells in detention. He was detained for 11 months from 1974 — 1975. In 1976 he was detained for six months.

With a B. Proc degree from the University of South Africa, Ramaphosa first worked in the legal unit of the Council of Unions of South Africa (Cusa). In March this year he went to Britain and America where he spent time with various mining unions.

The period he spent overseas was later to stand him in good stead when they were negotiating with the Chamber of Mines.

"Our team was inexperienced as compared with that of the Chamber. Our team consisted of Piroshaw Camay, the secretary of Cusa, myself, our president and shaft stewards. Having clinched an agreement with the powerful Chamber of Mines makes us proud of ourselves. We are still learning about trade unionism and at the same time teaching our members what trade unionism is all about, but the Num is not to be taken lightly," he said.

# New safety measures ensure lower death toll

THE NUMBER of people killed or injured in South African gold mines has declined considerably.

By **ELLIOT TSHINGWALA**

year it went down to free periods of up to

taken his mine a period of only four months to achieve this feat. This is the second fi



When the miners decided to do something for themselves they started sending out fraternal messages for assistance. These messages landed at the offices of the Council of Unions of South Africa (Cusa).

The messages did not go unheeded. Cusa dispatched Mr Cyril Ramaphosa, who was working in their legal unit, to look into the matter. This was how the National Union of Mineworkers (Num) was born.

It is a year since Num was formed, but within that short period they have achieved the impossible — unionising 30 000 mineworkers. By any standards this is an impressive figure, but according to Mr Ramaphosa it was all sweat and toil.

Right from the outset up to the time of our reaching an agreement with the Chamber of Mines we had to battle all the way. It was not easy, and during the battle we nearly gave up. But for the sake of the desperate mine workers we had to summon all our strength and courage amid formidable odds and push on.

Our efforts and determination have been rewarded with a recognition agreement with the Chamber of Mines which, in the history of the mining industry, is an achievement to be

bowels of the earth at great risk to themselves. "One could sense it that they were desperate to have a vehicle which could channel their grievances to management. They were dismissed for minor offences like not calling a white colleague 'baas'. They were faced with an unsympathetic management and hostile white miners who ordered them to work in dangerous places. This is what drove me on against great odds when organising the workers into a union," he said.

During their recruitment campaigns on the mines, organisers of the union were constantly intimidated by mine management who often called in the police. Two organisers of Num were subsequently arrested. Management tried everything possible to pressurise us from unionising the workers. "The white miners, on the other hand, made it known that they were going to fight tooth and nail to stop us from unionising the black workers. They saw unionised workers as a threat to their jobs which were protected by legislation," Mr Ramaphosa said.

Since the majority of mine workers regard themselves as peasants first and workers next, how did Mr Ramaphosa transcend this barrier which proved prob-

workers saw themselves basically as subsistence farmers and only came to work in industry during bad times and never gained any skills.

"We had to emphasise it to the workers that a better standard for them in the work place would invariably mean an improvement in their home environment. Since a large number of these miners have acquired skills this makes them better workers who see themselves as permanent mineworkers."

"As far as the agreement is concerned, so far we are happy. But our feeling is that there is still much more work that has to be done. The mining industry was one of the most neglected and the employers never really showed that they cared for the welfare of their workers. Their salaries, which are still far below the poverty datum line, have yet to be adjusted.

In spite of having a recognition agreement with the Chamber of Mines, Mr Ramaphosa said this was the beginning of tougher battles with the Chamber. This was confirmed when a dispute arose between the two when they were negotiating 17 outstanding issues. It arose when the Chamber asked for a clarification on the meaning of a joint commitment to the elimination of discrimination.



HATS OFF Miners celebrate million fatality-free shifts

tiating with the Chamber of Mines.

"Our team was inexperienced as compared with that of the Chamber. Our team consisted of Piroshaw Camay, the secretary of Cusa, myself, our president and shaft stewards. Having clinched an agreement with the powerful Chamber of Mines makes us proud of ourselves. We are still learning about trade unionism and at the same time teaching our members what trade unionism is all about, but the Num is not to be taken lightly," he said.

# New safety measures ensure lower death toll

By ELLIOT TSHINGWALA

taken his mine a period of only four months to achieve this feat. This is the second time in his eight years that he has done it in such a short time. The last time was in November 1981.

Last year Durban Deep won Class Three of the Chamber of Mines Safety Division's Target Competition achieving a 33,8 percent improvement in the underground reportable casualty rate. Class Three is for mines which experience difficult conditions caused by depth and heat.

year it went down to 1,26 free periods of up to one-million shifts. Most recent to achieve this record, reached only by five other mines in the country, is the Durban Roodepoort Deep, a member of the Rand Mines group, which did so for the eighth time.

Two other mines to achieve this feat are the Blyvooruitzicht and Harmony mines which also belong to Rand Mines. In a statement the mine's manager, Mr Hugh Stoyell, said it had

THE NUMBER of people killed or injured in South African gold mines has declined considerably, according to figures released by the Chamber of Mines recently.

Before 1958 five out of every 1 000 miners died in various accidents underground and 64,42 per 1 000 were injured. This figure has today gone down to 32,1 for every 1 000 casualties and 1,25 fatalities for every 1 000 miners.

In 1980 the fatality rate was 1,32 per 1 000 miners and the following



tents after they had been put up for a third time.

# nts tent reprieve

taken away for a third  
following discussions  
Bishop Desmond Tutu,  
of Churches and Rever-  
Churches.

## MSHIBE

About 10 armed black  
and white Wrab police-  
men watched as  
three other policemen  
pulled the tents down,

## ith death

end up with you We  
will destroy you"

Mrs Sebe, who said  
she was extremely con-  
cerned about the safety  
of Gen Sebe and her  
son, a corporal in the  
Defence Force, said she  
had reported the threats  
to Divisional Com-  
mander of Police, Brig  
L B Madolo

"I am not so con-  
cerned about their de-  
tention as to their  
safety. People can get  
strangled or poisoned in  
prison"

bringing the total num-  
ber of tents confiscated  
in this manner to nine.

The tents are home to  
25 adults and five child-  
ren, some as young as 12  
months old. One of the  
women, Esther Totabi is  
pregnant

The tents were first  
pitched last Friday eve-  
ning Wrab pulled them  
down on Monday. Black  
consciousness and  
church organisations,  
with a resolve to defy  
Wrab until the homeless  
are properly and suit-  
ably accommodated,  
pitched the tents again  
the same evening, only  
to be pulled down the  
following day

On Tuesday evening  
they were up again and  
they again went down  
yesterday morning The  
police confiscated the  
tents

Five of the students  
who had since Friday,  
constantly kept a vigil  
on the spot, were ar-  
rested on Monday min-  
utes after Wrab police  
had removed the tents

# New hitch in mine talks

THE National Union of  
Mineworkers (Num) has  
refused to accede to a re-  
quest from the Chamber  
of Mines not to continue  
with further talks until  
there is a proper under-  
standing on both sides on  
what is meant by "the re-  
moval of racial discrimi-  
nation from the indus-  
try".

The Chamber of  
Mines and Num were  
supposed to continue  
their talks on conditions  
of employment At the  
historic meeting where  
the union was granted  
recognition the removal  
of discrimination from  
the industry and wages  
was finalised.

But when talks re-  
sumed to discuss out-  
standing issues, the  
Chamber of Mines  
asked for a clarification  
of the question of elim-  
inating racial discrimina-  
tion The union refused  
to reopen discussion on  
the issue, saying the  
chamber had already  
given an assurance that  
it would eliminate dis-  
crimination

The talks, which were  
postponed on Friday,  
resumed briefly yester-  
day and union secretary  
Mr Cyril Ramaphosa  
said he reiterated the  
stand previously taken  
"The chamber wants to  
put certain qualifica-  
tions on their commit-  
ment to remove  
discrimination will not  
mean making conditions  
of employment equal for  
all workers in the indus-  
try," said Mr Rama-  
phosa

"We are against man-  
agement setting precon-  
ditions for the continua-  
tion of our negotiation  
talks We are not going  
back on an issue which  
was understood by both  
parties at the previous  
talks," he said

Mr Ramaphosa said  
unless they removed the  
preconditions they  
would declare a dispute  
The representatives of  
the chamber who met  
with Num yesterday are  
going to get a ruling  
from their principals and  
will report back to Num

## Labourer wins case

A MAGALIESBURG  
farm labourer shot in the  
leg for trespassing by a  
local white farmer three  
years ago, was this week  
paid R600 plus legal  
costs following an out-of-  
court-settlement in Krug-  
ersdorp on Monday.

The settlement is a se-  
quel to an incident in  
which Mr Matse Daniel  
Montsioa (54) was shot  
and injured while visit-  
ing his brother-in-law at  
a Magaliesburg farm  
owned by a Mr J du  
Plessis in October 1980

In his affidavit, Mr  
Montsioa said Mr du  
Plessis came into his  
brother-in-law's house

and fired a shot at him  
"without a reason" The  
farm worker was injured  
in the leg as a result, and  
spent a night in a police  
cell after the farmer laid  
a trespass charge against  
him

A marathon civil ac-  
tion instituted by Mr  
Montsioa, with the  
help of Legal Resource  
Centre in Johannesburg,  
shortly after the shoot-  
ing incident, came to a  
dramatic end this week  
when the farmer paid  
the complainant R600  
plus legal costs.

## Focus on creches

PARENTS with children  
at pre-primary schools  
in Kwa-Thema, Springs,  
are invited to a seminar  
on Friday that will ad-  
dress itself to problems  
affecting their depend-  
ants.

KEEP YOUR HOME AND FAMILY SAFE!

# Security Fencing

# Deadlock broken on mine talks

Labour Reporter

143  
The Chamber of Mines will continue negotiations on conditions of employment of the members of two trade unions next week after a deadlock was averted yesterday.

The National Union of Mineworkers and the Federated Mining Union had warned that a dispute could exist between them and the chamber.

This would arise unless the employer body was willing to agree to take the issue of racial discrimination in employment on mines off the negotiating agenda.

The chamber agreed to this yesterday, and a spokesman said today that this would allow negotiations to continue next week on other employment conditions.

unfair dismissal never actually amounted to dismissal. Therefore, such a dismissed person is entitled to receive all pay and benefits owing to him since his unfair dismissal

22/7/83

FWA

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~~145~~

### UNIONS Employer obligation

Employers faced with decisions over union recognition, dismissal and retrenchment would be wise to study the case between Court's determination in the United African Motor Fodens (SA) and the United African Motor and Allied Workers' Union (Uamawu). Last week the FM provided lawyers of the case. Some who have had time in the past week to analyse the court's interpretation of the case, which seems to create extremely important new precedents. They believe it shows that the view that an employer does have an obligation to bargain in good faith with a representative union. They say the following collective bargaining is a good thing, therefore there should be good reason why people should seldom be good reason and talk. In such circumstances, the most appropriate mouth-piece of employees would be a union with majority support.

The court's decision in the Southern African Society of Journalists' case seems to take the effect was to order an employer to bargain in good faith where there had been a long-established relationship between a union and an employer. The determination in the Fodens case seems to imply that there is an obligation to bargain in good faith with a representative union, even if there has been no relationship with it in the past. The Fodens case also shows that the court believes that retrenchments must be conducted in a fair manner and that employers retrenching workers must use objective criteria, such as last-in-first-out (lifo), and not retrench people for disciplinary reasons. The implication of the decision on an application by one dismissed employee appears to be that the court will rule that an

F.M. 1/1/83  
143

conditions of employment, "Irrespective of occupation or rank." It also said agreements between various unions would not necessarily be identical. The chamber also argued that it would be difficult to discuss other matters before this had been clarified.

The employer view is that there are practical difficulties in eliminating discrimination, given the extremely wide range of occupations on the mines as well as the complex agreements concluded with different unions and officials' associations. Not surprisingly, however, the NUM is opposed to attempts to qualify the commitment. The union has refused to again discuss the commitment, insisting that it has already been dealt with.

The union has warned that it will declare a dispute — a preliminary step towards possible legal action or the holding of a legal strike — if the deadlock is not broken soon.

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### MINE LABOUR Deadlocked on race

143

Relations between the Chamber of Mines and the black National Union of Mineworkers (NUM) continue to deteriorate. When the FM went to press, the chamber and the union were deadlocked over the interpretation of a commitment to eliminate race discrimination in the mining industry.

That commitment was made by the chamber during wage negotiations last month. At talks held last week to discuss many outstanding issues, the chamber sought a clear mutual understanding of what this entails.

The chamber reaffirmed its intention to eliminate discrimination, but said it did not see this as meaning the equalising of all

143

# Num talks to carry on

By PHIL MTIMKULU

THE NATIONAL Union of Mineworkers (Num) scored a small victory when the Chamber of Mines agreed not to press ahead with their demand that further talks should not continue until there was a proper understanding on what is understood by removing racial discrimination from the industry.

The second round of talks between the Chamber of Mines got bogged down when the Chamber wanted the issue of removing racial discrimination to be reopened. This issue was finalised at the first meeting between the

two bodies. The Chamber wanted to make this a precondition for the continuation of the talks, but Num stood their ground and refused. They threatened to declare a dispute.

The talks will now continue on Tuesday.

Watching these developments from the sideline is the White Mine Workers Union of Mr Arrie Paulos. When asked for his response to the elimination of racial discrimination in the mining industry, Mr Paulos told The SOWETAN that they would cross that bridge when they reached it.

By ANTON HARBER  
Political Reporter

THE week-long deadlock between the Chamber of Mines and mining unions was broken yesterday when it was agreed that the question of racial discrimination would be removed from the agenda of their talks

The parties — the Chamber, the National Union of Mineworkers and the Federated Mining Union — will continue negotiation on 17 outstanding issues on Tuesday

The deadlock began last week when the chamber asked for discussion on an earlier joint commitment to

(143) ROM 22/7/83

# Mining deadlock broken — 'race' cut from agenda

remove racial discrimination

The chamber wanted to make it clear that this did not mean that "all workers would be treated the same", since there were different unions with different agreements

The unions refused to dis-

cuss the matter, saying it had been settled when the joint commitment was issued

But yesterday, during the third meeting between them this week, it was agreed to remove the item from the agenda and "deal with it in another manner", according to a spokesman for the

chamber

Mr Cyril Ramaphosa, general secretary of the NUM, confirmed that the chamber had agreed to remove the race issue from the agenda

He also said one of the issues that remained to be discussed was a demand that black workers who, by virtue of a special exemption, were doing jobs reserved by law for whites would be payed the same as whites

Other demands to be discussed were annual leave, accident leave, paternity leave and the preservation of employment and working conditions in the event of changes in technology

Star 22/7/83

# Food union frustrates a coup bid

## Labour Reporter

A dispute in the Food and Beverage Workers' Union (FBWU) has been resolved with the union condemning the actions of a group which tried to take control of the organisation last month

On June 11 an interim committee announced it had expelled most of the

FBWU's executive for several reasons, including claims that officials had not kept members informed of union negotiations and financial records

But, at a meeting of the union's national executive last weekend, the interim committee was condemned and was said to have acted unconstitutionally in expelling executive members

Criticism was also levelled at the union's East Rand branch for its activities and legal proceedings were reported to be pending against a former organiser for allegedly abusing a colleague.

Last month the FBWU lost some of its East Rand members who joined the rival Sweet, Food and Allied Workers' Union. Defecting members said the FBWU had failed to keep them informed and fully represented

The FBWU then accused the rival union of poaching members



# Union acts against organiser

143 Mail Reporter *DDM* 22/7/83  
A SECOND special national conference of the Food, Beverage and Allied Workers' Union has confirmed the dismissal of a union organiser, adding that criminal procedures would proceed against him.

The conference also condemned the behaviour of some members who disrupted their first special conference last month.

The second conference was held in Kagiso, Krugersdorp, last weekend, after the first conference had to be cancelled by the president because two of the union's four branches walked out.

At the first special conference, the union's national executive was ousted and an "interim committee" formed.

In a statement issued yesterday, the union said the second special conference attended by all the regions, passed a vote of confidence in the national executive and ruled the "interim committee" to be unconstitutional.

The behaviour of the East Rand region at the previous conference was condemned as "undisciplined and intimidatory".

The statement said the East Rand regional committee would be given a chance to reconsider its position, failing which, action would be taken against them.

The dismissal of a union organiser, Mr Paul Ntuli, was confirmed. The East Rand committee had contested his dismissal.

The statement also said that charges against Mr Ntuli would proceed as soon as possible.

# Unions 'here to stay'

EMPLOYERS must learn to live with organised labour in a more constructive manner, says the President of Cape Chamber of Commerce, Mr R W Stern

He was commenting on an important industrial court ruling last week in terms of which Fodens (SA) was found to have committed several unfair labour practises

The company has been ordered to compensate three workers, refrain from using derogatory words such as *boy* and *kaffir* and to meet the terms of a settlement with the United African and Allied Workers Union.

The application was brought by the three workers and the union, an affiliate of the Council of Unions of South Africa (Cusa)

"Despite labour legislation, relations between employer and staff need to be regularised so that retrenchment procedures, grievance and disciplinary procedures should become standard practice for any firm whether there is a union involved or not

"It is against the law to victimise someone because he belongs to a union and, equally so, someone who does not belong to a union.

"Retrenchment must be an acceptable procedure with employees," Mr Stern said

*C. Herald 23/7/83*  
*(K3)*

CAPE TIMES  
29/7/83

# Union claims bar on meeting strikers

Staff Reporter

THREE members of the General Workers' Union (GWU) have claimed they were prevented from entering Mfuleni township and meeting with striking workers from Blackheath's African Spun Concrete Company on Wednesday night.

Production at the company came to a halt on Monday following months of worker dissatisfaction at the management's failure to recognize the GWU Negotiations over several months to establish the union's representation at the factory have so far failed

## Permits

The general secretary of the GWU, Mr David Lewis, said yesterday that he and two other members had been refused entry to the township by Administration Board security guards, who said they would be arrested if they entered the township without permits

"I don't understand it — we've been going to meetings in Mfuleni without a permit for the past 18 months and have never been questioned," said Mr Lewis

He said the union had more than 2 000 members in the township and warned that many of the workers might read management complicity into their barring of the unions officials from the township

"This could cause major problems for management if they want to have any type of relations with their employees," said Mr Lewis

Numerous attempts to obtain comment from a WCAB spokesman failed yesterday

● In another dispute involving GWU members, about 350 employees of the Provincial Roads Department in Beaufort West downed tools this week.

According to a GWU spokesman, the workers, who have always been paid on the 22nd day of the month, were told last week that they would be paid a week late. After a week had passed and there was still no sign of their money, they downed tools and demanded it, the spokesman said

He said the Roads Department management had locked the workers out yesterday morning but that after negotiations with the workers' committee, had agreed to pay the workers and work would be resumed today

# Union gets cold shoulder after theft allegations

*Sowetan*  
3/8/87

143

By PHIL MTIMKULU  
BECAUSE union officials were not helping to stop thieving which was taking place at the company, Steiner Services refused to talk to an official of the South African Laundry, Dry Cleaning and Dyeing Workers Union when he came to represent a dismissed worker.

Mr Siphon Mtshemla, the national organiser of the union, said he was told this by the factory manager, Mr Henry Smith, who also alleged

that in all probability the thieves were union members

"I had hardly opened the discussion on the purpose of my visit when Mr Smith told me that he was through with the union and did not want to talk to us any more. He said there was a lot of thefts taking place in the company, and union officials were not helping to stop them," Mr Mtshemla said

But, he said, they were going to submit a

copy of the agreement the union had with Steiner Services and if the firm did not want to negotiate, they would probably take the matter to the industrial court. He said the company's refusal to negotiate with the union was an unfair labour practice.

Mr Smith refused to comment.

• Meanwhile, striking workers at Litemaster Products have vowed to remain on strike until all dismissed workers have been rehired

absence of successful attempts to reduce the over-all unemployment problem, and without national measures to reduce working hours, a variety of approaches to reducing the supply of labour or otherwise sharing work more evenly across the labour force may well come to occupy a more prominent position. Likewise, extensions of worker participation in management or in capital ownership may be given renewed force as a compensation for wage moderation and attempts to improve profitability (itself diagnosed as one constraint on employment expansion). Improvements in the quality of working life, already widely under discussion, may make more rapid progress towards implementation than has been the case in the 1970s. Thus, the content of collective bargaining may become increasingly diverse, posing challenges of preparedness and education for bargainers on both sides.

Finally, as already stressed, the limitations on this general paper must be clear. All that can be gleaned from this wide-ranging review is a forecast of general tendency. Individual countries may prove to be exceptions, and others will undoubtedly find alternative solutions to the particular problems we have identified. But hopefully this attempt to provide a general prediction of tendencies will at least provide a focus for more detailed discussion.

Case 15  
**withdrawn**

THE millionaire's son who appeared in the Randburg Magistrate's Court ten days ago after his father brought a charge of unauthorised borrowing against him had the case withdrawn by the State on Monday.

Mr Clifford Press son of Mr Sydney Press former chairman of the Edgars Group and owner of the July winner Tecla Bluff, appeared on allegations of unauthorised borrowing as well as assaulting Mr S Truswell, a friend of his father.

The charge sheet alleged that Mr Clifford Press had removed personal documents from the control of his father without his father's permission between June 21 and 28 with the intent to use them for his own purposes.

Mr Clifford Press did not appear in court on Monday.

**Ban on Saspu paper lifted**

By ANTON HARBER

THE South African Students' Press Union (Saspu) has won an appeal against the banning of the May 1983 edition of its newspaper Saspu National.

This means that Saspu has succeeded in having bannings overturned every time it has appealed to the Publications Appeal Board.

Of five bannings in the past 18 months, three have been overturned on appeal and two are still pending. Before then Saspu had not appealed against bannings.

The two appeals still pending are against the banning of another publication, Saspu Focus.

Saspu also won recently an appeal against a ruling that would have forced it to submit copies of every edition to the censor before distribution.

Saspu distributes about 15 000 copies of its newspapers on and off campus.

ROOM 3/8/83  
**Supreme Court test for labour law issue**

By STEVEN FRIEDMAN  
 Labour Correspondent

A KEY labour law issue — the refusal of the industrial court to grant costs to parties who win cases before it — is to be tested in the Supreme Court for the first time.

In general, parties who use the court — a key element in the new labour dispensation — must pay their own legal costs even if they win the case.

Lawyers have argued that this places a severe financial burden on unions and workers who have limited resources and therefore sharply limits their ability to make use of the court.

Now the United African Motor and Allied Workers Union, an affiliate of the Council of Unions of SA, is to appeal to the Supreme Court against an industrial court decision not to grant it costs in an

action it recently won.

The case against motor firm Foden's was seen as a key precedent-setting case because the court ordered the company to negotiate with the union a decision which was seen as an endorsement of the view that employers are compelled to negotiate with majority unions in their plants.

The union's lawyer said yesterday that the appeal against the court's decision not to grant costs had already been noted. He said the appeal also dealt with certain technical matters in the court's judgment.

The law setting up the court severely limits its right to award costs to the party which wins an action.

The court may do this only if it finds that one of the parties brought the action or opposed it "frivolously" or "wilfully".

In practice, the court has not used this power and in all the cases brought before it each party has had to pay its own costs regardless of the result.

Unions and lawyers argue that this acts as a powerful bar on unions and workers' ability to use the court.

In actions before the court, one side's costs may be well in excess of R10 000, a sum which unions and lawyers argue is often beyond the means of workers and their unions.

The knowledge that they will have to pay this amount even if they win their case often means that they avoid using the court, thus frustrating the purpose for which it was established, they argue.

The Foden's appeal will test this principle and is therefore certain to be closely watched by both employers and unions.



Tara Simpson, 19, of Parkmore, Sandton, shows off some ropery seamanship in the rescue craft which is to be raffled by the National Sea Rescue Institute at the Ellis Park Boat Show between August 10 and 14.

Picture: RAYMOND PRESTON

ROOM 3/8/83  
**New row looms over land plan**

Labour Correspondent

A NEW wrangle between the leadership of the Johannesburg Municipal Combined Employees' Union and a "reformist" group in the union seems imminent.

Yesterday, the "reformists" lodged an objection to the union's decision to buy 1.3ha of land in Eldorado Park for R52 000, even though the union's chairman Mr George Huntley, signed the deed of sale for the land on Monday.

The union plans to build flats and a shopping complex on the land and says the flats will ease the coloured housing shortage.

The "reformists" are using a clause in the union's constitution which says it may not buy land without giving members 30 days in which to object to the purchase.

If five or more members object within that period the union must hold a ballot on the issue.

**Weather**

THE Weather Bureau's forecast for TRANSVAAL — Fine to partly east and north. Frost will occur — FREE STATE and CAPE north but warm over Gordonia. It will be State in the morning and frost w CAPE south of the Orange — south west coasts with light rain in along the west coast. NATAL — Fine to partly cloudy SOUTH WEST AFRICA — F-BOTSWANA — Fine to partly

TEMPERATURES ARE CELSIUS

Rand Daily Mail Weather Station

YESTERDAY TUESDAY  
 August 2, 1983  
 Temperatures  
 09h00 14h00 21h00  
 14°C 19°C 11°C  
 Humidity  
 25% 20% 40%  
 Max temp 20°C  
 Min temp 6°C  
 Rain 24 hours to 20h00  
 Nil  
 Sunset today 17h42  
 Sunrise tomorrow  
 06h46



**SOUTH AFRIC**

	°C	
Bloomfontein	20	Jan Smuts
Cape Town	17	Pietersburg
Durban	28	Port Elizabeth
East London	21	

SOUTH AFRICA Hottest at 14h00 derton -3°C  
 TRANSVAAL Hottest at 14h00 ton -3°C

**THE WORLD**

	Min	Max	
	°C	°C	
Amsterdam	14	18	Cloud
Athens	23	35	Cloud
Berlin	14	20	Cloud
Brussels	11	19	Cloud
Buenos Aires	5	11	Cloud
Chicago	19	30	Clear
Hong Kong	27	32	Clear
Jerusalem	18	30	Clear
Lisbon	16	26	Clear
London	13	18	Cloud
Madrid	18	33	Clear

**Police believe US couple were murdered**

STUTTGART — Soldiers found two decomposed bodies in the cellar of an American military apartment house on Monday and police believe the couple were murdered, a US Army spokesman said yesterday.

The spokesman for the Stuttgart military community said residents of the apartment block in the US Pattonville Military Housing Area alerted the Army administration office when they noticed a

foul odour coming from a storage room. "The decomposed bodies of a man and a woman wrapped in blankets and a canvas-type material were found in the storage room," the spokesman said.

He said the circumstances and types of injuries found on the bodies led West German and American military police to suspect the couple were murdered.

West German police said the couple thought to have been dead for more than

a week, were Americans who had lived in the Pattonville housing area.

The Army spokesman said the couple could not be identified until a post mortem had been completed.

"To say how long they had been dead at the moment would just be conjecture," he said. "It has been very hot recently and the bodies would decompose quickly" — UPI

JOHANNESBURG, WEDNESDAY, AUGUST 3, 1983

ROSEBANK MALL  
 05/29/83  
 R62,50  
 Set  
 NTS  
 ALL FASHION

~~157~~ 143 ~~133~~

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### MINE LABOUR

## Deadlock averted

Talks between the Chamber of Mines and unions representing black, coloured and Asian workers in the industry are continuing. A deadlock between them over an interpretation of a commitment to eliminate race discrimination in the mining industry appears to have been averted — at least for the moment.

The chamber made this commitment during wage negotiations in June. However, at talks held last month to discuss other conditions of employment in the industry, the chamber sought a clear understanding from them of what this entails. The black National Union of Mineworkers (NUM) and the black, coloured and Asian Federated Mining Union (FMU) opposed this effort, perceiving it as an attempt by the chamber to qualify its commitment.

A deadlock seemed imminent and union leaders threatened to declare a dispute — a preliminary step towards possible legal action or the holding of a legal strike.

However, it seems that an impasse on the issue has been averted — for the time being. The talks about conditions of employment are continuing and the whole question of the interpretation of the commitment has been removed from the agenda. However, the FMU understands that discussions on the commitment will still be held, and that the unions are busy formulating their position.

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~~143~~ (143) ~~143~~ RAM 8/8/83

WHY should anyone except lawyers be concerned about who is awarded costs in an industrial court action?

The answer is that the issue has a great deal to do with the ability of workers and unions to make use of the court at all. And the court is a cornerstone of the new labour dispensation.

The normal practice in the courts is that the winning party has its costs paid by the loser. This means parties who can't afford litigation, but are sure they will win their case, will not be forced to foot the bill.

Not so in the industrial court. The law setting it up allows it to grant costs only if it believes a party has engaged in an action wilfully or frivolously.

The court has interpreted this strictly and has invariably ordered each party to pay its own costs regardless of the result.

These often exceed R10 000 and workers and unions, to whom the sums involved are enormous, must meet the full bill even if the court decides they were in the right.

It is not difficult to see how this can prevent them making use of the court.

The court provides a forum where disputes can be resolved without factory confrontation and the costs stipulation limits the extent to which it can play this role.

Now the issue will be tested in the Supreme Court. Cusa's United African Motor Workers Union has appealed against the court's decision not to grant it costs in the Foden's case, which it won.

This is the first Supreme Court test on the costs issue.

~~150~~ 143 ~~155~~ 204  
1983 5/18/83

THE South African committee of the International Metalworkers Federation is a rarity — it brings Fosatu, Cusa and Tucsa unions together in one body

The committee was recently re-formed after a split in its rank

This becomes topical in the light of recent metal wage talks in which some unions accepted an employer wage offer and others did not.

Now there is talk of the committee trying to develop a common strategy towards negotiations among members

The gulf between some of the unions is massive and the odds are against a working alliance

But if it did occur, the implications for bargaining in the country's major manufacturing industry could obviously be immense



# Politics and the worker interests

RELATIONS between unions and political groups has been in the news of late

Two bodies formed to fight Government constitutional proposals, the United Democratic Front and the National Forum Committee, have both seemed eager to win the membership of trade unions

Last week the UDF said it had appointed a committee to approach the biggest emerging union group, Fosatu, to request it to join

Since the unions are the biggest focus of black mobilisation in the country, winning their support is obviously crucial to the new bodies

In some cases they have succeeded — the Council of Unions of SA has joined both groups and unions like the SA Allied Workers Union have backed UDF

But they are certain to find unions like Fosatu, the General Workers Union and the food and canning unions much harder to woo

These unions fear that, by joining a particular group, they could alienate members who do not support it. But there is another reason for their stance

For some time, Fosatu in particular has argued that previous black union movements made a mistake by allying themselves directly with political movements

These movements are, of course, made up not only of workers but of professionals, business people and the like

Unionists argue that, because the "elite" have more education and time at their disposal than workers, they usually come to take up the key leadership positions in the political movement

This, they add, means worker interests take a back seat and unions may be called on to take action which fits the priorities of the "elite" leaders of these movements, but may conflict with worker priorities

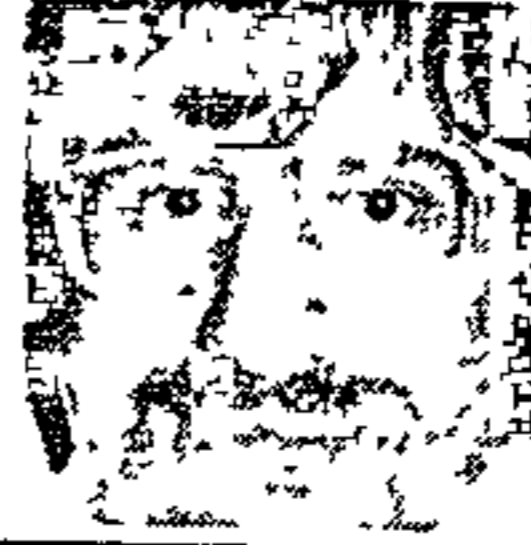
So groups like Fosatu tend to prefer independent action on these issues, while building up leadership skills among workers

So in Cape Town the unions have organised their own campaign on the constitution

Of course, this is not a universal view among emerging unions. Some argue that unions who fail to join political movements are turning their back on the political aspirations of blacks

Whether this will become a bone of contention in the present union unity talks remains to be seen

## Labour Week



By STEPHEN  
FRIEDMAN

143 (2)

## NUM signs agreements

Labour Reporter

The fast-growing National Union of Mineworkers (NUM) yesterday signed two more recognition agreements with the Chamber of Mines, covering the Rand Refinery and The Employment Bureau of Africa (TEBA) — both in the Transvaal

This gives the union negotiating rights for the 750 workers in the chamber's two key service areas, the general secretary of the Cusa-affiliated union, Mr Cyril Ramaphosa said

The agreements are significant steps forward for the year-old union as the refinery processes all the gold South Africa produces, and TEBA is the channel for all workers recruited on to the mines

The union has now signed a total of 10 recognition agreements in the mining industry and claims a membership of 30 000. There are an estimated 500 000 black workers on the mines

# Num victory

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THE NATIONAL Union of Mineworkers (Num) scored yet another victory when they signed a recognition agreement with the Chamber of Mines which will cover 800 workers of the Rand Refineries and Teba.

*Sowetan* ~~(S)~~

This agreement is separate from the one Num signed with the Chamber of Mines in respect of mineworkers working in the gold mines. Rand Refineries and Teba are service arms of the Chamber

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Today Num and the Chamber will negotiate on wages

# Black miners union in key move

NUM  
9/8/83

By STEVEN FRIEDMAN  
Labour Correspondent

THE black National Union of Mineworkers yesterday signed a recognition agreement with the Chamber of Mines giving it bargaining rights at two arms of the chamber, Rand Refinery and The Employment Bureau of Africa (Teba), its general secretary, Mr Cyril Ramaphosa, announced yesterday

Yesterday's recognition agreements are important breakthroughs for the union because, although relatively few workers are employed at Teba and Rand Refinery, both are key areas of the mining industry's operation

Mr Ramaphosa said wage negotiations on behalf of workers at Rand Refinery would begin today. The union would bargain with a chamber negotiating team

He said Teba workers had already received their annual wage review so this would not be negotiated

Teba is the chamber's recruiting arm and is responsible for recruiting black labour for all chamber mines

Mr Ramaphosa said Rand Refinery, which is based in Germiston, employs about 250 workers

Comment from the chamber could not be obtained yesterday

The NUM recently became the first union to win bargaining rights on behalf of black mineworkers when it won recognition which enables it to bargain for workers in specific job categories on eight mines

As a result, it negotiated black wages with the chamber this year along with the Federated Mining Union, which represents coloured and black workers

The NUM claims a membership of 30 000

~~143~~  
Labour Reporter

The Food Beverage Workers' Union (FBWU) this week won a struggle for union dominance in the Springs process food division of Irvin and Johnson

Intense inter-union rivalry between the Cusa-affiliated FBWU and Fosatu's Sweet Food and Allied Workers' Union (SFAWU) led to a verification exercise being held on August 9 to determine the representativeness of both unions

The outcome of the exercise, based on signed stop orders, revealed 52,77 percent support for the FBWU and 37,4 support for the SFAWU

At a meeting with the two unions before the exercise, I & J management

## Loser dissatisfied after union battle

emphasised that, while they agreed with freedom of association and collective bargaining, they were prepared to recognise only one union on site. It was for the workers to decide which union should represent them, the group's industrial relations officer, Mr T Brodrick, said yesterday

The meeting was also told that the rivalry between the two unions was disturbing to both the workers and the company and it was proposed that the loser in the verification exercise should bow out gracefully. Only

one union agreed to this proposal

Mr Brodrick said that the outcome of the verification exercise was rejected by the SFAWU representatives who alleged that some workers had been victimised and forced to sign FBWU stop orders. They then requested that a referendum be held among the workers

Neither the FBWU nor management accepted the proposal as the SFAWU had initially rejected a proposal for a referendum in favour of a verification exercise

(143) ~~107~~ ~~128~~  
ROM 12/8/83

# Stop order test in battle for workers

## Labour Correspondent

A BATTLE over recruiting at Irvin and Johnson's Springs plant between unions in the food industry affiliated to the Federation of SA Unions (FOSATU) and the Council of Unions of SA (CUSA) has ended in victory for the CUSA union, according to both it and the company.

But the FOSATU union disputes this and says it will make fresh attempts to demonstrate that it has majority support.

These claims follow a recruiting war in which FOSATU's Sweet, Food and Allied Workers' Union was accused of "poaching" members from CUSA's Food, Beverage Workers' Union, which is recognised at the plant. FOSATU has denied this, saying workers had approached it and asked it to recruit at the plant.

On Tuesday I&J held a "verification" test to determine which union had majority support. The test was based on the number of "stop orders" workers had signed for each union, asking the company to deduct union dues on their behalf.

According to a CUSA spokesman and a company statement issued yesterday,

the CUSA union submitted stop orders on behalf of 52,7% of the 450 or so workers at the plant and the FOSATU union on behalf of 37,4%.

But a spokesman for the Sweet, Food and Allied Workers' Union, Mr Chris Dlamini, disputed the test's validity and alleged some workers had been "pressured" by foremen into signing stop orders on behalf of the CUSA union.

He said his union had told the company it would approach it soon for a new test, but I&J's statement yesterday implied it would oppose this.

The company said it told the unions before the test it was only prepared to recognise one of them at the plant and suggested that the loser "bow out gracefully".

Mr Dlamini claimed that before the test, Sweet, Food had submitted 245 stop orders to the company, whereas Food, Beverage had submitted only 194.

"Between then and the verification exercise, 94 workers who had signed our stop orders took out Food, Beverage stop orders.

"We have evidence they were pressurised into doing so," he said.

# Unionists <sup>(143)</sup> detained <sup>12/8/83</sup> and hospitalised

Labour Correspondent

TWO members of a trade union which is organising workers at the Gompo bus service in Mdantsane township have been in Ciskei police detention since July 30 the Council of Unions of SA said yesterday

CUSA also charged that another member had been detained by Ciskei police on July 30 and later released and that two of the three had been taken to hospital while in detention

Repeated attempts to obtain comment from Ciskei authorities were unsuccessful yesterday

According to CUSA, three members of its Transport and Allied Workers Union, Mr Cameron Nzimane, Mr Solomon Phehla and Mr Lulamile Qumarane, were detained by Ciskei police

It said the three were members of an action com-

mittee attempting to organise workers at Gompo which is being boycotted by commuters resulting in unrest and mass arrests in Mdantsane

According to CUSA Mr Phehla was taken to hospital during his detention but was subsequently released It said Mr Nzimane and Mr Qumarane were still being held

CUSA said Mr Nzimane had later been admitted to Cecilia Makiwane Hospital in Mdantsane where he was still a patient

"We also fear that Mr Qumarane could be in a bad physical state and could face hospitalisation," CUSA's spokesman added

CUSA unions had not previously been active in the Mdantsane-East London area and it was only revealed yesterday that the TAWU had been organising workers at Gompo

# Pay offer short of demands

13 | 8 | 83  
Labour Correspondent

THE Chamber of Mines has offered members of the black National Union of Mineworkers at its Rand Refinery in Germiston pay rises of R20 to R33 a month, a chamber statement announced yesterday

The offer falls well short of the NUM's demands. However, the statement says the union has agreed to take it back to its 230 members at the refinery and to reply to the offer today or on Monday

The negotiations follow the signing of a recognition agreement between the chamber and NUM this week, which gave the union bargaining rights at Rand Refinery and at the Employment Bureau of Africa (Teba), the chamber's recruiting arm

Though only about 750 black workers work at Rand Refinery and Teba, they are seen as key areas of the mining industry's operation and the agreement was seen as a breakthrough for the NUM

The union began negotiating pay at Rand Refinery on Tuesday, the day after the agreement was signed, but is not negotiating at Teba this year because the annual wage increase there has already been awarded



# Num in dispute over pay hikes

By PHIL MTIMKULU

THE NATIONAL Union of Mineworkers (Num) is going to declare a dispute with the Chamber of Mines following the Union's rejection of pay rises offered by the chamber in wage talks last week.

The Chamber of Mines had offered mem-

bers of Num at its Rand Refinery in Germiston pay rises of R20 to R33 a month. This offer however fell far short of what Num had demanded. The union had then informed the chamber that it would take the offer back to its members for a decision.

Yesterday the general secretary of Num, Mr

*Sowetan 16/8/83*  
Cyril Ramaphosa, said the workers had rejected the offer on Friday.

The negotiations followed the signing of a recognition agreement between the chamber and Num last week. It gave the mineworkers' union bargaining rights at Rand Refinery and Teba.

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# NUM declares dispute

16/8/83  
By STEVEN FRIEDMAN  
Labour Correspondent

THE black National Union of Mineworkers has declared a dispute with the Chamber of Mines at a key division of the Chamber, the Germiston-based Rand Refinery

The general secretary of NUM (an affiliate of the Council of Unions of SA), Mr Cyril Ramaphosa, announced yesterday the step was taken after members at the refinery rejected a Chamber wage offer at the weekend

The Minister of Manpower will now be asked to appoint a conciliation board to try to settle the dispute. If it fails to do this, the union may hold a legal strike ballot or take the matter to the industrial court

The dispute is the first called by NUM since it was

recognised by the Chamber recently

Although the refinery only employs about 250 black workers, it is a key area of the Chamber's operation and the dispute will provide an important test of the new bargaining relationship between NUM and the Chamber

It may also lead to an industrial court test of NUM's view that it is an "unfair labour practice" to introduce a new job grading system without negotiation with a representative union

The dispute follows an announcement by the Chamber last week that it was offering NUM members at the refinery an increase of R22 to R30 a month

Mr Ramaphosa says this is an 8% rise — well below the 40% demanded by NUM

He added that two other issues would form part of the dispute

The first was that the Chamber planned a new job grading system at the refinery which would mean workers would be downgraded to lower-paying jobs

The second point of dispute, he said, was that the Chamber had rejected a union demand that workers receive a 0,5% increment for each year's service. At present, he said, they receive only 65c extra for each year worked

Mr Ramaphosa said the Chamber would only introduce such an increment if workers' period of service was calculated from the time the agreement was reached — not a welcome proposition for workers with 25 year's service behind them

2019

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# Sacwu indaba (143)

THE Tembisa branch of the South African Chemical Workers Union (Sacwu) will hold a meeting tomorrow at the United Congregational Church at Endolweni Section. The branch chairman, Mr Vincent Sithole said they were going to inform their members about the achievements the union has met.

Sowetan 19/8/83

Sowetan 19/8/83

# 'We were fired for unionising fellow-workers'

By JOSHUA RABOROKO

TWO senior shop stewards of the Hotel Liquor Catering and Allied Workers' Union of South Africa (Hotelica) yesterday claimed that they were dismissed by Air Terminal Service management because they tried to unionise other workers.

The workers — Mr Lucas Nkosi and Mr Thomas Mokhathi — told The SOWETAN that most of the workers were prepared to join the union but they feared victimisation from the bosses.

The union's general secretary, Mr Hamilton Makadema, said that although they had tried to talk to the company bosses they were not prepared to listen.

"They advised us to go to the Industrial Council where we could talk for the workers. We found their demands impossible because we could not go to the council before they recognised us," he said.

"We deplore this kind of attitude by the management and demand the reinstatement of our members. If they are not reinstated we shall be forced to take legal action against the management."

Mr Makadema said that workers should not feel intimidated by the dismissal of the two. Those interested should approach the union to explain their cases.

A spokesman for the company confirmed the dismissals but declined to comment further.

143  
22/8/83  
NUM  
~~151~~ ~~211~~ ~~213~~

DISPUTES at plants employing about 250 workers are not usually landmark events

The dispute declared by Cusa's National Union of Mineworkers at the Chamber of Mines' Rand Refinery might well be the exception

This is the first dispute to be declared by NUM and it centres round wages

The two sides could hardly be further apart — the Chamber is offering 8%, NUM wants 40% — and a dispute is the first step towards a legal strike

The refinery refines all the gold produced by the Chamber of Mines, so its strategic importance to the mines — and the economy — is immense

So immense that there is already speculation that, should a strike loom, the Government might step in to ensure that the refinery's work is not halted

So the dispute is the biggest test thus far of the Chamber's new bargaining relationship with NUM

One other aspect is worth noting — NUM's threat to take to the industrial court a new chamber job grading system at the refinery

which, it says, will reduce workers' job status

If NUM's charges are accurate, the court and was introduced without negotiation could be asked to decide whether an employer can introduce key job changes without negotiation

□ □ □

Fm 19/8/83 ~~224~~

pressing Pretoria into making more concessions on the withdrawal of Cuban troops. But if he remains at his office, others will say he has not extended himself to the fullest in accordance with the mandate given him by the Security Council.

While Swapo is against his going to Namibia and talking to all the various political factions, members of the Western Five contact group are saying privately they would like him to travel.

On Monday, the chief US delegate to the UN, Jeane Kirkpatrick, asked to see the UN chief. She probably used the occasion to do some arm-twisting in favour of the visit. Then, the following day, the Secretary General summoned SA's Ambassador in Washington, Brand Fourie, and the SA permanent representative to the UN, Kurt von Schirnding, to his office to reply to a letter — handed in the previous week — containing the official SA invitation by Foreign Minister Pik Botha.

After that meeting, a smiling Fourie told reporters that any questions had to be addressed to the Secretary General himself. However, both he and Von Schirnding looked pleased.

Sources said after the meeting that Perez de Cuellar was seeking further clarification from SA on a number of points — a clear reference to the fact that the Secretary General is looking for some indication as to what he might get out of the South Africans in return for undertaking the trip. For its part, SA would welcome a visit by Perez de Cuellar at this, relatively early, stage of his tenure in office.

SA says a visit could lead to greater understanding of Pretoria's problems by the UN chief. If he does indeed make the trip, he will leave New York either this weekend or during the early part of next week. In any event, he must be in Geneva by August 28 to open an international conference on Palestine the following day.

## RACE RELATIONS

### Randburg steps out

Randburg's trail-blazing opinion survey of white residents' attitudes to integrated public amenities will be studied with interest by people and organisations wanting to de-racialise public amenities on a national scale.

The survey provides important information on attitudes of people living in predominantly English-speaking suburbs. Of the some 750 people interviewed, 71,2% were English-speakers and about 18% were Afrikaners.

The survey, conducted by the Human Sciences Research Council (HSRC), revealed that only about 30% of people interviewed would oppose sharing of all municipal facilities and would persist in refusing to accept this. About 32% said they would "accept" such a move, about 13% said they



Wits's Van der Vyver . . . exploring the legal implications

would actually welcome it, while about 11% said they would initially oppose it, but would gradually resign themselves.

This response has been welcomed by the Progressive Federal Party (PFP), which controls Randburg's management committee. It hopes to open the area's public amenities to all races.

A similar survey of "blacks who sleep in Randburg" revealed, not surprisingly, that nearly 93% of blacks agree that amenities such as swimming baths, cinemas, public toilets, clinics and libraries should be opened to all races.

The provisional HSRC findings, released earlier this week, will be passed on to the President's Council's Community Relations Committee currently investigating the provision of amenities for all races in towns, cities and on the open road. The information will be used by the HSRC, which absorbed half the costs, in its own nationwide survey of group attitudes.

Apart from the two "provisional" opinion surveys which were overseen by Nic Rhodie of the Institute for Sociological and Demographic Research, the Randburg report includes a detailed memorandum by Wits University's Johan van der Vyver on the legal implications of opening public amenities to all races in the municipal area of Randburg.

Van der Vyver states in his summary: "Statutory law that might obstruct attempts of a local authority to open public municipal amenities to members of all population groups entails a great variety of proscriptions and directives." But he points out that, surprisingly enough, there are no

parliamentary or provincial laws which place an outright prohibition on Transvaal local authorities integrating public municipal amenities.

However, in terms of certain provisions of the Group Areas Act, the presence of Africans on land or in premises containing municipal amenities would under particular circumstances be punishable. Van der Vyver adds Theatres and cinemas, for example, could come within the ambit of this proscription, as well as such amenities whose use entails the presence of blacks for longer than a day. A permit obtained in terms of the Act could, however, clear the way. But he warns that Africans who avail themselves of integrated public amenities in the "white" section of an urban area could fall foul of the curfew regulations of the Blacks (Urban Areas) Consolidation Act.

Van der Vyver also points out that there are several statutory provisions that could be used by "higher authority" to prevent integrated use of facilities. The Provincial Administrator can veto every by-law passed by a city or town council intended to integrate any public municipal amenity in terms of the Local Government Ordinance and, possibly, the Reservation of Separate Amenities by Local Authorities Ordinance 8.

If applicable, this Ordinance can be used to prevent the integration of all public amenities except, in Van der Vyver's opinion, swimming pools, buses and the municipal cemetery. The obligation of segregating buses or seating facilities on buses, he adds, can be imposed on local authorities by virtue of the Transportation Act.

## LABOUR DISPUTES

### Melting pot

Another important trial of strength is looming between the Chamber of Mines and the black National Union of Mineworkers (NUM). This time the union and the chamber are deadlocked in negotiations over the wages of black employees at the Rand Refinery.

The refinery is an extremely important area of the chamber's operations, and is one of SA's most strategic plants — all of the country's gold is refined there. The NUM claims to represent virtually all the some 250 blacks employed there.

The union has declared a dispute with the chamber and has asked the Minister of Manpower to appoint a conciliation board. If the dispute is not settled by the board, the union has the option of either going to the Industrial Court, or going through all the necessary procedures to hold a legal strike.

The chamber is declining to comment on the impasse at present. The NUM says it

continued on page 51

(151) (143) (211) Fm 19/8/83

has rejected a chamber offer of an 8% wage increase. The union is seeking a 40% pay rise for workers at the refinery, but appears to be willing to regard this figure as negotiable if certain other demands are met. The NUM is, for example, demanding that workers receive an increment of 0.5% of annual pay for each year of service. It says the chamber is willing to introduce this — though not on a retrospective basis.

The union also believes that the chamber has committed an unfair labour practice by introducing a new job grading system at the refinery without having negotiated it with a representative union. The NUM claims this system will result in most jobs held by its members being downgraded.

The dispute is likely to attract widespread interest, given the fact that a strike at the refinery could hamper gold production. Government does have emergency powers to intervene in a dispute in such a strategic industry, and order compulsory arbitration. But some employer sources tell the FM they hope this will not happen, and emphasise their belief that the dispute can be resolved through the normal collective bargaining process.

This is not the first time that the chamber and the NUM have clashed in recent months. The ink had hardly dried on the wage agreement they reached in June when NUM general secretary Cyril Ramaphosa called for a re-opening of the

talks, angrily claiming that the union had been misled by employers during the negotiations. The chamber denied having done this, and a showdown was averted after further discussions between it and the union.

Another clash loomed last month when the NUM and the black, coloured and Asian Federated Mining Union (FMU) opposed what they perceived to be a chamber attempt to modify its commitment to eliminating race discrimination in the mining industry. A confrontation on this issue was avoided — for the time being — when it was removed from the agenda of talks over various conditions of employment in the industry.

## NAMIBIA

### Talks about talks

Impatience within Namibia about the eternal stalemate may produce potentially significant developments in local politics. This is reflected in recent moves on the part of local political parties — including the DTA and Swapo — to start talking to each other. At present this seems a matter of talking about talking, but the notion of an all-party conference is being resuscitated. Meanwhile, the Administrator General, Willie van Niekerk, is holding fire on imple-

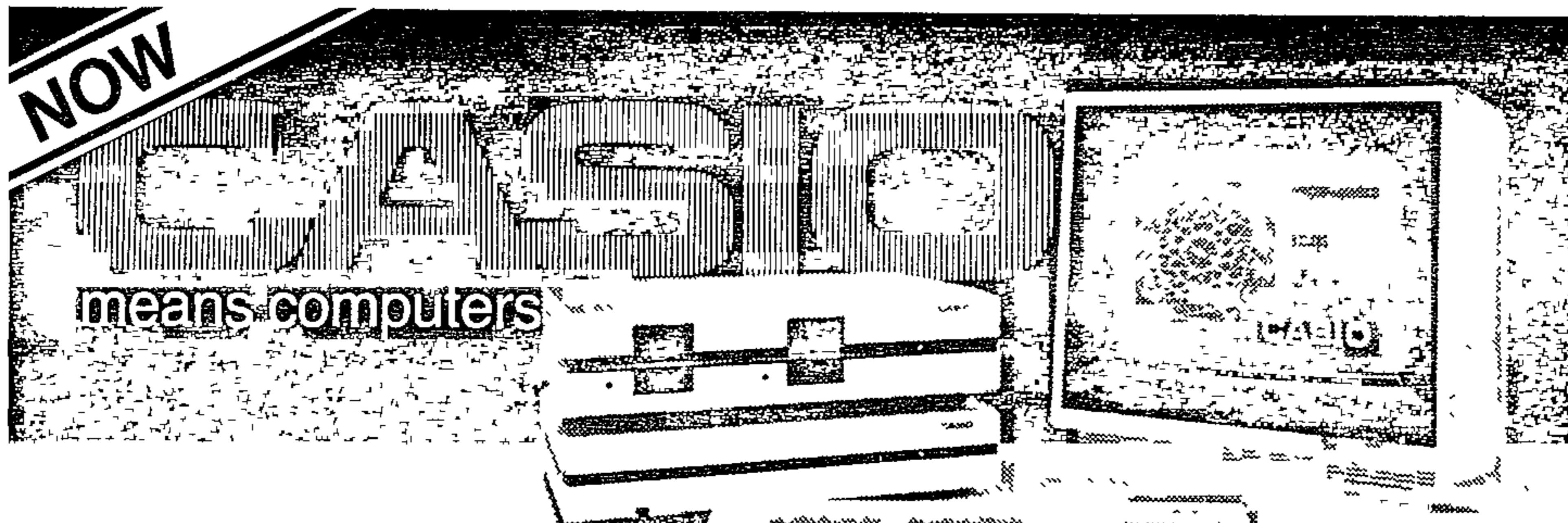
mentation of the promulgated State Council. According to Sean Cleary, Van Niekerk's chief aide, "It is encouraging that the parties are talking among themselves. After all, the State Council was mooted to provide a synthesis bringing the parties together. It had to be based on the lowest common denominator of agreement among the fragmented parties — which presents a problem, since each is likely to find cause for dissatisfaction about it."

"If the parties are able to discuss matters between themselves and come up with a better synthesis, that's all to the good. And if not, well, the proclamation providing for the State Council is there."

Naturally the rightwing National Party and the HNP are outside the other parties' lines of communication. They have prosecuted a long-term struggle for the power to veto black encroachment on white prerogatives. Their participation in the State Council is doubtful for the same reasons.

Dirk Mudge's Democratic Turnhalle Alliance (DTA) recently held a congress to decide on participation in the council. The outcome was a request to the AG to delay implementation, on the grounds that with the present participants it would be even less representative than the defunct National Assembly.

This would give non-participants the chance to reconsider, or work out alternatives. Mudge was reported as saying he was



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PROGRAPHIS 4619

23/8/83

# Arbitrator is called into Putco wage dispute

(143)

By STEVEN FRIEDMAN  
Labour Correspondent  
WAGE talks between the Putco bus company and two unions representing the company's black workers are deadlocked and the dispute will now be settled by an arbitrator.

A Putco spokesman, Mr Pat Rogers, said yesterday the company was waiting for the unions, the Transport and General Workers' Union and the Transport and Allied Workers' Union, to name an arbitrator who will decide what increase black workers at the company should receive.

Putco is offering workers an increase of R4 a week, backdated to July 1, and a further R3 for the first six months of next year. It says it will negotiate further in November on an end-of-year increase.

The unions, who initially demanded an increase of R65 a week, are now demanding R30. According to the TGWU, the minimum wage is R65 a week.

The decision to refer the dispute to an arbitrator was

taken because Putco is an "essential service" and it is illegal for its workers to strike.

It allows an attempt to settle the dispute by mediation. Two mediators were called in to bring the two sides together, but were unable to do so.

The negotiations began in May.

The unions originally made 16 demands on issues ranging from wages to health and safety and maternity leave, but Putco said it was not prepared to offer any increase and that its managing director favoured a wage cut.

After negotiations, the unions and the liaison committee decided to reduce their demands to four and their wage demand to R30 a week.

Putco replied with its R4 offer and the two sides deadlocked.

The TGWU has claimed that Putco, despite announcing a loss of R1 300 000 in the second half of 1982, is in a "very sound" financial position.

It says the tax Putco paid in the second half of 1982 reflects that it made a profit of more than R6-million, that it has paid this amount in dividends to shareholders and that the net value of its assets has continued to rise.

It says Putco usually argues that commuters will have to pay higher fares if workers win substantial increases, but that it is wealthy enough to pay much higher wages without raising fares.

But Mr Rogers reiterated that the company had sustained a loss of more than R1-million and said the state of the economy made it impossible for it to increase its offer.

He said Putco had offered to negotiate further on the increase for the first six months of this year, which could be improved if the economy had improved by that stage.

"In the present economic downturn, the company's main priority on the labour front is to avoid any retrenchments," Mr Rogers said.



# Important victory for union <sup>(143)</sup>

By PHIL MTIMKULU <sup>Sowetan, 23/8/83</sup>

THE UNITED African Motor and Allied General Workers' Union has won an important out of court settlement with the Datsun-Nissan company for unfairly dismissing workers at its Rosslyn plant early in January.

The union, which is affiliated to the Council of Unions of South Africa (Cusa), met the company's management on August 14, and reached an agreement that the company give back-pay to 76 workers who were dismissed on January 7

The company agreed to pay 47 per cent of the workers' back-pay. This amounts to a total of more than R100 000.

The company also agreed to reinstate the workers without a change in their conditions of employment.

The union had intended taking legal action against Datsun-Nissan for retrenching the workers without any valid reason.

The company said the workers were retrenched purely on economic grounds.

# 76 labourers are reinstated

By Carolyn Dempster,  
Labour Reporter

Council of Unions of  
South Africa

An out-of-court settlement between Datsun Nissan and the United African Motor and Allied Workers' Union (UAMAWU) has resulted in the reinstatement of 76 of the 102 workers dismissed from the company's Rosslyn plant in January this year.

After a meeting with union officials on August 14, the Datsun Nissan management agreed on back pay of 47 percent of the workers' salaries over the seven-month period, and to re-employ 76 of the retrenched union members without changing their conditions of employment.

A union statement released yesterday said the back pay would amount to more than R100 000 and constituted a major triumph for UAMAWU, which is affiliated to the

However an industrial relations spokesman for Datsun Nissan said yesterday that this was an 'optimistic' estimate. The exact figure could not be calculated until the company had decided whether to employ more workers. In addition, the reinstated workers would forfeit their leave and pension benefits.

Although the spokesman emphasised that the settlement was reached in a spirit of goodwill between the two parties, the union has initiated legal action against Datsun Nissan for retrenching the workers without a valid reason.

It is the second time in six weeks that the 5 000-member union has scored a significant victory.

On July 12, several company practices at Fodens were ruled unfair.

# Retrenched workers get compensation

By STEVEN FRIEDMAN  
Labour Correspondent

THE Datsun-Nissan motor company has agreed to pay compensation to retrenched workers in an out-of-court settlement with the United African Motor and Allied Workers Union — and the settlement is likely to be the biggest yet paid out to retrenched black workers

The settlement flows from the retrenchment in January of 102 workers, which the union planned to challenge in the industrial court

Datsun has agreed to re-employ the workers and to pay each one 47% of the earnings he or she has lost as a result of being retrenched

In a statement yesterday, the union said this would lead to a total pay-out of more than R100 000, but a company spokesman said it was not possible to calculate the exact amount yet, which could be smaller

Datsun says it settled because it plans to recognise the union soon and did not want "to start our formal relationship under a cloud"

Thus far 76 workers have been re-employed and are therefore entitled to compensation for lost earnings

In its statement, the union's general secre-

tary, Mrs Dora Nowatho, hailed the settlement as an "important breakthrough"

The union said it had planned to take Datsun-Nissan to the court "for retrenching workers without a valid reason" But the two sides had reached an agreement on August 14 which removed the need for court action

Besides the money to be paid to the workers, the company also agreed "to reinstate the workers without a change in their conditions of employment", the statement said

It said this was the second "major victory" for the union in the past six weeks, the first being its success in an industrial court action against the motor company Foden's

A company spokesman said Datsun agreed to pay workers who were reinstated 47% of the difference between the wage they would have earned at Datsun and what they had earned since being retrenched

This meant, he said, that a worker who had worked for the entire eight months for 50c an hour less than at Datsun, would receive 23,5c an hour for that period

He stressed the company had not settled "because we are conceding we were wrong, that would obviously have been for the court to decide"

The settlement had been a "goodwill gesture" aimed at building a "sound relationship with the union

23/83  
143

Workers back  
after stoppage

Labour Reporter

(143) 24/8/83  
A work stoppage by 53 members of the Building Construction and Allied Workers' Union at Pride Pools, Johannesburg, was partially resolved today when management agreed to reinstate the workers.

The 11 000-member union's general secretary, Mr Frank Mohlala, said some of the workers were being grossly underpaid which was the root cause of the grievance. The union still has to discuss this issue with management.

In terms of the main agreement which covers the building industry, the minimum wage for labourers is set at R1,11 an hour. In some cases the workers, mostly migrants, were being paid

as little as 60c an hour.

The pool labourers refused to start work yesterday morning until the company's managing director, Mr R Bester, discussed wage increases with them. The workers maintained that Mr Bester refused to meet with their representatives and told them to get off the property if they were not going to go to work.

Mr Bester denied reports that he had threatened the men in any way and said he had agreed to negotiate increases individually and on the basis of merit.

A number of the labourers were on contracts while others were casual employees, making it difficult to meet demands for increases across-the-board, he said.

26/8/83  
Sulfa

# Union in talks

143

THE Cusa-affiliate, the United African Motor and Allied Workers' Union is currently negotiating recognition agreements with five major motor companies in an attempt to normalise labour relations on the plants

The union's general secretary, Mrs Dora Nowatho, told **The SOWETAN** yesterday that talks were at an advanced stage and the first recognition agreement was likely to be signed next month

The union had tabulated a series of complaints which it had termed "unfair labour practice", including that no employer has the right to refer to an employee as "boy" or "kafir"

Its second victory came this week when Datsun-Nissan agreed to pay more than R100 000 compensation to over 70 retrenched workers outside the industrial court in a settlement that has been seen as "a vital move in industrial relations"

# Too early to strike

By PHIL MTIMKULU

IT IS rather premature to start speculating about a possible mine-workers' strike and its effects while there is still a lengthy process to be undergone in an attempt to resolve the dispute between the Chamber of Mines and the National Union of Mineworkers (Num).

This was said by Mr John Emrie, the Press Relations Officer of the Chamber of Mines following speculation about the possibilities of a legal strike and its implications.

The mineworkers' union declared a dispute after talks between it and the chamber had reached a stalemate over wage increases for black employees at the Rand Refinery.

The union has asked the Minister of Manpower to appoint a Conciliation Board. Failure by a Conciliation Board to settle a dispute could

open the door to a legal strike after the correct procedures have been followed. The parties to a dispute may, however, choose to refer the dispute to either mediation or arbitration.

Because the refinery is where all of South Africa's gold is refined a legal strike by mine-workers could have far-reaching consequences for the economy of South Africa. But when a strike was looming between the chamber and Mr Arrie Paulos' Mine-workers' Union it fizzled out. The Government does have emergency powers to intervene in a dispute in a strategic industry, and can order compulsory arbitration.

The dispute was sparked by the mine-workers' union rejecting an offer of an eight percent wage increase by the chamber. The union is seeking a 40 percent pay rise for workers at the refinery.

As bus tickets jump by 12,5 percent . . .

# PUTCO FARES PROTECTOR

**WORKER** and community organisations are planning a mass campaign against the latest Putco bus fare increases.

Anger has greeted the 12,5% fare hike effective from September 26 in Johannesburg and on September 1 in Pretoria.

Meetings between organisations have already taken place and more are scheduled, City Press was told yesterday by Spweto Civic Association leader Isaaq Mogase and transport campaigner Mohammed Dangor.

The General and Allied Workers' Union and the 100 000-member Council of Unions of South Africa (Cusa), have already indicated that in principle they will support the mass campaign.

Trade union and community leaders have pointed out that workers will be worst hit by the fare increases and that they come when black people are being badly affected by joblessness and rises in the cost of living.

Slamming the fare increases, Gawu and Cusa noted they have also come at a time when the price of fuel has dropped - which means that Putco now has lower operating costs.

Cusa pointed out that workers from its Transport and Allied Workers' Union (Tawu) and the Fosatu-affiliate Transport and General Workers' Union have been locked in a wage dispute with Putco.

The company is offering its workers a wage increase which is only a fraction of the 12,5 percent increase in fares it is now going to demand from commuters, according to union sources.

Cusa said Putco should have postponed the increase - or at least reduce it - following the petrol price cut.

The 12,5 percent hike, coupled with increasing retrenchments of workers, the recent increase in rail fares and other rises in the cost of living, would make the position of workers "even more disastrous", said Cusa.

Putco PRO Pat Rogers says Putco will pass on the benefits of the fuel price drop to commuters as soon as possible - but will have to apply to the National Transport Commission before it could do so.

But Cusa has rejected this line of thinking.

"Putco is able to increase its fares quickly enough when it wants to," says Cusa leader Piroshaw Camay. "Why can't it drop its fares as quickly?"

Mogase said Putco should appreciate that it relied on the goodwill of black people.

"We have made it the empire that it is," he added.

143 CP Reporter

City Press  
28/8/83

BT

# NURSES TOLD: NO UNIONS!

**TRADE UNIONISTS** have slammed an attempt by the South African Nursing Association (Sana) to prevent nurses from joining unions. They reacted strongly this week to the association's warning, saying it was a "blatant attempt to steer nurses away from unions".

Tim Skosana, general secretary of the SA Chemical Workers' Union, said "It seems Sana has been

**CP REPORTER** approached by a union on the question of organising, and wants to warn nurses in advance. "Otherwise why the hysteria? There must be something somewhere." Nurses and other unionists were angered by the Sana warning, which was issued by its executive director, R J du Plessis.

She told a symposium in Durban the as-

sociation was "aware of the pressure being brought on nurses to join trade unions". The warning was echoed soon afterwards in the Sana newsletter, Nursing News, which said Trade unions cannot act as spokesmen for nurses when it comes to conditions of service or what professional acts a nurse may perform. This is the function of Sana and the SA Nursing

Council. "In the Nursing Act the nurse is clearly prevented from going on strike. Furthermore, a patient may sue a nurse for anything that goes wrong while the nurse is on strike".

Manoko Nchwe of the Black Municipal and Allied Workers' Union commented "This confirms what we have always said - that nurses have no control over their lives.

"This applies particularly to black nurses. We sympathise with them, as they have so many laws which have put their lives into a bottle".

A number of nurses who spoke to City Press said there was "distinct unhappiness" at the way the nursing authorities handled their problems.

They said it was "only a matter of time" before nurses started allying themselves with unions.

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## I begged for prayer, convict tells court

WHILE being severely beaten with a rubber baton by Chief Warden Gert Louis Joubert Smit, long term prisoner Barry Bloom begged to be allowed to pray, the Witbank Supreme Court heard this week.

"While I was on my knees the Chief Warden asked me 'Finished?' and then beat me on my back and on my arms," said Mr Bloom.

He was giving evidence in the Barberton heat exhaustion trial in which four white and four black prison warders, are charged on three counts of murder and 34 counts of assault with intent to do grievous bodily harm on black and coloured convicts.

Mr Bloom told a horrifying tale of assault by Barberton farm prison warders on 44 convicts. They were forced to push heavy wheelbarrows full of gravel in a non-stop circle for hours, without water or rest, in blazing heat on December 29 last year.

Businesses were assured they would not be returned to Barberton and Nelspruit jails.

Mr Bloom said that prisoners who had been transferred to Barberton from Durban Point the night before were taken to a farm prison dam and were made to work with the "help of rubber batons known as donkey peels".

They were told to urinate in a basin when they arrived at the Barberton prison they were cuffed and kicked by warders.

At Pretorius Dam, "I couldn't cope because I had not done much work or much exercise in Durban jail, and was soon out of breath".

He asked the Chief Warden for water.

"I was told by Smit that if I didn't work I wouldn't get water or food at lunchtime. Smit also assaulted me with a baton".

"I told him if we are going to get hit like this, how can we work?"



# 300 strike at Delmas plant

Jul 29/83

143

By Carolyn Dempster,  
Labour Reporter

143

The retrenchment of five workers at the Delmas Milling Company in Randfontein on Friday resulted in a work stoppage by 300 of the factory's 800 workers today.

Mr P M Louw, managing director, said there was no union operative in the plant

Management intended talking to the workers, but the stoppage had not brought the factory to a standstill and the lorries were still going out

The Food Beverage Workers' Union, which claims representative membership at the milling plant, said today that among the five workers retrenched were two of the union's branch executive committee. The "retrenchments" appeared to be nothing more than victimisation

The union, affiliated to the Council of Unions of South Africa, intends contacting management to seek the reinstatement of the retrenched workers.

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3018/83  
143

# Workers on strike over dismissal of union leaders

Labour Correspondent

WORKERS at an East Rand milling company Delmas Milling downed tools yesterday, alleging that the company had "victimised" two leaders of the Food, Beverage Workers Union at the plant

By yesterday afternoon the strike was continuing. About 800 workers are employed at the plant, but it is not clear how many have joined the strike.

A union spokesman said yesterday that the strike had been prompted by the dismissal on Friday of two

members of the union's branch executive committee at the plant.

He said management had said the workers had been retrenched, but the strikers believed they had been "victimised".

Management comment could not be obtained yesterday, but it is understood that the company denies that the retrenchments were connected to union activities and says it is not aware that a union is active in the plant.

Talks between the company and union aimed at settling the strike were due yesterday.

~~(143)~~ RMA 30/8/83  
(143)

A NEW record for an out-of-court settlement of a retrenchment dispute was probably set last week

"Probably" because the exact cost of the settlement between Datsun-Nissan and Cusa's United African Motor and Allied Workers Union will not be known for a while

The company has agreed to reinstate 102 workers who were retrenched in January and to pay those who return 47% of the difference between their pay at Datsun and what they have earned since they were retrenched

This comes as the two sides are discussing recognition and heads off an industrial court action by the union on the retrenchments

The union says the settlement will cost Datsun more than R100 000

Datsun, which says it settled to build a good relationship with the union rather than because it admitted it was wrong, says this is an "optimal" estimate based on all workers returning and on their having earned little while they were retrenched. So far 76 have returned

But, bearing in mind that workers have been retrenched for eight months, the settlement is likely to top the record, which is less than R50 000

# Mill 'normal' after major strike ends

143 RSM  
1/9/83

Mail Reporter

DELMAS MILLING, the West Rand firm hit by a major strike earlier this week, is back to normal after "constructive talks" with the Food and Beverage Workers' Union, a company spokesman said yesterday

The personnel manager Mr Charles Morlend said the work stoppage had ended and production was back to normal

"We had constructive talks with union officials and will be talking to them again at a further stage," he said.

"We believe we did not victimise in any way and we do

not agree with the report that we were unaware of the union's activities in our factory

"We had had talks with their officials once before and are in the process of recognising the union"

The spokesman for the union, which is affiliated to the Council of Unions of SA (CUSA) was not available for comment

On Monday 800 workers downed tools, alleging that the company had victimised two union leaders at the plant

The two were members of the union's branch executive committee at the firm

# 20 strikers dismissed

ABOUT 20 <sup>7/11/83</sup> workers ~~of~~ The workers said they employed by Unipark Potteries in Vanderbijlpark claim that they have been dismissed by their management after striking in support of wage demands. ~~of~~ <sup>143</sup> to belong to the Building and Construction Workers Union

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# 97 houses bought in Soweto sale

By Anthony Duigan

Fewer than 100 houses have been sold in Soweto under the State's mass house sale which has run up against bureaucratic obstruction in some of the 1 400 local authorities countrywide responsible for getting the sale off the ground

A spokesman for the West Rand Administration Board said yesterday that 97 houses had been sold in Greater Soweto since the Great Sale got under way about two months ago. It was incorrectly reported earlier that about 2 000 houses had already been sold in Soweto.

In fact, there have been well over 2 000 inquiries from individuals and large employers keen to arrange home ownership deals for their employees. About 400 house sales are on the point of being completed.

About 4 000 of the estimated 500 000 State-owned houses on sale have already been sold to their black, Indian, white and coloured renters and officials expect the momentum of sales to pick up significantly once the infrastructure for handling sales is set up.

# FBWU and Maizecor conclude agreement

Star 12/9/83 Labour Reporter

After months of turbulent negotiations, the Food, Beverage Workers' Union has concluded a recognition agreement with Maizecor Industries in Silverton.

The agreement, signed at the weekend, was heralded by union members as a singular achievement.

Conflicts between the union and management in the months preceding the signing of the agreement led to a number of work stoppages and the dismissal of several workers.

The agreement provides for a retrenchment procedure and includes a clause on alternative measures management should consider in the face of retrenchments.

FBWU spokesman, Mr Glen Mokwena, said among issues to be discussed further with management were a substantive health and safety agreement and an agreement on maternity leave.

# 30 sacked after strike at homes firm

Stan 12/9/83

Labour Reporter  
A clash of views over retrenchments led to a week-long strike by workers at C I Homes in Elandsfontein and the dismissal of at least 30 of the strikers last week.

A spokesman for C I Homes refused to divulge the number of those retrenched and dismissed, but said the company was operating at a normal level.

"We needed to go on with the retrenchments to cut costs. The timber frame busi-

ness is still relatively new and we are not sure how the market will go," he said.

The difference of views arose when 25 workers were retrenched in June this year.

The general secretary of the Building Construction and Allied Workers Union, Mr Frank Mohlala, said the workers were not told of the retrenchments.

On August 30 it was announced that a further 36 workers were to be laid off on the following day.

The union, which is not recognised at the factory and represents fewer than half the workers, then offered to speak to management to try to resolve the problem. But a strike began on August 31.

After the talks reached deadlock, management told the union that the strikers had effectively dismissed themselves but those who wished to apply would be considered for re-employment. So far 22 have been taken back.



Jan 14/9/83

(143) (13) (14) X

# 'Explosion' miners still very ill

Staff Reporters

The condition of the 10 miners, airlifted to the Rand Mutual Hospital after being burnt during Monday's methane gas explosion at Hlobane Colliery in northern Natal, had still not improved early today

Matron Vanessa Wade said "There's been no change in the men's condition. Even the three in the intensive care have remained the same"

The three miners in intensive care are "very critically ill"

Iscor's managing director said his firm would do everything possible to meet the needs of the next of kin of the 63 miners who died

Mr F P Kotzee said they would get all insurance benefits as well as the funds by which they were covered

An investigation was being done into the explosion

and the findings would be announced as soon as they were available

Mr Kotzee also expressed his condolences to the next of kin of the dead and injured

The Minister of Mineral and Energy Affairs has assured the relatives of the dead miners that more steps will be taken once the government mining engineer has made a full report.

Mr P T C du Plessis said in Pretoria yesterday that he wished to convey his condolences and those of the Government to the relatives of the 63 who died in one of South Africa's worst mining accidents

"Our sympathy is also conveyed to the injured and it is hoped that they will soon recover," Mr du Plessis said

He thanked the rescue teams for their prompt action after the disaster

## Black voice needed for mine safety — unionist

By Colleen Ryan

The National Union of Mine Workers (NUM) has expressed shock at the Hlobane coal mine disaster and has called on the Government Mining Engineer to allow workers more say on safety issues

The tragedy highlighted the need for better communication on mine safety, said Mr Cyril Ramaphosa, secretary of the union.

"Black workers have no representation on the Government-appointed Mine Safety Committee"

"Our union applied in April to join the committee, but the Government Mining Engineer rejected our application on the grounds that we are unregistered and unrepresentative," he said

Mr Ramaphosa, who claims his union has the support of 40 000 members, said the Mines and Works Act did not stipulate that employee representatives on the safety committee had to come from registered unions

Safety measures at the Hlobane mine appeared to be wanting and the NUM called on the Government Mining Engineer to institute an inquiry with worker participation

Government engineers have already started to investigate the accident, said Mr Floors Koetsee, managing director of Iscor, the group which controls the mine

Speculation on the cause of the blast was inappropriate before the investigation was completed, he said

The Government Mining Engineer, Mr G P Baderhorst, was not available for comment today. A spokesman for his office confirmed that only unions with white members were represented on the safety committee

"The black unions have been established for less than a year and it is difficult to pinpoint the true representatives at this stage," he said "Legislation will have to be changed eventually to accommodate these groups but the unions first have to settle down and work from a secure base," he said

# Strike looms

(12)  
(13)

THE DEADLINE for the Minister of Manpower to appoint a Conciliation Board to resolve the dispute between the National Union of Mineworkers (Num) and the Chamber of Commerce expires today and with the union not having heard from the Minister the possibility of a legal strike seems like becoming a reality.

The general-secretary of the union, Mr Cyril Ramaphosa yesterday lent credence to this view when he said "It is

all systems go. There is no turning back." Mr Ramaphosa said they have not had any indication from the Minister about appointing a Conciliation Board.

Mr Ramaphosa said they had received word that management was threatening workers with dismissal if they vote for a legal strike. "We are going to send word to all our members that we will do anything lawful to prevent other workers from breaking the strike," he said.

*Sowetan 16/9/83*

P.T.O.

No tests made for methane gas'

# Miners in shock claim on disaster

By STEVEN FRIEDMAN  
Labour Correspondent

A NUMBER of "irregularities" appeared to have caused Monday's disaster at Hlobane coal mine, the black National Union of Mineworkers (NUM) charged in a shock statement yesterday.

The disaster, caused by a methane gas explosion, claimed the lives of 63 miners

The 40 000-member union claimed certain of its members had alleged that, on the morning of the blast, methane gas had not been tested for, as mining laws require, and that the mine still used flame safety lamps which are no longer used in countries such as the United States "because they tend to be faulty"

## Two gas blast survivors struggle for their lives

Mali Reporter

TWO of the survivors of Monday's killer methane blast at the Hlobane Colliery near Vryheid, are battling for their lives in the Intensive Care Unit of the Rand Mutual Hospital, Dr D Visser, the superintendent, said yesterday

According to Dr Visser, the third blast patient in the ICU was still in a very critical condition

The condition of three other miners — five men with major burns are being treated in the septic ward at the hospital — was critical

Only four of the miners were progressing, he said

The NUM said it had made these charges after interviewing union members injured in the blast and added that it was considering taking "solidarity action"

Mr Roelf Naude, a spokesman for Iscor which owns Hlobane, yesterday disputed the union's claims

He said the safety lamps used at the mine were "in, my opinion, the most foolproof available" He added it would not be possible to establish whether methane had been tested for until the inquiry into the disaster was complete

The NUM made its charges in a statement in which it demanded that a miners' bill of rights — dealing with safety issues — be established by law

It also called on the Minister of Mineral and Energy Affairs to institute a commission of inquiry into safety on the mines "in view of the appalling safety conditions in South African mines"

According to the general secretary of the NUM, Mr Cyril Ramaphosa, the union yesterday contacted members who had been injured at Hlobane

The NUM statement said "From statements we have obtained from (them), they inform us that on the morning of the tragic incident, methane gas was not tested for as provided for in the Act"

The flame safety lamps used to detect methane gas, it added, were no longer used in countries such as the US because "they do not reveal the precise methane level"

Mr Naude said, however, the safety lamps used at Hlobane were still in use in the US They were also used with success in some of South Africa's most fiery mines, he added

"The alternative is to use electronic lamps which have key drawbacks I believe the flame lamp is the most foolproof in unskilled hands"

He added it was "impossible at this stage" to establish whether methane had been tested for

"How can anyone make such a statement? How can they be sure the tests were not carried out when they were not present? This is for the inquiry to decide," he said, adding it was normal practice for tests to be carried out

In its statement, the NUM also spelled out details of the bill of rights it wants enacted These include

- That miners have the right to have their own safety representatives,
- That they have the right to refuse to work under "conditions or practices believed to be unsafe, unhealthy or illegal",
- The right to demand special inspections of suspected safety violations,
- The right to review Government inspectors' "failure to conduct inspections into safety"
- The right to accompany inspectors during inspections without loss of pay,
- The right to take part in developing mining procedure plans and to additional health and safety training

2/11

*Handwritten notes at the bottom of the page, including a signature and the word 'No'.*

Sowetan 14/9/83

# TUCSA MOVE SLATED

By PHIL MTIMKULU

**THE TRADE** union rights of thousands of workers — predominantly black — will be threatened if a resolution proposed by the white Mine Surface Officers' Association calling for the ban of unregistered unions is tabled and approved at the Tucsas congress which will be held in Port Elizabeth from September 26-29.

The resolution, which also intends to make it illegal for an employer to have dealings with an unregistered union, has been sharply criticised by black unions, both registered and unregistered.

The Black Allied Mining and Construction Workers' Union (BAMCWU) said the resolution was destructive and would never serve the purpose of bringing about industrial peace and mutual relationships between management and black trade unions.

According to the Labour Relations Act, neither trade unions nor employers' organisations are required by law to become registered, and unregistered trade unions are therefore not illegal.

Mr Herbert Barnabas, the national organiser of Saawu, said that in terms of Section 78 (1) of the Labour Relations Act any worker was free to join a trade union of his choice for the purpose of being represented. Mr Barnabas said Saawu feels that under the circumstances it does not need any registration because they can represent workers anywhere they wish.

The general-secretary of Fosatu said it was premature to comment on the issue at the moment. He however said if accepted by the unions this motion should be condemned. He added that it was not Fosatu's policy to condemn other organisations.

Mr F Mohlala of the Building Construction and Allied Workers' Union (BCAWU) said the union which intended tabling such a motion did not have the interests of the workers at heart. "Workers should be allowed to join a union of their choice and employers should bargain with any union irrespective of whether it was registered or not," he said.

LABOUR DISPUTES

**High noon at the Refinery**

*(143) (143) (143)*

A decision by Manpower Minister Fanie Botha will determine whether the black National Union of Mineworkers (NUM) and Rand Refinery will head into a showdown next week

When the FM went to press this week, the union was vowing that unless the minister appointed a conciliation board by September 16, it would hold a strike ballot on September 19. If most of its members at the refinery vote in favour of industrial action, the union is free to hold a legal strike — and it says it will do this by the middle of next week.

The NUM applied for a conciliation board on October 17, and unless the minister appoints a board within 30 days of that application, the union can move towards the holding of a legal strike.

The dispute is a significant one. Not only does it represent an important trial of strength between the NUM and the chamber, but it may affect production at the refinery which processes all of SA's gold. Should the minister appoint a conciliation board by the end of this week — and some informed sources believe he may — the board will have 30 days in which to resolve

the dispute. If it is not resolved through the board, the NUM will again be free to hold a strike ballot and call a legal strike.

The Chamber of Mines is declining to comment on the dispute. NUM general secretary Cyril Ramaphosa told the FM it appeared that management was not prepared to make concessions. "We indicated that we were willing to negotiate further on our demand for a 40% wage increase, but have had no response."

He said if a conciliation board is not appointed, strike ballot papers will be distributed at a meeting of NUM members at Rand Refineries on Monday. If they vote for a strike, the union will issue a statement formally launching the strike by the middle of the week.

Ramaphosa told the FM that the union has heard allegations that management plans to bring in new workers to do the jobs of those on strike. "We would view this very seriously, as we have followed each legal step in this dispute. We'd see it as an unfair labour practice if our striking workers were dismissed, and would go straight to the Industrial Court," he said.

□ In addition to testing its muscle in this



**NUM'S Ramaphosa ... set to move next week**

*(143) (143) (143) FM 16/9/83*

dispute, the NUM is seeking to participate in the investigation by the Government Mining Engineer into the methane explosion at Hlobane coal mine. "We want to go down the pit with the investigators," Ramaphosa said. The union issued a statement charging that safety measures had been wanting at the mine. The NUM applied to join the official safety committee for the mining industry earlier this year, but was turned down by the Government Mining Engineer as "unrepresentative." The union charges that the workers in the mining industry have no forum in which to take up safety issues — something it seems determined to remedy.

## MINE LABOUR

### Supply side union

Having declared a dispute at Rand Refinery — the crucial final production plant in the gold mining industry — the black National Union of Mineworkers (NUM) is now taking a lively interest in the labour supply side of the industry

The NUM leadership plans to have talks with its members who are employed by The Employment Bureau of Africa (Teba) — the Chamber of Mines' recruiting division for black labour. The NUM has been officially recognised by the chamber as the representative of Teba employees based in Johannesburg. It claims to have signed up about 460 of the about 550 Teba workers employed in the city and is actively recruiting those in other centres.

NUM general secretary Cyril Ramaphosa says the union is seeking a mandate from the Teba employees for talks it wants to have soon with the chamber. This year's wage increases for Teba employees were set before the NUM obtained recognition to negotiate on their behalf. But the NUM can still negotiate with the chamber on other conditions of employment.

Ramaphosa is not saying at this stage what items are likely to be on the agenda of such negotiations. However, it seems possible that the issue of alleged discriminatory practices — which has resulted in considerable disagreement between the chamber and the union in other negotiations — could be raised.

Meanwhile, when the *FM* went to press Manpower Minister Fanie Botha had yet to announce his decision on the NUM's application for a conciliation board to be appointed to resolve the dispute at the Rand Refinery. If a board is not appointed within the next two weeks, the NUM is free to hold a strike ballot — a prerequisite for a legal strike. Ramaphosa says the NUM is determined to have such a ballot if a board is not appointed.

This dispute is attracting widespread interest because it represents an important trial of strength between the chamber and the NUM. The union has rejected a chamber offer of an 8% wage increase and is seeking a 40% pay rise. It does, however, appear willing to regard this figure as negotiable if certain other demands are met.

The NUM has good reasons for being determined to achieve a victory in this dispute. It obtained relatively modest gains for black mineworkers in pay negotiations earlier this year and its image — and recruiting efforts — would obviously be enhanced by any substantial gains it makes for its members at the refinery.

The NUM appears to have considerable leverage. It represents virtually all the some 250 blacks employed at the refinery, at which all of SA's gold is processed. How-

*FM* 16/9/83  
ever, seasoned observers of labour relations in the mining industry are predicting that the chamber will not be a push-over. "Some people regard the refinery as the soft underbelly of the industry, as far as labour relations are concerned," says one. "They may just find out that it is as hard as rock."

Botha ~~acts~~  
~~acts~~ on ~~dispute~~  
NUM  
dispute 143  
17/9/83  
Political Correspondent

THE prospect of the first ever legal strike by black workers in the mining industry was delayed yesterday when the Minister of Manpower, Mr Fanie Botha, appointed a conciliation board which will try to settle a dispute between the National Union of Mineworkers and the Chamber of Mines at the Rand Refinery

Yesterday was the last day on which Mr Botha could have appointed the board to prevent a strike ballot which could have led to a legal strike

The NUM declared a dispute with the refinery, which employs about 250 workers, on August 16 after the two sides deadlocked over wages. The union wanted a 40% increase and the Chamber offered 8%

After the appointment of the board yesterday, NUM general secretary, Mr Cyril Ramaphosa, said he was not particularly pleased because he had reason to believe the Chamber had no intention of changing its offer and the board would merely delay moves towards a strike

However the NUM was patient and would do all it could to abide by the law, he said

143. 218 ROM 17/9/83

# NUM to give evidence at Hlobane probe

By STEVEN FRIEDMAN  
Labour Correspondent

THE National Union of Mineworkers will give evidence to the inquiry into the Hlobane mine disaster and has also asked to be present at official investigations and inspections at the mine, the union's general secretary, Mr Cyril Ramaphosa, said yesterday

The investigation and inquiry will be carried out by an official of the Department of Mineral and Energy

Affairs

By law, the union cannot be prevented from being present at the inquiry and giving evidence to it.

The NUM, which has called for an inquiry in which black workers will have direct representation on the body carrying out the investigation, has made serious charges about safety at Hlobane, including an allegation that methane gas was not tested for on the morning of the blast which has claimed

64 workers' lives

Mr Ramaphosa said yesterday the union had learned investigations were already under way at the site of the Hlobane disaster

He said he had contacted the Government Mining Engineer's office and asked that the union be present at these investigations

"An identified official told us he would have to discuss it with the Government Mining Engineer but that he thought it unlikely that we be would

be allowed to be there"

But Mr Ramaphosa said the union intended to send representatives to Hlobane at the weekend and would seek to take part in the investigation there

It would also take an active part in presenting evidence to the inquiry

According to the law, no interested parties can be prevented from taking part in the inquiry and the inspections which form part of it

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# CALL FOR MINERS'

# BILL OF RIGHTS

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~~City Press~~ City Press

18/9/83

**THE National Union of Mineworkers (NUM) has demanded that a miners' Bill of Rights be provided for in law.**

The NUM call follows this week's tragic disaster at Hlobane Colliery where 63 miners died

The NUM Bill of Rights includes the following demands.

Miners must have the right to.

