

INDUSTRIAL RELATIONS
DISPUTES.

JULY — DECEMBER

MINE LABOUR *FM 1/7/83*
Black union balks

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

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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

MIGRANTS' Fm 1/7/83 (151)
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

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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."

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No fragmentation

Employers who want to fragment artisans' jobs to enable their work to be performed by lower-paid, semi-skilled workers, can expect especially strong opposition from artisan unions

This is the message contained in an editorial in the latest edition of the *Metalworker*, official journal of the 32 000-member Amalgamated Engineering Union. It is written by AEU general secretary Tom Neethling, who vigorously defends the artisan unions' long-held obsession with the maintenance of training standards for their jobs and the boundaries between the different trades

He lists the artisan unions' traditional arguments in favour of these boundaries, emphasising the need for clearly defined areas of responsibility in the workplace. He argues that the boundaries are important for job security, safety and establishing liability in the event of an accident or other failure

Some employers, of course, often see matters differently. They favour fragmentation of artisans' jobs to allow various aspects to be performed by a number of lower-paid, semi-skilled workers at an overall lower labour cost

Neethling says the retention of boundaries may appear to be inefficient, but

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AEU's Neethling ... protecting artisans' jobs

points out that trade unions throughout the world have for long resisted even minor infringements. However, in SA, the unions have been remarkably co-operative, he claims

"In fact, we can think of no other country in the world where trade unions have been so obliging and co-operative in meeting employers' demands for a greater degree of flexibility. The economy periodically experiences boom conditions when artisans' skills are much in demand and artisans are in short supply. There are numerous cases on record where, under such conditions, the unions have agreed to industrial councils granting exemptions which permit the use of non-artisan labour"

He says the granting of such exemptions is against union principles. However, unions have reluctantly accepted them to avoid endangering the economy and possibly, in the long run, their own members' jobs

"But in times like the present, when jobs are scarce and unemployment is serious and threatening to become even worse, there is no way that the unions are going to condone the use of semi-skilled labour to carry out aspects of an artisan's job which requires lesser skills," he says

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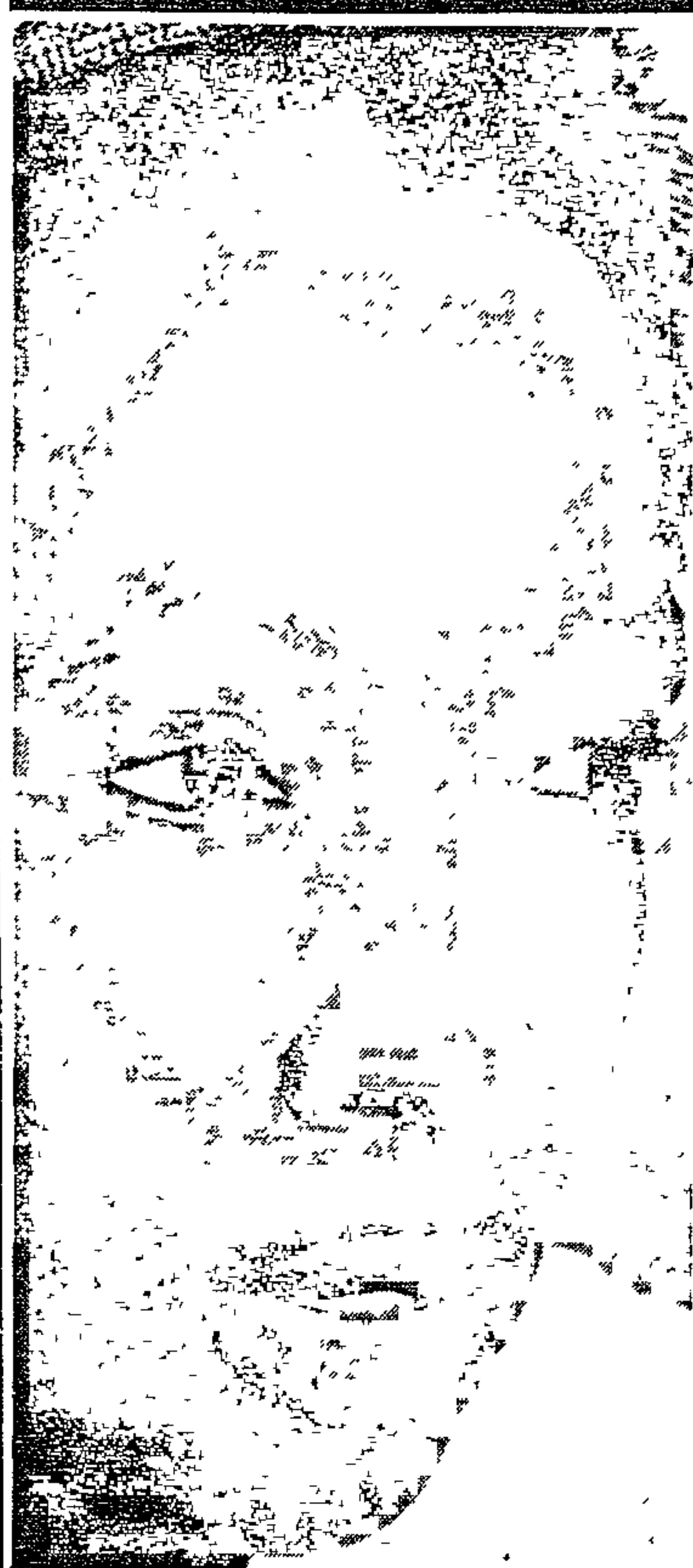
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WOMEN

Maternity benefits

Union wages war for working women — and wins



• Emma Mashinini.

A historic agreement concerning maternity benefits for women was reached between the Commercial, Catering and Allied Workers Union of South Africa (Cca-wusa) and OK Bazaars last month

In terms of the agreement workers will be allowed to take up to 12 months maternity leave — thus safeguarding their jobs when they return

Cca-wusa, which has a large female membership in department stores and other retail establishments, found that pregnant women suffered particularly from discrimination in the work place

Problems and hardships experienced by the union's members, were, among others that pregnant women usually lost their jobs. They were unlikely to get back the same job or even a job in the same company

If they were re-employed, they usually suffered a drop in salary or position. Their absence while they had children was treated as broken service, and they received no wage increase that usually goes with length of service

When allocating work, management did not consider the physical needs of a pregnant woman. Even women in advanced stages of pregnancy were often moved off the shop floor and into less visible positions

like warehouses which usually require heavier work in unhealthy conditions

The Shops and Offices Act states that shops have seats available for workers to sit at 'reasonable intervals'. This regulation is seldom adhered to, and even when pregnant workers are seldom given jobs with seats

Women also had problems claiming maternity benefits. Pregnant women need to go for check-ups at clinics and managements often do not recognise this need, nor do

By **ZODWA MSHIBE**

they count days taken off as sick leave. Women cannot take time off to attend to their children, and no thought was given to breast feeding

The union's secretary, Emma Mashinini said the agreement was a major breakthrough in that women would no longer lose their jobs and other benefits after giving birth

The agreement also states that women will not be given 'tough tasks or jobs that will be a 'danger to their lives' during pregnancy

"Hats off to Cca-wusa," said SACC's Sophie Mazibuko

"I hope people will realise how effective it is to belong to a union and we hope for better things to come," she added

Sheena Duncan of the Black Sash said that this was an enlightened ap-

proach which would benefit not only black women

A female journalist said she was thankful to be part of a generation that realised the worth and power of unions

"Unions are doing wonders. Who would have thought that labourers would be considered where professionals failed. People should support unions for they will give us a brighter and better working atmosphere. It is time we made employers aware of our economic power and rights and showed them that by granting us those rights, they are not doing us a favour," she said

A community worker with the Domestic Workers and Employment Project (Dwep), Nombulelo Makhubu, applauded the agreement and expressed hopes for the 'forgotten masses' — domestic workers — who have no benefits at all

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/Uitrecht/Vryheid/Melmoth/Singindlovu

11/7/83

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 bo... he said

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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 14 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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— Fair and mild but during the day overcast.

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FOR EACH CITY

Old Star

THUR JUNE 30

GOIT NAYS

EASE

BANNING

CRIBS

2600

WHAT A STAR! Drink in the words on the poster. It makes your big toe ache, doesn't it? Could it be

Disco

AT

BELOW WHOLESALE

SORRY! NO MAIL ORDERS

WE IMPORT DIRECT

★★★★★★★★★★★★★★★★★★★★

SANYO DISCO TURNTABLE with ceramic cartridge

landed cost is around R38,00

NOW R29⁹⁵

Can also be used as a replacement turntable

100 WATT RMS DISCO AMPLIFIER

PROFESSIONAL GRAPHIC EQUALIZER with professional mixer

Pta 20c

Centre for cripples sacks 11 workers

By SOPHIE TEMA

ELEVEN women workers were sacked yesterday at the United Cerebral Palsy's Harry Kesler Centre — which suffered extensive damage in a fire last weekend — after objecting to working 12 hours a day, some for as little as R45 a month.

The women, all of whom claimed that they had helped carry crippled children to safety when the blaze ripped through their quarters, have asked the Black Sash to give them temporary housing and help in their fight against their dismissal.

The sackings will be the second shock the children have experienced this week. One of the women said "We love those children, and they love us too. They were away when we left this morning — it will be a shock when they find out we've had to go."

Ten of the women are from Transkei, Lebowa and Bophuthatswana. Only one lives in Soweto and has worked for the home for 15 years. They said their salaries ranged from R45 to R89 a month.

The workers claimed they were sacked because they had gone to the matron in charge of the centre, which has 52 children, to complain about the new working hours intro-

duced from Monday this week. They say they were also insulted.

The secretary of the centre, Mr W Wasserzug, said yesterday "Nobody insulted them. All they were required to do was to work the normal nine hours a day."

"They have been working for less hours and we are only trying to put the routine straight."

"When we told them that they were to work their normal hours, they opted to go and I could not hold them back."

"I have more than 100 people working for me and losing 10 is not a serious issue."

Asked about the workers' claim that they were poorly paid, Mr Wasserzug said "You either accept a salary or you reject it."

The workers claim they were to work more hours and were told they would no longer be given their weekly day off.

One of them said "All along we worked from 7am to 5 30pm and were required to wash, feed, help dress the children and look after them."

"And last week we were told that as from Monday we would have to work from 6am to 6pm for the same salary."

"We went to the centre's matron-in-charge to complain that the hours would be too long for the same salary, but we were insulted and told to go."