- 1) Their own safety representatives,
- 2) Refuse to work under conditions or practices believed to be unsafe, unhealthy or illegal,
- 3) Demand a Government inspection of suspected violations of safety regulations;
- 4) Review Government inspectors' failure to conduct inspections into safety;

- 5) Exercise rights on behalf of others' safety and health,
- 6) Institute and testify in proceedings without interference of victimisation,
- 7) Accompany Government inspectors during inspections without loss of pay;
- 8) Participate in the development of mining procedure plans,
- 9) Adequate health and

safety training;  
10) Protection from discrimination for exercising statutory rights;

Meanwhile scores of people are expected to attend today's (Friday) lunchtime memorial service for the Hlobane miners

The service, organised by the SA Council of Churches and the National Union of Mineworkers, starts at 1,15pm at Khotso House

And in Witbank tomorrow, another commemoration service will also be held

# Union angers govt

By PHIL MTIMKULU

14-3

THE National Union of Mineworkers (Num) proved their credibility and also earned the wrath of the government and mine managements when they became directly involved in the Hlobane mine tragedy which claimed 65 lives

A day after the tragedy occurred the union's secretary, Mr Cyril Ramaphosa issued a statement which, among other things questioned the safety precautions taken at the mine. They called for an immediate investigation by the government mining engineer and asked to represent the workers. Late in the

week they issued a miner's Bill of Rights with heavy emphasis on safety

The union was however, rebuffed and informed that there were certain pre-requisites before a union can serve on the Mine Safety Committee. One of the requirements, they were told, was that a union should be registered and must be clearly represented

### STATEMENT

But it was on Thursday and Saturday that

the union raised the ire of management. The union released a statement after visiting the survivors in hospital in which allegations of gross negligence were made against Hlobane mine

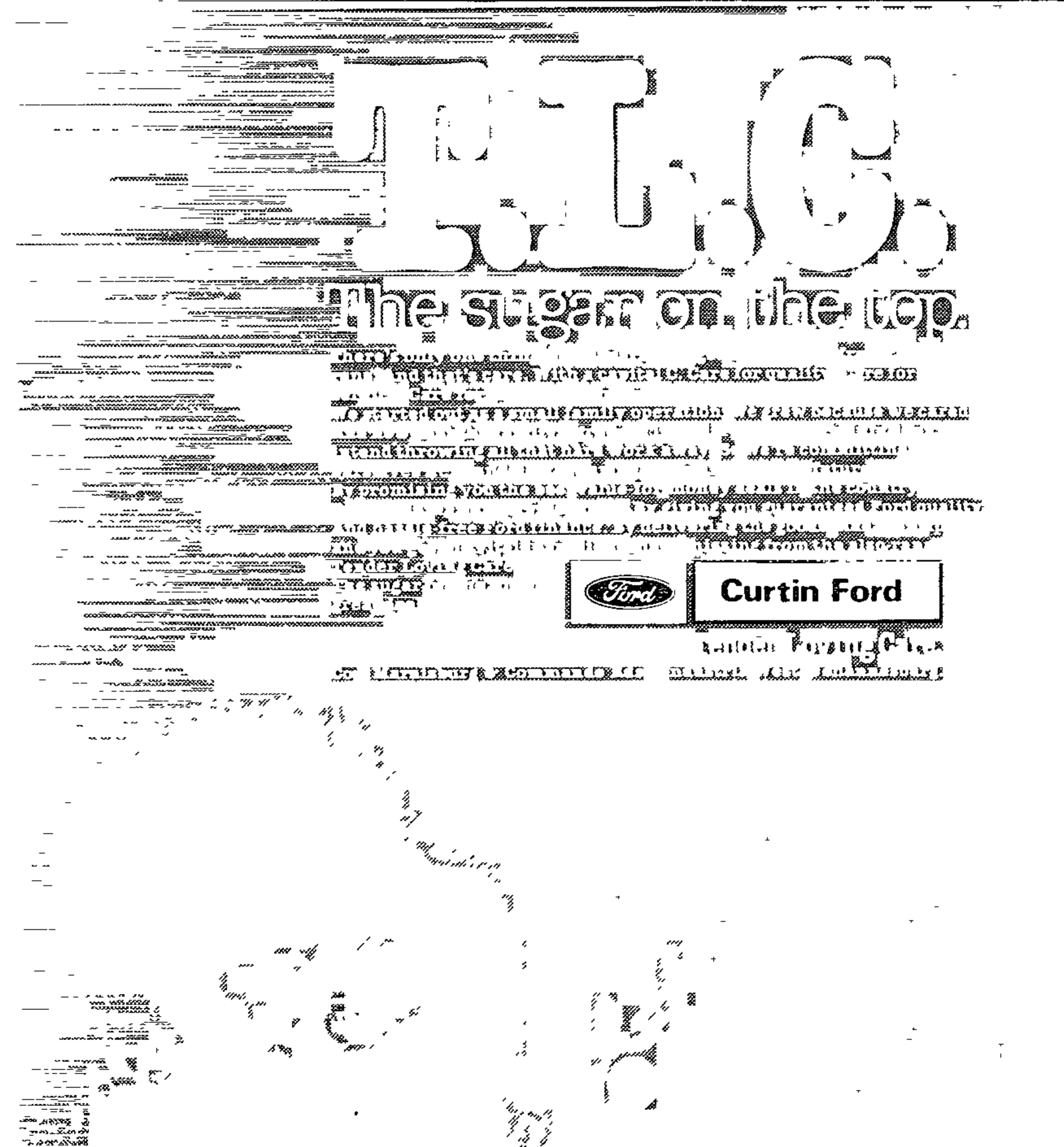
And on Saturday at the memorial service for the dead miners, Mr Ramaphosa said the mining industry would know no industrial peace unless a commission of inquiry was instituted to look into the safety of the mines

Mr Ramaphosa's speech at the memorial service earned the union a sharp rebuke from the Chamber of Mines

XED Van der Merwe

# FORD

The sugar on the top.



(143) ROM 21/9/83

# NUM to probe mine blast

**Labour Correspondent**

THE National Union of Mineworkers is to visit the site of the Hlobane mine disaster later this week, with two engineers chosen by the union, to investigate the causes of the recent methane gas explosion

This was revealed yesterday by the union's general secretary, Mr Cyril Ramaphosa, who said the visit was taking place with the knowledge and approval of the Government Mining Engineer

The NUM has made serious allegations about the causes of the blast — which have been rejected by the mines — and originally demanded an inquiry in which

worker representatives played a full part

It has announced that it plans to give evidence to the official inquiry investigating the blast

Last week Mr Ramaphosa revealed that the union had attempted to be present at investigations at the mine prior to the inquiry

According to the law, any person or organisation with an interest in the matter is entitled to take part in inquiries into mine accidents

Yesterday, Mr Ramaphosa said the NUM had sent a representative to Hlobane over the weekend. He attempted to take part in investigations, but had been "barred" from doing so, Mr Ramaphosa

added

As a result, the union had contacted the Government Mining Engineer to protest against its exclusion from the investigations

"He then agreed that we could be present at Hlobane with our own engineer and that the investigation would be halted until then," Mr Ramaphosa said

He said the union would be assisted at Hlobane by a member of a technical assistance group, set up to assist unions in safety and other issues, and by another engineer the union had approached for help

The union was collecting information from members injured in the blast

# 'Mourn mine dead on Monday' 22/9/83

By STEVEN FRIEDMAN  
Labour Correspondent

IN a dramatic move yesterday, the black National Union of Mineworkers called for a half-hour work stoppage throughout the mining industry from 9am on Monday to mourn the victims of the Hlobane mine disaster

The union called on all mine workers and employers in the industry to support the stoppage, and sent letters to the Chamber of Mines and all mining houses asking them to observe Monday as a "day of mourning"

The Chamber's president, Mr Colin Fenton, said the mines had already expressed their sympathy with the victims but added that mine managements would not stand in the way of workers who wanted to observe a "private moment of silence" at some time between 9 and 9.30

And, in another development highlighting growing mine worker action on safety issues, between 40 and 60 workers at the West Driefontein mine have refused to begin work on the mine's 14 level because they believe it is unsafe

The Gold Fields group, which owns the mine, says the work area is safe, that some men have agreed to begin work already and that those who don't agree to work there face dismissal today

But the NUM's general secretary, Mr Cyril Ramaphosa, says the union will take industrial court action if the men are fired

## LABOUR DISPUTES

### The Minister acts

Manpower Minister Fanie Botha has appointed conciliation boards in an effort to resolve two significant labour clashes

Last Friday the Department of Manpower announced the appointment of boards for the wage dispute between the black National Union of Mineworkers (NUM) and the Chamber of Mines, and the recognition dispute between the National Union of Textile Workers (NUTW) and the Frame group

The NUM is engaged in an important trial of strength with the chamber over pay increases for black workers at the Rand Refinery (*Current affairs* September 16) If a board had not been appointed by the end of last week, the union would have been free to launch a legal strike if most of its members at the refinery voted in favour of such action. By Wednesday last week it was threatening to hold a strike ballot if a board was not appointed Should the board not resolve the dispute within a month, the union can again exercise its right to strike legally

It seems likely that the board appointed for the dispute between Frame and NUTW could result in an important test case going before the Industrial Court The issue of union recognition lies at the heart of this dispute (*Leaders* August 5) Because the terms of reference of the board include allegations of an unfair labour practice, the

Financial Mail September 23 1983

union can launch an action through the Industrial Court if the dispute is not resolved by the board. If the minister had not appointed the board, a strike may well have been the only viable option available to the NUTW.

Extremely interesting labour issues will

be raised if the NUTW goes to court. These include questions about an employer's obligation to recognise a majority union and the best way (for example, the holding of a ballot) to determine which of two rival unions has majority support in a plant At issue will also be the question of what con-

stitutes the most appropriate bargaining unit. Should this be a single plant, or should it be the entire complex within which that plant is located?

Answers to questions such as these will obviously have important implications for unions and employers in many industries.

*Sowetan*  
*(26)*

# Union clinches deal

23/9/03  
*(143)*

By PHIL MTIMKULU  
THE Transport and Allied Workers' Union (Tawu) has signed a recognition agreement with the Vaal Transport Corporation.

The agreement was finalised last Thursday after two previous sittings. The union had an interim recognition agreement with the bus company for about 12 months. The union's negotiating team was led by the general secretary Mr J A P Skhosana and the organiser Mr R Fakude. They had also included the local shop-stewards.

The agreement is in respect of collective bargaining, grievance procedure, retrenchment procedure, job evaluation and grading, incentive and bonus schemes, uniform and equipment and employees' benefits such as canteen, housing, pension and medical fund.

Mr Skhosana said the workers were happy to have a proper machinery representing them. This offers them protection against unfair labour practises.

Tawu also has recognition agreement with six Putco depots.

# 17 nervous miners fired for refusing to go underground

23/9/83

E. Post

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JOHANNESBURG — The West Driefontein gold mine near Carletonville yesterday fired 17 of the 40 workers who refused to go underground on Wednesday because they were afraid of a rockburst

The management of the Gold Fields mine met representatives of the National Union of Mineworkers, but the talks proved fruitless, Mr Cyril Ramaphosa, said the union's general secretary

A spokesman for the mine confirmed that the Chief Inspector of Mines had inspected level 14 and could find nothing unsafe

"This was communicated to the 40 men in the morning, but 17 still refused to go underground. They are regarded as having terminated their contract," he said

Mr Ramaphosa said that the union was consulting its attorneys about the dismissal of the 17 workers in an effort to seek their reinstatement

The 40 mineworkers refused to go underground after claiming they had

heard rumblings in the rock. The mine management said it was impossible to technically determine in advance whether a rockburst would occur

The Minister of Mines, Mr Pietie du Plessis, said in Pretoria yesterday allegations that tests for gas were not made at the Hlobane colliery prior to the methane gas explosion that killed 63 miners last Monday would be thoroughly investigated during the pending joint inquest and inquiry

He said in a statement the inquest and inquiry would be held by a magistrate, with a member of the Government Mining Engineer's staff as assessor, and that the case should not be discussed as it was *sub judice* until the legal proceedings were finalised

Mr Du Plessis also reacted to recent Press reports that safety conditions and the safety norms in South African mines were unsatisfactory

He said South African mining regulations were generally accepted as be-

ing among the best in the world and were much wider in scope and more detailed than those recommended by the International Labour Organisation

This did not mean they were perfect and the regulations were constantly being reviewed

"In this connection, the Government Mining Engineer would welcome any positive and motivated suggestions for the improvement of the regulations"

● The Chamber of Mines has refused to display a National Union of Mineworkers notice calling for a moment of silence to be observed between 9am and 9 30am on Monday for the miners who died

In a letter to Mr Ramaphosa, Mr Peter Bosman, general manager of the Chamber of Mines, said the English part of the notice calls on employees to observe a moment's silence between 9am and 9 30am, but the Sotho and Zulu/Xhosa versions urge employees to participate in a half-hour work stoppage — Sapa

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ROM 23/9/82

# No apartheid in mine safety'

## CUSA backs NUM call

NOTHING prevented blacks carrying out methane tests if it was felt white miners were not doing their work properly, the Minister of Mineral and Energy Affairs, Mr Pietie du Plessis, said in Pretoria yesterday.

He was reacting to allegations that prescribed safety measures had not been adhered to at the Hlobane Coal Mine in Natal, where 66 miners died after a methane blast on September 12.

Allegations by the National Union of Mineworkers that the maximum permissible quantity of methane and the frequency of tests were not specified, and that flame safety lamps had been faulty, were "extremely misleading".

South African mining regulations were among the best in the world and detailed precisely when, where and how often tests should be carried out.

"If any black worker should feel that any white miner is not doing his job

properly, there is nothing to prevent him from asking one of the black operators of electrically driven machinery to carry out a test," he said.

"These operators have the necessary knowledge and equipment to carry out a test."

He said a number of Hlobane officials had methane meters as well.

"There are no racial discriminations as far as safety in mines is concerned."

Allegations that tests for gas were not made at the Hlobane mine before the explosion would be thoroughly investigated during the joint inquest and magisterial inquiry, in which a member of the Government mining engineer's staff would act as an assessor, Mr Du Plessis said.

"It is wrong to allege that mines are only interested in profits," he said.

Apart from humanitarian reasons, accidents cost money and it was sound financial policy to prevent them.

THE influential Council of Unions of SA (CUSA) yesterday endorsed a call by the National Union of Mineworkers for a half-hour work stoppage in the mining industry on Monday to mourn the victims of the Hlobane mine explosion.

On Wednesday, the NUM said work should stop from 9am to 9.30am and called on all mine workers and employers to support the stoppage.

CUSA said it fully supported the NUM's struggle for safe working conditions on the mines.



# NUM to mourn mine victims

By STEVEN FRIEDMAN  
Labour Correspondent

THE National Union of Mineworkers is to go ahead with plans for a half-hour work stoppage on Monday to mourn the miners who died in the Hlobane blast — whether mine managements allow it or not.

This was revealed by the union's general secretary, Mr Cyril Ramaphosa, yesterday, who added that mine managements were telling workers that they could observe a one minute stoppage, rather than half an hour.

The union's decision could lead to conflict on various mines which could test its recently-established bargaining relationship with the Chamber of Mines.

And, in another development, Mr Ramaphosa was due to meet the chamber's president, Mr Colin Fenton, late yesterday to discuss the stoppage. The meeting was requested by Mr Fenton.

Earlier this week, the NUM called on all workers and employers on the mines to observe a half-hour stoppage to mourn the Hlobane dead.

It sent letters to the chamber and all mining houses asking them to support the call and observe Monday as a day of mourning.

The stoppage is planned to begin at 9am to coincide with the day and time of the Hlobane blast.

Mr Fenton reacted to the call in a letter to Mr Ramaphosa, saying that the industry had already publicly expressed its grief at the Hlobane disaster.

He added, however, that mine managements would not stand in the way of workers who wanted to observe a "private moment of silence" between 9am and 9 30am on Monday.

Mr Ramaphosa said yesterday that Mr Fenton's letter, as well as the reaction of mine managements, had been discussed by union members who felt that plans for a half-hour stoppage should continue.

"They say that we do not need the permission of mine managements to mourn our dead," he said.

Meanwhile, Mr Ramaphosa met NUM's lawyers yesterday afternoon to discuss the possibility of legal action against the West Driefontein mine, which this week fired 17 miners who refused to work in an area of the mine they said was unsafe.

He said lawyers had already said they believed the union had "a good case" with which to press for the men's reinstatement.

If NUM goes ahead with the case, it will prompt a key court test on whether workers are entitled to refuse to work in an area they believe is not safe.

# Chamber anti-stoppage

THE Chamber of Mines has refused to put up notices calling on mineworkers to observe a 30-minute work stoppage in honour of the 65 miners who died at the Hlobane coal mine.

The work stoppage has been called by the National Union of Mineworkers (Num) as a mark of respect to the miners who died in the methane gas disaster.

The union has urged

By **ZWELAKHE  
SISULU**

the country's 470 000 miners to observe the stoppage between 9 am and 9 30 am today

In a letter to the general secretary of the Num, Mr Cyril Ramaphosa, the general manager of the Chamber of Mines, Mr Peter Bosman said the English version of the notices differed from

the Zulu, Xhosa and Sotho versions

The notice in English called on workers to observe a moment of silence, whereas the notices in the other languages called for a work stoppage said Mr Bosman

Meanwhile the Council of Unions of South Africa (Cusa) has come out in support of Num's demands for safe working conditions for miners

# Miners ~~Star~~ mourn dead workers

27/9/83 (143)

The National Union of Mineworkers claimed that at least 32 000 miners observed a half-hour work stoppage yesterday in mourning for the 66 men who died at the Hlobane Colliery this month

The claim was not supported by the Chamber of Mines, which said it had received no reports of a substantial break in work at any of its members' mines

The union last night named nine mines from which it had received reports that the full 30 minute break had been observed without any clash with management. It also said the final number of participants in the stoppage was still being calculated as reports from underground workers were late in coming in.

A NUM spokesman said at two collieries, Rietspruit and Matla, 750 and 1 000 men respectively had observed the symbolic mourning.

A Chamber spokesman said "It is our impression there was no stoppage at all", although it was possible reports had not yet reached him.

Sharp differences over the stoppage developed last week. The Chamber said it had agreed to no more than "a moment of silence" which would not affect production. However NUM general secretary Mr Cyril Ramaphosa called for a full half-hour break, not only from its 40 000 members but from other miners too.

# Tucsa resolution angers unionists

BY PHIL MTIMKULU

A RESOLUTION passed by the Trade Union Council of South Africa (Tucsa) at their annual conference calling for un-registered trade unions to be outlawed has angered black trade unionists who view it as interference with the freedom of association.

The resolution, which was introduced by the Mine Surface Officials' Association, was passed by 125 votes to 27. It was strongly resisted by the South African Bank

Employees' Union, the South African Boiler-makers' Society and the Motor, Industry, Combined Workers' Union. Mr A M Moko, who represented the bank employees at the conference, said Tucsa was not the sole custodian of trade unionism in South Africa.

Mr Proshaw Camay, the general secretary of Cusa, said the resolution went against freedom of association. He said Tucsa was fast becoming more conservative and

"The Tucsa resolution clearly shows where the organisation stands in regard to Government efforts to emasculate and control democratic trade unions which represent the true aspirations of the black working class," Mr Jeff Lengane, of the Insurance Assurance Workers' Union of South Africa, said

Mr Herbert Barnabas, of the South African Allied Workers' Union (Sawu), said his union had always maintained that unions which involved themselves with the Industrial Council tended to be toothless. "According to Section 78(1) of the Labour Relations Act a worker is free to join a trade union of his choice. Who are they to



INSURANCE: Lengane

Sacked miners claim area was unsafe

# Key mine test case on refusal to work

By STEVEN FRIEDMAN  
Labour Correspondent

THE National Union of Mine-workers yesterday served papers on the Gold Fields (SA) West Driefontein mine, thus instituting a key industrial court test case on whether workers can refuse to work in an area they consider unsafe

The papers contain shock allegations about an incident this month in which 17 NUM members at the mine were fired for refusing to work in an area because they believed it to be unsafe

The mine said the area was safe but the NUM says a rockfall injured a worker in the area in question two days after its members were fired for refusing to work in it. It says a miner was injured when the roof caved in on him

It also alleges workers who refused to work in the area were subjected to racial abuse by mine officials and that, at one point, an official threatened to shoot two of the workers

A Gold Fields spokesman said yesterday the company planned to contest the

action. But it could not respond in detail to the union's allegations yet as it had referred these to its legal advisers

The NUM has asked the court to order the temporary reinstatement of the 17 men who were fired for refusing to work in the area while its dispute with the mine over the sackings is resolved

The union also announced in a statement yesterday it had applied to the Government Mining Engineer for an urgent inquiry and inspection at the area where the men refused to work

This is the first time the court will have to decide whether workers are entitled to refuse to work in an area they consider unsafe

The action has been brought by the NUM and the 17 dismissed workers. In papers before the court, they allege the workers refused to work in the area for several reasons

- The roof of the area was hanging dangerously;
- They had heard rumblings there — "an indication of a possible rock burst";
- The roof had "abnormally wide" cracks,

● The roof supports were tilted at an angle, and,

● "Rocks kept falling when touched slightly by workmen's helmets"

It claims that another gang had been working in the area concerned, but had been moved after a white and three black miners had been "seriously injured". Two of the three black workers are still in hospital, it charges

The papers allege that, when the men reached the area — 14 level — they heard a team leader say it was unsafe. The signs were such that "even a novice would recognise the danger of a rock-fall" and they refused to work there

When team leaders went to see the shift boss that evening, he allegedly called the workers "dogs" and insulted them racially

On another occasion a shift boss is alleged to have said he did not care if black miners died in the area as the mine "could easily buy other k...s and dogs to work in their place"

The mine said its production manager had inspected the area and found it safe and that a Government inspector had done the same

Num institutes  
court proceedings

29/9/83  
By PHIL MTIMKULU  
THE NATIONAL Union  
of Mineworkers (Num)  
has instituted legal pro-  
ceedings against West  
Driefontein Gold Mine  
for the reinstatement of  
17 sacked workers

In their application to  
the Industrial Court the  
union is contesting the  
dismissal which it re-

gards as an unfair labour  
practice

The union, which also  
alleges that the mine  
was in breach of con-  
tract of employment of  
the individual appli-  
cants, has also applied  
to the government to  
hold an urgent inquiry  
and inspection of the  
mine

143 City Press 3/10/83

# HOW SAFE ARE MINERS?

A potentially explosive row over mine safety continues to rumble in the wake of the Hlobane coal mine disaster which killed 67 people

Black mineworkers' unions and the Chamber of Mines have launched fierce verbal attacks on each other, and the National Union of Mineworkers (NUM) is taking a mining company to court for firing 17 workers after they refused to work in an area they considered unsafe

Black unions have ridiculed a Chamber of Mines statement that South African mine safety measures are the best in the world

(The mining expert dismissed the Chamber's claim as "bull")

The unions point to figures which show that the death rate on South African coal mines is six times higher than on British coal mines and 50 percent higher than US coal mines

## SPROUDER

But the Chamber says this is like comparing "apples to pears". Different conditions govern coal mining in Britain and South Africa, and the South African death rate equalled the American death rate in the first half of this year — before Hlobane — adds the Chamber

Nefolovhwe regional organiser of the Black Allied Miners and Construction Workers' Union, said the Chamber's response was a "rationalisation". "We cannot use methods which cause people to die in such numbers," he said

Cyril Ramaphosa of the NUM said that it was, generally speaking, fair

# UNDETERMINED PROQUIND?

to compare British and South African coalmines

The black unionists are demanding full participation on mine safety bodies, saying this is necessary for proper safety measures

Chamber of Mines spokesmen told City Press this week they would not pressure the Government to grant black mineworkers' unions representation on the statutory Mine Safety Committee. But the Chamber would not oppose black union representation either

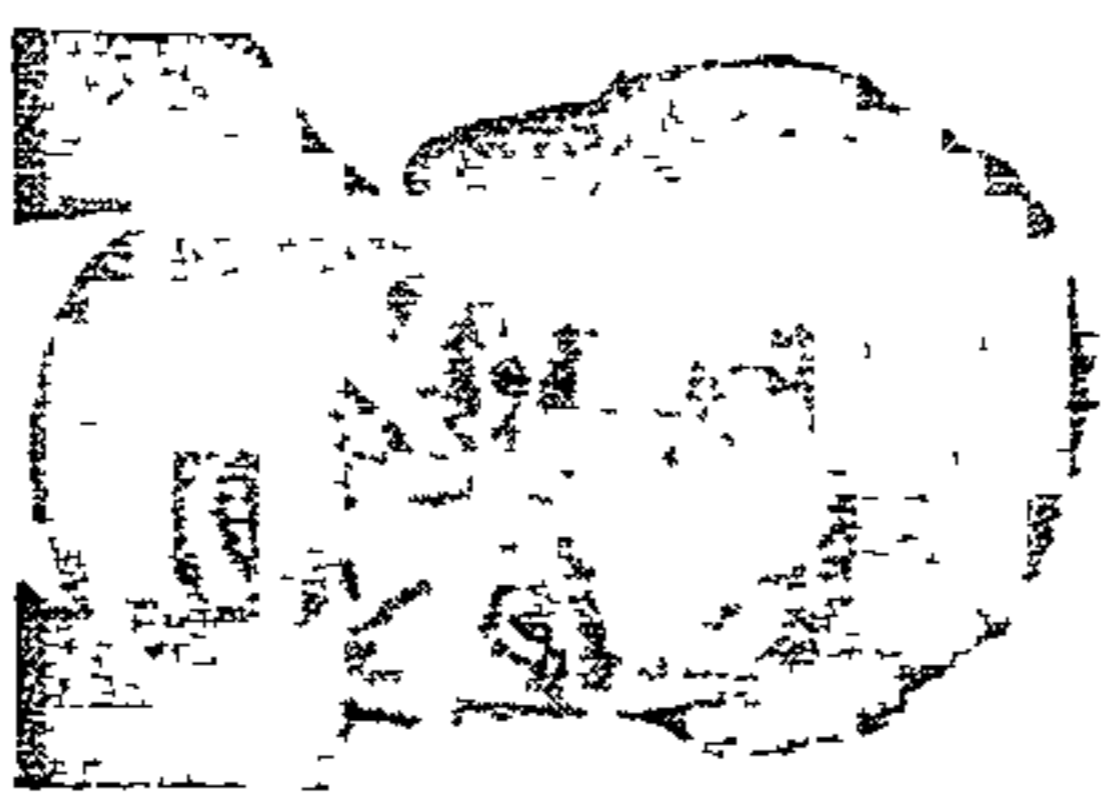
The 10-member committee, whose members are approved by the

Government, has three people who are supposed to represent mine employees who are not officials

But there is not a single representative of the 475 000 black miners

Ramaphosa said this attitude showed the Chamber "does not want us on the committee". The Chamber had enough clout with the government to ensure black representation, he said

The Chamber says black miners are regularly consulted on all issues of safety. Meanwhile the black



CYRIL RAMAPHOSA  
urgent need for action on mine safety

unions have raised a number of other issues on safety. Ramaphosa says mine workers want,

and need, a one hour break for lunch and rest during their eight to nine hour shifts. At present they work straight through

Chamber spokesmen told City Press this week that miners had no break because "this is how they like it"

But Ramaphosa says this "is just not true"

Nefolovhwe said this showed the Chamber's determination to push productivity at all cost

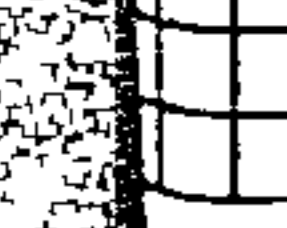
The black unions and occupational health workers charge this lack of rest is a major factor in some accidents. But

the Chamber says no research had been done which would support this

The unions also charge that incentives paid to white mine workers for few injuries on the shifts they oversee prompts them to put pressure on black miners not to report injuries

But the Chamber says its investigations refute this allegation. In addition, every miner is physically checked for injuries at the end of each shift

But Ramaphosa counters "We know injuries are being suppressed, and we are just waiting to prove this conclusively"



oldings Security of pensions is becoming a significant factor among people opposed to investment

Chettle's eligibility marks the distance the foundation has come from the days of rugged patriotic fundamentalism, a journey that has increased its credibility and effectiveness. It will be interesting to see whether there's another quantum jump in time for the organisation

## WAZULU

### Help wanted

FM  
30/9/83

The KwaZulu Development Corporation (KDC) wants to attract key people from the private sector to help with the development of KwaZulu. It has launched an advertising campaign to attract 23 senior staff members from general manager down.

The KDC's burgeoning staff needs have been brought about by the establishment of the Southern African Development Bank. With the launching of the bank, the Corporation for Economic Development (CED) will be phased out and the KDC will be taking over its industrial development functions.

Senior GM Marius Spies says the added responsibilities of the KDC under the new management under the decision to enter the employment market. But, he says, the issue to involve the private sector in development is also an important factor.

The KDC has already launched two major initiatives involving the private sector. The first was the formation of the KwaZulu Housing Company, aimed at tapping pension funds and other resources of large public and private corporations for investment in black housing. "The Durban City Council was the first to invest R2m in this company and we are currently negotiating large investments with a number of big companies," says Spies.

The second is the formation of a joint venture company with Trust Bank to facilitate direct private sector involvement in the financing of business development in KwaZulu.

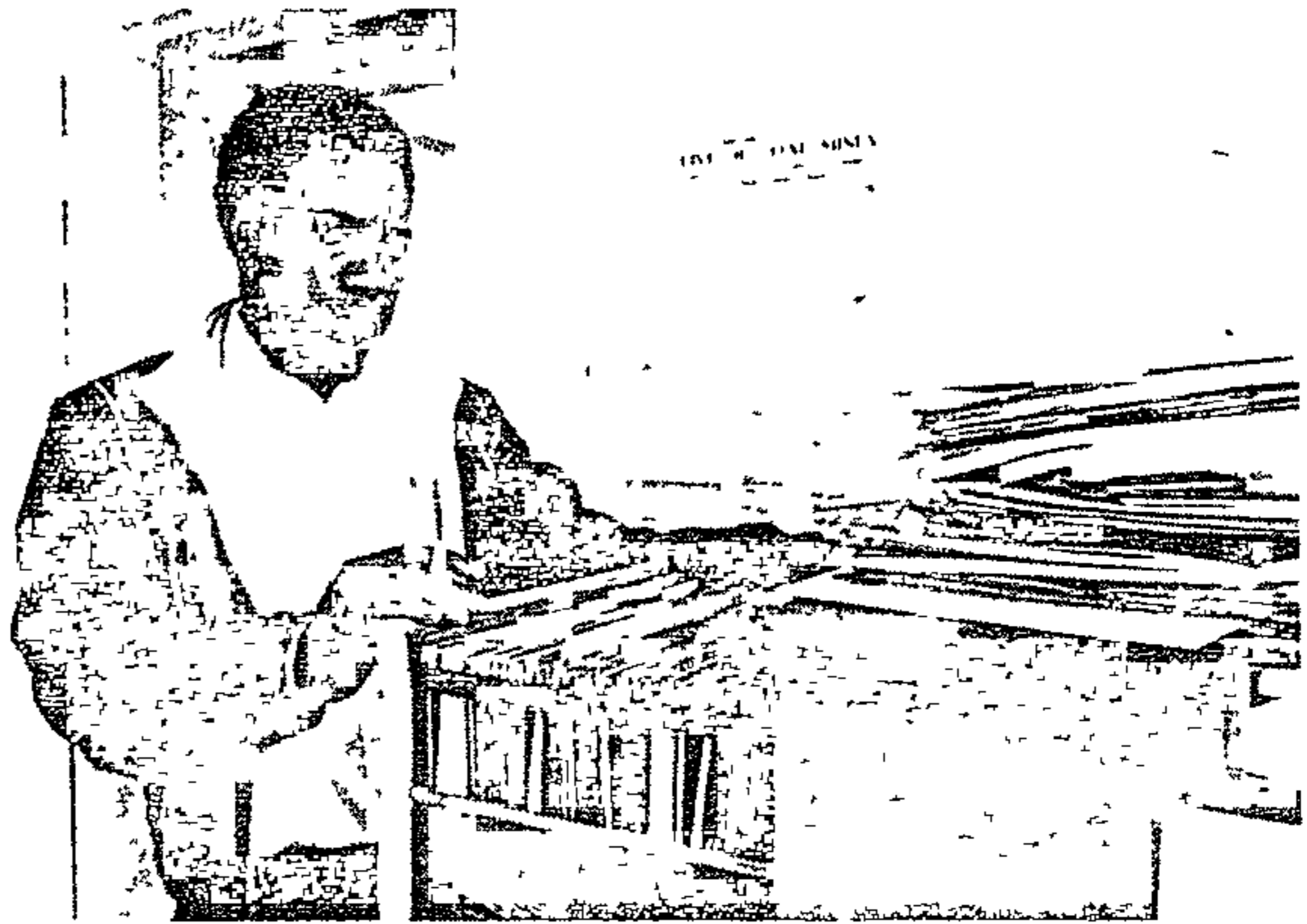
## MINERS

### Who did stop?

143  
262

Mystery surrounds the scale of this week's work stoppage by black mineworkers, called to honour the 66 people who died in the recent Hlobane mining disaster. National Union of Mineworkers (NUM) general secretary Cyril Ramaphosa maintains that solidarity ensured that over 30 000 workers participated in a half-hour work stoppage. But the Chamber of Mines (CM) industrial relations adviser, Johann Liebenberg, dismisses his claims as "absolutely nonsense".

According to Liebenberg "There were no



NUM's Ramaphosa ... claims contested by the Chamber

cases that we know of in mines represented by the CM that the half-hour work stoppage was observed, although there may have been incidents where people observed a moment's silence."

Industry sources say that a moment of private silence was observed on a significant scale. A spokesman for Anglo American says that no work-stoppages were experienced either on the gold or coal mines but that the moment of private silence was observed in the spirit of an agreement with the CM.

Ramaphosa counters that reports are still coming in indicating the extent of an actual work-stoppage, and that denials by the CM "are to be expected".

Ramaphosa claims "Work-stoppages were observed at two Witbank collieries — at Gencor's Matla coal mine and at Rand Mines' Rietspruit. In addition, there were also underground stoppages at Western Holdings, and President Brand."

He adds "From reports received to date, we're pleased with the response to NUM's call for a stoppage. Predictably, on mines where our organisation was not so intense, the response was not that good, but it's an organisational problem. On the mines where we're organised the response was good."

Injured survivors of the Hlobane disaster claim negligence, saying that methane gas-levels were not tested on the morning of the explosion. This has led to a call by NUM for a commission of inquiry into safety on the mines. Ramaphosa says that NUM now intends submitting a detailed memorandum to the Minister of Mineral and Energy Affairs calling for this.

According to Guy Stokes, manager of the CM's safety division "Until June 30 1983 the fatality figures for CM coal mining members was 0,53/1 000/year, which is as good as the best US figures. Britain has the lowest fatality rate in the world at 0,2/1 000."

But at present black workers have no representation on the government appointed Mine Safety Committee. Only unions with white membership are represented. Earlier this year government's mining engineer turned down NUM's application for representation on the grounds that it was unregistered and unrepresentative. Now, Ramaphosa tells the FM, NUM recently received a letter from the mining engineer stating that its application is being considered at Ministerial level.

## NATAL

### Sharing the burden

Natal has taken its first tentative steps towards sharing services in its major urban areas. Durban is first in line for this so-called "regionalisation". Twenty-three local authorities — stretching from Illovo in the south, Hillcrest in the west and Verulam in the north — will be involved. Significantly, parts of KwaZulu which fall within the region are to be included.

The services which will be shared include health, ambulance and fire, traffic control, civil defence, electricity, water, planning, transportation, sewage, and solid waste disposal. An international firm of management consultants has been appointed to carry out an in-depth analysis of the financial consequences.

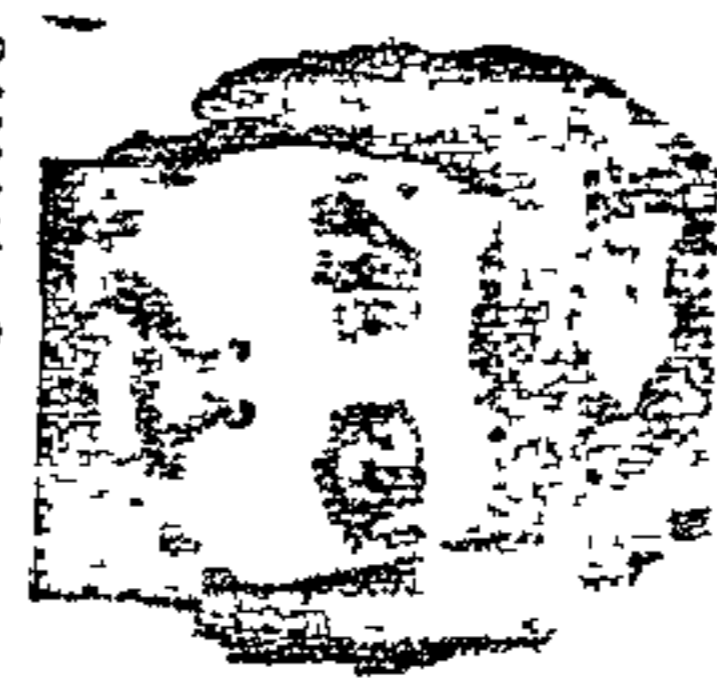
Durban City Council has agreed that the costs of the study, expected to be around R400 000, be covered by surpluses in its electricity fund.

While regionalisation has been shown to work overseas, the concept has been greeted with some scepticism in SA. A complex interlocking of local authorities, based on ethnic concepts, makes application difficult. However, government has given its tacit support. The Ministry of Constitution-

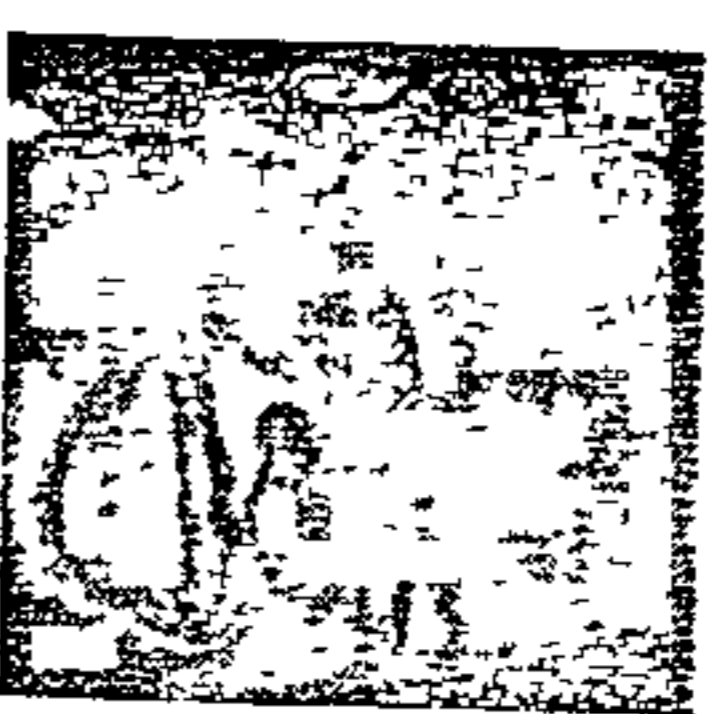
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# Black anger over white housing policy



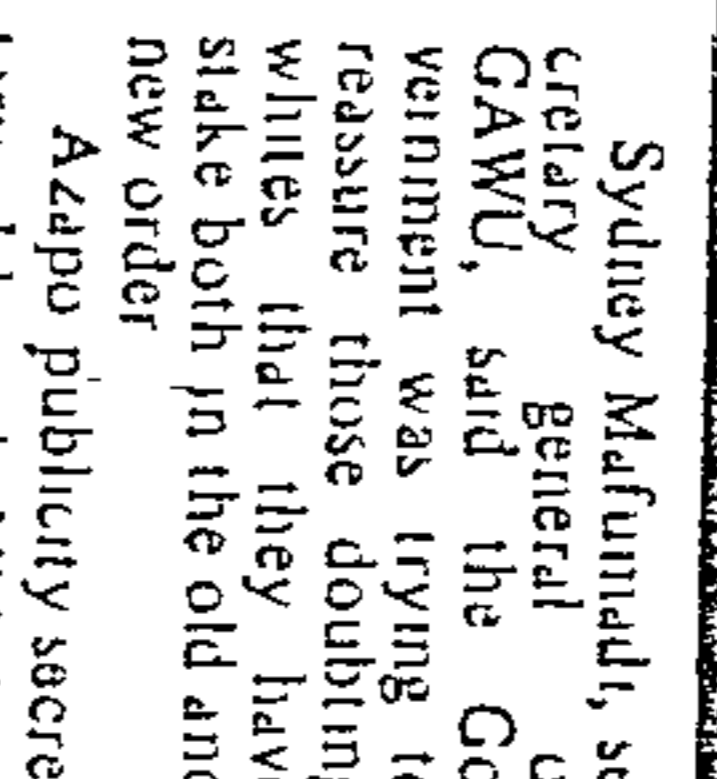
CAMAY Carrot to white voters.



MKHABELA: 'Ignoring blacks.'



BUT: 'We need houses.'



REPORT BY M. BADELA, 62 (Reprint by M. Badela, 62)

## By MONO BADELA

"If Indians and coloureds were involved in the voting, they would also be offered some of other handouts."

He said there was an urgent and desperate need for houses for the black community. (and views it as a political trick with taxpayers' money to further the aims and objectives of the present government)

"We do not believe that a government which panders to an already wealthy voting section of the community can shape its powers by ignoring the desperate plight of thousands of workers who are hopelessly squating in urban areas."

# Saved from the MOOSE — FOR THE CONDEMNED

FOUR men this week thanked their lucky stars as only hours before they were due to meet the hangman — their appointment with death was cancelled.

At least for the time being.

Peter Lebogae, Samuel Ntshung, Joseph Segoto and Ezekiel Mphahle were given a last-minute stay of execution after a petition was lodged with the State President by Segoto's lawyers.

The road to death for the four men started on August 30, 1978 when they robbed and stabbed Natal farmer, They were found guilty of murder with extenuating circumstances and armed robbery with aggravating circumstances when they appeared in the Maritzburg Supreme Court before Mr Justice A.P. James.

Two other men, Phineas Mazibuko and Munyanyeni Kati, were acquitted, while Frank Rivers got 15 years for robbery.

Last November an appeal was dismissed.

The day before the appeal was dismissed, the four men were briefly briefed by the State President's office.

The four men were found guilty of murder with extenuating circumstances.

## BY DERRICK LUTHAYI

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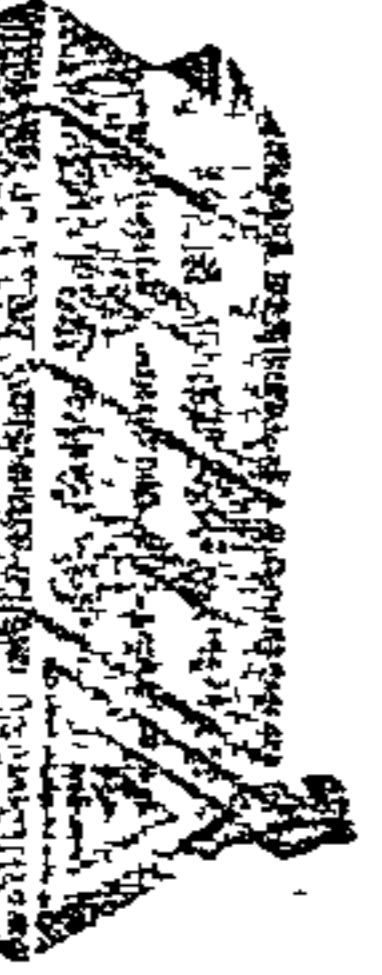
The four men were found guilty of murder with extenuating circumstances.

The four men were found guilty of murder with extenuating circumstances.

## ALEX ON SHOW

ALLXANDRA township's two-week 7 celebrations kick off tomorrow — and and photographic exhibition. Anyone hibite should contact Cherril Suck at (1 during working hours.

"We're making it a special year for you"



COMMUNITY leaders and trade unionists have reacted with anger to the announcement that the Government is to halve the white housing backlog when the black housing situation has reached such critical proportions.

Prime Minister P.W. Botha announced this week that R200 million will be set aside over the next year — the same amount the Government has spent on black housing over the last five years.

While the official housing backlog for whites is 15 000, the total shortage for blacks in rural and urban areas is estimated to be 750 000, with a shortage of 480 000 in the townships.

Unofficial estimates are much higher. Black leaders all agree that the announcement on white housing was carefully timed to win votes in next month's referendum on the government's new constitution.

The secretary general of the influential Council of Unions of South Africa, (Cusa), Mr Piroshky, said:

"We do not believe that a government which panders to an already wealthy voting section of the community can shape its powers by ignoring the desperate plight of thousands of workers who are hopelessly squating in urban areas."



to 000 in the town

beneficial estimates are much higher

Black leaders all agree that the announcement on white housing was carefully timed to win votes in next month's referendum on the constitution

The secretary general of the influential Council of Unions of South Africa, (Cusa), Mr Proshaw Canady, said

"We believe that this is a dangling carrot for white voters in the coming referendum

money to further the aims and objectives of the present government

"We do not believe that a government which panders to an already wealthy voting section of the community can abuse its powers by ignoring the desperate plight of thousands of workers who are hopelessly and helplessly squating in urban areas"

Canady said instead of trying to catch some "yes" votes the Prime Minister should turn his

# HUGE EXPENSE GAP

While the Government will spend nearly R28 000 on each of the 7 000 low income houses for whites this year, the Soweto Council will spend a princely sum of R2 000 on each of the 226 houses it intends to build next year for the same purpose

Housing director Mr J J Oosthuizen said this week the council had applied for a loan from the Government to start a core type scheme to alleviate the acute housing shortage in Soweto

He said the houses would be built in the Diamond butter strip and in Naledi Extension

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Applicants should be:

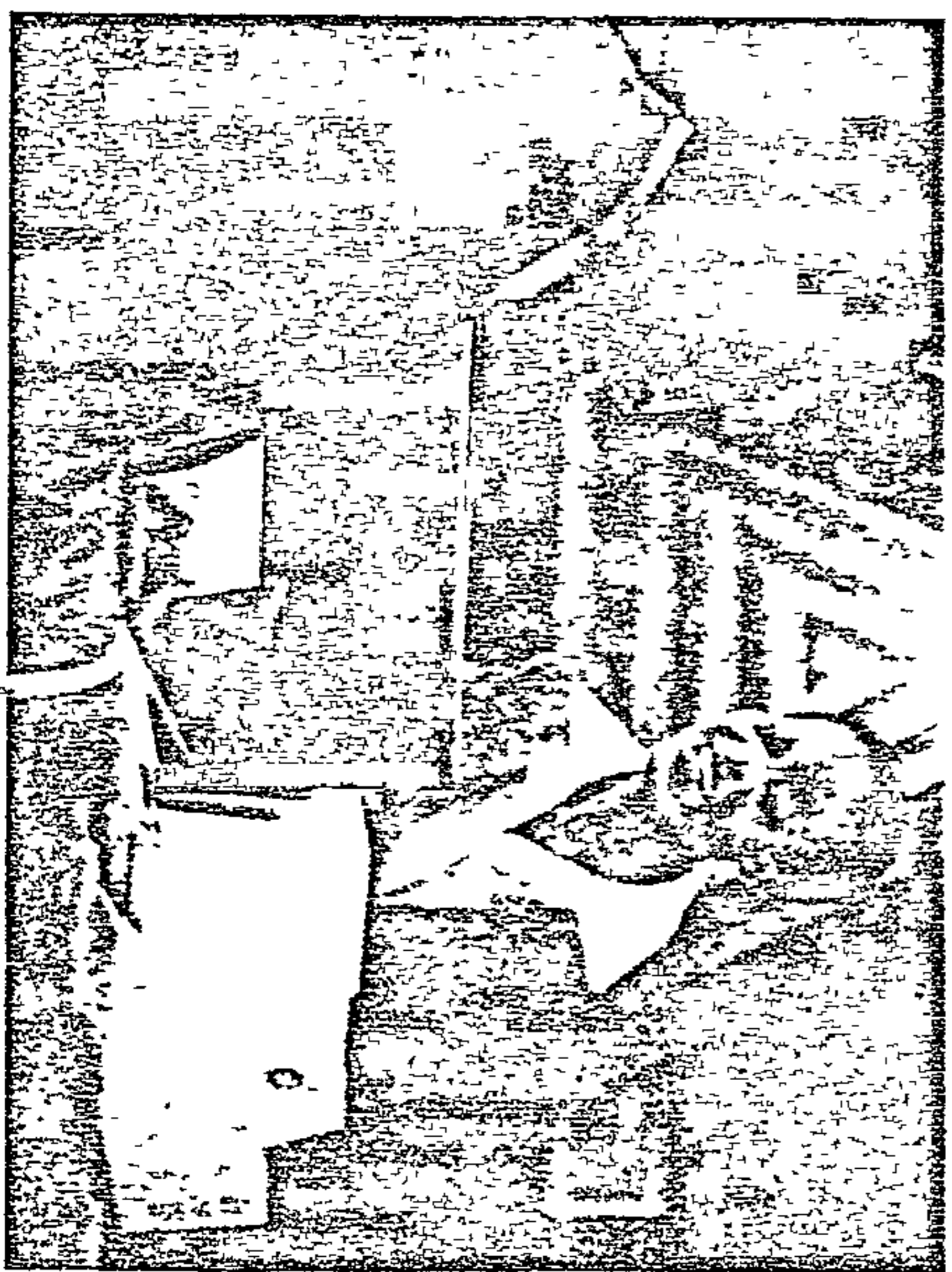
- 1) Between 18 and 65 years.
- 2) Able to read and understand simple English.
- 3) Able and willing to follow instructions.

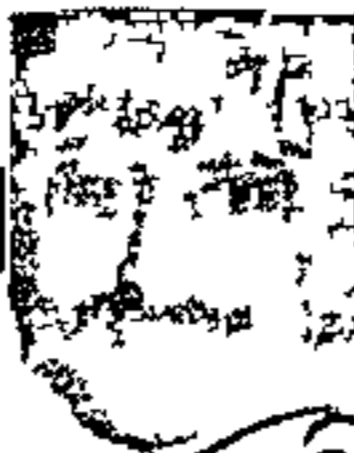
Apply to: Mr J. J. Oosthuizen, Director of Housing, P.O. Box 100, Pretoria.

"We're making it a special year for you"



# "HOWA the PERIM and gave my children a good education"





floor — however many services it offers members

This may show that the union is too young to mount a widespread symbolic stoppage in defiance of employers now

HOW widespread was the stoppage by National Union of Mineworkers members to mourn those who died in the Hlobane blast?

Papers filed in the NUM's industrial court test case against Gold Fields West Driefontein mine — it is challenging the dismissal of 17 men who refused to work in an area they consider unsafe — contain startling charges

The NUM called for a half-hour stoppage, the mines replied that a minute was adequate. The NUM then said many members would observe 30 minutes

These include claims that a rockfall occurred in the area the men refused to work in two days after they were fired and that the men were subjected to verbal abuse. Gold Fields will contest the action

The NUM says about 30 000 members — mostly on the surface — ignored management and took 30 minutes. Employers insist that none did. The mines are insulated from newspapers, so it is impossible to say who is right

But it does seem the one minute was widely observed, which may show that the NUM is making progress in mobilising members

If half-hour stoppages did take place, it seems they occurred mostly on the surface and that most underground workers did not defy management

143 NUM 9/10/83

211 □ □ □

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143

# Unions endorse pension books

By Carolyn Dempster,  
Labour Reporter

Emergent unions involved in the 1981/2 pension strikes have welcomed the introduction of "pension documents" to combat worker mistrust of pension funds

The service, introduced by the Southern Life Association last month, gives a detailed statement of pension contributions and accumulated benefits to individual pension fund members

All information is contained in a document closely resembling a savings bank book and is available in five languages

The decision to introduce a personalised pension book followed the widespread 1981/2 pension strikes. It is modelled on the type of service provided by pension funds overseas

However the concept was slow in taking root in South Africa because of the multilingual society, the Association's marketing manager in the pensions division, Mr E le Roux, said

## RIGHT DIRECTION

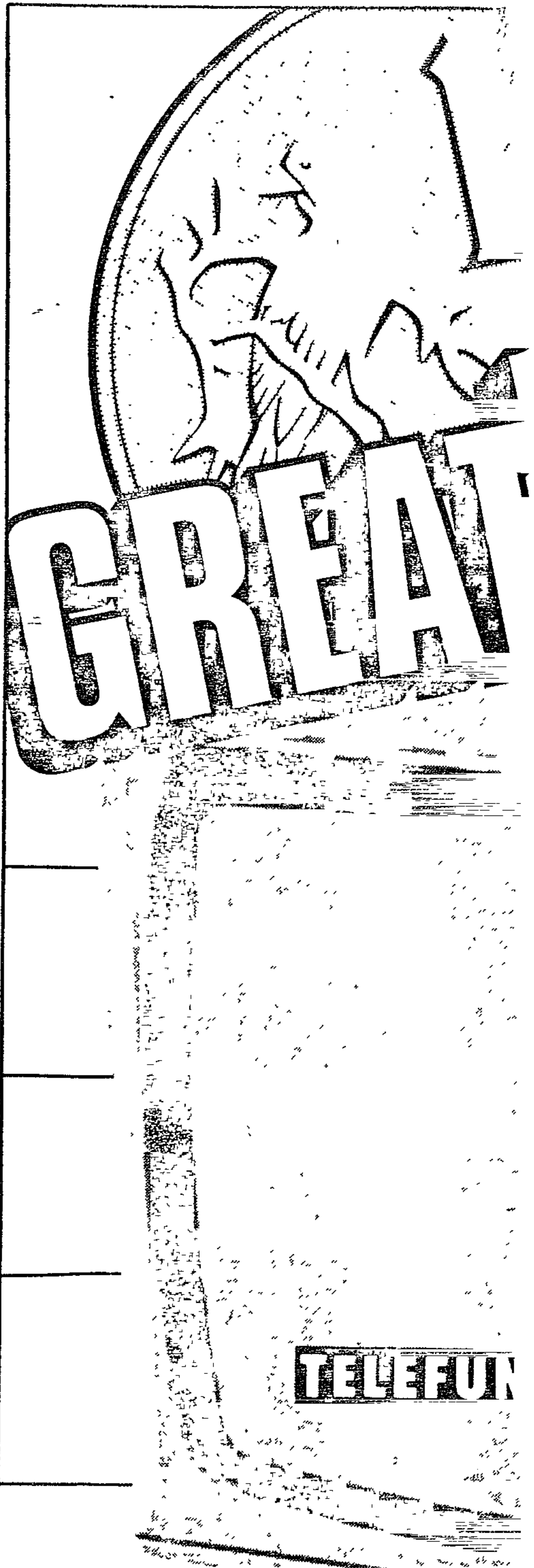
The implementation of the pension document service is seen by Council of Unions of South Africa (Cusa) head Piroshaw Camay as a "step in the right direction"

"One of the grievances during the pension disturbances was that workers did not know what their benefits were, or what their accumulated contributions amounted to"

A call on the companies to supply these details to workers was just one of the demands made by the unions at the time

"This is a factor which will de-mystify the pension fund schemes, but it is not the factor of greatest importance to the workers

"Worker participation and their involvement in determining investment is obviously of greater long-term importance," he added.



# Unity move shows signs of stress

Labour Correspondent  
LEADERS of the country's emerging trade unions, which represent over 250 000 workers, meet in Johannesburg at the weekend to continue their unity efforts — amid signs that the unity initiative is under stress.

It was learnt yesterday that the Federation of SA Trade Unions (FOSATU) is reconsidering its support for the present unity initiative and that there is tension between FOSATU and Cape emerging unions — in which all major emerging unions are taking part — in the unity federation aimed at welding the emerging-union movement into a single federation which would beef up black worker shop-floor muscle.

The unions agreed earlier this year to form a feasibility committee to plan details of the new federation and its next meeting will be held this weekend. Until now, unity between larger emerging unions, such as the Food Workers Union, the Commercial Canning Union, the Food Workers Union, the Allied Workers Union, and the Commercial Workers Union, has seemed likely, although tensions between these and the newer "community" unions have persisted.

However, differences in opinion between FOSATU and some of the unions which have been allied with it surfaced at the last feasibility committee meeting. A union source insisted yesterday that the unity initiative was progressing well.

However, it was learnt yesterday that FOSATU is to hold a seminar in a week's time to review its attitude to the unity initiative. The seminar will be followed by a meeting of FOSATU's central committee, which will discuss a recommendation by the seminar on whether to continue to take part.

It is understood that FOSATU unionists are unhappy with the differences which emerged at the last meeting, and believe obstacles are being placed in the way of a new federation by other major unions.

At the same time, it appears there has been a thawing of relations between FOSATU and the second-largest emerging union group, the Council of Unions of SA, which has often been hostile to each other in the past, but have recently held informal talks at which they discussed the possibility of co-operation among other issues, the possibility of co-operation in some factories.

# NUM <sup>(14)</sup> wants in <sup>(17)</sup> on inquiry into deaths

By JOSHUA  
RABOROKO

14/10/83  
Sander

THE 30 000-strong National Union of Mineworkers has demanded to be party to the commission of inquiry into the deaths of 10 miners who were killed when a fire raged through Vaal Reefs Gold Mine in Orkney last week.

Five miners died and five others were presumed dead after an inferno raged through the fourth floor of the western Transvaal mine, the union's acting secretary, Mr Mokheseng Maloka, said yesterday

Mr Maloka said that mineworkers at the plant had divulged certain information to the union concerning the deaths

Proto teams entered the shaft after the fire was discovered and recovered five bodies, but rockfalls caused by the fire and gas circulating in the shaft hampered the rescue team in their attempt to find the other missing men

Mr Maloka said that the miners had alleged that they had seen the corpses of the workers presumed to be dead and had since threatened to go on strike unless the mine authorities did something

"It is on these grounds that we feel we must be part of the inquiry to determine the cause of the fire and what to do about the remaining bodies. The workers feel there was negligence somewhere

A public relations officer for Anglo American said that if the union wanted to participate in the inquiry they would have to make arrangements with the inspector of mines. The inquiry will be conducted by the government

# Miners' union

14/19/83  
143  
seeks talks

## on fire

Labour Correspondent

THE National Union of Mineworkers (NUM), the biggest black union on the mines, is seeking a meeting with Anglo American's Vaal Reefs mine to discuss a recent fire at the mine which claimed the lives of 10 miners

According to a union spokesman, NUM officials at the mine have claimed that the fire was not brought under control early because the mine employee responsible for controlling it "panicked and ran away"

However, this claim conflicts sharply with the account of the accident released by Anglo at the time it occurred.

According to the union spokesman, NUM's organiser at the mine, who is a union shop steward, an employee, who workers identified as either a boiler-maker's artisan aide or a shift overseer, had been responsible for attempting to fight the fire, but had fled instead

He said he had been trying to arrange a meeting with mine management to discuss this claim, but had been unsuccessful. He was due to travel to the mine today to continue attempts to arrange a meeting

Official Anglo comment was not available yesterday

But a statement issued after the fire said a mine employee in charge of a construction team attempted to fight the fire by using a fire extinguisher

He had been able to do this, it said, because he was upwind from the fire and therefore narrowly escaped falling victim to it.

It said that, when he had failed to extinguish the fire, he immediately called a mine proto team to the area to fight it

To call the proto team, he would have been forced to leave the area of the fire

● Anglo's statement released after the fire said five miners had died and that five were "missing, presumed dead" According to NUM, miners claim to have seen the bodies of the missing five but say the heat in the area where the fire occurred is still too great to allow the bodies to be retrieved.

Star 15/10/43  
**Strike  
threat  
at major  
refinery**

Black workers at the refinery which processes all South Africa's gold may strike soon over a pay claim, the general secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa, said yesterday.

A final wage and conditions offer from Rand Refinery at Germiston, near Johannesburg, was unlikely to be accepted by the 250 members at the plant. "We will then start to count the days to a strike," he said.

The Chamber of Mines, which negotiates for the refinery, said in a statement it had presented a revised and final offer yesterday which the union was considering.

Mr Ramaphosa said the refinery had raised its pay offer to nine percent from eight but had adversely revised increments for years of service. The offer would be put to members on Monday and a reply given on Tuesday — Reuter



# Miners likely to turn down wage offer

By STEVEN FRIEDMAN  
Labour Correspondent

MEMBERS of the National Union of Mineworkers at the Chamber of Mines' Rand Refinery were due to meet late yesterday to discuss a "final" wage offer from the chamber — and it was almost certain they would reject it

Rejection of the offer would pave the way for a legal strike at the refinery, which could have serious implications for the gold mines. Although the refinery, which is in Germiston, only employs about 250 workers, it refines all gold produced by chamber mines

However, even if union members reject the offer, labour law stipulates they may not strike legally for another 30 days

Wage talks between the chamber and NUM at the refinery deadlocked in August when NUM, which demanded a 40% rise, rejected the chamber's 8% offer

NUM declared a formal dispute with the chamber and an official conciliation board has been meeting in an attempt to resolve the dispute

At a meeting of the board late last week, the chamber made a new offer to the union, which it described in a statement as "final". It added that the union had agreed to take this back to its members

NUM's general secretary, Mr Cyril Ramaphosa, said yesterday union officials and shop stewards would address workers on the chamber's offer. The meeting was scheduled for late yesterday

He said union negotiators would not recommend acceptance or rejection of the offer, but added it was "highly unlikely" that workers would accept

The chamber had amended its wage offer slightly — from 8% to 9%

But Mr Ramaphosa said, a "more serious" problem had been created by a revised chamber offer on service increments for workers

NUM had demanded that workers receive an extra 0.5% of their pay for every year they had worked at the refinery

The chamber accepted this, but only on condition this system only came into effect from now. This would mean that long-service workers would not receive any increment for the time they have worked up until now

NUM rejected this, demanding that the increment be calculated from the day workers were hired

Mr Ramaphosa said the chamber had now changed its offer and was offering a R1,20 a month rise for each year of service — but with the proviso that no worker would receive more than R30

"This means men with 25 years' service would get virtually nothing, and I cannot see our members accepting this," Mr Ramaphosa said

If the meeting rejected the offer, NUM would then inform the Department of Manpower that the conciliation board had failed to settle the dispute, he said

However, Mr Ramaphosa pointed out, the union could not call a legal strike at the refinery until another 30 days had elapsed

# Mineworkers union is to strike over wage issue

By Fiona Macleod

18/10/73  
Members of the National Union of Mineworkers (NUM) at the Chamber of Mines' Rand Refinery have decided to stage a strike after rejecting a "final" wage offer of nine percent from the Chamber.

At a meeting late yesterday afternoon the members decided to notify the Department of Manpower that the union's dispute with the Chamber had not been settled and that they would strike after the 30-day period required by law.

The strike could have serious implications for the gold mines. Although the refinery, which is in Germiston, employs only about 250 workers, it refines all gold produced by the Chamber's mines.

The Chamber raised its wage offer from eight percent after talks with the union deadlocked in August.

NUM, which demanded a 40 percent rise, declared a formal dispute with the chamber and an official conciliation board has been meeting in an attempt to resolve the dispute.

Late last week the Chamber made the offer of nine percent, which it described as "final".

Gold mining industry could be hit hard

# Strike threat at top Reef gold refinery

19/05/83  
211  
213  
143  
NUM

By STEVEN FRIEDMAN  
Labour Correspondent

THE Chamber of Mines' Rand Refinery in Germiston, which refines all gold produced by Chamber mines, seems set to face a legal strike by its black workers within the next week

This follows the rejection by a meeting of Rand Refinery workers of a final wage offer made by the chamber to the National Union of Mineworkers, which represents the workers

The NUM's general secretary, Mr Cyril Ramaphosa, said yesterday that the union

was likely to hold a legal strike ballot at the refinery later this week

He said if they voted for a strike, the strike could begin early next week. The union believes that the rejection by workers of the offer makes a vote to strike almost certain.

Originally, the union had believed that labour law did not allow it to launch a legal strike at the refinery for the next 30 days. However, Mr Ramaphosa said the NUM had taken legal advice yesterday and had been assured that it could strike legally.

Although the refinery only employs about 250 black workers, a strike would have

serious repercussions for the gold mines because of its strategic role in the gold mining process

A strike would also prompt the first major confrontation between the chamber and the NUM.

A spokesman for the chamber said yesterday that the chamber would not react immediately to the NUM's announcement

He said the union had not officially informed the chamber of its reaction to the wage offer and that, until it did, the chamber would not react.

The threat of strike action follows wage talks between

the two sides in which the NUM originally demanded a 40% wage rise for its members and rejected a chamber offer of 8%

The union declared a formal dispute with the chamber — the first step on the road to a legal strike — and a Government-appointed conciliation board has been attempting to settle the dispute

At a meeting of the board late last week, the chamber increased its offer and said the offer was "final"

The NUM has demanded that workers receive an extra 0.5% of their pay for every year they have worked at the refinery

# STRIKE LOOMS ON GOLD MINES

By JOSHUA RABOROKO

ABOUT 250 mine-workers, members of the giant National Union of Mineworkers (NUM) may go on a legal strike at the gold mines after their rejection of a wage offer made by the Chamber of Mines.

The union's general secretary, Mr Cyril Ramaphosa, said that the workers, employed by Rand Refinery in Germiston, had rejected the offer because they were not satisfied with management's revised offer.

The rejection followed a deadlock reached in August between the chamber and NUM when the union demanded a 40 percent rise, and rejected the chamber's offer.

The union declared a dispute with the chamber and a Reconciliation Board was appointed in an attempt to settle the matter. The chamber made a new offer last week and this was also rejected by the union.

A strike at the refinery, which produces all the chamber's gold, is likely to have far-reaching consequences in the gold industry.

Mr Ramaphosa said the union could not call a legal strike until 30 days after the rejection of the offer by members.

The union had demanded that workers receive an extra 0,5% of their pay for every year they had worked at the refinery. The chamber accepted this on condition it took effect from

now, meaning that long service workers would not benefit.

He said they had rejected the offer and demanded that the pay rise be calculated from the day workers were engaged. The chamber then changed its stance and offered a R1,20 per

month increase for each year of service on condition no worker received more than R30.

"We find this offer absolutely unacceptable because it means workers who have 25 years' service are going to earn almost nothing," he said.

The union would inform the Department of Manpower that the Conciliation Board has failed to settle the labour dispute before actually going on strike," Mr Ramaphosa said.

Neither the chamber nor the Department of Manpower had received any information on the workers' rejection of the offer, according to spokesmen yesterday.

# Factory strike over canteen price rise

By STEVEN FRIEDMAN  
Labour Correspondent

BETWEEN 100 and 130 workers at Premier Group company Farm Fare's plant at Eastgate near Alexandra are on strike over wage and other demands

The general secretary of Cusa's Food, Beverage Workers Union, Mr Skakes Sikhakhane, yesterday said the strike began on Tuesday, but management refused to discuss the dispute with the union

He said the union had recently negotiated a wage rise with another Farm Fare plant in which workers chose higher pay in place of a canteen subsidy by the company. As a result, canteen prices had risen

"However, the company has now introduced the same price rises at the Eastgate plant, but without giving workers the same increase," he said

"We are angered by the company's attitude. Their refusal to even talk to us is hampering a settlement and I am trying to contact Premier Group head office to take the matter up," he said. "A company spokesman yesterday refused to comment

Meanwhile, Sapa reports that only three of the 75 workers on strike at Check-

ers' Virginia store in support of demands that three managers be fired have returned to work

The company has replaced the other strikers with temporary labour, but says it will not fire them

A Checkers representative, Ms Peta Lomborg, said management had offered to give final warnings to two of management representatives accused of using racial language and had found that allegations against a third were unfounded

But the company would not fire the managers and charged that workers had struck without using the company discipline procedure

And the Metal and Allied Workers Union, which has threatened a legal strike at tyre company Dunlop's Durban plant, has rejected a company statement that Dunlop is prepared to continue negotiating on wages at the plant

Dunlop replied yesterday by repeating that it was willing to continue talks and added that, as a result of union rejection of its offer, it would now implement a wage rise of between 10c and 23c an hour, as contained in the industrial council agreement which covers Dunlop

(143) (200) (151) (189) (133) (335)  
RAM 21/10/83

# Employer plan slammed

By STEVEN FRIEDMAN  
Labour Correspondent

THE Council of Unions of SA, which represents more than 100 000 workers, has criticised moves by the Steel and Engineering Industries Federation (Seifsa) to introduce new contracts for migrant workers which would allow employers to retrench them with one day's notice

In a statement yesterday, CUSA warned that, if SEIFSA planned that the new contracts were to become a trend throughout the country, "they will encounter resistance from CUSA unions in all major industries"

The statement also implies the new contracts give migrants less job secur-

ity than other workers, who must be given notice in terms of common law

SEIFSA argues that it was forced to ask the Government for the change because the law did not allow employers to retrench migrants in the middle of their contracts

It says this put employers in an "impossible position", because they were forced to "discriminate" against other workers by retrenching them first

CUSA was asked to investigate SEIFSA's decision by its affiliate, the Steel, Engineering and Allied Workers Union

It said its understanding of the common law was that, if workers were paid weekly, they must be given a week's notice, and if monthly, a month's notice

This would apply unless their contracts specified differently

It said it also believed that "a case could be made" that a worker's contract could only be cancelled immediately if the worker or employer had "substantially" breached the contract

This would be changed by the new contract system

SEIFSA had taken its step after consulting attorneys and "even a Cabinet Minister", but had not consulted metal workers

"SEIFSA has attempted to jeopardise normal employment conditions and destabilise the industry by this action. This is a responsibility they will need to face in the future"

## REFINERY THREAT <sup>(RR)</sup> Will the gold flow? <sup>143</sup>

Poised to embark on the second legal strike in the post-Wiehahn period while still involved in a number of other disputes, the National Union of Mineworkers (NUM) has rapidly gained the reputation of being extremely tough-minded. Nevertheless it continues to make progress in organising black mineworkers — as evidenced by the wrapping up of its 11th recognition agreement this week.

The agreement has been signed with the Collieries Committee of the Chamber of Mines for the Van Dyk's Drift coal mine near Witbank. The mine, which forms part of the Rand Mines group, employs 1 800 black workers.

As the *FM* went to press it seemed certain that the outcome of the union's strike ballot at the chamber's Rand Refinery (RR) in Germiston would lead to a strike by its 250 workers next week. This has major implications as RR is the sole refining plant in SA for all gold produced by chamber mines.

The decision to strike arises out of last week's deadlock on wage and other issues at a conciliation board appointed by the Minister of Manpower. The NUM and the chamber failed to come to an agreement in their initial negotiations.

The NUM originally asked the chamber for a 60% wage increase, which it later lowered to 40%. It also asked for a retrospective service increment of 0,5%/month for each year of service for the RR workers. The chamber responded with an 8% wage increase offer. In addition it agreed

to the service increment but wanted it to become effective only next year. Subsequently the chamber raised the wage offer to 9% and the service increment to R1,20/month per year of service up to a ceiling of R30 for 25 years' service. This was rejected by the RR workers.

"We believe we have acted very reasonably in this dispute in that we told the chamber that if it gave an acceptable service increment we would drastically lower our wage demand. We have also used all the correct legal procedures to have the matter resolved," NUM general secretary Cyril Ramaphosa told the *FM*.

"We will strike until the chamber comes back to us with a better offer. We have already indicated that we are prepared to go back to the negotiating table over the wage issue."

Johann Liebenberg, the chamber's industrial relations adviser, declined to give details of its plans regarding the dispute. "At this stage it would not be in the best interests of trying to resolve the problem. We are still hoping that the RR members will accept the offer," he told the *FM*.

Liebenberg says the chamber's offer was "very reasonable" in the current economic climate. "It constituted a definite improvement in conditions of employment. Wages were not the only issue. We agreed to increase leave from 21 calendar days to 28 for employees with more than five years' service. This is significant at RR because by far the majority of workers are long-service employees with an average of 13 years' service. That in itself indicates that over the years RR has been a reasonable employer."

"We would be very sad to see employees with such long service who have been offered definite improvements in their conditions of service striking at this time," he told the *FM*. He says the chamber has received a letter from the NUM which he describes as "conciliatory" in approach. "We are pleased about the possibility of further talks taking place."

While the RR dispute rages on, the NUM is also involved elsewhere. It is waiting to hear from the Industrial Court about a trial date for its dispute with Gold Fields' West Driefontein mine. At issue there is the NUM's contention that an unfair labour practice was committed on September 20 when management fired 17 workers for refusing to work in the mine's 14th level because they believed it to be unsafe.

The NUM is also waiting to hear the date for the inquiry into the September 12 Hlobane Colliery disaster.

# Anger at Seifsa contract move

3820/21/10/83

By JOSHUA RABOROKO

HUNDREDS of migrant workers who take up new employment in the metal industries could be retrenched at a day's notice if they are not given their contracts, the Black Sash has warned.

The warning stems from the government's approval to grant the Steel and Engineering Industries' Federation of

SA (Seifsa) a new form of "legislation" allowing employers in this country permission to re-trench workers without due notice.

Meanwhile major trade unions have expressed their anger and threatened to take legal action against employers who retrench contract workers at a day's notice.

### DREADFUL

"The unions must take the matter up with employers and insist that migrants be given their contracts which they must keep. Otherwise some employers may take advantage of the new legislation," Mrs. Sheena Duncan warned yesterday.

The Black Sash regards the new contract as 'dreadful and scandalous,' especially as it will give urban workers preference over migrants.

SAAWU's national

### FIGHT

Mr. Barnabas said they believed that workers could not be repatriated in terms of the government's "homeland policies" and the union would fight for any worker retrenched.

Fosatu's Metal and Allied Workers' Union, which represents most workers in this industry, said the changes to the contract meant that em-

### SAFEGUARD

If Seifsa continued with this move the union would take legal action against employers in an attempt to safeguard migrants' interests.

MAWU said The National Union of Mineworkers' Cyril Ramaphosa said this had once again proved to workers that the government was in cahoots with employers. The act confirmed the fact that the government was always prepared to amend the law if it was in the interests of employers.

If the government was serious about promoting cordial relations between employers and workers the best thing they could have done was to get the views of workers.

NUM would be ready to take action against this grossly unjust rule, Mr. Ramaphosa said.

In a statement, Cusa said this action negated the basic principle of security of employment and could only detrimentally affect industrial relation practices.

"They appear to have ignored the almost half a million workers in the industry and have created a further imbalance in black/white conditions of employment.



(143) (214) (213) ADM 24/10/83

# Bid to halt refinery strike

By STEVEN FRIEDMAN

LAST-DITCH attempts are being made to avert a legal strike at the Chamber of Mines Rand Refinery — a stoppage which could have serious implications for the gold-mining industry

The chamber announced yesterday that it would hold fresh talks with the National Union of Mineworkers at the plant which processes all gold from the organisation's mines

The chamber said the request for discussions came from the NUM. It also announced that it had con-

tingency plans in case union members stopped work. No details were given.

The NUM said it would hold a strike ballot at the refinery after its members there rejected a new wage offer this week.

The union wants a 40% wage increase and the chamber has offered 9%.

The two sides are also deadlocked on the issue of service increments.

If workers vote to strike the stoppage could begin early next week.

The chamber said yesterday it

acknowledged, in terms of labour law, that the official disputes machinery had been exhausted and NUM members at the refinery were entitled to strike.

This did not mean further talks to find a settlement were no longer possible.

It revealed that it had now been approached by the NUM with a request for new talks.

The chamber said it had reacted positively to this "conciliatory" gesture by the union and new talks were being held.

The statement gave no further details.

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22/10/83

# Chamber in bid to avert strike

## Labour Correspondent

THE Chamber of Mines has made members of the National Union of Mineworkers at Germiston's Rand refinery a new offer in a last attempt to avert a legal strike early next week.

Union members at the refinery, all of whom have voted for a legal strike on Tuesday, are to consider the offer on Monday afternoon.

The NUM's general secretary, Mr Cyril Ramaphosa, said yesterday that union leaders would not recommend acceptance or rejection of the offer.

He said union leaders could not predict how workers would react to the new offer.

A statement released by the chamber yesterday said the two sides had held further talks yesterday in an attempt to resolve the dispute at the refinery.

It said the chamber had "restructured" its offer to the union and added that the new

offer would be considered on Monday.

The NUM has demanded a 40% wage increase and the chamber's last offer was 9%.

However, the union says that workers would be prepared to sharply modify their wage demands if the chamber was willing to meet worker demands on service increments, the other issue on which the two sides have deadlocked.

The union wants workers to receive 0,5% of their pay for every year they have worked, while the chamber's last offer was R1,20 a year with the proviso that no worker receive more than a R30 increment.

It is understood that yesterday's restructured chamber offer dealt principally with the service increment issue, although no further details were available.

About 250 black workers work at the refinery, which refines all gold mined by chamber mines.

# MIGRANTS: UNIONS WARN IRON BOSSES

CP Reporter  
migrant worker before  
23/10/83  
143  
Metal and Allied  
Workers' Union (Mawu)

LABOUR PEACE in the metal and engineering industries is under severe strain following the disclosure that bosses have devised a new contract which will enable them to dismiss migrant workers at a day's notice

Trade unionists have warned that "havoc" could result if the new contracts are applied to the estimated 200 000 migrant workers in these two industries

Current migrant workers' contracts run for 12 months, but the new contract, which the powerful Steel and Engineering Industries Federation (Seifsa) has advised its members to use, will enable bosses to dismiss or retrench workers with only one day's notice

The Seifsa move comes when many workers in these two industries have been hit by retrenchments

Until now, legal opinion has been that it is a breach of the law for an employer to retrench a

Transvaal secretary Moses Mayekiso says his union will "fight any measure which harms our contract workers"

General secretary of the Steel, Engineering and Allied Workers Union, Jane Hlongwane, called for immediate talks with Seifsa. If the employers went ahead with the new contracts, they would have to "cope with the consequences," she said

Seifsa director Sam van Collier confirmed yesterday that the new contract had been devised after talks with the Government

Seifsa's door was "always open" to discussions with these unions, he said. The new contracts were necessary because of the recession and in order to bring migrant workers contracts into line with dismissal and retrenchment provisions applied to workers with urban rights, he said

That's on the other side...  
Dressed up in the latest disco gear  
by Martian. So next time you look up,  
other side.

## Shootout that never was

TEMPLETON Makanda, 27, was found guilty in the Peddie Magistrates' Court this week of committing perjury - after claiming he was shot at near the Fish River border post last week.

Appearing before Mr A L Conza, Makanda admitted to making conflicting statements to two commissioners on oath on October 18

In his first statement, Makanda had claimed he was shot at at the Fish River border post.

## FINAL

league game, and could well add to the string of upsets they have caused this season

But most of the excitement and tension should be reserved for Orlando Stadium, where AmaZulu will test Moroka Swallows.

Swallows had enough respect for the hot promotion candidates and their uninhibited, vociferous supporters to move the game from their "home" ground George Goch, to Orlando

It is a game of endlessly exciting possibilities, and Swallows must hope that midfielders Chuppa Molatedi and Sulle Bhamjee are fit enough for this game

At Glebelands, Bush Bucks will "entertain" expected Hellenic, and Mamelodi, lowly Sundown will play even more lowly African Wanderers - shock victors over Kaizer Chiefs this week.

The chances of a "down under" final don't look bad at all

## The caped councillor

IS IT a bird? Is it a plane? No, it's Supermayor!

The Government has made mini-gods of the mayors due to be elected in next month's local authority elections - allowing them, among other things, to silence other councillors at any time and have unquestionable say in council meetings

They can order speakers to stop speaking and even throw them out if they "persistently disregard the mayor's authority"

The new regulations state that "whenever the mayor speaks, any member speaking or offering to speak shall sit down, and members shall be silent so that the mayor can be heard without

interruption"

The supermayors have absolute control over meetings and their decisions "shall not be open to appeal and shall not be reviewed by the council" or be open to discussion

They can also "call the attention of members to irrelevance, tedious repetition, unbecoming language or any breach

THE NIGHTLY PRESS

WINTER 2000

THE NIGHTLY PRESS

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# Mineworkers' union to study wage proposal

Sec 24/10/83

In a last-minute bid to avert a looming legal strike at the Rand Refinery, the National Union of Mineworkers is to meet with its 250 refinery members today to put before them the most recent Chamber of Mines wage offer.

Last week the workers voted to strike last week after a conciliation board failed to resolve the deadlock in wage talks between NUM and the Chamber.

The Chamber originally offered the workers a nine percent wage increase against the union's demand for a 40 percent increase and a 0,5 percent per year service increment from the start of service. While the wage increase remained negotiable, the two parties clashed over the service increment issue.

On Friday afternoon, a conciliatory move by NUM to resolve the dead-

lock resulted in a revamped wage offer by the Chamber.

Mr Cyril Ramaphosa, general secretary for the NUM, was reluctant to comment immediately on the nature of the offer. But he intimated it was likely they would pursue their chosen strike course.

The Germiston refinery is a key component of the Chamber of Mines operation, as it processes all of the gold collectively produced by the Chamber's mines.

If the workers strike, it will also be only the second legal strike since the new Wiehahn dispensation emerged in 1979.

Under labour regulations, the Chamber is entitled to fire the striking workers. If it chooses to exercise this prerogative, the likelihood of emergent unions taking the legal strike route in future disputes is dim.

# Miners to hold indaba

By JOSHUA RABOROKO

MORE than 200 miners, all members of the National Union of Mineworkers (NUM) who voted for a strike, will hold a crucial meeting this afternoon in an attempt to avert the strike at the Rand Refinery Gold Mines in Germiston.

The workers who have voted for a legal strike to start tomorrow, will meet to decide on a new wage offer made by the Chamber of Mines last Friday

The strike at the refinery, which produces all gold for the chamber, may have serious results on the gold mines and union leaders are sceptical whether the workers will accept the new offer

If the workers reject last week's offer it would be the second time that they have done so since they declared a dispute with the chamber over wage talks earlier. Last Monday they rejected an offer made by the chamber

NUM's general secretary Mr Cyril Ramaphosa told The SOWETAN that it was not easy to say whether the workers would reject or accept the offer. The leaders could not recommend to the workers what they should do

According to a statement made by the chamber and the union on Friday after new talks, the two parties say the chamber has restructured its offer to the union. It also said that the new offer would be considered on Monday

The union declared a

dispute with the chamber and a reconciliation board was appointed to settle the matter. The chamber made an offer of nine percent while the union demanded a 40 percent wage increase

The union said the workers would be prepared to modify their wage demands if the chamber was willing to meet workers' demands on service pay rise — this is the point on which the parties have deadlocked

The union had demanded that workers receive an extra 0,5% of their pay for every year they had worked at the refinery. The chamber had offered R1,20 per month increase for each year of service on condition no worker received more

than R30

# Wage agreement at refinery averts strike

143  
STAR 25/10/83

By Carolyn Dempster  
Labour Reporter

A legal strike at the Rand Refinery was averted last night, when the refinery's 250 workers accepted a new wage offer made by the Chamber of Mines on Friday

The meeting between the refinery workers and representatives of the National Union of Mine-workers lasted a full three hours while the workers mulled over the Chamber's final proposals

These included a wage

increase of nine percent (one percent up on the Chamber's previous offer) back-dated to September 1, an extra week's leave for employees with more than 10 years' service, better overtime pay, and a "vastly improved service increment scheme," according to NUM general secretary Mr Cyril Ramaphosa

He said service increments would be backdated to the start of service

The agreement has ended a two-month long dispute, declared in Au-

gust after a deadlock on the proposed wage increases and improvement in service conditions at the Germiston refinery. The NUM originally demanding a 40 percent increase for the refinery workers

After the regulation 30 days, the Minister of Manpower appointed a conciliation board to consider the dispute, but mediation also failed to resolve the issue. Last week, the 250 workers voted to go on a legal strike in the event of a continuing deadlock

# Federation says contract isn't discriminatory

By STEVEN FRIEDMAN  
Labour Correspondent

THE Steel and Engineering Industries Federation (SEIFSA) has rejected claims that a new form of migrant worker contract it has suggested metal firms should sign, gives migrants less job security than other metal workers

The new contracts, which allow employers to fire migrants at one day's notice, have been recommended to metal employers by SEIFSA after talks with the Department of Co-operation and Development

The move comes after SEIFSA's lawyers told it that employers who retrenched migrants in mid-contract could be sued and is in an attempt to prevent legal action against employers who wish to retrench migrants

Last week the Council of Unions of SA charged that this gave migrants less job security than other workers who are covered by the common law, which stipulates that weekly-paid workers must receive a week's notice

Yesterday, SEIFSA's director, Mr Sam van Coller, said in a statement that the new move would place migrants in the metal industries "on exactly the same basis as white, coloured and Asian

workers, and black workers with Section 10 (1) (a) and (b) rights"

The reason for this, he said, was that these workers were subject to the main agreement negotiated by the industry's national industrial council. This agreement takes precedence over common law

He said the industrial council agreement provided for "notice of termination of one day on either side"

It also, he added, "supercedes any common law provision relating to notice being linked to the frequency of payment"

Meanwhile, it is understood that the Metal and Allied Workers Union (MAWU) is contemplating legal action against a major SEIFSA company, Anglo American's Highveld Steel, for retrenching workers in mid-contract

A union spokesman refused to comment yesterday, but it is understood that the Highveld workers were retrenched some time ago and therefore would have been subject to traditional migrant worker contracts, rather than the contracts SEIFSA has now recommended

MAWU has successfully threatened legal action against Dunswart Iron and Steel over the retrenchment of migrants

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26/10/83

# New chamber offer averts refinery strike

By STEVEN FRIEDMAN  
Labour Correspondent

A NEW Chamber of Mines offer giving workers at Germiston's Rand Refinery "vastly improved" service increments was the key to black workers at the refinery deciding not to strike legally, the general secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa, said yesterday

NUM members at the refinery voted on Monday to accept a new offer by the chamber and thus not to strike legally, as they had planned to do yesterday

According to Mr Ramaphosa, the decision to accept the offer rather than strike was carried by a "large majority"

A joint statement by the chamber and the NUM on Monday evening announced the settlement and said the agreement provided workers with a wage rise of around 9%, "vastly improved" service increments and other benefits

The NUM originally demanded a 40% wage rise and the chamber offered 8%, which led to the declaration of a dispute in August

But the NUM says the key point of dispute was the union's demand for a 0,5% service increment for workers for each year of service

The chamber originally agreed to this, but stipulated that the increment be calculated

from the time agreement was reached, rather than from when workers began work at the refinery

Later, the chamber made a new offer — a R1,20 increment for each year worked, with the proviso that the maximum increment be R30 NUM members at the refinery rejected both offers

At a last-ditch meeting requested by the NUM late last week, however, the chamber made a new offer It suggested workers receive increments beginning at R1 a month for each year if they had worked up to five years, with the monthly increment rising depending on the number of years worked

The maximum increment for any worker would be R50 a month

The NUM later asked the chamber to agree that the R50 ceiling be increased each year by the same percentage as the wage increase negotiated for workers at the refinery This the chamber accepted

Mr Ramaphosa said yesterday workers at the refinery regarded the service increment package as a "significant improvement" on their present position and had accepted the chamber's offer on that basis They were "particularly happy" with the agreement to raise the ceiling each year

The agreement also grants long-service workers at the refinery an extra week's leave and increases sick leave



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27/10/83

# NUM secretary now a very public figure

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By MARTINE BARKER

JUST OVER a year ago Mr Cyril Ramaphosa was a newly-qualified attorney working behind the scenes on the legal problems that faced the Council of Unions of South Africa (Cusa)

But since last August, when the national conference of the council decided to form a National Union of Mineworkers (NUM) under its umbrella, Mr Ramaphosa has become a very public figure

The NUM, of which he is general secretary, made South African history earlier this year by becoming the first unregistered trade union recognized by the Chamber of Mines as representative of black workers on the mines — traditionally an industry very firmly controlled by right-wing white unions

The union, which situates itself among the emerging progressive trade unions, has recruited a startling 40 000 members in its first year

This week the NUM accepted a pay offer from the Chamber for its Rand refinery, bringing to an end their first round of wage negotiations. After a two-month dispute the union last week declared it would stage a strike, but eventually accepted an improved offer from the employers

Yesterday Mr Ramaphosa said his involvement in union work came about because he had become disillusioned with the "mercenary aspects"

of private legal practice, and felt that he could serve more people as a legal adviser to Cusa

Numerous appeals were received from mineworkers for the formation of a union "Something had to be done in the way of representing them. Their wages are miserably low, conditions of work are appalling, living conditions in the hostels are just like concentration camps"

The union's members were contract workers whose living conditions were determined not only by the wages they earned, but also by the mine hostel accommodation in which they were forced to live, he said

One of the union's primary challenges was to improve these

The union's long-term aim was to become effective in industrial issues and in issues beyond the workplace. To do that the union's structure and membership would have to be consolidated, said Mr Ramaphosa

He does not always enjoy being a public figure. "People tend to associate the union with me and me with the union. I am merely the spokesman for its decisions," he said

While the workers had accepted the Chamber's pay offer last week because it would improve long-service increments, they were "getting impatient" for better wages "and not without reason", he warned

# A VICTORY FOR NUM

THE National Union of Mineworkers' (NUM) strength is growing rapidly with the union signing another major recognition agreement in the coal mining industry.

The union has signed a recognition agreement with the Colliers Committee of the Chamber of Mines for the Van Dyk's Drift coal mine near Witbank. This is the eleventh agreement of its kind.

The union's general secretary, Mr Cyril Ramaphosa, said the agreement was another "major breakthrough for the union's strength in this industry."

The union was expected to conclude several other recognition agreements within the mining industry.

The recent recognition agreement at Van Dyk which is part of the Rand Mines group and employs over 1 800 black workers, will be used to represent workers' aspirations.

The union has continued to make progress by organising workers in the industry.

The union success-

By JOSHUA RABOROKO

demands ~~211/117~~  
Mr Ramaphosa said the union was also waiting to hear from the Industrial Court about a trial date for its dispute with Gold Fields' West Driefontein mine

2/11/83  
fully averted a strike at the Rand Refinery in Germiston where about 250 workers had voted for a strike over wage

143

## WAGE DETERMINATIONS

### Arguing basics

FM 4/11/83

Unions and employers frequently disagree on what constitutes a "living wage" But hearings being conducted by the Wage Board indicate that equally sharp differences of opinion exist among employers

Last week the board heard representations from interested parties in an investigation of the minimum wage clause for the stone crushing industry These included the Building Construction and Allied Workers Union (BCAWU), Murray & Roberts (M & R), Darling & Hodgson (D & H), Tarmac, Bay Stone Sales, and Hippo Quarries

~~147~~ ~~148~~ ~~149~~ FM 4/11/83

The statutory minimum wage being paid in the industry at present is 81c/hour (which amounts to R37,26/week) Most employers favour this being raised to R1/hour in January next year, with further rises of 7% being implemented in July and the end of the year But Grinaker subsidiary Bay Stone Sales, and Hippo Quarries, a member of the Anglo-Alpha Group which employs about 40% of workers in the industry, are both opposed to the R1/hour proposal

They believe that a far more substantial increase is necessary Hippo maintains that wages paid by most employers in the industry have risen by about 9,3% since 1980, while average aggregate prices have risen by 73% in the same period

It proposed two alternative means of raising the basic hourly minimum to R1,73 by January 1985 Basic hourly minimum rates could be increased to R1,51 in January it told the board, to R1,62 in July, and then to R1,73 in January 1985 Or alternatively, the minimum could be raised to R1,22 in January next year, to R1,48 in July and to R1,73 in January 1985

For once labour and some managements concurred BCAWU's representative told the board that an increase to R1/hour was retrogressive He said "In real terms the proposed increase represents a decrease, not an increase, since the last determination BCAWU proposes at least R1,50-R2/hour, which not only takes the

increased cost of living into account but the ability of employers to pay"

However, the other employers stood their ground Sir Rupert Bromley representing the Aggregate Producers Federation, M & R and the Transvaal Aggregate Manufacturers Association (Tama), pointed out that there was general consensus among employers that wages should go up by at least the cost of living

"As we will be negotiating wages with unions in the future, the minimum should be kept as low as possible, leaving the employer free to negotiate bonuses," he said

Tama's view is that the CPI projected to end-1983 has increased 37,1% from June 1981 — just before the last determination The proposed increase was 35,14%, effective from January 1984, and during 1984 a 7% increase compounded would come into effect in June and December So, according to Tama, the increased CPI is being accounted for

Tama also holds that minimum wage rates must not be boosted to unrealistically high levels as this may affect companies' viability — especially small ones Further, high minimum rates may also prevent management from having sufficient funds to reward those employees who deserve more on the basis of merit

These representations vividly illustrate differing perceptions about appropriate

minimum wages Hippo is committed to paying a living minimum wage which relates to an objectively determined minimum In the past it has been guided by the Minimum Living Level (MLL) calculated by Unisa

In February this year the MLL for a black family of five in the Johannesburg area was calculated at R1,35/hour — and Hippo currently pays an hourly minimum wage of R1,36, excluding numerous other benefits it provides

# LABOUR WEEK

are working together with rival organisations

Cusa's Transport and Allied Workers' Union has been co-operating with Fosatu's Transport and General Workers' Union on issues such as formulating wage demands to the Putco bus company

According to Cusa, its SA Chemical Workers' Union has also been working with the SA Allied Workers' Union and Fosatu's Chemical Workers' Industrial Union

In the metal industries, it is likely, Cusa says, that its Steel, Engineering and Allied Workers' Union and Fosatu's Metal and Allied Workers' Union will draw up joint demands at next year's industrial council pay talks

And there is even the prospect of a meeting between the leaders of Cusa's Food, Beverage and Allied Workers' Union and Fosatu's Sweet, Food and Allied Workers' Union to discuss the battle between the two at Irvin & Johnson's Springs plant

In the last two cases, metal and food, tension between the Cusa and Fosatu unions goes back a long time

This may well herald a thaw in relations between Cusa and Fosatu in particular

And it does seem that this sort of practical co-operation between unions is far more likely to prompt unity than the present series of talks

143 ~~1000~~ □ *END* 7/11/83  
ALTHOUGH unity talks between emerging unions appear becalmed co-operation across federation lines is on the increase  
For some time the Food and Canning Workers' Union and General Workers' Union have been co-operating with unions in the Fosatu camp  
But a recent development is the extent to which unions affiliated to the Council of Unions of SA, the country's second biggest emerging union group,

70/11/83  
Mine safety probe at union's request

143

By PHILLIP VAN NIEKERK  
AN INQUIRY into safety conditions — the first requested by an emerging union under a seldom-used section of the Mines and Works Act — began at the West Driefontein mine near Carletonville yesterday

The inquiry was requested by the National Union of Mineworkers after the refusal of a number of workers to go underground at the mine in September because they believed working conditions were unsafe

They claimed that the roof was hanging down, had abnormally high cracks, that its supports were tilted, and that they had heard rumblings indicating a possible rock burst

The incident is also the subject of a pending industrial court case in which the NUM is contesting the dismissal of 17 workers

At yesterday's inquiry the chief inspector for mines in the Carletonville district, Mr E Vorster, said that on September 21, following the refusal of the workers to go underground, he had investigated the area in the mine at the request of management

He had found conditions to be acceptably safe "on the whole" except for two places which could constitute a danger if people worked there

Asked by Mr M Brassey,

for the NUM, whether he was aware of three recent accidents of varying degrees of seriousness at the mine, he said "People get injured underground every day There is nothing abnormal about that That's mining"

The presiding officer, Mr D Bakke, ruled out an 'in loco' inspection of the mine on the grounds that it would not materially affect the inquiry as conditions underground changed all the time

Management had agreed to allow the NUM's lawyers to undertake an inspection underground but had refused to allow Mr Cyril Ramaphosa, general secretary of the NUM, to attend as well

A spokesman for the NUM said the West Driefontein case was only the first in what could be more requests for inquiries under Section 5 (4) of the Mines and Works Act

This section permits an organisation of workers, when they believe there is danger to people's safety or health at a mine, to request an investigation by the Government Mining Engineer, who may then call an official inquiry

The section — which became law in 1956, long before the current generation of unions came into being — does not specify whether the workers' organisation should be registered or recognised.

Meeting  
143  
on shaft  
NUM 11/1/83  
stewards

Mail Reporter

THE National Union of Mineworkers and the Chamber of Mines are meeting today to negotiate the recognition of shaft stewards.

The meeting is a sequel to the recognition agreement signed on June 9 when the NUM became the first black union to win the right to negotiate wages and working conditions for miners.

The agreement granted the NUM the right to represent workers where it had a substantial membership in certain job categories.

However, a number of issues such as grievance and disciplinary procedures are still outstanding.

Union sources said that in today's negotiations they would demand that shaft stewards, who had to travel to union negotiations be paid for the time they were off work.

# Industrial court to rule on right to strike

A DISPUTE with a crucial bearing on the right of workers to strike is to be referred to the industrial court

The court will be asked to rule on whether it is an unfair labour practice for employers to sack workers who strike legally

The dispute has been declared not by emerging unions but by the Council of Mining Unions, which represents white workers

At issue are white miners' contracts, which state that if the worker strikes — legally or illegally — his employment contract ends

The Chamber of Mines has offered to change this clause so that it would apply to illegal strikes only

LABOUR WEEK

ROM 14/11/83

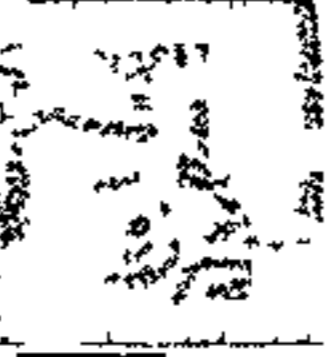
But the mines want to retain their common law rights to fire legal strikers, which other employers also enjoy

The case would have immense ramifications

Were the court to rule in the CMU's favour, the incentive for unions to use the legal strike machinery would be enhanced immeasurably

But such a ruling would also alarm employers, for it would radically increase worker bargaining power.

COULD changes to industrial



BY STEVEN FRIEDMAN

ROM 14/11/83

councils, cornerstones of the official bargaining system, be on the way?

A meeting due later this month could be a straw in the wind

The Department of Manpower has invited all the country's 104 industrial councils to a "historic summit" in Pretoria — the first meeting of its kind to be held

The department's Director-General, Dr Piet van der Merwe, says the meeting will engage in "soul-searching" about the role of councils and

their problems

It follows, he says, a request by the department to councils to submit "motions" on the problems they face and suggested solutions

The council system has been under fire for some time

The meeting is expected to discuss the representativeness of councils. Since black workers were included as "employees" in labour law, few councils remain representative of the workers whose pay they negotiate.

~~143~~ 143 □ □ □ ~~210~~ 210 RDM  
4/11/83

THE National Union of Mineworkers growing concern for safety issues prompted a unique Government enquiry at West Driefontein mine last week

Government inquiries into mine accidents are routinely held where lives are lost. But a little-known section of the Mines and Works Act also gives any "employee organisation" the right to demand an inquiry where it believes there is a danger to workers' safety on a mine.

No union has ever used it — until the NUM demanded an inquiry into the recent incident at West Drie when union members were sacked for refusing to work in an area they considered unsafe.

This first-ever enquiry was held last week. Although it found against NUM, the union has vowed to continue using this clause.

This may give it a significant lever to keep up pressure on safety issues.

So it has taken the arrival of an emerging union on the scene to begin enforcing a right mine unions have had for years.

NUM's key industrial court action against West Drie — over the issue which prompted the inquiry — begins today.



NUM  
143  
213  
5/11/83

# 'Miners lied on safety'

By PHILLIP VAN NIEKERK

SEVENTEEN mineworkers who refused to go underground at the West Driefontein mine in September, believing the conditions to be unsafe, were accused at an industrial court hearing yesterday of "lying"

In reply, Mr M Brassey, for the National Union of Mineworkers (NUM), alleged the Goldfields of SA-owned mine management had been dishonest and had behaved in a "Victorian" manner towards their workers

They had expected the workers to merely obey instructions and accept management's word for safety in the area

The action was brought by the NUM against Goldfields for firing the 17 workers. The NUM has alleged the dismissal was an unfair labour practice and has called for their reinstatement

A Department of Mineral and Energy Affairs inquiry last week found the area had been safe at the time

Mr C Plewman, SC, for Goldfields, questioned the workers' bona fides alleging they had been lying about mine conditions

# Bakery, union ~~reach~~ E. Post reach 143 17/11/83 accord ~~reach~~

Post Reporter

THE Food Beverage Workers' Union of South Africa (FBWUSA), a Council of Unions of South Africa (Cusa) affiliate, and Brito's Bakeries in Port Elizabeth reached a recognition agreement yesterday

The general secretary of FBWUSA, Mr S Sikhakhane, who came from Johannesburg to attend the meeting, said the success of an agreement relied upon a sound relationship of co-operation between the company and the union

This was essential to prevent conflict and to negotiate optimal conditions of employment for the workers, while the situation of the company involved was taken into account

Following this approach, meant everybody involved could contribute to industrial peace in the interest of all parties, Mr Sikhakhane said

# Unions join boycott call

By JOSHUA RABOROKO 743

MAJOR trade union movements have joined the anti-community council campaign by asking workers to boycott the forthcoming elections which they maintain support apartheid.

The movements are the Council of Unions of South Africa (CUSA) the South African Allied Workers' Union (SAAWU) and the independent Commercial, Catering and Allied Workers' Union of SA (CCAWUSA)

In pamphlets distributed in the city, CUSA says it wishes to call on its members to boycott the forthcoming community council elections because they are "not in

the interests of workers"

The union says it endorses the call of the Soweto Anti-Community Council Committee to boycott the elections

SAAWU's national organiser, Mr Herbert Barnabas, said they supported the anti-community council campaign by various committees in the country

The union will in future mobilise this idea through shop stewards in various industries and distribute pamphlets, Mr Barnabas said

CCAWUSA's general secretary, Mrs Emma Mashinini said that they supported those who were against the council elections

*Sowetan 17/11/83*

ROM 22/11/83

# Workers picket mine bosses

By HARRY MASHABELA

WORKERS at Crown Reef Restaurant, Crown Mines, Johannesburg, who are on strike for higher wages, picketed the Johannesburg headquarters of the Chamber of Mines and the Anglo American Corporation yesterday

The demonstrators, holding placards, sang and chanted slogans outside Anglo's headquarters in Main Street and then moved on to the Chamber of Mines building in Hollard Street

Some of the placards read "Talk to our union", "Chamber of Mines says R180 can feed a black family", and "Have social responsibility to your workers"

Several of the pickets said salaries paid by Crown Reef Restaurant, which is run by the Chamber of Mines, ranged from R180 to R330 a month

Mr Hamilton Makhedema, president of the Hotel, Liquor, Catering and Allied Workers' Union, said trouble at the restaurant began on October 27 when its 35 black workers stopped work after they did not receive their expected annual wage increase

Mr Makhedema said three of the 35 workers had returned to work and had each been given an increase of R160. The other 32 were said to have dismissed themselves by striking

A spokesman for the Chamber of Mines said yesterday "There is no comment. This is an on-going thing. They also demonstrated last week"

an's death

<sup>NUM</sup> <sup>(143)</sup> ~~NUM~~  
**Accord on mines**

Nov. 1983

THE Chamber of Mines and the National Union of Mineworkers yesterday signed three agreements covering the recognition of NUM shaft stewards, according to a statement released by the Chamber

The agreements lay down conditions and procedures

for the recognition of shaft stewards elected by members of the NUM and employed on gold mines, collieries and at Chamber-affiliated companies, such as the Rand Refinery, in respect of which the Chamber has recognised the union for purposes of collective bargaining — Sapa

# Court <sup>20</sup> rules in <sup>20</sup> favour of <sup>20</sup> miners <sup>143</sup>

By Carolyn Dempster  
Labour Reporter

In a critical finding which has vast implications for the mining industry and all other "hazardous" industries, the Industrial Court today ordered the reinstatement of 17 miners sacked by West Driefontein gold mine on September 22

The miners, all members of the National Union of Mineworkers, refused to go underground because they claimed the area was unsafe and they feared a rockfall

The order, handed down in favour of the union by the court this afternoon, means that in future, employers

- Cannot dismiss employees on the basis that they refuse to work because they consider an area unsafe

- Have to take reasonable precautions to ensure that the employees are satisfied that their workplace is safe if there is a bona fide apprehension among the workers

The court ruling is regarded as highly significant by labour experts in view of the impact it will have on disputes over safety issues in the workplace

Another facet of the finding is that it does not matter if the workplace is examined and found to be objectively safe. The workers' feelings still have to be taken into account

According to a spokesman for the union, the 17 mineworkers are to receive back pay to September 22

# 90 days to resolve <sup>Stat</sup> mine row

24/11/83  
143  
Labour Reporter

The dispute between the National Union of Mineworkers and Goldfields West Driefontein over the dismissal of 17 miners will have to be resolved by a conciliation board within the next 90 days or the case will go back to the Industrial Court

A temporary order was handed down by the Industrial Court yesterday afternoon ordering the reinstatement of the miners, dismissed on September 22 for refusing to go underground because they considered the area unsafe

Labour lawyers have hailed the court's decision as a key to determining future disputes over workers' safety rights

However, a spokesman for Goldfields refused to comment on the implications of the decision, other than pointing out that the order is only a temporary one

"An interim order like this is usually decided on the balance of convenience," said the spokesman "All it will mean is the miners will be given back pay until a substantive hearing decides on the merits of the case"

# Unions praise court decision

SEVERAL trade unions have hailed the Industrial Court decision (NUM) to reinstate 17 miners, all members of the National Union of Mineworkers, who were sacked by West Driefontein Gold Mine in Oc-

tober this year.

The unions contend that the decision is a "major breakthrough" in their fight against unfair dismissals. They will use this case, as precedent, they said.

NUM took the mine

concerned to court alleging that the dismissal of the workers constituted an unfair labour practice in terms of the Section 43 of the Industrial Relations Act

The workers were dismissed after they had re-

fused to work underground because they feared for their safety as the result of a rockburst which had earlier occurred at the mine

NUM's general secretary, Mr Cyril Ramaphosa, said that the de-

cision was "an eye-opener" and conceded it had various implications concerning the position of miners. He said NUM would "use it to bargain for the rights of our members"

The workers, most of

whom came from neighbouring states, expressed delight at the decision because they were without jobs for quite some time

"Thanks to the union", one worker said

SOWETAN, Friday, November 25, 1983



# UNIONS GET THE BOOT

143  
~~143~~  
~~143~~

Sowetan  
 25/11/83

By JOSHUA RABOROKO

MORE than 10 black trade unions who have offices in Vereeniging town have been thrown out, furniture and all, by officials of the Department of Community Development.

## Marley's 'heir' coming

PETER TOSH  
 By KAIZER NGWENYA

THE Swaziland Government has approved the Peter Tosh show to be held at Somhlolo Stadium in Mbabane on December 17.

"The Swazi Government has given us permission to stage the show on December 17 only. We appeal to people to start making arrangements now" said Sam Mhangwani, one of the promoters who telephoned The SO-WETAN from Swaziland.

The show will also feature Carlos Djedje and the Nation, Babsy Mlangeni, Via Afrika and two Swaziland groups.

Peter Tosh will be one of the major artists and voices of reggae music to perform in Southern Africa.

Officials of the unions involved, told The SO-WETAN that no reasons were given to them, but indications were that they were evicted in terms of the Group Areas Act.

"We were given up to the end of December to remain in the buildings. Suddenly this promise was reversed when we were told to vacate the building on November 30. We were still awaiting a reply for the extension when this happened," a union spokesman said.

The unions involved include the Council of Unions of South Africa, and its affiliates, the South African Chemical Workers Union, National Union of Mineworkers, Food, Beverage Workers Union, Steel and Engineering Workers Union, South African Municipal and Allied Workers Union and the independent Oranje-Vaal General Workers Union.

Two white officials from the Department of Community development arrived at the offices and ordered everybody out.

An official of the Oranje-Vaal General Workers Union said that the closing of the offices was to be condemned.

"No amount of intimidation will deter us from fighting for workers' rights," the official said.

## UDF on alert

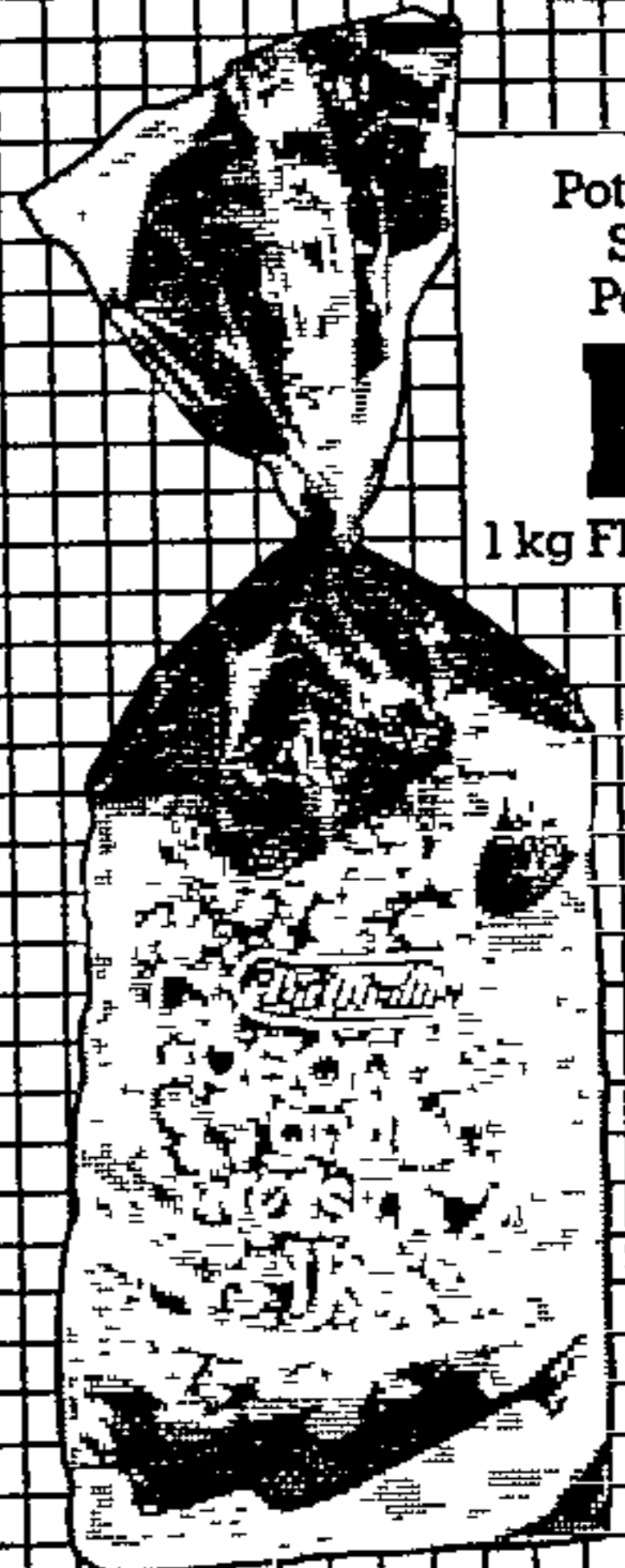
By SAM MABE  
 25/11/83  
 THE United Democratic

moning fire engines to Mr Mpetha's house. He said a UDF meet-

# Christ MEANS BUD!



Pot O'Gold Flare Top Filled Assorted  
 750



Pot O'Gold Salted Peanuts  
 1,79  
 1 kg Flare Top Bag



## MINE SAFETY NUM's victory

FM 25/11/83  
142  
24  
24  
24

The Industrial Court has ordered Gold Fields' West Driefontein mine to reinstate 17 miners dismissed earlier this year for refusing to work in what they considered to be unsafe conditions. It is a decision which has major implications for the issue of safety on the mines and industry in general.

The men, members of the National Union of Mineworkers (NUM), were dismissed on September 22 when they refused to work on the mine's 14th level. This incident was followed by an inquiry on November 9 and 10 in terms of the Mines and Works Act, presided over by the assistant inspector of mines for the Carletonville area. It found that it could not be determined that the area was technically unsafe at the time

are obviously excited," NUM general secretary Cyril Ramaphosa told the FM. "Our members have been watching the progress of this case closely. This should be a message to all mine managements that if they do commit an unfair labour practice, our union will take them up either in the Industrial Court or through industrial action."



**NUM's Ramaphosa ... a message to managements**

However, at the Industrial Court hearing on November 14, the NUM's legal representatives argued that whether or not the area was objectively considered to be safe, management had a duty to take proper steps to allay the workers' reasonable apprehensions. They said this applied particularly to the mining industry where over 800 people die underground in accidents each year.

In reply, management contended that it had taken adequate steps. It argued that since it has far greater expertise than workers to determine the safety of an area, the workers should have accepted their assurances.

The reinstatement order is retrospective to the day the workers were dismissed. It is, however, only temporary. The issue still has to be thrashed out between the union and the company at a conciliation board. If negotiation at the board deadlocks, the matter could be referred back to the Industrial Court for a final determination.

Although the reasons for the court's decision were not available at the time the FM went to press, some labour lawyers say its significance is that workers now have grounds to be entitled to refuse to work if they have reasonable fears about the safety of their working environment.

"This is our first court victory and we

2) ROOM 28/11/83

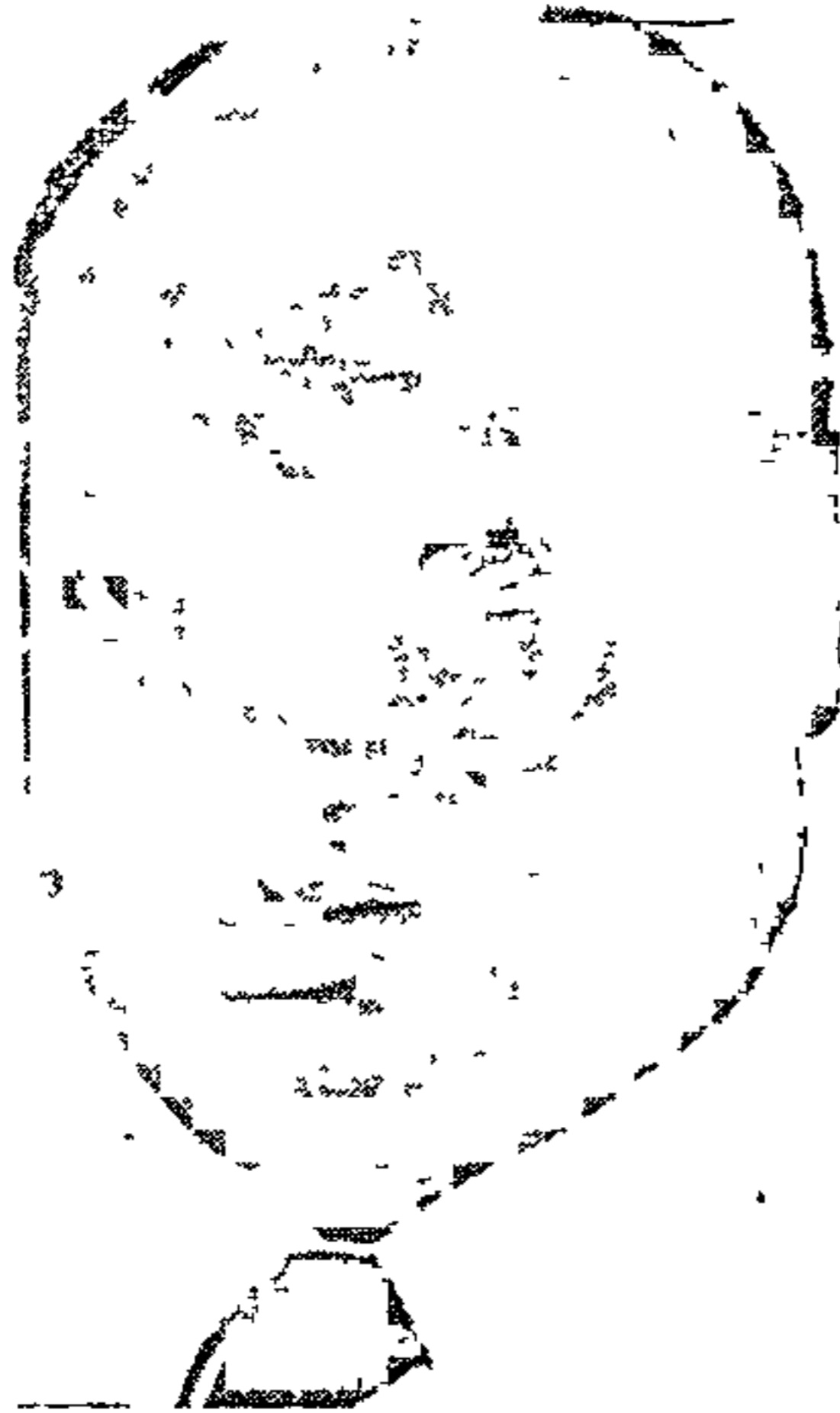
# shake off trade shackles

trading partner of  
e's determination to  
on its wealthy neigh-  
both in Africa and  
ports from Harare

CC partners as well as nine  
sub-Saharan African coun-

her Harare economists ex-  
and concern at the declining  
between Zimbabwe and South  
One said the pattern of trade  
between the two countries was  
ably evening out largely due to  
factors such as a depressed consum-  
market in Zimbabwe and last  
year's devaluation of the dollar,  
which favoured Zimbabwean ex-

the downward trend could  
continue later although he doubted  
it would ever drop below 10% of  
Zimbabwe's total foreign trade.



report says "If the advent of a more  
accommodating system for that  
country is imminent, the resource  
costs of effecting what will then be  
only a temporary diversion of trade  
would be out of all proportion to any  
effect it is likely to have precipitat-  
ing events

"If, on the other hand, no early  
change in the South African politi-  
cal system can be expected, trade  
diversion may turn out to be a  
largely ineffectual but nonetheless  
painfully self-damaging gesture"

A spokesman for the South Afri-  
can Trade Mission in Harare said  
economic stability in Zimbabwe  
was in South Africa's interest and  
he expected no major change in  
trade between the two countries  
"for at least 10 years"

Although trade with Zimbabwe  
represented only a fraction of South  
Africa's foreign trade, trade and  
transport links through Zimbabwe  
were "very important in a regional  
context"

Johannesburg 20  
New Downtown  
74 Simeon  
Aucor (Pty) Ltd

If you own the cranes,  
are busy on a contract,  
right away  
You keep your equipment  
completed - then Aucor  
the proceeds of the sale  
advanced  
Aucor - leading industrial  
can provide you with be  
to quickly overcome y



the area  
show a cohesive BCAWU presence in  
Whatever the truth, the incidents  
fusing to negotiate with its workers  
BCAWU insists the company is re-  
has only 25% membership  
BCAWU at the plant where, it says, it  
campaign to gain recognition for  
CIP sees all this as a "militant"  
related to the CIP dispute  
At one company, Johnson Tile, a  
brief strike last week seems partially  
managements to intervene  
men They have also asked their own  
ing the reinstatement of the fired  
test and have written to CIP demand-  
Workers at three other BCAWU  
saunted CIP workers  
ment claims fired strikers have as-  
over 100 on pass offences and manage-  
have raided their hostel and arrested  
and a march by fired workers, police  
There have been demonstrations  
hired  
week Strikers were selectively re-  
closed temporarily, then reopened last  
weeks ago and were fired The plant  
Workers struck more than three  
Union  
ing, Construction and Allied Workers  
some workers belong to Cusa's Build-  
Cullinan Industrial Porcelain, where  
This centres on a dispute at  
Pretoria, in the past week  
TURMOIL hit Oltantsfontein, outside  
143  
RDM  
28/11/83

— the measure will appear to be  
gain where they represent a majority  
court — particularly the right to bar-  
If it "rolls back" union gains in the  
law's wording  
But much will depend on the new  
still leaving the court some leeway  
out exactly what is "unfair", while  
It is preferable for the law to spell  
ing an "unfair practice" more strictly  
There is nothing wrong with defin-  
lished unions back the employer view  
change is a reaction to this Estab-  
gains from the court and the call for  
Emerging unions have won major  
fere with the role of councils  
court excessive powers which inter-  
concept is defined in law gives the  
gued that the wideness with which the  
council summit at which it was ar-  
This follows last week's industrial  
strictly  
an "unfair labour practice" more  
A new law is likely in 1985 to define  
seems to have won the day  
industrial court's wings to be clipped  
The employer lobby calling for the  
safety  
powerful incentive to negotiate on  
ers in similar situations could act as a  
face 90-day orders to reinstate work-  
But the fact that employers could  
decided the merits of the case  
ery It also suggests the order has not  
dispute through the official machin-  
policy and has power to follow the  
the minimum wages in council agree-

28/11/83  
RDM  
143

# Industrial court sets the scene for tough safety negotiations

**LABOUR WEEK**

**By STEVEN FRIEDMAN**

1204  
28/11/83  
143

THE industrial court's decision to grant temporary reinstatement to 17 National Union of Mineworkers members who were fired at West Driefontein seems to have set an important precedent.

The 17 were sacked for refusing to work in an area they considered unsafe — and what gives the decision its importance is that a Government enquiry later found the area to be safe.

No reasons for the decisions have been released, but NUM's lawyers argued that, even if an area was found afterwards to be safe — as at West Drie — workers might have valid grounds for refusing to work in it (if, for example, there had been accidents there previously)

In such a case, they argued, the onus was on management to allay worker fears — in this case by allowing a union to intervene

The court has presumably gone some way to endorsing this which means that employers who refuse to negotiate with workers — and unions — in similar situations could face reinstatement orders against them

Though situations like that at West Drie are more likely on mines than elsewhere, there are factories where similar disputes could occur

So the ruling may well aid unions who want negotiation rights on safety

NUM says it will advise members to refuse to work in areas they consider unsafe and has urged mines to sign safety agreements with it to avoid court actions

Gold Fields, which owns West Drie, points out that the order is only temporary and has vowed to follow the dispute through the official machinery. It also suggests the order has not decided the merits of the case

But the fact that employers could face 90-day orders to reinstate workers in similar situations could act as a powerful incentive to negotiate on safety

aimed, not at greater clarity, but at weakening unions

LAST week's first-ever "summit" of industrial councils rejected the view that councils need to undergo major changes to survive

The meeting, composed almost exclusively of supporters of councils, seems to have been taken up more with extolling the virtues of councils than with suggesting reforms to them

The answer to emerging union opposition to councils was seen in publicising council activities widely and in greater "professionalism" by those on councils

Employer spokesmen argued that dialogue with unions who reject councils could persuade them to change their view and that unregistered unions — who can't join councils — and other opponents of the system should be involved in aspects of council activities

Some established unions wanted unions to be forced to register

But a couple of suggestions aimed at improving the function of councils emerged — that their disputes machinery should be speeded up and their wage agreements published more quickly

No major legislation seems likely as a result — except on the industrial court — but the Department of Manpower will look at criteria for councils' representativeness

There was criticism from some quarters of employers who sign recognition agreements with unions, but no new law is planned on this

A key outcome of the meeting is that the department is to go ahead with a Bill to give the Minister of Manpower the power to exempt small businesses and rural employers from the minimum wages in council agreements

TURMOIL hit Olifantsfontein, outside Pretoria, in the past week

This centres on a dispute at Cullinan Industrial Porcelain, where some workers belong to Cusa's Building, Construction and Allied Workers Union

## PAYDAY

NEW YORK — Amway Corporation sold enough floor polish last year to clean a foot-wide strip from the earth to the moon. It sold enough bleach to wash three dozen nappies for every baby in the world's developed countries.

Its revenue was \$1,2bn, it ran the world's largest radio network and paid about 1-million door-to-door salesmen in 40 countries. This month it was fined \$25m by a Canadian court for undervaluing its exports to Canada for several years.

The Amway empire is built on the theory that the world can always use another oven-cleaner, a bar of soap, lipstick or a vitamin tablet — especially if it can be bought at home.

It offers the lure that anyone can go into business with a \$75 sample kit and climb the free enterprise ladder by recruiting other distributors and sharing in their success along the way.

But Amway's business

practices have been criticised by the Trade Commission. The company has been accused by the State of making exaggerated get-rich-quick claims.

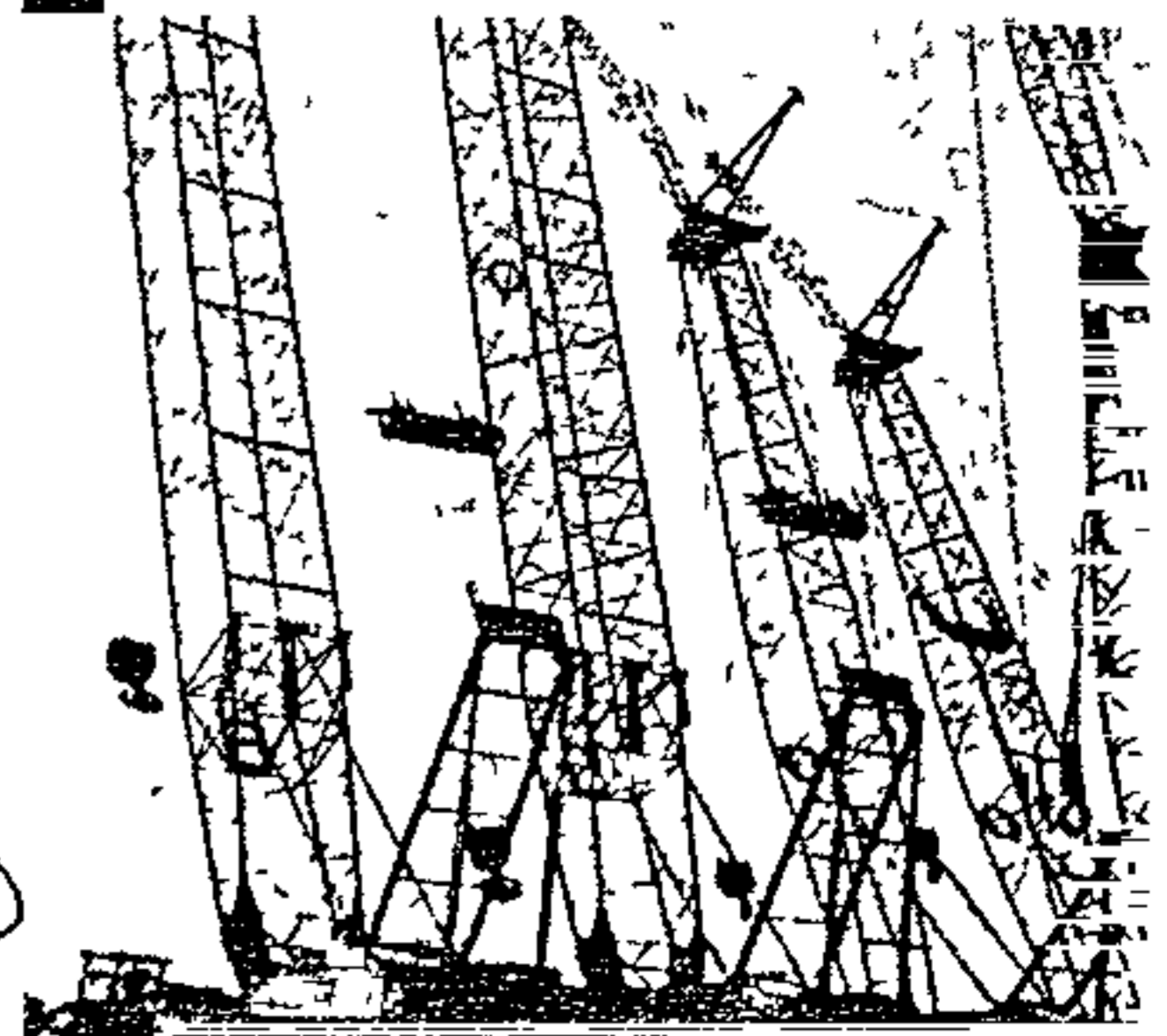
The FTC case against Amway investigators found the company was merely distributing Wisconsin settlements when Amway tone down its promotional literature.

Rich DeVos, who founded the company years ago, was interviewed during the business trial. He replied "Nobody has ever made money out of this type of business before."

He added that the world in direct sales is a new world — in what they call "old door-to-door."

"But Avon is more orthodox than most. This business is a little more free with everybody."

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28/11/83

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# 17 sacked miners will be paid but not re-employed

By STEVEN FRIEDMAN  
Labour Correspondent

SEVENTEEN sacked miners who won an important industrial court order temporarily reinstating them at West Driefontein Mine last week, will be paid by the mine for the period of the order — but will not be allowed to work.

This means they could lose their right to live in the hostel at West Driefontein

The company's decision to pay the men but not rehire them was announced yesterday by mining house Gold Fields, which owns West Driefontein

Gold Fields, which has vowed to continue fighting its legal dispute with the men and their union, the National Union of Mineworkers, also implied in a statement that, if it ultimately won the case, it would seek to recover the money from the men

The 17 were fired in September after refusing to work in an area they considered unsafe

A Government inquiry later found the area to be safe, but last week the industrial court ordered that the men be reinstated. The order was backdated to September 22, the day they were fired

This was seen as an important precedent which may mean that, even if a work area is "objectively" safe, employers may face temporary reinstatement orders if they do not allay the fears of workers about working in it.

The dispute between the NUM and West Driefontein must now be referred to a conciliation board and, if the board fails to settle it, to the industrial court for a final decision

In its statement yesterday, Gold Fields reiterated its

view that the temporary order was "not based on a finding of an unfair labour practice" and thus did not mean the court had decided on the merits of the case

If the case went to a final hearing by the court and it found the men were not unfairly fired, West Driefontein would be entitled to recover the money paid the men, the company said

A company spokesman said yesterday that the law allowed an employer to pay workers who won temporary reinstatement orders but not physically reinstate them and Gold Fields would make use of this provision

Asked whether the men would lose their hostel accommodation, the spokesman would only say that the law stipulated that the men must be paid, not that they be accommodated

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would be among the first to lose their jobs if retrenchments were necessary in their current department. Frame argues that a worker recently transferred to a new department has yet to be fully trained for his new job, and is not as experienced or productive as employees with longer experience in that department. The company also claims that workers would feel aggrieved if any of them were chosen for retrenchment in preference to workers recently transferred to the department.

The NUTW, however, believes that life is the most appropriate basis on which to select workers for retrenchment — and says that Frame's criteria are unfair. The union also argues that Frame did not allow the employees selected for retrenchment the chance to make representations, that no notice of retrenchment was given to them to enable them to find alternative work, that the company did not consult the union, and that no guarantee was given to the employees that they would be given preference should jobs become available in the future.

## INDUSTRIAL COUNCILS Needs of the time

The aim behind last week's industrial council (IC) conference was commendable. It represented an attempt by representatives of SA's 104 ICs to discuss matters of mutual interest and to gain a clearer vision of future challenges and demands.

What did it all add up to? Some delegates said afterwards they found the conference extremely useful. But others felt that the event revealed starkly the inability of many employers and established unions to appreciate why many emerging unions have strong reservations about the IC system as a whole.

These delegates did, however, manage to draw some comfort from what they perceived to be a calm and rational approach adopted by Manpower Director General Piet van der Merwe and officials of his department.

In one important respect the decision to hold the conference at this stage of devel-

opment of SA's industrial relations was well-timed. Growing numbers of emerging unions are beginning to realise that the IC system does have some advantages for them. Van der Merwe spoke at the conference of the task of adapting, revitalising and improving the system, where necessary. He focused particular attention on criticism that some councils have been slow in dealing with labour disputes.

It appears that many delegates believed major changes to the system are not needed. There were, however, pleas for the more effective promotion of ICs, and a greater degree of professionalism in the councils' activities.

An important feature of the conference was the plea for a more precise definition of what constitutes an "unfair labour practice". However, Van der Merwe indicated that any legislation on this issue would not go before Parliament until 1985.

He also touched on an issue which is sensitive to both unions and employers — exemptions from IC wage agreements. He said there were allegations that some councils were enforcing unrealistic conditions of employment on rural areas where the cost of living is lower and unemployment levels higher — thus stifling development in those areas.

Some councils, he said, appeared reluctant to exempt employers in these regions from their wage agreements. Van der Merwe said he appreciated the fears of unfair competition, exploitation and lowering of standards which could result from exemptions. "But it does seem clear that a more satisfactory formula will have to be devised to avert the stunting of growth in development areas," he said.

Van der Merwe suggested the possibility of councils bringing into their agreements a greater measure of regional differentiation, and called for a more sympathetic attitude towards small businesses struggling to meet the requirements of council agreements.

## GETTING INTO GEAR

FM 2/12/83

Motor industry trade unions are leading the way in forging forms of unity that could have major repercussions on the industry and on industrial relations in SA as a whole. They certainly appear to be willing to overlook ideological differences to initiate concerted action aimed at improving the lot of workers in the industry's lower-paid categories.

The unions, which plan to meet on the issue early next year, are the Motor Industry Combined Workers' Union (Micwu) affiliated to the Trade Union Council of SA, the National Automobile and Allied Workers' Union (Naawu), affiliated to the Federation of SA Trade Unions (Fosatu), and the Council of Unions of SA's (Cusa) United African Motor and Allied Workers' Union (Uamawu).

The move has been initiated by Micwu general secretary Des East. It follows on Naawu's support of Micwu's R2/hour minimum wage demand in the latest round of negotiations at the National Industrial Council for the Motor Industry (*Current affairs* November 11). This was the first time in the motor industry that a Fosatu and Tucsa union had managed to agree on a wage demand.

East tells the *FM* that although the industrial council negotiations have not been completed, his union has failed to win its minimum wage demand. Final details have still to be spelled out but it seems certain that the average minimum wage increase will be 22.5% rising to a maximum of 42%. In the component sector of the industry, the minimum rate will go up from R1,03/hour to

~~1.35~~ ~~1.50~~ ~~1.70~~ ~~1.90~~ (43)  
R1,50/hour. In others it will go up to about R1,28 an hour from R1. The council is due to meet again next week.

According to East, "We are very disappointed that we could not achieve our demand. But it was a case of give and take. Now it's my intention to meet other unions in the industry, even if they are not members of the industrial council, with a view to broadening the base of representation, specifically for the lower-paid workers. Without sacrificing our principles we would be failing in our duty as trade unions if we did not get together on issues of common interest. Employers are having a field day because of the splits in the union movement."

In the past, Naawu has concentrated on organising in motor assembly plants and is represented in 40% of that sector. However, in the past 18 months it has stepped up activity in the components sector.

"We have got an increasing presence in the industry covered by the National Motor Industrial Council. As a result we have applied for membership of that industrial council," Naawu organiser Tuffy Adler tells the *FM*. Responding to East's initiative he says "We would be willing to meet with and discuss matters which would be to the benefit of our members with anybody in the hope that we would be able to further their cause."

Uamawu general secretary Dora Nowatha tells the *FM* "We have agreed to meet the other unions. We don't think our differences should be an obstacle to settling the problems we are having in the companies."

## EDUCATION

### Prepare to pay

Largely unnoticed in the torrent of justified criticism that greeted the government's White Paper on the Provision of Education is the fact that parents, particularly white parents, will have to pay more towards the cost of their children's schooling.

It is true that the White Paper does not state this outright. The section on finance is remarkable for vague language and generalised concepts which can, in future, be interpreted in any way government sees fit.

But implicit in government's whole approach is the belief that any sort of equality of education can come about only through the willingness of the various racial communities to subsidise their own schools.

# Advice to miners

By JOSHUA RABOROKO

THE National Union of Mineworkers (NUM) has advised thousands of members on the mines to refuse to work in areas which they consider unsafe.

This advice was given by NUM's general secretary, Mr Cyril Ramaphosa, who said the workers should urge mines to sign safety agreements with it to avoid court action.

The advice comes in the wake of an Industrial Court's decision to grant temporary reinstatement to 17 mem-

bers of the union who were fired at West Driefontein gold mine.

They were dismissed after refusing to work underground in an area which they considered unsafe, although a Government inquiry had earlier found that the place was safe.

In another development, the gold mine has said that it will pay the workers for the period of the order — but will not allow them to work. This means that the workers could lose their right to live in the hostel of the mine.

• The enquiry into the Hlobane mine disaster which claimed the lives of about 67 miners, has been postponed from December 4 to January 24 next year.



# Miners to demand double pay

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**By MONO BADELA**

WHEN THE National Union of Mineworkers (NUM) holds its second annual national congress in Welkom tomorrow, about 300 delegates representing more than 55 000 black mine workers will call on their officials to demand more than double their salaries when wage negotiations begin with the Chamber of Mines next

year. Job reservation in the industry and poor working conditions for black miners will also feature high on the agenda.

NUM's general secretary Cyril Ramaphosa told City Press this week that some far reaching decisions would be taken at what he described as a "very crucial meeting".

Black miners in South Africa earn an average of R129 a month, said Ramaphosa.

The Hlobane mine disaster, in which 63 black miners lost their lives, will be fresh in the minds of the delegates from six regions in the Transvaal and Orange Free

State.

The one-day congress will be held at the Phillip Smith Hall, Thabong Location, near Welkom. NUM was established in August last year, and its first congress held in December that year.

The union's membership has increased dramatically since the first inaugural congress. Ramaphosa said the Hlobane coal mine disaster will be hotly debated when safety and working

NUM'S Cyril Ramaphosa: "... very crucial meeting" conditions are discussed by delegates practices".

"Also on the agenda will be job reservation. We have long indicated that we are strongly opposed to job reservation and will decide on a strategy to end job reservation in the industry," said Ramaphosa.

"The bosses are making millions of rands in profit and are enjoying the protection of the Government on such

He said it was well-known that racial discrimination was still rife on the mines and that black miners were precluded from earning wages equivalent to the jobs they were doing.

Apart from the election of new officials and discussions of the annual report, the union will also concentrate on formulating its strategies for the year ahead.



The National Union of Mineworkers came of age at its second national congress in Welkom this weekend. Although it is little more than a year old, NUM has already become a force to be reckoned with in the mining industry. CAROLYN DEMPSTER reports.

# Black miners' union built up despite odds

Organising workers in the mining industry is "a bit like trying to nail jelly to the wall", a miner once remarked.

He was referring to the huge contract labour population, the conservative attitude of the mine bosses and the relative isolation of the black miners, notwithstanding the threat of State action should union activists get out of hand — such as the violent suppression of a strike by the African Mineworkers' Union in 1946.

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers, has no illusions about the difficulties in establishing an effective union in the mining industry.

"One has to remember that the mines are run like concentration camps and, without the permission of the bosses, chances of gaining access to the hostels are virtually nil," he pointed out.

When the Council of Unions of South Africa (Cusa) was first approached by a group of black miners in 1981 and urged to start a union, it was not an easy decision to take.

After a year of mulling over the idea, NUM was launched in July 1982 at the Cusa congress. Five months later, the small union held its inaugural congress with a total membership of 14 000.

Although they are history now, a few critical decisions taken at that stage bear remembering.

NUM decided not to register, not to become part of the Council of Mining Unions and resolved to take up unfair labour practice issues in the Industrial Court.

Registration might have continued to be a bone of contention had not the Chamber of Mines decided to drop this as a criterion for collective bargaining in the same month.

With an "open sesame" to organising in all of the chamber's mines from September 1982, and with direct access to the chamber, NUM lost no time.

In view of the "jelly" situation the union's organising strategies "were tailored in such a way as to overcome these problems", said Mr Ramaphosa.

Team leaders and senior black mineworkers were among those targeted for organising, and they in turn established committees.

"Most of the time we would let these men do most of the organising before we even approached management," he added.

The result was a growth rate of some 5 000 members a month on the Western Transvaal, Orange Free State and Carletonville mines. NUM later moved into the collieries and copper, chrome and phosphate mines in Natal and the Transvaal.

Now the union is looking more at control and consolidation. "The union has been growing too fast for our liking," admitted Mr Ramaphosa.

Plans are afoot for a consolidation of the shaft steward network, and for a huge training project in conjunction with the International Miners' Federation which will affect up to 20 000 mineworkers over two years.

Looking back on a year of difficult and testy negotiations with the chamber, plus a few head-on clashes over safety issues, Mr Ramaphosa pointed to collective bargaining as a real achievement for the union.

"What NUM has succeeded in doing is letting miners take control of their own lives. That is something they never had before.

"The black mineworker feels in many respects that the union has come as something of a saviour because it has succeeded in bringing a halt to instant dismissals by mine managers."

Priorities continue to be wages — "apart from South Africa, miners are among the highest paid workers in the world" — safety and unity.

# A new age has dawned for black mineworker

By PHILLIP VAN NIEKERK

A GIANT in the mining industry has woken up

That was the warning sounded by the National Union of Mineworkers — the country's largest and fastest-growing black trade union — at their second annual congress on Saturday night.

After little more than a year in existence, the union's membership has climbed to 55 000. That represents the first significant unionisation of black workers in South Africa's key economic sector in recent times.

The formation of the NUM followed closely the strikes, riots and deaths on a number of mines in June last year — the worst unrest in the industry since 1946.

The jarring effect of those strikes — which exposed the inadequate channels of communication between mine management and workers — belatedly propelled the mining industry into the country's new era of labour relations.

On June 9 this year, the NUM became the first emerging union to be recognised by the Chamber of Mines and was granted wage bargaining rights on mines where it has majority support in specific work categories.

To date the NUM is the only one. A year ago it was widely predicted that opening the mines up to black unionisation would result in the formation of a number of unions, all jockeying for worker support.

While black miner's unions have since mushroomed in name, the NUM seems to be up front alone. The others have either fallen away or are yet to really emerge.

The kingpin in the rise of the NUM has been its general secretary, 31-year-old Mr Cyril Ramaphosa.

Before entering trade unionism in 1981 via the Cusa law unit, Mr Ramaphosa was detained without trial twice while studying at Turfloop University. In 1974 he was held for 11 months after being involved in a pro-Frelimo rally, and in 1976 he was held for six months during the Soweto unrests.

"But I am not bitter," says Mr Ramaphosa, who adds that he was interrogated for four months solid in 1974. "I feel sorry for the people who did that to me. They won't ever stop the tide of black people fighting for their rights."

At Saturday's all-night congress, the thousand-odd delegates who packed the Philip Smith Community Hall in the Thobaung township outside Welkom expressed their admiration by

repeatedly breaking into song "Rama-Ramaphosa."

Directed by Mr Ramaphosa, the NUM stands out as the current trade union success story.

But it still has a tough road ahead. Its 55 000 membership is only about a tenth of the black workforce in the mining industry. It also has to deal with what is probably the best-organised employer organisation in the country, the Chamber of Mines.

And the very fact that the NUM has mobilised so rapidly is a problem in itself.

South African history is littered with unions whose spectacular rise ended in collapse when they grew too fast and were unable to consolidate their positions.

According to Mr Ramaphosa, the union's main priority in the year ahead is precisely to consolidate its strength: to develop organisation at the pit-face before expanding further.

So far the NUM's major area of impact has not been in mobilising black worker muscle, but in fighting legal battles.

In fact, the union has yet to engage in a major strike other than the half-hour work stoppage which followed the Hlobane coal mine disaster.

But the legal strategy is having a real effect in one important area: safety conditions on the mines.

Mining is a hazardous occupation and judging by the feelings of the mineworkers present on Saturday night, safety is closer to their hearts than any other aspect of their working lives.

At the conference, there was a constant reminder of this. The front of the hall was filled with men in wheelchairs — miners with damaged spines and limbs — from the nearby Ernest Oppenheimer Hospital.

In the past, reports of miners' deaths in rockfalls or gas explosions went by virtually unquestioned. The death of 67 miners in a methane blast at Hlobane in September changed that.

Shortly after the disaster the NUM made serious allegations about the cause of the blast. For the first time an organisation acting specifically in the interests of black workers had challenged mine management and Government's accounts of such events.

The NUM, armed with their own experts, are to give evidence at the Hlobane inquiry early next year.

And next week they will be represented at the inquiry into the death of six miners at Anglo American's Western Deep Levels mine. Workers



A Section of the 1 000 delegates who attended the National Union of Mineworkers Saturday night.

have alleged that the six, who died from asphyxiation, were ordered to enter an area which had been sealed off because of a fire in the mine.

The safety rights of miners were also highlighted at Gold Fields' West Driefontein mine, where 17 workers were fired after refusing to work in an area they considered unsafe.

An inquiry — requested by the NUM in terms of an almost forgotten section of the Mines and Works Act — found the area to be safe.

At a subsequent industrial court case the NUM's legal team argued that whether or not the area was safe, management — who was accused of behaving in a "Victorian" manner towards employees — had not taken adequate steps to prove to the workers it was safe.

The court has temporarily reinstated the workers. On the basis of this judgement, the NUM has advised their members that they have the right to refuse to work when they consider conditions to be dangerous.

The NUM has also called on the Minister of Mineral and Energy Affairs to establish a commission to investigate safety on the mines and has called on the Chamber of Mines to negotiate safety agreements.

By setting up safety stewards in the mines, the union is moving the safety issue away from the courts back into the mines.

The NUM's other important area of concern is wages — the issue which sparked the 1982 strikes. Here high demands are likely to be made at next year's round of negotiations.

Mr Ramaphosa points out that miners in other countries are among the highest paid workers. "Their working conditions are the harshest, so their remuneration ought



MR Cyril Ramaphosa, general secretary of the NUM, addresses the union's second annual congress at Tlokweng on Saturday night.

to be a lot higher."

It is perhaps because of the tough working conditions that miners — whether in Poland, England or Australia — are among the most militant trade unionists.

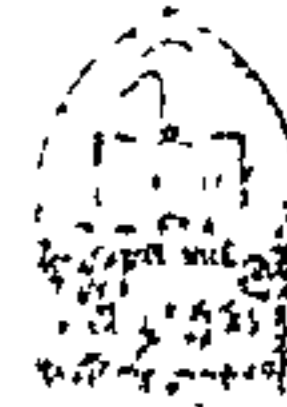
But how far, for the NUM, does this militance extend beyond issues such as working conditions and wages to opposing the Government politically from the vantage of such a strategic industry?

Mr Ramaphosa believes it is premature to talk of tackling the broader political issues until worker organisation in the mines has been developed and consolidated.

Still, numerous political issues inevitably touch on the shopfloor. The NUM has taken a stand against job reservation, the last vestiges of which remain in the mining industry.

And the conference made a call on the Government to change its "racist policies"

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# Wage has dawned black mineworkers

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# Black miners call for safety inquiry

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By Carolyn Dempster,  
Labour Reporter

The National Union of Mineworkers (NUM) has called for the amalgamation of all unions organising black miners in the interests of union solidarity, and for a commission of inquiry to investigate mine safety

These were two of a number of controversial resolutions adopted at NUM's second national congress in Welkom at the weekend — attended by 1 000 representatives from the union's six regional branches

As the fastest-growing and largest union representing the interests of more than 50 000 black miners, NUM expressed its concern at the "mushrooming" of black miners' unions and warned against the divisive effect this was having. Any attempt in future to establish new black unions would be viewed as an act of betrayal of unity attempts, it was decided

Safety also proved a key issue with delegates highlighting the rate of unnecessary deaths and accidents in the mining industry

Resolutions taken were that

- NUM should demand a seat on all the safety committees at the Chamber of Mines
- The union should demand to be represented on the safety committee headed by the Government Mining Engineer
- The Minister of Energy and Mineral Affairs should be called upon to appoint a commission of inquiry to investigate safety on the mines
- A call should be made to the Chamber of Mines to negotiate safety agreements with the union, failing which, the union would inform all members to refuse to work in unsafe places

It was further noted by congress that many of the accidents resulted from a breach of mine-safety regulations by mine managements who were concerned "only with production" and who paid "little attention to safety"

In a surprise move preconditions were also set for the 1984 wage negotiations with the Chamber of Mines.

In view of the fact that the chamber did not bargain "in good faith" during the 1983 wage review by imposing an artificial time limit on the conclusion of negotiations, congress decided that the wage negotiations next year should begin in May and be concluded by June 1<sup>st</sup> of 1984.

In the event of a deadlock, provision has been made for a special national congress where union representatives will canvass support from members to take industrial action, including strike action

Another two resolutions likely to cause ripples in the mining industry are the decisions by NUM to establish a black miners officials' association — with a potential membership of 18 000 — and to take action should the international boycott of South African coal result in pit closures and retrenchments

● See Page 11, World section



**NUM's Ramaphosa ... tough bargaining in 1984**

indeed, phenomenal. Now it's reached the point where, with 55 000 members, it is one of the largest emerging SA unions.

Along with this, the union has earned a reputation for tough-mindedness. If the resolutions passed at its national congress this past weekend come to fruition, indications are that it will become even tougher in 1984. Mine bosses will not be the only targets. Government, and other unions too, are due for a strong challenge.

In the wake of several tragic incidents on SA mines this year, safety has become a critical issue for unions. The NUM is heavily involved in this area. Incidents include the methane gas explosion at Hlobane colliery (an inquiry will be held in January next year), the death of six miners in a fire at Western Deep Levels mine, the death of 10 men at Vaal Reefs mine in a fire, and the dispute with West Driefontein mine over the dismissal of 17 miners who refused to work in an area they considered unsafe.

The NUM's congress laid the blame for many accidents on alleged breaches of mine safety regulations by managements it said were concerned only with production. It called on the Chamber of Mines to negotiate safety agreements with the union. If this is refused, the union is committed to telling members to refuse to work in places they regard as unsafe.

In addition, the congress resolved that the union should demand seats on all the

chamber's safety committees and on the Government Mining Engineer's safety committee. It also called on the Minister of Mineral and Energy Affairs to appoint a commission of inquiry to investigate mine safety.

On the delicate issue of wages, the congress accused the chamber of failing to negotiate in good faith this year — the first year in which a black union has participated in wage talks. The congress instructed the union to demand that the chamber begin 1984 wage negotiations in May and conclude them by June 1. If this is not achieved, the union is obliged to convene a special national congress to consider its position. Industrial action in various forms is suggested in the absence of an agreement.

Black miners' wage increases are traditionally implemented on July 1 each year. NUM general secretary Cyril Ramaphosa tells the *FM* that the rationale underlying the resolution is that it enables the union to report back to members before an agreement is implemented.

The congress took some highly contentious resolutions about the possibility of retrenchments at coal pits arising out of the threat of international boycotts of SA coal. In essence, they threaten that the union will take action to safeguard its members' jobs in such an eventuality. Ramaphosa says the government's apartheid policies are the cause of the problem. He stresses, however, that his union is not taking either a pro or anti-disinvestment stance. All it wants to do, he says, is protect its members.

#### Officials' association

The congress's resolution to create a black mine officials' association appears to be a direct challenge to the Mine Surface Officials' Association and the Underground Officials' Association, which have, in the past few years, opened their ranks to blacks. The NUM's move is an attempt to create an alternative for these miners. Provision has been made to transfer officials who are already NUM members to the new association.

Another resolution which is likely to be contentious is the congress's view that the existence of too many unions organising black mineworkers is divisive. The congress has called on unions and federations which intend to organise black miners, to desist from doing so. It also threatened that the NUM will view any such action as a betrayal of the unity of black miners.

There has been much speculation that the Federation of SA Trade Unions (Fosatu) has refrained from getting its teeth into the mines out of deference to Ramaphosa, who

## MINING INDUSTRY NUM talks tough

It is a year since the National Union of Mineworkers (NUM) was formed. In that time, the NUM's growth has been rapid.

Financial Mail December 16 1983

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is very highly regarded. Fosatu may thus not take exception to the resolution. But other unions may well be outraged by it.

(143) (143) NUM 20/12/83

## 2 key hearings on mine safety begin

Labour Correspondent

TWO KEY hearings on mine safety issues — the one a meeting of an official conciliation board and the other a Government inquiry — are to take place today and the National Union of Mineworkers (NUM) will play a major role in both

In Johannesburg, NUM and the West Driefontein mine are to meet with an official conciliation board to attempt to resolve their dispute over the firing of 17 workers who refused to work in an area they considered unsafe

In a key ruling, the industrial court recently ordered the temporary reinstatement of the 17 men

This does not end the dispute, however, and the two sides must still attempt to settle their differences at the conciliation board. If they

fail the matter is expected to be referred back to the Industrial Court for a final ruling

In Carletonville, NUM is to be represented at the official Department of Mineral and Energy Affairs inquiry into the death of six miners at Western Deep Levels mine recently

Although Government inquiries into mine accidents which result in deaths are routine, the NUM is the first mine union to make a practice of attending these and giving evidence on behalf of members

Recently the union also became the first to use a little-known clause in the law which allows it to demand inquiries into incidents where there is no loss of life

The union has already said it believes the Western Deep deaths were preventable, and it is certain to argue this at the hearing

Miners <sup>(143)</sup>

dispute ~~11~~

hearing <sup>5 Feb</sup> ~~2/18~~

20/12/85  
Labour Reporter

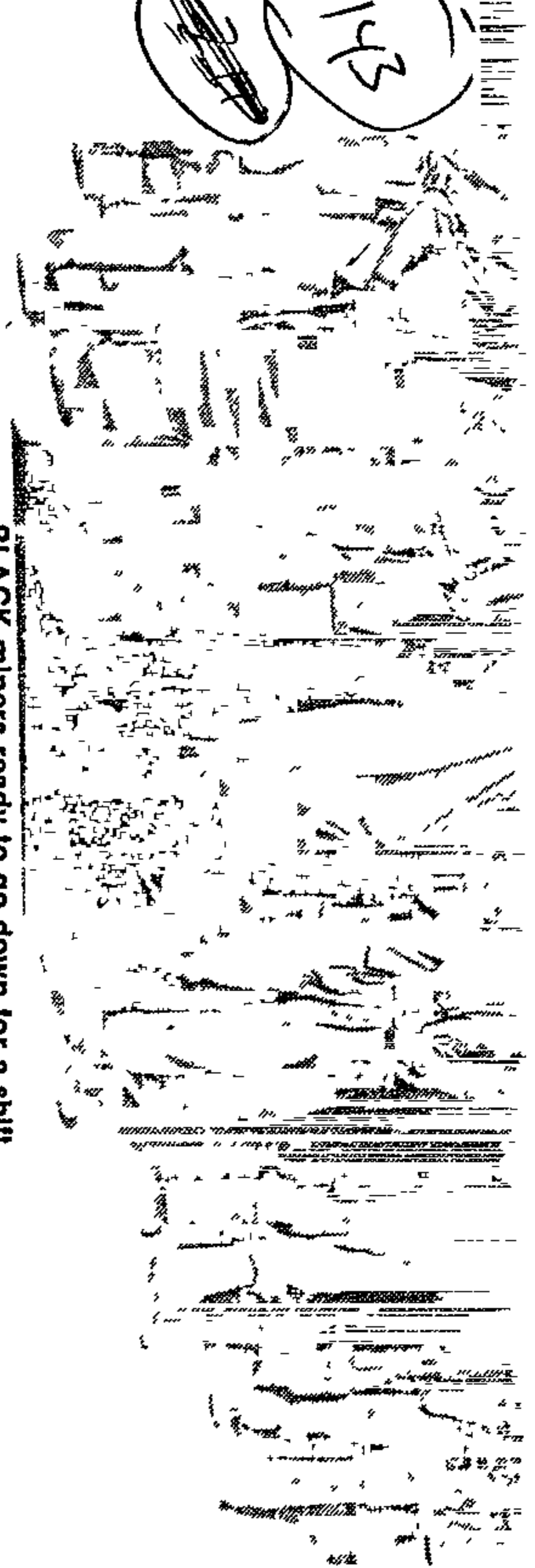
The dispute between the National Union of Mine-workers and West Driefontein Gold Mine over the dismissal of 17 black miners is to be brought before a conciliation board today

The meeting comes after the temporary ruling by the Industrial Court, ordering West Driefontein to reinstate the miners, who were fired in September after refusing to go underground into an area they considered unsafe

If the conciliation board fails to resolve the dispute, the case will go back to the Industrial Court for a final ruling

The NUM will also be represented today at the official inquiry by the Department of Mineral and Energy Affairs into the death of six miners at Western Deep Levels in Carletonville

# VOICE FROM



BLACK miners ready to go down for a shift.

# BOWELS OF FEARTH

21/12/83

1983 is the year in which the National Union of Mineworkers (Num) joined the big league.

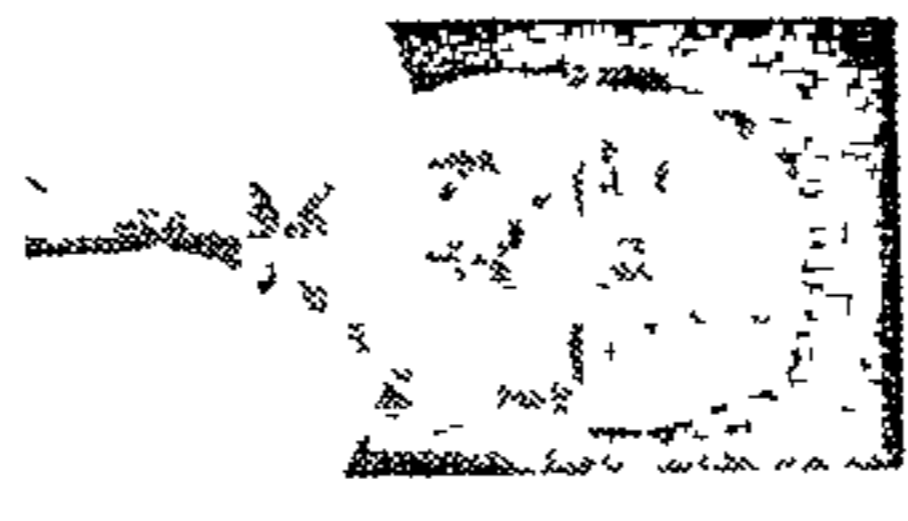
Since its inception in August 1982 it has to date signed recognition agreements which involve over 55 000 members

Just two years ago a union for black mine-workers was unheard of but today Num features among the most prominent unions in the country

The formation of Num is one of the aftermaths of the Wiehahn Commission

Recently the union held its second congress in Welkom, attended by over 1000 delegates Num came out fighting at that congress and indications are that the Chamber of Mines, representing mining companies, is in for a torrid time next year

FOR years black miners did not have a voice regarding their wages and working conditions. And because of recent legislation, black mineworkers can now join unions. **JOSHUA RABOROKO**, our labour reporter, looks at the growing National Union of Mineworkers (Num).



The basis for Num's argument is that the mining industry is among the most dangerous with workers going to the bowels of the earth and their return not 100 percent assured

Not that other industries do not have their dangers but dangers in the mining industry seem manifold. The workers are concerned and now they have a mouthpiece to attend to their grievances

Added to this is the South African mining industry tradition, whereby black workers are the poorest paid in the world

They are the poorest paid despite the fact that mining has been, and to some extent, still is the country's major industry being the biggest employer earner of foreign exchange. But in terms of worker conditions this may seem irrelevant

Want *Sowetan*

The fact of the matter is that black miners have been poorly paid and did not enjoy negotiation rights before the Wiehahn era. Today Num and other unions have emerged as the champions of black mine rights

Num's general secretary Cyril Ramaphosa points out that the miners' working conditions are the harshest

With this in mind, the union at its second national congress, took the bull by the horns and its resolutions centred on wage negotiations, the mushrooming of black unions, deaths and accidents in the industry, and the international boycott

The union says it was concerned at the "mushrooming of black miners' unions" and that the "multiplicity of black miners'

QUOTE

In the past reports of miners' deaths in rockfalls or gas explosions went virtually unmentioned

unions was divisive and weakened the solidarity of black miners

This decision, according to Mr Ramaphosa, was taken in the light of the many black unions coming up in the industry

"Our priority in the year ahead is to consolidate our membership and to develop the organisation at the pit-face before expanding further," he said

According to Mr Ramaphosa mining is "a hazardous occupation", and for this purpose the union has demanded a seat on all the safety committees at the Chamber of

Mines

This has been sparked off by the alarming increase in the number of deaths and accidents in the mining industry

In the past reports of miners' deaths in rockfalls or gas explosions went virtually unmentioned. The death of 67 miners in a methane blast in Hlobane in September this year changed that

The union made serious allegations about the cause of the blast and armed with the reports of their experts, they will give evidence at the Hlobane inquiry next year

"We have also called on the Minister of Energy and Mineral Affairs to appoint a commission of inquiry to investigate safety on mines and the Chamber of Mines to negotiate safety agreements with our union, failing which to

inform all members to refuse to work in unsafe places," Mr Ramaphosa said

The union has noted that the Chamber of Mines "did not bargain in good faith during the 1983 wage review in that it set an artificial dateline"

"We have been instructed by members to demand that the chamber starts wage negotiations in May and conclude them by June, failing which the national executive committee will convene a special congress to consider the position"

Mr Ramaphosa said that miners in other parts of the world were the highest paid workers

"Their working conditions are the harshest, so their remuneration must be higher. It is perhaps because of the tough working conditions that miners are among the most militant trade unionists," he said. Ramaphosa believes that it is premature to talk of tackling the broader political issues until worker organisations have been consolidated and fully developed



21/12/83  
Star

# Mine dispute persists

143  
Labour Reporter

A conciliation board meeting yesterday failed to resolve the dispute between the National Union of Mineworkers (NUM) and West Driefontein Gold-Mine over the reinstatement of 17 miners

power, Mr P du Plessis, that the dispute has not been resolved and the case will be referred back to the Industrial Court for a final finding.

The Industrial Court passed down a preliminary ruling last month ordering the temporary reinstatement of the 17 mineworkers

At the end of the meeting NUM's general secretary, Mr Cyril Ramaphosa, said West Driefontein had refused the union's offer to reinstate the miners dismissed in September for refusing to go underground into an area they considered unsafe.

If the court follows this decision in its final ruling, it will have vast implications for safety in the mining industry. NUM is already recommending members to resist working in areas they feel are unsafe.

The conciliation board chairman will now report to the Minister of Man-

# Black miners on safety body

By Carolyn Dempster,  
Labour Reporter

In a breakthrough for black miners, individual trade unions are to be given representation on the Prevention of Accidents Committee of the Chamber of Mines, it was announced today.

This means that the two major unions representing the interests of black miners, the National Union of Mineworkers and the Federated Mining Union will, for the first time, have a say on safety issues on the chamber's mines.

Until now trade unions have been represented on the committee through other organisations.

The decision was taken at the annual review of representation on the committee by the executive committee of the Chamber of Mines, and invitations to nominate representatives to serve on the PAC have been sent to all unions recognised by the chamber.

## CAMPAIGNS

The PAC works in concert with the Mine Safety Division of the Chamber of Mines, which conducts safety campaigns, runs educational courses and administers the International Mine Safety Rating Scheme.

Safety has become a priority of the NUM over the past year and at its second national congress the union called for a Commission of Inquiry into safety on mines, representation on all safety committees of the chamber and safety agreements with the chamber. One major complaint of the union is that black miners have no say on safety issues, and the union attempts to gain representation on the Safety Committee headed by the Government Mining Engineer were thwarted when NUM was told it was unregistered, unrepresentative and therefore would not be permitted to gain a seat on the committee. The situation is being reviewed by the Minister of Energy and Mineral Affairs.

# Gold mines aim to cut job reservation

DURBAN — South Africa's gold mining industry is committed to abolishing racial discrimination in jobs in the industry

And for the first time representatives of black workers participated in the annual wage determination process, according to the annual reviews by the chairmen of some of the country's top gold mining companies, controlled by the giant Anglo American Corporation

The minimum increases in black miners' wages agreed between the Federated Mining Union and the National Union of Mineworkers and the Chamber of Mines amounted to 14,4 percent of the minimum "surface wage" and 14 percent of the minimum "underground wage"

White miners and offi-

cial received an effective increase of nine percent on their basic salaries

A major step forward in industrial relations was the agreement with the Underground Officials Association (UOA) to the scrapping of Job Reservation Determination No 27

"This legislation, which reserved jobs falling within the ambit of the UOA for whites only, has been withdrawn by the Minister of Manpower and trainees for positions in sampling, survey and ventilation are now selected on a non-racial basis" the report said

On the other hand little progress had been made in the negotiations between the Chamber of Mines and the white unions to remove the racially discriminating definition of "scheduled

person" from the Mines and Works Act

"This effectively prevents blacks from promotion beyond a relatively low level in mining and is the last legal obstacle to overcome before there is equal opportunity in the industry," the report said

The government's White Paper following the Wiehahn Commission report recommended that the parties involved agree on guarantees in regard to the job security of white employees before replacing the definition of "scheduled person" with the non-differentiating definition of "competent person" in the Act

"Negotiations to this end began some two years ago and as yet there has been no significant advance on this issue

"It would now seem appropriate, therefore, to remove this discrimination by legislation since the "reasonable period of time" as specified in the White Paper must be running out

The report said there was notable achievements in labour and industrial relations in the mining industry during the past year. The most significant was the recognition by the Chamber of Mines of two black trade unions, the Federated Mining Union and the National Union of Mineworkers

"Although representing only a small proportion of the total workforce, these unions are now actively engaged in discussions with the chamber on a variety of issues," the report stated — DDC

## New signs could ease city's car jams

By Colleen Ryan, Municipal Reporter

Traffic congestion in the city could be eased slightly if the Johannesburg City Council agrees to install 15 new signs allowing motorists to turn left at red traffic lights

Johannesburg's traffic chief, Mr John Pearce, said he was confident the plan would be approved

Five signs have already been installed which allow drivers to turn left at red traffic lights after they have stopped, provided the intersection is clear

If approved, the signs will be placed at 10 new intersections and the five existing signs will be replaced with the new design

### EXPERIMENT

In June 1982 the first "left turn on red after stop" signs were introduced in Johannesburg as an experiment

This year a study was conducted to determine the success of the plan and it was found that only half of the motorists used the signs correctly

The City Engineer's Department has recommended Johannesburg adopt a new, simpler sign to assist motorists who do not understand the old sign

Some Reef municipalities have introduced similar systems but there has been a lack of co-ordination between authorities, said Mr Pearce

The National Institute for Transport and Road Research would attempt to standardise the projects next year, he said

# Maize prospects look rosy

By Hannes Ferguson, Farming Correspondent

Farmers in the maize triangle — Lichtenburg-Lydenburg-Ladybrand — had finished planting and prospects looked rosy, an Eastern Transvaal Co-op spokesman said

He said sunshine was what the maize crop now needed most

After good rains near Thabazimbi, the Limpopo was now in flood, swollen more by heavy downpours in northern Botswana

Key Bushveld districts such as Koedoesrand and Ellisras were still dry and farmers had to feed their cattle maize rations. Hopes were high that Christmas rain would also bring relief there

The Weather Bureau's Mr George Schulze said the global weather pattern favoured Southern Africa

The seasonal hotting up of surface water in the western Pacific, known as the El Ninho Effect, had been fading away for sometime

In an intricate pattern, the El Ninho was linked with barometric pressures in areas as distant from each other as Gough Island, south of Cape Town and Tahiti

Mr Schulze said rises at the South African weather station on Gough and Marion islands during December could point to a further weakening of the Ninho effect and a favourable weather constellation in the Indian Ocean might continue bringing moisture to inland regions here as a result

## Miners wary of new move

Labour Reporter

of Accidents Committee

general secretary Mr Cyril Ramaphosa said

involved on the shaft floor"

The National Union of Mineworkers has reacted warily to the news that individual unions will be represented on the Chamber of Mines Prevention

"Naturally we are pleased the chamber has given us this opportunity but it all depends on what the committee's aims and objectives are," NUM's

"It's all very well to represented at industry level and at national level, but we need to have the shaft stewards

The union has responded to the chamber's invitation to nominate committee representatives by asking for more information about it

## Turpentine death at Cape

CAPE TOWN — One child has died and another is in the intensive care unit of the Red Cross Children's Hospital in Cape Town as a result of turpentine poisoning, the SABC reported

A spokesman for the hospital said there had been a marked increase in turpentine poisonings among children in the last few days

This was probably due to fathers being at home and doing painting jobs

Children found the turpentine bottle and mistook it for water or a cool drink.

The spokesman said turpentine poisoning was particularly unpleasant and that parents must not induce vomiting

Parents should give a child suspected of swallowing turpentine milk to drink and then take the child to hospital for treatment as quickly as possible — Sapa

"Our acceptance will, to a certain extent, be conditional on whether the committee includes input from the shaft floor all the way up. If the committee does not ensure that, we would see it as a hopelessly useless committee," Mr Ramaphosa said

The Federated Mining Union's general secretary, Mr Johnny Pieterse, was not available to comment on the chamber move

## Teargas used to subdue 3 women

DURBAN — Teargas was used to subdue three women arrested at a police roadblock after they allegedly obstructed the police, it was said in the Amanzimtoti Magistrate's Court yesterday

Constable Rosemary Hennesy was testifying at the trial of Mrs Sybil Mohlaka, manager of the kwaZulu Nursing Services, and Miss Sbongile Ngcobo, who appeared before Mr DM Young, charged with resisting arrest and obstructing the course of justice

The women, who had pleaded not guilty, were acquitted after their defence counsel, Mr CJ Pammenter, asked for a discharge immediately after the State closed its case

The charge against the third woman, Miss Jenny Conco, was withdrawn

Constable Hennesy told the court she was on duty with three policemen at a roadblock near Adams Mission on September 24 when she stopped a car driven by Mrs Mohlaka

When Constable Hennesy started to open

a bag in the boot told her not to put

She then asked herself, but she refused

Miss Jenny Conco basket from the boot and struck her with

She then warned was arresting

They resisted van, and Miss Ngcobo the time, also helped

CBD, say traders

INDUSTRIAL RELATIONS - WORKERS' Organisation  
Council of Union of S.A., CUSA & URBAN TRAINING Projects

1984

JANUARY — JUNE

# Mine unions fight for unity

Since unionisation of black employees in mines, one of the changes to follow the Wiehahn Report, there has been an all-out effort by different unions to increase membership on the mines. This resulted in a general scramble for members and a mushrooming of unions. Labour reporter JOSHUA RABOROKO looks at unions emergent in the mining industry.



**BLACK** trade unions seem to be mushrooming in South Africa's mining industry in the post-Wiehahn era.

The multiplicity of these unions is causing concern as it weakens the solidarity of black miners, according to trade union leaders.

However, the past year has been a momentous one for industrial relations in the mining industry in that for the first time in history, the Chamber of Mines negotiated pay and other conditions of employment with unions representing black workers.

It has been the year in which the black National Union of Mineworkers (Num) emerged

as a potent force. An affiliate of the Council of Unions of South Africa (Cusa), it was started in August last year.

There are several other unions trying to recruit black mineworkers, but more than any other Num has been able to match the right-wing whites only Mine Workers' Union led by Mr Arnie Paulos.

The Federated Mining Union (FMU) formerly named the Federated Mining, Explosives and the Chemical Employees Union has made substantial gains. It was originally formed to cater for coloureds but it has begun recruiting blacks with the aid of the South African Boilermakers Society which recently broke off from the Trade Union Council of South Africa (Tucsa).

## RIGHTS

Three other unions have also been granted access to recruit workers employed at Chamber Affiliated Mines, but by August last year they had not made a formal approach for recognition. They are the Black Mineworkers Union, which has not made headway despite the fact that they were the first to be granted such rights, the Black Allied Mining and Tunnel Workers Union. This last mentioned union is being watched with great interest by some employers who be-

lieve that it does have some potential. Its leader, Mr Letsatsi Mosala, is also a member of the Azanian People's Organisation (Azapo).

Meanwhile, the Federation of South African Trade Unions (Fosatu) has quietly been observing events in the industry and is considering the establishment of its own mining union.

Given the growth and the efficiency of most Fosatu affiliates, such a union could be a serious rival to Num.

The growth of black unions in the industry has largely been prompted by radical revisions made in the chamber by its previously tough stance as far as recognition is concerned. But there has also been strong opposition from Arnie Paulos' unions which have threatened to take industrial action time and again as blacks get more recognition in the industry.

## GROWTH

The growth of black unions in the industry was also accelerated by the fact that the chamber's requirements made it possible for even an unregistered union to be recognised as the representative of a category of workers on a chamber-affiliated mine once it had recruited a significant proportion of them.

The reason for the chamber's acceptance of

these unions is that it has become inevitable for them to recognise black trade unions and as such they revised their guidelines to allow recognition, which reduced the possibility of employers facing the kind of recognition battles waged in other industries.

In addition to that the employers are hoping that effective union leadership will enable unions to channel black interests and grievances through collective bargaining and other processes designed to minimise conflict.

They also know only too well how quickly violence can erupt in black mine hostels — and how handy it can be to have representative leaders with whom they can talk.

## RELATIONS

The effect of the 1946 strikes — which exposed the inadequate channels of communication between mine management and workers — belatedly propelled the mining industry into the country's new era of labour relations.

It has on the whole been the Num which has shown that black mineworkers are interested in unions. To an extent, this stemmed from changes within the black labour force. The composition of these workers has changed dramatically in recent years.

This is largely so because miners who come from neighbouring countries, "independent homelands" and South

Africa have turned to view mining as a long-term career. Miners are concerned about job advancement, training as artisans and job enrichment in general.

Meanwhile the Chamber of Mines states the mining industry is committed to abolishing racial discrimination in employment and to centralised bargaining on all matters that concern the industry.

They believe there have been notable achievements in both these areas during the past year.

"A major step forward was the agreement with the Underground Officials Association (UOA) on the scrapping of job reservation Determination No 27. This legislation reserved occupations falling within the ambit of the UOA for whites only. Trainees for positions in sampling, survey and ventilation are now selected on a non-racial basis, according to them.

## NEGOTIATIONS

On the other hand, very little progress has been made in negotiations between the Chamber of Mines and white unions to remove the racially discriminating definition of "scheduled person" from the Mines and Works Act.

This effectively prevents blacks from promotion beyond a relatively low level in mining and is the last legal obstacle to overcome before there is equal opportunity in the mining

Cyril Ramaphosa,

# Unions fight for unity



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Tebogo Mngomezulu, general secretary of the Black Allied Mining and Construction Workers Union.

industry

The chamber states it seemed appropriate to remove discrimination in the mines by legislation because "the reasonable period of time" as specified in the white paper following the Wiehahn Commission report "must be running out"

Some of the gold mines administered by Anglo American Corporation indentured their first black apprentices during the year. Although they number only 18, this represents an important advancement, say the chairmen

However, the right-wing Mineworkers Union led by Arne Paulos has continued to oppose changes and has threatened action should blacks be allowed to hold blasting certificates

The MWU's opposition in black advancement is not surprising, considering the fact that unlike the craft unions, it has difficulty in drawing occupational boundaries to protect its members' privileges. Paulos has not hidden his hatred for Num

Num's general secretary, Mr Cyril Ramaphosa, who has proved to be a very able administrator, said that the resolution passed at their recent congress for black miners' union solidarity was important

because it would help solve many problems

Num's success has been the effective recruiting strategies, it has concentrated on opinion-making groups within the black workforce, and machine operators — men who are difficult to replace in a hurry

Therefore, he added, it was vital that a federation of such unions be formed to facilitate the workers' interests and job advancement and phase-out job reservation that is rife in mines

The general secretary of the Black Allied Mining and Construction Workers' Union, Mr Tebogo Mngomezulu, said that although they have not been approached by Num on the federation issue, it was "a welcome notion"

"It is a good thing because there is a need in this industry that we come together to bargain for thousands of workers and also to avoid competition and poaching of members

"We have to look into the welfare of the workers and their upliftment in the industry where job reservation has also almost become the order of the day," Mr Mngomezulu said

He said that the union had not yet agreed and would probably decide at their national congress

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# Num joins fray over housing refusal

THE National Union of Mineworkers is to discuss the Orange Free State Administration Board's decision not to allow key black workers housing in Thabong township near Welkom.

NUM's general secretary, Mr Cynl Ramaphosa, said that the union's executive will discuss strategies which will be taken to avert "the demoralising effects" of this decision at a special meeting in Johannesburg on Sunday.

The decision was first exposed in the annual report of the President Brand Gold Mining Company wherein mention is made that the administration board had notified the company that it was no longer permissible to house senior black workers without permanent residence rights in the township.

The report said some years ago it had been agreed with the board that certain key black workers could live in houses built by the

company in the township, irrespective of their residential rights. "A costly housing programme was implemented and if the ruling given by the board is endorsed by the Department of Cooperation and Development our efforts to induce stability among our employees will be frustrated.

"The demoralising effect on these employees will be enormous and, furthermore, could result in a confrontation with the new black unions," the report says.

A board's spokesman has said that they had contacted the company to explain the whole issue, including the board's stance on the right of senior workers to live with their families in company houses.

A letter was written to the company detailing the matter and a statement would be made soon, the spokesman said.

Soiwetan

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5/1/84



# It's the end of the labour honeymoon

PIROSHAW CAMAY  
up battle to close the wage  
gap

**SOUTH Africa's "new" Parliament, influx control rights and the new-look black city and town councils are the burning issues facing the country's black trade union movement in 1984, a leading unionist predicted this week.**

"The honeymoon is over for our unions," warned Preshaw Camay, general secretary of the Council of Unions of South Africa (Cusa).

He predicted that effective representation of black workers' views by their unions will result in conflict with management — which in turn will lead to increased strikes and extend to Government level.

He went on "The Security Police will turn their attention to union protest and demonstrations. At the same time, international focus on our unions will increase. But we have to guard against union imperialism and interference — overt and covert — in our affairs."

And somewhere along the line, Mr Camay said, this could lead to unity in the black union move-



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**By ZB MOLEFE**  
Assistant Editor

8/1/84

ment, which has been elusive so far

"The path towards unity will be a slow but gradual one. But we remain committed to a process of rationalisation on this issue, on which we should take a common stand"

Unemployment and the recession will be with black workers for most of 1984's first half, Mr Camay said — which would, in turn, lead to the tightening of the controversial definition of an unfair labour practice

"And if this succeeds it will be unfortunate," he said

Because of a lack of frankness between unions and managements, the Industrial Court would be kept busy "Companies would insist on not disclosing their accounts while unions stepped up their battle to close the wage gap between unskilled black workers and their white counterparts, he said.

"Health and safety measures will also remain critical issues," said Mr Camay, whose council has thousands of members in more than 10 unions.

He concluded that black unions would flex their muscles "like never before as they press to put the power where it belongs — in the hands of the workers on the shop-floor, not with bureaucratic officials who decide on issues in the labour movement".

# Union leaders leave for talks in Holland

Labour Reporter

A delegation of leading trade unionists flew from Johannesburg to Amsterdam last night on the first comprehensive programme designed to promote co-operation between trade-union bodies in the Netherlands and South Africa

The 17-day programme to forge links between trade-union bodies in both countries is the first of its kind sponsored by the Netherlands Government in conjunction with the CNV — the Federated Christian Trade Union of the Netherlands — and organised in South Africa by the Urban Training Project

Eighteen delegates from nine unions affiliated to the Council of Unions of South Africa and another seven independent unions are taking part in the programme

The unionists will meet their European counterparts and observe their style of negotiating and organising. They will exchange information with trade unionists in similar fields

Mr Joseph Weterings, labour attache for the Royal Netherlands Embassy, said that invitations to take part in the programme had been extended to unions throughout South Africa

The first part of the programme was carried out last year when the director-general of the CNV visited South Africa for a series of seminars

# Dismissal of 7 workers <sup>Star</sup> brings 1 500 out on strike

By Carolyn Dempster,  
Labour Reporter

The dismissal of seven workers at Impala Platinum Refinery in Springs today brought 1 500 black employees out on strike

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers, said the seven had been dismissed after requesting the transfer of a white supervisor

The workers claimed

12/1/84  
that the supervisor had referred to them in a derogatory fashion. When they asked that the man be transferred they were fired instead

Most of the refinery's workforce came out on strike today in support of their dismissed colleagues and, according to the union, are demanding the reinstatement of the seven and the immediate transfer of the supervisor

Mr Ramaphosa said the mine refinery management had refused to speak to the union about the matter

The acting manager of the refinery, Mr H J O'Keesse, referred The Star to Impala's general manager, Mr R C Bovell, who was not available for comment

It is not known if production will be affected by the strike

Fm 13/1/84  
~~143~~ ~~143~~

## BLACK UNIONS

### Political power base?

Relations between some black trade unions and black political organisations in SA have often been less than cordial. This has sometimes resulted from their belief that they do not necessarily share the same priorities, or from unions' unwillingness to play an active role in national politics.