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2/7/83

Discrimination the next target

South Africa's black mineworkers, fresh from negotiating wage increases with their employers for the first time, are now preparing to fight racial discrimination in the mines — the last redoubt of legal job reservation for whites

Last month a black trade union, the National Union of Mineworkers (Num) sat down with the Chamber of Mines for the first time to work out a wage agreement

Although attempting to win a 30 percent pay hike, they settled for rises ranging from nine percent for unskilled labourers to 15 percent for semi-skilled workers

Previously the Chamber had unilaterally set

black wage increases

The Num also won a commitment to do away with racial discrimination in the mines, an emotive issue for South Africa's 77 000 white miners

Job reservation for white miners dates from 1922, when an unlikely coalition of communists and Afrikaner nationalists struck to defend their right to perform certain skilled tasks in the country's gold mines

Over 60 years later, possession of the blasting certificate — essential for skilled work — is still restricted to whites, and although the Government has moved to abolish job reservation in other areas, it is unwilling to

confront the white miners, traditional supporters of the National Party, for fear they be driven into the arms of Right-wing parties opposed to any dilution of apartheid

While Chamber policy in recent years has been to narrow the wage gap between white miners and the mainly unskilled black workers, Government figures show a novice white miner receives R1 332 compared with R247 for a newly-recruited black worker

Of about 448 000 blacks working in South Africa's gold mines, the vast majority come from either neighbouring black states or the Republic's tribal homelands

Many are illiterate — one mining executive has estimated the figure may be as high as 90 per cent — and are often employed on short-term contracts of one to two years

Despite these problems, the Num has succeeded in unionising around 30 000 mineworkers in the nine months it has been allowed to recruit members in the mines, according to Num general secretary Mr Cyril Ramaphosa

And while the Num's immediate aim is to fight discrimination, Mr Ramaphosa is well aware some issues, such as black workers not being

allowed to bring their families with them, form deliberate planks of government policy

Mr Ramaphosa has no illusions about the problems his union faces in the coming months

" . Union policy is to do all we can to make labour forces more stable — workers coming in on longer contracts or on a permanent basis, with total freedom to bring their families with them," he told one interviewer

"The barriers at the moment are all political, but we intend to chip away until they are removed" — Reuter

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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

RDM 4/7/83 □□□ (15/1) 1

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

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

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

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

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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 Krommeme, of Jacobs, had agreed to pay a 30c an hour across the board increase and a Pinetown 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

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

Union threatens legal action over closing of factory

By Tony Davis, Labour Reporter

The Food, Beverage Workers Union has threatened to take immediate legal action against the Premier Group because of plans to close the Premier Biscuit factory in Springs tomorrow

About 400 workers are affected by the closure, which Premier says is the result of economic difficulties

The FBWU has a long-standing recognition agreement at the factory and has complained they were given notice of the shutdown only last week

At a meeting with senior Premier management this week, the union warned that workers had asked for assurances that all 400 would be relocated at other Premier firms. It also said all workers would refuse to collect any severance pay tomorrow until they were guaranteed alternate employment in the group.

The union gave Premier until this afternoon to agree to the appointment of a committee to investigate the closure and retrenchments or face an urgent legal application, an FBWU statement said.

The Premier Group's deputy chairman, Mr Peter Wrighton, said it was examining the union's complaints.

The union statement also said it had been mandated to protect members' jobs and the attitude of management was not in keeping with public statements on labour issues by Premier's chairman, Mr Tony Bloom

Workers are being paid out one week's notice pay for every year of service

Charge of blacklisting not true, says Chamber

~~151~~ ~~143~~ 7/7/83 RDM

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

273 (151) (HAR)
ROM 8/7/83

400 Premier workers to lose jobs as plant closes

By ANTON HARBER

PREMIER BISCUITS has told 400 workers that they are to be retrenched because the company's East Rand plant is closing today.

And in a statement yesterday, the Food and Beverage Workers' Union to which most of the workers belong accused the company of breaking one of the oldest agreements signed with a black union.

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.

"The lofty ideals of Premier chairman Mr Tony Bloom appear not to be translated into reality by divisional executives in so far as members of this union are concerned" the statement said.

The union said its officials were told at a meeting last Wednesday that the plant was to close. Fifteen minutes later the workers were assembled for the announcement that production would cease today.

The union immediately demanded a meeting with the Biscuit Division of the Premier Group. A meeting was scheduled for Tuesday but was cancelled by management and rescheduled for Wednesday as a director could not be found for the meeting.

The company offered retrenchment pay of one week's wages for every year of service.

"It became apparent at the meeting that the board of directors saw the decision as an economic one and appeared not to have taken into

account the effect that the decision will have on 400 workers" the statement said.

At Wednesday's meeting workers demanded that they be kept on and said they would not accept their severance pay until their continued employment within the Premier Group had been guaranteed.

They asked that management give "a categorical guarantee" by yesterday to establish a joint committee to investigate the need for the closure and retrenchments.

The union would lodge an urgent application to the courts to protect their rights if there was no such guarantee, the statement said.

A spokesman for Premier Milling referred questions to Premier Biscuits, whose spokesman could not be contacted last night.

Sowetan 817183 (1#)

Another food poisoning case

Sowetan 151

A THIRD person has been taken ill because of alleged food poisoning in the United Breweries canteen in Ga-Rankuwa.

Two employees had to undergo treatment at the local hospital after suffering severe tummy cramps. Workers complained about the meat served in the canteen and were yesterday on a food boycott.

One of the victims told The SOWETAN: "At first I thought I was suffering from a minor stomachache but became suspicious when another colleague who complained of the same symptoms started vomiting. I believe there was something wrong in the food we ate because we only experienced pains after lunch."

A white lady from the canteen company head offices in Pretoria said "My company is not aware of complaints at any of our canteens," and then banged down the receiver.

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

~~(15)~~ ~~(16)~~ ~~(17)~~ ~~(18)~~ (15)
Raise pay of SATS
staff, or else — union
D. Dispatch
9/7/83

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

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

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

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

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

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

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

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

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

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

Doctors to meet in SA

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

Pay deal by Escom

Labour Reporter

Star 11/7/83

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~~151~~

A wage agreement has been reached in talks between Escom and various trade unions, the Electricity Supply Commission said today

Unions last month rejected offers of rises of 5 percent and 6 percent

Escom had called on employees earlier to accept economic restraints because of the recession

Exact details of the new agreement were not made available

UOI

And people should make sure their earth wires are functioning properly," said a Bezuidenbout Valley electrical appliance dealer. A spokesman for the SABS said people should not fiddle with their appliances. "People should consult experts for advice, repairs and for replacing frayed or worn out plugs" he

ing processes require a well ventilated room and people must never subject a cylinder to heat. "Modifications and adjustments must be done by qualified people and all gas appliances must be equipped with safety devices. In addition, owners of gas appliances should have their equipment serviced regularly," he said

Bureaucrats put on pay pressure

By GERALD REILLY
Pretoria Bureau

PRESSURE on the Government to make an early announcement about interim increases for the country's one million public sector workers is mounting

Next month the federal council of SA Transport Services Staff Associations will meet the Minister of Transport, Mr Hendrik Schoeman, to make demands for interim increases later this year

And two weeks ago a deputation from the Public Servants' Association had discussions with the Minister of Internal Affairs Mr F W de Klerk, on the same issue

The president of the association, Dr Colin Cameron, said the Minister was asked to speed up the implementation of "occupational differentiation", and to consider interim relief for Government workers during the current financial year

It was pointed out to Mr De Klerk there was an urgent need for adjustments among the lower ranks in the ser-

vice, because of continued high inflation

An undertaking was given that the Government would reassess the position of public servants

Public sector workers, including Post Office and Railway personnel missed out on their annual routine increases in April this year

The president of the federal council of SATS Staff Associations Mr Jimmy Zurich, said the Minister rejected a demand from the Artisan Staff Association for 16,5% increases from April this year

He stressed inadequate or no pay adjustments and continued high inflation were depressing living standards of wage and salary earners in all sectors of the economy

Meanwhile MPs are to get increases of about R600 a month

Their current earnings amount to a salary of R19 000 a year plus a R10 000 reimbursive allowance

However, MPs claim this is not an increase but a "long overdue adjustment"

Don't lend families'

HEARTBREAK HOME FRONT

y-one-of Adorado Group ant at to Ford to only table-be pro- ain't ent-Mr 4 she can't yes-an-a while 128 n nearby FRONT will be s soon as transfers ment of ment to over, a Mr 5 the to the be they this buy the bridgesig cause the first have as a as a That is long time no alter- and use in Ri- can take ish from so talked society nation on-getting on was sub- a phone t lend in for an ex- ety said we don't P. Leea" have hap- a inspector first(?) and y couldn't that tionville, building bout bonds it lend to the reply thdrew her

savings of a few thousand rands and kept the money at home

Another society invited her to come in for an interview. She so feared another snub she was nearly ill before the interview. She went away soothed, to have plans drawn and to seek quotes

But her plot is so tiny she needs to extend upwards. The foundations won't take a normal second floor, so an architect and an engineer are trying to devise a solution for the problem. Will she, when she produces that costly, pioneering plan, be told "Sorry, we don't lend in that part of Coronationville?"

HOMEFRONT has a message for building societies. Try not to compound coloured insecurity. You have accepted their savings all along. Now that they are at last entitled to apply for bonds and meet the income requirements are you going to reject their applications because, by Parkhurst or Saxonwold standards, their addresses do not offer the kind of security you like?

Coloureds don't have a choice of addresses. They have to live in what they can get in their Group Areas - next to rubbish-strewn vacant lots and scruffy flats, alongside drunks and criminals and layabouts - like it or not.

So find out where a coloured applicant lives and check the area out before his hopes are raised and he starts spending money and time on plans and finding builders

We suggest building societies find out how coloureds HAVE to live. If your society can't risk lending in those areas, say so now

Then we can all think again how coloured people are supposed to fit in with the Government's policy of putting the onus for housing on the individual and the private sector

Play the game, scholars warned

Mall Correspondent

UPINGTON - The Administrator of the Cape, Mr Gene Louw, yesterday called on 480 youngsters to play rugby in a way which would help "to develop mutual respect among peoples of all colours"

Opening the first Craven Rugby week to be held in Upington, Mr Louw warned the players South Africa could only face the future with confidence when people respected each other and maintained a positive attitude

Mr Louw said politics and differences in skin colour should not interfere with attitudes to members of other races on the sports field

He urged the young players to "play the game according to the rules", and said it would help shape disciplined people - which the country needed

He also asked them to practise sportsmanship at all times

"Let rugby be the winner at Upington during the week. If this is your motto, it will give each of the 24 teams a chance

"You have not come here to practise 'pressure sport', which usually highlights the worst characteristics of sportsmen. You have come here to further healthy attitudes and sporting behaviour"

Mr Louw said Craven Week had become the "show window" of rugby and participation in it was the "best testimonial a rugby player could ever have"

'Copter pair to stand trial

BAHRAIN - Two Iranian navy lieutenants will stand trial in Oman on charges of illegal entry after landing their helicopter on a desert airstrip, an Omani police spokesman said yesterday

He said the two men landed early on Saturday at the al-Fahud oilfield near the United Arab Emirates border. Oman and Bahrain have reported several similar incidents involving Iranian helicopters in recent weeks

No racism here, says Matanzima

UMTATA - Transkei wanted to create a just society in Southern Africa which would be free from hatred, fear and racial prejudice, the Prime Minister, Chief George Matanzima, said yesterday

Speaking at the end of the fourth session of the second Transkei National Assembly, he said South Africa, as an example of the principles of Christian Western civilisation, should provide leadership in that respect

He said Transkei, as a non-racial state, was committed to good administration and was not obsessed with the colour of people who served it

He said the phasing out of expatriates in favour of Transkeian citizens would be done on merit

Condemning attacks made on the government and municipalities for employing expatriates, Chief Matanzima said MPs were duty-bound to protect the dignity of the Assembly by refraining from racial slurs

"I am mentioning municipalities in particular because of the mud-slinging and racist remarks which were made in this house about the employment of a white chief

municipal traffic officer as well as a white town clerk and his deputy in Umtata," he said

"Insinuations were also cast on the employment of white managers for Transkei's coastal hotels"

He asked how many municipalities in the 28 districts of Transkei had a sound financial administrative footing and whether MPs were aware that two Transkeian municipalities diverted funds to a get-rich-quick scheme in Lesotho

"What is the attitude of the honourable members to these irregularities and losses? Do you have ideal substitutes for industrialists whom you are criticising so vehemently?" he asked

He asked MPs if they were aware that a once popular hotel at the Umtata River mouth no longer attracted many tourists since it was taken over by a Transkeian manager "It is dirty," he said

Chief Matanzima said Transkei was ravaged by a serious drought and industrialists were playing an important role in opening up employment avenues for Transkeians - Sapa

Partial eclipse of African sun

NAIROBI - The last solar eclipse to be visible in Africa this century will take place on December 4, Mr Richard Leakey, director of the Kenyan National Museum, said yesterday

Mr Leakey said the partial eclipse was expected to last three minutes and could best be seen over the north end of Lake Turkana about 455km north of the equator - UPI

(Handwritten marks: scribbles, 151, ~~150A~~, 151)