But when he spoke at Azapo national congress this week, National Union of Mineworkers' (NUM) general secretary Cyril Ramaphosa argued that not only does the black union movement have a decisive role to play in the "liberation struggle," but it deserves support from groupings in the wider black society.

"There is," said Ramaphosa, "a regrettable habit on the part of some people to denounce and ignore the black labour movement as irrelevant, and to heap scorn on what they call the 'bread and butter war'." But this is a dangerous misunderstanding of the historical process. The black union movement has educated and is educating black workers and is turning them into fighters, not only for their bread and butter issues, but for liberation from oppression as well.

"The important thing to note here is the direction and orientation of the movement. Step by step, work stoppage by work stoppage, demonstration by demonstration, demand by demand, black workers are moving to the point of liberation."

Ramaphosa said black unionism provided the means through which blacks could be united. The labour movement provides a viable power base, as well as the means through which black leadership can be developed and training provided to black workers, he said.

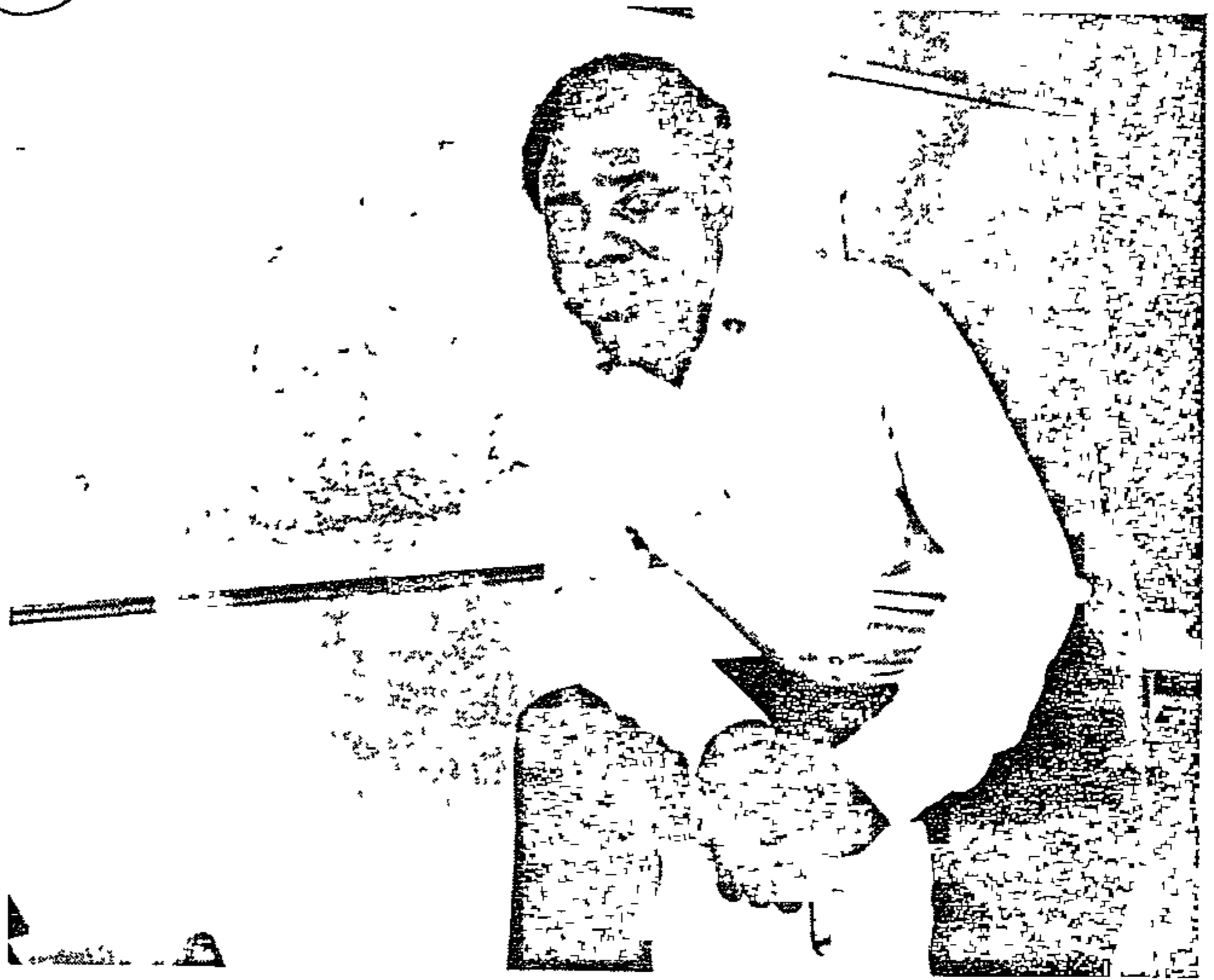
He declared that "the black union movement is a matter of life and death to all oppressed people in this country. The black union movement offers all oppressed people in Azania a realistic chance to acquire freedom."

#### No unity

He deplored the lack of unity within the movement. "Looking at the movement as a whole, we see conflicting tendencies and trends. On one level we see a situation of evolving self-defeating ideologies and strategies, and on the other level we see a movement that is confused, without any plan — be it short-term or long-term for liberation."

"On both levels the movement is characterised by a profusion of organisation and a lack of overall co-ordination. There is a left wing and a right wing and a centre, and there is conflict and dissension among the groupings which want to take different roads to different promised lands."

Ramaphosa spoke forcefully of blacks' need to gain clarity on ideology and strate-



NUM's Ramaphosa ... 'one industry — one union'

gy as a prerequisite for unity.

"The black worker has taken the first step towards unity by joining other workers in forming his union. He has taken the second step by becoming part of the labour movement. He is presently working on his third step by demanding that there should be one union, one industry, and he will succeed very soon on his fourth step by forming one consolidated union federation for Azania. His fifth and ultimate step to unity is the unity of all oppressed people."

Ramaphosa said that if disunity was the basis of blacks' vulnerability, "then unity is our only hope of salvation. If we pooled all our resources and energies, if we correlated all our forces and created one massive superpower of oppressed people, we could end this oppression in a few weeks or a few months. A united force of oppressed people, speaking with one voice and acting with a will on issues of politics, labour, education and the economy, could turn this country upside down."

Ramaphosa emphasised his belief that the black labour movement has to be headed by blacks. He said past alliances between black and white unions had resulted in the curtailment of black leadership. "The black worker is oppressed and knows oppression, and that alone qualifies him to lead a movement that will liberate him." He said alignments of black and white organisations had nothing to do with "love and friendship."

"Groups do not have love affairs. Groups conduct their business not on the basis of love, but on the basis of what they conceive to be their vital interests. We are going to have to understand that not love or even

race, but interests, primarily economic interests, are at stake. And the question we must deal with in our attempt to understand alignment is who profits least?"

Some employers and government officials will probably be dismayed by some of the things Ramaphosa said. Others may be tempted to view his speech as typical of the inflated rhetoric often heard at Azapo gatherings — where there has been more emphasis on consciousness-raising than on practical programmes to achieve specific objectives. But given the NUM's growing influence and prestige — and Ramaphosa's reputation as a remarkable organiser — they are likely to take careful note of his speech.

## ZIMBABWE

### Aid blow to business

While the United States' decision to almost halve its aid to Zimbabwe to US\$40m in 1984 from the \$75m previously pledged was no surprise, it remains bad news for the country's hard-pressed business community.

The main impact of the cuts will be felt in the valuable commodity import programme. In the last year, this programme provided US\$59m of foreign exchange to finance imports from the US. Aid sources in Harare say the programme in 1984 is unlikely to be much more than US\$30m. To make matters worse, Zimbabwean industrialists, whose foreign currency allocations have already been cut more than 30% in the past two years, had been warned to

1400 (143)  
141184  
Impala  
141184  
strikers  
still out

By PHILLIP VAN NIEKERK

THE strike by about 1 400 workers at the Impala Platinum Refineries in Springs has developed into a crucial trial of strength following the collapse of talks between worker representatives and management late yesterday.

Management has warned workers they would be fired if they did not return by their next shift.

But spokesmen for the National Union of Mineworkers (NUM) have said the workers would not return until their demands were met. They believed it would take two days for shortages to develop at the refinery.

The workers have insisted the seven be reinstated before they return, while the company has demanded the workers return before it reconsiders the dismissals.

The seven were fired for refusing to work after they were allegedly assaulted and verbally abused by white supervisors.

Mr R C Bovell, managing director of Impala, said an inquiry into the workers' complaints had not "conclusively" proved the allegations. One supervisor, however, had been severely reprimanded.

The seven were dismissed after refusing to accept this outcome.

This was the first major strike by NUM members since they were recognised by the Chamber of Mines in June last year.

The NUM is in the process of negotiating a recognition agreement with the company.

~~(211/212)~~  
800 miners  
~~(212)~~ (143)  
in sympathy  
stoppage R.D.M.  
14/1/84

Mail Reporter

ABOUT 800 coalminers at the Rietspruit mine near Witbank staged a two-hour work stoppage yesterday in sympathy with two of their colleagues who died in a mining accident on Monday

This is the second stoppage of its kind involving the National Union of Mineworkers. Thousands of mineworkers downed tools for half-an-hour in September after the death of 67 workers in the Hlobane disaster.

Mr Cyril Ramaphosa, general secretary of the NUM, said the workers had gone to the homes of the dead men during the stoppage, which lasted from 10am to 12pm.

The two men, Mr Alpheus Makhaya and Mr Abram Nkosi, died after falling while repairing a lift cable.

The Mail was unable to get management comment yesterday.

# NUM strength put to test in refinery strike

NUM ROM 16/1/82  
If last week was any indication this is going to be a torrid year for labour relations

In three Transvaal strikes alone about 4 500 workers came out with almost half of them being fired — evidence that employer militancy is matching worker militancy

With approximately 2 000 workers back at their Pick 'n Pay jobs, and about 700 from African Cables in Vereeniging now out of work, Impala Platinum Refinery's strike has the most significance

This is the first major test of shopfloor strength of the black National Union of Mineworkers (NUM) and the first big strike in the mining industry since the unrest of July 1982

The NUM claims a membership of 55 000 but this has been viewed with some scepticism as a paper figure. Also, the NUM has a reputation for fighting legal struggles but has not contested a shopfloor battle

The strike, apparently sparked by the dismissal of seven workers for allegedly refusing to work after being verbally abused and as-

## LABOUR WEEK BY PHILIP VAN NIEKERK

saulted, came in the midst of recognition talks between the NUM and the company

It would have been the first recognition agreement between a company owned by Gencor, seen as one of the more conservative mining houses, and a black trade union

For both parties the strike is a crucial trial of strength. Over the weekend the company sacked more than 1 000 workers who refused to work after talks between management and the union broke down on Friday

It is worth noting that support for the strike was virtually 100%

The question now is whether Impala Platinum Refinery, having dismissed its entire black workforce, can meet supplies to customers

Management has conceded that production could be badly affected. If its stockpile is not adequate it could be in trouble

The Impala refinery shares the platinum

market with Rustenburg Platinum and there is, on the surface anyway, strong competition between the two

POL

Cape Times 16/1/80  
143

# Chemical workers set for nationwide strike

Own Correspondent

JOHANNESBURG — About 5 000 workers at the AECI explosives plant at Modderfontein are set to go out today in the beginnings of the country's first nationwide legal strike among black workers

A further 1 000 are due to go out at the AECI plant in Somerset West on Tuesday while AECI's Durban workers are still to hold a report-back meeting with management on Tuesday

The workers are members of the Cusa-affiliated South African Chemical Workers' Union (Sacwu), which has reached deadlock in its dispute with the company over wages

## In favour of striking

A strike ballot was held at Modderfontein on Friday. According to a spokesman for Sacwu, 3 200 workers voted unanimously in favour of striking, but he expected all 5 000 workers at the plant to support the strike

The other 1 800 did not vote because they were not union members or were not on shift at the time

A strike ballot was held in Somerset West on Friday and in Durban, which also has strong South African Allied Workers' Union (Saawu) membership, on Wednesday

Saawu, which is unregistered and not a party to the Industrial Council, has expressed its full support for Sacwu in the negotiations

The AECI plant in Sasolburg is not covered by the industrial council and Sacwu's lawyers are currently looking into the legality of them striking as well

The decision to strike comes more than 30 days after Sacwu declared a dispute with the company on December 9 over wages, long service allowance and leave

Thirty days is the minimum period provided for in the Labour Relations Act before workers can strike legally after a dispute is declared in writing

The last legal strike, and the second among black workers in the country's history, was by members of the National Union of Textile Workers at Natal Thread in June last year

Then the strike was restricted to one plant in Natal and took the form of an overtime ban

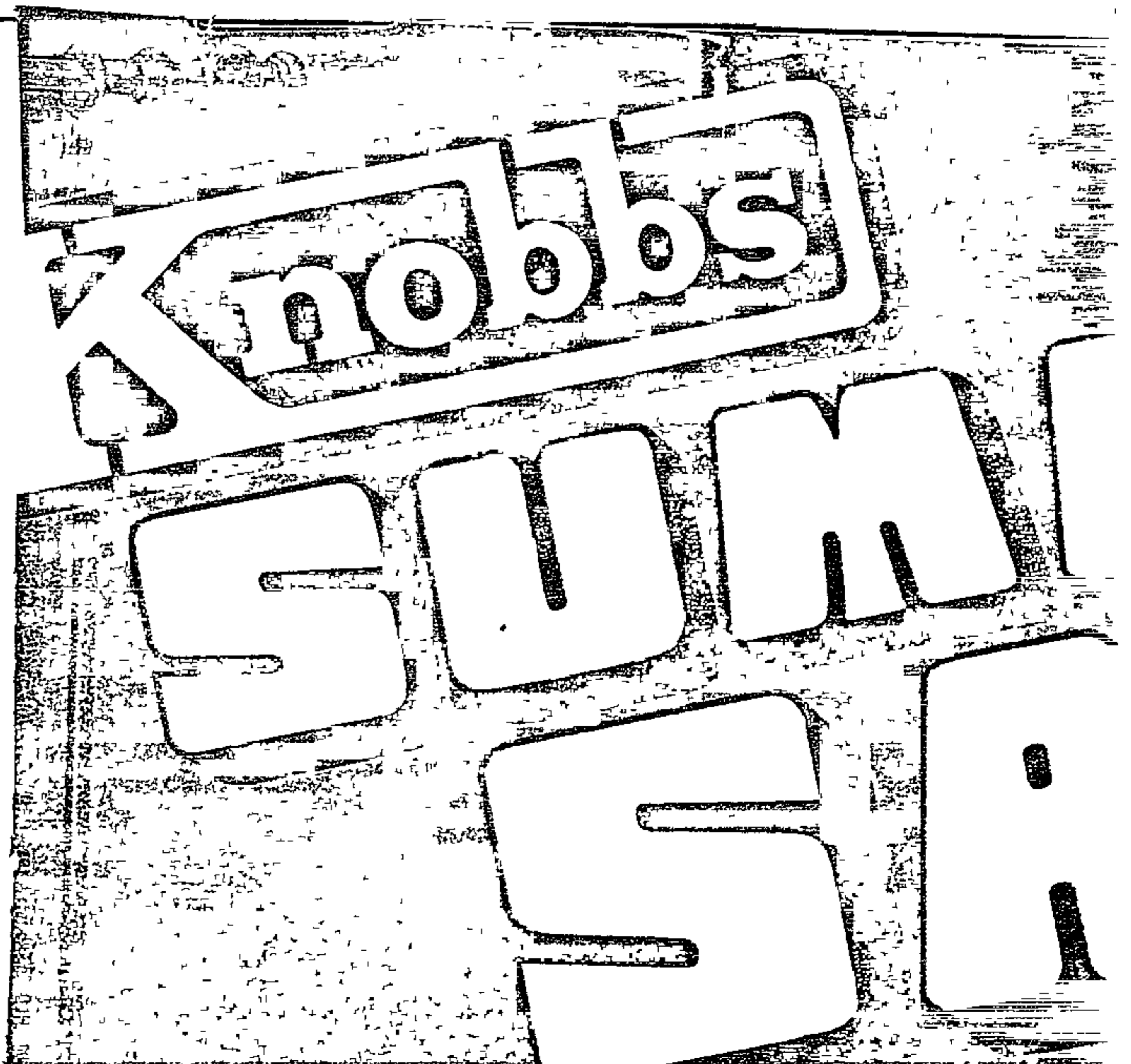
## Reached a compromise

The union spokesman said they had reached a compromise with the company over allowances and leave, but after three meetings of the Industrial Council conciliation board had failed to agree on wages

Management's final offer is a minimum of R370 a month, while the union is demanding R400 a month

A spokesman for the company said last night that they were waiting for the event to happen and would not comment further

aring and often mas-  
rful trumpet of special





# Clash over talks date

THE Department of Manpower Utilisation has appointed a conciliation board to settle the wage and working conditions dispute between the South Chemical Workers' Union and the Sasolburg branch of African Explosives and Chemical Industries (AECI) which employs about 2 000 workers.

Spokesmen for both parties have confirmed the appointment of the board, but it seems likely another conflict will arise, as the two could not reach a suitable date for the board's hearing at a meeting on

By JOSHUA RABOROKO

Friday

The union — which has already held a strike ballot — wants the board to sit today while the company insists that it should sit later in the month

If the parties fail to reach a settlement, the union may go on a legal strike

In another move, the union has also written to the industrial council covering over 8 500 workers at AECI branches at Somerset West, Modderfontein

and Umbogintwini, declaring a dispute over wages

The union's Vaal branch secretary, Mr Michael Tsotetsi, told The SOWETAN yesterday that the deadlock was reached after management had offered a starting wage of R363 per month and ending with R1 115 per month

"The union's final demand is for R400 starting wage with the higher grades receiving progressively higher wages according to the increments presently proposed by the company," he said

He said that under their present contracts, employees with certain grades of less than seven years' service are entitled to two weeks' plus one day's leave per annum AECI has offered such workers an additional day's leave

The union's demand is that such workers should have a minimum of three weeks' leave and, in addition, long-service allowance should be increased

The union members are to hold an urgent meeting this week to decide on a strategy which they will adopt following management's insistence on the end of the month conciliation board hearing

AECI's industrial relations manager, Mr B Botha, said the company felt it suitable to have the board sitting at the end of the month. The company offered the R363 starting salary because of the present economic position and other factors

ABOUT 1 500 miners at Impala Platinum Refinery near Springs yesterday entered their fourth day on strike over the sacking of seven colleagues, being called "kaffirs" and over working conditions.

The strike has developed into a crucial trial of strength following a deadlock between the National Union of Mineworkers (Mun) and the company representatives at the weekend

Meanwhile about 800 miners at Riet-spruit near Witbank staged a two-hour stoppage in sympathy with two colleagues who died at the coal mine last Monday. An official inquiry is to be held into the accident, according to a company's spokesman yesterday

This is the second stoppage of its kind by

## Miners still out on strike

143  
16/1/84  
Sowetan  
Num members Thousands of miners  
downed tools for half-an-hour last September following the death of 67 colleagues in the Hlobane disaster

Num's general secretary, Mr Cyril Ramaphosa, told The SO-WETAN that during the two-hour stoppage the workers had gone to the deceased's homes where they held an emotion-charged prayer service and paid tribute to them

The incident ended peacefully and the workers went back to work after the service, according to Mr Ramaphosa

~~143~~  
Refinery <sup>NUM</sup>  
~~143~~ fires 1 000  
143 strikers <sup>16/1/84</sup>

By PHILLIP VAN NIEKERK

MORE than 1 000 striking Impala Platinum Refineries workers were fired this weekend, the company's managing director, Mr R C Bovell, said yesterday

He said the workers had been sacked because they had failed to heed a company instruction on Friday that they report for their next shift or face dismissal

The workers, all members of the National Union of Mineworkers (NUM), have been on strike since Thursday demanding the reinstatement of seven colleagues. The seven were fired for refusing to work after they had allegedly been assaulted and verbally abused by supervisors

Talks between the company and worker representatives broke down on Friday

Spokesmen for the NUM were yesterday unavailable for comment

~~153~~ ~~152~~ (143)

# 5 000 lead first legal national strike by blacks

16/11/84  
Mail Reporter

ABOUT 5 000 workers at the AECI explosives plant at Modderfontein are set to strike today, joining colleagues round the country in the first legal nationwide strike by black workers

A further 1 000 are due to go out at the AECI plant in Somerset West tomorrow, while AECI's Durban workers will hold a report-back meeting with management tomorrow

The workers are members of the SA Chemical Workers' Union (Sacwu), which has reached deadlock in its dispute with the company over wages

According to a Sacwu spokesman, 3 200 workers voted unanimously in favour of striking in a ballot at Modderfontein on Friday. He expected all 5 000 workers at the plant to support the strike

A strike ballot was held in Somerset West on Friday and in Durban on Wednesday. The

Durban plant also has a strong SA Allied Workers Union (Saawu) membership. Saawu, unregistered and not a party to the Industrial Council, has expressed its full support for Sacwu.

The AECI plant in Sasolburg is not covered by the Industrial Council and Sacwu lawyers are looking into the legality of Sasolburg workers joining the strike

The decision to strike comes more than 30 days after Sacwu declared a dispute with the company over wages, long service allowance and leave

This is the minimum period provided for in the Labour Relations Act before workers can strike legally

The union spokesman said workers had reached a compromise with the company over allowances and leave but had failed to agree on wages

A spokesman for the company said AECI would wait to see what happened

# AECI walkout could herald national strike

By PHILLIP VAN NIEKERK

ABOUT 5 000 workers at the AECI explosives plant in Modderfontein went out on strike yesterday in the beginning of what could be the first-ever nationwide legal strike

The workers, most of them members of the South African Chemical Workers' Union, are striking over wages, the issue over which they have been in dispute with the company since December 9

According to a spokesman for the union they were due to be joined today by more than 1 000 workers at the company's Somerset West plant, which would turn the strike into the first-ever nationwide stoppage

Union officials will today be informing workers at AECI's Umbogintwini plant in Natal of the company's final wage offer — and depending on the offer there could be a strike at this factory as well

All was quiet at the AECI compound in Modderfontein yesterday and there were no reported incidents or signs of a police presence

A union spokesman reported that buses

were ferrying scab labour from Tembisa into the factory, and appealed to the community not to break the strike

Mr Robbie Vermont, AECI's public relations officer, said however he had no knowledge of this happening

The strike was virtually 100% effective and only workers in the hospital and hostel kitchen and security guards reported for work. The guards are prohibited from striking in

terms of the Key Points Act

Mr Vermont said the company was investigating whether the strike was in fact illegal because explosives were a strategic industry

A union spokesman, however, denied that it could be illegal

The union declared a dispute with the company more than 30 days ago and three meetings of the conciliation board have failed to resolve it

Two other issues that led to the dispute — allowances and leave — were settled at the conciliation board meetings

Mr Vermont said he did not anticipate that production would be affected in the short term

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# Sacked miners return to homelands

By PHILLIP VAN NIEKERK

A LARGE number of workers at Impala Platinum Refineries near Springs must return to the homelands following the sacking of about 1 400 strikers — virtually the entire workforce of the company.

The dismissal has gone ahead in spite of a last-minute compromise plea by the National Union of Mineworkers (NUM)

The 1 400 workers went on strike last week in protest

against the dismissal of seven workers who downed tools after they were allegedly assaulted and verbally insulted by white supervisors.

Talks between worker representatives, including NUM officials, and the company broke down last week, with the workers demanding that the seven be reinstated before they return and the company demanding that they return before they be reinstated.

Following the dismissal of

the workers as they failed to come on shift from Friday afternoon till yesterday morning, the union agreed to the company's terms of a return to work before the seven could be reinstated.

Mr Cyril Ramaphosa, general secretary of the NUM, said yesterday afternoon he was still awaiting a reply from the company

However, a few minutes later a statement issued by Mr R. Bo-

vell, the company's managing director, said all the strikers had been discharged and that they would have to "collect their documents and return home".

It is understood that the vast majority of the 1 400 are contract workers who will now have to return to the homelands

Mr. Bovell said production was not affected at this stage

# Thousands out on strike <sup>17/1/84</sup>

Several strikes involving thousands of workers have erupted on the Witwatersrand and in Pretoria, Sasolburg and Somerset West

About 1 800 workers at Sasolburg's AECI Midland plant and 755 workers at Somerset West's AECI explosives factory today downed tools to join about 5 000 workers at the Modderfontein plant near Johannesburg who went on strike on Monday

Regarded as one of the first legal nationwide strikes by South African blacks, the strike is over a demand by the South African Chemical Workers' Union (SACWU) for a minimum monthly wage of R400

AECI has offered R370  
At Rosslyn, Pretoria, 1 500 workers

refused to enter the workshop of the BMW Motor Manufacturing plant today after a pay dispute

Mr Pierre de la Rey, communications manager of BMW, said the plant had been closed and production would not resume until employees were prepared to work again

Mr de la Rey said management thought the workers were unhappy about a 10 c an hour across-the-board increase which came into effect this week

A spokesman for the National Automobile and Allied Workers' Union said a meeting to negotiate pay increases was held with the BMW management yesterday

A further meeting was held today  
● See Page 11, World section

**AECI** *17/1/84*  
**strike** *11/3*  
**spreads**  
**to Cape**

Staff Reporter

A TOTAL of 755 workers at the AECI explosives factory at Somerset West went on strike today, a company spokesman has confirmed

They joined about 5 000 workers at the Modderfontein factory near Johannesburg who went on strike yesterday and about 1 800 workers at AECI's Midland plant at Sasolburg, who also went on strike today

AECI's Umbogintwini plant in Natal has not yet been affected, the company spokesman said

The strike is regarded the first legal nationwide strike by blacks in this country after workers took a strike ballot under the Labour Relations Act

**BMW PLANT**

Meanwhile, at BMW's motor manufacturing plant in Rosslyn, Pretoria, 1 500 workers refused to enter the workshop today

The communications manager of BMW, Mr Pierre de la Rey, said about 1 500 workers gathered in a service road between the factory buildings and refused to go in

Mr de la Rey said the management believed the workers were unhappy about the 10c an hour across-the-board wage increase that came into effect this week

The AECI workers are demanding a minimum monthly salary of R400

AECI offered R363,47 with an increase of R7 from July 1 if the offer were accepted



By Carolyn Dempster,  
Labour Reporter

Production at AECI's Modderfontein explosives plant came to a halt yesterday when 5 000 workers did not turn up for the morning shift — beginning the first national legal strike by black workers in South Africa

Today, about 3 000 workers at AECI's explosives factories in Somerset West and in the Natal Midlands joined their Transvaal colleagues, while 446 workers at AECI's Umbogintwini factory will go out tomorrow

The organiser behind the nationwide industrial action is the SA Chemical Workers Union (Sacwu), an affiliate of the Council of Unions of South Africa

"The workers will remain on strike for as long as it takes management to accede to their demands," a Sacwu spokesman said

While the action may not affect production at AECI in the short term, the long-term impact could be devastating. The question that has to be asked is how did AECI reach the point where a national legal strike became a possibility?

There are three issues at the heart of the dispute between the workers and management

- Sacwu demanded R400 a month for the lowest-paid worker at AECI, an increase amounting to R65 a month. Management's final offer was R363 a month from January 1, a raise which has already been implemented

- AECI employees get two weeks' leave a year. The union demanded that be increased to three weeks to give contract workers time to renew their permits and see their families. Management offered an extra day

- Long-service allowances are presently based on the graded salary structures. A

# First black national legal strike starts

17/1/84

request by the union for black and white workers to be placed on an equal long-service allowance footing was turned down by management

After nearly three months of discussion, negotiations between the two parties deadlocked early in December

Modderfontein, Somerset West and Umbogintwini all fall under the Industrial Council. Following the legal procedures set out by the IC, the requisite three meetings were held, on January 12 and 13 in an attempt to resolve the dispute. The meetings failed

In the case of the Midlands factory, which does not fall under the Industrial Council, the union applied to the Department of Manpower to appoint a conciliation board in terms of the Labour Relations Act. However, the board was appointed after the set 30-day period had elapsed, opening the way for a legal strike at the Midlands factory as well

The South African Allied Workers Union, which represents a high percentage of workers at the explosives factories in Natal and negotiated the wage increases jointly with Sacwu, has given its full support to the strike. However, it is not known whether SAAWU members will also down tools as the union did not declare an official dispute with AECI

# 750 join legal AECI strike

*AS* *18/1/84*

## Labour Reporter

ABOUT 750 black workers at AECI's Somerset West plant went on strike yesterday morning, joining in a country-wide legal strike at the company's plants called by the SA Chemical Workers' Union

About 1 900 workers at AECI's Midland plant in Sasolburg also downed tools, adding their number to the 5 000 who have been on strike at the company's Modderfontein factory since Monday

A company spokesman at the Somerset West plant said yesterday the workers were at their hostel on the factory premises and the situation was peaceful

Mr Bokkie Botha, AECI's industrial relations manager, later confirmed workers had struck at Sasol as well but said the company's plant at Umbogntwini had not yet been affected

The Sasolburg plant

does not fall under the industrial council covering the other three plants and the union recently declared a separate dispute there

Mr Botha would not comment on whether the company saw the strike at Sasolburg as legal

However, he said the union claimed a conciliation board for settling the Sasol dispute had been appointed after 30 days, the minimum period specified before a legal strike can be held

He said there was still no contact between the company and the union and reiterated that AECI's last minimum wage offer of R363,40 during protracted negotiations had been "final" The union is demanding R400

He added there were no plans to dismiss striking workers either

Union spokesmen were not available for comment yesterday

## LABOUR NEWS

# More than 7 500 unite in first national strike

18/1/84

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By PHILLIP VAN NIEKERK

THE legal strike at AECI's Modderfontein factory yesterday spread to the Somerset West and Sasolburg plants as well

More than 7 500 of the explosives company's workforce have now turned this dispute into the first legal national strike by black workers

There was no sign of an agreement yesterday. The South African Chemical Workers' Union (Sacwu) is fighting for a minimum wage of R400 a month against management's final offer of R363

About 750 workers at the Somerset West plant, and about 1 900 workers at the Midland plant, joined their 5 000 colleagues on strike at Modderfontein yesterday

There is no indication yet whether the Umbogintwini plant, where the South African Allied Workers' Union (Saawu) has roughly 50% support, will join the strike as well.

Sacwu has majority sup-

port at the other three plants.

Mr Bokkie Botha, AECI's industrial relations director, said the company would not budge on its wage offer.

"We have already been through a long negotiation process and we see no need to change our offer," he said.

Mr Botha, who met Sacwu shop stewards yesterday, said they were reassessing the situation on a day-to-day basis and had not yet decided whether to fire the striking workers

While the AECI strike is the first legal national strike by black workers, it is the third legal strike by blacks.

The first two were at Armourplate in 1976 and Natal Thread in June last year, when members of the National Union of Textile Workers (NUTW) imposed an overtime ban.

The first national strike by black workers took place last year when workers at three plants of the Autoplastics company, in three different cities, struck simultaneously.

# You are now entering a grey area . . .

By DIANA POWELL  
Staff Reporter

PUNTERS who confine themselves to an annual flutter on the Metropolitan Stakes have many methods of tipping winners

With dreams, numerology, germinating broad beans and horoscopes, there are old records which, some say, are unbeatable in narrowing a field without technicalities like form and expert knowledge

And Met records provide at least one statistic: the race favours younger horses. Most winners since 1939 have been four-year-olds.

Between 1970 and 1983, 12 of the 14 winners were four. Only Foveros and Politician were older. But what horses they were!

Politician, said to have had no peer in his day, won the Met as a four-year-old in 1978, and the following year was able to carry 58.5kg to victory again.

## FOVEROS

Foveros was six when he won in 1982, and the English horse simply outclassed the best South Africa had to offer.

If averages are to play a role in selecting a winner, age is a problem this year. There are only five four-year-olds in the field — Stella Maris, both fillies, Grey Sun and Alpine Home, Count du Barry and Chief-of-Staff.

Favourite Wolf Power is five and carries top weight of 58.5kg.

There are five greys in the Met — Grey Sun, Mystery Me, Stella Maris, Chief-of-Staff and Wolf Power.

So, if the law of averages says the winner must be grey, four years old and a colt, there are only two horses in the race on Saturday — Stella Maris and Chief-of-Staff.

### Latest betting

- 18 to 1 Wolf Power
- 6 to 1 Devon Air
- 7 to 1 Stella Maris
- 8 to 1 Spanish Pool
- 12 to 1 Hawkins
- 16 to 1 Count Du Barry
- 20 to 1 Versailles, Mr Fabulous
- 33 to 1 Chief-Of-Staff, Grey Sun
- 50 to 1 Mystery Me, Big Charles
- 66 to 1 Denizen, Lawn, Alpine Home, Happy Landing, Heracles
- 100 to 1 Libran

African Police confirmed that some members of the force had already received official notification of their new pay deals. These would be retrospective to January 1.

## Confidential

The spokesman refused to give details about the salary increases, saying the Minister of Law and Order had asked that salaries be kept confidential.

Police staff not yet told about their new salary structures would be notified by the end of the month.

The Defence Force is next in line for job differentiation, but evaluation of the many job categories in the military sector is likely to take time.

Not all members of the civil service will qualify for job differentiation.

The Commission for Administration has been scrutinising the civil service since 1981 and has assessed certain job categories only for job differentiation.

## Fourth AECI plant joins big strike

ARGUS 18/1/84  
143  
Labour Reporter

AECI workers at the company's Umbogintwini plant have decided to join the nationwide strike, bringing the number of workers on strike to close on 9 000, according to the SA Chemical Workers' Union.

A union source said today that the legal strike, which now affects four major explosives factories, had entered its third day with no incidents being reported.

A company spokesman confirmed that 1 000 workers at the Umbogintwini plant had come out on strike today, bringing the number on strike to 8 650.

Production is believed to be at a standstill at all four plants.

(Turn to Page 3, col 1)

# Heath in open revolt against Thatcher poli

Argus Foreign Service

LONDON — Former British Prime Minister Mr Edward Heath has come out in open revolt against his successor, Mrs Margaret Thatcher, and her Government.

A devastating assault in the Commons — he labelled her philosophies as "selfish, naive and spurious" — was followed by a speech in the London in which he blamed the Cabinet for the recession and high unemployment.

## "DAMAGED THE ECONOMY"

He told foreign exchange dealers that Mrs Thatcher had "damaged the fabric of (the British) economy" with her monetarist dogma.

Never before, say observers here, has an old leader struck such a damaging blow at a leader.

After years of sniping and back-biting since he was ousted by Mrs Thatcher, Mr Heath vaulted all the conventions to vote against his own Prime Minister in the Commons.

He led a revolt of more than 40 back-benchers which cut the Government's majority from 144 to 100. Thatcher



Mr Edward Heath  
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Mr Heath called the l  
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# Love at 50 . . . 'like racing up

Argus Foreign Service

PARIS — Fifty is a dangerous age for making love, a French doctor has warned.

If you're middle-aged and fancy a spot of slap and tickle, then you're a lot safer at home with your spouse.

Sex with a lover can lead to a fatal heart attack, says Professor Jean-

Paul Broustet of Bordeaux  
ty

"At around 50, having  
your wife is like climbing  
floors, or taking a 5km wa  
country

"But with a girlfriend  
racing up the stairs of a sk  
or sprinting 8km."

# AECI strike

About 750 workers from AECI's Somerset West plant were still on strike today

The strike, which is the second legal black strike in South African labour history — and the first nationwide — centres on wage demands

There have been no reports of police intervention and the situation at the plants is believed to be peaceful

Workers stayed in their hostels during the day, union sources said

"However, caring for a senile person is a 36-hour-a-day job and the carers need a support network," he said

This network could consist of home-help, meals-on-wheels, community nursing services, community social work services and other related professional services

"Most of these are easily accessible to the white population group in the Western Cape but are practically non-existent and unobtainable for blacks," he said

"Day-care centres would enable carers to get on with their day," he said

promptly short the

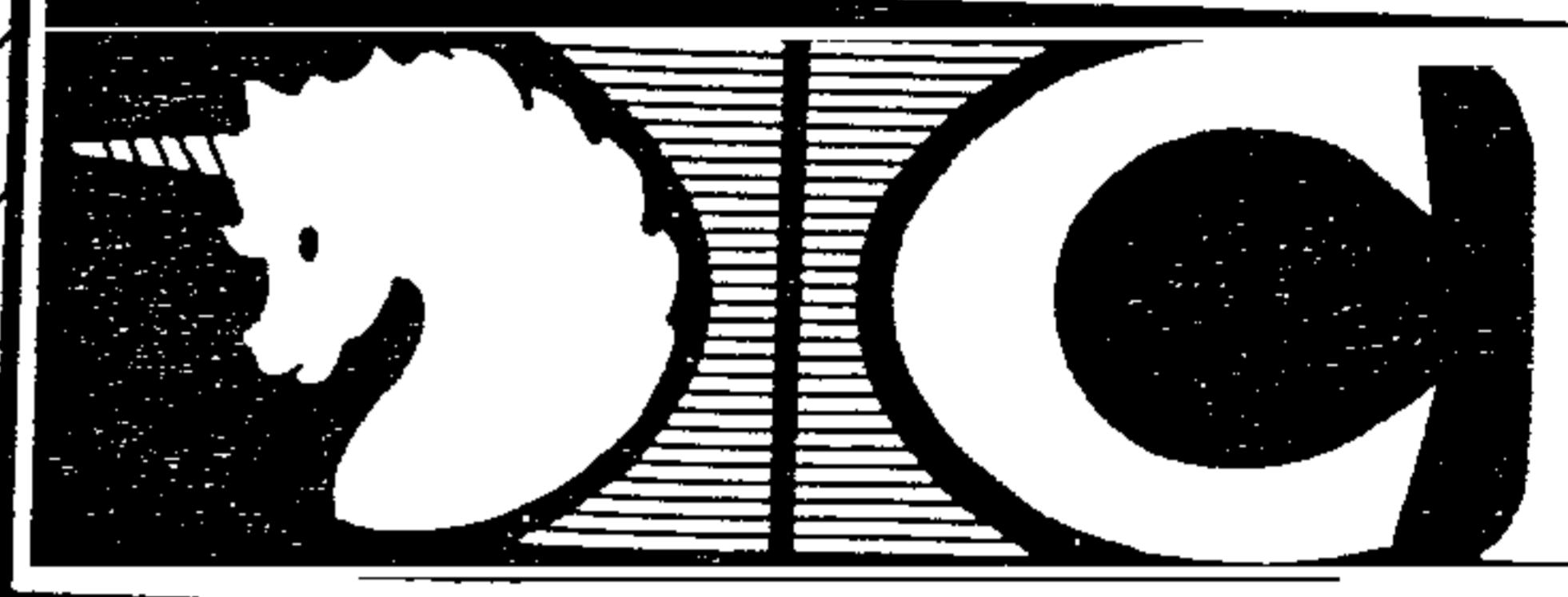
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## Fire

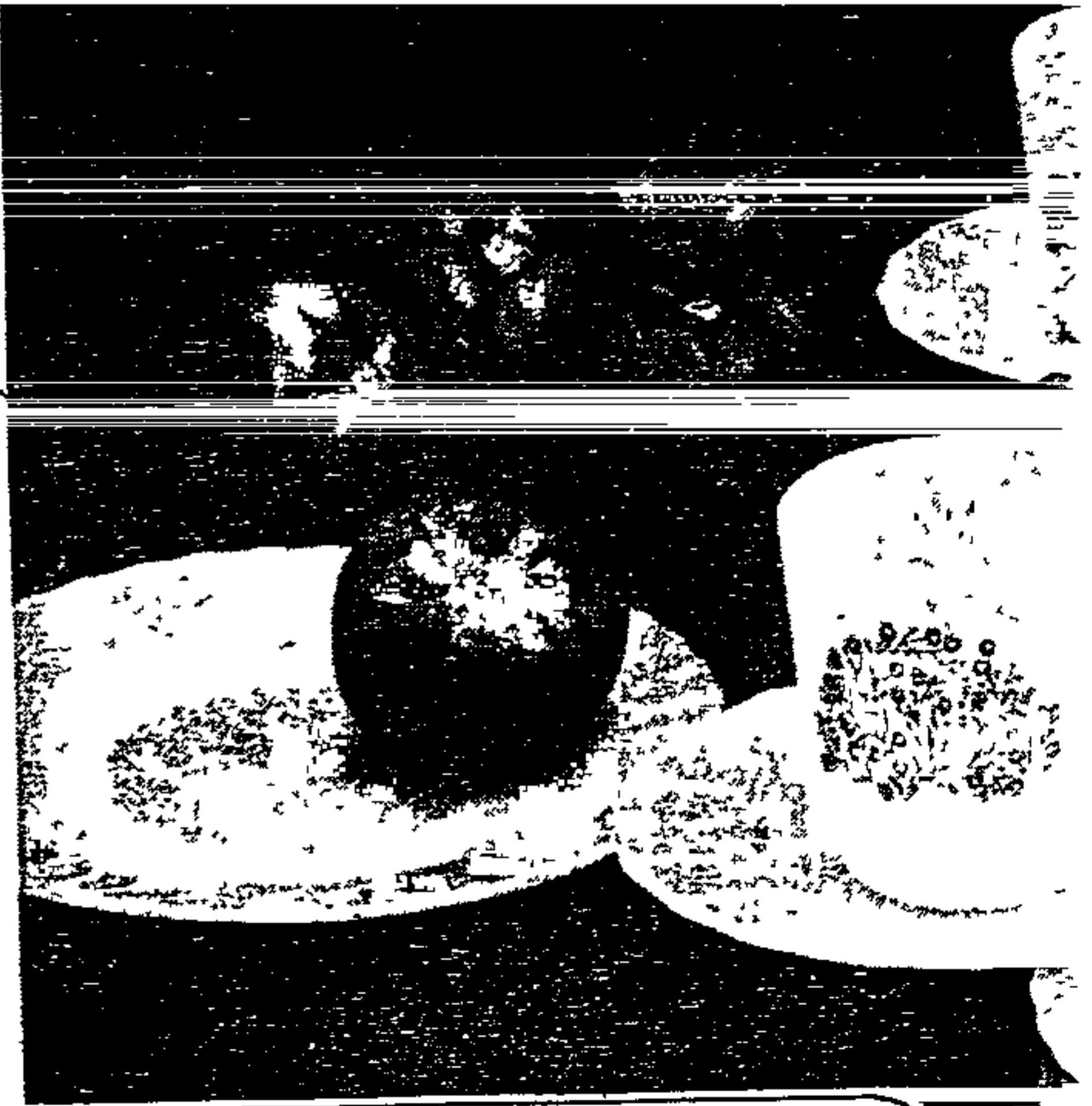
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# Explosives firm stays mum on national strike

By Carolyn Dempster,  
Labour Reporter

As the legal strike by 8 650 employees at four major explosives factories entered its third day today, AECI management steadfastly refused to issue any official response to the industrial action

AECI public relations manager Mr Rob Vermont said he would make no comment other than stating that 750 workers at the Somerset West factory and 1 900 employees at the Midlands factory had joined the 5 000 striking workers at the Modderfontein plant in Johannesburg. Another 1 000 workers at the Umbogintwini factory in Natal joined the strike this morning

## JOINT STATEMENTS

Mr Vermont said an agreement reached with the SA Chemical Workers' Union meant that all company statements had to be issued jointly with the union

"Even if the union does not adhere to the agreement, we are abiding by it" he said

The strike centres on wage long-service allowance and leave grievances. Negotiations between the union and AECI management deadlocked after three months of talks last December

# Aircraft repairer did not meet regulations

Pretoria Correspondent

A man who repaired an aircraft, which later crashed killing two people, admitted that he had not complied with manual regulations for the repairs

At an inquiry on the Champion 7Gc Aa Zs-Jul which crashed last September 1 killing the pilot, Captain Rolfe Borchers (40), and a passenger, Captain J C Mathews, Mr E W Ferreira said that he had not complied with four regulations in the Ceconite Manual

In the early months of 1982 he was asked to completely recover the aircraft using Ceconite, a type of fabric approved by the authorities

Regulations stated that there should be fabric overlap, taping, rib-stitching, a certain cord and double-loop knots

When the evidence of Mr B P K Jordaan, stating that "the fabric had only been pasted to the left wing and not overlapped and taped according to regulations" was quoted to Mr Ferreira by the Department of Transport's legal adviser Mr P L Erasmus, Mr Ferreira

agreed that this was the case

Mr Ferreira believed the work he had done and certificated was 'good and proper' and he had never had a "comeback" from four aircraft he had covered in the same way

"Even though the fabric was not put on as specified, you consider your work 'good and proper'?" the chairman of the board, Mr C H Oberholzer, queried

Mr Jordaan said that there was evidence that the "upper fabric covering on the left-hand wing had become detached in flight"

Mr Peter Golish said that he saw the aircraft dive and fly up as if it was going to do an aerobatic manoeuvre

"As it reached its height, it went into a slightly backward position and went into a spin. At the first turn I heard a sound like a parachute opening

"After that, as it spiralled to the ground, I heard a sound like a sheet or flag fluttering in the wind"

The board of inquiry will submit its findings to the Minister of Transport

# Gillooly's Farm set to be sold

By Colleen Ryan,  
Municipal Reporter

The popular picnic resort Gillooly's Farm, is likely to be sold to the Bedfordview Village Council for R300 000

The 44 ha park, situated on prime land in Bedfordview, was the scene of violence last December when a crowd of 25 000 packed the resort on the Day of the Vow

Gillooly's Farm is owned by the Johannesburg City Council, but the council is anxious to rid itself of the responsibility of controlling a park that is situated in another municipality

Last year the Bedfordview council offered to buy the park for R300 000

The chairman of the Johannesburg city council management committee Mr Francois Oberholzer, said the park would be sold providing Bedfordview agreed to maintain it as a recreation area and preserve the dam

The management com-

# All fired up over a bedroom

West Rand Bureau

Two people who get hot under the collar if you mention lighters or matches are a Roodepoort couple whose children have set fire

The Roodepoort fire brigade managed to save their house on Sunday after Jacques Els (2) set fire to the bedroom with a light-

Jacques's brother Johan (4) started a similar fire 16 months ago

Jacques continues to be fascinated by fire

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Cape Times 19/1/84  
143

# More join AECI strike

Own Correspondent

JOHANNESBURG — There is still no end in sight to the dispute between the South African Chemical Workers' Union (Sacwu) and AECI, where about 8 650 workers are now out on strike at four plants throughout the country

About 1 000 workers at the Umbogintwini plant in Natal joined the Modderfontein, Sasolburg and Somerset West plants on strike yesterday morning

The strike — the country's first national legal strike — began when 5 000 workers at the Modderfontein explosives and chemicals plant walked out on Monday morning

They were joined on Tuesday by about 750 workers at Somerset West and about 1 900 workers at the Sasolburg plastics raw materials plant.

A meeting between the management and Sacwu shop stewards at Modderfontein yesterday afternoon failed to resolve the dispute. A union spokesman had earlier said a decision by the workers to return depended on the outcome of the meeting

The workers are demanding a minimum wage of R400 a month while the management is offering R363 47. The management's offer of an additional R7 lapsed yesterday

An AECI spokesman said a number of black workers in key areas were reporting for work, and that the company was employing outside labour and redeploying apprentices in work for which they were qualified, to "keep essential services and plants operating to honour our obligations to our customers"

Meanwhile, the United Democratic Front (UDF) issued a statement yesterday saying it fully supported Sacwu in its demands, and said the UDF was seeking a meeting with the union to find ways of playing a direct role in supporting the workers

Sacwu is affiliated to the Council of Unions of South Africa (Cusa), which is a member of the UDF

# No end in sight for AECI strike by 8 650 workers

By PHILLIP VAN NIEKERK

THERE is still no end in sight to the dispute between the South African Chemical Workers' Union (Sacwu) and African Explosives and Chemical Industries (AECI) where about 8 650 workers are now out on strike at four plants throughout the country.

About 1 000 workers at the Umbogintwin plant in Natal joined strikers at the Modderfontein, Sasolburg and Somerset West plants yesterday morning.

The strike — the country's first national legal strike — began when 5 000 workers at the Modderfontein explosives

and chemicals plant walked out on Monday morning.

They were joined on Tuesday by about 750 workers at Somerset West and about 1 900 workers at the company's Sasolburg plastics raw materials plant.

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R7 lapsed yesterday.

A spokesman for AECI said a number of black workers in key areas were reporting for work, the company was employing outside labour and re-deploying apprentices in work for which they were qualified.

Meanwhile, the United Democratic Front (UDF) said yesterday it fully supported the Sacwu in its demands and said the UDF was seeking a meeting with the union to find ways of playing a direct role in supporting the workers.

In Sandton, about 200 striking workers at OK Bazaars' Hyperama have been warned to return to work by midday

today or face dismissal.

The workers have been on strike for three days in protest against the dismissal of a shop steward of the Commercial, Catering and Allied Workers' Union (Caawusa).

Mr Keith Hartshorne, OK's industrial relations controller, said workers who were dismissed for not returning would not be considered for re-employment.

"The employee concerned has lodged an appeal against his dismissal and this has been rejected. He is now free to appeal to higher authority in the company in accordance with procedures agreed between the company and the union," Mr Hartshorne said yesterday.

home said yesterday.

In another development yesterday the National Union of Mineworkers (NUM) warned of bitterness and increased militancy among black mineworkers following the dismissal of the entire workforce of about 1 400 by Impala Platinum Refiners.

The workers were dismissed after striking in sympathy with seven colleagues who were sacked for refusing to work after they were allegedly assaulted and called "kafirs" by white supervisors.

A company statement said yesterday about 1 200 of the 1 400 workers had collected their pay and documents and

the remaining 200 were expected to have their affairs wound up soon, possibly today.

The NUM's general secretary, Mr Cyril Ramaphosa, said yesterday the company's victory would be "short term and very fragile".

He said the company and Gencor, the mining group which owns it, "think they have dealt harshly with our union to teach us a lesson on behalf of the mining industry".

"While they believe they have achieved a victory over our union, their harsh action will be counter-productive as it has embittered our entire membership and will make them more militant in future disputes."



Call Times  
1984 20/1/84

# AECI workers meet <sup>(143)</sup> officials

Labour Reporter

HOPES for an end to the countrywide strike at AECI plants rose yesterday after company officials and representatives of the SA Chemical Workers' Union (Sacwu) had met in Johannesburg yesterday afternoon

The meeting was the first contact between the two parties since workers started striking at AECI plants on Monday

Following the meeting, the company issued a brief statement saying lengthy discussions had taken place, "the contents of which would be conveyed back to the workers" It added that AECI had agreed not to make any further statements

However, it appeared that a new compromise wage offer may have been made which would be taken back to striking workers for their ratification

The strike was called after the company had made a final minimum wage offer of R363,40 in response to a union demand of R400

Yesterday's meeting was believed to have been held at the union's request

Union officials were in a meeting at the union's offices in Johannesburg and could not be reached for comment

About 8 500 workers were still on strike at AECI's four factories around the country yesterday About 1 000 workers were out at Umbogintwini, 5 000 at Modderfontein, 1 900 at Sasolburg and 750 at Somerset West

A company spokesman in Johannesburg said production had not been stopped at any of the factories

A spokesman at the high-security explosives factory at Somerset West said the situation was still calm

AECI  
workers  
return  
20/1/84 (143)  
Staw

By Andrew Beattie

Striking workers at the AECI Umbogintwini plant near Durban and the Midland plant at Sasolburg returned to work this morning, and indications were that striking workers at the company's Modderfontein factory and at Somerset West would also return today, a spokesman for the company said this morning

This was the first legal national strike by black workers and follows three months of negotiations between management and the South African Chemical Workers' Union for improved wages and working conditions

About 8 550 workers were involved in the strike countrywide, and were reportedly demanding a minimum monthly wage of R400

AECI management issued a statement to all strikers in which they were advised to return to work or be dismissed

They could reapply for their positions by January 25, or the company would "be forced to recruit new labour"

143 20/11/84

# Strike by 8 650 still on as AECI and union talk

By PHILLIP VAN NIEKERK

THE national legal strike by about 8 650 workers at African Explosives and Chemical Industries (AECI) is still on — despite a lengthy meeting yesterday between management and shop stewards of the South African Chemical Workers' Union (Sacwu)

The strike is the largest in the wave of industrial unrest which has hit the Transvaal and Natal over the past two weeks. At the last estimate more than 20 000 workers had downed tools in that period.

At AECI neither management nor Sacwu officials would comment on yesterday's talks and it is not known at this stage whether an improved offer has been made.

The strike — which has affected the company's Modderfontein, Umbogontwini, Sasolburg and Somerset West plants — came after three months of talks between the union and the company.

In another development, the Commercial,

Catering and Allied Workers' Union (Ccawusa) is considering legal action against OK Bazaars for the dismissal of about 180 workers who have been on strike at the Sandton Hyperama for four days.

A statement by the company yesterday said they had fired the workers when they did not meet a midday deadline to return to work or be dismissed. They are protesting against the dismissal of a Ccawusa shop steward.

Mr Keith Hartshorne, OK's industrial relations controller, said that in accordance with warnings issued to the strikers, they would not be re-employed.

He said the strikers had not only rejected using the procedure for complaints negotiated with their union but were also acting illegally in terms of the Labour Relations Act.

A union organiser said the workers believed the shop steward had been victimised.

21/1/84

(K43) (Handwritten marks)

2 The Cape Times, Saturday, January 21,

# Strikers returning to plants

By RIAAN DE VILLIERS  
Labour Reporter

THOUSANDS of black workers at AECI plants throughout the country returned to work yesterday after a management ultimatum to return or face dismissal

The company has also stuck to its original wage offer which led to the dispute, and the strike — believed to be the first countrywide legal strike by black workers — seems to have ended in a clear defeat for the SA Chemical Workers' Union

In a statement issued at midday yesterday, AECI said it had issued a statement to all strikers following lengthy discussions with union officials the previous day

The statement advised employers they would be dismissed if they did not return to work yesterday

They were also advised that they could reapply for their positions by next Tuesday and that the company "might be forced to recruit new labour during the interim"

## 'Not prepared to change offer'

The company also reiterated its minimum wage offer of R363,47 a month and stated that it was not prepared to change this offer

The statement added that workers at AECI's Somerset-West and Umbogintwini factories had already returned to work

Yesterday afternoon, a spokesman said workers at the Midland plant in Sasolburg had also returned to work, and that workers at Modderfontein were in the process of doing so

He said it was "not clear" to the company whether workers had decided on their own to return, or whether they had been advised to do so by their union

Union spokesmen were not available for comment yesterday afternoon. A union office worker said officials were still in the process of contacting workers at the various plants

# Ultimatum by AECI defeats strikers

By Carolyn Dempster  
Labour Reporter

The week-long strike by 8 750 workers at four AECI explosives plants has ended after workers were given an ultimatum — return to work or be dismissed

The strike, which hit factories in Modderfontein, Somerset West, Umbogintwini and the Midlands was the first legal national strike by black workers

It proved that, despite the solidarity shown by the workers, employees who embark on a legal strike are still in a position to be dismissed by employers under the Labour Relations Act

"There was nothing we could do. The workers were in a position where they were not protected by legislation and management could have carried out the threat," said Mr Maneni Samela, general secretary of the SA Chemical and Allied Workers' Union

Workers at the Umbogintwini and Somerset West factories started streaming back after pamphlets distributed by management warned them there would be no advance on the final wage offer and advised them to return to work or face dismissal

Mr Samela confirmed that the 5 000 employees on strike at Modderfontein would all be back at work on Monday morning

The rest of the workers still out at Umbogintwini, Midlands and Somerset West would report for work today, he added

AECI has re-iterated its offer of R363,47 a month for the lowest paid worker as opposed to the union demand for R400

The union failed to force management to improve its offers on long leave and service conditions — two other grievances which led to the strike

# Dear Denis

CP  
22/1/84

TRADE unionist Martha Mtshweni has a few "home truths" for British Prime Minister Margaret Thatcher's husband Denis, who's visiting South Africa at the moment

## Wipe that smile off your face, says trade unionist

"I'd like to tell him just how black workers battle to make ends meet," said Mrs Mtshweni, a former employee of Quinton-Hazell Superite, whose holding company in Britain lists Mr Thatcher among its directors.

Mr Thatcher arrived in South Africa unexpectedly last week, but the true reason for visit has yet to be revealed - with "Mr Maggie" refusing to talk to the local Press since his arrival at Jan Smuts airport

However, labour sources have pointed out that he arrived only a month after Quinton-Hazell's South African labour practices were questioned in the European Parliament

"I wouldn't hesitate to describe what QHS pays as starvation wages," said Mrs Mtshweni, West Rand organiser for the United African Motor and Allied Workers' Union

"I'd like to meet this man, and let him know QHS workers are far from happy with what they earn

"Mr Thatcher must know this - it has a direct bearing on our living standards. We

mustn't hide this"

Mrs Mtshweni cites as an example her wage while employed at QHS's Krugersdorp factory from 1979 to 1981 she earned R49 a week, which has now been increased to R56,60 a week

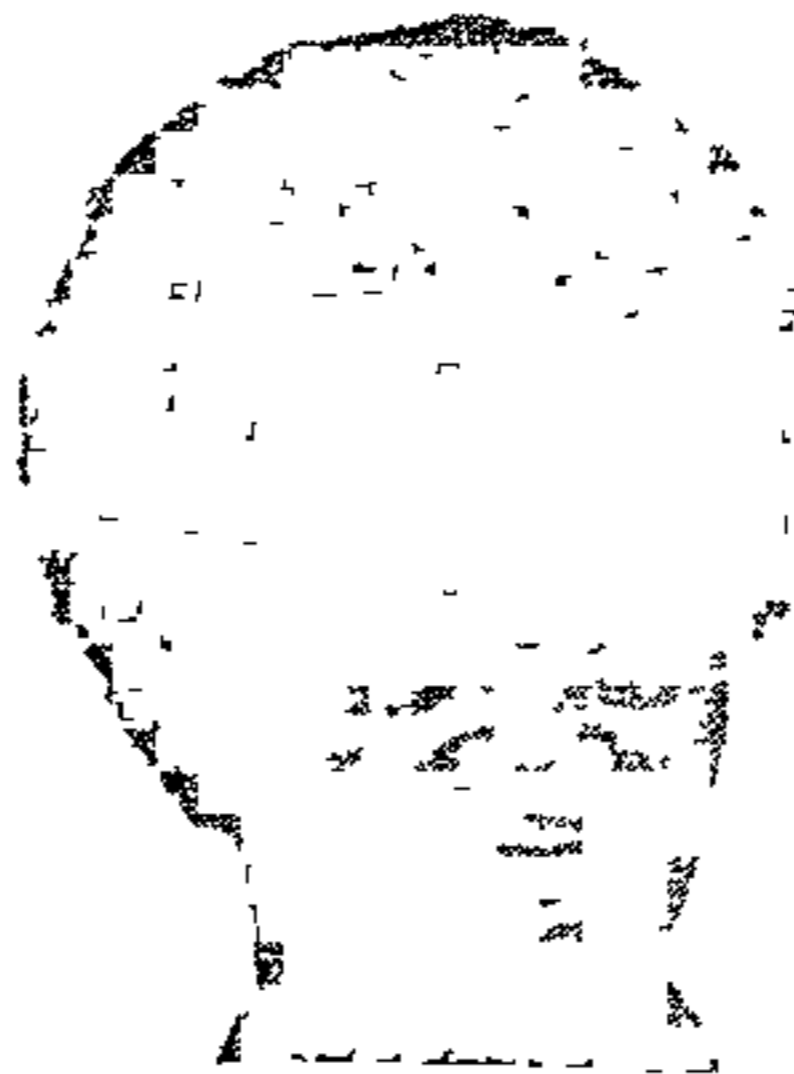
She adds, in an almost motherly fashion "We must look at wages carefully. Most black workers in the West Rand pay R102 a month rent. And when you add travelling and other costs

"Surely Mr Thatcher can see this is a hopeless picture"

The question of wages was critical at the company, she said. Many workers at the West Rand factory had to work overtime to make ends meet, she said. And, when the factory reopened for the new year last week, most employees were forced to work overtime to earn at least R80 a week

"Most of the workers had to sacrifice their weekend time and leisure," she said. "What makes it worse is that all this could be improved if we had unions

"But they can't operate from their almost powerless position because of management-created stumbling blocks



Former QHS worker  
MARTHA MTSHWENI

"Management will refuse to disclose how many workers are union members. They argue that such-and-such a union can't be recognised because it doesn't enjoy 50 percent membership in the factory

"This, I've found, has discouraged a number of workers - their spirit is broken"

Then her parting shot for Mr Thatcher "I would emphasise that if British companies here kept to the spirit of the EEC Labour Code our problems would ease

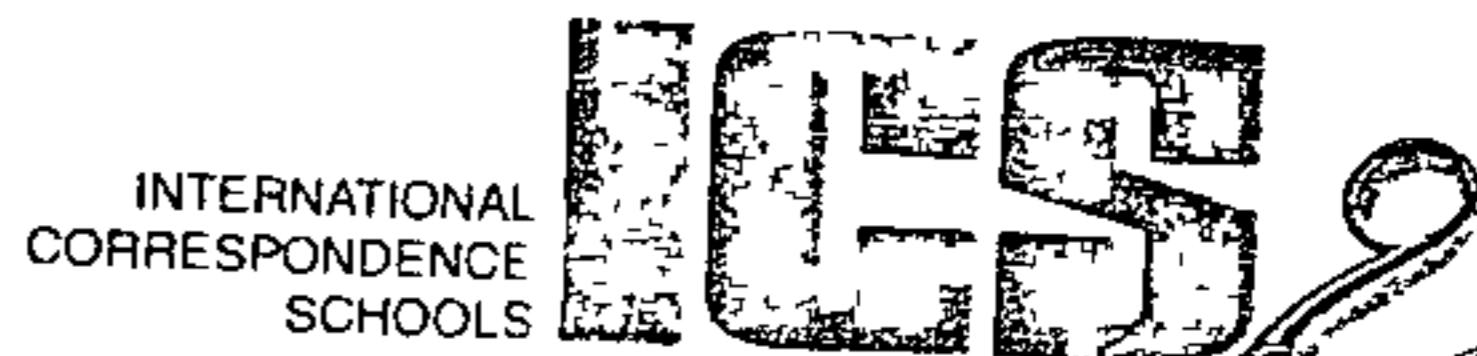
"Mr Thatcher and others in his position would then at least enjoy undisturbed sleep. Surely with the traditional British sense of fair play it can be done

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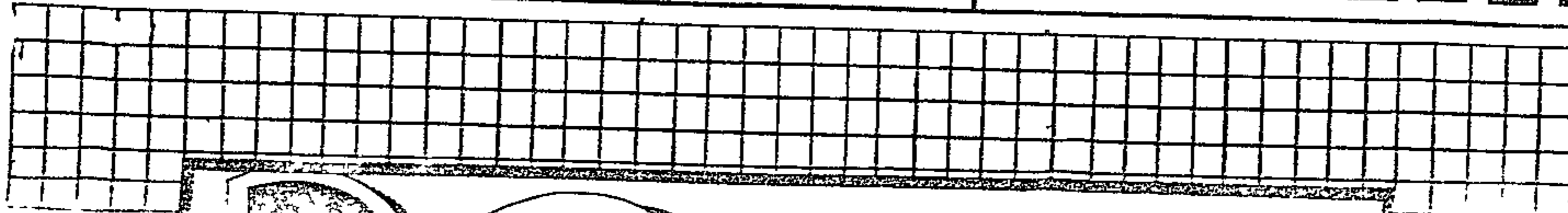
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C.P. 22/1/84

# First legal

143  
~~288~~

# strike — and last?

THE 8 650 African Explosives and Chemical Industries (AECI) employees whose first legal national strike flopped miserably, are bitter at the strike laws which, they say, leave workers "defenceless".

"Workers are not protected during a legal strike," said a spokesperson for the SA Chemical Worker's Union (Sacwu), which enjoys majority membership at AECI plants countrywide

"There's an imbalance between the employer and employees"

The spokesperson also conceded that the strike had been futile because of the way the country's strike laws operate. Workers couldn't win a legal strike, the spokesperson said, especially when unions were bargaining for large num-

**By ZB MOLEFE**

bers of migrant workers

"We found ourselves faced with this problem of migrants at the Modderfontein and Somerset West plants. There was no protection for our people in that situation," added the spokesperson

He emphasised that the strike did not officially end on Friday

"We decided the workers could go back to work from then on," he said

The union also agreed with management that workers will not be penalised for the days they have been off work — they start work on

## Workers 'can never win'

Monday as if nothing has happened

A management statement on Friday said the strikers in the coastal and Transvaal plants had gone back to work after being given an ultimatum to return by 3pm Friday

Those who did not return and were dismissed had until Tuesday to reconsider their positions and reapply for their jobs

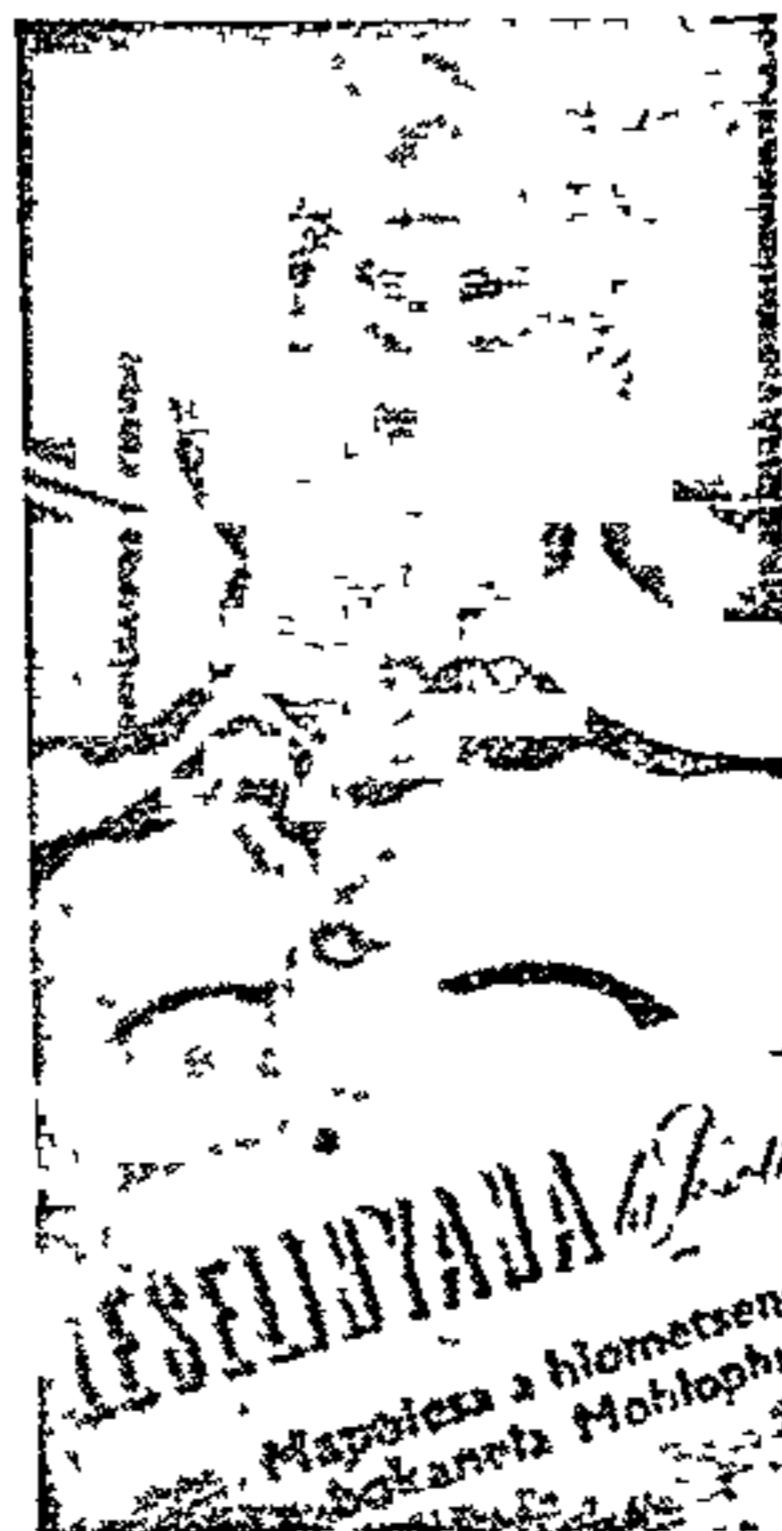
This was after talks between the union and management, when the company stood firm on its offer of a minimum R373,47c monthly salary — the cause of the strike. The workers had demanded R400

The strikers were also informed that if they did not return to work on Friday, the company might recruit labour from outside their ranks "in the interim". Management also stressed that it was not prepared to go beyond its minimum offer

Plants affected by the strike were Modderfontein (5 000), Somerset West (750), Embokodweni (1 000), and Sasolburg's Midlands (1 900)

# The last minutes of Edgar Motuba

12  
C.P. 22/1/84

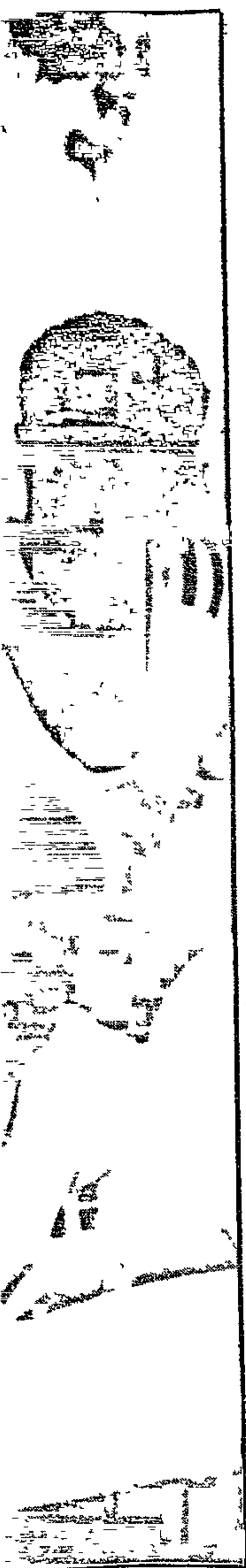


EDGAR MOTUBA Rtd died with bullets.

## BIG BATTLE FOR BLACK BUCKS

**By ZB MOLEFE**

HIGH - POWERED delegates from nine Nafcoc regions meet in Bloemfontein next month to intensify their struggle



signature document,

## Militia shell hits palace of president

A SHELL fired from the Druze-held Shouf Mountains struck the palace near

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Employers in most  
of South Africa's key  
industries - mining, me-  
talwork, transport, ener-  
gy and distribution -  
have been hit by the  
workers actions

Unionists and labour  
observers attribute the

the recession and infla-  
tion have hit the poor  
est section of the popu-  
lation hardest

But they have warned  
that the new constitu-  
tion and the Black Tax  
Act have increased the  
focus of workers on the  
country's political situa-  
tion and what their taxes  
are spent on

More than 20 000  
workers have so far  
downed tools this year in  
a strike-wave that has hit  
bosses at, among others,  
AECI, Coca Cola, Impala  
Platinum Refineries  
Wynne Rubber Comp-  
any, OK Hyperama, Riet-  
spruit Collieries, BMW,  
Pick 'n Pay and Spar A  
host of other small firms  
have been hit hard

SA Allied Workers'  
Union general secretary  
Sam Kikine said the  
industrial relations si-  
tuation was "tense"

One industrial rela-  
tions expert said the  
strike-wave confirmed  
patterns of recent years

Workers are willing to  
use the strike weapon,  
despite the insecurity  
created by the econom-  
ic recession, in solidari-  
ty with sacked collea-  
gues and in the fight for  
higher wages

Kikine said that  
"since employers voted  
'yes' in the referendum,  
they feel they are safe  
and can do what they

# IMPALA RACIST, SAYS UNION

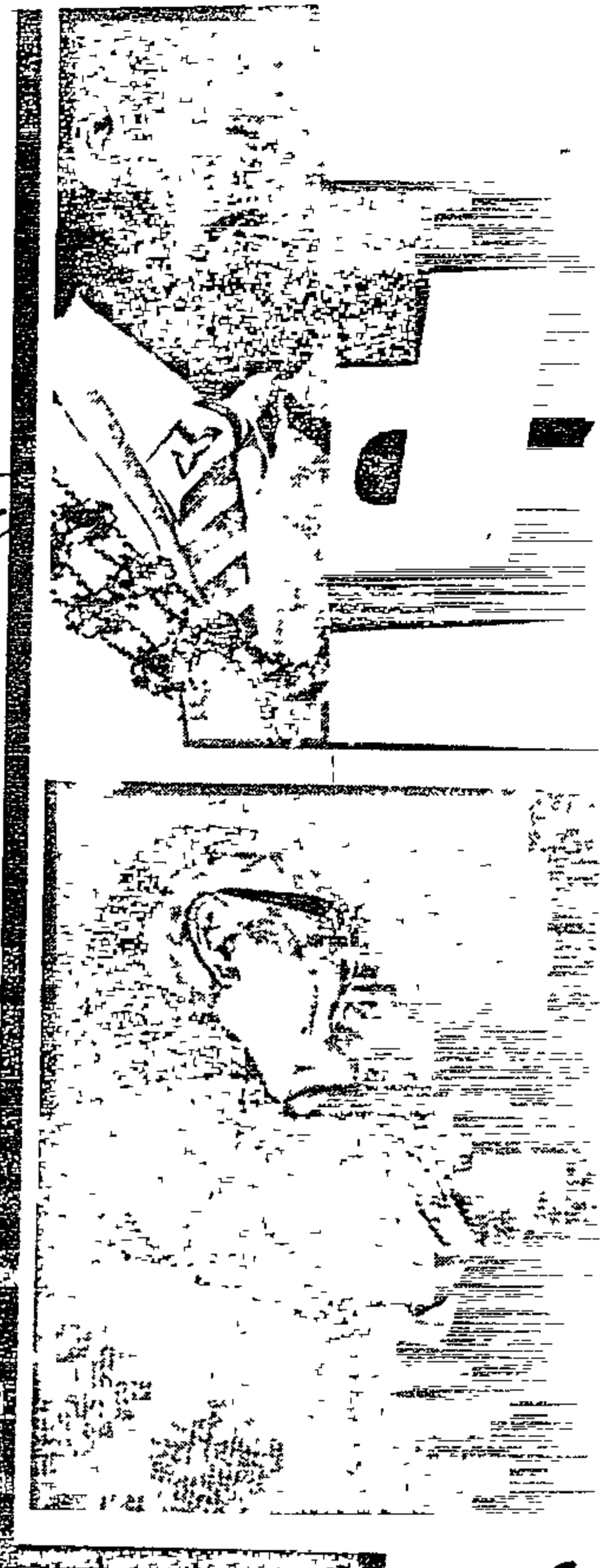
(143) CP Reporter  
City Press  
THE National Union of  
Mineworkers has accused Im-  
pala Platinum Refineries -  
which sacked about 1 400  
striking miners - of being  
racist and encouraging racial  
insults between black and  
white workers

In a statement, the  
Union's general secretary, Mr  
Cynl Ramaphosa, said the  
sacking of the miners "em-  
bittered our entire member-  
ship and will make them  
more militant against the  
managements in mining in-  
dustry in future"

Impala Refineries sacked  
the workers after they had  
been on strike for four  
days over the dismissal of  
seven colleagues and after  
they had claimed that white  
supervisors called them kaf-  
irs. The workers left the  
company on Wednesday

In a hard hitting state-  
ment Mr Ramaphosa said  
that the entire workforce  
stood strong against ma-  
nagement, which "when  
faced with black opposition  
to racial abuse... decides  
to fire black workers"

Meanwhile about a thou-  
sand miners at Riet-spruit  
Collieries near Witbank are  
on strike in protest against  
the dismissal of a colleague.



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the retrench-  
said they

would "resist it wherever  
we can".

Angry workers con-  
demned management's  
action 'so soon after the  
plant re-opened for the  
New Year - when  
workers are short of  
money"

They also complained  
about management's  
"extremely provocative"  
way of dealing with  
worker grievances

Ford retrenched  
workers in July 1982 - a  
move which sparked off  
numerous work stop-  
pages and stopped  
production at Ford,  
Volkswagen and General  
Motors for some time

# YOU YOUR WIFE AND OUR CHILDREN.

Three reasons why you need

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# LISTEN HERE, DENNIS

*City Press 22/11/84*

TRADE unionist

Martha Mtshweni has a few "home truths" for British Prime Minister Margaret Thatcher's husband Denis, who's visiting South Africa at the moment.

## Trade unionist has a few 'home truths' for British PM's husband

Union organiser Martha Mtshweni



"I'd like to tell him just how black workers battle to make ends meet," said Mrs Mtshweni, a former employee of Quinton-Hazell Superite, whose holding company in Britain lists Mr Thatcher among its directors.

Mr Thatcher arrived in South Africa unexpectedly last week, but the true reason for his visit have yet to be revealed. With "Mr Magge", refusing to talk to the local Press

since his arrival at Jan Smuts airport

However, "labour sources have pointed out that he arrived only a month after Quinton-Hazell's South African labour practices were questioned in the European Parliament

from happy with what they earn

"Mr Thatcher must know this — it has a direct bearing on our living standards. We mustn't hide this."

Mrs Mtshweni cites as an example her wage while employed at OHS' Krugersdorp factory from 1979 to 1981 she earned R49 a week, which has now been increased to R56,60 a week.

She adds, in an almost motherly fashion "We must look at wages carefully. Most black workers in the West Rand pay R102 a month rent. And when you add travelling and other costs

"Surely Mr Thatcher can see this is a hopeless picture."

The question of wages was critical at the

company, she said

Many workers at the West Rand factory had to work overtime to make ends meet, she said. And, when the factory re-opened for the new year last week, most employees were forced to work overtime to earn at least R80 a week.

"Most of the workers had to sacrifice their weekend time and leisure," she said. "What makes it worse is that all this could be improved if we had unions."

"But they can't operate from their almost powerless position because of management-created stumbling blocks.

"Management will refuse to disclose how many workers are

They

argue that such-and-such a union can't be recognised because it doesn't enjoy 50 per cent membership in the factory.

"This, I've found, has discouraged a number of workers — their spirit is broken. Without unions, she added, "the road is strewn with thorns."

Then her parting shot for Mr Thatcher "I would emphasise that if British companies here kept to the spirit of the EEC Labour Code, our problems would ease."

"Mr Thatcher and others in his position would then at least enjoy undisturbed sleep. Surely with the traditional British sense of fair play it can be done."

—ZB MOLEFE

## TV Guide

7:03	Actuality programme
7:30	Private Benlamit
8:00	Die Nuus
8:29	Die Veerberf
8:34	Nuusfokus
8:48	Die Lawrence-Gesin
11:35	Profiel
11:01	Speziale Krasvlu

## GORPS DO



# UNION MAY ASK FOR PROTECTION

THE failure of this week's first legal national strike of black workers will lead to increasing pressure on the Government to provide legislation protecting strikers from dismissal, prominent trade unionists have warned.

The strike ended after less than a week on Friday when the employers threatened to dismiss all those on strike.

Trade unionists said the stand by AECI against almost 9 000 of its workers, "lays open the issue of whether it's worth going through the lengthy, time-and-

money consuming process of having a legal strike".

The only protection workers who strike legally have is that they cannot be arrested. But a prominent trade

## Threat in legal strikes worries labour leaders.

Union agreements that protect striking workers, or will agitate for a time period to be stipulated. The last week has seen intense union activity around the country and a wave of strikes, dismissals and retrenchments.

Impala Platinum refineries started the week by dismissing their entire black workforce of 1 400 which had gone out in sympathy with seven co-workers who were fired after allegedly to work after allegedly being assaulted and called "kaffirs" by white supervisors.

Since hundred workers went on strike at the Wayne Rubber Company in Isipingo demanding a 12 percent pay hike. By Wednesday agreement was reached and the workers returned.

In Pretoria, about 1 500 workers downed tools at the BMW factory in support of pay demands. Negotiations will begin on Monday.

Up to 800 workers went on strike at the Rietspruit colliery near Springs in support of a worker fired after a pre-arranged work stoppage to mourn two fellow workers who died in an accident at the mine the previous week.

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# Coca-Cola men suspend strike as talks resume

Workers at three plants of the Coca-Cola Company suspended their wage strike this morning, management said, and talks with the Food Beverage Workers' Union (FBWU) have resumed.

A spokesman for the company said although the one-week strike by 1,200 workers at the Reef, Devland and Benrose plants had not been permanently called off, it had been "discontinued", with workers resuming duties while negotiations were underway.

Workers decided at the weekend to continue their strike in support of the FBWU's wage increase claim of 25 percent. Management has offered 17.5 percent. Coke workers received their last increase of 10 percent in April.

"Our present offer would bring the minimum entry wage up to R443 a month which we think is as fair as you'll find," the company spokesman said.

Comment from the FBWU was not available at the time of going to Press.

# Second stoppage at Coca Cola

ABOUT 1300 workers employed at the Coca-Cola Bottling Company's four plants went on strike for the second time yesterday in support of wage demands.

The strike follows a deadlock between management and the Food, Beverage and Allied Workers' Union on Friday when management offered a 17½ percent increase which was rejected by the union demanding 25 percent.

The workers said that they were not happy with the offer management was making and they threatened not to return until their demands are met.

Late yesterday it was disclosed that talks would resume today between worker representatives and the company. Workers would go back to work as talks continue.

Meanwhile, over 250 workers employed by OK Bazaars stores at Randburg, Brixton and Pleygory yesterday went on strike in sympathy with the 300 sacked workers at OK-

By JOSHUA RABOROKO

Hyperama in Sandton OK's Industrial Relations officer Mr Keith Hartshorne said that workers downed tools in the morning and management was hopeful that the workers will return to work today.

Management has already started to recruit new members at Sandton, according to a spokesman yesterday.

The Bophuthatswana Government has dropped another bombshell by banning two more unions — The Commercial, Catering and Allied Workers' Union and the National Union of Mineworkers — from operating in the territory.

The two unions received letters notifying them about the ban and already about 400 miners at Ucar Mine-



**BOPHUTHATSWANA PRESIDENT MANGOPE: Unions banned**

als in Brits staged a two-hour work stoppage in protest against the move.

NUM's general secretary Mr Cyril Ramaphosa said that the workers returned to work following discussions between management and the shop-stewards.

In another move, the Fosatu-affiliate Metal and Allied Workers' Union (Mawu), is threatened with a ban following the arrest of its organiser for trespass in the "homeland" recently.

Bophuthatswana recently banned the South African Allied Workers' Union — the



**MRS EMMA MASHINI-NI. Her union banned in Bop**

second ban on the union after Ciskei had imposed a similar action — amid widespread anger from trade unionists and community-based organisations in the country.

Several unions and organisations, including Fosatu, Cusa, Saawu, Ccauwsa, Motor Assemblies and

Components, Allied Workers' Union and the Azanian People's Organisation, say to see the ban as an attempt by so-called "independent states" to stifle union activities in these territories and impose "puppet institutions" to represent workers.

A letter to Ccauwsa and signed by Bophuthatswana's secretary for Manpower and Co-ordination, Mr E V McCormack, says neither Ccauwsa or any other trade union or employer's organisation, being unions or organisations of another country, are permitted to operate in Bophuthatswana.

Union's <sup>143</sup>

Sowetan  
court

25/11/84 (10)  
move



MR CYRIL RAMAPHOSA: Miners leader.

THE National Union of Mineworkers (Num) is to take the Bophuthatswana Government and an American-owned mine to the Supreme Court.

This is a result of the decision by the Government and the Union Carbide Company, which owns the Ucar Minerals, to stop the union from continuing its activities in the territory where about 450 workers went on strike yesterday.

This was disclosed to The SOWETAN yesterday by the union's general secretary, Mr Cyril Ramaphosa, who said that the workers at Ucar Minerals near Brits, Bophuthatswana, went on strike over wages.

This is the second time that the miners have gone on strike this

week after a deadlock was reached over several demands, including wages. On Monday they held a two-hour stoppage following news that their union was banned in the "independent state".

The spokesman for Union Carbide said that the strikers had earlier appointed a committee to deal with their grievances, including wages.

The company was also trying to negotiate with the government and the union to break the impasse following an earlier directive from the government for them not to have dealings with the union.

(143) RDM  
26/1/84

# No end in Ucar mine workers' dispute as strike enters third day

By PHILLIP VAN NIEKERK

THE strike by about 390 workers at the Ucar mine in Bophuthatswana entered its third day yesterday

The action closely followed a directive informing South African unions operating in the territory that they were acting "contrary to the law"

Mr Cyril Ramaphosa, general secretary of the National Union of Mineworkers (NUM), said the strike was sparked by the Bophuthatswana directive, which was sent in the middle of recognition talks with the mine's owner, Union Carbide, an American multinational, as well as by wage demands

However, Mr Rowan Cronje, the territory's Minister of Manpower and Co-ordination, said yesterday that recognition of the NUM had never been an issue in the strike

Mr Cronje said officials of his depart-

ment had interviewed workers and mine management yesterday and had "established that recognition had never been an issue"

He denied that a sudden ban had been imposed on South African unions, saying that trade unionism had never been allowed in the territory "It's like in South Africa where until recently these unions were not allowed to operate," he said

He said the letter to the NUM had "politely" pointed out that their actions in the territory were contrary to the law "It's a pity these people adopt a belligerent attitude. We believe in industrial peace"

A new Industrial Conciliation Act — providing for the establishment of Bophuthatswana-based unions — is to be tabled in the territory's parliament next month

Mr Ramaphosa said if union recogni-

tion had not been an issue, then the NUM would not have met with Union Carbide

"Why did Mr Cronje write to us if the fact that the workers had joined the union and wanted recognition was not an issue?"

The company has confirmed that it met with the NUM twice to discuss recognition at Ucar. Mr C Robertson, Union Carbide's industrial relations manager, told the Mail this week that the Bophuthatswana Government had contacted them during the strike to tell them not to deal with the NUM

The general manager of the mine, Mr H Enslin, said yesterday, however, that the strike was over wages and had nothing to do with union recognition

It was "coincidental" that the company had informed the workers of the Bophuthatswana Government's effective ban on the union last Friday

26 / 1 / 84

# Outlawed union continues strike

By Jo-Anne Collinge

The strike at Union Carbide's Ucar mine in the Brits area of Bophuthatswana continued yesterday as worker representatives, management and homeland government officials held talks

The National Union of Mineworkers (NUM) says that the strike, which started on Monday and is said to involve almost 400 workers, is related to the Mangope Government's declaring the union's activities illegal in the homeland

While Union Carbide's industrial relations manager Mr C Robertson acknowledges that the move by the Bophuthatswana Government disrupted recognition talks with the union, he insists a pay dispute is at the heart of the strike, although no figures had been mentioned.

Bophuthatswana is about to enact its new Industrial Conciliation Act which provides for the establishment of homeland unions

NUM has been advised that its activities in Bophuthatswana are "contrary to the law". Mr Robertson could not say whether the firm would face penalties if it were to recognise an outlawed NUM.

The role of the Bophuthatswana Department of Manpower in the present talks was "conciliatory and mediating", Mr Robertson said "We understand that they are concerned that their citizens should not lose their jobs"

Mr Cyril Ramaphosa, general secretary of NUM, saw the outlawing of established unions as an attempt to install "government unions" in the homeland. He was dubious about the sincerity of firms which claimed they were unwillingly bound by State restrictions. "We think they actually prefer to deal with unions which are kept under Government surveillance"

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## STRIKES

### AECI's tough tactic

The sheer scale of last week's strike at chemical giant AECI is enough to make it rank as a major labour event. More important than the strike, however, are the questions raised in trade union circles about the desirability of using the dispute procedures laid down in the Labour Relations Act.

The strike occurred against a background of unrest in other sectors. Strikes have hit the retail and mining industries while Ford and BMW in the automobile sector have also been affected.

In a spectacular show of initial strength, 8 560 AECI workers, mainly members of the SA Chemical Workers' Union (Sacwu), struck at four AECI plants around the country — at Modderfontein, Somerset West, Umbogintwini and at Midland in Sasolburg. It is regarded as the first legal nationwide strike by black workers.

Discontent over wages was the main factor. Late last year pay talks between the

union and management broke down when AECI refused to improve its offer of a minimum monthly wage of R363,47. Sacwu had demanded R400.

The union decided to take the legal path to a strike by requesting the industrial council which covers the Modderfontein, Somerset West and Umbogintwini plants to hear the dispute. For the Sasolburg plant, which is not covered by the industrial council, it asked the Minister of Manpower to appoint a conciliation board.

When talks deadlocked in the industrial council this month, Sacwu took the remaining steps necessary for a legal strike. It started at Modderfontein last Monday, January 16, and spread to the other plants during the week. By Friday, however, it was all over — with the union totally defeated. In the face of a management ultimatum to return to work or be fired, the workers flocked back. Management made no concessions.

It is easy to interpret the outcome as a crushing defeat for Sacwu — as indeed it was. However, the dispute has ramifications which go far beyond the immediate issue of the strike.

The question being debated is whether it is worthwhile for unions to take the trouble to follow the procedures necessary for a legal strike while management remains free to call the tune by threatening to fire the strikers.

Opinions canvassed by the *FM* are widely divergent. "The value of following the dispute procedures is that they take the collective bargaining aspects of a dispute to their limits. It is better to try and use as much of the collective bargaining machinery as possible and try and find the limits of both sides' aspirations before ending up in a power struggle in which people get hurt," one employer source told the *FM*.

A contrasting view comes from Sacwu. Spokesman Manene Samela says "Before a legal strike can take place, a ballot has to be conducted among workers. The underlying intention of this is that the union must be able to convince the employer that the workers really back its demands. But if management can use the threat of dismissal freely, it shows an imbalance between the employer and employee. What is the use of going through all the procedures?"

Eddie Webster, Professor of Industrial Relations at Wits, concurs. "The right to strike is valueless without the strikers having protection against dismissal. It amounts to legalising victimisation of the employee by the employer. In most countries overseas, for instance in Italy and France, strikers are suspended, but not fired, while the union and management resolve the dispute."

Another view comes from a labour lawyer. "From a strictly legal point of view AECI was always entitled to dismiss the workers. But from an industrial relations point of view it is astounding that it issued its ultimatum so soon."

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"The union went to all the trouble of following the letter of the law before striking. Management gave it no credit for this. This has probably done employers in SA a disservice as it means unions will now think there is nothing to be gained from this process. There are also political ramifications as the dispute has strengthened the hand of those unions which advocate immediate action as the only way of dealing with employers."

The question raised remains unresolved. It is not likely to be until a union takes the matter to the Industrial Court for a ruling on whether firing workers engaged in a legal strike is an unfair labour practice.



FM 27/1/84

# METAL INDUSTRY IMF council revived

In a move with major implications for the metal industry, new life is being breathed into the SA Co-ordinating Council of the International Metalworkers Federation. It is to hold a special conference in Johannesburg in March.

Lending weight to the conference, which will take place from March 12-14, will be the general secretary of the International Metalworkers Federation (IMF), Herman Rebhan. As the representative of some 14-15m metalworkers, the IMF is one of the largest employee federations in the world. In the last few years the IMF played a key role in some SA disputes by bringing pressure to bear on overseas suppliers and head-offices — most importantly during disputes at Volkswagen and Alfa Romeo.

The SA IMF Co-ordinating Council has been in existence since the early Seventies. It represents workers ranging from highly skilled to unskilled and cuts across the conventional union boundary lines. However, it has had a traumatic history — mainly because of the vastly disparate nature of its member trade unions. These included unions from the Confederation of Metal and Building Unions (CMBU), the Federation of SA Trade Unions (Fosatu), and unions which are now members of the Council of Unions of SA (Cusa). In 1981 the council became moribund when differences of opinion among the unions became insurmountable.

This was followed by the expulsion of the Amalgamated Engineering Union (AEU) and the SA Electrical Workers' Association (SAEWA) from the IMF in May 1982. The all-white AEU was expelled because it refused to open its ranks to workers of other races. The SAEWA received the chop because it was unwilling to accept the IMF's view that the practice of organising parallel unions for other races was unacceptable.

The SA IMF council has been operating again in an informal manner since the beginning of last year. According to informed sources, the time has been spent in rethinking organisational structures and strategies. The March conference is intended to signal the start of a new era which should have a significant impact on the metal industry.

The member unions of the reconstituted council are SA Boilermakers' Society, Engineering Industrial Workers' Union of SA, Radio, Television, Electronic and Allied Workers' Union, National Automobile and Allied Workers' Union, Federated Mining Union, SA Tin Workers' Union, Metal

and Allied Workers' Union, and the Steel, Engineering and Allied Workers' Union.

Some of these unions are not affiliated to any union grouping. Others belong to the Trade Union Council of SA (Tuksa), Fosatu, and Cusa. At a conservative estimate the SA IMF council now represents some 200 000 workers.

Several issues will come up for discussion at the conference. Among them:

- The structure and number of representatives each union will have on the council,
- Finding a conflict-resolving structure which will deal with matters such as demarcation disputes between council members,
- The appointment of a permanent secretariat to serve the council, and
- A commitment from all the unions involved to act together to assist each other with training and in making full use of the IMF's facilities.

### Negotiations

One of the functions of the council will be to co-ordinate the various unions' claims for this year's metal industry wage negotiations. In the past the member unions have often worked at cross purposes. Unions representing skilled workers have tended to concentrate on the upper end of the wage scale, while others have given their attention to lower-paid workers. Last year, for example, the unions' demands ranged from 4% for the upper reaches to 30% for lower ranks. The council intends to narrow this gap in the interests of workers' unity.

"The SA council has never functioned in this way. It involves a new degree of co-ordinating which never existed before. There are also more potential members now than existed before," a union source told the FM.

buyers moving from cars to bikes. The thinking, therefore, behind the acquisition of the Yamaha franchise in 1980 was to develop a counter-cyclical investment, the returns on which would stay firm.

But in the 1981-1983 recession, sales of Yamaha and Kawasaki motorcycles — for which McCarthy holds the franchises and which together account for 40% of the SA motorcycle market — slumped in sympathy with the downturn in motor sales.

McCarthy emphasises, however, that Yamaha, under difficult circumstances, has been the most profitable of the four Japanese franchises — Honda, Suzuki, Kawasaki and Yamaha — and has always been “handsomely in the black.” But both Kawasaki and Yamaha have had power products to fall back on, with Yamaha enjoying the lion's share of the outboard motor market, sales of which have soared in the last two

years. McCarthy, undeterred, sees strong growth prospects for motorcycle sales.

The most immediately potent growth potential, however, is to be found in McCarthy's four independent used-car chains — Super Mac, the Car Bar, Robin Borden Motors and the McCarthy Auto Chain. Between 1982 and the year 2000, the group expects used-car sales to blacks to grow at a compound 9% average. With lower overheads, the used-car trade is also more profitable than that for new cars. McCarthy's hopes to capitalise on the expansion in the used-car market through a doubling in the next three years of its independent used-car outlets from their present total of 11. At least five new operations of McCarthy's Auto Chain are planned on the Rand alone.

Meanwhile, the group recently merged its truck-rental business with that of Sigma

and Fleetrent to create Supreme Fleetrent (SF), a national concern with R14m annual turnover. That is second in size only to Rent-a-Bakkie. McCarthy has an option to buy Sigma's 33,3% share during the next three years. As today's trend is away from purchasing to the leasing and hiring of vehicles, SF is regarded as having sound growth prospects.

Of the share, McCarthy's comment is that it will always move cyclically. But clearly the gains can be substantial. From its 1980 low of 57c, the share has risen to this week's 415c, which is a measure of underlying strength. This week's release of the interim results should indicate higher profit growth and an improved market share for McCarthy. By 1985, McCarthy forecasts group turnover of R1 billion. This performance will be a polished testimony to the group's success. *Christopher Marchand*

## MINING INDUSTRY

# An explosive issue

In the first decade of this century, the government of the Transvaal, in its wisdom, decided that only white miners could hold blasting certificates. Key tasks at the rockface had traditionally been performed by whites but by then various factors combined to entrench the practice. There had been the experience of Chinese indentured labour, and white miners' uncertainty over their future, for example.

So, as one of the first legislative acts of the Union government, the “scheduled person” definition came into being — with a few minor exceptions only whites were deemed competent for skilled mining tasks. Today, this discriminatory legislation remains in force, though there are signs that government itself wants a change. The time is right for this to happen.

The majority of regulations favouring whites on the mines have been scrapped. Last year, for example, Job Reservation Determination 27 — which prevented blacks from becoming surveyors, samplers and ventilation officials — was expunged from the statute book. This was hailed by almost everyone except the white Mine Workers Union (MWU) as a major advance — and rightly so. Few practices in the SA workplace have been as incompatible with free enterprise and, ultimately, as economically unsound, as the use of legislation to erect barriers against black advancement.

Protection of one form or another has been a built-in characteristic of SA's labour scene almost since the start of industrialisation a century ago. And the mines, because of their unique position in the economy, have given concrete expression to this fact.

It is not hard to see why. Apart from the mines' contribution to gdp, the white min-

**The mining industry, with its legal provisions protecting white miners, is a major battleground in the fight for black worker advancement.**

ers have always been an important and volatile political pressure group. The mines have been the battleground for entrenched white power.

Provisions in the Mines and Works Act rule out the very possibility of blacks attaining the status of “scheduled persons.” They therefore cannot obtain certificates of competency to do skilled work at a time when, historically, skills are in extremely short supply.

Until this is changed, the era of reform ushered in by the Wiehahn Commission of Inquiry into labour legislation will not have been fully translated into reality. And SA's labour dispensation will be stigmatised as still containing relics from the 19th century.

### Transvaal precedent

It is worth examining the history of the issue. In 1907 an ordinance was passed reserving skilled jobs on the Transvaal mines for whites. In 1911 the concept was written into law. The “scheduled person” principle was retained in the 1926 and 1956 revisions of the Mines and Works Act which still applies today.

The Act is clear, if bizarre. A “scheduled person” can only be a white, a Cape coloured or Malay, a Mauritian Creole, or a Saint Helenan (or descendants born in SA). There are not many of the latter categories around today.

No less than 11 certificates of competency are reserved for “scheduled persons.” These range from the level of mine manager down to locomotive driver. However, as rockbreaking is the primary operation in mining, the key certificate, when it comes to the advancement of black miners, is the famous blasting certificate. The highest level blacks can reach in terms of the law is just below this — the job of team leader.

The Wiehahn Commission's report on the mining industry was felt to be the most sensitive of all. Released late in 1981, though signed in 1980, it recommended that the “scheduled person” definition be replaced by a non-discriminatory one — that of a “competent person.” However, mindful of the potential for trouble among white miners that such a move could spark, the report specified that certain preconditions had to be fulfilled before the change could come about. In essence, white miners' job security had to be protected.

Government accepted this. But Pretoria guarded its back by making it clear that it would not interfere in the process of phasing out job reservation. The Chamber of Mines and the trade unions in the mining industry were instructed to thrash the matter out between themselves within a “reasonable time.” This caution undoubtedly reflected government's desire to avoid a head-on collision with the white miners, who are stalwarts of the rightwing.

In the two years which have passed since the publication of the White Paper on the mining industry there has been some negotiation on the preconditions. Yet nothing significant has been achieved.

There appear to be two main problems inhibiting change.

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- Finding methods of protecting white miners, as recommended by Wiehahn, and
- Finding a suitable industrial relations and collective bargaining system for the revamped mining industry

On the face of it, the establishment of an industrial council in the mining sector, which Wiehahn recommended, could go a long way towards providing the answer. There has never been such a council. However, it seems that in negotiations on the issue, both the established unions and the employers have had difficulty in reaching consensus on the precise manner in which an industrial council, or a council-like body, should be constituted.

#### Slow process

But it is denied that there is an impasse on the issue. "It is just a very slow process to meet the pre-conditions to make it possible to cancel the 'scheduled person' definition," a Chamber source told the FM.

Considering the highly conservative nature of the established mining industry unions, this is not surprising. Their job, after all, is to protect their members. MWU general secretary Arrie Paulus, though refusing to comment at length before the MWU congress later this month, points a finger directly at the employers. "The key question is what have they done up until now," he says.

But, on the employer side, it is also clear that not all the mining houses are of one mind about what should be done. It is well known that some are more willing to accept change than others. Anglo American Corporation's decision to break ranks with the other mining houses, when it made a

statement late last year on the urgency of the issue, underscores this. Commenting on the lack of progress the four chairmen of the corporation's Free State gold mines said "It would now seem appropriate to remove this discrimination by legislation since the 'reasonable period of time,' as specified in the White Paper, must be running out."

Despite this forthright declaration, FM inquiries have revealed that government is still unwilling to step into the fray. According to Director General of Mineral and Energy Affairs, Sarel du Plessis, in response to a question last week "The government believes that as long as negotiations between employers and employees in the mining industry are possible — and it believes this still to be the case — the government will not unduly interfere."

Up to a point, this position is understandable. Labour relations in the industry have frequently been stormy. White miners have been most jealous of their position, and have on occasion taken drastic action to protect themselves. The trauma of the 1922 Rand Revolt still reverberates.

But there are equally good reasons why government should not be so timid. Although the white miners' vote has been seen as crucial to the National Party's power base, the referendum showed that the NP can muster counter-balancing support in other sectors of society, when it comes to reform.

Furthermore, black trade unions are now a fact of life in the mining industry. The National Union of Mineworkers (NUM), with a membership of 55 000, still represents a mere fraction of the estimated

500 000 blacks in the industry. But when it is considered that it achieved this membership in little over two years, it is an impressive figure. Other black unions on the mines have been less successful — though no doubt, in the coming years, they too will grow.

Finally, any political capital government used to gain by protecting whites from *swaart gevaar* has been superseded by economic reality. All SA industries are short of skilled workers and, like it or not, blacks will have to fill those posts.

The Wiehahn commission noted that as far back as 1964 there was a shortage of skilled workers on the mines. In fact, as everybody is willing to concede off the record, black miners for many years have been carrying out some of the work of "scheduled persons."

Thus the Wiehahn commission stated that "contraventions allowing non-scheduled persons to undertake 'scheduled work' were already resorted to in 1964." An annexure to the commission contains a list of activities for which the Chief Inspector of Mines can grant partial exemptions to non-scheduled miners. These include preparation of explosive charges, safety examinations of areas in which blasting has taken place, marking and drilling of blast holes, and the driving of locomotives.

#### Agreement on exemptions

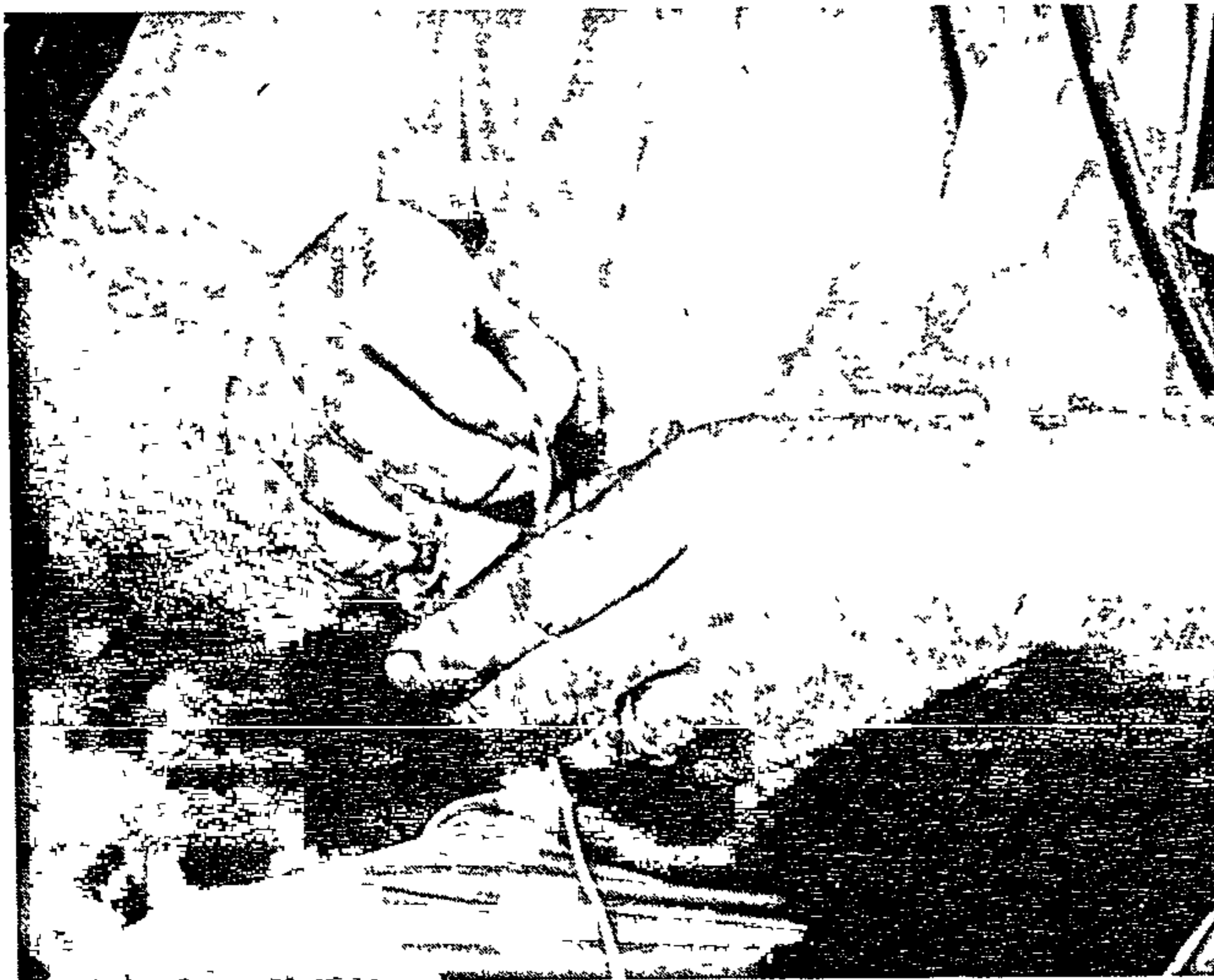
These exemptions could not have come about without the agreement of the white trade unions. Even the ultra-conservative MWU has apparently gone along.

The exemptions serve the Chamber of Mines well enough. As NUM general secretary Cyril Ramaphosa points out, black miners doing exempted work are paid less than whites doing the same thing. NUM attempts to have this anomaly changed have proved fruitless.

The fact that blacks are doing some scheduled work by exemption (or partial exemption) is, however, still a long way from a *de jure* alteration of the "scheduled person" definition.

If indications from the NUM are anything to go by, the issue has the potential to magnify into a problem of major proportions. Ramaphosa says his union is alerting large numbers of black miners to the situation. He warns that they could become angry once they realise the degree to which they are discriminated against. Meanwhile the established unions and the employers could stall indefinitely on changing the definition.

All this is clearly unsatisfactory — and could lead to damaging confrontations on the mines. Pretoria must therefore cease washing its hands of the matter. Since it was government which created the concept of a "scheduled person" in the first place, it must act quickly and with courage. There is no reason why it should not. When job reservation in secondary industry was scrapped the sky did not fall in.



Laying a charge ... still a white man's 'right'

43  
~~SA~~ union's  
strikers in  
Bop return  
EDM 21/1/84

Mall Reporter

ABOUT 400 striking workers at the Ucar vanadium mine in Bophuthatswana decided to return to their jobs yesterday after meeting with the officials of the National Union of Mineworkers (NUM).

The strike took place against the background of an effective ban on trade unions from South Africa operating in Bophuthatswana.

Mr Cyril Ramaphosa, the general secretary of the NUM, said the workers had repeated their demand for trade union recognition, the recognition of their shop stewards committee in the interim and for a wage increase.

Spokesmen for the mine, owned by Union Carbide, were unavailable for comment.

# Nissan lays off 700 workers

143 CMC Times 2-11/84

**Own Correspondent**  
JOHANNESBURG — Nissan SA yesterday announced that about 700 workers at their plant at Rosslyn near Pretoria had been retrenched — becoming the third major motor manufacturer in a week to lay off workers

Last week Ford and Sigma each laid off hundreds of workers as a result of economic conditions in the motor industry

A statement by Nissan's managing director, Mr J E Newbury, said they had taken the action "with regret"

"During the past few months we have used other methods, such as working short time, to avoid laying off workers, but now we have had to take this action to safeguard the interest of the company and the major-

ity of its employees" However, Mrs D Nowathu, general secretary of the United African Motor and Allied Workers' Union (UAMAWU), said workers were unhappy about the way in which the retrenchments had been handled

"The company did not consult us until after they had taken the decision," she said "The workers were told they were to be retrenched when they went to collect their clock cards on Wednesday afternoon

"We feel the company undermined us by not consulting with the union, by not giving us time to report back to the workers and by not considering alternatives The workers would have been prepared to work two days a week if it meant keep-

ing the others' jobs" Mr Newbury said the workers affected would be put on record to be reconsidered for employment as soon as the economic situation improved

"All affected workers will receive severance benefits based on their length of service," Mr Newbury said

● The BMW plant in Rosslyn — where about 1 500 workers went on strike on Tuesday — remained closed yesterday

# Miners' union chalks up wins



MR CYRIL RAMAPHOSA: Union recognition.

By JOSHUA RABOROKO

THE National Union of Mineworkers (Num) has signed three recognition agreements with mining industries, bringing to 14 the total number of agreements signed by the union so far.

The union's general secretary, Mr Cyril Ramaphosa, said that for the first time in the history of the union, they have signed a recognition agreement with Rand Mutual Hospital, Western Deep Level Hospital and the Chamber of Mines Sport grounds.

In a historic move the union became the first black trade union to be recognised by the Chamber of Mines, early last year, and since then it has signed numerous agreements in

coal, platinum and gold mines.

Mr Ramaphosa said that the three recognition agreements were "victories for the union's strength which is growing rapidly."

"We have for a long time been aiming at scoring these goals and we shall in future be able to represent workers in hospitals which are owned by the mining industries," he said.

"The agreements are vital in that workers at these hospitals do not have trade unions and we regard this as a breakthrough for our workers there."

He added that the union is currently negotiating a paternity leave for most migrant workers.

By MONK NKOMO  
SCORES of black people in the Pretoria townships have accused a white consultancy agency of giving them false promises and not honouring obligations involving thousands of rands.

The SOWETAN this week established that a white-owned company, African Consultants (Pty) Ltd, whose offices are situated at the Willie Theron Building in Bosman Street, Pretoria, is conducting business in the community. The company acts as financiers and consultants.

The company has announced it is investigating complaints lodged. A number of people interviewed said the company promised that it would give them loans to build houses, buy cars and would help them with legal assistance if they became members.

They told The SOWETAN that they paid a membership fee of R10

each and a monthly subscription of either R10 or R12 depending on their salary.

Mr Jonas Malebye of 375 Renoster Street, Makapanstad in Hamanskraal, said he joined the company (known as Sun Life then) five years ago after being promised that the company would give him a loan to buy a generator costing R900.

Mr Malebye, whose membership number is 151, said he had been paying monthly subscriptions of R12 since 1979, bringing to about R700 the total amount he paid in. "But each time I go there to seek help the director, Mr Sarel Bekker, tells me to come tomorrow," Mr Malebye said.

Another client who lost out is Elfias Khoza of PO Box 245, Emalahleni, who paid R900 to the company, which promised to buy him a car. He was never

helped and efforts to secure a refund proved futile.

Mr Themba Vuswane who has since left for Botswana, paid R1 000 after being promised a loan to buy a tractor. He neither got the tractor nor the refund. Mr Mkhunzwa Chumuko of Cullinan was also

promised a loan to buy a tractor if he contributed R1 500. He paid the money to the company but he too got nothing in return and was not refunded.

The company's director, Mr Sarel Bekker, who promised to investigate all the complaints, did confirm that Mr Ma-

lebye had applied for a loan to buy a generator. "But he wanted about R400 which is R200 more than the maximum loan we offer. Although we tried to get him the generator negotiations between us and the company failed and he was also nasty," Mr Bekker added.

# 'Pretoria agency took our money and gave us nothing'

# COMPANY ACCUSED

# 400 detained in '83

30/1/84  
Sowetan By JOSHUA RABOROKO  
MORE than 400 people, among them about 74 trade union members, were detained in terms of security laws in South African and independent homelands during the past year.

This is according to statistics compiled by the Detainees Parents' Support Committee (DPSC), the South African Institute of Race Relations (SAIRR), South African Council of Churches (SACC) and newspaper cuttings compiled by the Institute for Industrial Relations.

"We express our grave concern at the position of the death penalty on Malisela Benjamin Moloise," the amnesty says.

mile Gqwetha (president), Mr S Njikelana vice president, and the former acting president of the Media Workers' Association of South Africa, Mr Charles Nqakula, were detained in Ciskei.

According to the institutions, of the more than 400 detainees, about 80 were charged.

The DPSC says most of the detainees are not linked to any identifiable organisations. Stu-

Meanwhile major trade union movements and international organisations such as Am-

# SA unions face homelands problem

LABOUR WEEK BY PHILIP VAN NIEKERK

ROOM 30/1/84  
THE Bophuthatswana Gov

ernment's ban on South African trade unions operating in the territory raises important questions for unions seeking to organise in the homelands.

Until the strike by about 400 mineworkers at the Ucar mine near Brits last week, unionisation in the homelands was largely an academic issue.

The hostility of the Ciskei Government towards trade unions — seen in the banning of the South African Allied Workers' Union (Saawu) — affected commuter workers from Mdantsane organised in the factories of East London. In Ciskei itself, union organisation hardly exists.

With the homelands earmarked for increasing industrial development, unions guaranteed freedom of association in South Africa, but facing a hostile environment in those territories, could be drawn into major conflicts with homeland governments.

The homelands are at the heart of the policy of grand apartheid and any union struggles must of necessity have a political dimension.

Bophuthatswana is the most industrially developed of the homelands and it is no surprise that the first major clash of this kind took place there — and in the mining industry.

The fast-growing National Union of Mineworkers (NUM) has a potential membership of thousands in Bophuthatswana. The dispute at Ucar, where the workers are demanding union recognition from the American multi-national, Union Carbide,

Mr Rowan Cronje, the territory's Minister of Manpower, says it is an independent country. Nowhere else in the world do independent countries allow a foreign country's unions to operate.

The Bophuthatswana Industrial Conciliation Bill, which comes before the territory's parliament next month, provides for the establishment of Bophuthatswana-based unions.

South African-based unions are to be outlawed, says Mr Cronje. At the moment they are illegal because the law makes no provision for them.

Union officials argue that, aside from the fact that they do not recognise Bophuthatswana as separate from South Africa, there are numerous instances of unions operating across international borders.

They say that before South Africa amended the Industrial Conciliation Act to provide for the registration of black unions, such unions were not illegal — just as unregistered unions like the NUM are not illegal now.

And the treatment the black unions have received contrasts markedly with the attitude towards the all-white Mine Workers' Union, which has had lengthy discussions and worked out an "arrangement" with the Bophuthatswana Government.

The big fear among unionists is that the unions to be set up in Bophuthatswana will be tame creations of the government, established to head off high wage demands and the potential political threat they might pose.

AFTER a long-standing dispute between the Department of Health and the Department of Manpower over areas of jurisdiction in the occupational health and safety field, the Department of Health has published a draft Occupational Medicine Bill.

Report Daily Mail Business Day Monday, Jan 1

The dispute was reportedly behind the delay in implementing the recommendations of the Erasmus Commission published in 1976.

But, according to Dr J Myers of the University of Cape Town's Industrial Health unit, the Bill shows signs the dispute is still raging. He has accused the Department of Health of "petty competitiveness" with the Department of Manpower's Machinery and Occupational Safety Act (Mosa).

"The Bill has a tone of attempting to guard the professional territory of the Department of Health — rather than improving the health of workers," says Dr Myers. He says the Bill overlaps Mosa and will lead to a duplication of inspectors and safety structures at the workplace.

According to spokesmen for both departments, the Bill is intended to

operate in conjunction with Mosa, which became law last year.

Dr G Oberholster, a senior official of the Department of Health, says the Department of Manpower's area of jurisdiction is occupational safety, while the Department of Health deals with occupational health.

"When they are talking about the control of machinery, the physical conditions in the plant, we are talking about safety. When we are talking about man, which is the medical side, that is health. We look after man maintenance, they look after machine maintenance."

But according to Dr Myers, there is no attempt to link the new Bill with the shop floor committees set up by Mosa and the inspectorate is to be duplicated. This is costly and confusing, he says.

"It seems that Mosa is being pointedly ignored. This flies in the face of the findings of the Erasmus

Commission, which held that this kind of fragmentation should be overcome."

Dr Myers said the Bill had not adequately dealt with the setting up of structures to provide occupational health services to workers or a data base — another recommendation of the Erasmus Commission — which could do research on occupational health and safety when requested by employers and trade unions.

"Certain aspects of the Bill could be good, but on the whole it is a shoddy and hastily conceived piece of legislation."

# Cusa challenges Bophuthatswana

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By Carolyn Dempster,  
Labour Reporter

The Council of Unions of South Africa (Cusa), representing the combined membership of 11 unions, has challenged the Bophuthatswana Government over its new labour legislation

In a statement released yesterday, Cusa says it will not become the victim of a "Bophuthatswana regime and its misguided labour advisers"

The Bophuthatswana Industrial Conciliation Bill, which is expected to take effect next month,

bars "foreign" unions from operating in the homeland

It also prevents shop stewards or union representatives from being members of foreign unions and specifies that unions organising in Bophuthatswana have to have their base in the homeland

Cusa members daily go to work in South Africa and return to Bophuthatswana for the night

In a stronger warning to employers, and in particular to multinationals, Cusa states it is prepared

to fight the banning of "foreign" unions in every local and international forum

"We call upon employers to state immediately what their views on the matter are"

Cusa also expresses its support for members of the National Union of Mineworkers employed by Union Carbide in Bophuthatswana

About 300 workers at Union Carbide went on a three-day strike last week over wage grievances coupled with the introduction of the new legislation



## MINE SAFETY

### Now a major issue

The issue of mine safety is set to become a major issue next week when the inquiry and inquest into last year's Hlobane colliery disaster begins. The methane gas explosion on September 12 killed 68 people and injured scores.

The Chief Magistrate of Vryheid and Don Morris, Deputy Government Mining Engineer, will preside over the hearing. Appearing before them will be members of the Iscor colliery and representatives of the National Union of Mineworkers (NUM) who will be acting on behalf of some of those killed and injured. The hearing is expected to last for up to three weeks.

Interest in it is bound to be heightened by the evidence of three overseas mine safety experts whose services the NUM has obtained. They are Robert Vandolah, formerly research director of the Pittsburgh Mining and Safety Research Centre in the USA, Herbert Eisner, formerly director of the Explosion and Flame Laboratory of Britain's Health and Safety Executive, and Hans Meerbach, a mining explosives expert from the Dortmund Research Institute in West Germany.

Mine safety has become the focus of attention since Hlobane. Each time a person is killed on the mines, or involved in a reportable accident as defined in the regulations to the Mines and Works Act, an inspector of mines is obliged to hold an inquiry into the incident. The NUM has not been slow to become involved with these

Financial Mail February 3 1984

issues. Union representatives have attended several inquiries in the past months. They include the inquiries into an incident on the Doornfontein mine in which five miners died, the death of five others at the West Driefontein mine and an accident at the Libanon mine in which one miner was killed.

Mine safety has also been the cause of some recent labour disputes involving the NUM. On January 13 black workers at the Rietspruit mine staged a two hour work stoppage after an accident in which two mineworkers died. This was followed some days later by a one day strike by 800 workers who struck in sympathy with a union shaft steward who was suspended following an altercation with a production manager during the work stoppage.

An incident at the West Driefontein mine in which management suspended 17 miners after they refused to work in an area they considered to be unsafe is the subject of an as yet unresolved dispute between the union and Gold Fields.

Safety on most mines affiliated to the Chamber of Mines is implemented and regulated by the chamber's Mine Safety Division in terms of its International Mine Safety Rating programme. The programme measures safety according to a set range management criteria. Star gradings, up to a maximum of five for each level, are awarded to individual mines. Regular audits are conducted by Mine Safety Division officials. The programme seems to be bearing fruit as accident and fatality rates have dropped over the last few years.

The programme was introduced in SA mines in 1978 and is based on a system devised by the USA-based International Loss Control Institute. The institute's director, Frank Bird, is a regular visitor to SA and was intimately involved in adapting the programme to suit SA mining conditions.

Last year the Mine Safety Division's budget was R3m. The chamber's Research Organisation is also involved in safety research. Its budget last year was R35m.

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# Stop this farce, Cusa tells Bop

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C-Press  
7/2/84

THE POWERFUL trade union federation Cusa (Council of Unions of South Africa) has launched a stinging attack on Bophuthatswana's Manpower Minister Rowan Cronje following the ban on SA-based trade unions in the homeland.

The Cusa attack comes in the wake of letters sent to a number of trade unions operating

By ZB MOLEFE

in the homeland — among them SAAWU, CCAWUSA and NUM — warning them to stay out of the homeland

Cusa, which has hundreds of members in the homeland from its member unions which include the National Union of Mineworkers and the United African Motor and Allied Workers' Union, said it will not "become the victim of the Bophuthatswana regime and its misguided advances".

The Cusa statement also warned the giant multinational Union Carbide, which owns a number of mines in the homeland — including Ucar, which is refusing to grant NUM recognition — that it was "prepared to raise the issue at every local and international forum"

Cusa also alleged that the Bophuthatswana government had come to a deal with the white mine-workers of the Mine-workers' Union, and warned that this would sow the seeds of discord and suffering among workers

It also slammed Mr Cronje for his "pious and sanctimonious utterances" in supporting the homeland ban

be opposed whenever and wherever we encounter it"

On Monday members of CCAWUSA held a meeting to protest against the new Bophuthatswana labour legislation preventing any "foreign" unions organising in the homeland

The protest meeting, which lasted four hours, was held at Metro Cash and Carry's head office in Ormonde to express their dissatisfaction with the decision

"For some time now we have been expecting the so-called government of Bophuthatswana to take this action," said Cusa

"Many of our members daily cross the road to work in so-called Bophuthatswana Cusa has constantly maintained that this charade will

## Rowan Cronje's famous last words...

BOP Manpower Minister Rowan Cronje, a former member of Ian Smith's Rhodesian Front Cabinet, has apparently changed his tune about trade unions

The homeland's recent ban on SA-based trade unions is in glaring contrast with Mr Cronje's utterances at a conference of the Institute of Personnel Management last year.

He said at the time "Many people regard trade unions as a monster I believe that a trade union is an essential and a most important part in the process of industrial stability and sound relationships."

In grand fashion he continued "In the field of industrial relations the obvious objective ultimately is industrial peace and harmony. However, if 'peace' means to an employer a humble, docile labour force, peace could never be a possibility."

Mr Cronje said that Bop's new industrial relations legislation would actively encourage and assist with the establishment and training of these unions.

Trade unionists might be wondering if he rather meant "assisting in the neutralising and taming" of these unions

# Unions barred, claim

THREE black trade unions have claimed that they have been barred from using church buildings and a community hall to hold meetings in the Vaal complex.

The unions, the Engineering and Allied Workers' Union, the Steel and Engineering Workers' Union and the South African Chemical Workers' Union, see the move as a government/employer onslaught on unions in the area.

The ban on the union is a sequel to a directive from the Oranje-Vaal Administration Board.

The board earlier circulated letters to priests informing them that if they continued to allow non-church activities in their churches, then their leasehold will be withdrawn.

This ban, which affected organisations such as Azapo, UDF, Vaal Civic Association, students movements and other organisations, has caused anger.

In a joint statement yesterday the unions said that they were "disappointed with the action by the administration board" and demand an explanation from the town council.

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Feeling  
against  
tax  
plan  
grows

By STEVEN FRIEDMAN  
Labour Correspondent

UNION resistance to the Government's move to include black workers in the same tax system as whites gathered yesterday as eight union groups with a membership of well over 250 000 workers issued a joint statement calling for the withdrawal of the new system tax change — which comes into effect on March 1 — and withdrawn in the short-term medium term "until a just and equitable system" of taxing black workers was found. They also urged employers to back the call for the new move's delay.

The statement follows an earlier call by the country's biggest emerging union group, the Federation of SA Trade Unions (Fosatu), for the new system's delay. The new system's biggest group, together with the second biggest emerging union group, the Commercial, Catering and Allied Workers Union, SA Allied Workers Union, Motor Workers Union, Components Workers Union, General Workers Union, SA General Workers Union and Allied Workers Union, also signed yesterday's statement, together with the second biggest group, the Federation of SA Trade Unions (Fosatu), for the new system's delay.

Other unions which signed are the Commercial, Catering and Allied Workers Union, SA Allied Workers Union, Motor Workers Union, Components Workers Union, General Workers Union, SA General Workers Union and Allied Workers Union.

The new tax system will scrap the Black Taxation Act, under which blacks were taxed in terms of a different system to whites, and subject blacks to the same tax system as whites. Most black workers will pay less tax under the new system but some groups, such as married women and some higher-paid workers, will pay more.

In their statement, the unions say inclusion in the white tax system will have a "devastating effect" on workers. They rejected the present tax system "as it perpetuates the inequities of the apartheid system of taxation without representation". The unions said they also rejected it because it "discriminates against married women" and would place a further burden on migrants from foreign countries who already had to pay tax in their own countries. The unions also charged that the State "is not geared to respond to the tremendous administrative network required to handle the implementation of the new system and the new tax rebate system".

● See Editorial comment

## MINE SAFETY

### A burning issue

Safety has become a major labour issue on South African mines. It has also developed into a point of friction between the mining industry, and both the black National Union of Mineworkers (NUM) and the various white and mixed unions.

The NUM, in particular, has focused on safety as having strong appeal to its members — and it's an area in which it believes the mining industry is vulnerable. First target seems to be the coal mining sector — largely because of last year's Hlobane disaster, which is currently the subject of an inquiry and inquest in the Vryheid magistrate's court. It is expected, however, that the union will also focus more attention on gold mine safety standards in the near future.

The judgment of the Hlobane inquiry cannot be anticipated. However, some disturbing evidence has been led about the observance of safety regulations on that particular mine.

#### Statistics

Meanwhile, a British safety expert hired by the NUM, Herbert Eisner, has launched a wide-ranging attack on the way SA coal mine accident statistics are assembled and reported. He categorises them as "highly misleading" and as based on a method that has been abandoned as "unrealistic" in other countries. Eisner also accuses the Government Mining Engineer of "a disquieting lack of appreciation of the basis of accident statistics."

The Chamber of Mines takes exception to Eisner's allegations. Guy Stokes, manager of the chamber's Mine Safety Division, points out that Eisner based his report on undifferentiated figures published annually by the Government Mining Engineer. Some of the figures used, he admits, he had never seen before, but adds that they are not the only ones available. He charges that Eisner neither approached the Government Mining Engineer to interpret the figures, nor asked the chamber for its own safety statistics.

Referring to Eisner's criticism that SA coal mining accident statistics lump together underground workers and surface workers, thus giving an unrealistically low overall accident rate, Stokes says the statistics for underground workers alone were readily available — had Eisner cared to ask for them.

He adds that the mining industry is never satisfied with its safety record. It is profoundly aware that every fatality involves a person — not just a statistic.

But Stokes feels it is not fair to compare SA coal mining accidents with those in the United Kingdom, since geological conditions and the depths of the mines are very different. A more realistic comparison is with the United States, Stokes argues. Fig-

FM 10/2/84

ures show that in 1983, until the Hlobane disaster, the accident rate in the SA industry was lower than in the US.

Stokes, however, puts his finger on a major weakness in SA mine safety — the labour system the mines are forced to use. Unfortunately, it is a weakness that is outside the control of the industry. "It is ac-

cepted worldwide," he says, "that a really good safety record depends on a stable labour force. That, in SA's particular circumstances, we do not have."

As is so often the case in SA, difficulties result from socio-political circumstances which only government can resolve. And even government would not find it easy to

eliminate the long-established migrant labour system.

Suggestions that the Chamber of Mines, or the mining industry as a whole, are indifferent to the safety of miners are obviously wide of the mark. But the interest in safety shown by the NUM is to be welcomed — however irritating the chamber may some-

HOLDEN ROBERTO

# Stepping up the fight



Holden Roberto has been leader of the Front National de Liberation de L'Angola (FNLA) since its inception in 1962. After the civil war of 1975 he was based in

neighbouring Zaire where he got support from his brother-in-law, President Mobutu Sese Seko. In 1979 Mobutu asked him to leave, and since then Roberto has been in exile in Paris. The FM interviewed him in Europe after reports that his organisation had intensified its military campaign.

**FM:** It is said in Angola that the FNLA is dead.

**Roberto:** False reports have been spread through the press by the communists that the FNLA is no longer in existence. This was done to give the impression that the only resistance is in the south by Unita under the guidance of SA in order to draw some sympathy from abroad. But the truth has a way of surfacing and several Western journalists have recently visited the north and reported that my men are still fighting. What is true is that the supplies in the north are at their lowest since 1976. Being land-locked, the FNLA forces have to get their supplies from the enemy. How strong is your army and where does it operate?

We have about 7 500 men fighting in the six richest provinces: Zaire Province, Uige, Cuanza-Norte, Luanda, Malange and Lunda Norte. It is a jungle part of the country where we fought against the Portuguese for 14 years. The terrain is favourable and my men fight in small groups, so they survive. In fact, they are controlling some areas.

**What is your popular support in Angola?**

The FNLA was the first movement to start the war in Angola. All Angolans know that. In the north, our support is overwhelming and the rejection of the MPLA is total. But we even have support in the south.

**Do you plan any wider military action in**

**future?**

We will intensify the struggle the moment we get supplies, especially arms, ammunition, medicine and clothing. We are land-locked and have no neighbouring country helping us. That is the only reason why I am in Europe — to actively promote my organisation, and to seek aid. Give me enough military supplies and I will be back with my men tomorrow.

**What is the present situation in Angola?**

Terrible. Very, very bad. There is almost no civil administration or medical services and the people are starving. Diseases like sleeping sickness, leprosy, small pox, TB, black plague and kwashiorkor are allowed to spread by the communists in order to force the people to surrender. The birth-rate is high and increasing, but child mortality has reached alarming proportions. Life expectancy is now only 30 years. This is the dramatic situation which has been imposed on Angola by Moscow through the MPLA. The economy has disintegrated. Nobody is working. Angola went from the fourth biggest coffee producer to producing almost no coffee at all.

**What happens to Angola's oil and diamonds?**

The oil fields of Cabinda and Santo Antonio do Zaire are operated by Western companies. They pay the MPLA regime about \$600m in oil royalties. Diamond exports have fallen from 2,5m carats in 1976 to less than 800 000 carats, also taken out by Western multinationals. The role of these American and Western companies is very tragic. If they stop giving that money, the MPLA will collapse. The Russians cannot afford to support a war like that over a long period. These companies must get out because they are supporting Soviet expansionism.

**What companies are you talking about?**

Gulf Oil, Texaco, Shell, Marathon, Bank of America, Getty Oil, Agip, Petrogal and others.

**You have paid several visits recently to the US and are on your way back there now. What is the purpose of your visit?**

The people are very badly informed

about Africa and Angola. I am trying to inform them and at the same time I am trying to get the Clarke Amendment, that stops US government support for the Angolan opposition, scrapped. I am trying to tell the Americans that the Soviets want to take control of southern Africa and that will endanger the whole Free World. The last target will be SA. The Soviets are pretending that they want to liberate the people from apartheid. I think communism is no better than apartheid. If I have to choose between communism and apartheid, I will choose apartheid.

Apartheid is a last island that will disappear in time and it is not expansionist. Communism wants to take over everywhere in the world, and you can see the system in action in Angola. The communists are not in Angola to fight SA. They are sitting in the north protecting American interests like oil and diamonds. SA is deep into Angola with her troops, but the Cubans never fight them. That proves the Cubans are there to take over, to occupy. I see it as an immediate danger to countries like Zaire and Zambia, and eventually the whole Western world.

**How do you see the Namibian situation?**

We hope that Namibia will become independent soon, but not in the framework of Soviet expansionism. We know what that means and we do not wish it on our brothers in Namibia. My fear is that the Cubans will be sent to Namibia in case of a communist government. I think we should solve the Angolan problem first before we solve the Namibian problem.

**So you are in favour of linkage between a Cuban withdrawal and Namibian independence?**

It is not a question of linkage, it is logical thinking. If the Cubans are still in Angola and the Angolans are not free, the election in Namibia will not be a free one. It will be influenced by the Cubans and the Soviets in Angola. If SA pulls out of Namibia now, two days later the Cubans will be there. Let the Cubans pull out of Angola first, then SA will have no excuse to hold on to Namibia.

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times find it

It is certainly true that many workers are killed and injured on SA mines every year, and the chamber does not claim its safety system is perfect. A vigilant, if carp-ing, critic constantly on hand may help to improve safety standards — and make black miners more safety conscious

face to face

(5)

How do you see a solution in Angola?

Before anything else the Cubans and Soviets should leave. No foreign troops must ever be allowed. Then let the Angolan people choose their government freely, if necessary, under the auspices of the UN.

Is that a possible scenario?

One day Luanda will be forced to do it. You cannot win against the people. The MPLA will remain in Luanda only. One day there will be an uprising in Luanda itself against the Cubans and the MPLA. There are only four or five mulattos running the government and many people are unhappy with that. People like Lucio Lara, Paulo Jorge, Iko Carreira. They only remain in power because the Cubans are protecting them.

Is there still bad blood between the FNLA and Unita? Are you thinking about getting together?

Unita is our ally. The bad blood is something of the past. I have no problem getting together with Unita, they are also fighting against the Cubans and the Soviets and they also want a free election. If they intensify the struggle in the south and we intensify it in the north, we will catch the Cubans and the MPLA in the middle and our combined effort can only accelerate the liberation. But you will have to ask Savimbi about this.

What is your programme of action now?

Firstly to get arms and ammunition to intensify the struggle. The one super-power is already in Angola, now the other one must help us. I then want to get the American companies or the "capitalist comrades" as the MPLA refers to them, to stop financing oppression.

Are you optimistic?

The Cubans will probably be very reluctant to move. The 40 000 Cubans in Angola will be a serious problem to Castro if they go back home where there is high unemployment. Maybe he will send them to Latin America. But in the end the people will win. You cannot break the brave people of Angola.

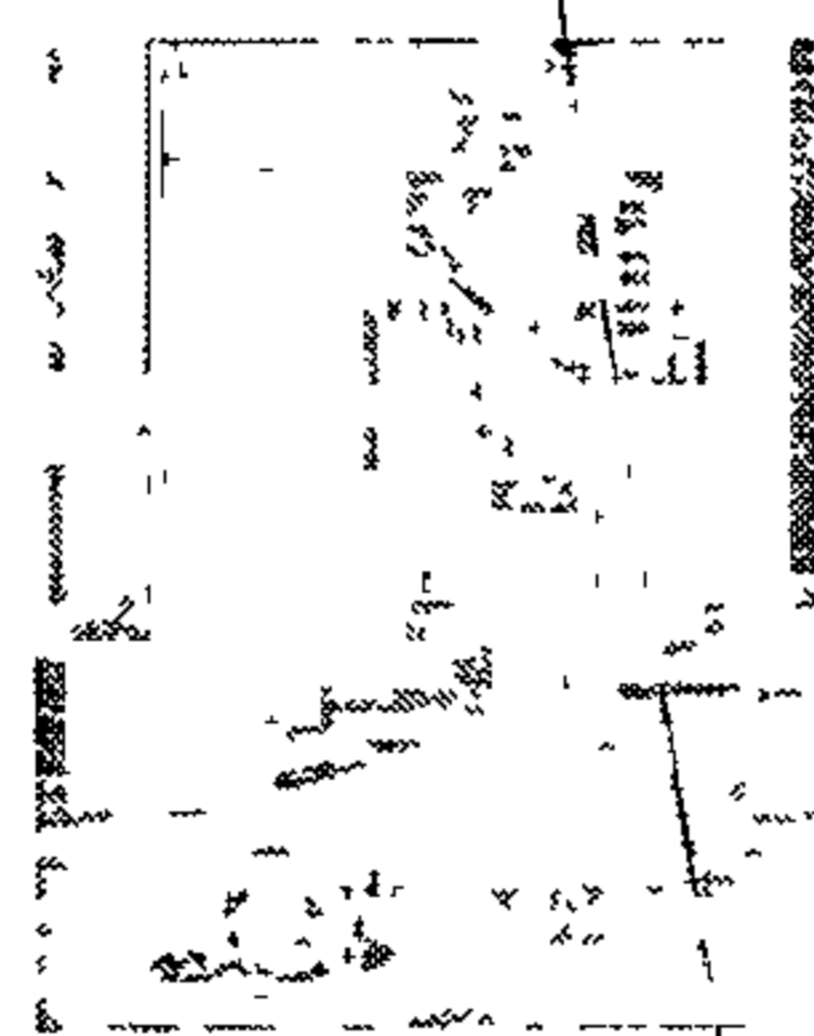
Will you accept aid from SA?

It will be difficult for me to do it, but if the situation goes on like this, I will take it as a last resort. Why not?



Jack Daniel Distillery Named a National Historic Place by the United States Government

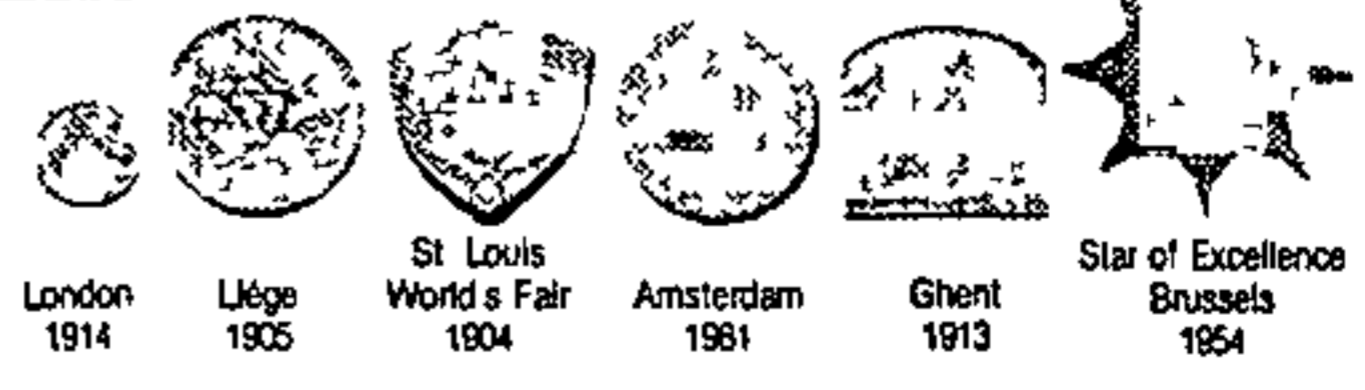
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# Motor union plans action against six companies

Pretoria Correspondent

The United African Motor and Allied Workers' Union (UAMAWU) intends taking five companies to arbitration for alleged unfair labour practices.

Mr Peter Mohlaka, organiser of the union, named the companies as Mini Bus (Pty), Rand Rubber Products (Pty), Auto Industrial (Pty), Easy Beat Spray and Panelbeaters (Pty), and Universal Bushes (Pty).

This brings to six the number of companies against which the union intends taking action.

Last weekend it announced at a pub-

lic meeting at Soshanguve that it wanted to take action against Nissan Motor Corporation for the manner in which it retrenched 700 workers.

Mr Mohlaka alleged that Mini Bus failed to adhere to the ruling of the previous Industrial Court sitting.

"They failed to pay the retrenched workers as laid down by the court," he said.

Mr J A Walters, manager of Mini Bus, said he was not aware of the impending action. "As far as we are concerned the matter has been settled amicably and all the terms of court action had been met."

Staw

14/2/84



group has been Daring 100, "Cabaret" 16/2/84

# Artists' union

ONCE-again, fresh attempts will be made for the formation of a new union on Saturday, which will cater for the welfare and will guard against the exploitation of black artists

The formation of the union, which has not yet been named, is the brainchild of actor Lesley Mongezi and musician Themba Bogale Buhali. The union will be formed at 10 am at the offices of the Council of Unions of South Africa (Cusa) which are housed at Lekton House, Wanderers Street, Johannesburg

(between Bree and Plein Streets)

Lesley Mongezi told The SOWETAN that the formation of this union will depend entirely on the response from the artists who will be attending the meeting. The union will cater for musicians, actors, sculptors and painters

He said black artists in South Africa lack opportunities and facilities to prove themselves because of the status quo. "Black artists should come together and stand together in order to solve problems"

Lesley further said black artists had no theatres and were also exploited due to lack of cohesion and lack of a solid body that would help to defend and fight for their rights. He said, "I am aware that in the past attempts have been made to set up a union that would represent the black artists, but however, such a move has proved to be futile. Maybe our approach in the past was faulty. Let us put our hands together and pull the wagon towards one direction. And let us unite."

# 400 down tools <sup>RDM 16/2/84</sup>

143  
ABOUT 400 workers of the Dairymaid ice-cream factory in Olifantsfontein are out on strike in protest against alleged assaults on colleagues

again on Tuesday when management failed to take action against the supervisor

Workers have demanded Mr Gastrom's dismissal or transfer

Workers downed tools on Tuesday when a dispute between them and management about a supervisor, Mr Kallie Gastrom, ended in deadlock

A company spokesman, Mr A Rhyn, said yesterday the workers had dismissed themselves when they went on strike. He said new staff were being appointed, but discussions were taking place

Workers alleged that Mr Gastrom assaulted several workers with a sjambok and have refused to return to work under his supervision

He denied the allegations of assault and said disciplinary action had been taken against Mr Gastrom earlier. He said the matter was not as serious as assault

The dispute was sparked off last week when 15 labourers went on strike in protest against an alleged assault on one of their colleagues. They returned to work when management agreed to discuss the matter with representatives of the Food Beverages Workers Union

The workers were outside the factory gates yesterday. Four armed policemen were also present.

The union representative, Mr Glen Mokwena, said yesterday the union was negotiating an agreement with the company — Sapa

Workers went on strike

# Unions question MPs' pay rises

17/2/84 Labour Reporter

LEADING trade unionists yesterday reacted sharply to the latest pay rise for members of Parliament

Mr Joe Foster, secretary of the Federation of South African Trade Unions (Fosatu), said the move demonstrated that most workers had no control over what MPs did

"MPs can vote themselves increases and nobody can say anything about it I'm sure that if the majority of the people in South Africa were properly represented in Parliament, these increases would not have occurred," he added

The latest pay rise of 12 percent for MPs — which follows an increase of 27 percent in July last year — will

take their earnings up to about R34 000 a year, much of it tax-free

Mr Piroshaw Camay, secretary of the Council of Unions of South Africa (Cusa), said the increases were "completely unacceptable" to workers

"Employers are telling us that wages have to be kept below the inflation rate and are offering paltry increases of 7 percent to 8 percent as a result"

Mr Lief van Tonder, president of the Trade Union Council of South Africa (Tucsa), said the increases came while employers were telling workers to moderate wage demands

"The increases are that much more difficult to understand because the people who are giving the advice are not setting an example themselves"

**Economic downturn given as reason**

# 98 laid off at Bartons

143  
17/2/84  
Save for

THE MRT Bartons Company, a subsidiary of the giant Barlow Rand, has retrenched about 98 workers due to the company's economic downturn.

The company's personnel manager Mr Peter Creer told The SOWETAN yesterday that the workers — 91 blacks and the rest whites, Indians and coloureds — were all paid their dues which include a "generous severance pay"

It was unfortunate, he said, that the company had to part with so many workers, some of whom

**By JOSHUA RABOROKO**

had long-term service, but "we simply had no alternative but to take the move. We are sorry about it"

Mr Creer said that the retrenchment procedures were followed in terms of an agreement with the Steel and Engineering and Allied Workers' Union, which represented the workers

"We did all we could to consult with the workers themselves and explained to them how our production facilities were affected by the downturn," he said

However, he added,

the company will try to re-employ the workers once vacancies were created at the company

The union's general secretary Mrs Jane Hlongwane confirmed that the company had approached them concerning the retrenchment of the workers. The union consulted with the workers to get a mandate from them and "they were satisfied with the conditions under which the retrenchment was going to take place," she said

The union had concluded a recognition agreement with the company and "we are hoping that the company will abide by it in future", Mrs Hlangwane said

(143) (171)

# Rightwing miners bow to Tswana move on job laws

RDM 18/2/84

By PATRICK LAURENCE  
Political Editor

THE Rightwing Mine Workers' Union has accepted it will be prevented from operating in mines in Bophuthatswana and that skilled mine work will be opened to black miners in the territory

This was disclosed to the Rand Daily Mail by Mr Rowan Cronje, Bophuthatswana's Minister of Labour and Manpower

The MWU — whose general secretary, Mr Arrie Paulus, is a self-proclaimed champion of white workers — has fought a long rear-guard battle to preserve the privileged position of white miners in the rich platinum mines

These are either on the Bophuthatswana-South Africa border or wholly in Bophuthatswana

But, Mr Cronje said, an accord has been reached between the Bophuthatswana authorities and the MWU on Bophuthatswana's pending new labour law, under which

- South African-based trade unions will be barred from operating in the territory
- Racial discrimination will be prohibited in mining, industry and commerce

To be known as the Industrial Conciliation Act, the proposed new law will be tabled in the Bophuthatswana National Assembly on February 27 and should be enacted by March

Three meetings were held with MWU leaders in the past year and after "amicable discussions" the union accepted the position, said Mr Cronje,



MR ROWAN CRONJE  
disclosures to the Mail

a former Minister of Labour in the Rhodesian Cabinet of Mr Ian Smith

The MWU is understood to have agreed to train black miners for skilled work in Bophuthatswana, including blasting

Blacks are barred from qualifying as blasters in South Africa under the Mines and Works Act

Bophuthatswana is the most mineral-rich and industrialised of South Africa's black "homelands"

Its mines employ between 25 000 and 30 000 miners

The decision to ban South Africa-based trade unions has aroused the ire of South

Africa's emerging black unions, including the rapidly-growing National Union of Mineworkers (NUM) led by Mr Cyril Ramaphosa

The NUM is one of three emerging black unions to receive a letter from the Bophuthatswana authorities formally informing them they will not be allowed to operate in Bophuthatswana when the new law is passed

Mr Cronje defended the proposed banning of SA-based unions as consistent with international labour practice, arguing that no country would allow foreign-based unions to operate within its territory

Whether black union leaders recognised the sovereignty of Bophuthatswana or not, it was a de facto state and would enforce its laws, Mr Cronje added

But he was quite willing to talk to South African black union leaders and explain the position to them, as he had done to Mr Arrie Paulus

He repudiated allegations that the Bophuthatswana authorities wished to exclude SA-based unions to ensure their control of small and fledgling local unions

If Bophuthatswana really wished to have a docile labour force, it would not introduce legislation providing specifically for recognition of trade unions but would leave the situation as it was, Mr Cronje said

South Africa's Labour Relations Act, which extends recognition to black unions, does not apply in Bophuthatswana

# Union emerges from blast as mine safety watchdog

RDM 20/2/84 (143)

By PHILLIP VAN NIEKERK

THE death of 68 mineworkers in the Hlobane methane gas explosion on September 12 last year has proved to be a turning point for the South African mining industry

It was Hlobane — the country's worst coalmining disaster since Coalbrook in 1960 — that forced the black National Union of Mineworkers, then little more than a year old, to take up mine safety as a top priority issue.

It is again Hlobane that is sending ripples through the industry as the result of disturbing evidence which emerged at the two-week joint inquest and inquiry into the accident, which ended on Friday in the Vryheid Magistrate's Court.

Since the disaster, the NUM has attended numerous inquiries into accidents in both coal and gold mines and has tackled the industry as a whole on the issue of safety

The union's vigilant position is a new element in the mining industry. For the first time such a challenge has been launched by an organisation representing black mineworkers — most often the victims of mining accidents but who have lacked a voice of their own until the emergence of the NUM.

The Chamber of Mines has not been slow to defend the industry's safety record, which, it says, is constantly striving to improve

The central question posed by the NUM is whether mining accidents are "acts of God" or whether, with more expenditure on better equipment, training and safety methods, and receptiveness to advances in safety overseas, many accidents could be avoided and many lives saved each year

In this regard, the Hlobane hearing has raised serious questions at least as far as the coal mining industry goes. How normal are the conditions at Hlobane which came to light in last week's inquest-inquiry for South African coal mines in general?

At the time of the accident the mine had a four-star safety rating, awarded by the Chamber of Mines in terms of an "international" rating

programme. And two Department of Mineral and Energy Affairs inspectors told the court that Hlobane was "not a bad mine" — presumably meaning some mines were a lot worse.

Yet this is the evidence which emerged at the inquest-inquiry

● A total of 14 electrical machines out of 29 found in the areas hit by the blast, sections 5 and 10, were not flameproof according to regulations. Mr J Klynsmith, an inspector of machinery, said all 14 could potentially have ignited an explosion.

The court found that the blast was ignited by a flash from a scoop, one of the 14 non-flameproof machines

● Legally prescribed quantities of air regularly did not reach the working faces, the mine's chief ventilation officer, Mr Peter Shand, told the court.

In a coal mine, ventilation is provided not only for people working in the mine, but to disperse any possible methane gas which could be released from coal at the working faces

Mr Shand said that in 11 years as a ventilation officer for the Chamber of Mines, he had come across no coal mine in Natal able to provide the correct amount of air current to the working faces all the time

Mr Denis Kuny, SC, appearing for the relatives of five of five of those who died, said machines should not be in use underground if they could not be flameproofed according to regulations, and people should not be working at faces if it was impossible to supply them with the right quantity of air

● Two days before the explosion a major holing operation was undertaken, short-circuiting the ventilation system in sections 5 and 10. The holing had not been sealed off and the ventilation system was thus unable to disperse any build-up of methane gas

● A week before the explosion a report by a miner, Mr T J Bezuidenhout, that he had found methane gas in section 5 was scored out by the mine captain. This was the first reported find of gas in the mine in a long time.

Mine officials said they had decided to ignore the report because they believed Mr Bezuidenhout was lying



A nurse attends to a badly burnt survivor of the Hlobane Colliery blast in the Rand Mutual Hospital.

to cover up poor production.

According to Mr R Boswell, an inspector of mines, he would have investigated the situation thoroughly had the report been passed on

● While no methane gas had been detected for years before the explosion, a number of gas finds had occurred since September 12 in various sections of the mine

The prosecutor, Mr K Barnard, said he found this "extraordinary"

● Records of the issuing of flame safety lamps at the mine were in a "chaotic" state and only four of the required number of 10 lamps were found in sections 5 and 10 after the blast.

Though it was not required by law, only one of the four

lamps used for testing for gas had a probe attachment enabling it to test for methane layers on the ceiling of the mine

A dyke in section 5, a phenomenon which is known to release methane gas when penetrated, was penetrated twice a few days before the blast. No steps were taken to prevent a sudden build-up of gas from the dyke

● Mr Kuny handed in a list of 21 Mines and Works Act regulations which, according to the evidence, had been contravened — some a number of times

Mr Donald Morris, deputy Government mining engineer, said he would supply a report of these contraventions to the Attorney-General

of Natal and prosecutions could follow

The magistrate Mr M J Reynders found that only the negligence of the miner Mr T J Bezuidenhout, who could not have properly tested for gas on the morning of the explosion, was a direct cause of the blast. Mr Bezuidenhout died in the blast.

Mr Reynders found the mine company, the Vryheid (Natal) Railway and Coal company, bought by Iscor from Gencor two-and-a-half months before the disaster, should be found criminally responsible for the deaths because of the negligence of Mr Bezuidenhout.

Mr Kuny and Mr Barnard had called on the magistrate to find the company criminally responsible on the basis of the negligence of a number of officials on the mine

Mr Kuny headed a team which included another advocate, two instructing attorneys and four mine safety experts, three of them from overseas. Apart from representing the families of those who died, they held a watching brief for the NUM.

The team added a dimension to the inquiry-inquest which would probably have been lacking had the disaster happened a year earlier. However, the case they built up — that management was to blame for the disaster in that they had failed to fulfil their responsibilities in a number of crucial areas — was not accepted by the magistrate

The broader impact remains. Since the disaster, the court heard, there had been an all-round tightening-up at Hlobane. Similarly, one could expect that a disaster of such a scale would lead to other mines taking a closer look at themselves

And the inspectorate of the Department of Mineral and Energy Affairs could well take a tougher line in future on contraventions of Mines and Works Act regulations, which Hlobane seemed to have been routinely getting away with.

The enduring effect of Hlobane is that it has more than highlighted the question of mine safety

It has raised the consciousness of black mineworkers over the issue of mine safety and, in the form of the NUM, has created a safety ombudsman in the industry

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Sowetan 21/2/84

# Workers won't budge

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ABOUT 400 striking workers at the Dairy-Maid ice cream factory in Olifantsfontein have resolved not to return to work until management has addressed itself to their problem.

Workers downed tools last week after management refused to expel or transfer a white supervisor who allegedly went about sjambokking employees at the company.

By ALINAH DUBE

They complained that the official had assaulted a colleague and requested management to attend to the problem immediately

A statement issued by the Food Beverage Workers' Union of South Africa in Pretoria yesterday pointed out that a workers' meeting over the weekend agreed not to end the

strike unless the supervisor was dismissed

They indicated dissatisfaction over the way the dispute was handled by the company

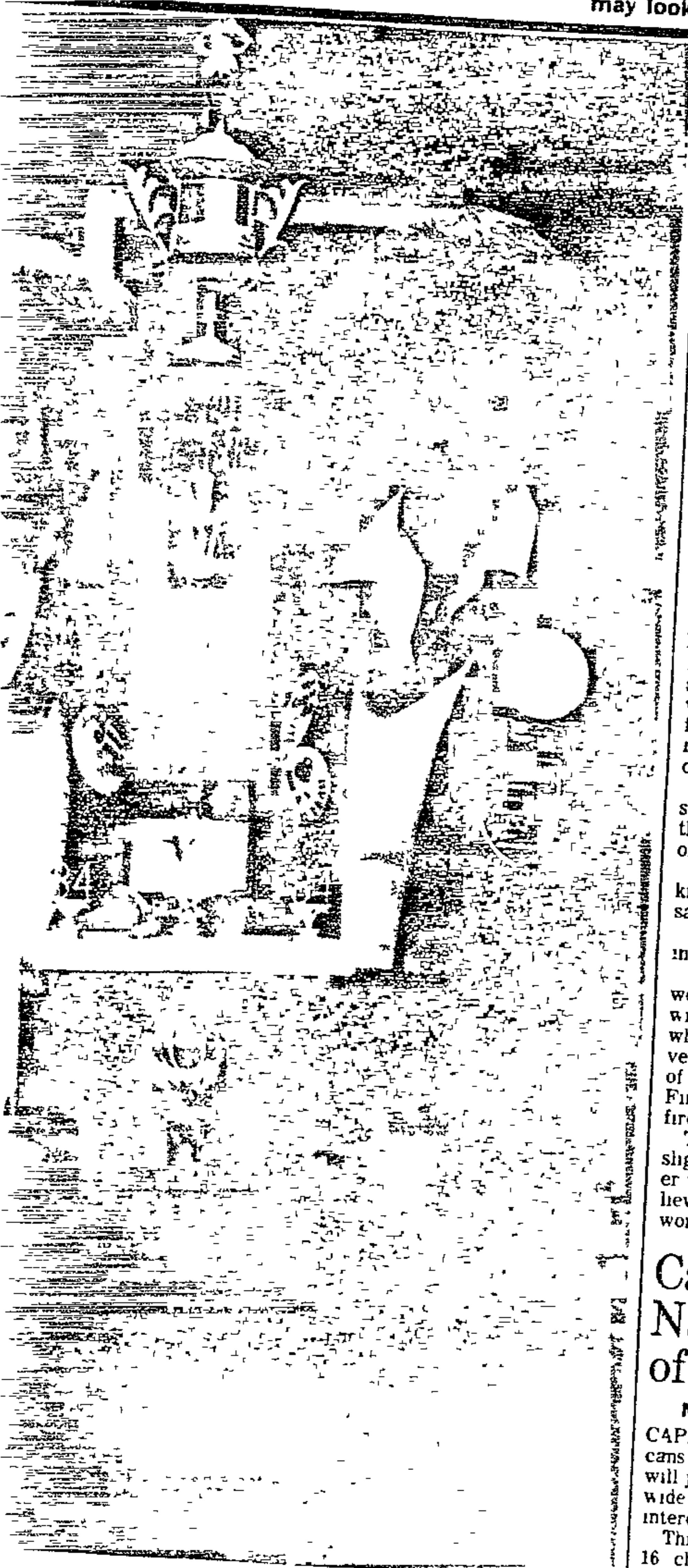
The organising secretary of the union, Mr Glen Mokoena, said company officials were using different ways to lure workers back to work. He said workers were not interested in offers which were not done through their union

There is no proper means of communication between the company and its workers because of management's refusal to talk to the union, he said

Attempts by The SO-WETAN to get the company's side of the story proved fruitless as the manager, Mr A van Rhyne, was said to be attending a meeting at head office

Allen Heyl — the latest police picture shows him as he may look now

Allen Heyl — as he was late last year



RAM 22/2/84

# 10 hurt in mine riot

(143) (2074) (152)

By PHILLIP VAN NIEKERA

TEN workers were injured and hundreds of thousands of rands worth of mine property damaged when workers rioted at Anglo American's Free State Geduld Gold Mine near Welkom on Monday night.

A spokesman for the National Union of Mineworkers (NUM) said the incident was sparked by the death of a mineworker on Wednesday last week after he had been assaulted by mine security officials.

However, Captain Johan Fouche, media liaison officer for the northern Free State, said the disruption began when workers were searched for dagga. He said four men had been arrested and faced charges of public violence.

An Anglo American spokesman said the cause of the riots would be the subject of an official inquiry.

He said the mine had no knowledge of the alleged assault and death of the miner.

He said the incident had involved 50 to 60 workers. Buildings in the compound were burnt and a number of windows broken by stoning while security officials and vehicles were also the target of stone throwers. Welkom Fire Brigade brought the fires under control.

Ten mineworkers were slightly injured, with a worker whose leg was broken believed to have been the worst of the injured.

# Britain welcomes SA's 'peace'

By JOHN BATTERSBY  
London Bureau

LONDON — South Africa's peace pact with Mozambique has been hailed in London as a major diplomatic breakthrough which could have far-reaching consequences for regional stability in Southern Africa.

The British Foreign Office immediately welcomed the high level talks between Pretoria and Maputo and 'the agreement which the two sides are reported to have reached'.

"We have long believed that only through negotiation can enduring solutions to the problems of Southern Africa be achieved," the statement said.

But Western diplomatic observers cautioned that the peace pact should be seen rather as the result of a more fundamental shift by Mozambique away from the Soviet bloc and closer to the West.

They pointed to President Machel's successful tour of the West late last year during which the groundwork for a new pragmatic approach to South Africa is believed to have been laid.

The Portuguese government, which has played a key broker's role in getting South Africa and Mozambique to the negotiating table, yesterday welcomed the talks.

A Foreign Ministry spokesman said in Lisbon that the Portuguese government had originally proposed that a regional non-aggression pact be reached between them. He could not confirm Luanda as the venue for a formal signing of the peace pact.

The British media gave the announcement of a pending peace pact between the two countries splash treatment.

Three out of four Fleet Street broadsheet newspapers carried reports of the accord as the front page lead.

The Daily Telegraph reported "Diplomatic coup for South Africa — anti-terror pact with Mozambique".

The Independent said the pact was a "significant step towards a new era of peace and stability in Southern Africa".

The Guardian said the pact was "a major breakthrough in the search for a peaceful solution to the South African problem".

The New York Times said the pact was "a significant step towards a new era of peace and stability in Southern Africa".

The Washington Post said the pact was "a significant step towards a new era of peace and stability in Southern Africa".

## Call for National day of prayer

Mail Correspondent

CAPE TOWN — South Africans of all denominations will join in tomorrow's country-wide day of atonement and intercession.

This follows a request by 16 churches to the Prime Minister Mr P W Botha who agreed to call a day of prayer because of 'critical times' in the country.

The government has appealed to the business sector to close at 3pm so that church meetings can be held from 4pm. The House of Assembly will adjourn in time to enable members to attend services.

"Though Cape Town and its environs have been particularly blessed with rain in recent years all Capetonians are appalled by the ravage and hardships caused by drought in South Africa," the Mayor of Cape Town, Mr Sol Kreiner said.

Champion drum majorettes, Kim Stretton, 16, (left) and her sister, 14, hold the gold "Miss Drill Team International" trophy. The team won in Los Angeles. They were welcomed by their friends at the St. Ann's Convent in Boksburg yesterday.

Picture: TLADI KHUELE

## Man gets 10 years for political detainee

RAM 22/2/84

A young man of 23-years had lost his life as a result of Van As unlawful actions.

The court found Van As had made Mr Malatsi kneel in front of him to beg for mercy. He then took his loaded and cocked 9mm pistol from its holster, undid the safety catch and pressed the muzzle against the forehead of the defenceless Mr Malatsi.

Mr Liebenberg said he intended appealing against both Van As conviction and sentence.

The application for leave to appeal was postponed for 14 court days after the judgment had become available.

### Breakfast Quip



Try it - you'll like it!

**NEW GRAPE FLAVOUR**

Pomelo



7s

RDM 22/2/84

# Workers barred from industrial court decision

(143)

By STEVEN FRIEDMAN  
Labour Correspondent

FIVE fired workers have been prevented by the Department of Manpower from taking their sacking to the industrial court for a final decision — despite the fact that the court has already temporarily reinstated them.

This means the workers will not be entitled to any relief in the court once their temporary reinstatement order runs out at the end of this week.

The case comes in the wake of several others in which the department has intervened to prevent cases going to the court in which workers or unions have alleged an employer is guilty of an "unfair labour practice".

Unions and workers have won several key "unfair practice" cases in the court and this has led to a strong employer backlash against it. The department's decisions are seen as a reaction to this.

However, this is the first case in which workers have been prevented from going to the court after winning temporary reinstatement.

The case in which the department has intervened was brought by five members of the SA Chemical Workers Union, an affiliate of the Council of Unions of SA, against Pest Control (Transvaal).

The department has also intervened to prevent another alleged "unfair labour practice" case brought by the union reaching the court — this time against fertiliser company Triomf for allegedly refusing to disclose financial information to the union.

Labour law allows an "unfair practice" case to go to the court only if the department

agrees to appoint a conciliation board to consider the charge.

The department has been preventing these cases going to the court by appointing boards in disputes where the allegation is made, but excluding the alleged "unfair practice" from the board's ambit.

Before the department decides whether to appoint a board, however, parties claiming an "unfair practice" can go to the court to seek an interim order.

In the Pest Control case, the five workers, who were fired after not clocking in and out at lunchtime, asked the court to temporarily reinstate them in terms of a clause dealing with "unfair practices".

The court granted an order — but refused to do so under the "unfair practices" clause. Instead it granted the order under a section dealing with unfair dismissals.

The presiding officer, Advocate J Hiemstra, rejected argument by counsel for the workers that an unfair dismissal was also generally an "unfair practice".

While stressing the order did not mean the court had decided on the merits of the case, Adv Hiemstra found the five had made out a *prima facie* case by showing they were not given a hearing before being fired and that clocking in and out had been ignored by workers with the apparent agreement of the company.

Later, lawyers for the five received a letter from the department informing them that a board had been appointed to settle the dispute, but had been specifically told not to regard it as an "unfair practice" dispute.

The temporary order reinstating the workers expires at the weekend.

RAM 23/2/84 1143

# Mawu wants more pay, less hours

By STEVEN FRIEDMAN  
Labour Correspondent

THE Metal and Allied Workers will demand a R2,50 an hour minimum wage for the country's 400 000-plus metal workers at this year's wage negotiations in the industries — a 63% increase on the current minimum

The union will also demand key changes to work hours and overtime pay in the industries and a 50 cents an hour 'across the board' pay increase for all workers. The minimum wage in the industry at present is R1,53 an hour.

The demand is certain to be resisted by employers represented by the Steel and Engineering Industries Federation (Seifsa) and means this year's wage talks — at the metal industries industrial council — are certain to be heated. Yesterday, however, Seifsa's director

Mr Sam van Colter, said no wage demands had been received from MAWU or other unions on the metal council. This meant he added that no date has yet been set for pay negotiations.

The industrial council's executive is due to meet next month and it is likely that unions will formally submit their demands at that meeting. A date for negotiations would then probably be set.

Last year was the first in which MAWU took part in wage talks at the metal council, which sets minimum pay and conditions for workers in the industries.

In the latest edition of Fosatu Worker News journal of the Federation of SA Trade Unions to which MAWU belongs, MAWU's president, Mr Jeffrey Vilane, says the union's demands do not differ much from those made last year.

This, he said, was because "in 1983 Seifsa did not give serious attention to what our members wanted — so we decided to tell them again this year."

He said the demand had been increased because general sales tax had increased, rent had risen and workers' transport expenses were "huge".

MAWU, Mr Vilane said, would also demand a 40-hour work week instead of the present 45 hours, a maximum of five hours overtime to be paid at double rates during the week and triple rates at weekends, and one month's notice before firing for all workers.

The union would also seek a procedure stipulating that workers be temporarily laid-off instead of retrenched.

MAWU would also ask that wage talks begin in March this year — earlier than usual — to give union leaders more chance to consult members.

RDM 23/2/84 (143)

# Workers return after 'yes' to new shifts

**Labour Correspondent**  
KOHLER Plastics, which is owned by the Gencor group, has agreed after talks with the Metal and Allied Workers Union to reinstate 220 fired strikers at its Robertville plant on the West Rand

But this agreement only came after the company took the unusual step of declaring a formal dispute over workers' refusal to accept a new shift system.

According to a company statement, the workers downed tools on Monday in

protest at the new system and retrenchments

The dispute was settled after talks between Kohler and MAWU under the auspices of the Metal Industries' Industrial Council. The company says workers have agreed to return to work tomorrow and to accept the new system.

Kohler said it announced to workers some time ago its intention to rationalise production by switching from a 45-hour, two-shift, five day week to a 40-hour, four-shift seven day week.

The change, Kohler says, was due to come into effect in mid-January but was postponed in order to persuade workers to accept it.

It said it had offered workers a subsidised bus service through Soweto six times a day, an attendance bonus, a shift allowance, and overtime for week-end work once the new system was introduced.

At the end of last week, Kohler said, it declared a dispute and warned there would be firings if the new system

was not accepted this week.

It said 46 workers were retrenched on Monday, prompting a strike by their colleagues on the first shift.

These workers returned, but later another 22 on the night shift were told they were to be retrenched and the rest of this shift struck. Tuesday's morning shift also refused to work, and the company fired the entire workforce. Now, however, the dispute had been settled.

Union comment could not be obtained yesterday.

# Num wants an inquiry

2/3 Smeton  
23/2/84  
143 152

THE National Union of Mineworkers has asked for a fully fledged investigation into an incident in which several miners were injured and property destroyed during unrest at Anglo American's Free State Geduld gold mine near Welkom this week.

The union's assistant secretary, Mr Mokheseng Maloka, has claimed that the "nasty incident" was triggered-off by the killing of a miner last week, but an Anglo spokesman has refuted the claim saying "If the union has any information on the issue, they must see us."

Mr Mokheseng also charged that miners were unhappy with the manner in which the mine's compound security officials conducted their monthly "raids". Miners were often harassed, and left frustrated by the officials.

"They have complained to the union about the treatment they received, including being assaulted

By JOSHUA RABOROKO

Workers are annoyed," he said.

He said that matters came to a head when a miner died after being allegedly assaulted during such raids.

"It is because of these circumstances that we ask the company to investigate the matter fully. We have information that the riots were sparked off by alleged assaults and death of the miner," he said.

But a spokesman for Anglo-American told The SOWETAN yesterday that the cause of the riots was being investigated by the company and the full results would be announced later.

RDM 24/2/84

# Union in wrangle with council

Labour Correspondent

THE Randburg Town Council has told a black municipal workers' union not to recruit its workers until it supplies information on its aims and whether it is registered.

This has led to charges that the council is interfering with the workers' right to join unions.

Mr Joseph Kganakga, president of the SA Black Municipal and Allied Workers' Union (SABMAWU), which belongs to the Council of Unions of SA, charges that the council has written to the union saying it will have nothing to do with it.

The council's personnel manager, Mr Johan Cronje, said, however, the council had written to the union asking it whether it was registered and seeking details of its aims, but had received no reply.

"We then wrote to them saying that, until they answer, we would appreciate it if they refrained from speaking to our workers," Mr Cronje said.

According to Mr Kganakga, SABMAWU had, on a number of occasions, won reinstatement for fired workers.

Recently, however, the council had written to the union saying "that they don't want to have anything to do with us any more."

He said public sector employers such as the Randburg council seemed unwilling to deal with unions unless they were registered.

"But there is nothing in the law which says we have to be registered before they talk to us," he added.

The issue this time is a dispute involving five members of the SA Chemical Workers Union, who won temporary reinstatement orders from the Industrial Court after being sacked by Pest Control (Transvaal) (Pty) Ltd. They were sacked after they failed to clock in and out during a lunch break.

Although the court granted a temporary reinstatement order, it refused to do so on the grounds that the sackings could constitute an unfair labour practice. Instead, it was granted on the grounds that the five had made a *prima facie* case of unfair dismissal — something that does not necessarily constitute an unfair labour practice.

The union in this case is a party to the Industrial Council for the Chemical Industry, Transvaal. It asked the Minister to appoint a conciliation board — which he has now done — to examine the cases of four of the workers.

Why the fifth worker was excluded is not known — except that the Department of Manpower says that “no doubt the Minister has good reason for his decision.”

The board's terms of reference, however, effectively debar the union from returning to the Industrial Court to allege an unfair labour practice in this case. Unfair labour practice allegations can usually be heard by the court only if the Minister agrees to appoint a conciliation board whose terms of reference include the allegation.

Conciliation boards are generally made up of an equal number of members from each side in a dispute. In the case of failure by one of the sides to capitulate or compromise, this makes it extremely difficult for



Minister P T du Plessis ..  
terms of reference

DISPUTES FM 24/2/84  
**Ministerial muscle**

Labour lawyers and industrial relations experts are watching with interest the Minister of Manpower's apparent moves to stamp his authority on the way certain disputes are handled.

them to reach a decision.

In the event of failure by a board to reach a compromise the way is open for the union concerned to take further action up to and including a strike. But most disputes are not carried that far. However, the union cannot go to the Industrial Court on matters not contained in the terms of reference decided by the Minister.

Unions have had several significant successes in unfair labour practice cases in the Industrial Court which has led to some agitation by employers to have the court's powers reduced — or the definition of an unfair practice to be more closely defined.

Department of Manpower officials deny, however, that the interpretation of the Pest Control decision which is causing most concern is accurate. Some observers believe the Minister's decision means that the workers will not be entitled to relief once the temporary reinstatement order expires — which it does this weekend.

Manpower officials, however, assure the FM that there is nothing to prevent the workers returning to the court to have the order extended pending the outcome of the conciliation board. “It has happened before and there is nothing to stop it happening again,” an official source said.

THE National Union of Mineworkers (NUM) is to claim increased compensation for the dependants of the 68 mineworkers killed and those injured in the Hlobane methane gas explosion last September.

The union's assistant secretary, Mr Mokhe-seng Maloka, told The SOWETAN yesterday that they were also considering instituting a civil action, which might run into thousands of rands for the families, against Iscor-owned Vryheid Railway Coal and Iron Company.

He explained that the increased compensation

# Miners warned to avoid unsafe places HLOBANE: UNION TO CLAIM MORE

By JOSHUA RABOROKO

would be claimed from the Workmen's Compensation Fund to which mineworkers contribute

A spokesman for the Chamber of Mines said

that every miner contributes 45 cents of every R100 he earns towards the Workmen's Compensation Fund

Mineworkers' dependents receive a lump sum of money equal to two years wages when a

miner dies in an accident. In addition, the dependents receive 75 percent of his monthly income for life, the spokesman said

"We are going to ask for increased compensation because the com-

pany was found by the court to be responsible for the death and injury of the miners," Mr Maloka said

The Vryheid magistrate last week found that the explosion had been caused by the neg-

ligence of a miner, Mr T J Bezuidenhout, who had failed to properly test for gas on the day of the blast

Mr Maloka could not say how much the claim for compensation would be, but it was estimated that it would be for thousands of rands.

The union has also warned members to refuse to work at places which they regarded as unsafe

"We have to make sure that our members are protected whenever on duty because their health is important to their families and to the community as a whole," Mr Maloka said

Union leader freed on bail

RDM  
(176) 25/7/84  
(143)

Labour Correspondent  
A PROMINENT black unionist Mr "Skakes" Sikhakhane was released from prison on R500 bail yesterday after appearing in a Potchefstroom court charged with holding an illegal assembly. Mr Sikhakhane's bail terms require him to surrender his passport to police and to report daily to a police station. He is also not permitted to communicate with

State witnesses  
He was arrested on Thursday after going to a Potchefstroom factory, Chubby Chicks, in an attempt to settle a dispute. He was held under the Internal Security Act for allegedly holding an illegal meeting.

Mr Sikhakhane is a veteran black unionist and general secretary of the Food, Beverage Workers Union, an affiliate of the Council of Unions of SA (Cusa).

According to union sources, he went to the factory on Thursday after management had allegedly "locked out" its workforce for joining the union.

Before Mr Sikhakhane could intervene in the dispute, however, police arrested him and some workers.

According to Mr Phiroshaw Camay, general secretary of Cusa, police arrested several of the plant's workers on Thursday after visiting bus stops in the area and asking commuters whether they worked at the plant.

If they said they did, they were arrested, he said.

A Potchefstroom police spokesman yesterday referred all queries about the arrested workers to the officer who had made the arrests. However, the officer concerned, a Lieutenant-Colonel Hill, could not be contacted.

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POTCHEFSTROOM



ROM 27/2/84

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RECOGNITION of emerging unions in key enterprises owned or partly owned by the State is likely to become an issue again this year.

The last time this emerged was during the dispute between the General Workers' Union and SA Transport Services at East Cape docks.

Now Fosatu's Chemical Workers' Industrial Union says it has recruited 4 000 workers at Sasol's Secunda plants.

This, it says, is a majority in the operator and labourer jobs where it is organising and it now plans to push for full recognition at Sasol.

Its Sasol campaign is a major boost for CWIU. Not only has it more than doubled its Transvaal membership, but it opens the prospect of for a bargaining advance which would be the new union movement's biggest for some time.

Sasol confirms it will be meeting CWIU but is not saying what its attitude to the union is.

Already, a difference has emerged. CWIU says it has been granted "stop orders" by Sasol — the company says this still has to be discussed.

Like Sats, Sasol is in a strong position. Its black workers are migrants, housed on company premises, and it is an "essential service", which means workers may not strike legally.

Even worker meetings at Secunda often require permission from Sasol.

Unionists say Sasol's attitude so far has been much more flexible than Sats.

But whether it is willing to strike a bargaining deal with CWIU remains to be seen.

RDM 27/2/84

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THE courtroom battle between the Frame textile group and the National Union of Textile Workers continues — with the last two rounds going to the union.

The battle centres around the company's New Germany mills and NUTW's continuing 10-year battle to win recognition there.

The union has launched several actions against Frame — which has replied with several of its own.

NUTW has now won temporary reinstatement in the industrial court for 10 retrenched workers (Frame appealed against this but lost) and another court has ordered Frame to stop deducting dues from 19 workers in favour of Tucsa's Textile Workers' Industrial Union.

The workers resigned from this union, which Frame is accused of favouring, but the company refused to stop deductions unless TWIU agreed

Some observers believe the legal war of attrition cannot continue indefinitely without some move to resolve the dispute

RDM 28/2/84 (143)

# Unionist workers appear in court

## Labour Correspondent

TWENTY-SIX workers at the Potchefstroom food company Chubby Chicks were held by police for attending an alleged illegal gathering, which also led to the arrest of a prominent black unionist, Mr "Skakes" Sikhakhane, police revealed yesterday.

According to a police spokesman, the 26 have now appeared in court and been released on their own recognisance.

The spokesman said they were expected to appear in court again in a fortnight.

Mr Sikhakhane, general secretary of the Food, Beverage Workers Union, was arrested outside Chubby Chicks last Thursday, after travelling to the plant during a dispute there.

He appeared in court last Friday, charged with holding an illegal gathering, and was released on bail of R500.

Other bail conditions were that he surrender his passport to police, report daily to a police station and that he not interfere with State witnesses.

KOM 29/2/84  
143

# 'Dispute' led to loss of facilities

By PHILLIP VAN NIEKERK  
GOLD FIELDS' decision to remove office facilities from the National Union of Mineworkers (NUM) at several of their mines was prompted by a long-standing dispute at the company's West Driefontein mine, the National Union of Mineworkers has claimed.

The removal of facilities was the cause of alleged NUM plans to organise a strike at three Goldfields mines — Libanon Kloof and Venterspost — starting yesterday.

According to Mr Cyril Ramaphosa, general secretary of the NUM, opening offices in Westonaria for members of the three mines could expose those workers, most of them contract workers, to arrest and harassment by the police.

In the latest in a series of courtroom battles between the company and the union, the Rand Supreme Court granted Gold Fields an ur-

gent order on Monday, restraining the NUM from organising an illegal strike at the mines.

There were no reports of work stoppages at the mines yesterday, though Mr Ramaphosa described the situation as "tense".

The West Driefontein dispute was sparked by the dismissal in September last year of 17 NUM members who refused to work in an area they considered unsafe.

The workers have twice won temporary reinstatement orders from the industrial court.