PRESS STATEMENTS

July 1983



CANTEEN BOYCOTT ENDS IN RECOGNITION

A FOUR week boycott of the company canteen has eventually ended with the management of Dunlop S A Limited and the Metal and Allied Workers Union of S A concluding a full recognition agreement covering the union's members at the plant

The Agreement gives the union full negotiating rights at plant level for its 900 members and covers shop steward recognition, grievance, dismissal and retrenchment procedures

The Agreement took nearly 6 months to negotiate and involved the company withdrawing from and hence closing down the Durban Rubber Industrial Council which covered the Durban plant of Dunlop. The one union which was party to the Council, the Durban Rubber Industrial Union, will also probably be closed down as the Company is obliged in terms of its recognition agreement with the Metal and Allied Workers Union to cease giving facilities to minority bodies

The MAWU Branch Secretary Mr Geoff Schreiner hailed the agreement as a very important step forward for MAWU in the Durban area and said that while the negotiations had been tough the union was satisfied with the outcome and would test the agreement in its practical application at the shop floor

15 7 83

ANOTHER MAJOR RECOGNITION AGREEMENT SIGNED

THE Metal and Allied Workers Union of S A signed another major recognition agreement on Friday with the C I Industries Group in Pinetown

The Agreement follows two days after the Union's Recognition Agreement with Dunlop S A in Durban, and covers all five C I Industries plants in the Pinetown area where the Union has majority membership

C I Industries is the biggest employer in the motor industry in Pinetown employing some 1 500 employees engaged in the manufacture of caravans, trailers and mobile housing units

The Agreement gives the union plant based bargaining rights and covers the recognition of shop stewards

The parties have immediately embarked on wage negotiations for minimum and across the board increases which will be back paid to the beginning of July

'We proved two things at C I Industries' said Geoff Schreiner, MAWU Branch Secretary – 'firstly that it is quite possible that recognition agreements be negotiated and signed in less than a month and secondly that MAWU is one of the few unions in the industry which is seriously able to represent a proper multi-racial membership'

18.7.83.

160 ^{4/7/87 Mercury} workers fired

(152) (188) Labour Reporter ~~[Signature]~~

ABOUT 160 workers at a mosaic glass-tile manufacturing plant at Estcourt have been dismissed after a work stoppage this week.

Mr Simon Kapa, branch secretary of the South African Allied Workers' Union in Estcourt, said yesterday that the workers at Mosaic Producers refused to accept their notice of dismissal and had not collected their pay.

"They said they will return to their jobs on condition that their wages are increased. At present some earn less than R20 a week. They want the minimum wage increased to R50."

He said the workers went on strike on Monday after management refused to act on a complaint by the workers' committee against another worker.

Mr Robert Craig, a director of Mosaic Producers, told the Mercury yesterday that the workers, mainly women, were dismissed after they ignored an ultimatum to return to work.

POST

14/7/83

Post Office *Mercury* workers 'disgruntled'

Mercury Reporter

TENSION is mounting and threatening to reach breaking point among thousands of Post Office workers who are extremely dissatisfied with the way in which demands for higher salaries are being handled by the Government

A motion of no-confidence in the Minister of Posts and Telegraphs, Dr L A P Munnik, as well as Internal Affairs Minister F W de Klerk, is being considered

Top-level negotiations have apparently reached a deadlock — and many workers claim they have been left out in the cold, struggling to maintain living standards while there is no immediate hope of a recovery in the economic recession

It is believed that meetings are being planned throughout the country and hundreds of angry workers have threatened to resign

Spokesmen said yesterday the workers were no longer prepared to wait to hear from the Govern-

ment whether their demands for interim increases would become a reality soon.

'The general feeling is that indications of pay rises and statements regarding this have become promises and more promises while our standard of living is decreasing rapidly,' a spokesman said in Durban.

Meanwhile, the Public Servants' Association is still waiting to hear from Mr de Klerk that they will receive across-the-board pay rises in October after an urgent meeting had been called two weeks ago

The president of the association, Dr Colin Cameron, said from Pretoria last night that the urgency of salary increases had been emphasised during the meeting and Mr de Klerk had told delegates the matter would be studied by the Government.

He gave no indication when a statement could be expected



Union and CNA sign agreement

By Tony Davis
Labour Reporter

The Commercial, Catering and Allied Workers' Union signed a comprehensive procedural agreement with the Central News Agency yesterday

The agreement covers union members at the hundreds of CNA branches throughout the country

Important features of the agreement include union and shop steward recognition, union access to stores, the right to negotiate wages and working conditions, disciplinary, retrenchment and grievance procedures, a dispute agreement, and a time-off agreement

PREGNANCY

A maternity agreement provides for time off during pregnancy, automatic salary adjustments during these times as well as 12 paid days off a year for members to see to the medical needs of their children

A major feature of the retrenchment agreement provides that management must negotiate any pending retrenchments with union officials well in advance.

White employees are likely to benefit from some of the agreements.

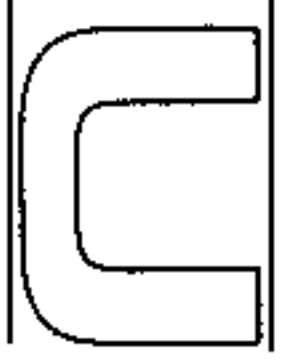
Two mine
E. Post
unions (151)
13/7/83
declare (24)
dispute (23)

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 Mineworkers 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 employment 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 discussions — Sapa



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

Union to fight on dismissals

Labour Reporter

A paper union this week claimed a Boksburg subsidiary of the Kohler packaging group was guilty of an unfair labour practice after seven of its members were recently retrenched

The Paper, Wood and Allied Workers' Union, a Fosatu affiliate, said the company had laid off the workers without consulting the union and they were likely to take the matter up at the Industrial Court

Kohler was willing to pay the men until the dispute was resolved

15/7/83

Hoteliers react to wage hike call

~~287~~ (51) Mercury Reporter *Mercury*

HOTEL owners on the Natal South Coast yesterday reacted with mixed feelings to a move by the non-racial Natal Liquor and Catering Trades Employees Union for a 'substantial' wage increase for workers in the catering industry

The owner of a two-star hotel said the hotel industry was going through a recession and some would be forced to retrench staff if demands for big pay increases were made

Mr S Swan, chairman of the Natal South Coast Liquor, Catering, Accommodation and Bottlestore Keepers' Association, said, however that wages would be increased to keep pace with the rise in cost of living

He said his association was presently negotiating a new wage agreement with the union which would be effective for the next three years

1004 14713 (151) (151) (151)
**Dunlop and
union agree**

DURBAN — Recognition negotiations between Dunlop South Africa's tyre factory and the Metal and Allied Worker's Union were concluded on Friday, July 8

- A procedural agreement, signed on Wednesday, July 13, provided for wage negotiating procedure, conditions of employment of shop stewards, disciplinary and grievance procedures, and retrenchment — Sapa

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.

Transvaal
²⁰¹⁴
'first'
6/7/83
for union (151)

RECOGNITION agreements signed recently between a goods transportation company and an independent trade union marked the first such agreements in the Transvaal, a spokesman for the Transport and General Workers' Union said yesterday

He said the Fosatu-affiliated TGWU had signed preliminary recognition agreements with Freight Services Forwarding and Freight Air. He said the preliminary agreements facilitated "the election of shop stewards, meetings between shop stewards and management, access of union officials to workers on the company premises, and the ongoing negotiation of a full-scale recognition and procedural agreement" — Sapa

Dispute over race issue looms in mine talks

Star 10/7/83

(157)

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 6 000 workers at nine chamber gold mines

There were also problems over wage issues last month.

Blaze heroes sacked

By Z B MOLEFE (51)
ELEVEN BLACK heroes have been sacked — less than a month after risking their lives to save 30 crippled white kids from a fire that ripped through their special home in Johannesburg. *City Press*



17/7/83 The brave women, who include nine contract workers, were fired after protesting against having been told on June 28 to work up to 12 hours a day without overtime pay.

The women, some of whom earn as little as R45 a month, have been fired from the United Cerebral Palsy Association's Harry Kessler Centre in Johannesburg.

Last month a fire nearly destroyed the cerebral palsy home, causing R100 000 damage.

The women who have now been sacked joined other staff members in braving the flames during the blaze to rescue the crippled children.

"This is a cruel blow. To think how we risked our lives saving those children in the fire," said sacked Mrs Anna Chauke.

"There was nothing we could do but save those children. After all, children are children — no matter if they are black or white," she added.

United we

stand, say

workers

THEY HAVE had no income since September last year, have sold their possessions, but still 249 Brits workers refuse to give up their 10-month struggle for fair treatment

The 249 workers were fired from B&S Steel Furniture Company on September 7 last year

They believe they were unfairly dismissed and have been fighting for reinstatement since then. They believe they were dismissed because the company was trying to get rid of a union

CP Reporter

presence in the factory. Managing director H Back said this week he believes he has always treated his workers fairly and properly.

Everyday for 10 months the workers have gathered in a church hall in Brits

B & S workers meet . . . "the only way is to stick together."



to discuss their position and make decisions on their next move.

The Metal and Allied Workers Union, to which most of them belong, took the matter to the Industrial Council earlier this year, but the council failed

to break the deadlock.

This week they began an Industrial Court action that could become crucial to labour relations in this country.

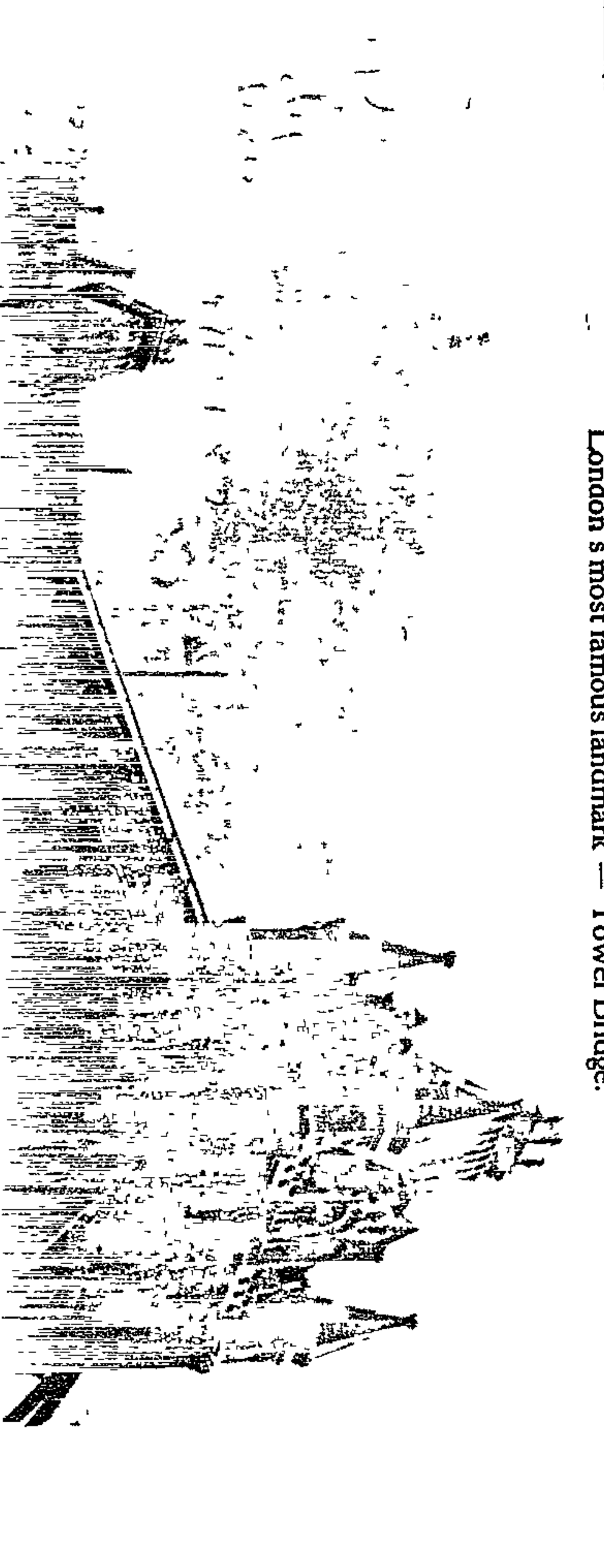
They are asking the court to rule that they were unfairly dismissed and to reinstate them retroactively.