Mr P Janisch, general manager of Goldfields' gold division, denied that the West Driefontein dispute was the cause of the company's withdrawal of facilities granted to the NUM at the end of 1982 and the beginning of 1983.

"We were concerned that having granted these facilities to one union, we could be criticised by other unions for favouring that union," he said.

RDM 29/2/84

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# Brickworks faces action after firing 31

## Labour Correspondent

A BLACK trade union is to take industrial court action against an Olifantsfontein brick company which allegedly fired 31 workers, including 14 union shop stewards, for protesting against the dismissal of a worker leader

A spokesman for the Building, Construction and Allied Workers Union said the union would ask the court for a temporary order instructing the company, Sterkfontein Brickworks, to reinstate the

## workers

The union, an affiliate of the Council of Unions of SA, will allege in court that the workers were fired unfairly and the company was guilty of an unfair labour practice

A company spokesman refused to comment on the dispute yesterday

According to the union, the court action is the result of an incident at the brickworks at the beginning of this month in which Mr Bernard Dlava, chairman of the

union's shop stewards' committee at the plant, was dismissed

A committee representing workers had taken up the firing with management, but without success

The committee had then gone to the company canteen, where workers were gathered for a meal break, to report back

Shortly after this, the union alleges, the plant's factory manager went to the canteen and told workers that any of

them who supported Mr Dlava must go to the factory gate.

"All the workers went to the gate and all were told they were dismissed. But they were told to come back on the next working day

"When they did this, 31 out of 134 were fired, including 14 union shop stewards," the union spokesman said

He said attempts to persuade the company to reinstate the 31 had failed and the union had then decided to start legal action

# Strike threat fizzles

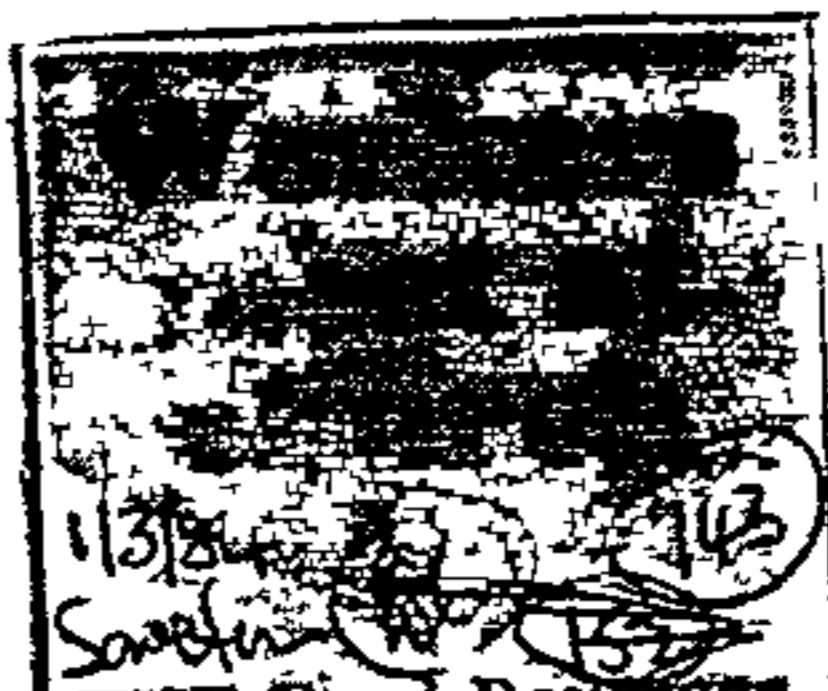
A THREATENED strike at three West Rand gold mines failed to materialise on Tuesday night and shifts "went down" as usual.

An emergency court order granted late on Monday afternoon by the Rand Supreme Court, restrained the National Union of Mineworkers from organising the strike at the Libanon, Venterspost and Kloof mines — owned by Gold Fields of South Africa

The strike, called in protest against a decision by Gold Fields to remove free office facilities from the Num, was to have begun on Tuesday night at the change-over from the day shift

After the court order was granted a Num organiser, Mr Vuyani Mudolo, told workers they should abide by it

Save for 1/3/84  
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113/8  
South Africa  
113

**THE Food Beverage Workers' Union of South Africa has called on its members employed at the Dairy-Maid ice cream factory in Olifantsfontein to attend a meeting aimed at reviewing a two-week-long strike today**

A spokesman of the union said the meeting at the Roman Catholic Cathedral in Bosman Street, Pretoria, starts at 10 am. Discussions will be based on the strike by about 400 workers at the company

Workers downed tools over dissatisfaction about a white supervisor alleged to be sjambokking black employees at the factory. Their demands were that management either transfer or dismiss the supervisor in question

11/3/84  
South Africa

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# Striking

Mercury 2/13/84

# workers

# sacked

Mercury Reporter

ABOUT 80 striking workers at a Pinetown textile factory, Niman and Lester (Pty) Ltd, were fired yesterday for taking part in an illegal strike, according to a spokesman for the company

In a statement to the Mercury yesterday, the spokesman said the striking workers had also failed to return to work as arranged with the workers' union

'The dispute was over dissatisfaction with the shift system

'The company advised the union and the workers last week that it was prepared to discuss reasonable alternative proposals to the shift system, but the workers went on strike without further consultations taking place,' the spokesman said

The workers' representative — the National Union of Textile Workers — last night denied having made any arrangements with the company for the workers to return by a certain time

'The union simply received an ultimatum from the company that if the workers concerned (members and non members alike) did not return to work by certain fixed times they might be dismissed'

# Services

**BENONI FIRST CHURCH**, 94 Woburn Avenue  
**BOKSBURG FIRST CHURCH**, 125 Commissioner Street  
**GERMISTON FIRST CHURCH**, 2A Human Street  
**KRUGERSDORP FIRST CHURCH**, 66 Human Street  
**RANDBURG FIRST CHURCH**, Vine Street Ext Harley Street  
**ROODEPOORT FIRST CHURCH**, 25 Church Street Florida  
**SANDTON FIRST CHURCH**, Rivonia Hall  
**PRETORIA FIRST CHURCH**, 395 Du Toit Street  
**PRETORIA SECOND CHURCH**, 1149 South Street Hatfield

For church service announcements and all religious meetings see page 2 of the R.D.M every Saturday.  
**FOR MORE DETAILS KINDLY CONTACT at 710-2710**

## LABOUR NEWS

# Rosebank strike settled

By PHILLIP VAN NIEKERK  
 A STRIKE by the entire black workforce of Thrupp's in Rosebank was settled yesterday after talks between the management and worker representatives

The staff went on strike on Wednesday, demanding a R20 a week wage increase and calling on management to settle a list of grievances

After negotiations with representatives of the Commercial, Catering and Allied Workers' Union (Ccawusa) the company agreed to pay an increase of R10 a week, shifting from its offer of R7.50 a week

In addition it was agreed that Ccawusa

would be recognised, no worker would be victimised for going on strike and workers would be paid for the time they were out on strike

The company also agreed to look into a set of grievances involving working conditions

Mr R Keene, the managing director of Thrupp's, said, "The so-called strike has been settled to our satisfaction and to the satisfaction of the workers. We are happy that the workers have returned"

A union spokesman said they were pleased with the outcome of the dispute, especially since small companies often tended to act negatively towards unions

# Unrest, strikes continue

PINETOWN — Strikes and labour unrest continued to disrupt production at two large Pinetown factories yesterday

At Smith and Nephew, most of the 600 strong labour force downed tools on Tuesday over a pay dispute

A company spokesman said the workers went to the factory each morning and assembled in an orderly fashion on the recreation field inside the factory premises

African and Lester 120 of the 1 000 workers in the circular knitting and warping department stopped work because of objections to the shift system

They were fired for refusing to return to their jobs and were told to collect their pay later yesterday

A group of about 40 allegedly attempted to intimidate staff still working at the factory yesterday morning — Sapa

# Cripples' cash missing

Mall Reporter

A REHABILITATION officer at the Anglo American Corporation's Ernest Oppenheimer Hospital in Welkom has left the hospital following allegations that he was embezzling the money of crippled mineworkers

The man worked at the Ithusing Rehabilitation Centre attached to the hospital, which houses between 70 and 90 paraplegics who have been

crippled in mining accidents

It is alleged that, as crippled workers were unable to go to a bank themselves, they entrusted their banking to hospital officials

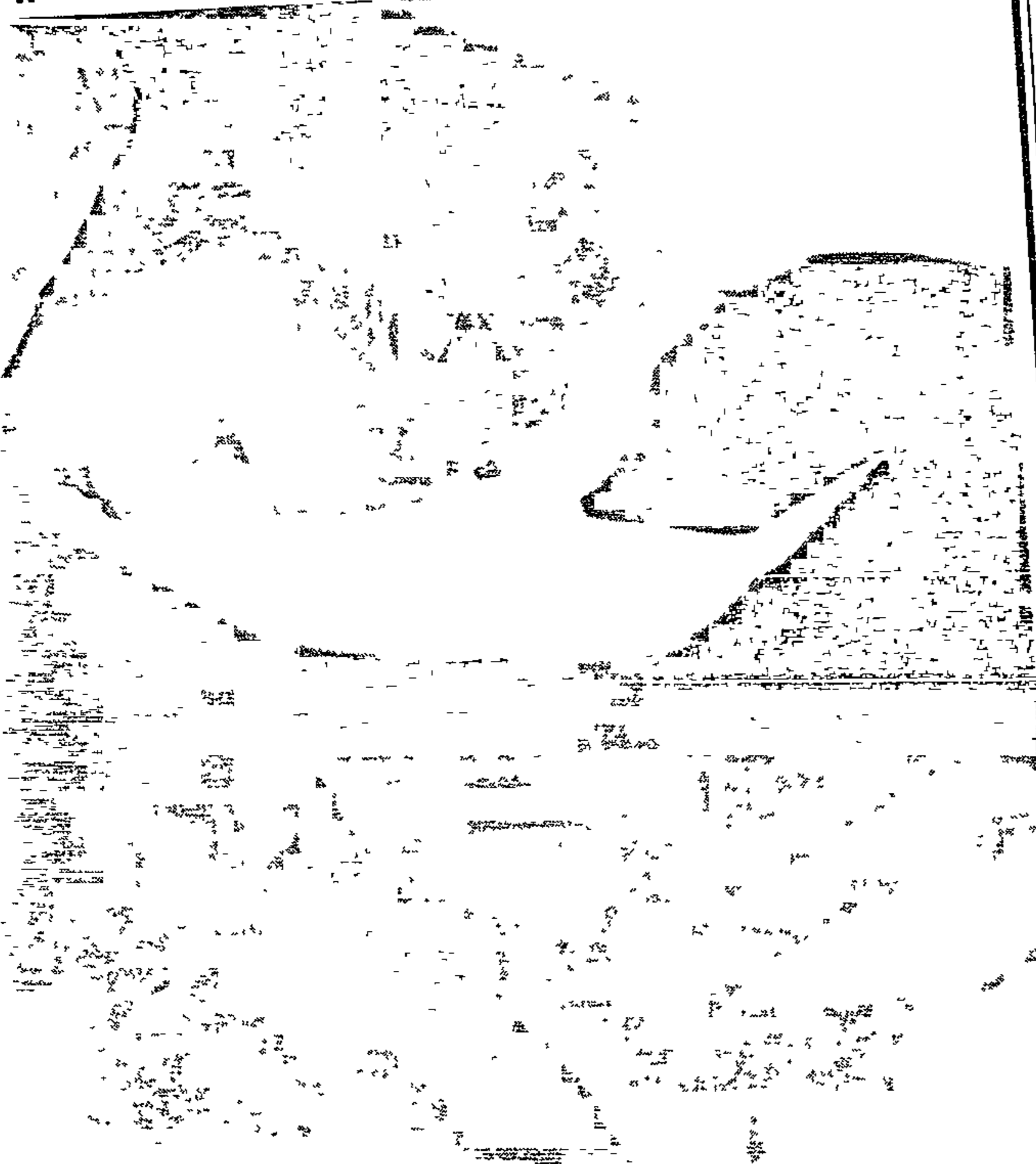
An organiser for the National Union of Mineworkers in the Welkom area said the paraplegics had reported the issue of money going missing with the hospital authorities after an R852 cheque belonging to a patient

was found to be missing

A spokesman for Anglo American said the rehabilitation officer had "left our employ following an investigation into allegations of embezzlement"

The spokesman said the matter had been referred to the Welkom police and that all the missing money had been recovered. This included a cheque of R850 and cash of R177.44

Only semi-conscious, Jenna Mostert is comforted by her mother, Mrs Caroline



**SOUTH AFRICA and Mozambique** peace last night after agreement was reached at historic talks in Cape Town on the main details of a non-aggression treaty.

The scene now seems set for a meeting between the Prime Minister, Mr P W Botha, and President Samora Machel of Mozambique to sign the accord.

There was strong speculation in some circles last night that the signing will take place either in Swaziland or Botswana with the latter being the more favoured.

At a Press conference after the talks yesterday the Minister of Foreign Affairs, Mr P W Botha, said in a statement issued jointly with the Mozambicans "The final text of the agreement will be ready for signature in the very near future. The date and venue for the signing will be announced as soon as possible"

The statement said the thrust of the agreement was that it would ensure that neither country would serve as the base for acts of aggression or violence against the other and that both countries would undertake not to use the territory of a third state for that purpose

The agreement will provide for a joint commission to supervise the pact

The four senior members of the Mozambican delegation, which was headed by the Minister for Economic Affairs in the President's Cabinet Ministers in the South African team — Mr P W Botha, the Minister of Law and Order, Mr Louis le Grange, and the Minister of Defence, General Magnus Malan — met Mr P W Botha for an hour during the afternoon

During the meeting the teams "reviewed progress made in the security negotiations and other matters relating to bilateral relations between the two countries"

Young lawyer from Soweto never dreamed he would one day

# Ramaphosa'

CYRIL Ramaphosa, a lawyer, has one nagging regret. He wishes he'd been a miner.

"It's the biggest regret that I have," says Ramaphosa, a 32-year-old bachelor who stays with his parents at Chiawelo, Soweto.

He is not given to dramatics, speaking with a measured tone, carefully weighing every word.

Two weeks ago he was among a few black people handpicked by American embassy officials to meet Assistant Secretary of State for African Affairs, Chester Crocker, in Johannesburg who was in the country on the Namibian question.

Ramaphosa's name is already synonymous with the struggle for a better deal for black miners, probably the most disadvantaged group.

He has signed recognition agreements with more than 10 employers and is aggressively pushing for safety rights for his members to whom accidents on the mines sometimes mean death.

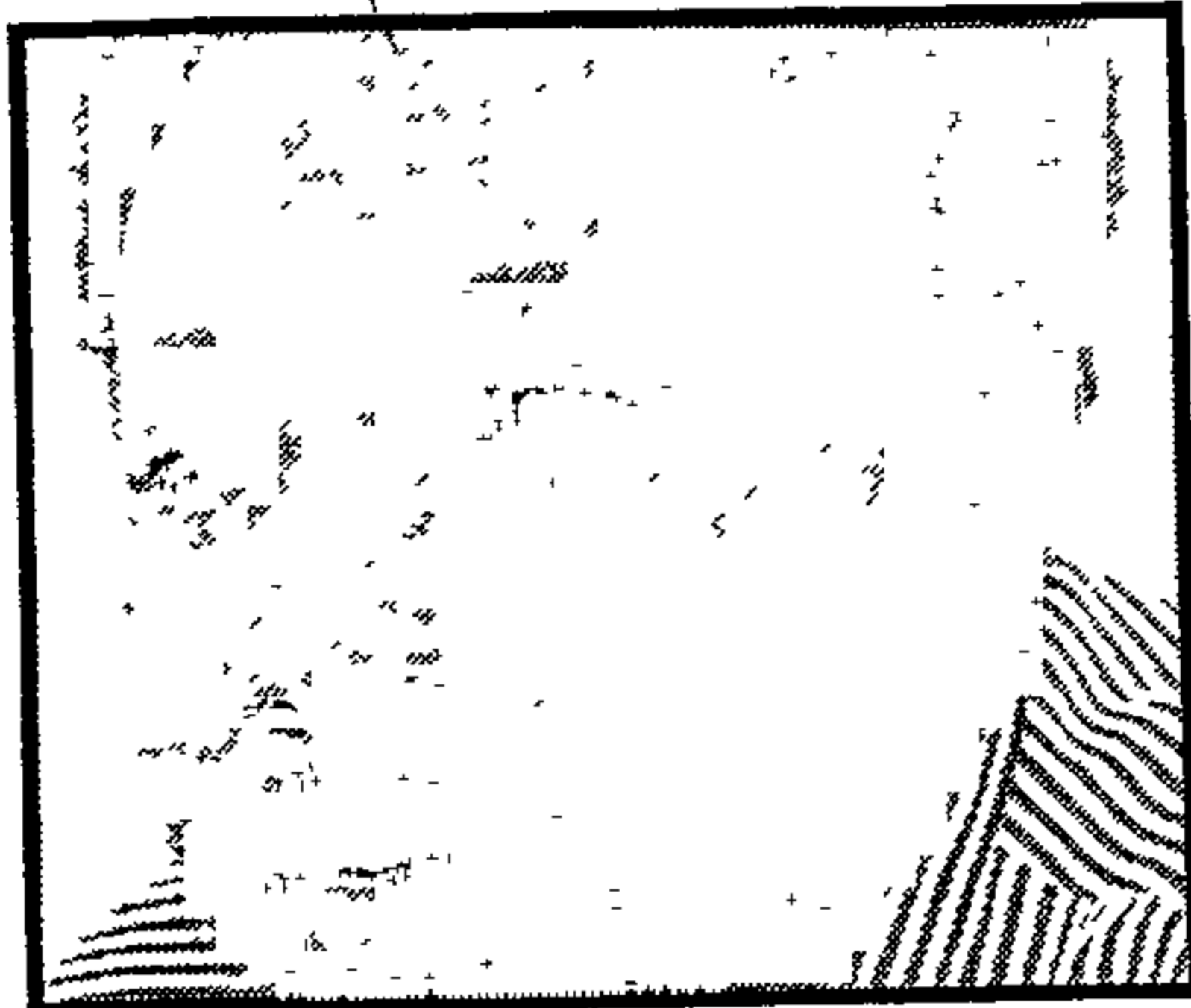
But perhaps the Num's greatest accomplishment, which forced even sceptics to take note of it, was its role in the Hlobane methane gas explosion where 68 miners were killed.

Observers agree the union's role in the matter contributed to the issue being widely publicised, leading to enormous public interest in the case.

Ramaphosa says the Supreme Court application by mine management this week is proof that the bosses would like to see the Num crushed. It has not turned out to be the compliant union they thought it would be.

As a Soweto schoolboy Ramaphosa never dreamed he would one day be rocking the mining industry.

He wanted to have his own legal practice which



■ Cyril Ramaphosa going places

would give him the good things.

"I thought I'd be a lawyer, earn a lot of money, lead an easy life and cruise around in a Mercedes Benz.

"I can't do that now. But had I chased those illusions, I would certainly not have felt the pain of oppression.

"I don't think I would have been able to reconcile that type of life with the suffering around me."

As a law student at the University of the North he was branch chairman of the South African Students' Organisation (Saso), the founder-organisation of the Black Consciousness movement. That changed his outlook and the glamour of law faded.

Mr Ramaphosa was rounded up with his comrades at the university in September 1974 for organising a rally to commemorate the coming into power of Samora Machel's Frelimo in Mozambique. He was detained for 11 months.

The nation-wide swoop on pro-Frelimo rally or-

ganisers led to the "Saso Twelve" trial in Pretoria.

"They wanted me as a state witness but I refused.

"You could not help but notice the irony at the very same time we were chatting at the Num's Johannesburg offices, South African Cabinet Ministers were meeting a high-powered Frelimo delegation to sign a non-aggression pact in Cape Town.

able to identify in any way with the communists of yesteryear. Today the Government's signing peace pacts with them.

"Young men were sent to jail for organising rallies supporting Frelimo."

Mr Ramaphosa was again detained for six months at the height of the 1976 Soweto unrest. By then he was active in the Black People's Convention. Saso and BPC were banned in 1977 after the death in detention of Steve Biko.

Despite these lengthy spells in detention, there is no trace of bitterness on the man.

"I just look at the

By BARNEY MTHOMBOTHI

Cyril Ramaphosa, general secretary of the National Union of Mineworkers is emerging as the most important, articulate and effective black leader in the country. Formed in August 1982, the union has won some substantial victories for its members, despite experiencing phenomenal growth in an industry where a majority of workers had been without a union for years. This week mining bosses took the unprecedented step of seeking relief in the Supreme Court in a bid to stop the union from calling its members out on strike. The Sunday Tribune interviews Ramaphosa at his union offices in Johannesburg.

white man and see that he's also suffering because he's oppressing the black man. He's not free. Whatever effort they're trying to make to stop the struggle of the black people is just fruitless and I hope one day they'll come to realise that.

"Detention just made me more determined to do what I believe is honourable."

He did not go back to university after his first spell in detention but served articles while continuing with his studies through Unisa which he completed in 1980.

He joined the legal unit of the Council of Unions of SA instead of going into practice.

Cusa decided at its second national conference in July 1982 to form a union for black miners and Mr Ramaphosa was appointed to head the recruitment drive for the new union. The Num was established the following month.

At first he says there was suspicion among workers about the necessity and motives for the

formation of a union.

"The initial plan was that we would go in and organise the workers but then we realised they were suspicious. We decided to change our strategy so that we would be on the outside and be in-

by rock the most vital industry in his quest for workers' justice

# 's mine deal

of the 65 000-strong merging as one of the five black trade union-1982, the Num scored members and is ex- industry where the i a voice for decades. unprecedented step of a successful attempt mbers on three Rand mine spoke to Mr Ra- nesburg this week.

vited in"

Once the suspicion had been overcome it was like the sluice gates had opened. It is now out of control. The Num has 65 000 signed up members in 23 mines, and is increasing

He is excited about the progress of the union but admits it was very daunting at first, with conservative mine bosses who did not want to see a black union

"I asked myself 'can anyone undo such harsh conditions that have been done over 100 years in a matter of two, three or four years?' But when I saw the determination of the workers to have their own union, I was encouraged. I'd say that that determination to be organised outweighed the obstacles

The Num has the potential to grow into one of the most powerful unions in South Africa in an industry that is so vital to the country's economy

Just what awesome muscle the union can or will flex in the future was illustrated this week when three mines took the unprecedented step of

applying for a Supreme Court interdict restraining the Num from calling their workers out on strike. The application was granted

"We're under no illusion," he says "We're very sure the mining bosses want to destroy us. It's a cat-and-mouse sort of relationship. It's very clear they're resisting the union and the unionisation of workers. Initially they thought the union was going to be a meek company union, but they've since realised that's not going to be the case"

His legal training has been a plus factor during negotiations with managements. The Num played a pivotal role in the investigation into the Hlobane methane gas explosion which led to a magistrate finding the company, Iscor, to blame for the death of the 68 miners

"Hlobane signals a deathknell to the industry because accidents won't be regarded as insignificant incidents. Mining bosses now know that every accident is going to be investigated. I think they're going to be more safety-conscious"

The Hlobane finding will strengthen the union's demand for negotiation of safety rights for its membership

Mr Ramaphosa says management have always boasted South African mines were as safe as any in the world. "But our industry has killed more people per thousand than the United Kingdom, West German and even some South American countries"

White mine unions are among the most conservative in the country but, he says, he is not worried about them because "we have no dealings with them"

"There is a lot of resistance on the shop-floor. It's quite bitter"

It can't be otherwise, he says, because black and white workers come from two different worlds

"Not as long as the status quo exists. The whole political structure will have to change first. We belong to two societies, and the interests of one society are a poison to the other. There are clear divisions. Whites are the rulers, the employers — and blacks are the hewers of wood. They are oppressed, and they're oppressed by whom? By the white worker, and there can never be cohesion between the interests of the two groups until the political structure changes

"Too many workers remain unorganised and as more workers are organised the trade union movement is going to emerge as a powerful factor in the South African scene"

There's no doubting that Cyril Ramaphosa's going places

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ROM 5/3/84 □ □  
ARE mine employers taking a  
tougher stance towards the  
National Union of  
Mineworkers?

The union is convinced they  
are. Indeed, its general secre-  
tary, Mr Cyril Ramaphosa,  
talks of employers "trying to  
destroy" the union.

The immediate cause is the  
dispute between NUM and min-

ing house Goldfields, which led  
last week to the company win-  
ning an urgent court order re-  
straining NUM from organising  
a strike at three of its mines

This case is still before the  
courts, but it is a sequel to Gold-  
fields' decision to withdraw  
facilities it had granted NUM at  
these mines

Mr Ramaphosa charges this  
is "retaliation" because NUM  
launched a key "test case" on  
safety against the company's  
West Driefontein mine in the  
industrial court. He sees it as  
part of a new toughness by em-  
ployers

Goldfields denies this, saying  
it does not want to be accused of  
favouritism by granting NUM  
facilities other mine unions do  
not have

One dispute at one company  
is not a sure indication of atti-  
tudes throughout the mines. But  
it does confirm that the "honey-  
moon" between NUM and mine  
employers is over

Smetham 6/3/84

## Strikers' new move

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THE FOOD and Beverage Workers' Union has resolved to take the Dairy-Maid ice cream factory to court in a bid to resolve a three-week-old strike.

At a meeting held at the Roman Catholic Cathedral at the week-

end, workers expressed uncertainty about their future with this Olifantsfontein factory which has since taken back some of the people who were on strike.

They said management was using tricks to lure workers back. Some, they said, were already occupying their positions while others were still out on strike.

The strike broke out three weeks ago after employees had complained that a white supervisor assaulted workers with a sjambok with authorities turning a blind eye to the problem. They wanted him sacked from the company.

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D. Dispatib DAILY DISPA

# Bid to break Triomf deadlock

7/3/82

JOHANNESBURG — A government-appointed conciliation board, yesterday failed to settle a wage dispute between the Triomf fertiliser company and Cusa's SA Chemical Workers Union at the company's Potchefstroom plant, a company statement announced

This means the union is allowed to begin planning a legal strike at the plant

A union spokesman

said yesterday, however, that fresh attempts would be made to break the deadlock. This could, he said, mean appointing a mediator or calling a new meeting of the board, but it was "premature" to say what action would be taken

Triomf's statement said the company "is confident that a settlement between the two parties will be reached"

Yesterday's meeting of

the board, which consists of company and union representatives under the chairmanship of a Department of Manpower official, follows the union's decision to declare a dispute with Triomf

The union also asked that the board consider its charge that Triomf was guilty of an "unfair labour practice" by allegedly refusing to disclose financial information to it — which would

have allowed the dispute to go to the industrial court — but this was turned down by the Department of Manpower

Triomf's statement said a 'deadlock had been arrived at' at the meeting

A union spokesman confirmed this, saying the company's final wage offer was "unacceptable" to the union and that "neither side is prepared to move" — DDC

# Board fails to settle pay row

Labour Correspondent

A GOVERNMENT-appointed conciliation board yesterday failed to settle a wage dispute between the Triomf fertiliser company and Cusa's SA Chemical Workers Union at the company's Potchefstroom plant, a company statement announced

This means SACWU is allowed to begin planning a legal strike at the plant.

A union spokesman said yesterday, however, that fresh attempts would be made to break the deadlock. This could, he said, mean appointing a mediator or calling a new meeting of the board, but it was "premature" to say what action would be taken

And Triomf's statement said the company "is confident that a settlement between the two parties will be reached".

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Triomf's statement said a "deadlock had been arrived at" at the meeting

A SACWU spokesman confirmed this, saying the company's final wage offer was "unacceptable" to the union and that "neither side is prepared to move" SACWU, he said, believed Triomf "had more money available to pay higher wages than they say they have"

Neither side disclosed details of the union's demand or Triomf's offer



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# MINE LABOUR

The final resolution of an important dispute between the 15 000-strong Mine Surface Officials' Association (MSOA) and the Chamber of Mines has been delayed

Indications are however, that unless the dispute can be settled during extended conciliation board (CB) hearings the union is prepared to take a tough stand — including legal action before the Industrial Court

The dispute, which could have important implications for racial harmony and black advancement on the mines arises basically from the interpretation of what constitutes a "surface official"

The MSOA claims the chamber has been guilty of an unfair labour practice in the appointment of blacks to jobs traditionally held by MSOA members under a closed shop arrangement

Last year the Minister of Manpower appointed a CB to try and settle the dispute. The board was to have held its final sitting on Thursday of this week but Robbie Botha, MSOA's general secre-

tary, tells the FM it has been decided to extend the CB's life by 30 days

Botha says the union's council was to meet on Friday this week to decide on what action to take if the CB failed to resolve the issue

The MSOA is not opposed to the advancement of blacks on the mines. In fact in July last year the previously all-white union obtained permission to open its ranks to blacks

However, a 1973 agreement obliged chamber-affiliated mines to obtain the MSOA's consent before appointing blacks to "occupations or aspects of occupations which, either legally or traditionally, have been regarded as those of members of the MSOA"

When the union approached the chamber in 1980 for a list of occupations which, if filled by blacks, would be regarded as falling under its jurisdiction it found that, potentially, 18 000 blacks qualified

The union holds that their appointment is a violation of its agreement. It

also claims their appointment is a violation of the closed shop and that the black incumbents are paid less than would be paid to whites in the same jobs

The union wants all blacks appointed to surface officials' jobs to be forced to become members of the MSOA in terms of the closed shop arrangement. This would prevent them joining emerging unions such as the fast-growing National Union of Mineworkers

The chamber disputes the union position — pointing out that when the agreement was signed there was no prospect of blacks becoming surface officials. It also claims that the agreement did not specify that if blacks were appointed to such positions they would be subject to the closed shop

The CB has agreed that the talks on the issue should remain confidential. It is believed that there has been considerable difficulty in reaching an agreement. However, the extension of the CB's life indicates that both sides feel a solution is possible

and for the cessation of hostilities in Namibia itself"

The FM understands it is likely that Toivo was consulted before the statement was released

In contrast the People's Liberation Army of Namibia (PLAN), Swapo's armed wing has sent some 800 guerrillas into Namibia and at the same time opened up a new front in the east near Gobabis. It is believed that the guerrillas are trying to establish a "presence" inside the country before the border is sealed off by the MPLA and SA

SA's strategy seems to be to avoid meeting Swapo directly, but to try to involve the organisation in talks with Namibia's internal parties. It is believed that Lucia Hamutenya Swapo's assistant secretary for legal affairs and sister of Swapo strongman Hideo Hamutenya has returned to Namibia. She is the first external leader to return and others are expected to follow. SA is not expected to put obstacles in their way

In addition the FM was told that other political detainees would be released — with releases being phased "to keep momentum"

Much could still go wrong, but diplomatic sources are convinced that the momentum will indeed not be lost

## US ELECTION

### Hart to the fore

"As Maine goes, so goes the nation," was a favourite 19th-century American political aphorism, writes our Washington correspondent. It may no longer be true that the

northernmost US state mirrors America's mood — on the other hand it may because days after winning the Maine Democratic presidential caucus Senator Gary Hart also carried the Vermont state poll

Two weeks ago, Gary Warren Hart, aged 46 or 47 (he says he can't remember), was a US Senator from Colorado who was mentioned way back in the list of eight announced candidates for the Democratic Party nomination to face Ronald Reagan in November. Often he would be named second-last, after Reuben Askew and Senator Ernest Hollings (both conservatives) and Senator Alan Cranston. And usually just before the phrase "and the Rev Jesse Jackson"

This was because, two weeks ago the frontrunner was Walter "Fritz" Mondale, the Jimmy Carter Vice-President who was the choice of congressional Democratic leaders, the party's permanent hierarchy and fundraisers, the powerful labour unions, and, it must be confessed, most of the American press

The number two spot went to former astronaut Senator John Glenn. After that, the litany began usually with George McGovern, the arch-liberal whose 1972 nomination was disastrously defeated by Richard Nixon. Hart had been McGovern's campaign manager in 1972 and liberals reasoned why not stick with the genuine goods?

But that was two weeks ago. In Iowa, Hart ran a stunning second to Mondale. A week later, he beat Mondale handily in the first primary vote — in New Hampshire. Going further north to Maine last weekend, he dealt a serious if not fatal, blow to Mondale's campaign by garnering 50.7% of the Democratic votes in that primary tally

to Mondale's 43.7%. And in Vermont on Tuesday, with 32% of the vote counted when the FM went to press, Hart was leading with 71% of the vote to Mondale's 19%

In terms of the delegates' votes that have been tied up for the Democratic convention in San Francisco in July, fewer than 3% of the 3 933 votes are committed. Mondale has 131, Hart only 29 — Glenn with 17 and Jackson with 10 are running behind. Almost 100 of those committed delegates were a free gift to Mondale from the leaders of the party in the US Congress

### Real test

In short pollsters, campaign fundraisers and party leaders aside, the voters appear to be lining up behind Hart and balking at Mondale's candidacy. The real test however lies ahead. Between now and March 13 ("Super Tuesday" the press has dubbed it), fully one third of the delegates will be chosen in primaries that range from liberal Massachusetts on the Atlantic coast to Hawaii and American Samoa in the Pacific. By mid-April, fully half of the convention vote will be committed

Mondale has spent millions of dollars of his own and millions more of union money to build up campaign organisations in the southern states where primaries will be held between now and "Super Tuesday". Hart is relatively unknown there and he shifted his campaign focus in that direction only a week ago

Can he do it? His stunning performance in the first three contests of "Campaign '84" have won him all the free TV and press attention he can handle

The media aside, his message appears saleable. Hart espouses a brand of "neo-lib-

RAM 14/3/84 (143)

# Bop mine apartheid to go by May

By PHILLIP VAN NIEKERK  
THE Bophuthatswana Government has set a May target date for the abolition of all legal provisions protecting white miners

Mr Rowan Cronje, the territory's Minister of Manpower, told the Mail yesterday that the Mines and Works Act, inherited from South Africa, is to be amended in May to scrap all racial discrimination

The move comes as there are mounting calls on the South African Government to do away with job reservation in the mining industry, a change bitterly opposed by the all-white Mine Workers'

Union (MWU)

Mr Cyril Ramaphosa, general secretary of the black National Union of Mineworkers (NUM), warned yesterday that the union was preparing to mobilise its political muscle to have the legislation changed

At present black mineworkers may not become "scheduled persons" — they cannot obtain certificates of competency to do skilled mining tasks

The Bophuthatswana amendment opens the way for the first time for black mineworkers to gain blasting certificates

While the MWU is a

staunch defender of white job protection, its general secretary, Mr Arrie Paulus, has not ruled out the possibility that members could train blacks in Bophuthatswana to do skilled minework

Mr Paulus told the Mail last week that the MWU had not yet agreed to train blacks. If approached, they would "cross that bridge" when they came to it

Mr Ramaphosa said the fact that Mr Paulus was prepared to consider training black mineworkers in Bophuthatswana showed the MWU was motivated by political considerations and not purely the protection of white

workers' jobs.

"If that is the case — and the MWU is using their political muscle and has the support of the Government to prevent a relaxation of the restrictions — then we too must use our political muscle to have the legislation changed

"They are not opposed to black workers holding blasting certificates in Bophuthatswana, yet in South Africa they're opposed to it because they're worried about the job security of white workers

"This makes the whole opposition of the MWU to the scrapping of job reservation ridiculous," he said

## Whites can stick with MWU — Cronje

Mail Reporter

WHITE mineworkers can remain members of the Mine Workers' Union (MWU) in Bophuthatswana despite the territory's ban on South African trade unions, Mr Rowan Cronje, Bophuthatswana's Minister of Manpower, told the Mail yesterday

Mr Cronje said a special case would be made of the MWU because it operated as a closed shop in South Africa Workers who relinquished their membership while in Bophuthatswana would have problems transferring back

He denied reports that while emerging black unions had been banned in the territory, the MWU would still be allowed to operate

"The MWU is banned as well," he said "If a man wishes to remain a member of the MWU he may do so, but it is a dormant membership as the union cannot represent its members, negotiate on their behalf or enter into agreements"

Replying to a claim by Mr Arrie Paulus, general secretary of the MWU, that the union would simply negotiate with company head offices in Johannesburg, Mr Cronje said "Mr Paulus can negoti-

ate with whom he pleases in Johannesburg, but the agreement will have no legal standing in Bophuthatswana.

"Only published agreements between registered employer organisations and registered trade unions will have legal standing"

Mr Cronje said if miners involved in accidents underground wished to call on expertise from outside — such as officials of the MWU — in an enquiry, they would be able to — "but the union cannot represent workers in an official or semi-official capacity"

# Tswanas ban white only jobs on mines

By Eugene Saldama

The Bophuthatswana Parliament has passed a law which abolishes job reservation for white miners employed in the territory.

The new Industrial Conciliation Act, which scraps racial discrimination on the mines, had its third reading last week and will be implemented retrospectively to July 1 last year.

Mr Rowan Cronje, the territory's Minister of Manpower, said the Act was based on standards acceptable to the International Labour Organisation (ILO).

The move means that black mineworkers — who previously could not hold certain jobs because they were prevented from gaining certificates to do skilled work — may now gain blasting certificates to do skilled mining work.

Mr Cronje said the exclusively white Mine Workers' Union (MWU) had accepted the new situation in a "constructive, amicable spirit".

But the secretary of the black National Union of Mineworkers (NUM), Mr Cyril Ramaphosa, has said the MWU's preparedness to train black miners showed its motives were "political, and not merely the protection of white miners' interests, as it wants everyone to believe".

NUM, which has called on the South African Government to scrap all job reservation in the mining industry, will not be able to organise black miners in Bophuthatswana.

Mr Cronje said membership of either union had no effect in Bophuthatswana.

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US PRESIDENTIAL ELECTION

# Super Tuesday's confusion

America's "Super Tuesday" presidential primary elections failed to give a clear indication of who will oppose Ronald Reagan in November

Our Washington correspondent writes that three weeks ago the political forecast was that by March 13 fully one-third of the 3 933 Democratic Party delegates to its nominating convention in July would be committed. Everyone was to have had a pretty good idea of the nominee

A week ago, the bright burning comet that is Senator Gary Warren Hart (see *Newsmakers*) of Colorado swept victoriously through the sparsely-populated, but symbolically important, early party preference contests in New Hampshire, Vermont, Wyoming and Maine

Hart's call for "new leadership and a fresh start" generated excitement among Democrats. And it appeared that Super Tuesday would mark the point where he gained a decisive lead over Walter Mondale, the Jimmy Carter vice-president whose early front-runner status is now in doubt

It didn't happen. With official returns not likely to be certified for another week, this was the situation at the time of going to press

On Tuesday there were 511 delegates up for grabs in nine states. There were primaries (public ballotings) in the southern states of Florida (123 delegates), Georgia (70), Alabama (52), and the New England states of Massachusetts (100) and Rhode Island (22). And there were caucuses (party meetings to nominate delegates) in the states of Washington (61), Oklahoma (43), Hawaii (19) and Nevada (15)

In addition Democratic Party members in two other categories, American Samoa and the so-called Democrats Abroad clubs in 29 foreign countries, picked uncommitted delegations

### Finances

In terms of winning votes Hart did better than anyone expected a fortnight ago — when he had planned not to contest the Super Tuesday races at all, but to concentrate his thin financial resources (\$15 000 a day in campaign fund receipts) on the big northern state contests in April

Hart led Mondale in Florida, Massachusetts, Rhode Island and Nevada. The trouble is that these wins do not necessarily translate into delegates. In Florida, for example, Hart fielded delegate candidates in only one-third of the contests. So Mondale effectively captured most of that populous state's delegation

Mondale was victorious in Alabama and

Georgia — despite the defection of large numbers of black voters who voted for Jesse Jackson. As the campaign moves to the northern states (Illinois, Ohio, Pennsylvania and New York) next week Mondale may begin to regain ground, thanks to heavy union and urban-liberal support

What does Super Tuesday tell us? A month ago there were eight Democratic contenders for the nomination. Now, effectively, there are two: Mondale and Hart. Two others who remained in the race, George McGovern dropped-out and John Glenn may withdraw after the vote in Illinois next Tuesday

Super Tuesday also demonstrates that a good big man can still defeat a good little man. The Mondale organisation is fuelled by a Democratic Party hierarchy (of which organised labour is an unofficial but active part) which wants him for several reasons

One is that Mondale has a claim on their loyalties by long service to the party in the US Senate and as vice-president. He is also an orthodox Liberal with strong anti-Pentagon, big welfare and strong regulation-of-business credentials. Finally, Mondale can be counted upon to help Democrat congressional and senatorial candidates as well as

the thousands running for local and state offices — even if he fails to unseat Reagan

Super Tuesday also showed how bored Americans — or at least Americans who are Democrats — are with the campaign in general and with Mondale in particular. It was George Wallace, the old segregationist turned integrationist Governor of Alabama, who summed up the mood as only he could: "The whole damned thing was a mile wide and an inch deep. Some of the places they (the presidential candidates) went in Alabama I used to draw bigger crowds when I'd stop to fill up my car's gas tank"

It is also clear that many Democrats are now going to pay closer attention to Hart and ask whether they really want to go into battle behind him in November

That prospect understandably worries party professionals. Many think that voters will find Hart's "neo-liberal" mix of pro-Pentagon and free-enterprise policies so indistinguishable from those of Reagan that he will drag down other party candidates as well — just as his old mentor, George McGovern, did against Richard Nixon in 1972

But Hart has won delegates in a region he was going to bypass a month ago. His campaign fund flow has soared to \$80 000 a day. The media hang on his every word — sometimes to his detriment. His crack about shooting down a Czechoslovakian airplane if it violated US air space (only if the crew was wearing military uniforms) was added to the string of gaffes that are being tolerated as beginner's blunders — for now

Finally, Super Tuesday's results mean that Hart and Mondale must press on. On through the heavy industrial state primaries of April and May. And they may still be slugging it out in California as late as June and — a horrifying thought for the party professionals — the contest could end up being decided on the convention floor

## MS VICE-PRESIDENT?

Uncertainty about the meaning of Tuesday's Democratic Party presidential primary results set campaign aides for both frontrunners talking about one move that would pep up the lacklustre race — a woman vice-presidential nominee

According to our Washington correspondent, no major American party has ever had one, although several feminist parties have fielded candidates. And, in the Seventies, black congresswoman Shirley Chisholm was entered as a candidate for president, though more as a token of her race than her sex

American women will make up 52% of the vote next November, and Ronald Reagan is the least popular candidate among women who consider themselves "non-political"

"I am sure a woman will be on the shortlist of vice-presidential possibilities," says Charles Manatt, the Democratic Party's chairman. Among those who might be considered are San Francisco Mayor Dianne Feinstein and congresswomen Patricia Schroeder of Colorado and Martha Griffiths of Michigan

## METAL UNIONS Forging worker links

Worker clout in the giant metal industry received a boost this week when 10 metal trade unions representing some 200 000 workers met to revive the SA Co-ordinating Council of the International Metalworkers' Federation (IMF)

Present at the conference was Herman Rebhan, general secretary of the IMF, which represents 14.5m metalworkers worldwide

The SA council is composed of unions

with widely differing ideologies drawn from three different union federations as well as some unaffiliated unions. The federations are the Federation of SA Trade Unions (Fosatu), the Council of Unions of SA (Cusa), and the Trade Union Council of SA (Tucsa)

Member unions are the SA Boilermakers' Society, Radio, Television, Electronic and Allied Workers' Union, Engineering and Allied Workers' Union of SA, National Automobile and Allied Workers' Union, Federated Mining Union, SA Tin Workers' Union, Metal and Allied Workers' Union, and the Steel Engineering and Allied Workers' Union

Also participating was the Tucsa-affiliated Motor Industry Combined Workers' Union (Micwu). Although it is not an IMF member, the Micwu has already applied to join the world body. Its application is expected to be accepted when the IMF meets in Dublin in June.

The council's revival comes after a year of careful planning following on its collapse in 1981 due to irreconcilable differences between member unions. The possibility of a revival occurred in 1982 when the IMF expelled the all-white Amalgamated Engineering Union and the SA Electrical Workers' Association because of their support for apartheid.

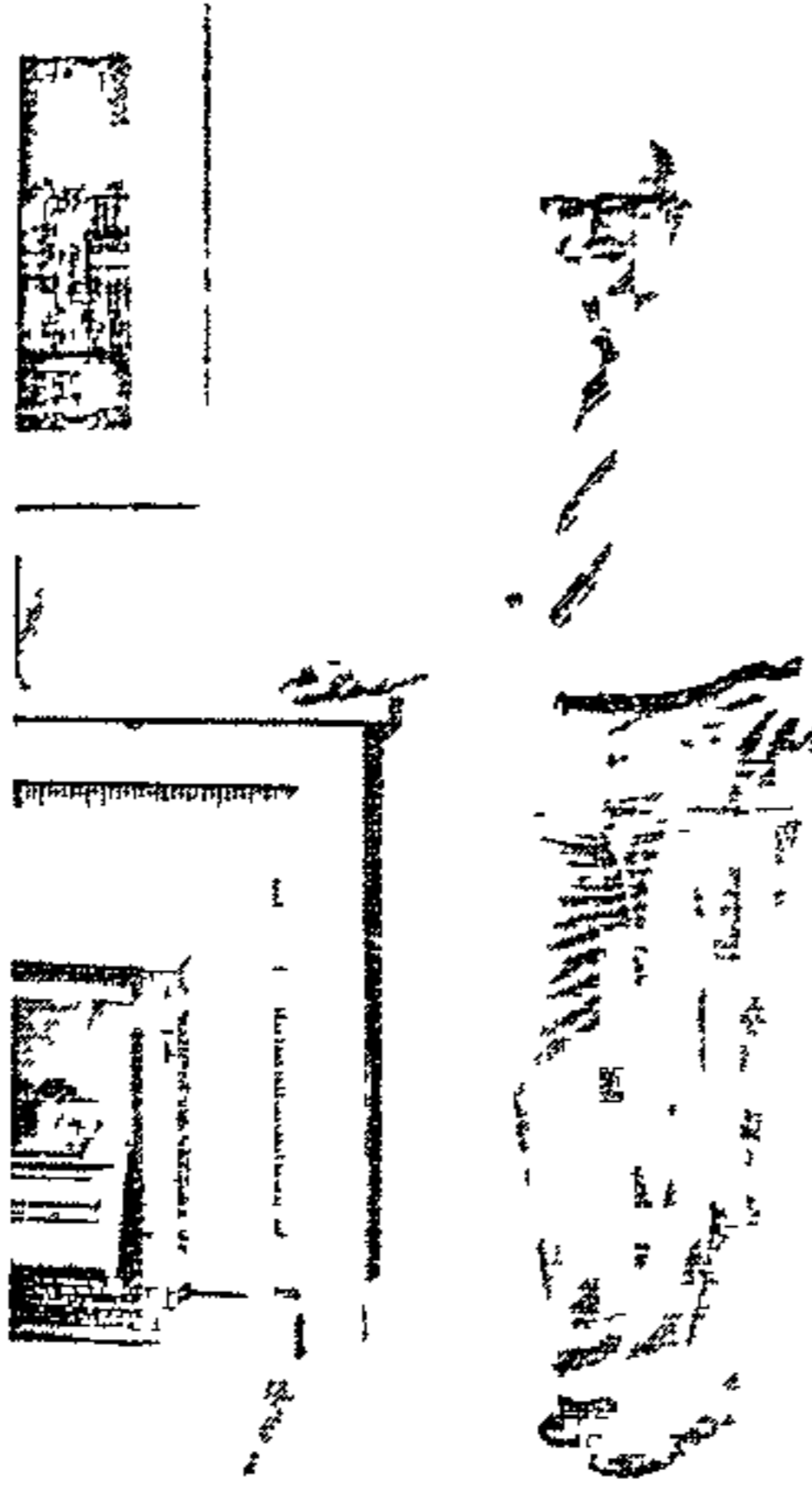
The IMF, which has its head office in Geneva, Switzerland, has similar councils in England, the US, Germany, Japan and the Far East, the Caribbean and several African countries.

Said council chairman Ike van der Watt "We are very optimistic with the way things have been going. There is no doubt that there are a lot of major problems to be sorted out but I am convinced we have reached a position to place the IMF SA Co-ordinating Council on a much firmer footing than in the past. We will also be creating a full-time secretariat for the IMF in SA. It is essential to have this if we are to be in a position to deal with the problems facing us in a realistic and professional manner."

**Negotiations**

According to Van der Watt, one of the aims of the council will be to co-ordinate union demands in negotiations with the metal industry employer body — the Steel and Engineering Industries Federation of SA. The 1984 negotiations are scheduled to take place in the next few months. These talks which affect 400 000 workers, set the tone for wage bargaining in many other industries.

However, the council's aim will not be achieved at this year's negotiations. Moves for co-ordination have already been frustrated by the decision of the Metal and Allied Workers Union (Mawu) and the Steel, Engineering and Allied Workers' Union of SA to break ranks with other council unions and demand a R2,50/hour minimum wage



**Van der Watt ... 'no wage unity this year'**

Next year could see united action

"As far as the wage talks in the engineering industry are concerned, the possibility of unity is virtually impossible this year," Van der Watt says. "At this stage we are still in a position where we are trying to

**RURAL FOUNDATIONS**

The Urban Foundation (UF) is broadening the scope of its work. Natal director, Alan Mountain, is to head a study to establish whether the private sector can make a bigger contribution in helping rural communities.

By nature of its mandate, Mountain says, the UF has been obliged to concern itself primarily with urban problems. "But the development spectrum starts in the rural areas and ends in the urban areas. For that reason it is important that we address ourselves to the question of rural development as well."

Mountain reckons his investigation will take about two years. He will be replaced as Natal director to allow him to concentrate on his new task. He plans to study all aspects of rural development with particular reference to the creation of economic opportunities with the aid of the private sector.

The study will be a national one, but Mountain says he will be based in Natal where "the problems of rural development manifest themselves most vividly."

create something. You cannot expect miracles overnight.

The IMF council's revival is also expected to lead to unity talks in other industries.

National Automobile and Allied Workers' Union (Naawu) official Brian Fredericks tells the FM that council unions active in the motor industry will be meeting in May to discuss joint action. Unions involved will be Naawu, Micwu and Mawu. A fourth union, the Cusa-affiliated United African Motor and Allied Workers' Union which is not a member of the council, will also participate in these talks. If co-operation comes about between these unions — and this seems inevitable — they will be in a position to dominate both the motor assembly and motor components industries.

**Co-operation**

Council members are also hopeful that better co-operation between electrical industry unions will take place in the future.

The SA council's aims and objectives are:  
 To promote understanding and co-operation between all metalworkers and between the organisations to which they belong

To strive for fair and equal employment, training and promotion opportunities for all metalworkers,

To study and inquire into international labour relations so as to improve the working conditions and welfare of SA metalworkers

To establish trade union educational programmes, and sponsor seminars on national and international labour relations, economic and other problems,

To compile and issue publications on matters concerning social and economic events and their effects on workers

To endeavour to resolve jurisdictional and demarcation problems between member unions

To work for the extension of trade union rights in particular of collective bargaining rights to all SA workers

To render organisational administrative and other facilities to member unions

To elect persons to represent the council on occasions that may be deemed necessary,

To involve itself in any matters affecting metalworkers and their organisations

To work with any other trade union body whose aims and objectives are in conformity with IMF objectives and

To inform the IMF on developments in SA to carry out IMF decisions and to co-operate with the IMF affiliates in other parts of Africa

# Mines may now end job reservation

143 20/3/84 Sfan

By Eugene Saldanha

In a move that could lead to the scrapping of job reservation on the mines, the Chamber of Mines and nine trade unions have begun talks on the future of industrial relations structures in the mining industry

The talks are aimed at abolishing job reservation and setting up a single bargaining structure — possibly an industrial council — in the industry

The first talks, held yesterday, were attended by nine key unions, including the all-white Mine Workers' Union (MWU). However, the black National Union of Mineworkers (NUM), the only unregistered union in the industry, has not been invited to the talks

According to the chamber, the 65 000-strong NUM was advised that discussions with other

unions were to take place and that the chamber would discuss its proposals on the future industrial relations structure of the industry with the NUM "as soon as possible"

In a joint statement the chamber and the unions said they had commenced discussions on "the replacement of the 'scheduled person' definition in the Mines and Works Act with a non-racial definition of a 'competent person'".

## SECURITY

At present only a white miner can be a scheduled person — enabling him to hold a blasting certificate to do skilled mining work

The chamber would also discuss a "comprehensive security of employment" agreement with the unions. The agreement is aimed at assuring white miners

that their employment would not be endangered by the scrapping of job reservation

The secretary of NUM, Mr Cyril Ramaphosa, said his union was disappointed that it was not invited to the talks, "where the future of our members is being discussed"

"We are thrilled that job reservation may be removed. It is time the mines did this, because it is a very sensitive issue among our members," he said

Mr Ramaphosa said he was concerned that changes to the Act would be purely cosmetic

"There would be no point in changing the definitions of words if other forms of discrimination is going to be retained. We have told the chamber we will not consider joining an industrial council until all job reservation is scrapped on the mines," he said

# Chamber of Mines and 9 unions discuss job reservation removal

# JOB BARRIERS DON'T MAY FALL

By JOE THLOLOE

THE CHAMBER OF Mines and nine unions in the mining industry yesterday started talks on getting rid of job reservation in the industry while ensuring that the jobs of white miners are safe.

Among the unions engaged in the talks is the conservative Mine Workers' Union (MWU) led by Arne Paulus.

The unregistered National Union of Mineworkers (Num) has been excluded from the talks, but the Chamber says the union "was advised by the Chamber that discussions with the other unions were to take place and that the Chamber would discuss its propo-

sals on the future industrial relations structure of the industry with Num as soon as possible.

In a joint statement the Chamber and the unions yesterday said they had commenced discussions in Johannesburg on "Replacement of the 'scheduled person' definition in the Mines and Works Act with a non-racial definition of a 'competent person,' a comprehensive security of employment agreement; and the future industrial relations structure in the mining industry."

At present only a white can be a scheduled person — a person who can hold a blasting cert-

To Page 3

# Chamber, unions in high level talks

that there are about 15 000 black miners who are ready to move into the whites-only category of work.

Observers believe that the Chamber is also trying to get the unions to accept an industrial council and that is why the Chamber and the unions are discussing a "security of employment" agreement.

The 65 000 members of the Chamber estimate strong Num estimates.

While the Chamber wants to do away with job reservation, it also wants to re-assure the white miners that their jobs are not in danger, and that is why the Chamber and the unions are discussing a "security of employment" agreement.

Num, Mr Cyril Ramaphosa, yesterday said his union had received a letter from the Chamber telling them about the

talks. *Sweeten 2/3/84*

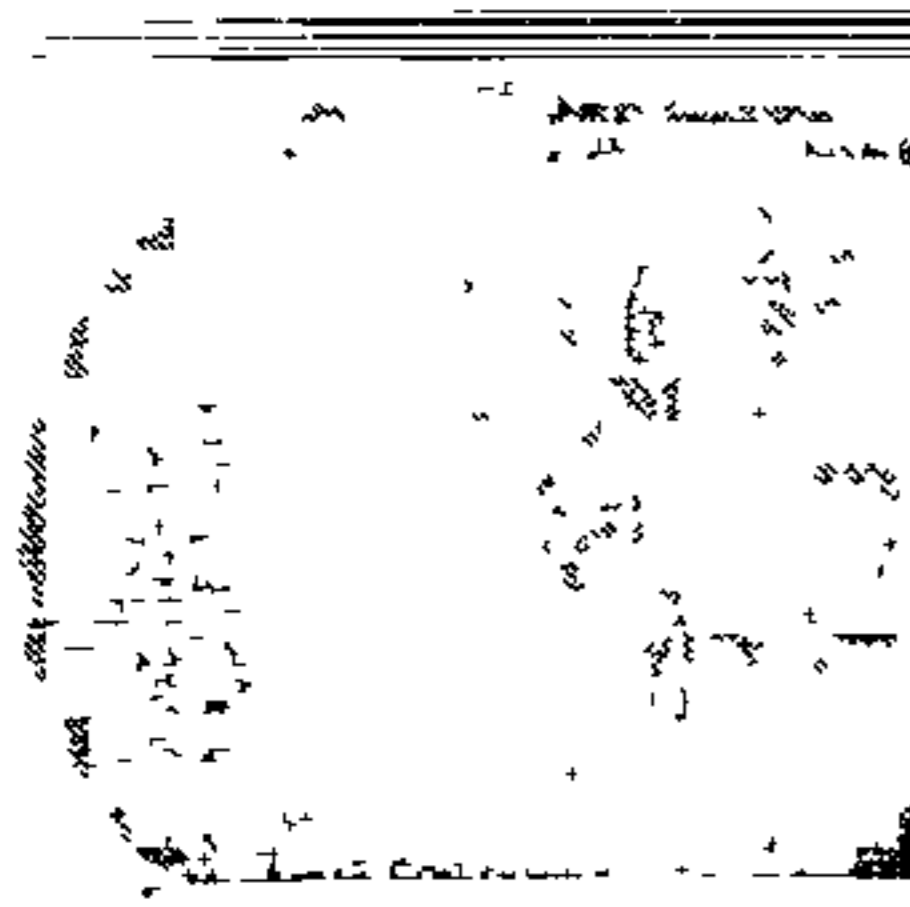
"But we are disappointed that the future of our members is being discussed in their absence," he said "It is the old paternalistic attitude. Our major concern, however, is that the white worker will be re-assured at our expense.

"We might end up with job reservation off the statute book, but we continue to have the jobs handled by whites

Num has in the past told the Chamber that it will not be part of an industrial council for as long as there is job reservation in the industry. And once job reservation was removed, Num would then think about first registering as a trade union and then joining the council.

"Only a national congress of our members can decide on that," Mr Ramaphosa said

From Page 1



RISM 22/3/84 (143)

# Cusa slams employers' 'silence' over Bill

## Labour Correspondent

THE Council of Unions of SA has slammed the Government's new Aliens Bill — and has also sharply criticised employers for not protesting against it

Cusa, which has more than 100 000 members, claims the Bill will mean that employers will now have to "police" influx control and says they should therefore not remain silent on the issue

Among the Bill's provisions are clauses forcing employers to keep registers of all aliens they employ and imposing a R5 000 fine on em-

ployers of illegal aliens

While it does not refer to race, its critics claim it will be used to tighten influx control on citizens of the four "independent homelands" They say it introduces controversial clauses in Dr Piet Koornhof's Orderly Movement and Settlement of Black Persons Bill "through the back door"

The Government concedes it could be used in this way, but says there are no plans to use it for this purpose

In a statement issued yesterday, Cusa says the Bill is "a naive attempt to dress the

Orderly Movement Bill in a nonracial garb"

This, it says, "is all part of the Government's attempt to modernise apartheid and make the influx control system palatable for overseas consumption".

Cusa adds that "influential people overseas digest this and see it as a mark of progress" This "is a sad reflection on their limited understanding of the viciousness of the apartheid system"

The statement is particularly critical of the failure of employers to react to the Bill

"That employers and employer organisations remain silent on this issue is a matter for grave concern," it says

"Since the publication of the (1979) Riekert report (on influx control) we have consistently warned that employers are going to be policing the influx control system in future This is now a fact," it charges

The Bill indicated that there was "no change in South Africa — merely a modernising of slavery conditions"



MINING INDUSTRY TALKS

**Two resonant absences**

143 (11) (136) (11)

Mineworkers' Union (MWU) general secretary Arrie Paulus and his black counterpart at the National Union of Mineworkers (NUM), Cyril Ramaphosa, have little in common. But they found themselves in the same boat this week. Both were absent from the crucial meeting between the Chamber of Mines and nine mining industry trade unions to discuss eliminating job

reservation on the mines. Their absence reduces the impact of the joint announcement by the chamber and the unions that talks on the issue have at last begun in earnest. There have been some attempts at negotiation in the past but they were unsuccessful because of discord about measures to protect white miners.

This week's talks included exploring what the chamber terms "a comprehensive security of employment agreement" and "the future industrial relations structure in the mining industry." This indicates that a chamber plan exists to assure the traditional unions that there will be adequate measures to protect the jobs of white miners. The statement also points to the possibility



MWU's Paulus ... invited, but unable to attend

The talks started two years after government accepted the Wiehahn Commission's recommendation that the definition of "scheduled person" in the Mines and Works Act be replaced with a non-racial one of "competent person." Having said that, Pretoria left it to the industry to decide on the means of implementation.

The existing, racially based, definition prevents blacks from obtaining certificates of competency in 11 categories of skilled work. The best-known of these is the possession of a blasting certificate.

At the heart of government's reluctance to impose its will was its recognition that the issue is politically explosive. White miners have demonstrated a readiness to strike to protect themselves from what they see as attempts to undermine their job security in the industry through the use of cheap black labour.



NUM's Ramaphosa ... not invited, will be talked to soon

**INFLUX CONTROL BY ANOTHER NAME**

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Not surprisingly, the official Opposition and the press have difficulty accepting government assurances that the Aliens and Immigration Laws Amendment Act is not an influx-control measure. The overwhelming weight of evidence points to its being just that.

As long ago as April last year (*Current affairs* April 15 and 22 1983), the *FM* predicted that a Bill would be forthcoming which would attempt to "sanitize" influx control by switching enforcement to the Department of Internal Affairs. This could then control entry of blacks to urban areas using immigration legislation.

The *FM* quoted "high-level sources" in Internal Affairs as confirming that was the intention, and pointed out that administration board witnesses before the Parliamentary Select Committee into the Orderly Movement and Settlement of Black Persons Bill had said this would happen.

It was also pointed out that government was making preparations for the change. The Department of Co-operation and Development (CAD) was al-

ready acting for Internal Affairs on an agency basis in enforcing the Aliens Act and the Regulation of Admission of Persons to the Republic Act. Thousands of homeland citizens had been deported in terms of these Acts rather than in terms of influx-control regulations.

In addition, several thousand officials from CAD, the administration boards, and members of the SA Police and Sats's Railway Police had been gazetted as "passport control officers."

The draft Orderly Movement Bill itself (now before a select committee) made provision for immigration laws to be used against blacks. Section 33 (3) of the Bill reads: "A designated officer, including a delegated person shall, for the purpose of the Admission of Persons to the Republic Regulation Act, be deemed to be a passport control officer and shall as such perform with respect to a black person, such functions of a passport control officer as may be determined by the Director General."

The *FM* commented "This is read as a clear indication of government intentions to use immigration laws rather

than influx control against people from the independent homelands."

Deputy Minister of Internal Affairs Piet Badenhorst, denying that the new Bill was intended as an influx measure, pointed out that existing laws already affected all aliens. They do indeed — and have been used against homeland citizens in the past. The new Bill, however, goes considerably further. It can be used to force employers, under draconian penalties, to become influx-control informers, and it also imposes drastic penalties on those who employ or house illegal aliens.

Since, by government definition, the term "alien" includes people from the independent homelands, it is difficult not to conclude that they are the major target of the Bill.

Badenhorst himself says control is necessary to keep out of SA persons "detrimental to the safety, morals or common welfare of our people." Government's whole influx-control record indicates just whose presence, in large numbers, it regards as being likely to have such a detrimental effect.

43 (171)  
(136) (211)

of establishing an industrial council for the mining industry

Unions attending the meeting were the SA Boilermakers' Society, the Underground Officials' Association of SA, the Mine Surface Officials' Association of SA, the SA Engine Drivers', Firemen's and Operators Association, the Amalgamated Engineering Union of SA, the SA Electrical Workers' Association, the Amalgamated Society of Woodworkers of SA, the Amalgamated Union of Building Trade Workers, and the Iron Moulders Society of SA

The SA Technical Officials' Association was absent but general secretary Harry Mallet-Veale says the union will attend follow-up talks scheduled to take place within the next two weeks

The 55 000 member NUM was the only union recognised by the chamber not invited to the meeting. The chamber says the union was advised about the talks and told that proposals for the future industrial relations structure in the industry would be discussed with it "as soon as possible"

Ramaphosa now accuses the chamber and the participating unions of paternalism. "We are pleased that at least something is happening. But we are not pleased with the way it is being done. The talks are about the future and interests of our members and we maintain that we should have been at the negotiating table"

Referring to the possibility of the NUM joining a proposed industrial council for the mining industry, he says "We won't think of it until job reservation has been scrapped completely and to our satisfaction. It is all very well to change the 'scheduled person' definition but what really matters is what happens at the rockface. By not including us (in the talks) they are trying to whitewash the industry and give the impression that all is well. This will not be the case until we are participating and discussing how job reservation should be removed"

Of equal significance to the NUM's exclusion was the absence of the MWU — traditionally the union most opposed to dropping job barriers. Paulus says he received a letter from the chamber on March 6 informing him that the meeting would be taking place on Monday. Immediately he told the chamber that he could not attend on that day as he had other obligations

However, the chamber went ahead "The

only conclusion I can come to is that the chamber did not want the MWU to be there," Paulus claims

Chamber industrial relations adviser Johann Liebenberg says he regrets the MWU's absence but that he arranged the meeting before he knew the MWU was involved in an Industrial Court case on the chosen day. He hopes the union will attend the next meeting. MWU members — who do not have clearly defined craft barriers to block black advancement — are the workers who would be most affected by any changes

Paulus refuses to say whether he will attend the next meeting. Until fairly recently it was taken as gospel that the MWU would adopt a militant stand against changing the 'scheduled person' definition. But it has become increasingly difficult to predict the union's thinking. In January delegates at the MWU's annual congress, which took place largely behind closed doors, were saying they were in for "fireworks"

Paulus has hardly uttered a public word on the issue since then. Some mining officials think, optimistically, that the "fireworks" may have revolved around a change of heart. The coming weeks will show whether pragmatism has overcome decades of prejudice

★ SOUTH African exile Nelson Simelane was fined R500 or 500 days by a Mbabane magistrate this week

Former Dube resident Simelane, who pleaded guilty, was arrested by police with two pistols and 31 rounds of ammunition.

★

THE controversial Aliens and Immigration Amendment Bill is a Government attempt to make influx control more palatable to overseas critics, the Council of Unions of SA (Cusa) charged this week

At the same time, South African employers also came under fire for their silence on a matter "of grave concern" — the Government's "naive attempts to dress the Orderly movement and Settlement Bill in non-racial clothing"

Cusa added "It's a sad reflection on the limited understanding of people abroad that they see this as a mark of progress."

Cusa also pointed out that, since the publication of the Riekert Report, "we have constantly warned that employers are going to be policing the influx control system in future".

"This is now a fact," emphasised Cusa. "Employers remain silent, while there is no change in South Africa — only the modernising of the conditions of slavery."

Meanwhile Deputy Internal Affairs Minister Piet Badenhorst this week told Parliament

# ALIENS BILL IS 'INFLUX CONTROL BY ANOTHER NAME'

— By —  
**ZB MOLEFE**

the Bill would tighten immigration against blacks from the independent homelands.

During the second

reading of the Bill, Mr Badenhorst denied that these measures were additional influx controls aimed specifically at black from these areas

A serious provision in the Bill which has been

attacked by the labour movement is that employers have to provide information on all aliens in their service. And, if they employ illegal immigrants they're liable to fines of up to R5 000 or two years' imprisonment.

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~~207~~

60 000 miners stand to gain as talks open on scrapping of job reservation, but . . .

# CHAMBER RUNS INTO UNION FLAK

By Deon Delpont

ABOUT 60 000 black miners stand to gain from the removal of job reservation on the mines, which was brought a step closer this week as discussions in the industry started in earnest.

Strong resistance is expected from the right-wing Mine Workers Union, whose members are most likely to be affected by the stripping of reservation and the clearing of the way for blacks to get blasting certificates

The MWU would at all times protect the white worker, secretary-general Arrie Paulus said this week.

Two unions crucial to the success of the talks, the MWU and the National Union of Mineworkers, representing black miners, were absent from the talks. Both bodies have spoken of their members' being angry about this.

Although the MWU was invited, the union said it could not attend because of commitments. It now accuses the Chamber of Mines of creating the impression that the MWU was not welcome.

A sullen Arrie Paulus refused to say if the union would attend future discussions

Equally annoyed is the secretary of the NUM, Cyril Ramaphosa, who estimates that about 15 000 of his 65 000 members would benefit immediately if job reservation were scrapped.

His union was not invited to the talks

"We believe we should have been included in the talks and to us this shows the paternalism of the chamber and the white unions who believe they know best for black workers," he said.

The chamber told the NUM about the talks and that proposals for future industrial relations structures in the industry would be discussed with it as soon as possible.

Mr Ramaphosa said the NUM only represents about 10 percent of the black miners. He estimated that about 60 000 blacks could benefit from the scrapping of 11 categories of skilled work designated for a "scheduled person"

More trouble could lie ahead for the chamber in its dealings with the NUM as this week's talks also focused on the establishment of an industrial council Mr Ramaphosa said the NUM was opposed to the question of an industrial council being discussed before the removal of job reservation

# Job colour bar talks unlikely to succeed

## LABOUR WEEK

RDM 26/3/84 (143)

THE Chamber of Mines and mine unions last week began talks on scrapping the job colour bar and hammering out a new bargaining structure for the mines

But at this stage, the talks do not appear all that new — or likely to succeed

The first aim is to negotiate the removal of the clause in the Mines and Works Act preventing blacks from holding blasting certificates, and thus doing skilled underground work

This would be replaced by an agreement guaranteeing the job security of existing white workers

But talks between the Chamber and white unions on this issue have been taking place sporadically since a Government white paper following the Wiehahn mines report left it to the two sides to negotiate an end to job bars

They have made little progress — which led the chairmen of Anglo American Free State gold mines to call on the Government to scrap the racial bars in the Act regardless of white unions' reaction

The union which has stood in the way of agreement is the Mine Workers' Union, which has threatened to strike if blacks receive blasting certificates

## BY STEVE FRIEDMAN

But it did not even arrive at last week's meeting and there is no concrete evidence that it has changed its stance

If the talks are aimed at prompting Government action to scrap the bars, they are unlikely to succeed. Word is that the Government, having lost the Soutpansberg by-election, is unwilling to anger white miners right now

More puzzling is the Chamber's decision to initiate talks on a bargaining system without inviting the biggest mine union, the National Union of Mineworkers

The new bargaining structure favoured by the unions who attended the talks is an industrial council NUM says it will not take part in one — at least until all job colour bars on the mines go

Previously, senior Chamber men have recognised that no new bargaining system can work unless NUM is included

Excluding it from the first round of talks seems to be an odd way of trying to win its agreement

While NUM says it might consider joining a council if job bars go, its exclusion from the first talks may itself prove a setback to attempts to hammer out a new bargaining structure

If the talks are aimed at prompting Government action to scrap the job bars, they are unlikely to succeed. Word is that the Government, having lost the Soutpansberg by-election, is unwilling to anger white miners now.

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Action  
ROM 29/3/84  
threat  
143  
against

## company

### Labour Correspondent

THE Building, Construction and Allied Workers' Union has launched industrial court action against British-owned company Johnson Tiles, claiming that its labour practices are "unfair" and that it has fired the union's chief shop steward at its Olifantsfontein plant.

BCAWU, an affiliate of the Council of Unions of SA, maintains overseas unions are taking an interest in the dispute.

The union is recognised by the company, but claims Johnson Tiles has not honoured the "spirit" of their agreement.

A company spokesman confirmed that the union had applied for a conciliation board to settle the dispute, the first step on the way to industrial court action.

He declined to comment further, saying the dispute had been referred to the company's lawyers and was now "sub judice", but said Johnson would defend the action.

The dispute follows continued tension between the union and several Olifantsfontein employers which led to unrest at some plants last November.

In a statement, the BCAWU claims that Olifantsfontein is "only 25km from Johannesburg, but its industrial relations lag 25 years behind it".

The BCAWU claimed that court action was made necessary by the company's "unfair employment practices and continual resistance to the union".

It said Johnson's British parent company, Norcrow, knew of the dispute and that a Norcrow representative recently visited the plant and was given a letter by workers on its "refusal to bargain in good faith or disclose information".

## UNIONS

### Unity in sight

The prospect of two major trade union federations and several unaffiliated unions forming a powerful new federation representing more than 300 000 workers grew more likely this week

Following talks held in Johannesburg earlier this month, representatives of the unions met in Durban in an attempt to cement their relationship, as the FM went to press. If the talks are successful — and the indications are that they will be — the new federation will be the largest, mainly black, union organisation ever formed in SA

Although the unions involved are reluctant to comment, the FM understands that the participants represent the Federation of SA Trade Unions (Fosatu), the Council of Unions of SA (Cusa), the Food and Canning Workers' Union, the General Workers' Union, the Cape Town Municipal Employees' Association, and the Commercial Catering and Allied Workers' Union of SA

The Johannesburg meeting earlier this month broke the impasse which has blocked unity moves for almost a year. In the past the main stumbling block arose from disagreements between the bigger and more established unions, and newer organisations linked to community groups. The newer unions are the SA Allied Workers' Union, the General and Allied Workers' Union, and the Municipal and General

### Workers' Union of SA

The established unions, disturbed at what they perceived as attempts by the "community" unions to delay the formation of a new federation, brought matters to a head in early March — indicating they would go ahead with their plans

Community unions were gravely offended at being offered only observer status at the Johannesburg meeting — which the larger organisations justified on the grounds that the community bodies did not appear ready to support a new umbrella organisation

There is disagreement on what happened next. According to the established unions the community bodies walked out. The smaller unions, on the other hand, claim they were expelled from the meeting. Last week the unions claimed they still wanted to be involved in the unity talks

No one will say whether the community groups have representatives at this week's meeting in Durban — although it is regarded as highly unlikely

Despite optimism that most of the obstacles to unity have been removed there are still problems to be resolved. Personality clashes and accusations about past breaches of trust have still to be ironed out. In addition, the formation of a new federation will almost certainly require the "rationalisation" of many existing union posts and the allocation of some power and revenues to the federation — not matters on which unions easily agree

## BLACK EDUCATION

### Continuing crisis

Unless parents, children and teachers can work together the crisis in black education will continue, says Eskie Mphahlele, professor of African Literature at the University of the Witwatersrand. He was speaking at the regional annual general meeting of the SA Institute of Race Relations in Johannesburg

Mphahlele says blacks must work out alternative non-formal structures and strategies, both within and outside of the conventional system, to make education meaningful

One problem was that the agreement between parents and teachers that pupils in school should be disciplined and guided — no longer applied

RDM  
20/3/84

# Cusa slams black pensions

(143)

## Labour Correspondent

THE Council of Unions of SA, which represents more than 100 000 black workers, has sharply attacked this week's Budget and the fact that black pensioners have again been granted a smaller increase than other race groups

In a statement yesterday, Cusa said company taxes could have been increased "comfortably" by another 5%, and "once again the Budget appears to satisfy the needs of only one class in South Africa"

It noted that black workers were now paying the same taxes as whites and said despite this "the Minister of Finance has persisted in discriminatory practices by providing different benefits for pensioners"

Cusa said workers were "hard-pressed to make ends meet" and it was "a pity that the Minister did not see fit to cut defence expenditure and Government bureaucracy and so have a trimmer Budget"

The Budget, it said, was almost 17% larger than last year's. The Minister "has not seen fit to cut Government-created inflation, but expects workers to bear the brunt"

Cusa added that it hoped there would be no further increases in the price of basic foodstuffs, transport and general sales tax this year

"Such increases would place an intolerable burden on workers," it said

The president of the Transvaal Indian Congress Dr Essop Jassat said the Budget "hid the adverse effects of previous rises in general sales tax and other price rises which increase the racial burden of taxation"

He said the disproportionate share of taxes paid by blacks went to maintaining apartheid policies



PDM 30/3/84 (143)

# 500 Triomf workers go on strike

By STEVEN FRIEDMAN  
Labour Correspondent

MORE THAN 500 workers at Triomf Fertiliser's plant in Potchefstroom went on strike yesterday in protest against the company's refusal to refer a long-running wage dispute to an independent arbitrator

The strikers' union, the SA Chemical Workers' Union — affiliated to the Council of Unions of SA (Cusa) — claims the strike is legal. But Triomf disputes this and has given workers an ultimatum to return by 10am today or be fired

The strike follows wage negotiations between Triomf and the union, which is recognised at the plant. These deadlocked and the union declared a dispute

An official conciliation board attempted to settle it, but it too came to a deadlock about three weeks ago

A union spokesman said that, in the

wake of the deadlock, the SACWU had suggested the dispute be referred to an arbitrator, whose decision both sides would agree to accept. Triomf had rejected this

"Workers struck early this morning in protest and they are demanding that the company's chairman, Dr Louis Luyt, or one of two other company executives, meet them," he said

The spokesman said the strike was legal because workers had held a strike ballot in which the majority had voted not to work

Despite the ultimatum to return to work, the strikers would not do so unless one of the three executives met them

The spokesman claimed the minimum wage at the plant was R180 a month, which he labelled a "starvation wage"

"Workers want a living wage and want to know why Dr Luyt has money to

save Ellis Park but not to pay them what they are asking," he said

A spokesman for Triomf said that, in terms of the company's recognition agreement with the SACWU, workers would have to negotiate with people chosen by the company, rather than by the workers

"It is our right to decide who will represent us," he said

He added that Triomf did not believe the strike was legal. He said labour law stipulated that workers had to wait 30 days after a conciliation board deadlocked before striking, and the workers had not done this

Wages at Triomf "are in line with those of other employers in the area"

Triomf had made a "substantial wage offer" which workers rejected "despite the fact that the fertiliser industry is in the midst of its biggest crisis in the country's history"

RAM 2/13/84

# Triomf dispute: Luyt steps in

By PHILLIP VAN NIEKERK  
Mail Reporter

THE chairman of Triomf Fertilizer, Mr Louis Luyt, yesterday personally intervened in the wage dispute which brought more than 500 workers out on strike at the company's Potchefstroom plant on Thursday

The workers returned to their jobs yesterday following a management ultimatum that they return by 10am yesterday or face dismissal

The strike was over the refusal of the company to submit the wage dispute — which has been continuing for some months and reached deadlock three weeks ago — to an independent arbitrator

A company spokesman said they had not changed

their increase offer but that Mr Luyt had offered to compensate the workers at the end of the year if the company's financial position improved by then

The company argues that the fertilizer industry has been badly affected by the drought

A spokesman for the union said they were still demanding that new increases be negotiated for July

They had agreed to accept an offer that the minimum wage be increased to R260 a month from the beginning of April

The union spokesman said the wages in Potchefstroom were far below the company's wage rate in the rest of the country

KDM 3/4/84 (143)

## Striking mineworkers on intimidation charges

**Labour Correspondent**  
EIGHT workers arrested by police during a strike at Rand Mines' Rietspruit Colliery last week have been charged under the Intimidation Act and released on R500 bail each.

At the same time, the mine has suspended the eight on full pay pending an internal inquiry into last week's stoppage. National Union of Mineworkers (NUM) shaft stewards are taking part in the inquiry, which began yesterday.

Workers at the mine downed tools last week over what the company described

as a "misunderstanding". The NUM said the strike had been prompted by a dispute between it and the mine over the recognition of shaft stewards.

The eight were arrested during the strike and charged late last week. Their case was postponed until April 18.

Meanwhile, an NUM spokesman said yesterday that the union and Rietspruit management were due to meet tomorrow for talks on the recognition dispute.

He said the meeting was to have taken place last Friday, but had been postponed at the union's request.

# Mine dispute talks

THE National Union of Mineworkers (Num) is to continue talks today with the Rand Mines' Rietspruit colliery management on the shaft steward recognition dispute following a strike by over 1 200 miners last week.

The colliery's public relations officer said that the talks, which started sometime ago, were "progressing in good spirit" and the outcome would be known later.

Miners at the plant, members of the Num, went on strike last

week over what the union described as "reluctance to recognise the shaft stewards" while management blamed the strike on "misunderstanding" on the part of certain workers.

Eight workers were arrested by police during the strike and have since been charged under the Intimidation Act in the local magistrate's court. They have been released on R500 bail each and will appear again on April 18, a union spokesman said yesterday.

*Sweeter 4/14/84 110 (143)*

**WALTER HASSELKUS**

# Man from Munich

Succeeding Eberhard von Koerber as MD of BMW SA is a hard act to follow — for it was he who pushed sales from indifferent levels to above those of Mercedes. He also gave BMW the highest market share of all its international sales territories.

What is more, Von Koerber left (to join the central board as world-wide marketing director) after a year, when Mercedes once again toppled BMW from its short-lived leadership.

Yet the new man, Walter Hasselkus (42), appears to have thrived on challenge throughout his relatively short working life. "I cannot see how we can fail here," he says. "We are well prepared. The new 3-Series BMW is a major step forward which will increase sales from about 14 000 to 20 000 units a year."

His first full-time job in business came at the relatively advanced age of 28 after completing a doctorate in law *cum laude* at the University of Munich. He joined the German electrical goods manufacturer Osram, starting from scratch as a trainee.

But after two years he was made personal assistant to the chairman. "I used to take the minutes of board meetings and write the chairman's speeches," he says. "And everybody in the company was very friendly as I was so close to him."

"But when the chairman retired, many changed their attitudes. This taught me a key lesson in business — there was no longer a place for me, so I left."

His next job was in BMW's long-term planning department which again involved taking board meeting minutes. "The beauty of the job was that I became one of the best-informed people in the company," says Hasselkus.

## London transfer

"Directors are only human and do not always say the most sensible things, so I had to ensure that the minutes reflected their views in a good light."

Contacts here led him into line-management when the sales director offered him the post of MD of the Berlin retail and wholesale operation.

"People thought the idea ludicrous," he says, "as I had never sold a car in my life. But it was not sensationally difficult and I learned that you have to be open-minded, listen to people and not tell the sales manager, who had been there ten years, how to do his job."

"I was quite successful."

After 18 months, he was transferred to London as MD of BMW's British sales and service operation. Four years later, sales had doubled and Hasselkus had come to



Hasselkus ... always room for improvement

"learn the British way of life and the British sense of humour." Then came his transfer to SA.

"This is a more complicated job," he concedes, "as it involves manufacture as well as sales — SA is the only country outside Germany where BMWs are made."

He disagrees with those who criticise BMW's quality. "This has improved over the years and will continue to do so," he says, "but naturally there is always room for improvement."

"My main challenge will be to maintain the company's high profile and reputation and get involved in local affairs as a committed member of the community," he says.

To this end he has already toured the country and neighbouring territories to meet leading political figures. All, he says, have praised the company's decisive handling of the strikes which happened shortly before his arrival.

"Our workers at Rosslyn are the best paid in the industry," he says, "yet there was a wildcat strike after a demand for a 40% increase. We will negotiate through proper channels with representative bodies. However, if necessary, we will be as firm again and will have Munich's full support."

Hasselkus, his wife (a political economist) and three children have rented a

house in Pretoria within easy reach of his office in Isando and the production facilities in Rosslyn. He reads politics and history and likes playing tennis and skiing.

Lack of good skiing slopes is, he says, one of SA's few shortcomings.

## BRIAN FREDRICKS

### Born to the trade

Natal trade unionist Brian Fredricks is the man at the cutting edge of the recently-revived SA Co-ordinating Council of the International Metal Federation (IMF).

As SA's black union movement comes of age, the complexity of labour relations increases, particularly in heavy industry where metal predominates. And to compound management's problems, there are some avowedly conservative white unions — with interests at variance with the newer black unions — in the industry as well.

The IMF council has member unions drawn from the Federation of SA Trade Unions, the Council of Unions of SA, the Trade Union Council of SA, and other unaffiliated unions. It's not unlikely that it will come to hold the ring in the industry's future bargaining.

Fredricks (39) says he's looking forward

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to his new assignment, but is very aware that the task will be difficult. Previous attempts at establishing a local council of the IMF were short-lived. The first, established in 1975, split in 1981 as a result of irreconcilable differences in the ranks of its union affiliates.

Consequently, as Fredricks sees it, one of his main functions as fulltime secretary will be to ensure that the new body isn't wrecked on the same rocks. He hopes to forge closer links between member organisations and get their co-operation on matters of mutual interest.

Ultimately he'd like to expand services offered by the council to full moral and material support for affiliates, a collective stance on wage negotiations, the recruitment of new members, and help with union organising.

### Unity

Fredricks is confident that the inter-union rivalries that split the council before can be overcome.

Tensions have eased markedly, he notes, since the expulsion from the IMF of the all-white Amalgated Engineering Union and the SA Electrical Workers' Association for what he calls "attitudinal problems".

Although differences persist (the movement's nine affiliates have widely-differing ideologies), he says there's a large measure of agreement at top leadership level as to what strategies and policies should be adopted.

The problem is to get co-operation and support from the rank and file. "We recognise that disputes between unions are going to occur. What we need is the machinery, at

all levels, to handle them when they do," Fredricks says.

One development which particularly threatens some employers is the stated intention of the IMF council to bring about a unified wage structure for the entire metal industry.

A wage policy would have advantages, says Fredricks, in that it would bring differing wage scales into line across the various sectors in the metal and engineering industries. Though a common approach to wages seems unlikely this year, it could well be on the cards for the next round of negotiations.

The representativeness of the unions who are party to the metal industrial council wage negotiations is also a source of concern for Fredricks. On a straight head count, he says, they are likely to represent only around 15% of employees in the industry — a situation which calls for "urgent redress".

It sounds like tough talk, but employers can probably count themselves lucky having a man like Fredricks sitting across the negotiating table. He's articulate and full of resolve, yet comes across as far more moderate and pragmatic than the common management stereotype of a hardline union activist.

Born in the back streets of Durban's Greyville, a hotch-potch residential enclave of coloureds, Indians, blacks and whites, Fredricks says he "couldn't help but be politicised at an early age".

He went to a Catholic primary school and to Bechet College in Sydenham, but left before matric to help support his family. Working as a dispatch clerk at Motor As-

semblies back in the Sixties for a meagre 22c/hour confirmed his union sympathies.

He left, joined Tucsa, and came back to organise a branch of the National Automobile and Allied Workers (Naawu) at the plant. Today he's the union's Natal branch secretary.

Fredricks has frequently represented Naawu at international congresses, and is in fact a Harvard alumnus — after a six-month union scholarship.

He reads a lot, especially on union matters, and regrets the lack of time to read more. Does he have regrets at becoming a union man? Fredricks notes that some former colleagues at Motor Assemblies reached the rank of general foremen. But he's "happiest representing workers," he insists.

## HILMAR VENTER Hitting the fan

The fertiliser industry is in turmoil. Ingredients are drought, falling sales, abolition of price and import controls and, to crown it all, new producers are trying to enter an overcrowded market.

To step into the position of public representative for the industry at a lean, mean time like this needs a certain low-key diplomatic skill — plus, of course, considerable experience.

Hilmar Venter (46) took over as director and chief executive of the Fertilizer Society of SA (FSSA) on March 22, after about eight years with the society.

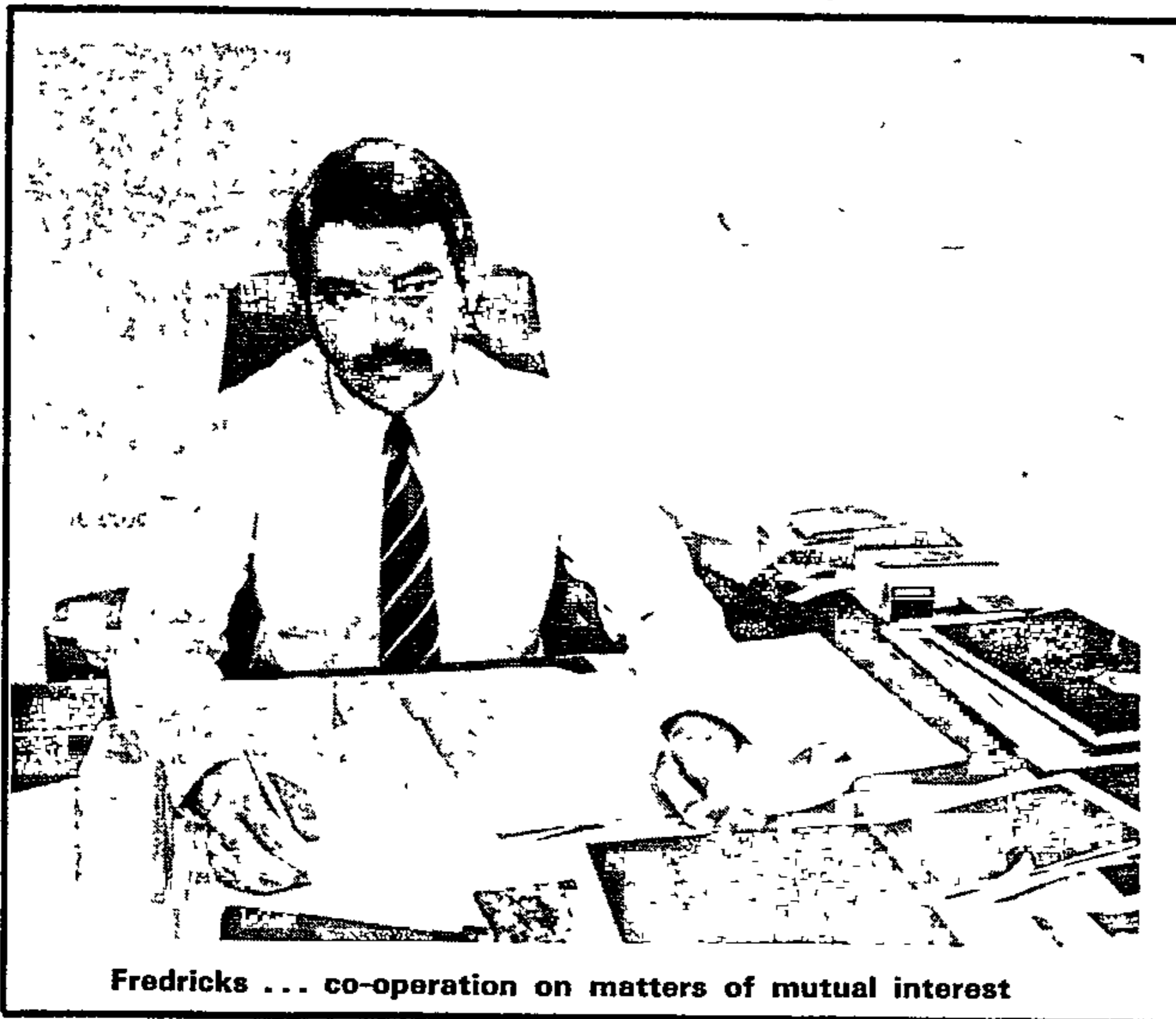
He represents an industry facing the unfamiliar, chill winds of cheaper imported feedstocks — and even the ultimate possibility of imported fertiliser, though tariff walls will give some protection for the next two years.

But scrapping of price controls, combined with drastic drops in demand resulting from the drought, has set the cat amongst the pigeons. Rebates to users of 20%-30% are commonplace. But with mushrooming agricultural debt and scarcity of funds, takers are few.

And now, with Hanhill's Bonus Fertilizer folding, a breakup between AECI and Triomf, a new Sasol/Triomf ammonia supply agreement and AECI's Kynoch Fertilizer entering an oversupplied market, the strains are intensifying.

According to market sources, present fertiliser production capacity is about 5Mt/year, but latest sales figures indicate a market of only about 2,5Mt. Is Venter daunted by this scenario? Not at all, judging from his relaxed and thoughtful replies to probing questions. He does admit, though, that "the industry's image could improve".

Venter, a BSc (Agric) major from Pretoria University (1962), says there is "a fixation" with maize in agricultural circles. Hopefully, greater diversification of markets is in the offing, although he is cautious.



Fredricks ... co-operation on matters of mutual interest

# Workers get R50 000 to settle dispute

By Carolyn Dempster,  
Labour Reporter

An out-of-court settlement of R50 000 has been awarded to 50 workers after a four-month dispute with the Jatex company in Rosslyn

The settlement was reached shortly before the dispute was to be heard in the Industrial Court

In an article in Fosatu Worker News, mouthpiece of the Federation of South African Trade Unions, it was reported the company agreed to take back 50 of the workers dismissed in December last year

Jatex had also agreed to negotiate a recognition agreement with the National Union of Textile Workers (NUTW) when the union achieved over 50 percent membership at the plant.

The dispute began last year with the dismissal of nine Jatex workers, all of whom were active in the NUTW. When the workforce protested and demanded an explanation from the manager they were told they could leave.

Those who wished to have their jobs back could reapply the following day.

## LABOUR BRIEFS

The NUTW then lodged an unfair labour practice claim against the company. For four months the dismissed Jatex workers have remained steadfast.

Although the entire workforce has not been reinstated Jatex has agreed to notify the union should any vacancies arise.

● The Metal and Allied Workers' Union is challenging the right of employers to refuse to bargain at plant level with unions which have a representative majority.

The case has been set before the Industrial Court and concerns the refusal by Maritzburg factory McKinnon Chain to bargain with MAWU outside of the Industrial Council.

In several instances over the past two years metal industry employers have negotiated agreements at plant level. This has often resulted in increases for workers substantially above those negotiated at the Iron and Steel Industrial Council.

● The eight miners arrested at the Rietspruit opencast coalmine have been released on R500 bail pending the outcome of a joint inquiry by the mine management and the National Union of Mineworkers.

The eight were arrested and charged under the Intimidation Act after the entire Rietspruit workforce of 1 200 staged a stoppage last week.

A union spokesman said the dispute was over the recognition of shaft stewards, but a management statement said the stoppage was caused by a misunderstanding of procedure.

Union representatives have claimed that management took photographs of the striking mineworkers which they later handed to police, enabling them to make the arrests.

... of the Prime Minister Mr P W Botha, as chancellor of the university

A week later she was reinstated on the condition that she retract all she said in the article

In the editorial, Miss Oosthuizen said that the appointment of the leader of a political party to the highest office of the university gave the institution a party-political image

She suggested in the editorial that "a more academic person" would have been more suitable to promote the image of academic freedom at Stellenbosch than someone with such strong political ties

Miss Oosthuizen has repeatedly said no insult to the Prime Minister was intended

I was phoning to ... arms

Mr Andre Rossouw (19) said he was working nearby when he heard several shots and a scream He went into the yard and saw a woman lying on the ground Nearby was the body of a man He had a gun in his hand

Mr Rossouw said he went into the house, where he found Mrs Kleinhans She screamed that the child was dead

"Then I heard a scream at the front of the house and found a little boy on the ground He was bleeding and had his hand on his stomach"

The magistrate, Mr J A Loubscher, found that Mrs Serfontein and Natasha had been murdered by Mr Serfontein At a separate inquest the court found that Mr Serfontein had committed suicide

# Wage talks in metal industry reach stalemate

Star 143  
17/4/84

By Carolyn Dempster, Labour Reporter

The first round of wage negotiations covering about 400 000 workers in the metal industry reached stalemate yesterday with unions rejecting employers' proposals out of hand

The official negotiations had been adjourned until May 1, the Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry announced today

Although neither employers nor unions would comment on the proposals tabled by the Steel Engineering Industries Federation of South Africa (Seifsa), it is believed the employers' body offered a minimum increase of eight percent

This is well below the inflation rate and well below union demands

According to union sources, it is also the first time that the unions represented at the talks have joined forces to press for increases on the minimum rates for the lowest-paid workers

In a joint statement released by the Steel, Engineering and Allied Workers' Union and the Metal and Allied Workers' Union (Mawu) today, both unions expressed "total dissatisfaction" with the "inadequate response"

"In 1983 the wage increases granted left workers well behind inflation This new offer would cause workers' standards of living to drop even further

Unions are demanding increases of up to 60 percent

Should employers fail to respond to some of the more urgent pay demands at the second round of talks, there is an increasing likelihood of a dispute"

## Valente: no bus terminus

By Jackie Unwin

A residents' association newsletter claiming a massive bus terminus is to be built in Parkmore has been denied by the chairman of the Sandton management committee, Mr Ricky Valente

The Ward 5 (Parkmore) Residents' Association claimed a bus terminus was planned for the corner of 11th Street and Marie Avenue, where there is a bus stop

But Mr Valente said the statements in the circular were "without any factual basis"

"Parkmore needs a bus stop to handle the needs of Parkmore — no more and no less"

He said the bus situation in Sandton was being investigated and the number

of buses in Parkmore could be reduced by more efficient time-tables

The need for toilet facilities at the Parkmore bus stop might arise, but the matter would be canvassed with Parkmore residents

Parkmore councillor Mr Schalk Visser said he met with the residents' association committee in March and advised the committee of the situation regarding the bus stop

Mr J de Villiers, chairman of the Ward 5 Residents' Association, claimed Mr Visser had said the bus terminus would be built as soon as finances were available

A spokesman for the bus company said "As far as we know there are no plans to site a bus depot in Parkmore, but Sandton is doing a survey

Unions expressed "total dissatisfaction" with the "inadequate response"

"In 1983 the wage increases granted left workers well behind inflation This new offer would cause workers' standards of living to drop even further

Unions are demanding increases of up to 60 percent

Should employers fail to respond to some of the more urgent pay demands at the second round of talks, there is an increasing likelihood of a dispute"

## Woman shot dead in her lounge

Own Correspondent

CAPE TOWN — A 22-year-old woman was shot dead during an argument in her lounge yesterday

Shortly afterwards a man gave himself up to the police

Mrs Tina Arnold was found lying in her Kenridge home with two bullet wounds in the head at about 2.30 pm Police took possession of a pistol

A car parked in the driveway

had been hastily packed with woman's clothing and a hand-drawn map of the area was lying on the floor

Shocked elderly neighbours Mr and Mrs George Donnelly described the drama that took place in the quiet area

"I saw a man drive up and enter the house," said a still visibly shaken Mr Donnelly, "minutes later we heard shooting and the man ran across to our place and asked us to get help because he

had shot someone"

The Donnellys said that Mrs Arnold had been "very pretty" but that they had not been close friends

"All we saw of her was when she drove in and out of the driveway," they said

Durbanville police and members of the Cape Town Murder and Robbery Squad were soon at the scene and the man gave himself up He is expected to appear in court tomorrow

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RACING... Page 16  
SPORT... Page 17

JCI





Mr Clive Thompson, both the Law Clinic at the University of Witwatersrand festival featuring more than 100 artists from India, China, the United States, Latin America and Africa will form part of the conference.

will show work done in the world in mobilising the struggle against poverty

**Hopes**  
A graphic exhibition has also been arranged and will show the work of 20 South African photographers.

Director of the Carnegie Institute, Francis Wilson, said that the material that had been prepared for the conference exceeded the organisers' hopes.

*Seawater*  
**Unions reject offers** *12/4/84*

By JOSHUA RABOROKO  
TWO major black trade unions representing over 200 000 workers in the metal industry country-wide yesterday totally rejected wage offers made by the employers' organisation — the Steel Engineering Industries Federation of South Africa (Seifsa).

The unions, Fosatu-affiliate Metal and Allied Workers' Union (Mawu) and Cusa-affiliate Steel Engineering and Allied Workers' Union (Seawu), said that the employers' offer would cause the standard of living of workers to drop further because it came nowhere near a living wage.

Union sources said that the employers had offered to increase minimum pay by 12c per hour for the lowest paid

workers and 31c per hour for the highest paid workers.

The present minimum wage for the lowest-paid workers is R1,53 per hour.

The highest grade of skilled worker must be paid at least R4,41 an hour. This means that the offer would increase the minimum for those workers by about seven percent.

But, according to the sources, most skilled workers are earning well in excess of the minimum, and, for some the 31c offer would amount to an increase of between four percent and five percent.

In a statement after the talks in Johannesburg, the unions said that they were "totally dissatisfied with the inadequate proposals given by Seifsa," at the

talks. They said that even in 1983 the wage increases left most workers well behind the inflation. The new offer would cause the standard of living of workers to drop even further.

The Seifsa offer on the minimum was re-

jected by the unions because it came nowhere near a living wage. The unions have told Seifsa to go and think again.

On the other hand employers contend that because of the economic recession it was not possible to increase wages much higher.

**AA on fines**

PROVINCIAL and municipal traffic authorities should place more emphasis on traffic management rather than law enforcement, says a spokesman of the Automobile Association (AA).

Commenting on the drastic increase in traffic fines and jail sentences for traffic offences that came into effect on April 1, he said he believed the traffic authorities and the South African Police were combining forces to ensure that the tough new measures were enforced. Some of these were more than double the present maximum penalties.

Fines for reckless or negligent driving have been increased to a maximum of R2 000, while the maximum jail sentence was up to two years. In the past fines ranged from R400 to R800, while the jail term was a maximum of 12 months.

For not stopping at a red robot or stop street, ignoring traffic signs and overtaking on a solid line, the maximum penalty has been increased from R200 or six months to R500 or six months or both.

"If these measures were to help reduce road accidents and casualties, motorists might welcome the increased fines. However, the increase should not be viewed by the traffic authorities as an opportunity to fill their coffers," he said.

**Rip-off**

THE Atteridgeville/Saulsville taxi association yesterday warned certain local taxi drivers to stop charging commuters exorbitant fares during peak hours.

Mr Jerry Phiri, president of the association warned that drastic action would be taken against certain taxi drivers who took advantage during weekends charging commuters more than the stipulated fare of 70 cents per single trip between the township and the city.

"We have reliable information that there are certain drivers who charge commuters up to R5 for deliveries espe-

**BEAT...  
THE**  
NO TRADERS  
MARKET

GRANNY SMITH  
APPLES  
(Class 1)  
**35c**  
per kg

DEL ORANGES  
(Premium Class 1)  
**45c**  
per kg

HARRIS  
RICE  
2 kg

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BLISS  
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**GET SCAR OF THE TIGERS AND TARGET THE PRESIDENT**  
**DLAMINI THRILLER**

RSM 16/4/84

# Students boycott buses

Mail Reporter

SESHEGO — A meeting organised by the Seshego branch of the Azania Students Movement yesterday resolved to boycott the Lebowa Transport buses from today until the bus company wiped out the fare increases which came into effect last week.

The local branch of the Azania Peoples Organisation and two trade unions, the Black General Workers Union and the Black Electronic and Electrical Workers Union, were represented at the meeting attended by about 100 people at Phodisadishaba Lutheran Church, Seshego. Speaker after speaker condemned the increase from 15c to 25c between Seshego and Moletji.

In February this year the bus company increased fares between the areas from 10c to 15c.

The meeting resolved that unless the bus company rescinded its decision, students would walk to school.

Moletji is about 10 kilometres from Seshego Township.



## MINE LABOUR

**Chamber capitulates**

An important dispute between the 15 000-strong non-racial Mine Surface Officials Association (MSOA) and the Chamber of Mines has been resolved. However, the terms of the agreement could have major implications for racial harmony on the mines.

The dispute centres on the chamber's "better utilisation of labour" agreement with the MSOA. The agreement states that whenever mine managements employ blacks in surface white collar jobs, there must be prior consultation with the union.

The MSOA has a closed-shop agreement with the chamber. Last year, when it declared the dispute, the union claimed that there had been thousands of infringements of the better utilisation agreement because blacks had been appointed without consultation to jobs traditionally held by MSOA members. It also objected to the fact that blacks appointed to such jobs were paid less than the minimum rate for MSOA members.

The chamber countered by questioning the definition of "surface official." It said it was prepared to apply the closed shop to people it assessed as genuine surface officials, but argued that blacks employed in various types of clerical positions were not doing traditional MSOA jobs. It also argued that when the better utilisation agreement was signed, the MSOA's constitution excluded black membership.

The dispute was the subject of lengthy conciliation board hearings which reached a solution on March 28. Chamber industrial relations adviser Johann Liebenberg tells

the *FM* that the matter has been settled and that a letter of proposal has been written to the MSOA. However, the final agreement has not yet been signed.

Although the chamber was not prepared to release details of the agreement, the *FM* understands that it incorporates the following

□ Any blacks, coloureds and Asians employed in more senior white-collar clerical positions from April 9 will, as a condition of employment, have to join the MSOA. Blacks employed in what the chamber terms "staff" jobs (lower clerical grades) are not affected. Blacks engaged in any capacity before April 9 are also unaffected, and

□ The MSOA and the chamber will immediately start a joint job grading exercise to evolve a revised minimum salary schedule which will apply to staff as well as surface officials. This means that conditions of employment for black, coloured and Asian surface officials will be identical, or at least comparable, with the those of their white counterparts. One immediate benefit will be that all surface officials will be able to join the Mine Officials Pension Fund — irrespective of race.

The *status quo* of white MSOA members will be maintained in terms of existing agreements.

An MSOA spokesman said the association was "happy" with the outcome of the dispute. But the black National Union of Mineworkers (NUM), which is in the process of forming its own officials association, is likely to react strongly. A NUM

spokesman tells the *FM* that the constitution for its Black Mine Officials Association has been drawn up. It was submitted to the chamber this week.

"It looks like this is going to affect some of our members. We will meet with representatives of our six regions next week to formulate our response," he said.

The MSOA-chamber dispute took place against the background of other closed-shop disputes outside the mining industry. In these, several unions affiliated to the Federation of SA Trade Unions are challenging closed shops enforced by Trade Union Council of SA unions.



Liebenberg ... the matter is settled

**JOB RESERVATION**  
**Mine talks continue**

The Chamber of Mines and several mining unions are continuing negotiations for scrapping job reservation on the mines

Following talks held in March, the parties met again last week to discuss deracialising the definition of "scheduled person" in the Mines and Works Act. The existing definition bars blacks from doing a range of skilled jobs, most notably from acquiring blasting certificates.

The issue is highly emotive. Coming after several years of delay, the talks flow from a recommendation in the Wiehahn Commission's sixth report and government's subsequent directive to the chamber and

mining unions to negotiate a solution within a 'reasonable period of time'.

Until now matters have been bogged down by failure to agree on another facet of government's directive measures to protect the job security of white miners.

Mineworkers Union general secretary Arrie Paulus — a notable absentee from the March meeting as he was attending an Industrial Court hearing — was present last week. However Paulus, at his own request, was only an observer and not a participant. He refused to tell the FM why he chose observer status but he is on record as being violently opposed to any move to change the current definition of a "scheduled person".

The MWU and the black National Union of Mineworkers (NUM) will be most affected by change. Paulus' reticence on the subject, his failure to attend the talks as a full participant, and the chamber's decision not to invite the NUM at all are indicative of the difficulties to be overcome. The NUM is known to be extremely unhappy at its exclusion from the negotiations.

Despite this, the chamber and the other unions appear to be firmly set on negotiating a solution. Whether they can come up with a formula to meet the conflicting demands of the MWU and the NUM remains to be seen.

PHM 28/4/84 143

# Key hearing on miners' rights

By PHILLIP VAN NIEKERK

THE final hearing of a crucial dispute between the National Union of Mineworkers (NUM) and Gold Fields of South Africa is to be heard by the industrial court today

The case could test the right of workers to refuse to work if they believe their working conditions to be unsafe

It is the culmination of eight months of legal wrangling between the two parties which began when 17 mineworkers were fired from the West Driefontein mine near Carletonville in September last year

The workers had refused to go underground

because they believed conditions in the mine to be unsafe.

The NUM has charged that Gold Fields, owners of mine, has committed an unfair labour practice by firing them

A special inquiry held by the Department of Mineral and Energy Affairs found the mine to be safe but the industrial court ordered that the workers be temporarily reinstated

Gold Fields has refused to rehire the workers though it has paid their wages and made it clear it intends to recover the money if it wins the case. A conciliation board failed to settle the dispute earlier this year

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# Fired workers flock to factory after landmark court ruling

25/4/84 *Staw*  
By Carolyn Dempster,  
Labour Reporter

~~153~~

~~189~~

143

The 324 workers dismissed by African Cables in January flocked back to the company's Vereeniging plant yesterday after being granted a temporary reinstatement order by the Industrial Court last week.

The ruling is believed to be a landmark in labour relations, as this is the single biggest group of dismissed employees to be granted a Section 43 order by the court.

African Cables has been given the option of physically reinstating the 324 workers, or paying them for the 90-day period set out under the order without re-employing them.

Mr J Muller, managing director of African Cables, said 58 of the workers had already returned and the company was going through the question of re-registration with the remainder of the claimants.

"We will have decided on the question of physical reinstatement by the end of the week," he added.

Three of the 327 original applicants were not granted reinstatement and the Engineering and Allied Workers' Union will attempt to obtain a settlement.

Union sources said they hoped the resumption of the status quo would be final and the

whole matter would be settled amicably.

The order was dated from April 18, meaning workers will not get benefits or backpay accruing since January.

The mass dismissal stemmed from a change in working shifts.

## CONSULTATION

Workers refused to clock in for work on January 6, saying they had not been consulted as promised.

More than 500 employees were fired, but 190 were later re-employed by the company.

# Paulos at mine indaba

THE whites-only Mine-workers Union led by Mr Arrie Paulos has joined talks aimed at scrapping job reservation on the mines.

Last week Mr Paulos attended the second round of talks — but requested observer status.

But the black National Union of Mine-workers is still excluded from the talks. The talks have been arranged by the Chamber of Mines and several mining unions.

A chamber spokesman yesterday said that following talks in March the parties met again and discussed several issues in an attempt to deracialise the definition of "scheduled person" in the Mines and Works Act.

*Swetson 26/4/84*

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# Black *Surface* union *26/4/84* on the *(143)* move *(143)*

By JOSHUA *(143)*  
RABOROKO

THE 35 000-strong National Union of Mineworkers (Num) has submitted a constitution for its Black Mine Surface Officials Association to the Chamber of Mines for membership protection.

This was confirmed by a Num spokesman following an agreement between the non-racial Tucs-a-affiliate Mine Surface Officials Association (Msoa) and the chamber

The implications of the agreement could have serious effects for racial harmony in the mines.

The agreement states that whenever mine managements employ blacks in surface white collar jobs, there must be prior consultation with the union (Msoa) which has a close shop agreement with the chamber.

The Msoa had earlier declared a dispute with the chamber concerning infringements of the agreement because blacks had been appointed to jobs traditionally held by Msoa members

RDM 26/4/84 (152)  
**Police  
action  
centre  
of row** (143)

**Labour Correspondent**

ARRESTS of strikers fired by Triomf Fertilisers at its Potchefstroom plant a fortnight ago have sparked a row between the company and the SA Chemical Workers Union.

Sixteen strikers were arrested on the day of the strike and a further three several days after it.

All 19 were released on paying bail of R500 and have been charged with intimidation. They are to appear in court on May 2.

Yesterday, another six fired strikers were arrested at their hostel and charged with trespassing. They appeared in the Potchefstroom Commissioner's Court yesterday and are due to appear again today.

A spokesman for the union, which belongs to the Council of Unions of SA, charged yesterday that in both cases the arrested workers had been pointed out to police by a company security officer, Mr J J van Zyl.

He said Mr Van Zyl was listed as the complainant in the intimidation charges and alleged Triomf called in police and actively cooperated with them.

He said the police action had prevented a return to work by the strikers.

A Triomf spokesman yesterday confirmed that the company alerted police to the strike, but denied it had been a party to the arrests.

He said Triomf offered strikers the use of facilities on company premises to enable them to avoid arrest, but that they turned this offer down.

The strike was sparked by the refusal of several workers to undergo alcohol tests. Workers downed tools in their support and were given an ultimatum to return to work or be fired.

Triomf fired the entire workforce — about 400 workers — when they ignored the deadline. None has returned to work and Triomf's spokesman said yesterday that the company began a campaign to recruit new labour on Tuesday.

RAM: 7/14/18 (143)

# 'Insults' claim in mine safety case

By PHILLIP VAN NIEKERK

A MINERWORKER who was fired with 16 others for refusing to work, because they believed conditions to be unsafe, alleged yesterday that a white shift boss had called him and the others "dogs" and threatened to replace them with the "many other dogs from the mine school".

Mr M Lebea told the industrial court which is hearing a dispute between the National Union of Mineworkers (NUM) and Gold Fields of South Africa that the workers had been verbally and physically abused by the shift boss, Mr Alfred Bickford, when they refused to work.

The hearing is the culmination of a legal battle between Gold Fields and the NUM. This began in September last year when the 17 workers were fired by the West Driefontein mine for re-

fusing to work because they regarded conditions in the mine as unsafe.

A Department of Mineral and Energy Affairs inquiry last year cleared as safe the area on the 14th level of the mine where the workers had refused to work.

Gold Fields has claimed that over the period that the workers refused to go underground, they were repeatedly assured that it was safe.

Mr Lebea told the court that almost a week after they had refused to work they had been informed by the mine manager, Mr Keith Spencer, of an inspector's report that the area was safe.

After this they had still refused to work and had been discharged.

He said if the inspector himself had addressed them and assured them that the area was safe, he would have returned to work.

# Miners' pay row ends

By Carolyn Dempster,  
Labour Reporter

The pay dispute between the Chamber of Mines and the Council of Mining Unions ended shortly after it began yesterday when both parties reached agreement on wage and service benefits.

The CMU, which represents eight unions and 22 426 white employees in the mining industry, was due to apply for a conciliation board to resolve the dispute after talks deadlocked on Thursday.

However, a set of amended proposals brought by the chamber was accepted by the council and the move to make the application was halted.

As from May, white mineworkers will receive a pay increase of 10 per-

cent across the board. In addition, the service increment has been increased from 12,5 percent to 15 percent of standard rates, which means a 0,5 percent increment a year on standard rates up to 30 years of service.

Sick leave regulations have been amended so that a union member will receive leave pay as from the first day of sickness or accident, unless he has an unsatisfactory attendance record. Under the previous regulations, leave pay was awarded only if the worker had a satisfactory attendance record. Written reasons will have to be given to union members by management if pay is withheld.

Talks between the chamber and the black National Union of Mineworkers on pay and service issues start next week.

# Oil's not well with Mizelly

By Janine Walker



Barbara Bel Geddes

Ever since the new season of "Dallas" started on TV1 five weeks ago viewers have not seen the indomitable Mizelly.

It's supposedly because of the war over Ewing Oil that the suave Clayton Farlow took Miss Ellie away from all the bubble, bubble, oil and trouble.

In real life it's because veteran actress Barbara Bel Geddes suffered a major heart attack last year and was reportedly told by doctors to "take things easy and have a break".

And one cannot take things easy in Southfork — on celluloid or in real life.

So when are viewers going to see her again? She'll appear now and again just as her middle son Gary kept cropping up in "Dallas" before he was offered a series of his own, "Knots Landing".



Tube-tech: The tubu' and two shelves... R499. C roll) .. R37,95.

Suddenly  
bedroom.  
It's a pla  
It's wher  
choice. Brass  
child. Furnitu  
wallpaper and  
A Forty

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DURBAN La Lucia Mall. (03  
All prices exclude G.S.T.

shewokunze Deputy Commissioner suggested the emeralds allegation... pretext for the Prime Minister to... Cabinet and replace... Minister... Minister headed the Home Affairs... Minister headed the Home Affairs... covers the police force... is alleged to have taken emeralds... held by the police as exhibits and... have been used in "trapping" cases. He... to have illegally ordered the release... of illegally possessing the uncut... was moved to the Ministry... a Cabinet reshuffle last year.

will decide this. But its ruling in the workers' earlier application may give some indication of its approach.

The court accepted that West Drie had not committed an unfair labour practice. It also held that it was not its job to set standards to which employers must comply before firing workers.

But it did grant the workers' request for temporary reinstatement because it said this would promote collective bargaining on an issue with implications for the entire mining industry.

So it stopped short of laying down criteria which would bar employers from firing workers in this situation — but did seem to endorse negotiation on safety issues

*RAM 30/4/84 (143) 2/2*  
THE long-running safety dispute between Goldfields' West Driefontein mine and the National Union of Mineworkers reappeared in the industrial court last week, only to be postponed indefinitely.

Last year, the court temporarily reinstated 17 NUM members who were fired for refusing to work in an area of West Drie they considered unsafe. The case has now come before the court for a final verdict.

It tests whether workers can refuse to work in an area they consider unsafe even if, as in the West Drie case, an official inquiry has found it to be safe. This has implications for all industries.

It is unclear when the court

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Soweto 30/4/84 (143)

# May Day services

**SEVERAL** May Day services organised by trade unions and community organisations, will be held tomorrow to mark international labour day.

The Release Mandela Committee (RMC), has organised a service to be held at Khotso House at 1 pm and another which will be held at the Dube YWCA at 6 30 pm

The Council of Unions of South Africa, Cusa, has organised a service to be held at Lekton House at 1 pm, while the Soweto branch of Azapo will hold a service at the St Hilda's Anglican Church in Senaone at 7 pm

A spokesman for the RMC said May Day is a day when all democrats should re-affirm their commitment to building a true democracy in South Africa

"It is a day when all workers and democrats should come together to evaluate the progress they have made towards building a non-exploitative society. We yearn for the day when we shall see a united working class movement in this country," the spokesman said

A spokesman for Azapo said "We view our role as affirming the legitimacy of the workers' struggle in the country and elsewhere"

might also be a record — the two sides deadlocked over a difference of 0,5%

They had already agreed on a wage rise of 10%. But unions wanted changes in service increments which would have raised the mines' wage bill by 0,5%. The Chamber refused to agree

The union stance does seem a little odd in the light of the fact that the CMU originally demanded increases in fringe benefits which would have cost at least 10% over and above the wage increase

Having foregone improvements worth at least 9,5%, the CMU, for undisclosed reasons, decided to make a stand over 0,5%

Predictably, this failed to produce a repeat of the 1922 miners' strike and the affair ended with a compromise on service increments

The Chamber will now have to get down to bargaining pay with the black National Union of Mineworkers and indications are that these talks will be a far more serious affair

Word is that the NUM will make demands to which the Chamber is unlikely to agree and may be willing to risk a confrontation

This is far more likely to prompt a serious clash than the much-publicised disputes between the Chamber and white unions in recent years

RSM □□□ 20/4/84  
LABOUR relations records may have been set by the dispute between white mine unions and the Chamber of Mines last week

It must have been the shortest dispute ever between the two — the Council of Mining Unions said it was declaring the dispute on Thursday and settled with the Chamber on Friday

The gap between union demands and the employers' offer

143



WORKERS AT MAY DAY MEETING They called for opposition to unjust laws

*Sowetan 2/5/84*

*127*

*143*

# CALL FOR JUSTICE

**MORE** than 1 000 workers from all parts of the Reef have called on all South Africans to unite and protest against the country's unjust laws.

The call was made by the Council of Unions of South Africa, Commercial Catering and Allied Workers' Union and other unions at a meeting to celebrate the In-

ternational Labour Day in Johannesburg yesterday

At a May Day meeting at Khotso House, an executive member of the Release Mandela Committee, Mr Tshediso Matona, said that the continued detention and harassment of trade unionists, deaths in detention and restrictive labour

laws made it impossible for workers in the country to ignore Labour Day

He appealed to workers to unite in fighting for the workers' rights and discriminatory laws which made blacks foreigners in the land of their birth

Speaker after speaker

pledged solidarity with workers of the international community May Day had been called to demonstrate against the exploitation, oppression, racism and apartheid worldwide

At a separate meeting in Johannesburg, Cusa's general secretary Mr Phirashaw Camay called on workers not to pur-

chase any goods in protest against increased general sales tax

Pamphlets calling on workers to observe the Labour Day were distributed by the South African Congress of Trade Unions

Other meetings to observe the day were due to be held in Soweto last night



ROM 2/5/84 (143)

# Labour report a return to dark ages, says Cusa

By STEVEN FRIEDMAN  
Labour Correspondent

THE Council of Unions of SA, which represents more than 100 000 workers, says a report on labour relations by the Government's National Manpower Commission would put the country's labour law "into the dark ages" if it is implemented.

In a brief statement yesterday, Cusa angrily slammed the report which recommends a tough new system of control over unions to replace the present union registration system.

It also proposes changes to the industrial court which would make it an "unfair labour practice" for unions to engage in consumer boycotts or to demand sole bargaining rights at the expense of minority unions.

The report, which has come as a shock to supporters of labour reform, was tabled in Parliament on Monday by the Minister of Manpower, Mr Pietie du Plessis, who said he was releasing it for comment by interested parties.

Informed sources said yesterday that they believed the Government was committed to introducing the new "certification" system for unions, even though this is expected to attract heated protest from emerging unions and is likely to be seen as a means of increasing Government control over unions.

This system would give a

Government registrar the power to issue unions with certificates stating that they had met certain "minimum requirements" laid down by the Government.

Unions who did not hold these certificates would not be allowed to operate and their officials would risk prosecution.

The report also recommends, however, that race no longer play any part in union registration and that official industrial councils undergo major reform.

In its statement yesterday, Cusa said it had not yet had an opportunity to study the report.

But, judging by Press reports on it, the NMC had "arrived at conclusions and recommendations which would have the effect of putting South Africa's labour legislation into the dark ages."

It said the report sought to place "power in the hands of civil servants through regulation and other authority." Thus, it said, was "not acceptable" to Cusa.

Changes to the industrial court recommended by the report were, Cusa said "such that they will erode the original intention of creating a speedy, inexpensive forum for the resolution of disputes."

A Cusa representative said yesterday that the council might issue a fuller statement on the report once it had studied it thoroughly.

# Unions angered by labour law proposals

JOHANNESBURG — The Council of Unions of SA, which represents more than 100 000 workers, says a report on labour relations by the government's National Manpower Commission would put the country's labour law "into the Dark Ages" if it is implemented.

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place the present union registration system. It also proposes changes to the industrial court which would make it an "unfair labour practice" for unions to engage in consumer boycotts or to demand sole bargaining rights at the expense of minority unions.

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# Report slated

**BLACK** trade unionists have expressed concern about the report of the National Manpower Commission tabled in Parliament this week.

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The report — on collective bargaining and works councils, the registration of trade unions and employers' organisations and related matters — was released by the Minister of Manpower, Mr P T C du Plessis

The report recommended an industrial court, to be known as the Labour Court and a Labour Appeal Court, the scrapping of trade union registration for a new system of "minimum standards" for all trade unions and collective bargaining bodies

The Council of Unions of SA (Cusa) spokesman said that the report would put the country's labour laws "into the dark ages" if it was implemented

KDM 5/5 184 (142)

# Mine union declares dispute with East Rand Anglo firm

By PHILLIP VAN NIEKERK

THE National Union of Mineworkers has declared a dispute with Anglo American's East Rand Gold and Uranium Company (Ergo) over the length of time between meetings to be held during a dispute.

The dispute follows a breakdown in recognition talks between the two parties on Wednesday,

management was demanding that a clause be written into the agreement that the parties meet on not less than two occasions over 20 days if a dispute was declared.

He said if this was added to the time legally provided for the parties to settle the dispute at conciliation board level, together with the 30 day "cooling off" period if the board failed to resolve the

three months before workers could strike legally.

A statement from Anglo-American said Ergo management found it "difficult" to understand the reason for the NUM's declaration of a dispute at this stage of the negotiations.

"But as this will now be dealt with by the Conciliation Board we have no further comment to make" the

# Decision tomorrow on fate of 17 miners

By Carolyn Dempster,  
Labour Reporter

The fate of the 17 West Driefontein mineworkers, who were granted temporary reinstatement after being dismissed from the mine in September last year, is to be decided by the Industrial Court tomorrow

Lawyers appearing for the workers are to make application for the temporary reinstatement order to be extended until the dispute between Gold Fields and the National Union of Mineworkers over the dismissals has been resolved

The reinstatement order, which was backdated, is believed to be the longest-running status quo order yet handed down by the court. The mineworkers were fired on September 22 for refusing to go underground to work in what they considered to be an unsafe area.

West Driefontein decided not to re-employ the 17 dismissed mineworkers who are all members of the National Union of Mineworkers, but in terms of the order have been paying the men full salary and providing them with accommodation for the past seven

months

So far all attempts to resolve the dispute between the union and Gold Fields have failed. A conciliation board was unable to bring the two sides together and the Industrial Court sat for a week last month in a bid to make a final ruling

Evidence presented before the court revealed that the union played no part in persuading the mineworkers not to go underground. Instead, the mineworkers were urged by union organisers to go back to work until the matter had been resolved by union representatives in discussion with the mine management.

The hearing on the dispute has been postponed "indefinitely", which leaves the 17 mineworkers in a predicament as the reinstatement order expired last Friday

If the men lose their jobs, they will also lose the right to stay in the area and will be forced to return home

A ruling on the issue is likely to have far-reaching implications for the mining industry if it is held that mineworkers are within their rights by refusing to work in an area they consider to be unsafe

# Key hearing for Num 17

143  
THE FATE of the 17 West Driefontein miners who were granted temporary reinstatement after being dismissed from the mine in September last year, is to be decided by the Industrial Court today.

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West Driefontein decided not to re-employ the 17 dismissed miners, who are all

members of the National Union of Mineworkers, but in terms of the order have been paying the men full salary and providing them with accommodation for the past seven months.

## Dispute

Thus far, all attempts to resolve the dispute between the union and Gold Fields have failed. A conciliation board was unable to bring the two sides together and the Industrial Court sat for a week last month in a bid to make a final ruling.

Evidence presented before the court last

week revealed that the union played no part in persuading the miners not to go underground, something mine management has alluded to in their papers before court.

Instead, the miners were urged by union organisers to go back to work until the matter had been resolved by union representatives in discussion with the mine management.

The hearing has now been postponed "indefinitely," which left the 17 miners in a predicament as the reinstatement order expired on May 4 (last Friday).

If the men lose their jobs, they will also lose the right to stay in the area and will be forced to return home.

A ruling on the issue is likely to have far-

reaching implications for the mining industry if it is held that miners are within their rights by refusing to work in an area they consider to be unsafe.

# Metal industry unions reject final pay offer

Labour Reporter

Two major unions — party to the official metal industry pay talks — have rejected the final pay offer made by employers at the last round of negotiations

The Metal and Allied Workers' Union (Mawu) and Steel, Engineering and Allied Workers' Union (Seawu) issued a joint statement today rejecting the final wage offer — of 17c an hour for the lowest paid worker and up to 37c an hour for artisans — made by the Steel Engineering Industries Federation of South Africa (Seifsa) on May 1

The unions announced their intention of pressing for a minimum living wage when the talks resume on May 16

"Both unions feel that this final offer does nothing to satisfy the demand of workers for a living wage

The offer doesn't even keep up with inflation. It makes nonsense of Seifsa's statement that they are committed to improving the standard of living of their employees," the statement said

"Most factories are busy and a large number of workers retrenched have been re-employed. More overtime is being worked"

Members of Mawu and Seawu are not satisfied that other demands made by the unions — a shorter working week and higher overtime pay — have been rejected out of hand by the employer associations

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# Strike

ABOUT 700 members of the National Union of Mineworkers at the Anglo American's East Rand gold and uranium company yesterday went on strike demanding the recognition of their union.

The union's spokesman said that the strike follows a breakdown in recognition talks between the company and the union last week. Management was not available for comment.

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APR 10/5/84 (143)

# Talks will go on, says Anglo

Mail Reporter

ANGLO American's East Rand Gold and Uranium Company (Ergo) will continue recognition talks with the National Union of Mineworkers despite a dispute the NUM declared against the company, a company spokesman said last night.

Workers downed tools for 2½ hours yesterday because they feared that negotiations had stalled after the NUM declared a dispute against the company last week.

However, an Anglo American spokesman said last night that the workers had returned after they had been informed that Ergo was prepared to continue with the recognition talks despite the declaration of a dispute

Talks between the company and the NUM deadlocked on Wednesday after differences between the two parties emerged over aspects of the disputes procedure to be included in the recognition agreement.

The Anglo statement said that "approximately 100 employees assembled outside the general office and re-

quested that the company reinstitute negotiations with the NUM.

"A delegation met with the personnel manager who advised them that the general secretary of the NUM had been advised by letter that Ergo was prepared to continue with recognition agreement negotiations despite the declaration of a dispute"

## LABOUR NEWS

Report 10/5/80 1143

# Mine no longer to pay workers'

Mail Reporter

THE Industrial Court has refused to extend an order temporarily reinstating the 17 West Driefontein mine workers, who have been at the centre of an eight-month legal row between Gold Fields of SA and the National Union of Mineworkers.

The court yesterday refused to extend the status quo order for the fourth time after an application calling for its extension was brought by the NUM's legal representatives.

The company has been paying the workers' wages though not employing them since last year when the NUM won the status quo order pending the outcome of the case.

The NUM has alleged that the company committed an unfair labour practice by firing the workers for refusing to work in an area of the mine which they considered to be unsafe.

However, the "unfair labour practice" case, which is regarded as a key test of workers' rights not to work in areas they consider to be unsafe, is still to be completed.

It was postponed indefinitely two weeks ago after the company claimed that the NUM legal representatives had changed their case and should reformulate it.

A statement from Gold Fields said the mine had been paying the men since September 22 in terms of the status quo order, but they had not been employed at the mine.

"Today's court order means that the mine no longer has to remunerate the men."

# 10 000 workers clash with bosses

MORE than 1000 workers were involved in labour unrest over dismissals and trade union recognition in Johannesburg and Springs this week.

About 200 workers at Edison Electro Plating in Benrose were fired after management had accused them of belonging to the Steel Engineering and Allied Workers' Union.

The union's general secretary, Mrs Jan Hlongwane, said several attempts by the union to meet management on the issue were unsuccessful. The union has asked for legal advice on the matter.

## Go-slow

More than 50 workers at the Carlton Hotel in Johannesburg were yesterday ordered off the premises after a two-day go-slow demanding a minimum wage of R350 per month.

Management was busy with negotiations with the Commercial Catering and Allied Workers' Union of SA (Ccawusa) representing the workers by late yesterday.

## Union

At four other hotels — Sandton Sun, Landrost, Parklane and Rand International Hotel — over 200 workers yesterday continued their go-slow demanding a R350 per month minimum wage and that management recognise their union (Ccawusa).

About 700 workers at East Rand Gold and Uranium company reported back to work yesterday after management had promised to negotiate with the National Union of Mineworkers.

Sowetan 6/5/84

# Strike miners in accord

THE National Union of Mineworkers has signed recognition agreements with two collieries which were hit by strikes over wages and union recognition this year.

The signing of the agreements, according to the union's general secretary, Mr Cyril Ramaphosa, brings to 17 the total number of recognition agreements signed by the union since its inception two years ago.

The two collieries — Duvha and Rietspruit near Witbank — were hit by strikes sparked-off by wage demands and union recognition during January this year.



**RAMAPHOSA: More agreements coming.**

Mr Ramaphosa said that the union was negotiating six other recognition agreements with seven other companies and "one is expected to be concluded next week."

The union currently has recognition agreements with the Chamber of Mines, Chamber of Mines sports grounds, Rand Mutual Hospital, Western Deep Level Hospital and Barlow Rand's coal mines.

He added that one vital recognition agreement the union was hoping to win soon was a paternity leave for most migrant workers.

# Metal men set for split on pay

Mail Reporter 16/5/84

TRADE unions belonging to the giant Metal Industries Industrial Council are headed towards a divided response to the employer's latest wage package offer

At the industrial council meeting yesterday the employers upped their offer to 20c across-the-board or a 12,65% increase minimum for workers in the bottom grades, and an effective 9,07% for workers in the top grades

The employer group, the Steel and Engineering Industries Federation of South Africa (Seifsa), has also offered a substantial rise in the holiday bonus, which is to be progressively increased over the next three years

Unions have been given until May 24 to respond to the offer, which could be the employers' final one in this year's round of pay talks at the council, the largest bargaining forum in the country

Sources at the meeting said it appeared likely that unions representing skilled workers, who originally demanded a 30% minimum increase, would agree to the offer

However, unions representing less skilled workers appear unlikely to accept the offer, which is not much higher than the 12% minimum offered at the last industrial council meeting two weeks ago

At a general meeting at the weekend thousands of members of the Metal and Allied Workers' Union (Mawu), which is party to the council, rejected the offer

Mawu and the Steel, Engineering and Allied Workers' Union (Seawu) began the talks by asking for a 66% increase, taking the minimum wage in the industry to R2,50 or slightly above

The initial employer offer was an 8% minimum in the lower grades and a 6% minimum in the higher grades

Sowetan 16/5/86

# Miners want living wage

THE National Union of Mineworkers (Num) is to demand a "living wage" for over 60 000 workers in South Africa's gold mines.

The wage negotiations between the Chamber of Mines and Num, starting tomorrow, are essential because of the disparity between different mines which have in the past contributed to labour

unrest

According to union sources, the lowest paid black miner earns a minimum of R129 per month, while the semi-skilled worker gets a minimum of R290. The union is demanding 60 percent and 40 percent increases for the two job categories.

The sources also disclosed that a semi-skilled white miner

earns R900 per month and with the progress of time white miners may earn up to R3 000.

Num's general secretary, Mr Cyril Ramaphosa, told The SOWETAN yesterday that the union would press for higher wages for their members in the industry which forms "the cornerstone of South Africa's economy."

"We are going to demand that the wage gap between races should be narrowed," Mr Ramaphosa said. "We demand a living wage for our members."

The negotiations take place at a time when the chamber has excluded Num from discussions with other unions on job reservation at all mines. The union won the right of collective bargaining with the chamber when it was granted recognition at several mines last year. Prior to that black miners' wages were being unilaterally set by the chamber.

2 more  
Rom 16/5/84 143  
accords  
~~at~~ mines

Mall Reporter

THE National Union of Mineworkers (NUM) has signed recognition agreements at two Rand Mines-owned collieries near Witbank, bringing to 17 the number of agreements the union has now signed in the less than two years since it was launched.

The agreements at Duvha and Rietspruit — both of which have experienced work stoppages this year — followed months of negotiation between the NUM and Rand Mines, mining arm of Barlow Rand.

The NUM, the largest mainly black trade union in the country, now has eight agreements on gold mines, four on coal mines, two at mine hospitals, one at the Rand Refinery, one at the Teba recruiting centre and one at the Chamber of Mines Sports Club.

Neither Duvha nor Rietspruit, which are open-cast mines, are members of the Chamber of Mines and are the NUM's first non-chamber agreements.

Mr Alan Cook, deputy chairman of Rand Mines' collieries division, said the agreement closely resembled the chambers' agreement with the NUM, and was granted after the union had gained 50% representation at the two mines.

RDM 17/5/84 (SA) (143)

# Metal unions to discuss pay offer

Mail Reporter

THE Metal and Allied Workers' Union (Mawu) was the only union at Wednesday's meeting of the Industrial Council for the metal industry to refuse to recommend the employers' final offer of 12,5% to their members

However, sources at the meeting said yesterday there was still a possibility of a dispute being declared by a representative group of metal unions which is party to the country's largest bargaining forum

The unions have until May

24 to report back to their members and decide whether or not to settle on the wage, fringe benefits and working conditions package, which will apply to more than 350 000 workers

The final offer by the Steel and Engineering Industries Federation of South Africa (Seifsa) was a minimum 12,5% or 20c across-the-board on the bottom grades and a minimum 9,07% or 40c across-the-board for the artisan grades

The council added in a statement yesterday that

there were to be increased holiday bonuses, a reduction in the qualifying period of service for additional leave — from six years to five years — and increases in subsistence allowances

It is unlikely that unions representing skilled workers will reject this package, but unions representing semi-skilled and unskilled workers, who initially made demands in excess of 66%, will find it hard to settle

Both Mawu and the Steel, Engineering and Allied Workers' Union (Seawu)

spokesmen said yesterday they would only make their final decision once they had reported back to their members

A spokesman for the SA Boilermakers Society said he was "not happy" with the offer and that the union's response would depend on "what the other unions are prepared to do"

● Seifsa has proposed that wages in three sectors falling under the giant metal industrial council be negotiated separately, sources at the meeting said



Sawetun 18/5/84

# Seifsa makes offer

**METAL** unions representing 380 000 workers in the steel and engineering industries have been given until May 24 to accept a final wage offer made by the Steel, Engineering Industries Federation of South Africa (Seifsa) — or else declare a dispute.

Formal negotiations under the auspices of the Industrial Council ended on Tuesday when

Seifsa presented its final wage and service package to the unions.

This included an offer of a 20 cents per hour increase for workers in the lowest grades and 40 cents per hour increase for the top grades of metalworkers. Current minimums are R1,53 and R4,41.

The employers' associations have also agreed to more benefi-

cial adjustments on holiday leave.

The offer is a slight improvement on the proposals which Seifsa put forward on May 1, at the second round of pay talks, but falls far short of the R2,50 per hour minimum wage which the Metal and Allied Workers' Union and Steel Engineering and Allied Workers' Union are demanding.

(143) (157) (140A) (184)  
FM 18/5/84

next year — have reached a critical stage

Several meetings have been held since negotiations started on April 10 According to a statement released by the council, the Steel and Engineering Industries Federation of SA (Seifsa) has made a final offer which the metal trade unions, who represent some 380 000 workers, will respond to on May 24 It seems likely that most of the trade unions involved will accept But the Metal and Allied Workers' Union is expected to reject it — creating the possibility of unrest in the industry

The final employer offer was

- An increase of 40c/hour for artisans from the present R4,41/hour level,
- An increase of 20c/hour for unskilled workers from the present R1,53/hour,
- A reduction in the qualifying period of service, which makes workers eligible for an extra week's leave, from six to five years, and
- An increase in subsistence allowances paid to workers sent out on site work (details were not made available)

Seifsa's wage offer represents an 11% increase for skilled workers, and 7,6% for the lower levels — far lower than the unions' original demands for minimum increases ranging from 33% to 66%

However, informed sources tell the *FM* that unions falling under the umbrella of the Confederation of Mining and Building Unions, which represents some 160 000 skilled workers, is likely to accept the offer So too is the all-white SA Iron, Steel and Allied Industries Union (*Yster en Staal*)

There are also strong indications that Council of Unions of SA-affiliate, the Steel, Engineering and Allied Workers' Union (*Seawu*), will accept This is seen as being significant since this union, along with the Metal and Allied Workers' Union (*Mawu*), represents unskilled workers It is understood that these unions have been co-operating closely in the negotiations If *Seawu* goes along with the Seifsa offer it will be abandoning its Federation of SA Trade Unions ally

Not that this is likely to trouble *Mawu*, which has demanded a minimum wage of R2,50 an hour President Jeffery Vilane told the *FM* "We will report Seifsa's offer back to our members But at the same time the employers must be aware that we are not satisfied with their offer"



⑫ FM 18/5/84 Masire ... resisting SA pressure

The "security arrangement," says the SA Foreign Affairs spokesman, would differ from a full-blown Nkomati-type treaty — for which there is "no need" in the case of Botswana, which has long denied hosting any ANC military presence

Masire also said that Botswana was "feeling all kinds of economic pressure from SA to sign (an accord) and we are resisting that." Asked about Foreign Minister Pik Botha's statement about a possible security agreement with Botswana, Masire said "That may be in the mind of the SA Foreign Minister" But, added Botswana's Foreign Minister, Archie Mogwe "It is not in the mind of the Botswana Foreign Minister"

However, the SA view seems to be that Botswana "may have other concerns" it

might wish to protect And given the "always reciprocal" nature of such dealings, SA is evidently sticking to its course

There is speculation that an aim of the mooted security arrangement may be for SA to press for a hand in policing Botswana territory against possible ANC infiltrators Foreign Affairs alludes to the admission by neighbouring states that they lack the logistical capability to police their own territories against such militants

According to the Foreign Affairs source, the "imminent" ministerial-level meeting with Botswana would also include economic and customs union matters This is the obvious key to any leverage SA might employ to get Botswana to sign a security arrangement

Botswana, Lesotho and Swaziland (BLS)

have been waiting for about a year for SA's proposals on a rewritten customs agreement, controlled by SA It is expected that SA will use the BLS members' substantial customs earnings to negotiate security arrangements and accommodation of the independent homelands within the union (Current affairs May 11)

SA's relations with Swaziland are good This was reflected by the visit of most of the Swazi Cabinet, led by PM Prince Bhekimpf Dhlamini, to Cape Town last week for a meeting with key members of the Cabinet led by PM P W Botha A wide range of bilateral matters were discussed, including security and trade

An exchange of trade representatives between Pretoria and Mbabane is imminent However, speculation that the next step would be an exchange of full ambassadors has been dampened by both sides who say there is "no need" for it

Lesotho and Botswana are resisting "closer co-operation" with SA But the question is for how long? Following the visit of Lesotho's Foreign Minister, Evaristus Sekhonyana, to SA recently, indications from Foreign Affairs here were that progress towards a security pact was being made Tiny Lesotho, ironically, has a bargaining chip of its own — water from its R1.5 billion Highlands Dams project currently being developed jointly with SA, the main customer in the future

METAL NEGOTIATIONS <sup>12</sup> ~~18/5/84~~  
**Nearing conclusion?**  
 FM 18/5/84 ~~18/5/84~~  
 Negotiations at the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry — to set working conditions and minimum wages for the

## OCCUPATIONAL HEALTH

The imminent implementation of the Machinery and Occupational Safety Act and the tabling of the Occupational Medicine Bill in Parliament have focused renewed attention on health hazards in the workplace The issue is highly emotive and is developing into a major point of contention between trade unions and managements

Underlying much of the debate is the thorny question of determining what constitutes safe levels when substances known to be harmful to humans are involved in the production process It is in this area that input on risk factors from researchers is invaluable But it is a question which is not easily answered For, as the scientists are at pains to point out, uncertainty clouds much of their data

This point was driven home recently at the SA Medical Research Council's International Symposium on Environ-

mental Pollution and Man, in a debate entitled "The estimation of exposure limits — possibility and potential for co-operation between science, industry and government agencies"

A great deal of occupational health research is aimed at determining how much exposure to dangerous substances causes illness These dose-response relationships are widely used to determine minimum safety levels But this research is fraught with problems

□ Exposure data are often crude and the possibility that they do not actually measure the disease-producing elements is ever present; and

□ What should scientists concentrate on in measuring responses? Should mortality be the criterion or should attention be focused on the development of less drastic physical symptoms? If so, which symptoms?

Given these built-in inaccuracies, it

would seem that it would be an impossible task to lay down minimum acceptable levels based purely on scientific data The speakers, however, emphasised that the only practical way to overcome these problems is for people in decision-making positions to be made aware of them — endorsing the principle that informed debate is preferable to ill-informed decision-making

The other message that came through clearly is that decisions about safety levels must come about through consultation It is likely that for many substances, asbestos being one, there is no safe level and decisions have to be made about how much risk is acceptable Determining the acceptability of risk to the health of workers is a responsibility shared by employers, employees and government, and one in which economic considerations have to be taken into account, it was argued

# Pay talks hang in balance

ROM 2/15/84 (143) (143) (143) (143)  
IN THE next fortnight key pay talks — in the metal and mining sectors — will move closer to their climax.

**LABOUR WEEK**  
By PHILLIP VAN NIEKERK

Metal unions have been given till Wednesday to respond to the final offer from the Steel & Engineering Industries Federation (Seifsa). Talks between the National Union of Mineworkers (NUM) and the Chamber of Mines could be decided one way or the other before the end of the month.

In both cases a trial of strength is on the cards. This year's pay talks have not seemed likely to end in an amicable settlement.

The conflicting pressures of ongoing recession, on the one hand, and worsening poverty within the black community, on the other, have been an immense challenge to unions and employers.

Last year the mainly black emerging unions accepted below-inflation pay rises for their members who in the past 12 months have been further hit by cost of living increases and rising unemployment.

This time round the unions, under pressure from their members, have gone into wage talks with demands for increases in minimum rates of 60% and more, while employer groups, under pressure from economic conditions, have not deviated far from the 10% mark.

Small wonder that they're finding it hard to settle.

□ □ □

ONE of the features of this year's talks has been the isolated stand of the unions representing black unskilled and semi-skilled workers — particularly the NUM and the Metal & Allied Workers' Union (Mawu).

Unions representing mainly white, skilled workers have put up a token fight, but have been prepared to settle.

The Council of Mining Unions declared a dispute over a half-a-percent difference before settling for little more than 10%. Artisan unions in the metal industry are likely to agree to an effective 9,07% this week.

In the metal industry, the wild card is the S A Boilermakers Society whose general secretary, Mr Ike van der Watt, says he is not happy with Seifsa's offer and is waiting to see what other unions do.

While Mr Van der Watt says a dispute cannot be ruled out, he is more likely to opt for last year's solution. Settling at the industrial council and pressing for increases over and above this with individual companies.

This was the route that unions dissatisfied with the industrial council settlement last year decided to take — and it was not a particularly successful one.

This year Mawu, the metal union which has shown the most ability to marshal support on the shop-floor, is the one most opposed to settling with Seifsa.

□ □ □

143  
Save for 22/5/84

# NUM to consider wage offer

By JOSHUA RABOROKO

THE National Union of Mineworkers (Num) representing over 6 000 black workers on nine gold mines, is to hold a national conference to consider a wage offer made yesterday by the Chamber of Mines. The chamber's offer was also made to the Federated Mining Union, representing 300 members on two gold mines.

The Num's decision to refer the chamber's offer to a national conference, to be held next month, was taken at the conclusion of the second meeting held in the past five days to negotiate annual wage increases for the union's members.

In a statement, the chamber spokesman

said that in the two meetings the unions moderated their initial demands for 60 percent, 40 percent and 30 percent increases for skilled, semi-skilled and monthly paid staff to a 25 percent increase on chamber minima rates for all members.

The chamber improved its initial offer made last Thursday to

increases on chamber minima from 9,5 percent to 10 percent and indicated that this offer could be improved a bit if the unions obtained a mandate. The Num's general secretary, Mr Cyril Ramaphosa, said that the chamber's offer was still "obviously miserable". Members will decide at the conference to be held on June 9.

NUM to  
discuss

mine  
pay offer

By Carolyn Dempster,  
Labour Reporter

The 50 000-member National Union of Mineworkers is to call a special national congress in the face of a wage offer by the Chamber of Mines which is "too low to recommend our members to accept", says NUM general secretary Mr Cyril Ramaphosa

The decision was taken after the second round of the annual wage negotiations in Johannesburg yesterday.

The NUM's original demands were for a 60 per cent wage increase for the lowest-paid categories, 40 per cent for members in semi-skilled jobs and 30 per cent for members who hold positions equivalent to mine officials

Also party to the negotiations was the Federated Mining Union with 300 members on two mines

During the course of the talks the two unions moderated their demands to a 25 per cent increase on chamber minimum rates for all their members, indicating they had no mandate to go any lower

A statement released by the Chamber of Mines said its wage offer had been improved since last Thursday's negotiations. Increases now range from 9,5 per cent to 10,9 per cent on chamber minimums

# SACKED DAIRY WORKERS CALLED

*Saver*  
23/5/84

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THE Food Beverage Workers' Union has requested the more than 300 of their members who were recently fired at the Dairy Maid Ice Cream factory near

Olifantsfontein, to report to their Pretoria offices immediately.

In a statement released yesterday, the union's regional chairman in the northern Transvaal, Mr Moses Motsoenyane, also announced that the union, after failing to have their members reinstated, "is pursuing the matter through the conciliation board and preparing to go further if need be."

He said attempts to

resolve the matter with the company had failed after management had rejected their proposal to reinstate about 400 of their members who were dismissed in February this year after going on strike

Mr Motsoenyane said the workers went on strike in support of a call for the dismissal of a white superintendent who was allegedly assaulting workers and is now facing charges of assault

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RAM 23/5/84  
143  
Union refuses to back pay-rise offer

By PHILLIP VAN NIEKERK  
THE National Union of Mineworkers (NUM) will not recommend the pay offer of Chamber of Mines gold mines to members when they meet at a special mini-conference on June 9 to debate the offer.

Mr Cyril Ramaphosa, general secretary of the NUM, said yesterday that the purpose of the conference was to decide on a course of action, not to seek a new mandate for negotiations with the chamber.

The wide gap between the chamber's offer and the NUM's demands means that a dispute, which could lead to the first legal strike by black mine-workers in South Africa, is now probable.

The chamber has offered the NUM minimums ranging from 9,5% to 10,9%, which would be the smallest pay increases for black mine-workers since the beginning of the 70s.

The NUM, which is negotiating along with the much smaller Federated Mining Union, is demanding a 25% increase for all members on the eight mines where it is recognised.

While the union is only recognised in certain categories on eight chamber gold mines, the deal it reaches with the chamber is likely to affect almost all black workers on chamber gold mines.

The union began the talks on Thursday with demands of 60%, 40% and 30% for the various grades and Mr Ramaphosa said yesterday they had no mandate to go lower than the final 25% demand made on Monday.

"As they're not prepared to go much higher — though they have maintained they have one more offer to go — and we have no mandate to go lower, we have had to call the special congress to confirm our rejection of the offer."

"We won't even ask congress to accept the offer. We are going to ask the workers to decide what they should do."

Meanwhile, talks with the chamber on pay for NUM members in the coalmining industry are due to start on May 4.

Mr Ramaphosa said he would be pushing the chamber to place their final offer on the table at this meeting. This would allow the union, if necessary, to discuss the issue of coalmine wages at the special congress as well.

23/5/84 ROM  
Azapo raided nati

Political Staff  
SECURITY POLICE raided the Johannesburg offices of the Azanian People's Organisation (Azapo) and the homes of at least 20 prominent members yesterday in what appeared to be part of a major nationwide investigation.

Major Vic Haynes of the SAP division of public relations said the raids were part of a "routine investigation" and the SAP did not comment on routine investigations.

The dawn raids took place simultaneously in Johannesburg, Soweto, Lenasia, Durban, Cape Town, the Eastern Cape and Pietersburg.

No-one was detained, but hundreds of documents were confiscated.

Azapo's head office in Wanderers Street, Johannesburg, was occupied by at

least a dozen plainclothes policemen for more than four hours.

The policemen searched the offices carefully, allowing in only Azapo members who had to agree not to leave the office again until the search was over.

A minor scuffle broke out when police attempted to prevent Azapo's publicity secretary, Mr Muntu ka Myeza, from entering.

The policemen left in the afternoon with at least three full filing cabinets, two typewriters and many boxes of documents, which they loaded into a bakkie.

Among those whose homes were raided in Soweto and Lenasia were Mr Lybon Mabaya, Dr Abu Baker-Asvat, Mr Haroon Patel, Mr Sadique Variava, Mr Joe Variava, Mr Shabum Daidoo, Mr Neeland

Pronen, Mr Ahmed Mr Ishmail, Kehla Mthembu, Rachidi, Mr Chris Mr Muntu Myeza, Ndabeni and Mr

Those raided in Pietersburg included Mr Strini Deena Soliar, Mr Potgieter and Mr Moosa.

In Pietersburg, Mr Mr Windsor was raided.

Members of the Security Police raided a cassar home of the unbanned Mr Peter three hours.

Mr Saths Azapo vice-president was one of the few not raided, listed a possible reason for

He said he believed wanted to "man" evidence for their

Bomber jailed for 20 years

Mail Correspondent

MARITZBURG — Jail terms of 20 years and 10 years were handed out to two men in the Maritzburg Supreme Court yesterday for their part in the bombing of two Supreme Court buildings in the capital last year.

A third man, convicted of taking part in ANC activities, was given a suspended sentence.

The three-week trial of Sithabiso Maholobo, 25, of Mhubeni township, Estcourt, Benedict Martins, 27, of Edendale, and Duma Gqubule, 19, of Imbali, ended yesterday amidst the tightest security yet seen at the College Road Supreme Court.

Maholobo was found guilty of high treason for planting bombs at Supreme Court buildings, and sentenced to 20 years imprisonment.

Youth worker Martins was convicted of terrorism for helping conceal trunks containing arms, ammunition and various equipment including detonators used in association with explosives.

The court also found he had sent a group of youngsters to Lesotho to be indoctrinated in the history and aims of the ANC.

He was sentenced to 10 years in jail.

Gqubule, son of prominent churchman the Reverend Dr Simon Gqubule, was sentenced to 30 months imprisonment, all of which were suspended for five years, for hiding two ANC insurgents — one of whom was co-accused Maholobo — for a night.

Following the detention of two people by police at the court on Monday, security was dramatically stepped up yesterday but there were no incidents.



Irvine Green at his Krugersdorp computer the Rand Daily Mail Redhill School Quiz. The

IBM sponsors SC

By THELMA TUCH

INVOLVEMENT in education is nothing unusual for IBM South Africa — sponsor of this year's Rand Daily Mail Redhill Schools' Quiz.

About 33 Johannesburg schools will be taking part in the quiz to be held at the Johannesburg College of Education on May 29. Each school will enter two scholars.

The winning school will receive an IBM Personal Computer with Logo and Easywriter software packages as well as a complete Logo course for one teacher.

The two winning scholars and the runners-up will spend a week at the Irvine Green Computer Camp in Krugersdorp. One teacher from the six schools se-

lected for course. C briefcases The dir ations at had a long various ed.

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## Strike threat by black miners looms

Labour Correspondent

THE declaration of a dispute which could lead to the country's first ever legal strike by black mineworkers is possible when the National Union of Mineworkers (NUM) hold a special mini-conference this weekend.

A union spokesman said yesterday that the conference will be held in Klerksdorp on Saturday night.

The conference will decide on what course of action workers should take following the breakdown in talks over pay for black workers in the gold mining industry with the Chamber of Mines.

The chamber is offering industry minimums of 9,5% to 10,9% while the NUM is demanding 25%.

The NUM's general secretary, Mr Cyril Ramaphosa, said they were not meeting to seek a new mandate to negotiate with the chamber but to decide on a course of action.

Meanwhile, trade unions in the metal industry will know today whether the Steel and Engineering Industries Federation of SA (Seifsa) has accepted a plea by several leading metal unions to reopen negotiations.

Unions had until last week to respond to Seifsa's final wage offer but two major unions — the SA Boilermakers' Society and the Steel, Engineering and Allied Workers' Union called for more talks.

# Mines under threat of possible worker action

Widespread industrial action may be taken by the black National Union of Mineworkers (NUM)

They have decided to take action against the Chamber of Mines if it does not make a satisfactory pay offer

NUM is demanding a minimum rise of 25 percent, while the Chamber has offered increases ranging from 9,5 percent to 10,9 percent.

The decision about industrial action was taken by delegates of the 70 000-strong union at its conference in Klerksdorp on Saturday

The meeting was called for representatives to discuss the pay negotiations

A spokesman for the Chamber of Mines said this morning that when talks with NUM broke down two weeks ago, "we indicated we were prepared to hold further discussions".

He said. "NUM has

asked for further talks and these will be held."

The threat of action over the wages of black mineworkers coincided with a weekend announcement by the Chamber of Mines that it had reached agreement over the salaries of 25 000 officials in the mining industry

The minimum salaries for officials would be increased by 10 percent, the Chamber of Mines said in a statement

The increases follow an agreement reached between the Chamber of Mines and three officials' associations — the Underground Officials' Association, the Mine Surface Officials' Association, and the South Afri-

can Technical Officials' Association — during the annual review of wages

The chamber also agreed that

● The five and 10 years' service increment rates would be increased by the same monetary amount as the minimum rates

● Officials who work abnormal hours on a Sunday would be compensated by the granting of a day off or six percent of the monthly rate for each eight hours This is an increase of one percent on the previous rate

The increases, which apply to officials employed on mines which are members of the Chamber, take effect from this month

RAM 4/6/84 (2) (143)

# Chamber pay offer is rejected

By PHILIP VAN NIEKERK

ABOUT 600 National Union of Mineworkers delegates rejected the Chamber of Mines' pay offer for black mineworkers at a special conference in Klerksdorp at the weekend

The conference was convened to discuss the deadlocked pay negotiations

Mr Cyril Ramaphosa, general secretary of the NUM, said the workers had decided they could not go lower than the union's demand of 25% until the Chamber gave a final offer, which would be considered by the NUM's negotiations committee

"If the Chamber is not prepared to make a final offer a dispute is likely," Mr Ramaphosa said "The workers unanimously pledged

themselves to supporting any action which might follow from the declaration of a dispute"

Meanwhile, Reuter reports that the Chamber of Mines has agreed to raise the minimum on-appointment rates for about 25 000 officials by 10%, effective from the June pay month

According to the Chamber the agreement was reached in terms of the annual wage review, with the Underground Officials' Association, the Mine Surface Officials' Association and the South African Technical Officials' Association

The Chamber also agreed 5-year and 10-year service increments would be increased by the same monetary amounts as the minimum rates.

# Pay dispute

Mercury 4/6/84

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## threat by

# gold-miners

Mercury Correspondent

JOHANNESBURG—The 70 000-strong National Union of Mineworkers has threatened to declare a dispute which could result in widespread industrial action if the Chamber of Mines is not prepared to make what they call a satisfactory final pay offer

The decision was taken by 600 worker-delegates at a special NUM conference in Klerksdorp on Saturday night, convened to discuss this year's pay negotiations

Apart from the delegates, almost 3 000 mineworkers, many of them carrying banners, attended the conference and backed the decision

Negotiations became deadlocked two weeks ago with the chamber offering increases ranging from 9,5 percent to 10,9 percent and the NUM demanding minimum increases of 25 percent.

While the union represents only a portion of black workers on the goldmines, the increases they win will affect almost all the industry's 480 000 black mineworkers

Delegates rejected the chamber's offer outright and called on it to put a final offer on the table, failing which the declaration of a dispute in the goldmining industry — the first step towards a legal strike — would be likely

The widening disagreement over the wages of black mineworkers comes at the same time as an announcement at the weekend that the chamber has reached agreement over the salaries of the mining industry's 25 000 officials

This agreement, which

amounts to a 10 percent increase, follows last month's settlement between the chamber and the white mining unions, who had initially declared a dispute over a 0,5 percent difference with the chamber's offer of 10 percent

It means that the only remaining area of disagreement between the chamber and mining unions is the negotiations with the NUM — the largest black union in the industry — which is negotiating alongside the much smaller Federated Mining Union

Mr Cyril Ramaphosa, general secretary of the NUM, said workers had decided they could not go lower than the union's demand of 25 percent until the chamber gave a final offer, which would be considered by the union's negotiations committee.

'If the chamber is not prepared to make a final offer, a dispute is likely,' Mr Ramaphosa said

Pay talks for black workers in the coal-mining industry are due to start today. Mr Ramaphosa said that if they followed the same course as the goldmining talks, the NUM would be forced to take the same action

Meanwhile, the minimum on-appointment rates for officials in the mining industry are to be increased by 10 percent and average actual salaries will also be increased by the same amount, the chamber said in a statement yesterday

This follows an agreement reached with the Underground Officials' Association, the Mine Surface Officials' Association and the South African Technical Officials' Association

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# Pay action threat by 70 000 black miners

By PHILLIP VAN NIEKERK

THE 70 000-strong National Union of Mineworkers (NUM) has threatened to declare a dispute which could result in widespread industrial action if the Chamber of Mines is not prepared to make a satisfactory final pay offer

The decision was taken by about 600 delegates of workers at a special NUM conference in Klerksdorp on Saturday, convened to discuss this year's pay negotiations with the chamber

Apart from the delegates, almost 3 000 mineworkers — many carried placards reading "Away with the Chamber", and "Not less than 25%" — attended the conference and backed up their decision

Negotiations deadlocked two weeks ago when the chamber offered increases ranging from 9,5% to 10,9%, and the NUM demanded minimum increases of 25%

While the NUM represents only a portion of black workers on the gold mines, the increases they win will affect almost all the industry's 480 000 black mineworkers

Conference delegates rejected the chamber's offer outright and called on the chamber to put a final offer on the table, failing which the declaration of a dispute in the gold mining industry — the first step towards a legal strike — would be likely

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It means that the only remaining area of disagreement between the chamber and unions in the mining industry is the negotiations with the NUM — the largest black union in the industry — who are negotiating alongside the much smaller Federated Mining Union

Mr Cyril Ramaphosa, general secretary of the NUM, said the workers had decided they could not go lower than the union's demand of 25% until the cham-

ber gave a final offer, which would be considered by the NUM's negotiations committee

"If the chamber is not prepared to make a final offer, a dispute is likely," Mr Ramaphosa said "The workers unanimously pledged themselves to support any action which might follow from the declaration of a dispute"

This year's talks are only the second annual pay negotiations between the Chamber of Mines and black mining unions in the country's history

Pay talks for black workers in the coal mining industry are due to start today Mr Ramaphosa said that if they followed the same course as the gold mining talks, the NUM would be forced to take the same action

Meanwhile, the minimum on-appointment rates for officials in the mining industry are to be increased by 10% and average actual salaries will also be increased by 10%, the chamber said in a statement yesterday

This follows an agreement reached between it and the Underground Officials' Association, the Mine Surface Officials' Association and the South African Technical Officials' Association.

# Num miners reject offer

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Sowetan  
4/6/84

ABOUT 8 000 black mineworkers threaten to go on strike at the weekend, in protest against what they called starvation wages paid by the Chamber of Mines.

In an emotional charged national conference held in Klerksdorp at the weekend, the mineworkers, who were sloganeering and chanting freedom songs, rejected the Chambers' 10 percent wage increase offer and demanded "a living wage".

The conference, attended by mineworkers from mines on the Reef, the Orange Free State and other parts of the country, had been specially called to discuss wage increases.

The National Union of Mineworkers (Num) is to meet management in Johannesburg tomorrow to negotiate wage increases for over 60 000 mineworkers.

Placards reading "1922 was bad, 1984 could be worse," "We want better wages" and "a way with the Chamber" were displayed by the chanting workers inside and outside the local Roman Catholic Church where the conference was held.

Addressing the meeting, Num's president, Mr James Motlatsi, said the Chamber offered an eight percent increase which would increase wages by 4 cents an hour or 38 cents per shift.

"We rejected this offer and they improved it to 10 percent, which would be a 6 cents per hour or 50 cents per shift. This too we rejected. The Chamber made it clear that they do not intend to increase the offer much further," he said.

He said that it is "disappointing, disgusting and annoying" for the industry which was the "cornerstone of South Africa's economy to pay its workers starvation wages".

Num's general secretary, Mr Cynl Raphosa, said the Chamber was too hard and was not prepared to give workers a living wage easily. If the workers wanted a living wage they must

## By JOSHUA RABOROKO

stand together and claim what was rightfully theirs.

Speaker after speaker at the conference threatened to take strike action if the Chamber was "intransigent" and did not want to change their offer.



THREAT: Part of the 8 000-strong mineworkers who threatened to go on strike.

Pic: ROBERT MAGWAZA

# NUM threat to declare dispute

Own Correspondent

JOHANNESBURG — The 70 000-strong National Union of Mineworkers (NUM) has threatened to declare a dispute which could result in widespread industrial action if the Chamber of Mines is not prepared to make a satisfactory final pay offer.

The decision was taken by about 600 worker delegates at a special NUM conference in Klerksdorp on Saturday night which was convened to discuss this year's pay negotiations with the Chamber.

Apart from the delegates, almost 3 000 mineworkers — many of them carrying banners saying "Away with the Chamber" and "Not less than 25 %" — attended the conference and backed up their decision.

Negotiations were deadlocked two weeks ago with the Chamber offering increases ranging from 9,5 percent to 10,9 percent, and the NUM demanding minimum increases of 25 percent.

While the NUM represents only a portion of

black workers on the gold mines, the increases they win will affect almost all the industry's 480 000 black mineworkers.

Conference delegates rejected the Chamber's offer outright and called on the Chamber to put a final offer on the table, failing which the declaration of a dispute in the gold mining industry — the first step towards a legal strike — would be likely.

The widening disagreement over the wages of black mineworkers comes at the same time as an announcement at the weekend that the Chamber had reached agreement over the salaries of the mining industry's 25 000 officials.

This agreement — which amounts to a 10 percent increase — follows last month's settlement between the Chamber and the white mining unions, who had initially declared a dispute over a half-a-percent difference with the Chamber's offer of 10 percent.

It means that the only remaining area of dis-

agreement between the Chamber and unions in the mining industry is the negotiations with the NUM — the largest black union in the industry — who are negotiating alongside the much smaller Federated Mining Union.

Mr Cyril Ramaphosa, general secretary of the NUM, said the workers had decided they could not go lower than the union's demand of 25 percent until the Chamber gave a final offer, which would be considered by the NUM's negotiations committee.

## Increases

"If the Chamber is not prepared to make a final offer, a dispute is likely," Mr Ramaphosa said. "The workers unanimously pledged themselves to supporting any action which might follow from the declaration of a dispute".

Pay talks for black workers in the coal-mining industry are due to start today. Mr Ramaphosa said that if they followed the same course as the gold mining talks, the NUM would be forced to take the same action.

Meanwhile, the minimum on-appointment rates for officials in the mining industry were to be increased by 10 percent and average actual salaries would also be increased by 10 percent, the Chamber of Mines said in a statement yesterday.

# Union's pay talks crumble

By Sol Makgabutlane

The relationship between the Chamber of Mines and the National Union of Mineworkers (NUM) became even more strained yesterday when the two failed to reach an agreement over pay increases.

A spokesman for the NUM, Mr Mokheseng Maloka, today said his union yesterday declared a dispute after holding talks with the chamber in Johannesburg, "and steps are to be taken.

"The chamber wanted us to motivate our demands, yet it did not want to make us an offer and we declared a dispute.

"We shall have to set our machinery into gear and we hope a conciliation board will be appointed," he said.

The NUM, which is recognised as representing workers on five of the chamber's 55 collieries, is

demanding increases of between 30 and 60 percent.

The NUM spokesman said further talks were to be held with the chamber on Thursday regarding pay increases for the 70 000 NUM members on gold and coal mines.

The union is demanding a minimum of 25 percent, while the chamber offered rises ranging between 9,5 and 10,9 percent.

A spokesman for the Chamber of Mines said the meeting would be held in a bid to resolve the impasse.

At a special conference convened to discuss the pay talks at the weekend, NUM delegates rejected the chamber's pay increase offer and decided to embark on a course of action including widespread industrial action if the chamber did not offer a final satisfactory increase.

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# Workers 143 opt for new body

Mall Reporter

DELEGATES to the National Union of Mineworkers (NUM) special conference in Klerksdorp at the weekend have voted to support a federation of emerging trade unions which is in the process of being formed

The NUM is at present an affiliate of the Council of Unions of South Africa (Cusa), but workers at the weekend conference declared themselves in favour of a much larger federation

The constitution of the federation, which it is planned will be formed next year, is still being hammered out by a feasibility committee

When the constitution is completed, unions are expected to report back to their members for a final mandate before entering the new federation.

● An alliance of seven unregistered black trade unions leaning towards black consciousness was formed in Johannesburg last week.

The unions include the Black Allied Mining and Construction Workers' Union (Bamcwu), the Insurance Assurance Workers' Union (Iawusa), the Black Electronics and Electrical Workers' Union, the Black General Workers' Union, the Amalgamated Black Workers' Union, the African Allied Workers' Union and the National Union of Workers of South Africa

~~SECRET~~

PD-4 5/16/84

# Seifsa rejects pay talks plea

By PHILLIP VAN NIEKERK

THE Steel and Engineering Industries Federation of South Africa (Seifsa) has turned down a plea by leading metal unions to reopen wage negotiations for this year's industrial council agreement.

The Seifsa decision — which would mean that unskilled and semi-skilled workers would be bound by an agreement between Seifsa and unions representing skilled workers — has been greeted with disappointment and some anger by the three unions who have rejected Seifsa's pay offer.

The unions — the Metal and Allied Workers' Union (Mawu), the Steel, Engineering and Allied Workers' Union (Seawu) and the SA Boilermakers Society (Sabs) — represent the bulk of semi-skilled and unskilled unionised workers in the industry, though Sabs also represents some skilled workers.

All three unions are party

to the local co-ordinating committee of the International Metal Workers' Federation (IMF) and it is understood they will be meeting soon to formulate a common response to the employers' position.

However, the meeting is unlikely to take place this week as several leading union figures are in Dublin attending the IMF's annual congress, where the South African issue is sure to appear on the agenda.

Seifsa appears set to sign the agreement — which amounts to a 40c an hour across the board increase for artisans and 20c an hour across the board for unskilled workers — with the artisan unions, who have agreed to settle.

Mawu rejected Seifsa's final offer outright, while Seawu and Sabs refused to accept the offer and called on Seifsa to return to the bargaining table to reopen negotiations.

ROM 6/6/84 (18)

Unions settle dispute

(143)

**Mail Reporter**

A LENGTHY battle between two rival trade unions at the Irvin and Johnson processed foods plant in Springs culminated yesterday with the company signing a recognition agreement with the Sweet, Food and Allied Workers' Union

The agreement follows a secret ballot victory in April by the SFAWU, an affiliate of the Federation of South African Trade Unions (Fosatu), over the Food and Beverage Workers' Union, an affiliate of the Council of Unions of South Africa (Cusa)

The ballot came after months of inter-union rivalry over the recruitment of members and overturned a previous company recognition agreement with FBWU which was signed when they had majority membership

A statement issued jointly by Mr Trevor Broderick, the I&J group's industrial relations manager, and Mr Chris Dlamini, president of the SFAWU, said the SFAWU had confirmed a fully-paid up membership of 56% of the permanent employees at the site

"A full procedural agreement was signed between I&J's processed food plant and the SFAWU at Springs on June 4," the statement said

In the ballot held on April 18, 52% of the workers supported SFAWU with 34% supporting FBWU

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# Dispute will not hamper miners' pay negotiation

By PHILLIP VAN NIEKERK  
WAGE negotiations for black workers in the coal mining industry would continue — despite the declaration of a dispute against the Chamber of Mines by the National Union of Mineworkers (NUM)

Mr Cyril Ramaphosa, the general secretary of the NUM, said yesterday the NUM had charged the chamber with an unfair labour practice because it had refused to come forward with a pay offer at the opening meeting

He said the dispute was over the chamber's bargaining practices and not over pay and that the NUM was prepared to continue the negotiations which resume on Monday

"The purpose of declaring an unfair labour practice is to ensure that the chamber does not do this kind of thing again," he said

Mr Johan Liebenberg, the chamber's industrial relations adviser, said yesterday the NUM had not made that distinction on Monday when they had declared the dispute. However, the chamber would be prepared to continue the negotiations

The NUM declared the dispute at the first round of negotiations on Monday, when

the chamber refused to reply immediately to the NUM's demands for increases ranging between 30% and 60%

The union is recognised as representing black mineworkers on five of the chamber's 55 collieries

Meanwhile, Mr Liebenberg reiterated yesterday the pay offer on the table to the NUM for black workers in the gold mining industry was not the final one

The offer of increases ranging from 9,5% to 10,9% was rejected by a NUM special conference in Klerksdorp at the weekend.

Workers committed themselves to declaring a dispute and possible industrial action if the chamber did not come back with a satisfactory final offer

Mr Liebenberg said the chamber was in a position to improve on their offer

At the weekend conference workers decided they could not go lower than the union's demand of 25% until the chamber gave a final offer, which would be considered by the NUM's negotiations committee.

Mr Ramaphosa said if the chamber was not prepared to make a final offer a dispute — which could lead to widespread industrial action — was likely

# Num in dispute with Chamber

THE National Union of Mineworkers (Num) is to take the Chamber of Mines to the Industrial Court after declaring a dispute over wages.

Num's general secretary, Mr Cyril Ramaphosa, said that the Chamber has failed to bargain with the union "in good faith" by not accepting their demands.

The union declared a dispute when the two parties failed to reach an agreement over increases for Num's thousands of members in the coal mines. This follows the union's special conference at the weekend when miners rejected the Chamber's 10 per cent wage offer and threatened to go on strike.

The declaration of the dispute is one of the steps taken towards a legal strike and may strain relationships further between the parties, according to sources.



Mr CYRIL RAMAPHOSA: Miners' leader

Mr Ramaphosa said that the Chamber has clearly indicated that it was not prepared to increase its offer much further. The Chamber treated the union "like small boys and we are tired of this kind of action".

The union is demanding wage increases ranging from 30 to 60 per cent for its 70 000 workers in the coal and gold mines. The Chamber

has offered a 10 percent increase.

"We can no longer wait for the Chamber's delaying tactics because traditionally black miners' wages are implemented on July 1," he said.

The union is to hold further talks with the Chamber regarding pay increases for its members on the gold mines tomorrow according to Mr Ramaphosa.

A spokesman for the Chamber said they had advised the union they would not be in a position to table a response at this week's meeting to the union's lists of 20 demands, including wage increases.

"The Chamber required the union to motivate and clarify its proposals. The union refused to motivate and declared a dispute with the Chamber," the spokesman said.

The spokesman said that a meeting would be held in an attempt to resolve the impasse next week.

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## MINE TALKS

### Signs of settlement

There could be more sound than fury in the negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines over wages and working conditions for NUM members on gold and coal mines. This is despite seemingly ominous developments in the two sets of negotiations during the past week.

The parties were due to meet again this week, on the gold negotiations, after the FM went to press.

Last weekend a special national conference convened by the NUM in Klerksdorp rejected the chamber's offer for minimum wage increases of between 9,5% and 10,9% on nine chamber gold mines. On Monday, the union declared a dispute in the negotiations to set wages and working conditions for its 4 600 colliery members.

The NUM's original demand for its gold mining members was for a minimum wage increase of between 30% and 60%. It also demanded a string of changes to working conditions — but these matters have not been pursued in the talks, which have focused on wages.

In the first round of the gold negotiations the chamber offered increases which averaged between 8% and 8,5% on minimum rates. In a second meeting on May 21 the union lowered its demand to a 25% increase and announced that it did not have a mandate to go any lower. In return, the chamber offered increases ranging be-

tween 9,5% and 10,9%. It added that the offer could be improved if the NUM obtained a mandate to negotiate further.

The NUM's announcement that it would hold a national conference to consider the chamber offer raised fears that the union would start the process leading to a legal strike. But despite the Klerksdorp conference's rejection of the offer it seems that a new mandate was obtained. NUM general secretary Cyril Ramaphosa refuses to give details.

On Tuesday Ramaphosa told the FM: "The conference rejected the chamber's offer and instructed the negotiating team to go back to demand that the chamber make a final offer before we can reconsider our 25% demand. There is no way we can accept anything lower than last year. If the chamber does not make a satisfactory offer we will have to declare a dispute."

The key factor in the third meeting was expected to be precisely what the NUM conference indicated would be a "satisfactory" offer. There still seems to be some room for flexibility on both sides.

But time is running out. Black miners' wage increases are traditionally introduced on July 1. However, indications are that if the chamber matches, or goes somewhat higher, than last year's settlement of 9% for some categories and 15,7% for others, the offer will fit the conference's mandate.

The coal negotiations, in which the NUM tabled the same demands for its members at five chamber collieries as the original gold demands, took a different course. According to the chamber, it advised the NUM at the start of Monday's meeting that it would not table a response to its demands as it wanted the union to motivate and clarify its proposals. The union, the chamber says, refused to do so without an assurance that the chamber would make an immediate offer in response.

Ramaphosa claims that the chamber has

committed an unfair labour practice by failing to bargain in good faith. He says the union has applied to the Minister of Manpower to appoint a conciliation board to consider the matter. This could open the way for the NUM to go to the Industrial Court.

But — and this is crucial — Ramaphosa also says that the union has sent a letter to the chamber saying it is prepared to continue negotiations on Monday.

Although the NUM appears to have taken a tough stance on both the gold and coal negotiations, the possibility of settlement still exists. This could indicate that Ramaphosa is not particularly confident of winning in a confrontation against an adversary such as the chamber.



Ramaphosa ... wants as much as last year

KAM 8/6/84 (143)

# Mine talks continue

- Mail Reporter

AFTER a three hour meeting yesterday the Chamber of Mines and the National Union of Mineworkers (NUM) failed to agree on wage increases — but the talks are still on.

The talks have attracted widespread publicity because of the wide gap between the NUM's demands and the Chamber's offer for increases, which will affect the wages of almost all the 480 000 black workers in the goldmining industry.

A spokesman for the Chamber of Mines said last night that the Chamber would be meeting the NUM and the Federated Mining

Union again on Monday June 18.

A special conference of the NUM last week resolved to declare a dispute with the Chamber and not to drop below the union's demand of 25% unless the Chamber bettered the 9,5% to 10,9% increases offered at the last meeting.

Mr Johan Liebenberg, industrial relations advisor to the Chamber of Mines, said this week that the Chamber had not yet made its final offer and they were in a position to improve on their offer.

The Mail was unable to contact Mr Cyril Ramaphosa, general secretary of the NUM, for comment last night.

# Unions want to negotiate pay rises outside Seifsa

By PHILLIP VAN NIEKERK  
 THE South African Boiler-makers Society, Sabs, yesterday appealed to the Steel and Engineering Industries Federation of South Africa, Seifsa, to allow individual employers to negotiate wages above the Metal Industrial Council's minimum rates

Sabs is one of the three unions party to the council, which did not initially accept Seifsa's pay offer

They have made this proposal on the last lap of this year's pay talks which could see up to three leading unions not signing the agreement

Seifsa — which has long

opposed wage bargaining outside the Metal Industrial Council — will respond when the council's executive committee meets on Tuesday

The unions which rejected Seifsa's offer of a 20c across-the-board increase for unskilled workers were Sabs, the Metal and Allied Workers' Union, Mawu, and the Steel, Engineering and Allied Workers' Union, Seawu

Their demand that Seifsa reopen talks was turned down last week

Seifsa's determination to sign the agreement — which will cover some 380 000 skilled, semi-skilled and unskilled workers — with

unions who only represent skilled workers has caused anger among the unions representing unskilled workers

However, informed sources said yesterday that one of these unions — Seawu, an affiliate of the Council of Unions of South Africa, Cusa — was prepared to settle with Seifsa and sign the agreement

Miss Jane Hlongwane, the general secretary of Seawu, refused to confirm or deny these reports yesterday. She said the union had a mandate which would only be revealed after the executive committee meeting on Tuesday



NUM 13/6/84 (143) 216

# Miners plan Africa link-up

By PHILLIP VAN NIEKERK

THE National Union of Mineworkers (NUM) is at the centre of moves to form a federation of Southern African mineworkers' unions

And the formation of a new body of mineworkers' unions spanning the African continent is also on the cards

Mr Cyril Ramaphosa, general secretary of the South African NUM, said yesterday that it was holding meetings with unions from Zambia, Zimbabwe and Botswana to form an umbrella body linking all mineworkers' unions on the subcontinent

Mr Ramaphosa said the NUM was also involved in looking at the possibility of forming a federation of all its African counterparts

This would link South African mineworkers to workers in Nigeria, Senegal, Sierra Leone and other West African countries, as well as the Southern African mining unions

Mr Ramaphosa said the idea of forming an Africa-wide federation of unions gained impetus at a congress of the Miner's International Federation (MIF) two weeks ago which was attended by a delegation from the NUM, which is an MIF affiliate

He said that African unions wanted a much bigger voice in the MIF and the formation of a single federation would provide greater clout for them

"They were quite keen to meet with us and accepted our credentials even

though we were an organisation from an apartheid society"

While the idea of an African federation only came to the fore several weeks ago, talks aimed at forming a Southern African federation of mining unions have been continuing for some time

Mr Ramaphosa said Southern African solidarity across national boundaries was healthy because mineworkers in the subcontinent shared the same employers — including Anglo American, Lonrho and Anglo Tinto Zinc

He said if the employers could operate across national boundaries, so could the trade unions

# Seawu to sign new deal

By PHILLIP VAN NIEKERK

THE Steel, Engineering and Allied Workers' Union (Seawu) has given notice of its intention to sign this year's metal industrial council agreement, but two other unions will definitely not be party to the agreement.