They are also asking for R850 000 in back pay, the largest claim ever to come before this court.

It is also believed that the kind of labour practice these workers are fighting is common in outlying areas like Brits.

London's most famous landmark — Lower Bridge.

'GARLIC
JUICER
KILLER
RINGER



This came the day after a meeting between shop stewards and the managing director over the sacking of a worker.

Mr Back told the shop stewards he was the boss and would do as he liked.

The union says the company had hindered the union in its attempts to organise workers.

The company then rehired some of the workers, leaving out those who were active in the union, say the strikers.

"Some of us have had to sell our goats and cattle and this was very difficult, as we sold them for very little," one worker said.

"We have come to realise what it is to sacrifice and stick together and to trust one another."

"We learnt that by being alone nothing could happen and the only way was to stick together," he said.

16/7/83 (50) (194)

Mediated settlement ends long dispute

157 Mail Reporter ~~WET~~
PREMIER Paper in Klip-
viev and the Paper, Wood and
Allied Workers' Union yes-
terday reached a mediated
settlement, ending a lengthy
dispute that climaxed in a
week-long strike last May
The mediators, Professor

Johan Piron and Mr Paul
Pretorius, were called in
after the strike, according to
a statement from the Fosatu-
affiliated union
The strike had occurred
when workers demanded an
increase of 20c per hour, but
management refused to go
above 10c

The mediators provided
for a 10c increase for all
workers and a back-dated
"bonus" of 10c for all hours
worked between January and
July
They also reinstated the
union's stop orders, which
had been suspended during
the strike, and re-opened the

case of a worker who the
union said had been dis-
missed without the company
going through the proper
procedures
The union said they were
happy with the mediation
and praised the two media-
tors, one of whom had been
appointed by each side

Sowetan 10/7/83

Dispute looms

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



Anger in public sector over pay

By GERALD REILLY
Pretoria Bureau

THE Government is on a collision course with one million public sector workers unless an early announcement is made on interim salary increases

Anger among senior public servants is mounting at the extent of the big salary increase Members of Parliament have voted themselves, while no assurances have been given to public servants of interim relief

Leading trade unionists claimed yesterday it was outrageous that politicians had quietly raised their earnings by more than R600 a month, while ignoring the desperate plight of the nearly one million workers in the Government and provincial departments, the railways and the Post Office

The 23% hike in the salaries of MPs will bring their total earnings to about R36 000 a year, including a R10 000 tax-

free reimbursive allowance

The president of the Trade Union Council of South Africa, Dr Anna Scheepers — a former Senator — said

"If politicians expect other workers to make sacrifices then they too should be prepared to give up their increases. After all no-one will starve on their present earnings"

She stressed it was 18 months since the public sector workers had received increases. They had been told by the Minister of Finance, Senator Owen Horwood, that because of the recession, inflation and lack of funds they would get no rise in April

Dr Scheepers said "The only solution is for the Government to announce immediately that they intend giving public sector workers increases, or to refuse their additional R600 a month"

The president of the Federal Council of SATS Staff Associations, Mr Jimmy Zurich, agreed the Government and its MPs should be the first to set an exam-

ple and refuse their proposed increases. "The 250 000 railway workers have had no increases since April 1982, and with inflation running at 13% their plight has become serious"

Mr Zurich said the Minister of Transport, Mr Hendrik Schoeman, had agreed to meet the council next month to discuss interim rises

"We will make the point strongly that if MPs can unflinchingly give themselves increases, then there are no grounds for asking railway and other public sector workers to make sacrifices"

The Minister of Internal Affairs, Mr F W de Klerk, hinted some time ago in Parliament there might be adjustments for public servants later this year

The president of the Public Servants' Association, Dr Colin Cameron, said yesterday he had no objection to MPs getting increases, provided this meant rises for Government workers

19/7/83
RDM
151

Benjamin 11/1/83

Dispute settled

~~WEST~~
~~15~~

THE long-standing labour dispute between a Fosatu-affiliate, the Paper, Wood and Allied Workers' Union and the Premier Paper in Khprivier has been solved after a mediated settlement was reached by

the two parties at the weekend .

In a statement the union says it was "hopeful that management's attitude will change when negotiations on a new agreement starts soon "

1977/83
151
Union agreement for 800

Mail Reporter
THE Federated Mining Union has signed an agreement covering 800 people who work at a factory in South Africa but live in Bophuthatswana

The agreement, the first for black employees at a mining refinery, was signed with Matthey Rustenburg Refiners last Friday

The agreement, covering all 800 workers at the refin-

ery, involves retrenchment arrangements and a wide range of work conditions

According to the union, the fact that the workers live in Bophuthatswana does not affect their trade union rights in South Africa

The union, led by general secretary Mr He van der Watt, was formerly for coloured workers until it changed its constitution to include all races

Major ~~win~~ ^{R.D.M.} for ⁽¹⁹¹⁾ Mawu ⁽¹⁹¹⁾

Mail Report ⁽¹⁹¹⁾

THE Metal and Allied Workers' Union (Mawu) has signed a major recognition agreement covering 1 500 workers at five plants of the CI Industries group in Pinetown, near Durban.

The agreement, which gives the union plant-based bargaining rights and recognises shop stewards, was signed on Friday, according to a statement from Mawu.

CI Industries, makers of caravans, trailers and mobile houses, is the biggest employer in the motor industry in the area.

The Fosatu-affiliated union has begun negotiations with the company for wage increases that will be back-dated to July.

"We proved two things at CI Industries," said Mr Geoff Schreiner, the Mawu branch secretary.

"Firstly, that it is quite possible that recognition agreements be negotiated and signed in less than a month, and secondly that Mawu is one of the few unions in the industry seriously able to represent a properly multiracial membership."

Workers drop legal action RDH
20/7/83

Mali Reporter

THE Paper, Wood and Allied Worker's Union (PWAU) this week withdrew a legal action over retrenchments at a Brakpan factory after the company agreed to reinstate the workers and negotiate the issue

PWAU began legal action after management at Kohler Corrugated, Brakpan, retrenched seven workers, including the chairman of the

shop stewards' committee PWAU said it had been surprised at the decision to retrench staff because the company was working substantial overtime, was employing casual labourers and was opening a new department

PWAU, which is affiliated to the Federation of SA Trade Unions (Fosatu), also accused the company of avoiding negotiations because they preferred to deal

with the SA Typographical Union (SATU)

But this week, PWAU withdrew the legal action after management offered to reinstate the workers for six weeks while retrenchments were negotiated

Next week the workers will also vote for a second time in a ballot to show whether they support PWAU or SATU At the first ballot 94% of the workers supported PWAU

~~ROM~~ ROM
Final bid to
(51) 2017183
end talks
4/5
deadlock

Mall 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.

Sowetan

20/7/83

Police disperse workers

151

By SELLO RABOTHATA

ABOUT 50 workers at Supreme Mouldings in Robertsville, yesterday claimed that the company's management called police and dogs, before ordering them out of the premises because they had joined a union management did not like.

They also claimed that before they were ordered out, they were asked whether they wished to work for the union or the company. All the workers have joined the Fosatu affiliated Paper, Wood and Allied Workers' Union (Pwawu). A rival union was said to have addressed the workers some time last week in a bid to woo them over to their side. Pwawu already claims a majority of the workers at the company, and had already written to the company requesting a meeting to finalise their recognition by the company.

Ms Jeminah Futshani, one of the four workers elected as shop stewards, said "I was called to the manager's office on Thursday last week and told that management was aware of my movements. Management was also aware that we had joined a union and wanted to know why we needed a union. I was then told I was suspended and should not come back to work.

"On Friday I went to work, ignoring the suspension but was reminded by the manager. When I was about to go all the workers already knew about the action against me and decided to down tools. The issue was discussed and workers said I should apologise for being rude. We went back to work and three hours later organisers of another union came to recruit and were turned back because we had already joined Pwawu.

"On Monday management questioned us on a letter from our union requesting a meeting to discuss their recognition. A meeting was arranged for lunchtime but instead of a meeting taking place, police with two dogs arrived in three cars and a van. We were then told to disperse."

Meanwhile Pwawu officials have threatened to take legal action against the company.

The company's manager, Mr Gilbert Emric, could not be reached for comment yesterday. A secretary at his office told The SOWETAN that he was "busy" and would phone back.

Mines bid to avert dispute

~~21/7/83~~ (15) Labour Reporter *20/7/83*

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



tents after they had been put up for a third time.

Tents tent reprieve

taken away for a third time following discussions Bishop Desmond Tutu, of Churches and Reverend Churches.

MSHIBE

About 10 armed black and white Wrab policemen watched as three other policemen pulled the tents down,

With death

end up with you We will destroy you"

Mrs Sebe, who said she was extremely concerned about the safety of Gen Sebe and her son, a corporal in the Defence Force, said she had reported the threats to Divisional Commander of Police, Brig L B Madolo

"I am not so concerned about their detention as to their safety People can get strangled or poisoned in prison"

bringing the total number of tents confiscated in this manner to nine

The tents are home to 25 adults and five children, some as young as 12 months old One of the women, Esther Totabi is pregnant

The tents were first pitched last Friday evening Wrab pulled them down on Monday Black consciousness and church organisations, with a resolve to defy Wrab until the homeless are properly and suitably 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 arrested on Monday minutes after Wrab police had removed the tents

New hitch in mine talks

THE National Union of Mineworkers (Num) has refused to accede to a request from the Chamber of Mines not to continue with further talks until there is a proper understanding on both sides on what is meant by "the removal of racial discrimination from the industry".

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 resumed to discuss outstanding issues, the Chamber of Mines asked for a clarification of the question of eliminating racial discrimination The union refused to reopen discussion on the issue, saying the chamber had already given an assurance that it would eliminate discrimination

The talks, which were postponed on Friday, resumed briefly yesterday and union secretary Mr Cyril Ramaphosa said he reiterated the stand previously taken "The chamber wants to put certain qualifications on their commitment to remove discrimination will not mean making conditions of employment equal for all workers in the industry," said Mr Ramaphosa

"We are against management setting preconditions for the continuation 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 Krugersdorp on Monday.

The settlement is a sequel to an incident in which Mr Matse Daniel Montsioa (54) was shot and injured while visiting 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 action instituted by Mr Montsioa, with the help of Legal Resource Centre in Johannesburg, shortly after the shooting 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 address itself to problems affecting their dependants.

KEEP YOUR HOME AND FAMILY SAFE!

Security Fencing

Deadlock broken on mine talks

Labour Reporter

Jan 22/7/83
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.

22/7/83

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.

(58)

(57)

Union slams Liberty Life

Source
22/7/83

BLACK workers at Liberty Life Insurance Company have unique problems compared to those of their white colleagues and as such they cannot belong to a multi-racial union.

This is the view of the workers' union, the Insurance Assurance Workers' Union, who have been battling to gain recognition from Liberty Life. One of the reasons the union is unacceptable to management is that it is an all-black union.

Mr Jeff Lengane, the national organiser of the union, said they rejected Liberty Life's policy of multi-racialism as it did not apply to the black workers. "Our members are definitely not regarded as equal to their white counterparts", he said.

Mr Lengane said it was precisely because their members were discriminated against that they went on strike. "If our members were part of the multi-racial policy of Liberty Life they would not have had grievances," he said.