Sources close the industrial council said yesterday that Seawu, an affiliate of the Council of Unions of South Africa (Cusa), had "reluctantly" agreed to Seifsa's final wage offer while the Metal and Allied Workers' Union (Mawu) and the S A Boilermakers Society (Sabs) had turned it down.

The giant metal industrial council is the largest bargaining forum in the country, regulating the wages and working conditions of about 380 000 workers.

The 10 artisan unions on the council agreed several weeks ago to the final offer by the combined employer association party, the Steel and Engineering Industries Federation of SA (Seifsa), of a 40c across the board minimum for artisans and a 20c (12,65 %) across the board minimum for unskilled workers.

However, the other three unions — representing unskilled and semi-skilled workers — called for Seifsa to return to the bargaining table to negotiate a better deal. This was turned down.

At this stage it is still not clear whether Mawu or Sabs will declare a dispute with Seifsa, though Seawu's acceptance of the offer has undercut their rejection.

# Unity talks in mines underway

Spectator  
14/6/84  
211  
143  
1211

MAJOR moves have been taken by mine trade unions towards the formation of a new Southern African Federation of Mineworkers representing over 100 000 miners.

This was announced by the general secretary of the National Union of Mineworkers (Num), Mr Cyril Ramaphosa, who said that talks between southern African mineworkers' unions were scheduled to take place soon.

The formation of the federation — probably the first in Africa — is part of a scheme to bring all the major African mineworkers' unions under one umbrella, according to sources.

## Meeting

The idea was mooted at a preliminary meeting some time ago and revived two weeks ago when unions met at the Miners' International Federation (MIF) in Luxemburg.

The proposed federation is to represent mineworkers' unions in South Africa, Lesotho, Botswana, Zambia, Zimbabwe and Swaziland.

Mr Ramaphosa said that the MIF congress provided a forum for a report-back on the feasibility of the federation and it was decided to go ahead with the plan.

## Essential

The envisaged federation would link South African mineworkers to their counter-parts in Nigeria, Senegal, Sierra Leone, and other west African countries.

It was essential that the mineworkers in the subcontinent should

form a federation because they shared almost the same employers, such as Anglo-American and others.

Meanwhile the idea of the federation has been welcomed as a "major move" by Num because it would benefit them to fuse together a solid front by employers.

Union sources also see it as a precedent for other unions to expand their wings to other countries.

# Union signs wage pact

THE Fosatu-affiliate Chemical Workers' Industrial Union (CWIU) and the international Colgate Palmolive have signed a wage agreement covering about 300 workers in Boksburg

In a statement to The SOWETAN yesterday, the union's branch secretary, Ms Chris Bonner, said the minimum wages are to be increased by between R2 and R2,60 per hour as from June

30  
Increases granted range from 32 cents to 40 cents per hour, according to the statement, as compared with 10 cents per hour rates offered when negotiations began earlier

Colgate, an American owned company, was hit by a strike during May this year when the initial offer was rejected

The statement further says that im-

provements to various other conditions of employment were also negotiated. Leave benefits, shift allowance and public holidays have been increased

A company spokesman confirmed that wage negotiations have been concluded

Meanwhile the Steel Engineering and Allied Workers' Union (Seawu), under Mrs Jane Hlogwane, had indicated that it will accept the Steel Engineering Industries Federation of South Africa (Seifsa) wage offer under protest

"We are disap-

pointed at the aggressive attitude adopted by Seifsa as this has aggravated the situation during the wage talks," he said

Seawu has found management to be "intolerable" by refusing to bargain in "good faith" for the industries' 380 000 workers. It also found that even if "we refused the offer the Minister will still carry it out"

However the union has decided to accept the offer under protest and will negotiate with different managements at plant level

Two other unions in

the metal industry — the Metal and Allied Workers' Union (Mawu) and the South African Boilermakers' Society — have rejected the Seifsa's offer

The unions could not say whether they will declare a dispute, but sources close to Mawu said that the union is to hold a special national meeting at the weekend to discuss the matter. Ten other unions have accepted the 40 cents across the board increase for unskilled and 20 cents for skilled workers

# Mine pay rise 'could spark labour unrest'

Labour Reporter

19/6/84

The 70 000-member National Union of Mineworkers and the Federated Mining Union today warned of widespread industrial unrest on gold mines in the wake of the Chamber of Mines' unilateral announcement of wage increases from July.

The two unions declared a dispute with the chamber yesterday, after the fourth round of annual wage negotiations had ended in deadlock.

Mr Cyril Ramaphosa, NUM's general secretary, said the dispute would take its normal course.

He warned that his members "were not going to be happy with the chamber's announcement."

"We foresee some labour unrest as a result of this."

Black mineworkers on mines falling under the chamber are to get pay rises from July 1.

The increases will be well below the across-the-board 25 percent the unions were willing to accept.

## Final

A chamber spokesman said "As most employees are not members of the two unions, and are expecting increases with effect from July 1, the final offer will now be implemented on all gold mines which are members of the chamber."

The increases — which will apply to unskilled and semi-skilled employees up to team-leader level or equivalent — represent an average of 14.4 percent for underground workers and 13.3 percent for surface workers.

The unions also rejected the chamber's offer of fringe benefits — service increments, overtime, and shift allowances.

Their reasons for rejecting the pay deal were:

- That it did not meet union demands
- That only a small proportion of workers in the industry would benefit from fringe concessions
- That in some mining groups members already received better benefits

## Business Day/LABOUR

# Decision today on miners' pay

KDM  
20/6/84

strength — or weakness — of the...W's paying membership

The Chamber announced on Monday that it intended implementing its final wage offer on all member gold mines from July 1 because the vast majority of employees are not members of the two unions and are expecting increases with effect from that date

The increases for surface employees range from R17 a month for category 1 employees to R55 a month for category 18 employees and average 14,4%

Increases for underground employees range from R19 a month for category 1 employees to R60 a month for category 18 employees to average 13,3%

The Chamber said the increases represented a considerable improvement on the increases granted last year, especially if the overtime shift allowances and other benefits granted this year are taken into account

The NUM rejected the fringe benefits and wanted a larger overall increase instead

The NUM had gone into the negotiations asking for a 60% wage increase which it dropped to 25%

The Council of Mining Unions (CMU), which represents white mineworkers, in April agreed to a 10% increase in standard pay after asking for a 15% pay increase plus a number of improvements in fringe benefits

In last year's wage negotiations the NUM settled for pay rises between 13,9% and 15,7% while the CMU accepted an 8% increase

According to the Chamber, unskilled labour (black pay) accounted for 28% of total working costs in 1982

Chamber figures put total working costs in 1983 at R4,78bn which, assuming the 28% figure for black pay is unchanged, means black wages accounted for some R1,3bn

**BRENDAN RYAN**  
Mining Editor

THE EXECUTIVE committee of the Chamber of Mines meets today to decide whether its final pay offer to black gold mine workers will include members of the National Union of Mineworkers (NUM) and the Federated Mining Union (FMU).

The Chamber's wage-negotiating team will also meet today with NUM and FMU representatives to discuss the Chamber's final pay offer for black workers on coal mines

The NUM and the FMU have declared a dispute with the Chamber over the gold mine pay offer and on Monday rejected the Chamber's final wage offer

The two unions have also declared a dispute over the coal wage negotiations. It seems certain the final pay offer will include NUM and FMU members because it would be unwise not to award it given the uncertainty over membership of the two unions

The NUM claims to represent more than 70 000 of the 467 000 black mineworkers employed by gold mines which are members of the Chamber of Mines

The Chamber believes the number is much lower and may be between 6 000 and 10 000

Uncertainty over the numbers is not likely to be cleared up in a hurry and the Chamber and the NUM are arguing over the question of stop orders on the wages of NUM members

Stop orders on members' wages to pay NUM union dues would give the Chamber a clear indication of the

It seems certain the final pay offer will include NUM and FMU members because it would be unwise not to award it given the uncertainty over membership of the two unions.

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(143) Star 21/6/84  
**NUM warns of unrest over wages**

Yesterday's breakdown in pay talks between the black National Union of Mineworkers (NUM) and the Chamber of Mines concerning workers at the chamber's coal mines is likely to lead to labour unrest, NUM general secretary Cyril Ramaphosa warned today

This follows the declaration of a dispute yesterday by NUM when it failed to reach an agreement with the chamber

The talks ended in deadlock yesterday — a carbon copy of Monday's deadlock over improved pay and working conditions in the gold mines

The chamber will bring into effect its final offer on

July 1 on the grounds that the vast majority of employees are not members of the union and are expecting increases on that date. This is not to apply to some anthracite-producing collieries

The increases for surface employees at the collieries average 14,1 percent while those for underground employees will average 13,4 percent. Various improvements in working conditions, including a minimum service increment scheme and a shift allowance scheme, will also apply.

NUM, which said it would accept an across-the-board wage increase of 25 percent, has rejected the fringe benefits offered by the chamber

RAM 21/6/84 (143) ~~186~~ ~~152~~

# Unionist in court after meeting

By LINDA ENSOR

**POTCHEFSTROOM** — The general secretary of the Food Beverage Workers' Union of South Africa and 26 workers at Chubby Chicks Poultry Farm in Potchefstroom appeared in the Potchefstroom Regional Court this week on charges under the Internal Security Act after a labour dispute at the factory on February 23.

Mr Leonard "Skakes" Sikhakhane, 46, of Soweto, is charged with having organ-

ised, presided at or addressed a meeting of workers or encouraged or incited workers to attend it.

He is alternatively charged under a Transvaal Standard Council and Divisional Ordinance which prohibits parading or meeting in a public place without the written consent of the local authority.

The 26 workers — four men and 22 women — who have been re-employed at Chubby Chicks since the dis-

pute, are charged with attending the meeting.

They have all pleaded not guilty.

Yesterday several police officers, members of the Potchefstroom riot squad, told the court how they had gone to an open piece of ground alongside Chubby Chicks at about 12 30pm, where about 100 workers had gathered under some trees.

They were allegedly being addressed by Mr Sikhakhane. A Lieutenant-Colonel Heyl

told the court he had asked Mr Sikhakhane whether he had a permit. He said no and was arrested.

Lt-Col Heyl allegedly twice ordered the workers to disperse.

When the workers failed to disperse, the riot police struck them with their sjamboks.

The workers scattered in all directions.

Workers were picked up at bus-stops and at other places in town.

The defence advocate, Mr Rodney Black, questioned how the police officers could properly identify the workers who were at the scene when they later arrested them.

Mr Black suggested that the workers were arrested only after informing the policemen that they worked for Chubby Chicks.

Some of the accused denied being arrested at the places and by the officers alleged.

The case continues.



the Disabled on in Unlondale, New York.

RAM 21/6/84

143

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The case continues.

# AV has editor's support

**By TONY WEAVER**  
**Mail-Africa Bureau**

**WINDHOEK** — The editor of the ultra-rightwing South West African publication, Die Stryder, Mr Frikkie Strauss, has been appointed to the Windhoek steering committee of the Afrikaner Volkswag (AV).

This was confirmed yesterday by Mr P W Moller, a lecturer at the all-white Windhoek Teachers' Training College, who is chairman of the committee.

The AV held its first meeting in the territory on Friday night, when the joint leader, Professor Carel Boshoff, addressed a secret meeting at a local hotel attended by about 50 people.

Others on the committee are Dominee Paul du Toit of the Nederduitse Gereformeerde Kerk's Moederkerk in Windhoek, Dominee Jacobus Viljoen of the Hervormde Kerk and Mrs S E Gerdes.

The sixth member's name is being kept secret but sources said yesterday he is the principal of an Afrikaans high school in Windhoek.

Also present at Friday night's meeting were Mr Sarel Becker, leader of the Herstigte Nasionale Party in SWA, and, it is believed, members of the SWA National Party.

# Teachers of PM-council

**By GERALD REILLY**  
**Pretoria Bureau**

TEACHERS want to know what action the Federal Council of Teachers' Associations will take if the Prime Minister rejects their plea for an earlier implementation of their salary increases.

The meeting between the Prime Minister and the federal council is due on July 4, when the council hopes Mr Botha will authorise a review of the December 1 implementation date.

Teachers' associations throughout the country have unanimously condemned the late dating of the increases, which they claim should have been granted in July or at the latest in October, and the increases should also have been backdated, they say.

However, the Minister of National Education, Dr Gerit Viljoen, has strongly emphasised the reason for the delay in introducing the im-

# Gerrie's ex-manager on culpable homicide charges

**By MIKE LOUW**  
**MR HENRY TUCKER**, Gerrie Coetzee's former manager appeared in the Johannesburg Magistrate's Court yesterday on charges of culpable homicide following a road accident.

Mr Henry Spencer R Tucker, 42, of Kings Road,

Bedfordview, appeared before Mr D J du Plessis van der Walt.

The State alleges he killed two pedestrians, Mr Eric Brodsky and Mr Helmut Franz Mazcager.

He allegedly also drove a car while under the influence of liquor according to the

charge sheet his blood-alcohol content was 0.11 grams.

It was further alleged Mr Tucker failed to stop after the accident, failed to determine the pedestrians' injuries and failed to help them.

Mr Tucker, an attorney, pleaded not guilty to all the offences, alleged to have

been committed along Claim Street in Johannesburg on October 22 last year.

A taxi driver, Mr Anthony Becker, said in evidence he noticed Mr Tucker driving a BMW car along Claim Street at high speed at about 12.10am.

Mr Becker said he saw two

pedestrians walking along the street facing on-coming traffic. He later noticed the BMW was involved in an accident and it was later driven against a red robot.

The trial continues today and an undisclosed amount of bail was extended.

# Minister contradicts police statement

**Political Correspondent**  
**ASSEMBLY** — The Government yesterday denied that the Protection of Information Act was invoked last week to block the publication of information about people detained in Daveyton on the East Rand.

The Minister of Health, Dr Nak van der Merwe, answering a question in Parliament on behalf of the Minister of Law and Order, Mr Louis le Grange, told Mrs Helen Suzman (PFP Houghton) that five people were arrested in Daveyton "on or about" June 9, of whom three were released on June 12.

An investigation into the cases of the two people still in detention was still underway and when it was over, the Attorney-General would decide whether they would be prosecuted or not.

Dr Van der Merwe denied that the provisions of Section 4 of the Protection of Information Act were invoked in connection with the publication of the detentions.

In a telex reply to a Rand Daily Mail request on June 11 for confirmation of the detentions, the Police Directorate of Public Relations said "In respect of the inquiry we wish to draw your attention

to the provisions of Section Four of the Protection of Information Act.

"No information in respect of this inquiry may therefore be published until further notice."

When asked if any of the detainees were members of Fosatu, Dr Van der Merwe said "yes", but declined to disclose their names because "it is neither in the public interest, nor in the interest of the persons concerned."

"The reason why they have been detained has, however, no connection with their membership of Fosatu," he

added.

In reply to another question, Dr Van der Merwe confirmed to Mr Peter Gastrow (PFP Durban Central) that "a number" of people were detained in terms of Section 29 of the Internal Security Act "on or about" June 2.

In reply to another question by Mrs Suzman, Dr Van der Merwe said no detainees being held in terms of Section 28 (ii) of the Internal Security Act were being paid allowances, but representations for the payment of allowances to five such detainees were being considered.

# Muldoon won't

**WELLINGTON** — The New Zealand Prime Minister, Mr Robert Muldoon, said in Wellington yesterday that his government would not stop New Zealand's All Blacks rugby team from touring South Africa in 1985 if he was re-elected next month.

Mr Muldoon criticised the opposition Labour Party leader, Mr David Lange, of "appalling bad taste" for saying playing rugby against Sapa

Others on the committee are Dominee Paul du Toit of the Nederduitse Gereformeerde Kerk's Moederkerk in Windhoek, Dominee Jacobus Viljoen of the Hervormde Kerk and Mrs S E Gerdes.

The sixth member's name is being kept secret but sources said yesterday he is the principal of an Afrikaans high school in Windhoek.

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come out strongly in favour of driving come forward so that these attempts

By IAN REID

# 500 on Reef stage strikes

Sneefer  
21/6/84

152  
143

MORE than 500 black workers at three separate companies on the Reef were reported to be on strike over wages and trade union recognition yesterday. At Glaxo company in Wadeville, about 120 workers downed tools yesterday following a deadlock between workers' representatives and management over wages and the recognition of the South African Chemical Workers' Union. The company's chief executive, Mr M J Meyer, said that they were negotiating with the union. He declined to comment further on the issue but said it would be resolved soon.

## Sacked

About 300 workers at Union Carriage in Nigel were still on strike demanding the reinstatement of a sacked colleague and recognition of the Metal and Allied Workers' Union. Management confirmed the strike. A Mawu spokesman said that several incidents of intimidation had been reported by members and they were hoping to resolve the matter with management.

## Advisers

In another move, Mawu's legal representatives have written an urgent letter to the management of Crown Chrome and Plating company in Johannesburg asking them to meet the union over the dismissal of about 120 workers. Management has refused to talk to union officials saying that the matter was in the hands of legal advisers.

Threat of miners' strike grows stronger

# Now Union

# disputes on

# coal wages

By PHILLIP VAN NIEKERK

From 21/6/84

143

THE National Union of Mineworkers (NUM) yesterday added to their dispute with the Chamber of Mines over wages for black gold-mine workers by going into dispute with the Chamber over wage increases for black coal miners.

The two disputes are the early stages in what could lead to the first ever legal strikes by black mineworkers in South African history

As in the case of the gold mines the chamber has announced it will bring into effect its final offer for chamber-affiliated collieries on July 1 on the grounds that the vast majority of workers are not members of the union and are expecting increases on that date

This is despite warnings by Mr Cyril Ramaphosa, general secretary of the NUM, that a unilateral pay increase could lead to labour unrest on the mines.

However, the chamber has argued that as there is uncertainty over NUM membership, it would be unwise not to award the increases to all mineworkers

The chamber said in a statement last night after talks between the chamber and the NUM that the increases would not apply to "some anthracite producing collieries which are currently operating in a very depressed market"

The increases announced for surface employees at the collieries average 14,1% while those for underground employees will average 13,4%, the chamber said

Various improvements in working conditions, including a minimum service scheme providing for a 0,5 % annual increment and a shift allowance scheme, have also been introduced

The coal offer is very similar to the gold offer even though the two sets of negotiations were separated at the beginning because of the different circumstances in each.

The NUM — which claims a membership of some 70 000 on both coal and gold mines but is only recognised by the chamber on a few collieries — has been demanding a 25% across-the-board increase and has also rejected the fringe benefits offered by the chamber

The NUM is already in dispute with the chamber over the coal mine wage talks. The NUM has accused the chamber of an unfair labour practice for allegedly refusing to bargain in good faith at the very beginning of the coal talks

## Union briefs lawyers 113

THE Northern Transvaal branch of the Food Beverage Workers' Union has briefed its lawyers to take action against the Dairy Maid and Sacca Limited following dismissals of more than 200 employees.

Mr Moses Motsuenyane, a branch chairman, said in a Press statement that after unsuccessful negotiations with Dairy Maid officials to have about 200 workers accepted back at work, the union decided to take the matter to court. The union, he said, was dissatisfied when the company "selectively" re-employed the other workers after a strike by about 350 employees early this year.

21/6/84  
Senefer

NAMIBIA

# More Swapo talks

Another Lusaka-type meeting between Swapo and the Multi-Party Conference (MPC) is being organised — and it could take place within the next few weeks

A likely venue is the Ivory Coast capital, Abidjan. Ivory Coast President Felix Houphouet-Boigny became involved in the Namibian negotiations when he received delegations from both Swapo and the MPC shortly after the Lusaka conference in May. Abidjan is also on SA PM P W Botha's itinerary when he goes on his African safari later this year.

Zambian President Kenneth Kaunda, the host for the Lusaka talks which almost led to an agreement between the Namibian factions, is still very much involved and Lusaka may be an alternative venue.

### Withdrawal

Both Swapo and the MPC have indicated that they are willing to meet again. The MPC has reported back to its constituent parties and is preparing its position on issues like the Cuban withdrawal and conditions for co-operation with Swapo.

All present at the Lusaka conference agreed that it broke the ice. A second round of talks could lead to an agreement.

Even if the MPC and Swapo agree on a plan of action it might not mean speedy independence for Namibia. SA seems to have changed its stance, first set out by PM Botha in Parliament in February, that it would respect such an agreement. The new stand is that the independence process cannot begin before a firm commitment is given that the Cubans will leave Angola.

All is not well with the Namibian negotiations. The SA-Angolan Joint Monitoring

Commission (JMC) is months behind schedule in moving to their final headquarters on the Angolan-Namibian border. The FM is told that SA is unhappy with the fact that there is still a strong Swapo presence in the part of southern Angola that was supposed to be kept clear by the Angolans.

SA is also concerned about the future of the JMC after a complete SA withdrawal from Angola. According to the present agreement, the JMC will stay in existence for 30 days after the withdrawal.

Foreign Minister P W Botha is believed to have made proposals for its continued existence when he met Angolan Interior Minister Alexandre Rodrigues Kito in Lusaka on May 21. The Angolans have not yet reacted.  Jonas Savimbi, leader of Angola's insurgent Unita movement, is in Johannesburg for a wide range of meetings. Government spokesmen deny knowledge of his presence. Savimbi is the guest of Tertius Myburgh, editor of *The Sunday Times*.

## MINE TALKS Battle lines drawn

By deciding unilaterally to implement improved wages and working conditions for black gold miners on July 1, the Chamber of Mines seems to have challenged the National Union of Mineworkers (NUM) to prove its strength through industrial action. Just who will win the confrontation is an open question.

The chamber's decision was taken on Monday after its fourth meeting with the NUM and the Federated Mining Union

(FMU). The unions rejected the final offer made to them on June 7 and declared a dispute.

The chamber has justified its action by stating that the vast majority of black miners are not members of the unions and are expecting their increases on July 1 — the traditional date for increases.

NUM general secretary Cyril Ramaphosa tells the FM that his union and the FMU, which represents some 300 miners on two chamber mines, have already applied to the Minister of Manpower to appoint a conciliation board. If the Minister fails to appoint a board within 30 days, or if the board fails to resolve the issue, the unions will be entitled to embark on a legal strike.

### Procedure

Ramaphosa also says the chamber's decision has been referred to the union's members. This raises the possibility that NUM members could choose to ignore the formal dispute procedure and strike illegally.

A third possibility that cannot be ruled out is that if black miners are unhappy with the chamber's deal, they could act off their own bat by striking — as happened in 1982 in the days before the chamber had to deal with black unions.

The package the chamber is implementing includes:

- Average increases for surface workers of 14.4%, ranging from R17/month for the lowest-grade employees to R55/month for the highest semi-skilled employees,
- Average increases for underground workers of 13.3%, ranging from R19/month for the lowest-grade employees to R60/month for the highest semi-skilled employees,
- All workers will qualify for a service increment of 0.5% of chamber minimum rates for every year of service up to a maximum of 25 years' service. This would constitute a maximum service increment of 12.5% on the chamber minimum rates,
- Afternoon shift workers will be paid a shift allowance of 3% of their basic rate, while night-shift workers will be paid 6% of their basic rate,
- Overtime will be paid for all authorised hours spent underground in excess of 102 hours/fortnight, and to surface employees who work authorised overtime in excess of 96 hours/fortnight,
- Overtime will be paid at 5% of the basic monthly rate for every eight hours worked, or *pro rata* for fewer hours, on weekdays and Saturdays, and at 6% on Sundays and recognised mine holidays,



Unita's Savimbi ... meetings in SA

~~2/21~~ ~~15/1/84~~ ~~1/1/84~~ FM 22/1/84

□ A guarantee that if, for some reason, a worker cannot be employed in his regular job, he will be paid for the shift if he has not been advised not to report for work at least eight hours before the start of the shift, or is not used on substitute work

According to a chamber statement, the increases represent a considerable improvement on those granted last year, especially if the overtime, shift allowances and other benefits granted this year are taken into account

#### Unimpressed

But Ramaphosa is unimpressed. He told the FM "The way I see it, there is definitely going to be a lot of worker anger generated by the chamber's decision to undermine the two unions and go ahead and announcing the wages. The NUM will be deciding what course of action to take. There is going to be very little comfort for the chamber as soon as a final decision has been taken.

"If the decision is to go on strike, I'm sure that there will be massive support. The chamber may think that they have

some teeth and that we do not have support. It is just an illusion."

Chamber industrial relations adviser Johann Liebenberg says "The gold mines employ over 460 000 black workers who are expecting increases on July 1. Even if the NUM's membership claim of 70 000 is correct, 390 000 blacks are not members of the union and mine management cannot withhold increases for these employees until the dispute with the NUM is resolved. Serious doubts, however, exist as to how many of the NUM's claimed 70 000 members are actually paid-up.

"The only way we can assess the union's paid-up membership is to determine how many members pay subscriptions by stop order against their wages. Well below 10 000 of our total black workforce are paying subscriptions in this manner. And although invited to do so, the union has thus far not come forward with an equally good system of establishing paid-up membership strength. Under these circumstances, we have no choice but to go ahead and implement the wage increases and other improvements on July 1."

# Coal miners in deadlock

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**THE BREAKDOWN** in pay talks between the Black Mineworkers' Union and the Chamber of Mines concerning workers at Chamber Gold Mines has been repeated in the case of the coal mines.

Yesterday talks between the Chamber and the National Union of Mineworkers (Num), which claims a membership of 70 000, ended in deadlock — a carbon copy of Monday's deadlock over improved pay and working conditions in the gold mines. And as it did on Monday, Num has declared a dis-

pute with the Chamber. The Chamber has adopted the same stance with the collieries as with the gold mines it represents. It will bring into effect its "final offer" on July 1 on the grounds that the vast majority of employees are not members of the union and are expecting increases on that date.

However this will not apply in the case of "some anthracite producing collieries which are currently operating in a very depressed market," a Chamber spokesman said.

Following Monday's deadlock, Mr Cyril Ramaphosa, Num's general secretary, warned that it could lead to labour unrest. The union, which has also rejected the fringe benefits offered by the Chamber, was willing to accept an across-the-board 25 per cent wage increase. — Sapa

RAM 22/6/84 (143)

# Miners on collision course

THE first major dispute between the Chamber of Mines and organised black mineworkers in South African history was declared this week by the National Union of Mineworkers

By rejecting the Chamber's pay offers for black workers in both the coal and goldmining industries, the NUM has set itself on a course which could result in the first-ever legal strike by black mineworkers

On the surface this marks a turning point, a sign that labour relations on the mines are moving into line with the manufacturing industry

On the other hand labour observers seriously doubt that the mould of employer-employee relations that has marked the mining industry for a century has been entirely broken yet

That mould has been fashioned by the specific conditions and history of most black mineworkers

They are forced to live as bachelors in the close proximity of mine compounds and — as migrant workers — have to leave their families at home in the rural areas of the various Southern African territories

The world of modern-day industrial relations is a far cry from what could be described — at its mildest — as the "boarding house" relations that have characterised the South African mining industry for almost a century

This has meant paternalism by the giant mining houses on the one hand, met in times of crisis and conflict by compound riots usually put down forcibly by police and accompanied by mass deportations to the "homelands"

This happened as recently as 1982 when the mining industry was hit by a series of strikes, riots and deaths, when workers objected to the reduced increase in their pay packets brought in on July 1

Since then Chamber mining houses have allowed black unions access to the mines and in some cases have actively encouraged the growth and development of the NUM

The NUM has now warned that labour unrest could result if the Chamber unilaterally imposes wage hikes on July 1 this year, but the

## PHILLIP VAN NIEKERK

Chamber has announced that the increases will go ahead

The Chamber says it is doing this because the vast majority of mineworkers are not members of the NUM, or of the tiny Federated Mining Union, and that mineworkers are expecting their increases on July 1 anyway

But in going against the NUM's warning, the Chamber could have sent out a challenge to the NUM to prove its strength

The emergence of a credible trade union for black workers on the mines is a central requirement of a modern industrial relations structure in the industry

Therefore, the issue in this year's dispute is, apart from wages, the strength of the NUM. This has been questioned by the Chamber which is claiming that the NUM has less than 10 000 paid-up members, rather than the 70 000 the union has claimed

Even if the NUM has 70 000 members, say Chamber spokesman, this is still a minority of the almost half-million black workers on South African gold mines

Apart from having to show the Chamber that it has the muscle to affect seriously production on the mines, the NUM has to prove to its members that it can win worthwhile increases by bargaining with the Chamber

The feeling is particularly acute this year, because last year — the first time that a black union had ever negotiated wages with the Chamber — the union settled for increases which it later realised the Chamber would have granted anyway

And last year's 15,1% was still better than this year's offer of 13,3% to 14,4%, though the Chamber says that if one adds the improvements in fringe benefits and considers the increases workers in other industries are receiving, mineworkers will not be doing badly

The NUM is also hamstrung by the large un-negotiated increases granted over the past decade which have seen black mineworkers' wages improve by about 300% from an admittedly low level at the beginning of the Seventies

All the major adjustments took place before the mining industry bowed to the country's new labour relations era and first granted access to and then recognised the NUM — the only union with significant black worker support on the mines

Unfortunately for the NUM, it has entered the scene at a time when, given economic conditions in the mining industry, it is unlikely to be awarded large increases

But Mr Cyril Ramaphosa, the union's general secretary, believes that the Chamber is underestimating not only the NUM but black mineworkers, who are among the hardest workers in the country

Labour observers agree that widespread industrial unrest in South Africa's key economic sector cannot be ruled out

The NUM is committed to exhausting all the legal channels before taking strike action, which would mean that an organised strike, if it were to come about, could only take place in about two months' time

The more immediate question is what happens on July 1

Hit by ongoing price increases and a devastating drought verging on famine in the territories they come from, with a trade union presence on the mines for the first time and faced with the lowest overall wage increases since 1971, what will the country's half-million black mineworkers do?

The mining houses are not yet saying what they think, though clearly they do not believe the NUM has the kind of support it is claiming

Mr Ramaphosa believes that, even if 1984 does not turn into the black miners' 1922 revolt, the NUM must inevitably in time break the mould of labour relations on the mines. It has now been only two years in the field and can only grow stronger

Even if they lose this year, there is always next year

Some observers believe that this could be precisely the reason why some mining employers want a fight with the NUM now — to cut it down before it can develop into a real threat

The next few months will tell whether it has not become a real threat already



K. D. M. 23/6

# 17 strikers are held in Nigel

By PHILLIP VAN NIEKERK

AT least 17 striking Union Carriage workers have been arrested in Nigel for alleged intimidation, a spokesman for the Metal and Allied Workers' Union (Mawu), said yesterday.

Two of the workers — Mr Samuel Seepe and Mr Joseph Vumendlini — appeared in court on Thursday, charged under the Internal Security Act and were released on R200 bail.

More than 400 Mawu members have been on strike since last Tuesday, in protest against the dismissal of a colleague. They have been given an ultimatum to return to work by 7am on Monday, or face dismissal.

The union spokesman — who gave the Rand Daily Mail a list of the detained workers — accused the police of trying to "break the strike" by detaining workers, but that "no amount of determination could shake the worker's militance".

By last night, the Police Directorate of Public Relations had not replied to a telex from the Mail requesting details of the alleged detentions.

Meanwhile, more than 400 workers at the Bosal Africa exhaust firm in Pretoria went on strike yesterday morning, demanding a 20% increase, which management was not prepared to grant, reports the Pretoria Bureau.

Mrs Dora Nowatha, the general secretary of the United African Motor and Allied Workers' Union said she received a phone call from Bosal saying the workers were on strike.

She said she went to the firm and found that workers had downed tools. She persuaded them to return to work.

"The management agreed to talk to us on Thursday to discuss the issue, which I think will not be difficult," Mrs Nowatha said.

A spokesman for the company, Mr J Labbe, declined to comment.

At Glaxo in Wadeville yesterday, about 120 members of the South African Chemical Workers' Union, who have been on strike since Wednesday over wages and union recognition, returned to their jobs, pending negotiations with the company.

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# Metal unions' split lets employers off hook

TWO weeks ago, three of the unions party to the Metal Industrial Council seemed on the verge of formulating a common response to the final pay offer by the Steel and Engineering Industries Federation of SA (Seifsa).

It was to be an important test of the effectiveness of the local co-ordinating committee of the International Metalworkers' Federation (IMF), a remarkable show of solidarity between skilled and unskilled workers and a fundamental challenge to the bargaining structure of the

council.

In the past weeks all three unions, while being unhappy with the offer, have responded differently and metal employers are breathing a lot easier because of that.

First the Steel, Engineering and Allied Workers' Union (Seawusa) surprised everyone, including Seifsa, by deciding — albeit reluctantly — to be party to the agreement.

Then the SA Boilermakers' Society (Sabs), which has acquired a reputation not only for being maverick but for being prag-

matist, opted not to be party to the agreement, but supported its extension to all parties.

Finally, the Metal and Allied Workers' Union (Mawu), also rejected the offer but criticised Seifsa for extending the agreement to non-parties.

HAD all three metal unions taken the same stance they could have exposed a serious flaw in the industrial council.

Because of the sheer size of the council

which regulates wages and working conditions for some 380 000 workers — there are in effect two sets of negotiations one for skilled workers and one for unskilled and semi-skilled workers

Seifsa refused a request to renegotiate the final offer with the three unions, who represent virtually all unorganised unskilled and semi-skilled workers in the industry, though Sabs represents artisans as well.

Seifsa was in a position where it could then sign an agreement with the 10 artisan unions on the council and extend this agreement to cover all parties even though the unions representing unskilled workers were not party to the agreement

It was precisely this situation that prompted one unionist to refer to the whole process as a "travesty of collective bargaining"

It was on this crucial aspect that the three unions split. Seifsa became party to the agreement and Sabs (because it did not want to affect the council's benefit structure) wrote to the Minister of Manpower supporting the extension of the agreement to non-parties

This left Mawu very much on its own.

It criticised Seifsa for showing itself "completely contemptuous of the unskilled and semi-skilled workers" in the industry and for using the artisan unions to present a "facade of collective bargaining" but their choice of action was limited by the decisions of the other unions

SABS' stand has been one of the most interesting features of this year's protracted Industrial Council negotiations

Sabs told members in the union newsletter that it had taken the decision not to be a party to the agreement on "practical", not "ideological", grounds

That Sabs did not sign will have no effect on members who will receive their increases, anyway.

But the union has not tied its hands as far as further negotiations for improvements over and above the council minima. Nor has it agreed to something which was "not the result of fair bargaining"

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# Mine workers threaten strike

THE threat of a legal strike in the mining industry is looming following a deadlock in wage talks between the Chamber of Mines and the national Union of Mineworkers (Num) representing over 70 000 workers.

The Chamber has announced that it will implement wage increases as from July 1, while the union has declared a dispute over

By JOSHUA RABOROKO

wages and warned the employers of labour unrest if the mine wages were effected.

The two parties met twice this week to negotiate wages for miners in the gold and collieries. Anger is mounting among miners that the Chamber is guilty of an "unfair labour practice" by refusing to bargain in "good faith."

The Num and the Chamber seem set for another confrontation concerning workers employed by the Employment Bureau of Africa (Teba) over wages.

## Talks

The two parties were engaged in talks by late yesterday and it seems likely that the union will reject the offer and declare another dispute, sources say.

The Chamber announced wages for sur-

face employees ranging from R17 per month for category 1 employees to R55 per month for category 8 in the gold mines and R18 per month to R47 per month in the collieries.

Increases for underground employees range from R19 per month to R60 in the gold mines and R19 to R50 per month for coal mines. The increases represent an average of 14,1 and 13,4 percent respectively.

In two separate statements to The SO-WETAN, the Chamber said that as the vast majority of the employees were not union members the final offer will now be implemented as from July 1.

"The increases represent a considerable improvement on the increases granted last year, especially if the overtime, shift allow-

ances and other benefits granted this year are taken into account," the statement said.

However, the statement added, the union has rejected the Chamber's offer and advised that they were in dispute with the Chamber.

Num's assistant general secretary, Mr Mokheseng Maloka, said they will apply for a conciliation board to the Minister of Manpower. Failure by a conciliation board to settle a dispute can open the door to a legal strike after the correct procedures have been followed.

# 500 strikers go back to work

A STRIKE by more than 500 employees at Bosal Garage equipments in Pretoria ended yesterday with management agreeing to enter into wage negotiations.

Speaking on behalf of the United African Allied Workers' Union, Mrs D Nowatha, said all workers reported for work after they had downed tools on Friday. She said the company had agreed to hold talks with the union some time this week and that workers would continue working while their problems were being attended to.

## Strike

Workers at the car parts manufacturing factory went on strike after their demand for a 20 percent across the board increase was not met by management. The company, they said, was willing to offer only six percent which the workers would not accept. They said wages ranging from R100 per week were too little to cope with the high cost of living.

By ALINAH DUBE

A personnel officer, Mr C van Rooyen, was said to have gone out when The SOWETAN called him yesterday.

Meanwhile Mrs Nowatha's union has declared a wage dispute with Datsun-Nissan in Rosslyn. Workers there are expected to attend a

report back meeting at the Soshanguve Community Hall tomorrow.

Buses will leave the company's plant at 5 pm for the venue, and the meeting is scheduled to start at 6 pm.

"We had initially demanded that the company do away with the grading system when

working out payments for its workers. An increase of 45 cents an hour was also asked for when we held talks with management," Mrs Nowatha said.

Members of the union are expected to take a decision on what steps should be taken at the meeting.

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# Passport withheld

JOHANNESBURG — The passport of the general organiser of the Council of Unions of South Africa (Cusa), Mr Siphso Radebe, has been withheld pending the outcome of his appearance on a charge of possession of banned literature.

Mr Radebe, a former Robben Island inmate, was to have left for the United States on Sunday after being nominated for the South Africa — United States Leadership Exchange Programme (Ussalep)

According to Mr Radebe, when his passport was delayed Ussalep approached the Department of the Interior who said they had been instructed by the Minister of Police not to grant a passport to him

"On further inquiry Ussalep was told that I cannot be granted a passport because I am to face charges of possession of banned literature and there is no guarantee that I will return after my three year stay in America," Mr Radebe said last night

Mr Radebe spent 6 years on Robben Island after being found guilty and sentenced for sabotage and incitement in 1976

Passports to travel overseas have recently been granted to two former top officials of the now banned Black People's Convention (BPC)

Dr Mamphela Ramphele, formerly banished to the remote Northern Transvaal town of Lenyenye, recently went to New York

to receive an honorary PhD degree from Hunter College

Mr Fanyana Mazibuko, a former official of BCP and the Teacher's Action Committee is still abroad Mr Mazibuko was also banned for five years after the 1977 clampdown on black consciousness organisations — DDC.

# NUM threatens to strike

## over pay demands

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27/5/84

NATIONAL Union of Mineworkers general secretary Cyril Ramaphosa hinted this week that the union might decide to use strike action as a weapon against the Chamber of Mines after their pay talks collapsed this week.

The union will take a decision on it at the mini-conference next month. The pay talks have made no headway since last Thursday

The union was demanding a 60 percent increase for the lowest grades, 40 percent for semi-skilled and 30 percent for monthly paid workers

**By Z B MOLEFE**

to the negotiating table again and maybe reduce our demands"

The talks are not the first to collapse between the Chamber and the union. They signed an agreement last year on minimum rates of between 14 and 15,7 percent

The Chamber improved its offer of 8 percent to 25 percent - but the union said it had no mandate to go lower than 60 percent.

No date and venue has yet been set by the union for the conference.

"Strike action is one of the options our members will have to discuss," said Mr Ramaphosa, "but there are a number of options open to us - reject the Chamber's offer outright and declare a dispute or we can reject their offer and go back

However these fell through when the union asked the Chamber to renegotiate.

This week's talks affected only goldmine workers. Pay talks for coalmine workers were due to start yesterday, but now that the first set of talks have collapsed, yesterday's talks did not go ahead.

Meanwhile, Mr Rama-

phosa flew to Luxembourg on Wednesday for a four-day conference of the Miners' International Federation.

It will, among other things, look at the effects of the migrant labour system on black miners in South Africa.

It will also look at the conditions of employment in the mines

"Safety in our mines will also be one of the issues the conference will spotlight" said Mr Ramaphosa.

He added that his union was still waiting for the Attorney-General's decision on whether or not to prosecute Anglo-American's Western Deep Levels Mine after six



CYRIL RAMAPHOSA: "Strike action is one option."

workers died of asphyxiation.

An inquiry earlier this year found that a miner and a team leader were

responsible for the deaths. The union is suing the mine for R600 000 for the miners' deaths.

# Campus crisis

IN a drama-filled week, sit-ins, detentions, suspensions and court interdicts swept through four of the country's universities.

At all four universities - Fort Hare, Transkei, Cape Town and the North - students demanded their rights at events which saw direct confrontation with the university administrations and, in some cases, baton-wielding police.

Almost 150 University of Transkei students were detained while holding a mass gathering in a park in Umtata

At the University of the North, students staged a sit-in following complaints of a "congested" time-table

**By LEN KALANE**

They demanded that economics lecturers be dismissed, as well

At the University of Cape Town, hundreds of black students confronted university staff and demanded to talk to the Vice-Chancellor to protest against the victimisation of the students who have been summoned to appear before a disciplinary committee

The students also complained about lack of accommodation for black students on cam-

pus Fort Hare students staged a boycott in protest at the number of seats reserved for Ciskei Government officials at the forthcoming graduation ceremony

They also expressed solidarity with their fellow students at the University of Transkei

Meanwhile the Um-tata Supreme Court has granted interdicts lodged by two students to

Restrain the University of Transkei from compelling students to sign an undertaking before re-registering, and to

Restrain the university from suspending another student

Student at the university were reported to

be re-registering.

The registrar, Mr S D Majokweni, said the figure now exceeded 1 000. The deadline for reporting back is today. However it may be extended in view of student detentions under Transkei's emergency regulations

At Fort Hare, students are believed to have called off the boycott and returned to lectures. According to a university spokesman, there had been no incidents or damage to property during the boycott which began last Friday. He described the boycott as a "domestic and internal affair" between the rector, Professor John Lamprecht, and stu-

dents.

In Cape Town, black students who staged the protest march this week, met the acting principal, Professor John Reid, and were expected to hold a mass meeting to plan further action

The UCT Black Students' Steering Committee said they planned to send a circular to all universities to inform students nationwide of their actions.

The SRC at the University of the North this week submitted a revised draft half-yearly examination time-table after rejecting an earlier one. The move follows a decision taken at a students' meeting last Thursday to stage a sit-in over a "highly congested" time-table.

Students also demanded the expulsion of an economics lecturer who they allege was aggressive.

C. Per

27/5/84

# Six arrested as mineworkers clash with police

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PRETORIA—Police have arrested six blacks on charges of public violence since the outbreak of unrest at the Coronation colliery near Vryheid, in which one mineworker was killed and four others injured, a police spokesman, Lt Henry Beck, said in Pretoria yesterday.

He also disclosed that a number of police and private vehicles had

been stoned and damaged on the Vryheid-Louwsburg road on Monday night.

Police said four mineworkers injured in a clash between rioting miners and police at the troubled colliery were Moses Nkosi, who is reported to be in a serious condition after being wounded in the stomach, Milton Charlie, who has bullet wounds in both thighs, Simon Nxumalo and Phillip Ngcobo, who both suffered bullet wounds in the thigh

A police spokesman in Pretoria, Col Vic Haynes, said shots had been fired by 'unknown persons' at the rioting mineworkers near a white residential area near the colliery.

The name of the mineworker killed has not yet been released.

About 1 700 mineworkers went on strike on Monday dissatisfied with this year's pay increases announced by the Chamber of Mines last week.

Mr Cyril Ramaphosa, general secretary of the National Union of Min-

workers, yesterday called on the chamber to return to the negotiating table to 'avert a catastrophe which is going to hit the mines'.

He said the strike was 'just the beginning of the mineworkers' struggle for a living wage' and mining houses could be faced with unrest from all mines countrywide.

Mr Errol Symons, chief Press officer of the AngloAmerican-owned Coronation Colliery near Vryheid, said yesterday that after talks between the mine management and strikers, all the work-

◆ TURN TO PAGE 2

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# r tariff ion reversed

mended that the council revise the minimum tariff for water consumption and charge a reduced fee

Chairman of the committee, Mr Neil MacLennan, said since the reintroduction of the minimum charge at the end of water restrictions, some blocks of flats had

found they were not using as much water as they were being charged for

These blocks had been fitted with water meters which, in terms of the original minimum charges, required a consumption greater than needed for ordinary household needs

But the larger meter inlets were needed to provide the necessary fire protection for the buildings, Mr MacLennan said

In a report to the committee the City Engineer, Mr Don Macleod suggested revising the minimum monthly quotas, substantially reducing the charges for the smaller meters.

'If people still find they are being charged for water they have not used, because of the revised minimum tariff, they can put in a claim to the City Treasury and substantiate it with past accounts,' Mr MacLennan said

Mr MacLennan warned that the chance to apply for a change in the minimum charge would hold for only a limited time after the introduction of the revised tariffs

## Clash at Vryheid mine

◆ FROM PAGE 1

ers returned to their jobs and agreed to accept the previously announced wage increases

He said 'a large proportion of about 3 000 black workers' at the colliery had gone on strike on Monday as a result of dissatisfaction with wage increases

Police and their vehicles were stoned by the workers and two policemen had been slightly injured, a number of vehicles damaged and a beerhall and a foodstore belonging to the mine broken into during the riot.

### Terror

NUM, which is demanding increases of 25 percent, declared disputes with the chamber last week over its offer of increases ranging from 14 percent to 15 percent for black workers in both the coal and goldmining industries

The chamber said when they announced the increases that they were going ahead with them because the majority of workers on the mines did not belong to the NUM and had been expecting increases

Sapa reported that President of the Chamber of Mines George Nisbet

expressed the hope last night that the outbreak of violence was an isolated incident and would not be repeated elsewhere

Residents of the miner's village at the riot colliery, yesterday described their night of terror as thousands of miners confronted police and mine security staff late on Monday

A helicopter equipped with a powerful spotlight had been called in to locate marauding groups of workers and tear-gas was used to disperse larger gatherings

A woman from Coronation village told how her children got into a panic when they heard the shooting after 7 30 p m

The woman paid tribute to the police who had patrolled the complex throughout the night, calling in at homes occasionally to reassure occupants

Some residents said mineworkers had made it clear their fight was with management, not their white counterparts

A parked car was badly damaged when it was rolled down an embankment

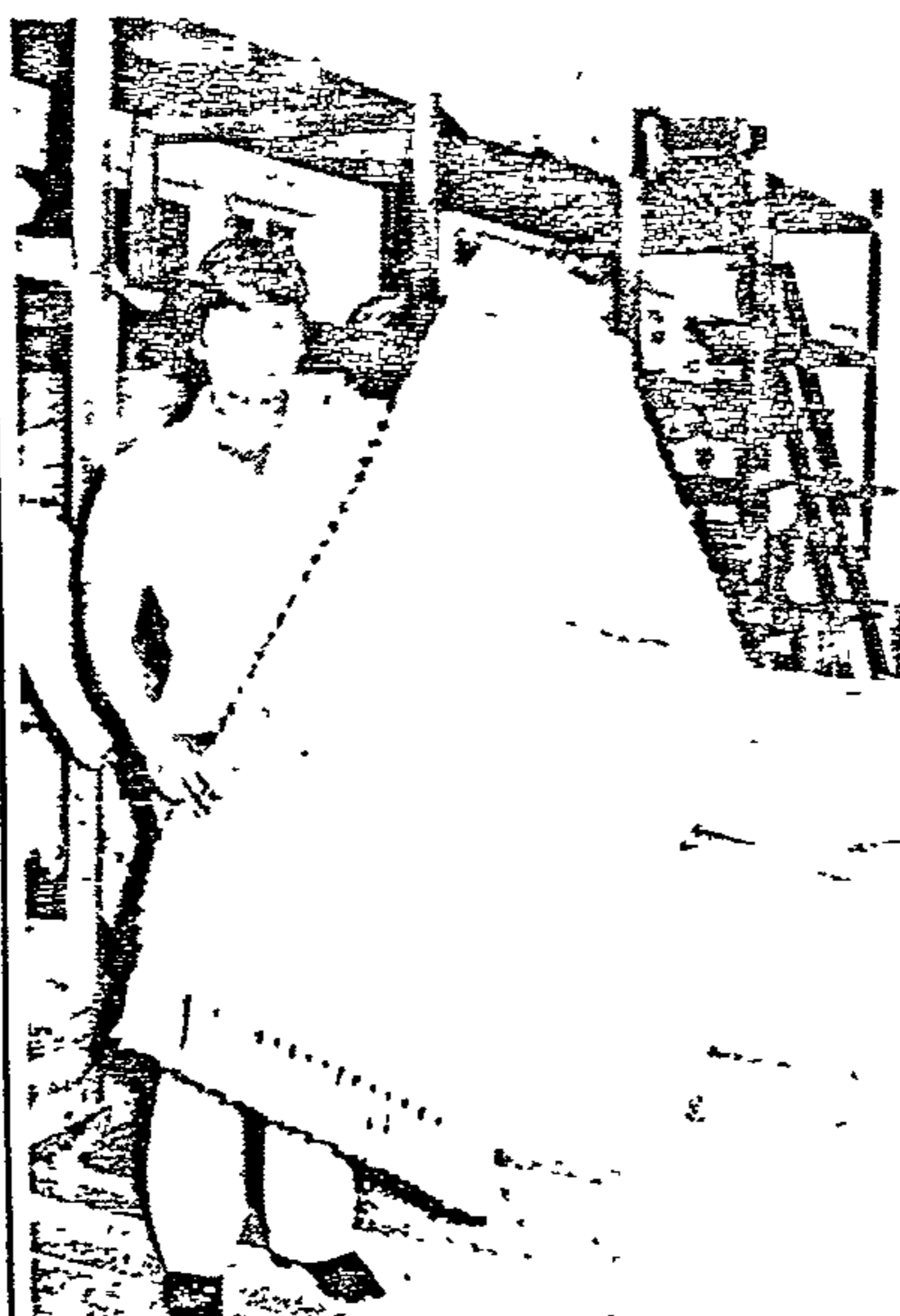
Of the 150 white families living at the mine, a number were understood to have driven to Vryheid, 30 km away, for the night and only seven of more than 100 children at the mine school arrived for classes yesterday

### Pilot named

HARARE—The pilot of a light aircraft which crash-landed on Sunday night at the Harare Airport has been named as Mr W G Andrews. No address was given. Mr Andrews was not hurt. The plane was American registered — (Sapa)

### Appointment

CAPE TOWN—The State President has appointed Dr Schalk van der Merwe, chairman of the constitutional committee of the President's Council, to the council of the University of Cape Town, the university announced yesterday — (Sapa)



Mr Otto Hoffman holds a Bavarian carpet similar to those which were stolen when thieves struck at a Mariannahill

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# Mine violence (143) 'only a sample' (27/6/84) warns the NUM

By Carolyn Dempster,  
Labour Reporter

The strike by 1 700 black mineworkers at Vryheid Coronation Colliery which flared into violence this week was a taste of what the entire mining industry would suffer in the coming weeks unless the Chamber of Mines resumed wage talks, the National Union of Mineworkers has warned

## Situation reported to be quiet today

By Mike Cohen

Police said today the situation at South African mines was quiet after the outbreak of violence at the Coronation Colliery at Hlobane this week where a black mineworker was killed and four others injured

However yesterday the black National Union of Mineworkers threatened countrywide unrest if pay demands were not met

A Pretoria police spokesman said they had received no reports of any more unrest at the Coronation Colliery in Natal since Monday night when a mineworker was shot dead by "unknown gunmen" near the white miners' residential area

Four other mineworkers and three policemen were injured. Police used teargas to disperse the mob of about 1 700 mineworkers. Police vehicles were damaged when the crowd started throwing stones during their march towards the residential area

Chamber of Mines president Mr George Nisbet said last night he hoped the outbreak of violence at the colliery was an isolated incident and would not be repeated at other mines

The Anglo American Corporation expressed regret at the loss of life at the colliery

An Anglo American spokesman said discussions between senior AAC executives, the mine management and the workers took place throughout yesterday to determine the cause of the work stoppage.

The NUM, which claims a membership of 70 000 black mineworkers, sent a letter to the chamber today urging it to return to the negotiating table to avert catastrophe on the mines

Mr Cyril Ramaphosa, general secretary of the NUM, said "A week ago we warned the Chamber of Mines about the labour unrest that would take place if it went ahead and announced increases rejected by our union. That has now happened

"This is just the beginning of the workers' struggle for a living wage

"We warn the chamber that mineworkers' reaction this year will be unprecedented and mining houses will be faced with unrest countrywide

"The losses they will incur from the widespread strikes will be far greater than the acceptable increases they would have granted to workers," he added

### CLAIMS DISPUTED

The Chamber of Mines has disputed the NUM's membership claims

It stated last week that even if the union has 70 000 members, there are still 360 000 black mineworkers who will be expecting increases on July 1. In view of this, the chamber said it would be announcing increases on both gold and coal mines — ranging from 13 percent to 14,4 percent — before the beginning of July

The union has in the interim filed applications for conciliation boards in the first step to resolve the disputes declared after the failure of the gold and coal wage negotiations

If the boards fail to resolve the disputes, the chamber may be faced with the first legal strike by black mineworkers as well as illegal strikes sparked by the announcement of increases

# Union warning after killing

By PHILIP VAN NIEKERK  
AT LEAST one black  
mineworker was killed and  
three others slightly injured  
when an unknown person  
opened fire at striking  
mineworkers from the Coro-  
nation Colliery near Vrystad  
on Monday night.

The incident happened  
earlier in the day on strike  
factories in the day, disas-  
trophe which is going to  
the Chamber of Mines  
and the NUM.

The NUM secretary, the  
Chamber to return on the  
negotiating table to avert a  
catastrophe which is going to  
hit the mines and that the  
beginning of the struggle for a  
living wage and that the  
faced with this type of un-  
rest from all mines

A spokesman for Anglo-  
American, owners of the  
mines, said the workers had  
returned to their jobs yester-  
day afternoon after discus-  
sions between management  
and worker representatives  
had agreed to accept the  
stage increases.

There were unconfirmed  
reports that workers at the  
downing Hlobane mine had  
increases against the wage  
into effect on July 1.  
The reports were denied by  
Hlobane's owners, Iscor.

The NUM claimed police  
were called when striking  
mineworkers attempted to  
talk to management about  
the increases. Teargas was  
used against them and later  
when they were moving  
peacefully towards their hos-  
tels, unidentified people  
started firing shots at them,  
killing two workers and in-  
juring four others.

However, Colonel V. H.  
Heynes, a police spokesman  
in Pretoria, said the shots  
were fired by "unknown per-  
sons" when the mineworkers  
marched on a white residen-  
tial area near the colliery at  
9pm on Monday.  
He said rioting miners had  
clashed with police carrying  
riot shields for more than two  
hours.

The president of the Cham-  
ber of Mines, Mr George Nis-  
bett, last night expressed the  
hope the outbreak of violence  
which would not be repeated  
was an isolated incident  
which would not be repeated  
on other mines.  
"I wish to appeal to all em-  
ployees in the mining indus-  
try not to participate in  
strike action or acts of vio-  
lence which, in the end, will  
benefit nobody," he said.  
Mr Nisbett said he be-  
lieved the unrest was linked  
to the recent announcement  
of wage increases which, he  
felt, compared favourably  
with pay rises in other indus-  
tries.

# MINERS

## 1 shot dead, many injured during strike

Sweeten 27/6/84 (143)

A MAN was shot dead, four others seriously injured and several others slightly injured, as rioting miners fought with police during a strike over wages at the Coronation colliery, near Vryheid yesterday.

Police have detained six black men on charges of public violence following the outbreak of violence in which the police used tear-smoke to disperse the workers.

A spokesman for the Police Directorate in Pretoria yesterday told The SOWETAN that shots were fired by "unknown people at the rioting miners" near a white residential area.

In an attack on the Chamber of Mines, the National Union of Mineworkers condemned the action and said the mine "bosses" may be faced by this type of labour unrest country-wide.

The injured are Mr Milton Ntshingala (wounds to his thighs), Mr Simon Nxumalo, Mr Simon Negovu and Moses Nkosi.

The union also said that the strike action

vehicles, beerhalls and other mine property.

Two members of the SAP were slightly injured and a number of vehicles damaged by the rioters.

Cars parked near the gates were smashed as the miners drove the police back. A running battle then ensued along the main road through the mine property.

During the battle police wearing helmets and carrying riot shields clashed with rioters. The situation was later brought under control and by late yesterday the police described the situation as "quiet".

Mr Errol Symons, chief press officer for the Anglo American group of companies,

said the police were called to maintain peace and order at the colliery.

The workers refused to go back to work and management was negotiating with the Num.

He confirmed that a black miner was killed, but his name would not

be released until the next of kin had been informed.

"The strike comes soon after we warned the Chamber that there would be large scale labour unrest if they implemented the announced wage increases coming into effect as from July 1.

"The workers have expressed their anger at the low wages which they have been offered by the Chamber," the Num said.

### By JOSHUA RABOROKO and SAPA

was sparked-off by the Chamber's refusal to meet the workers' demands during a series of wage talks in Johannesburg in recent weeks.

### Management

A police spokesman said that the striking miners gathered near the colliery and demanded to talk to management. Police who later arrived at the scene used tearsmoke to disperse the strikers as they advanced near a residential area.

This was followed by the stoning of police

# Industrial ~~action~~ court ~~action~~ against dairy

By Carolyn Dempster,  
Labour Reporter

The Food and Beverage Workers' Union has instituted legal action against Dairy Maid following the mass dismissal of workers during a strike at the company's Olifantsfontein ice-cream factory in February this year

Mr Glen Mokoena, an organiser for the FBWU, said the union had applied for a conciliation board hearing, and intended to have the matter heard in the Industrial Court on the basis of an unfair labour practice.

About 280 workers went on a week-long strike at the factory following demands for the dismissal or transfer of a supervisor, Mr Kallie Zastron. Workers alleged Mr Zastron used a sjambok to exercise discipline in the plant and had assaulted several workers in this manner.

During the week inten-

sive discussions were held between the union and management. Dairy Maid finally gave the strikers an ultimatum to return or lose their jobs. Altogether 160 of the original strikers failed to return to work and were dismissed

A spokesman for Dairy Maid, Mr A van Rhy, confirmed that the union had filed documents with the Department of Manpower. He also stated that Mr Zastron had left the company shortly after the strike.

In another matter, the FBWU has applied for the reinstatement of a member fired from Sacca Products Ltd

The application for a Section 43 order follows the dismissal of Mr G Shiburi in April

Mr Shiburi is alleged to have been dismissed but was then informed he was being retrenched.

Star

(43)

# Putco workers settle for 15,5 pc pay rise

28/6/84

By Carolyn Dempster,  
Labour Reporter

More than 8 000 Putco bus workers are to get 15,5 percent pay rises after a year-long dispute with the company.

The award made by an arbitrator in Johannes-

burg yesterday has been hailed as a major victory by the two unions which declared the dispute the Transport and General Workers' Union and the Transport and Allied Workers' Union

A crowd of about 350 Putco drivers gathered

outside Amaleng House to hear the outcome of the three-month arbitration hearing, chaired by University of South Africa labour consultant Mr P K le Roux

As the transport service is considered an essential service, by law

the workers have not been able to resort to legal strike action in support of their demands

Mr le Roux made the increases retrospective for six months, which means that all Putco workers will receive an across-the-board rise of

15,5 percent back-dated to January in addition to the interest on the retro-active lump sum

In terms of the judgment, Putco drivers will now receive a minimum increase of R16 and other transport workers a minimum rise of R9 or R10

# Chamber of Mines meets on pay dispute

By Carolyn Dempster,  
Labour Reporter

The Chamber of Mines met today to discuss an appeal by the National Union of Mineworkers to resume wage negotiations to avert a pending "catastrophe" on gold and coal mines.

By midday today the chamber had still not reached a decision but a spokesman said a statement would be forthcoming.

The appeal by the NUM follows the strike by 1700 black mineworkers at the Vryheid Coronation Colliery in Northern Natal on Tuesday.

The strike, over wage increases, flared into violence on Tuesday night when one black miner was killed and four others injured after an unidentified gunman fired on the mob from the white residential suburb adjoining the mine compound.

The situation was back to normal today, and police were watching the mine and collieries for signs of trouble.

A spokesman for the chamber

said it was possible the strike had been prompted by a misunderstanding as the increases were a considerable improvement on those given last year.

A breakdown of the increases to be awarded to colliery workers from July 1 is as follows.

- Surface employees will receive increases ranging from R18 a month to R47 a month, an average increment of 14,1 per cent

- Underground mineworkers will receive between R19 to R50 a month more, an average increase of 13,4 per cent

- In addition to this, a minimum service increment scheme amounting to 0,5 per cent of chamber minimum rates for every year of service will be awarded. For a maximum of 25 years' service, the increment will amount to 12,5 per cent of the chamber minimum rates.

- A shift allowance scheme also comes into operation on July 1, with six per cent for night shifts and three per cent for afternoon shifts.

28/6/84

143  
Stew

# Car workers strike over pay demand

28/6/84  
Pretoria Correspondent

About 3 000 workers from three motor assembly and car parts companies in Rosslyn — Nissan and its two sister companies, Magnis Truck Corporation and Motoware — downed tools today over a demand for a wage increase

Night-shift workers are expected to join their day-shift colleagues to show the management their dissatisfaction with an increase they have been offered.

The strike follows a deadlock in negotiations between the management of the companies and the United African Motor and Allied Workers' Union.

A meeting, attended by about 2 000 workers, was told yesterday that management had said that the companies had been working at a loss and could not afford meet the demands

Union representatives said "We even reduced our 75c-an-hour demand to 45c across the board but they told us that, even if we went down to 20c, they would not agree."

Mrs Dorah Nowatha, secretary of the union, said they would meet management again today to try to end the dispute.

A company spokesman refused to comment on the strike.

# THE GIANT PUTCO BUS COMPANY AND TWO EMERGING TRADE UNIONS HAVE AVERTED A LEGAL STRIKE

143  
28/6/84  
Save for

THE GIANT Putco bus company and two emerging trade unions have averted a legal strike after an arbitrator settled a long-standing wage dispute involving thousands of workers in the country.

The arbitrator has awarded the unions — the Transport and General Workers' Union and the Transport and Allied Workers' Union — a 15,5 percent across the board increase in their weekly pay, retrospective from January this year.

The award also involves a six percent interest on the back payment of over 8 000

workers in the country.

The parties are to meet and negotiate the in terms of the Labour Relations Act.

A spokesperson for the two unions said that they were happy the long-standing matter between them had finally been settled. "This is a victory for the unions," the spokesperson said.

Putco's financial ex-

ecutive, Mr J L Coetzee, has confirmed the settlement standing wage increases which affect the workers from July to December last year, spokespersons from both parties said yesterday.

The award was made

between the parties after a mediator had failed to resolve the matter last year. If the arbitrator had failed to make the award it meant the matter would have been referred to conciliation — hence opening the way to a legal strike,



McLennan Editorial 28/6/84 (2) (143) (2)

# Irresponsible threat

HAVING made its point, at the cost of at least one life and a good deal of damage and unrest at the Coronation Colliery near Vryheid, the National Union of Mineworkers would be wise to back off from its looming confrontation with the Chamber of Mines

Mr Cyril Ramaphosa, the bright young lawyer who is general secretary of the NUM, will not increase respect for his struggle for better wages for miners by threatening the mine bosses with countrywide strikes and unrest

The Coronation miners' return to work after the new pay deal was explained to them suggests that the chamber has won the

first round. But the coal miners are only a minor aspect of the deal, which also affects more than 460 000 black workers on the gold mines

Negotiations with the NUM broke down when the chamber said it could not delay traditional July 1 increases expected by the vast majority of black miners who are not union members. The NUM, which lays doubtful claim to 70 000 members, sees this as a move to undermine it

The responsible thing to do is to await the outcome of the NUM's application for a conciliation board, but if the union is not prepared to do that the country could be facing a very bruising test of strength

# Gunmen ~~(276)~~ acted within their rights ~~(233)~~ 29/6/84 -4 police chief

Own Correspondent 143

DURBAN — The unidentified white residents who gunned down five black mineworkers at Vryheid Coronation Colliery on Monday night were acting completely within their rights, Colonel S J N van der Merwe of the Newcastle division of the South African Police said today

"If it were not for those people shooting at the rioting miners there would have been a lot of murder," he said.

One striker was killed and four others sustained gunshot wounds when the "unidentified persons" fired on them from the mine's white residential area

Colonel van der Merwe said the striking miners were intent on causing damage and it was only the whites who had prevented widescale murder

He said the miners were trying to get to the main white residential area where the main contingent of police were concentrated in order to repel any attack

"The miners then turned on the central area that was protected only by the mine's security guards and a few policemen," he said

Colonel van der Merwe said the post-mortem on the dead miner, Mr Mhlunguleni Mthethwa (39), had been completed and it had been found that he died from a gunshot wound in the neck

● The National Union of Mineworkers today expressed deep alarm over Colonel van der Merwe's comments.

"It is not for the police to give their opinions, it is for a court of law to decide whether any persons should be brought to justice," said union general secretary Mr Cyril Ramaphosa.

"We are also alarmed that the police regard the death of one person and injuries sustained by others as something that does not warrant investigation for the purposes of pressing charges

"It is obvious two types of justice exist in this country"

● See Page 1, Metro section.



**Rea  
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talk again.  
Page 7.



**Third time  
unlucky?**

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st six weeks —

**'Shooting'  
of hiker:  
man held**

CAPE TOWN — A 30-year-old man from Brakpan in the Transvaal has been detained for questioning in connection with the alleged shooting of a hitch-hiker near Beaufort West.  
Detectives detained the man early today but no charges have been laid.  
Police are still engaged in an intensive search for the body of the hiker, allegedly killed by a motorist who gave him a lift.  
The hiker is alleged to have been shot almost a month ago and the killing witnessed by a Pinelands schoolboy and his sister, who were travelling with the alleged killer.

**Motor strikers  
resume talks**

The management of three motor assembly and car parts companies in Rosslyn, Pretoria, has resumed negotiations with the United African Motor and Allied Workers' Union in a bid to end a two-day strike.  
Mr Phineus Kgwadi, the union president, said the management of Nissan Company and its two sister companies, Magnus Truck Corporation and Motoware, started negotiating yesterday and the talks were continuing today.  
The negotiations follow a strike by about 6 000 workers after dissatisfaction over wage increases offered.  
The companies offered increases of from 8c to 10c an hour, but em-

**Topic is  
pay not  
unrest**

miners  
The National Union of Mineworkers has turned down an offer to meet the Chamber of Mines to discuss ways of averting possible unrest on gold and coal mines in coming weeks.  
"We do not have a mandate to meet the chamber on any other issue except renegotiation of wage issues," the NUM general secretary, Mr Cyril Ramaphosa, said today. "We are dismayed the chamber do not see their way clear to meet us."  
It would be a case of waiting to see what happened when the chamber announced increases to be implemented on July 1.  
The union asked the chamber to resume wage negotiations this week following the strike by 1 700 at Anglo American's Vryheid/Coronation Colliery over wage grievances.  
The chamber said it would be happy to discuss ways to avoid unrest and violence but not announced wages and conditions.  
There were wage-related stoppages at Riet-spruit colliery and Dover Colliery in Witbank, neither affiliated to the chamber.  
Mr Ramaphosa said the stoppage at Riet-spruit followed management's unilateral wage announcement.  
The stoppage by about 800 at Dover occurred this morning when management announced increases after a dispute was declared by the union last week.

**Rabies in Natal  
may get worse  
than deadly 1980's**

Own Correspondent  
DURBAN — Natal is on the brink of a serious rabies epidemic that could become worse than that in 1980 when 30 people died.  
Dr Bill Posthumus, head of veterinary services in Natal, warned today that the latest increase in the number of cases in rabies was of grave concern and that unless immediate action is taken an epidemic is in the offering.  
**CONFIRMED**  
"In the month of June we have had nine confirmed cases of rabies, three in dormitory areas in Durban.  
"On Monday staff from our department will start on a whole new inoculation campaign."  
He said that in the last 12 months 80 rabid animals had been found in Natal, 60 of them in white areas.  
"I must point out that we had had fantastic response from the public, but there is a small community of people that we are unable to get to through television and newspapers and this is where our problems come from," said Dr Posthumus.  
Transvaal holiday-makers have been warned to inoculate against rabies any pets they intend taking to Natal.

**SPEAK OUT!**

Cigarette smoking is a nasty, anti-social, health-damaging habit — or so the ever-growing anti-smoking lobby believes.  
Non-smokers are a bunch of interfering busy-bodies — or so the ever-dwindling band of nicotine addicts maintains.  
Which group is correct?  
This week, one European country introduced sweeping new curbs on smoking in public places. How do Johannesburgers feel? Should smoking be banned — or confined to certain areas? Is smoking really as harmful as we are led to believe?  
Speak out on the subject this afternoon, from 5 to 6 pm. Both lovers and haters of cigarettes are invited to ring 633-2206 or 633-2354 and air their views.

**SPEAK OUT!**

**R100 000 cover for Soweto's mayor**

The Mayor of Soweto, Mr Ephraim Tshabalala, is insured for R100 000 against "murder or death" while executing his duties. The expense is being carried by the Soweto City Council.  
In the event of him becoming temporarily incapacitated while carrying out his duties, he will receive R2 000 a month for an unstipulated period.  
These insurance figures were yesterday unanimously accepted by the full seating of the at its monthly meeting.

They are also insured against any "event of war" taking place (in South Africa).  
The council's insurance includes a R1 million cover for the "re-establishment" of records destroyed under any circumstances.  
The total annual insurance premiums paid for the councillors, senior employees and other council assets are more than R105 000.  
The council's decision to insure its mayor and councillors has been taken at a time when several of council members' houses have been petrol bombed.

## MINE UNREST Will it spread?

The big question after the riot death (or deaths) at Vryheid Coronation Colliery earlier this week is whether the unrest was isolated or whether it will hit other mines

According to the SA Police, one miner was killed, and four injured after unknown persons opened fire on black mineworkers near the white residential area of the mine on Monday night. The incident came after a day of rioting and unrest with the strikers protesting against the wage and benefits package which the Chamber of Mines is unilaterally implementing on July 1.

The incident provoked sharp reaction from the National Union of Mineworkers (NUM) which claims it represents 500 of the colliery's workers. According to the union, not one, but two miners were shot dead

Says NUM general secretary Cyril Ramaphosa: "A week ago we warned the chamber that labour unrest would take place on the mines if they went ahead and announced wage increases rejected by our union. The chamber and the mining bosses will be faced by this type of unrest from all mineworkers countrywide."

However, there seems to be doubt about the NUM's strength at Vryheid Coronation. Owners Anglo American say they have been dealing there with the Allied Mine and Tunnel Workers' Union which has a small presence. This union is not recognised by the chamber.

According to Anglo, a large proportion of the colliery's 3 000 black workers struck on Monday morning. The company says the police were called in to maintain order after vehicles had been stoned "As a result of escalation during the night", the police

used teargas to contain the situation. However, by Tuesday there were no further incidents, the workers agreed to accept the new rates of pay and the situation had returned to normal

The chamber's decision to implement the new package was taken last week following a deadlock in negotiations with the NUM over colliery wages and conditions. The union, which was demanding a 25% wage increase for all workers, has declared a dispute with the chamber on the issue. It has also declared a dispute over wages and benefits for its members on chamber gold mines

The chamber's increase for surface employees averages 14,1% — ranging from R18/month for the lowest grade employees to R47/month for the highest semi-skilled workers. Increases for underground employees average 13,4% — ranging from R19/month for the lowest grade workers to R50/month for the highest semi-skilled employees. Other improvements in working conditions were also announced

The chamber is going ahead with its package because, it argues, the majority of colliery employees are not members of the union and are expecting their increases on July 1

After Vryheid the NUM announced it was prepared to resume negotiations with the chamber to avert the "catastrophe that is definitely going to hit the mines". The chamber had not responded to this offer when the FM went to press

FM 29/6/84 45

## Pretoria employees want 75c per hour increase

# 3 000 car workers strike

Sowetan 29/6/84

1920143

ABOUT 3 000 workers at three motor companies in Rosslyn, Pretoria yesterday went on strike over pay demands.

Workers resolved at a report-back meeting held in Soshanguve on Wednesday night to down tools until management meet their demand of 75 cents across the board hourly increase. The affected companies are Nissan and its two sister companies Magnis Truck Corporation and Motorware (Pty) Ltd.

The striking workers said it was high time companies were made to realise that workers' income had to be considered each time costs of living went up. They said it did not mean

### SOWETAN Reporter

authorities were unable to meet "a small amount we want." Black people always had to suffer before getting what is theirs.

"We are in fact tired of being graded into dif-

ferent sections when all of us are responsible for production. These are some of the deliberate actions by authorities to further divide us," they said.

A representative for the United African Motor and Allied Workers' Union, Mrs Dorah Nowatha, said management refused to listen to

the workers' plight even after the union had come down to 45 cents across the board increase.

"We were told that even going as low as 20 cents would solve the problem," she said.

Mrs Nowatha said her union would continue negotiating to try and end the dispute.

DOM 29/6/84 (21) (24)

# Concern at miner unrest

JOHANNESBURG — The Chamber of Mines yesterday asked the National Union of Mineworkers to persuade its members that no one would benefit from unrest and violence, according to a Press statement released in Johannesburg

The Chamber was responding to a letter from the union, which asked for the reopening of wage negotiations, and expressed concern at possible unrest on mines

The Chamber offered to meet the NUM to seek means of avoiding unrest, but not to negotiate wages

In its reply, the Chamber said. "The chamber's executive committee is pleased to note that your union now shares the chamber's concern about possible unrest on the mines"

It appealed to the NUM to avert possible unrest and advised the union to point out to its members that the new wage increase was higher than last year and included new benefits

It also pointed out was that the increase was ahead of the increased cost of living, and compared favourably with wage increases in other industries — Sapa

29/6/84 KSM

# Nissan production halts as 5 000 workers strike

By PHILLIP VAN NIEKERK

ABOUT 5 000 workers yesterday brought production to a halt at the Nissan motor plant and at two sister plants, Magnis and Motoware, in Rosslyn near Pretoria, when they went on strike, demanding higher wages.

The action followed a mass meeting of several thousand workers in Mamelodi on Wednesday night, where they were informed of the wage deadlock between Nissan and the United African Motor and Allied Workers' Union (UAMAWU)

Nissan is offering increases ranging from 8c to 10c an hour, while the union is demanding an increase of 45c across-the-board.

The workers have said they will not go back until their demands are met, while Nissan has refused to resume negotiations until they end the strike.

The union will be meeting with the company today in an attempt to break the deadlock.

About 3 000 workers downed tools at 7am and later assembled outside the



Striking workers outside the Nissan plant in Rosslyn, Pretoria, yesterday.

plant, where they were addressed by union leaders through a loudhailer. They dispersed peaceably, after agreeing to return today to collect their pay.

The day-shift workers were joined by night-shift workers yesterday, bringing the total number of strikers to about 5 000.

A spokesman for the UAMAWU said they were demanding a wage in a situa-

tion where the cost of living was constantly rising, and where the new general sales tax implementation was going to hit the entire black community.

Mr C V Strydom, the industrial relations director of Nissan, said negotiations of "normal bi-annual conditions of employment" between the UAMAWU and the company had taken place in the past week.



# 50 held after mine violence at Vryheid

Mercury 29/6/84

27/143

## Crime Reporter

AT LEAST 50 people have been arrested in Vryheid following the unrest at Coronation Colliery earlier this week in which one mineworker was shot dead and four others wounded.

About 1 750 workers went on strike at the mine on Monday and later clashed with police who were on the scene. Cars and buses were stoned in the violence.

Yesterday police said more arrests were possible.

The arrests were mainly for public violence. Nobody has yet been detained in connection with the shootings.

General secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa, said last night that the Chamber of Mines was not prepared to reopen wage talks, but had offered to meet the union in a bid to avert a catastrophe on the mines.

But he said the union was not prepared to meet the Chamber of Mines unless it returned to the ne-

gotiating table to discuss wages.

'We believe that the only issue that can avert a catastrophe on the mines is the reopening of the wage negotiations,' he said.

Talks reached a deadlock last week after the Chamber of Mines rejected a union demand for a 25 percent wage increase and instead offered increases ranging from 13 percent to 14,4 percent to come into effect from July 1.

Last night Mr Ramaphosa told the Mercury 'As far as we are concerned we are not going to meet the Chamber of Mines to discuss how the danger of a catastrophe on the mines can be averted.

'We will wait for the appointment of the conciliation board and if it fails to resolve the dispute, our members will decide whether or not to take industrial action,' he said.

Chamber of Mines officials could not be reached for comment last night.

# Increases advertising rates

eight place

The old "Seven Brides for Seven Brothers" came ninth, and "Voyagers", which has just ended its run, came 10th

The SABC does not plan buying more series of "Voyagers" right now, but given its early afternoon slot, the fact that it came 10th is an indication of its popularity with adults

This factor is almost certain to make the SABC take another look at the time-travel education series with Jon-Erik Huxum and Meeno Peluce

□ □ □

A SHORT SEASON of five top-rated movies starts on TV1 on July 12 in the lead-up to the start of the lavish soap opera "Marco Polo"

The first film is Nevil Shute's classic "On the Beach", with Gregory Peck, Ava Gardner, Fred Astaire and Anthony Perkins. It has a full four-star rating from the film guides

The second is "Anne of the Thousand Days" (three stars), with Richard Burton and Genevieve Bujold, the historically inaccurate but highly engrossing story of Anne Boleyn and Henry VIII

The third film is the 3½-star rated "This Sporting Life", with Richard Harris and Rachel Roberts, about a Yorkshire coalminer who becomes a rugby professional

Fourth in the line-up is "Bonnie and Clyde", with Warren Beatty and Faye Dunaway, the four-star rated classic about the two legendary bank robbers. The film has spawned a host of imitations but still remains tops

The fifth film is the classic three-star rated 1978 Ingmar Bergman classic "Autumn Sonata", with Ingrid Bergman

and Liv Ullmann

□ □ □

RADIO 702 yesterday announced that it would be setting up its own studio at the 1984 Los Angeles Olympic Games, to bring full Olympic coverage to its listeners

From Monday, July 2, there will be reports every morning at about 7.50am. There will also be in-depth personality spotlights on athletes with South African connections, like Zola Budd and Sydney Maree

A week before the Games, 702's sports editor, Chris Gibbons, will fly to Los Angeles to establish the station's mini-studio

He will then report every morning and evening from Los Angeles on every aspect of the Games.

And since TV1 can't buy the short feature film "Zola" because it's only for the cinema circuit, it's doing the next-best thing

On Saturday, July 14, at 7.07pm, it is screening a docu-drama called "Die Gimnas" about Ginny Coker, a promising 16-year-old gymnast

She is subjected to a rigorous training programme by her coach, a former Olympics participant

While Afrikaans TV1 is doing something about the Olympics, nothing is known at this stage as to what English TV1 — or English radio for that matter — is doing

Afrikaans radio, as published in the Mail yesterday, is featuring a special series of programmes on the history of the Olympics.

RBM 30/6/84

# Much of Nissan still on strike

By PHILLIP VAN NIEKERK

A LARGE number of workers returned to their jobs yesterday at Rosslyn's three strike-bound sister motor plants — Nissan, Motorware and Magnis — but production failed to resume at the largest of the plants, Nissan

This happened after more than 1 000 workers at the plant refused to go back to their jobs, in defiance of calls by officials of the United African Motor and Allied Workers' Union (UAMAWU) that they return

More than 5 000 workers at the three plants near Pretoria downed tools on Thursday, after the union and the company deadlocked earlier in the week over wage increases

Management and union representatives met again yesterday, but the company said in a statement that "Nissan is not prepared to negotiate conditions of employment until the total workforce is back"

Mrs Dora Nowatha, the general secretary of the UAMAWU, urged workers who gathered outside the three plants to return to work so that the negotiations could resume

While most of the workers at the Motorware and Magnis plants returned to their jobs, a large number of Nissan workers refused to return, saying that they had taken a decision to remain on strike until their wage demands were met

They had only gone to work to collect their pay. Sources at the plant said production did not continue yesterday, and that those workers who had gone to work had been paid out and had left the premises before 1pm

The UAMAWU is demanding a 45c across-the-board increase while the company is offering increases ranging from eight cents to 10c an hour

Our Pretoria Bureau reports that an hour after the Nissan workers were told to line up at the main gate for their pay-packets, workers complained that a stamp was put in their payslips, arousing the suspicion that they might be expelled when they reported for work

Members of another motor union with members at the plant — the National Automobile and Allied Workers' Union (Naawu) — stood outside the com-

Members of another motor union with members at the plant — the National Automobile and Allied Workers' Union (Naawu) — stood outside the company's premises. A union official said that they had decided to adopt a low-key stance as at this stage, they still had minority



Dr Allan Boesak, Bishop Manas Buthelezi and Bishop Desmond Tutu at the conference of the South African Council of Churches yesterday

Picture: TONY NAIDOO

# SACC votes to pray for apartheid's end

of the World Alliance of Reformed Churches. A motion approved yesterday at the national conference of the SACC was a

modification of Dr Boesak's call to pray for the downfall of the Government. It called for a day of prayer for the abolition of all

apartheid structures in South Africa

Twenty seven people voted in favour of the motion with five against and five abstentions

Bishop Manas Buthelezi was elected president and Bishop Desmond Tutu general secretary of the SACC

# Old fossils are 'spectacular'

fossil were urgently necessary as population pressure on the island would soon make excavations difficult.

The first fossils of Proconsul Africanus were recovered on Rusinga Island in 1948 and some of the latest were retrieved from rocks from the same area that had been stored at the National Museum in Nairobi for more than 30 years

Dr Richard Walker, of the John Hopkins Medical School in the US, said a

said

The ape-like creature, which some scientists say could have been an early ancestor of man, does not appear to have had a tail.

Remains of previously unknown animal species, also dating from 18-million years ago, included part of the skull of a giant carnivore, and remains of a giant hyrax, which would have been the size of a small cow, whereas the hyrax today is

RBM 30/6/84 (143) 24/11/83

# No talks with mine chamber — NUM

**Mall Reporter**  
 THE National Union of Mineworkers (NUM) will not discuss "means of avoiding unrest" with the Chamber of Mines because it only has a mandate to discuss wages, Mr Cyril Ramaphosa, the NUM's general secretary, said yesterday.  
 He was responding to a chamber plea to persuade union members not to take action over the increases, due to be implemented on July 1. Mr Ramaphosa said they had written to the chamber, calling on it to reopen wage negotiations which had deadlocked last week. This had been turned down.  
 "We told them we were dismayed that they were not

able to negotiate such an important issue — one which will avert unrest likely to take place on the mines.  
 "Instead, they have written back to tell us they will not talk about wages — the cause of any potential unrest — but that they will negotiate means of avoiding unrest. We have no mandate from our members to discuss any matter other than wages," he said.  
 The NUM warned of widespread unrest earlier this week after about 1 700 workers went on strike at the Vryheid Coronation Colliery over the increases, and at least one worker was shot dead, with several others injured by "unidentified persons"

## Commissioner resigns

**WINDHOEK** — The Commissioner for the Caprivi, Mr H J R Myburgh, has resigned his post for "personal reasons", the office of the Administrator-General for South West Africa, Dr Wilhe van Niekerk, announced in Windhoek yesterday.  
 Mr Myburgh is succeeded by Mr H J Backer, who takes over on July 2.  
 The commissioner's position, which is temporary, involves acting as the representative of the Administrator-General and helping to make decisions — Sapa

## SA, Ciskei talks end

**CAPE TOWN** — Talks between South Africa and Ciskei about economic, social and land matters were concluded in Cape Town yesterday.  
 A statement released afterwards by the two governments said the talks, headed by the Deputy Minister of Foreign Affairs, Mr Louis Nel, covered various issues, including "the finalisation of the implementation of existing agreements between the two countries".  
 Another round of talks will be held next month — Sapa

## Richly cushioned

**London Bureau**  
**LONDON** — Housewife Mrs Sheila Middleton was astonished when a cushion fell from the sky.  
 She was even more baffled when she unzipped it and found R600.  
 "Apparently it was blown from the roof of a cottage," said Sheila, of Okehampton, Devon

"I was just about to hand it in to the police when my niece said there was talk of a soldier who had lost that amount of money."  
 The cash actually belonged to John Brown, a cook at the commando camp at Lyme-tone, Devon, who had hidden it in the cushion for safe keeping while on an army exercise

# R1 600 CAN BE WON

There was no correct solution received for Jackpot No 747 — so up it goes to R1 600. If yours is a correct entry you could win the fabulous R1 600. NOTE: Post your entry on a postcard to "Mail" Saturday Jackpot No 748, PO Box 1485, Johannesburg 2000. Unstamped entries may be left in the Jackpot box in the foyer of the Rand Daily Mail Building, 171 Main Street, Johannesburg, or at the city office of the Rand Daily Mail, 29 Kerk Street (between Loveday and Harrison Streets). All entries must be in by midnight on Thursday, July 5, 1984. The solution and winners' name will be published on Saturday, 7 July 1984. For rules to Jackpot No 748 see Page 14

- ACROSS**
- ... 's job is unlikely to be one he could continue into old age
  - It's common enough for several persons to collaborate in the production of a .
  - As persons interested in the arts should know, there's a wide variety of . available
  - A . . . might be vacant.
  - At right angle to ship's keel.
  - Some people . . . much more than others
  - Damage to . . . might be expensive to make good.
  - Epoch.
  - The time may well come when a . . . has to be replaced
  - Football crowd is likely to react when star player is . . . in a promising run
- DOWN**
- might spur one into action.
  - may anxiously study shifts in trade
  - Highly regarded
  - Obscure . . . may suddenly come into the limelight.
  - A . . . person has execution of his sentence suspended.
  - Space is, of course, a vi-

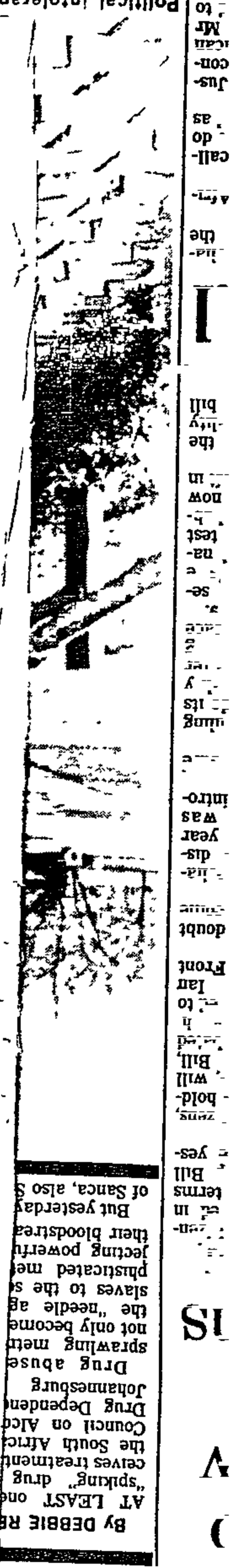
DAILY MAIL DAILY MAIL

### SATURDAY JACKPOT No 748

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now on foot or whether he  
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 in Soweto when he escaped.

### Harassment

Ed and had flown home to  
 th in the United States.  
 alova, who has repeatedly  
 stoned by journalists about  
 ate life, said reporters woke

# Huge mine strike feared

THE COUNTDOWN has begun to what could be the most serious labour confrontation ever in South Africa.

It is feared that many of the country's 500 000 black gold and coal miners, angered by the Chamber of Mines' rejection of their wage demands, may resort to illegal strike action on July 1.

A strike by tens of thousands of miners would be a blow to the heart of the South African economy, and could result in severe State reaction.

Strong support for the miners' wage demands has come from black political organisations and trade unions.

Mine bosses have announced they will unilaterally introduce their wage increase offer of around 14 percent on July 1.

The offer falls far short of the 25 percent increase demanded by the 80 000-member National Union of Mineworkers (NUM).

If the NUM decided to go for a legal strike, they could only do so after about six weeks of dispute procedures.

However, feelings among miners are running high, according to NUM general secretary Cyril Ramaphosa.

"The Chamber is underestimating the feelings of miners," says Ramaphosa.

"The chances of a strike

cannot be ignored because our members will not be happy with the increase and they will be angry with the unilateral action by the Chamber."

Ramaphosa disclosed yesterday that the union was applying for a Conciliation Board under the Department of Manpower to try to head-off a confrontation but this would take six weeks to conclude.

Black political organisations have expressed strong support for the miners' demands.

"There is no doubt about the reasonableness of the black miners' demand for higher wages," UDF publicity secretary Terror Lekota said yesterday.

"We in the UDF therefore back in full their demands."

The Release Mandela Committee criticised the Chamber of Mines for its decision to unilaterally introduce its rejected wage offer on July 1.

RMC publicity secretary Aubrey Mokoena added that the Chamber "must come to terms with the miners' demands".

Defending its decision to unilaterally introduce its pay offer on July 1, the Chamber said this week that the NUM represented only a small proportion of black miners, and the remainder would be expecting to receive their increases on that day.

C.P.R. 30/4/84  
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