At a workers report back meeting held on Wednesday, management's claim that they met with union officials and that the workers agreed to submit a list of grievances were refuted. The workers reiterated that the union should negotiate on their behalf.

The union has however written a letter to Liberty Life informing them that if they do not respond to the demands of the workers within seven days a dispute will be declared.

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

REM (151) (243) RDM 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 paid 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

22/7/83

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SOWETAN, Fr



ACQUITTED Mr Jacob Rafapa, Mr Josiah Podile, Mr Jack Mangwane and Mr Victor Damoerd

Ccawusa 5 cleared

UNION TO SEEK LEGAL ADVICE

By NKOPANE MAKOBANE

FIVE OF THE six Commercial, Catering and Allied Workers' Union of South Africa (Cca-wusa) members acquitted in the Johannesburg Regional Court yesterday under the Intimidation Act are to seek legal advice.

The sixth accused, Miss Stella Mashigo (21), of Meadowlands, was again not present in court and has since had a warrant of arrest issued against her.

Appearing before Mr T Kleinhans were Mr Jacob Rafapa (31) of Diepkloof, Mr Jack Mangwane (45) of Alexandra, Mr Josiah Podile (55) of Naledi, Miss Joyce Mokola (27) of Rockville, and Mr Victor Damoerd (44) of Emden.

The union members, all employees of an electronics firm, Taltron, in Newton, Johannesburg, had pleaded not guilty to charges of intimidation and assault on their co-workers.

The State had alleged that between November and December last year they had compelled several employees to abstain from going to work and to participate in a strike. During that period they had stoned one employee and assaulted another by sjambokking him.

In an application for the acquittal of his clients who he did not call to testify, Advocate J N de Vos argued that evidence before the court was insufficient.

He said some of the witnesses had contradicted themselves and were unreliable. Some had said they were not threatened while others said although they were threatened, it was not by the accused.

Before freeing the accused, the magistrate, dealing with Mr Mangwane, said evidence had been that he had approached an employee and spoke to him when other people started to stone the employee and then ran away. Mr Kleinhans said he had no reason to convict him on this evidence.

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23/7/83

Public sector clamour for pay rises grows

By GERALD REILLY
Pretoria Bureau

PUBLIC sector workers — there are more than 1 000 000 of them — have intensified pressure on the Government for urgent pay rises

And senior public servants warn the Government will have to submit to the demands being made or face a situation of "disruptive dissatisfaction" throughout the public service

However, the costs to the Government — and the taxpayer — of even limited increases would be high

For every 1% rise in the Central Government departments alone — they employ nearly 250 000 workers — the cost would be about R68-million

The groaning clamour for pay adjustments has been strengthened by the more than 25% rises MPs and the Cabinet have voted themselves

This was in spite of repeated appeals from the Government to the private sector to moderate pay demands

The public sector staff associations are now demanding something more than the "vague undertaking" given by the Minister of Internal Affairs, Mr F W D Klerk, that there could be a salary review later in the year

Teachers and Post Office workers have now joined State and provincial departments and the railway unions in the swelling agitation for immediate pay adjustments

The chairman of the Federal Council of Teachers' Associations, Mr John Stonier, said yesterday that members

of the council would meet the Minister of National Education Dr Gerrit Viljoen next month to discuss early salary adjustments

And on Thursday the central executive of the Postal and Telegraph Association met in extraordinary session in Johannesburg following a rejection of their demand for interim rises by the Minister of Posts and Telegraphs, Dr L A P A Munnik.

In a statement after the meeting the executive said further "urgent representations" would be made to the Government for immediate pay adjustments to compensate for an inflation rate which averaged more than 13% over the past 18 months

The Federal Council of SATS Staff Associations will meet the Minister of Transport, Mr Schoeman, next month to press for immediate financial relief for railway workers

The chairman of the council, Mr Jimmy Zurich, said yesterday

"If the Minister rejects our demands I fear he is going to have a lot of very unhappy workers to contend with by October — the latest acceptable date for an adjustment — it will be 20 months since we got our last adjustment"

In the meantime, Mr Zurich emphasised, inflation had eaten away more than 20% of the purchasing power of wages and salaries

The Public Servants' Association has also made pay demands to the Commission for Administration

Public sector workers were refused normal pay rises in April this year

Govt facing pay crunch

Mercury Reporter

A TOUGH stand to get general pay rises for thousands of disgruntled Post Office workers is expected from the Post and Telegraphs Association after a decision at a

special meeting to maintain top-level pressure on the Government

The secretary of the association, Mr Frank Gerber, said from Johannesburg yesterday the association was disappointed with the outcome of recent requests and would urgently ask the authorities to reconsider

The association had not heard from the Minister of Posts and Telegraphs, Dr L A P A Munnik after top-level negotiations in June. Dr Munnik said increases were not possible at that stage and he gave no indication when an answer could be expected

Meanwhile, many workers throughout the country are said to be extremely dissatisfied with the way in which their demands were being handled at Government level. Many are on the brink of resigning because of their struggle to maintain living standards

Committee leaders warned that the Government could not afford to bluntly reject demands for drastically needed increases with the forthcoming constitutional referendum at hand

The president of the Public Servants' Association, Dr Colin Cameron, said from Pretoria yesterday his association was also waiting to hear from

the Minister of Internal Affairs Mr F W de Klerk after urgent requests on the salary question

The Mercury's Pretoria correspondent writes that public sector workers — more than a million of them — have intensified pressure on the Government for urgent pay rises

And senior public servants warn that the Government will have to submit to the demands being made or face a situation of 'disruptive dissatisfaction' throughout the Public Service

However, the costs to the Government — and the taxpayer — of even limited increases would be high

For every 1 percent rise in the central Government departments alone — they employ nearly 250 000 — the cost would be about R68 million

The growing clamour for pay increases has been strengthened by the more-than-25-percent rises Members of Parliament and the Cabinet have voted themselves

This was in spite of repeated appeals from the Government to the private sector to moderate pay hikes

Salary

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The Federal Council of SATS Staff Associations will meet the Minister of Transport, Mr Hendrik Schoeman, next month to press for immediate financial relief for Railways workers

Mawu condemns refusal

ROOM Mail Reporter 25/7/83

THE Metal and Allied Workers' Union yesterday condemned the "rigid refusal" of the Association of Electric Cable Manufacturers to continue wage negotiations and said it was proceeding with a dispute against two companies.

Mawu also warned it had asked for the co-operation of employees of these two companies in Sweden and Germany and had contacted the International Metalworkers' Federation to co-ordinate this support.

Mawu has been in dispute with Asea Cable and Semens Cables since the association refused to allow them to return to the workers to get a

mandate on wage negotiations

The dispute centres around Mawu's claim that the negotiations were concluded prematurely and that the wage increases were too low.

In a statement yesterday, Mawu "strongly condemned the rigid refusal of the association to show any movement in their dispute".

Mawu said the employers had refused to negotiate at a meeting last week and had also refused to follow the alternative steps for a dispute set out by the industrial council.

These steps were voluntary mediation or voluntary arbitration.

The refusal to take these

steps made a mockery of the industrial council's procedures.

Mawu is now proceeding with disputes against Asea Cable and Semens Cables, where it claims to have majority membership.

"The union has also notified Swedish and German workers in Asea and Semens of the disputes and has asked for their co-operation. The International Metalworkers' Federation has been contacted to co-ordinate this.

"Mawu is also calling on workers in Aberdare Cables, Aycliffe Cables, African Cables and ATC to join Mawu and unite with other workers" the statement said.

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Steel bosses getting tougher 25/7/83

Mail Reporter

THE Metal and Allied Workers' Union (Mawu) claims that Seifsa, the employers' body in the metal and engineering industries, has issued tough new guidelines for companies faced by industrial action.

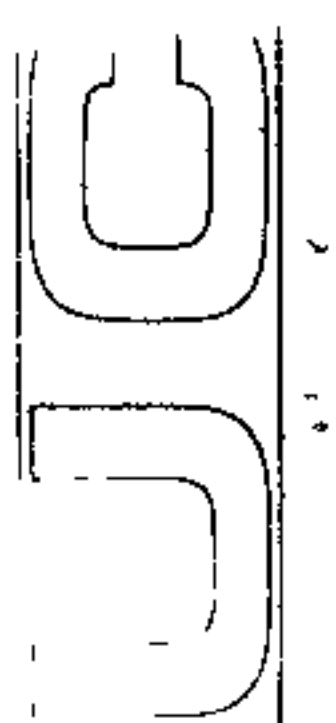
In a statement yesterday, Mawu condemned the guidelines and said the companies were using the recession to crack down on unions.

Mawu has been informed by some employers that Seifsa is circulating new guidelines in the metal industry, the statement said.

It was not clear whether these are formal or informal guidelines, but they advised employers faced by a restive workforce, or by any industrial action, to take a hard line, according to Mawu.

The guidelines apparently tell employers faced by industrial action to dismiss all employees, then re-employ all except those allegedly implicated in intimidation, and to reinstate long-service benefits only after the workforce has proved docile.

This hard line was consistent with the very rigid attitude taken in negotiations by companies such as Highveld Steel, Dunswart Steel and the Cable Manufacturers' Association, the statement said.



Union faces battle over top official's sacking

By ANTON HARBER

THE Johannesburg Municipal Combined Employees' Union (JMCEU) has stripped vice-chairman Mr Greg Daniels of his office for representing a worker who was fired for staying home on June 16.

But supporters of Mr Daniels, who may be prevented from running for re-election at the union's annual meeting next weekend, have called the move unconstitutional.

The union's executive will meet tonight to discuss whether two shop stewards who voted for Mr Daniels' suspension from office, had the constitutional right to vote.

The issue is the latest in a long series of conflicts in the closed-shop, Tucsa-affiliated union for Indian and coloureds.

Last year a committee member, Mr George Harris,

was granted an interim interdict to stop the chairman, Mr George Huntley, from ousting him unconstitutionally.

Mr Huntley is a senior staff member in the Johannesburg City Council's housing department.

Another executive committee member, Mr Terry Jeevanantham, was expelled for criticising his colleagues in the union leadership, but the expulsion was overruled at a general meeting.

Early this month Mr Daniels represented Mr E Phillips at a city council disciplinary hearing. Mr Phillips was fired for not working on June 16, the anniversary of the 1976 Soweto unrest.

Mr Phillips was subsequently called before the union executive for a disciplinary inquiry.

He was charged with disobeying an instruction from

the chairman not to attend Mr Phillips' disciplinary hearing, acting selfishly and not in the best interests of Mr Phillips in doing so, and casting a poor reflection on the union's credibility.

He was also accused of behaving in an arrogant and insolent manner when he defied an order from the chairman to recuse himself from a meeting.

The executive decided that Mr Daniels, who was due to run for re-election at the AGM this weekend, could not hold office for three years.

This would mean that a former vice-chairman, Mr B Isaacs, a member of the faction opposed to Mr Daniels, would be elected unopposed.

Mr Daniels' supporters claim it was unconstitutional for two shop stewards to vote for his dismissal because they were not elected members of the executive.

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'Junket' trip abroad stopped

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

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

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

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

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

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

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

Workers in dispute with employer

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

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

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

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

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

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

A spokesman for management today refused to comment on the dispute

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Metal union set to declare war

26/2/83
Sowetan
FIDA
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THE Fosatu-affiliate Metal and Allied Workers' Union is to declare a dispute with the Association of Electric Cable Manufacturing who have "rigidly refused" to open wage negotiations with the union.

The union has condemned the management for its behaviour and has already canvassed international support to solve the dispute.

In a statement the union said that the management has also refused to follow the alternative steps of the Industrial Council dispute procedures which include voluntary mediation or voluntary arbitration.

At a previous meeting the employers pressed that Mawu should agree to other unions being allowed to take part in the proceedings. Mawu refused on the grounds that the other unions had already agreed on the increases.

Mawu's delegates have noted that the management's insistence on the proposal to have other unions in the negotiations was "making a mockery" of the dispute setting procedure.

The union has also notified Swedish and German workers in Asea and Siemens of the dispute and asked for their co-operation.

The international Metal Workers' Federation has been asked to arbitrate in this matter.

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CC will hold seminars in PE and Uitenhage

Post Reporter

Sol Jacob, director of the South African Council of Churches will hold a series of seminars in conjunction with the East Cape Council of Churches

27 — meeting with the unemployed in Uitenhage from 9 to 5 30pm

28 — meeting with the unemployed at the Holy Trinity Church, Havelock Street, from 12 30 to 2pm, with representatives of trade unions at the House of Representatives, Salsouville, from 2 30 to 4 30pm, and a meeting with employers or businessmen at St John's Church, Havelock Street, from 5 to 6 30pm

29 — meeting with clergy at the Arthur Wellington Church, New Brighton, from 9 30 to 11 30am

For further information contact Mr S Macozoma or Mr P Verryn at 21448 or the Rev P Verryn at 26771

SA trade does well

PRETORIA — South Africa recorded a favourable trade balance of R2 939,8 million for the first half of this year, according to preliminary statistics released today by the office of the Commissioner for Customs and Excise

Exports for the first six months totalled R10 352,7 million, compared with R8 670 million for the corresponding period last year

The country's total import figure for the first half of the year stood at R7 412,9 million, down on the previous year

Europe remained the major importer of SA goods — Sapa

East Cape motor trade wage talks resume tomorrow

Post Reporter

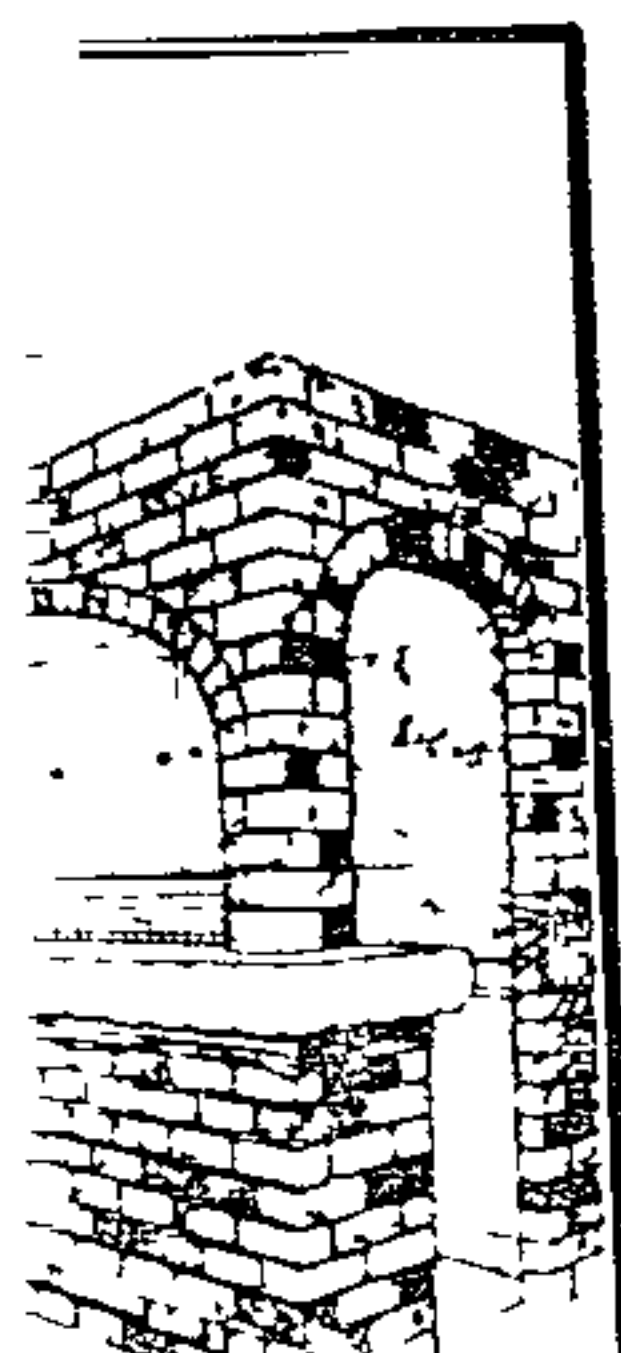
A SECOND round of wage negotiations in the Eastern Cape's motor industry resumes tomorrow, with unionists anticipating counter-proposals from employers

Union proposals were tabled when the talks opened early in July and are believed to restore wage demands at minimum levels of R3,25c an hour, which last year led to prolonged deadlock and strikes

Parties to the new series of talks — conducted under the umbrella of the Industrial Council Automobile Manufacturers Association Eastern Province — are

- The Eastern Province Automobile Manufacturers' Association — chairman, Mr Fred Ferreira of Ford (SA),
- The National Automobile and Allied Workers' Union — general secretary Mr Freddie Sauls,
- The SA Iron, Steel and Allied Industries Union — general secretary, Mr Henry Ferreira

The Motor Assemblers and Component Workers' Union of SA is not registered and is not a party to the talks



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Paper, wood workers reject Satu

THE Paper, Wood and Allied Workers Union (Pwawu) has for the second time in a month received overwhelming support from about 400 workers at a Brakpan firm against the management-favoured South African Typographical Union (Satu).

In a ballot vote held at Kohler Corrugated yesterday, Pwawu received a 94 percent vote from workers who also indicated their desire to resign from Satu, to which they are bound by a close shop agreement.

According to a statement released by Pwawu yesterday, the first ballot vote organised by management was held on June 27 this year, when the two unions contested for membership of workers at the firm.

The results showed a 94 percent support for Pwawu by members who belong to Satu. But the results were challenged by management who charged that some work-

By SAM MABE

ers had been intimidated into voting in favour of Pwawu. Satu also charged that it did not know about the holding of the ballot elections.

When voting was cast for the second time yesterday, Pwawu once again secured the support of 94 percent of the workforce.

A spokesman for Pwawu said "We are pleased to have now proved beyond doubt that the majority of Kohler workers want to

be represented by Pwawu. We hope to begin negotiations with management on the issue of seven workers who were retrenched last month.

"We look forward to a long and constructive relationship with Kohler. Unfortunately, the workers are still compelled to belong to Satu by the closed shop agreement between management and Satu.

"We call on Satu to concede defeat and allow workers who wish to resign to do so. We also look forward to Kohler Corrugated receiving a complete and unconditional exemption from Satu's close shop agreement in the near future."

151 Railways workers demand 'equal pay for equal work'

PRETORIA—The Federal Council of Railways Staff Associations demanded at a meeting in Johannesburg last week that the Railways administration apply the principle of equal pay for equal work throughout the service.

The chairman of the council, Mr Jimmy Zurich, said the motion was tabled by the coloured Railways union, and was unanimously accepted by the council, which stated that neither colour, race nor creed should be a factor in determining the level of wages.

There are absolutely no grounds now — if there ever were — for discriminating against workers because of the colour of their skin,' he said.

Another important issue raised at the council meeting had been the formation of an industrial council representative of all 11 Railways unions.

This would give the unions access to the consultation machinery with in labour legislation as well as to the industrial court Mr Zurich said.

We want to break away from the current clumsy routine whereby each of

the 11 unions negotiates separately on wage issues with the Minister of Transport Affairs.

The appointment of an industrial council would also end the unacceptable system in which Railways workers' pay rises were linked to those granted to Government department and Post Office workers.

Amendment

A committee had been appointed to study the issue and to approach Railways management.

If agreement could be reached, it would mean a major amendment to the Railways and Harbours Service Act.

In what is regarded as a surprise move — it normally steers well clear of political issues — the federal council also strongly denounced the practice of detention without trial.

Mr Zurich said he had found in discussions with international trade union leaders at last month's meeting of the International Labour Organisation that detention without trial and the holding of people incommunicado and in solitary confinement was 'absolutely indefensible'.

Some criticism of South Africa is defensible, but there are no moral or other grounds for defending jailing someone without a fair and open trial,' he said.

Union court action looms

Labour Correspondent

THE Paper, Wood and Allied Workers Union says it will launch a key industrial court action against a Durban subsidiary of Anglo American if it does not agree to negotiate with the union by tomorrow

If the action takes place, it will test again the court's attitude to union bargaining rights in individual companies. The court has handed down two key decisions this year.

It is understood the PWAU would base its case in part on the court's recent decision in the Foden's case, where it ordered an employer to negotiate with a representative union.

A PWAU representative said the union had told Mondi Paper it would launch the action if no new meeting between them was held by tomorrow.

It alleges that Mondi refused to negotiate with it at its mill in Merebank, Durban, where the union claims to have signed up about 900 of the 1 400 workers. The majority of workers at the plant are Asian, it says.

Mondi's managing director, Mr Reg Donner, could not be contacted for comment yesterday.

Mondi and the union were recently involved in a recognition dispute at the company's mill in Felixton, Natal. Since the dispute, the two sides have been negotiating on recognition.

But PWAU says an agreement has been held up by Mondi's insistence that minority unions also be given bargaining rights and that some issues be negotiated at an industrial council. The union rejects both points.

The union says it recently approached Mondi for recognition at the Merebank mill and was granted stop order facilities.

"But management says there will be no recognition agreement until the Felixton agreement is signed.

"In the interim, they are refusing to recognise our shop stewards or to negotiate with us on worker grievances. We believe this is part of an attempt to force us to join the council. Unless the Felixton agreement is signed — which means we must agree to negotiate at the council — they will not bargain with us at Merebank."

Union is
given
the nod

Labour Correspondent

ANGLO AMERICAN subsidiary Anglo American Property Services (AMPROS) has recognised the Transport and General Workers Union

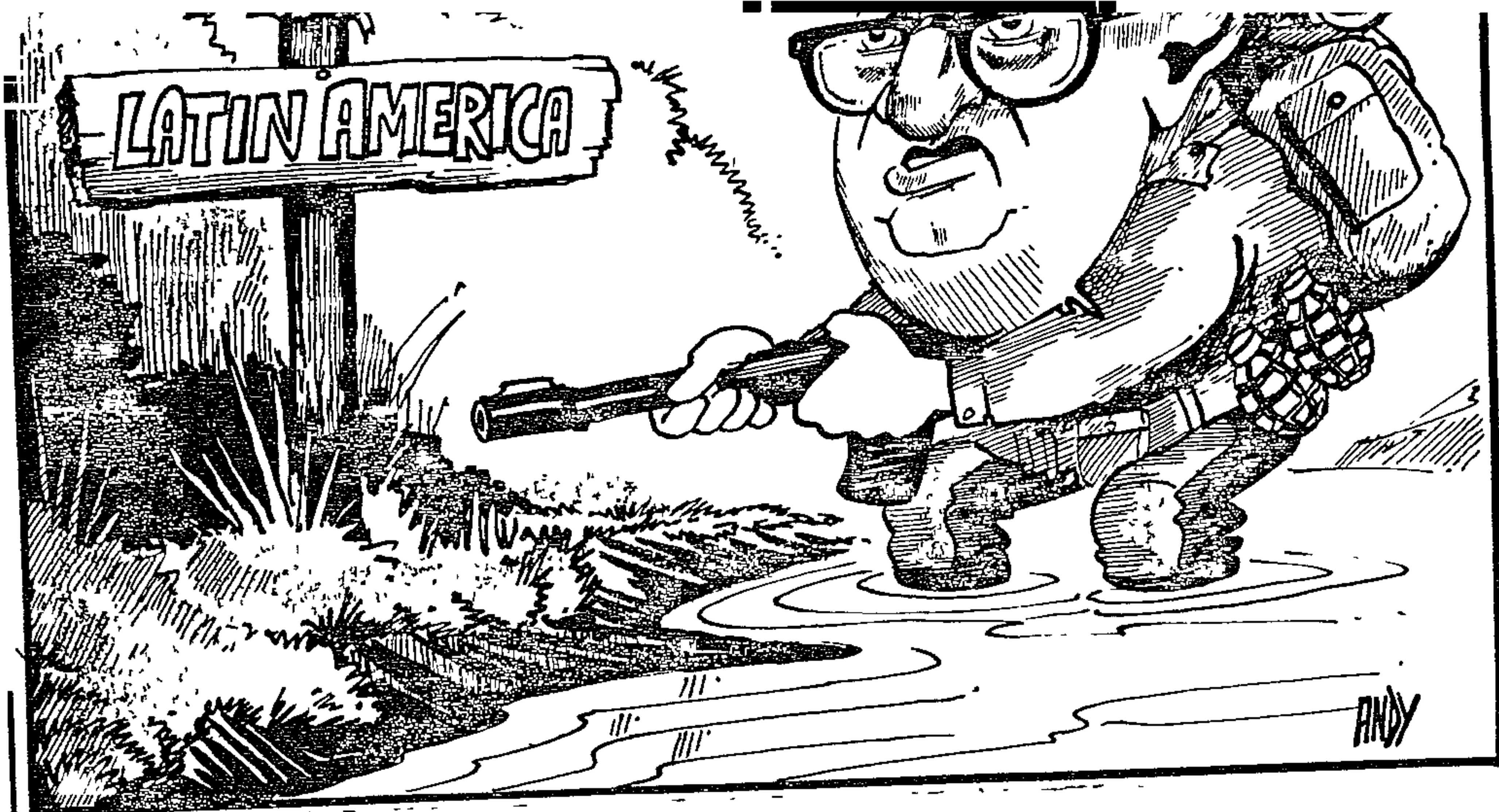
According to an Anglo statement issued yesterday, the agreement covers "a number of AMPROS buildings in Johannesburg, Benoni and Pretoria in which the union has achieved a membership of more than 50% of the employees"

It said the agreement allowed the union to achieve bargaining rights at other AMPROS buildings when it achieved majority support from their workers

The statement said the agreement gave the union the right to negotiate annually on wages and other issues such as health and safety, re-trenchment and leave

It also covered the election of shop stewards, access to buildings by union organisers and dispute and grievance procedures

According to the statement, contact between AMPROS and the union began after the TGWU had recruited "a substantial number of members" at the Carlton Centre, after which it approached AMPROS for recognition



PUBLIC sector workers — there are nearly a million of them — have intensified pressure on the Government for urgent interim salary increases from October at the latest.

Senior civil servants warn the Government will face "disruptive dissatisfaction" throughout the public service unless financial relief is agreed to by the Cabinet.

And worse, they say, when the expected economic upturn starts in the first half of next year, and the demand for professional and skilled workers revives in the private sector, the State departments run the risk of disastrous staff losses.

However, the Government, burdened by the crippling costs of drought, is in no position to grant anything but token relief.

The drought costs include the big foreign exchange losses because of crop failures, imports to supplement the ruined maize crop, loss of income tax from the agricultural sector and drought aid to farmers.

According to the latest figures supplied by Central Statistical Services there are about 950 000 workers in the State and provincial departments, South African Transport Services, and the Post Office.

The annual payout to the 360 000 employed in the State departments — including police, prisons and South African Defence Force personnel — amounts to about R2 640-million, to the 225 000 provincial workers R1 944-million, to the 250 000 SATS workers R2 140-million and to the Post Office's 85 000, R1 254-million.

So even a 10% interim increase — and senior public sector workers emphasise this is the "acceptable minimum" — would cost nearly R800-million.

The growing clamour for pay adjustments has been strengthened by the more than 25% rises Members of Parliament and the Cabinet have voted themselves.

This month the salaries of Cabinet Ministers will inflate to nearly R70 000 a year, including a R16 800 tax-free reimbursive allowance, according to the HNP mouthpiece, Die Afrikaaner.

Govt faces crisis over wage hikes

Handwritten notes: "28/7/83", "151", "R70", "R75", "R80", "R85", "R90", "R95", "R100", "R105", "R110", "R115", "R120", "R125", "R130", "R135", "R140", "R145", "R150", "R155", "R160", "R165", "R170", "R175", "R180", "R185", "R190", "R195", "R200", "R205", "R210", "R215", "R220", "R225", "R230", "R235", "R240", "R245", "R250", "R255", "R260", "R265", "R270", "R275", "R280", "R285", "R290", "R295", "R300", "R305", "R310", "R315", "R320", "R325", "R330", "R335", "R340", "R345", "R350", "R355", "R360", "R365", "R370", "R375", "R380", "R385", "R390", "R395", "R400", "R405", "R410", "R415", "R420", "R425", "R430", "R435", "R440", "R445", "R450", "R455", "R460", "R465", "R470", "R475", "R480", "R485", "R490", "R495", "R500", "R505", "R510", "R515", "R520", "R525", "R530", "R535", "R540", "R545", "R550", "R555", "R560", "R565", "R570", "R575", "R580", "R585", "R590", "R595", "R600", "R605", "R610", "R615", "R620", "R625", "R630", "R635", "R640", "R645", "R650", "R655", "R660", "R665", "R670", "R675", "R680", "R685", "R690", "R695", "R700", "R705", "R710", "R715", "R720", "R725", "R730", "R735", "R740", "R745", "R750", "R755", "R760", "R765", "R770", "R775", "R780", "R785", "R790", "R795", "R800", "R805", "R810", "R815", "R820", "R825", "R830", "R835", "R840", "R845", "R850", "R855", "R860", "R865", "R870", "R875", "R880", "R885", "R890", "R895", "R900", "R905", "R910", "R915", "R920", "R925", "R930", "R935", "R940", "R945", "R950", "R955", "R960", "R965", "R970", "R975", "R980", "R985", "R990", "R995", "R1000".

By GERALD REILLY

And their luxury homes in Pretoria and Cape Town will now be freed of the nominal R55-a-month token rental.

Deputy Ministers have also benefited substantially. Their salaries will shoot up to R59 904, including the same reimbursive allowance, Die Afrikaaner reported.

MPs' salaries will also rise by about 24% to R38 000 of which R10 000 is tax-free.

This was in spite of repeated appeals from the Government to the private sector to moderate pay hikes.

Labour leaders have condemned the MPs' "selfish and totally unjustified action".

The chairman of the Federal Council of SATS Staff Associations, Mr Jimmy Zurich, and the president of the Trade Union Council of South Africa, Dr Anna Scheepers, have both criticised the move.

They say the Cabinet should have set an example to the rest of the country by rejecting the agitation among MPs for pay rises.

In any case their pay — R19 000 a year plus R10 000 reimbursive allowance, should, according to Dr Scheepers, "keep them from starving".

The Prime Minister, Mr P W Botha, announced during the recent Parliamentary session there were to

be salary and allowance increases for MPs.

In a statement made with the approval of the opposition parties he said the link between the civil service ranks and MPs had become largely inapplicable with the current programme of "profession differentiation" in the service.

Changes in the civil service structure, he said, had affected public servants but there had been no similar adjustments in the salaries and allowances of MPs.

Political observers say it is noteworthy that there are virtually no major issues on which the National Party and the opposition parties agree, but on salary adjustment there is a blissful unanimity.

Earlier this year the Minister of Internal Affairs, Mr F W de Klerk, and the Minister of Finance, Mr Owen Horwood, hinted at the possibility of pay adjustments later in the year for Government workers.

However, public sector staff associations are now demanding something more than the vague undertakings of Cabinet Ministers.

And teachers have joined the State departments, the railways and the Post Office in the agitation for immediate pay adjustments.

The chairman of the Federal Council of Teachers Associations, Mr John Stonier, with members of the

council, is to meet the Minister of National Education, Dr Gerrit Viljoen, next month to demand financial relief.

The Minister of Posts and Telegraphs, Dr Lapa Munnik, rejected an appeal from the Postal and Telegraphs Association for increase last month. In spite of this the association last week made a new and urgent appeal to the Government for relief.

On August 29 the Federal Council of SATS Staff Associations will lay a demand for increases at the latest in October before the Minister of Transport Services, Mr Hendrik Schoeman.

Mr Zurich said this week. "If the Minister rejects our demands I fear he is going to have a lot of very unhappy workers to contend with by October — the latest acceptable date for an adjustment — it will be 20 months since we got our last adjustment."

In the meantime, Mr Zurich emphasised, inflation had eaten away more than 20% of the purchasing power of wages and salaries.

The Public Servants Association have also made pay adjustment demands on the Commission for Administration.

Public sector workers were refused normal routine increases in April because of the worsening recession, the Government's commitment to fighting inflation, and a general lack of funds.

However, political observers believe the Government will submit to pressure for interim rises — even though they may be nothing more than token gestures of 5% to 8% — because of the looming referendum on its constitutional proposals.

They stress there are more than 400 000 white workers in the State and provincial departments, the Railways and the Post Office — most of them with the vote.

And this did not take into account the voting members of their families, it was further pointed out.

So the Government, with a strong and possibly decisive opposition both from its Right and Left to its proposals, is not likely "to leave any stone unturned" in the effort to get approval for its reforms it was stated.

Detained unionists were due in court

Labour Correspondent

TWO members of the SA Allied Workers Union who were detained in Atteridgeville township, near Pretoria, on Sunday night, were due to appear in the Pretoria Magistrate's Court yesterday, according to a police spokesman

He said they would be charged under the Criminal Procedure Act

The two men, Mr Khotso Gabriel Makoka and Mr Gerald Ramaano Dau, were arrested at a party in Atteridgeville on Sunday night

According to SAAWU, Mr Makoka, 26, is an ordinary union member who works at

Olympia International in Pretoria, and Mr Dau, 28, is a member at the electrical multinational Siemens

The union alleges that, since the detentions, police have raided the two men's homes and confiscated union membership forms. It condemned the police action as "harassment"

In response to a telex requesting confirmation of the detentions, Major V Haynes, of the South African Police public relations division, said the men would appear in a Pretoria Magistrate's Court yesterday "on a charge or charges under the Criminal Procedure Act"

(151) ~~151~~

Union accuses brickworks of victimisation

COM
28/7/85

By STEVEN FRIEDMAN
Labour Correspondent

A KRUGERSDORP brickworks has been accused of victimising members of the Building, Construction and Allied Workers Union — a charge it angrily denies

The union claims West Rand Brickworks fired one of its members, Mr Isaac Masoga, after learning he was a leading member of the union

It also claims the company confiscated membership cards from union members and has refused to return them

But a company spokesman, Dr Van Graan, yesterday denied that Mr Masoga's sacking was connected with his union membership and added that union members had voluntarily handed over their membership cards to him

According to the union, which claims "substantial membership" at the plant, management told workers at a regular Friday afternoon meeting that it had learned some were members of the union

It alleges that the following Friday, Mr Masoga was called to the office of a management man, asked why he had not told his employer that he had joined the union, and threatened

It said management had subsequently "gone round the company collecting people's membership cards" and warned workers that Mr Masoga was a "snake"

It said Dr Van Graan had said then that he would take further action against Mr Masoga and that he had subsequently been fired

Dr Van Graan said yesterday Mr Masoga had been working as a clerk, but that there was no work for him in that job. He asked to become a driver and the company agreed, as he said he had a driver's license.

"But he failed a driving test arranged by the province and we had to part with him. We are hurt by these claims because he left in good spirit."

Dr Van Graan said he had become aware of the union's presence at the plant when discussing with workers a benefit scheme he planned to introduce

"Some said they already had a benefit scheme which turned out to be the union. But many were against this and a split developed along ethnic lines."

On a subsequent occasion, he said, he had come across union officials at the plant and invited them to a discussion. "But they misled me about their identity and denied being union officials."

He had told workers of this incident and some had been so angered that they had wanted to burn their membership cards. He advised them against this and these workers had handed their cards to him.

"They can have them back any time they like."

He said workers had little understanding of what a union entailed.

"I can understand that unions have an important role in large companies where there is little communication between management and employees. But I don't think they would have much of a role here."

CAPE TOWN
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, work would be resumed today.

UNIONS

Arguing about race

Important questions in labour law are being raised in a recognition dispute between Liberty Life and the Insurance and Assurance Workers' Union of SA (Iawusa).

Iawusa is trying to represent black workers in the insurance industry. About 100 of its members employed by Liberty Life were recently involved in a two-day strike over wages. They demanded that the company recognise and negotiate with the union, which claims to represent a majority of black workers at the company's head office in Johannesburg.

The union has since made a formal demand for recognition and says it will officially declare a dispute with the company if this is not granted. Should the dispute not be resolved at a conciliation board, the union says it will take action through the Industrial Court to have the company's refusal to recognise it declared an "unfair labour practice."

Liberty Life is willing to recognise and negotiate with unions. However, the company is extremely reluctant to recognise a racially-based union and prefers to negotiate with a multiracial union.

This impasse raises a number of interesting questions. Trade unions which restrict their membership to a particular race group are, of course, common in SA. This is partly the result of government policies which until fairly recently discouraged unions from being multiracial.

Although these policies have been re-

45

vised, racially-based unions continue to exist because workers of different races perceive themselves to have different needs, interests and priorities. This has especially been the case in industries where there is a wide skills and pay gap between the races.

What makes the impasse between Liberty Life and Iawusa so interesting is that the company says that most of its black employees are clerical workers, who receive the same pay and enjoy the same conditions of employment as their white counterparts. Therefore, it can be argued that in the workplace the different race groups do not have differing needs.

Liberty Life says it is proud to be an equal opportunity employer and is opposed to anything which could cause divisions and tensions between employees of different race groups. Not surprisingly, the company fears that recognition of a black union could do just that.

The union, however, has a different view. It says the company cannot define how black workers should exercise their right to freedom of association. It questions the company's claim to be an equal opportunity employer and argues that black workers' needs and problems are different from those of whites and that it is impossible to have 'a unity of unequals'.

The union is also committed to the development of black leadership — something it believes is hampered by multiracial unionism. The union emphasises that it is opposed to wildcat strike action and claims to have played a moderating role in persuading the company's employees not to strike earlier this year.

The dispute is looming at a time when the Industrial Court is moving increasingly towards the view that an employer does have the obligation to bargain in good faith with a representative union (*Current Affairs* July 22). Should the dispute go before the court, it seems likely the court will have the task of defining more precisely what 'representative' means. Is a union representative in a company if it has the majority support of a section of the workforce who belong to a particular race group? Or should the union be representative of employees of all race groups who basically do the same kind of work?

Answers to questions such as these could obviously have a profound effect on the thorny issue of union recognition in many other industries and sectors.

1/8/83 (151) ~~151~~ R204

A Step to majority bargaining?

THE industrial court has taken two decisions this year which expand the right of majority unions in a plant to bargain with employers. Now it may face two more cases on this key issue.

Early this year, the court ordered newspaper employers to resume their forty-year-old bargaining relationship with the SA Society of Journalists.

Then it ordered motor company Foden's to bargain with Cusa's United African Motor and Allied Workers' Union at its Pretoria plant. Both rulings may be initial steps on the way to the court

endorsing the American idea that employers must bargain "in good faith" with majority unions in their plants. Now the court may hear a case which could take it further down this road.

Fosatti's Paper, Wood and Allied Workers' Union is threatening court action against Anglo American subsidiary Mondi Paper for allegedly refusing to bargain with it at a Durban mill.

It says Mondi won't negotiate with it there until recognition talks between it and PWAU at another Natal mill are complete. And agreement in these talks depends on PWAU agreeing to negotiate some issues at an industrial council.

So it charges that Mondi is using refusal to negotiate in an attempt to force it to join a council.

Its believes that placing such a precondition on bargaining is a violation of "good faith" negotiation — which is consistent with American labour law.

If PWAU's version of the facts is correct, and if the court upholds its view, the ruling would have dire implications for employers who won't bargain with unions until conditions are met — such as joining a council.

The second possible case has equally intriguing implications. The Insurance and Assurance Workers' Union of SA (IAWUSA) is threatening to take insurance giant Liberty Life to the court over a recognition dispute.

IAWUSA is open to blacks only and Liberty Life is refusing to recognise it because of this. The company says many of IAWUSA's members do the same jobs as whites and it does not want to recognise a union which will represent only some workers in particular job categories.

IAWUSA says freedom of association is violated if an employer refuses to recognise a union because of its membership criteria.

If the court agreed with IAWUSA, a union might be entitled to bargaining rights in a company if it signed up most workers in a particular race group — even if these were a small minority of the total workforce.



Labour Week

By STEPHEN FRIEDMAN

THOSE who are cynical about Government pass law "reforms" will not have been surprised by recent developments surrounding the Rikhotso judgment.

Since the Government said it would implement Rikhotso — without allowing workers who qualify to bring their families to the cities — a series of events have seemed to indicate that its commitment to this is less than total.

First the West Cape Administration Board said it would not grant city rights to long-term migrants if they had taken leave during their contracts — a ruling which conflicts with the Mithya judgment, which upheld the city rights of these workers.

This will now be settled by the Board's appeal against Mithya, another pass law test case which will affect thousands of workers.

Then the West Rand Board decided that citizens of "independent" homelands weren't entitled to rights because they were "foreigners".

This is awaiting a ruling from Pretoria, but may also be the subject of a "test case". And now the Black Sash says officials are using a variety of devices to obstruct the granting of rights to those who qualify. A dossier drawn up by it contains copious evidence of this official "obstructionism".

So once again, hopes of pass law reform are being dashed — and the frustration of workers subject to influx control increases.

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talks with Fosatu's Paper, Wood and Allied Workers' Union for which workers voted

The key question now is whether SATU will use its representation on the council to block this application.

If it does, workers at the plant would still have to belong to SATU — despite the fact that 94,5% of those who voted don't want to

□□□

EAST LONDON unionists are unlikely to arrange any protests about the detention of Ciskeian security supremo Charles Sebe and his minions

General Sebe, of course, spent the years before his own detention administering the same treatment to any unionist who crossed his path.

But any suggestion that events in Ciskei would lead to a more tolerant attitude towards unions have been quickly scotched

No sooner had General Sebe fallen from grace than SA Allied Workers' Union vice-president Mr Sisa Njikelana was detained for the umpteenth time together with a SAAWU organiser. They are still in detention.

Sebes may come and go, but Ciskei's war against workers and unions seems set to stay.

RAM (151) 1/8/83
THE closed shop in the printing and packaging industry suffered a new blow last week when workers at a Brakpan plant voted overwhelmingly against belonging to Tucsas's SA Typographical Union, which has a "closed shop" there.
The company, Kohler Limited, will now apply to the industry's industrial council for an exemption from the closed shop and is to begin

Motor (51)
E. Post
Industry
2/8/83
Wage
talks
continue

Business Editor

WORKERS and employers in the Eastern Cape's motor industry meet for the third time tomorrow in a new bid to conclude a wage agreement

The latest talks were scheduled after last year's impasse when union demands for a minimum wage of R3,25 an hour led to deadlock and strikes. Employers subsequently raised wage levels unilaterally, but agreed to stage regular six-monthly talks

In the first session in July union representatives are believed to have reopened demands at minimum levels of R3,25 an hour

Since this first round employers and unions have both tabled counter-proposals and at today's talks reaction is expected from the employer body, the Eastern Province Automobile Manufacturers' Association (Epama), to amended proposals from the unions

Representing the workers at the talks, which are being held under the umbrella of the Industrial Council, Automobile Manufacturers' Association, Eastern Province, are

- The National Automobile and Allied Workers' Union (Naawu)
- The SA Iron, Steel and Allied Industries Union (Saisai)

Current chairman of the council Mr Henry Ferreira said yesterday he had no comment

Epama chairman Mr Fred Ferreira would also not comment and Naawu general secretary Mr Freddie Sauls was not available for comment.

Case is 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.

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 ropey 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

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 13ha of land in Eldorado Park for R52 000, even though the union's chairman Mr George Huntley signed the deed of sale for the land on Monday.

The union plans to build flats and a shopping complex on the land and says the flats will ease the coloured housing shortage.

The "reformists" are using a clause in the union's constitution which says it may not buy land without giving members 30 days in which to object to the purchase.

If five or more members object within that period, the union must hold a ballot on the issue.

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

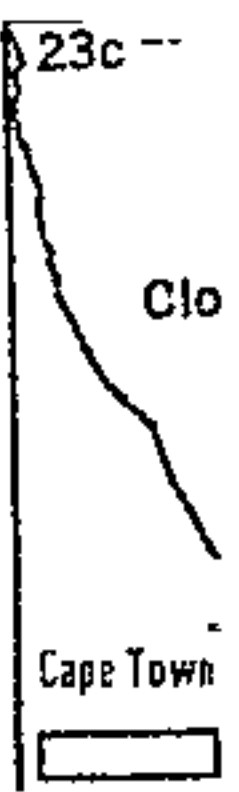
Weather

THE Weather Bureau's forecast:
TRANSVAAL — Fine to partly cloudy. Frost will occur east and north. Frost will occur in FREE STATE and CAPE north but warm over Gordonia. It will be State in the morning and frost in CAPE south of the Orange — south west coasts with light rain in along the west coast.
NATAL — Fine to partly cloudy.
SOUTH WEST AFRICA — Fine.
BOTSWANA — Fine to partly cloudy.

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	Jan	Sum
Bloemfontein	20	Jan	Sum
Cape Town	17	F	Sum
Durban	28	Port	E
East London	21	Port	Sum

SOUTH AFRICA Hottest at 14h00
Johannesburg -3°C
TRANSVAAL Hottest at 14h00
Johannesburg -3°C

THE WORLD

	Min	Max	
	°C	°C	
Amsterdam	14	16	Clear
Athens	23	35	Clear
Berlin	14	20	Clear
Brussels	11	19	Clear
Buenos Aires	5	11	Clear
Chicago	19	30	Clear
Hong Kong	27	32	Clear
Jerusalem	18	30	Clear
Lisbon	16	26	Clear
London	13	18	Clear
Madrid	18	33	Clear

JOHANNESBURG, WEDNESDAY, AUGUST 3, 1983

ROSEBANK MALL
Rm R92/50
Set
NTS
ALL FASHION

~~SA~~ ~~151~~ 151



PRESS STATEMENTS

August 1983

JOINT PRESS STATEMENT – MAWU / OCEAN MANUFACTURING

FOLLOWING the recent stoppage by employees of Ocean Manufacturing Ltd at Pinetown, representatives for the Metal and Allied Workers Union and the management of the company met and negotiated a settlement acceptable to all parties

In terms of the settlement, Procedural Arrangements between the company and the union were confirmed, the method for the re-engagement of former employees was resolved and ex gratia payments were made for some employees

The union confirmed its satisfaction with the terms of the agreement and trusted that it would lead to good industrial relations in the future

Management expressed that it was pleased with the spirit in which the discussions were conducted and was looking forward to the resumption of normal production operations with immediate effect

11 8 83

MAWU DECLARES DISPUTE AT PIETERMARITZBURG FACTORY

THIS week the Metal and Allied Workers Union was forced to declare a dispute with McKinnon Chain SA which is a subsidiary of Columbus McKinnon USA

The dispute at McKinnon Chain arises out of the company's continued refusal to enter into negotiations on recognition with MAWU which has been organised at the plant for some three years and represents a majority of the hourly paid employees

M1 Mbanjwa the local MAWU organiser reported that the company had made many undertakings to the union that it would give it recognition but it always ended up renegeing on these agreements. He said that the union was keen to take the case to the Industrial Court because it had now been established that employers were bound to negotiate in good faith with representative unions

11.8 83

CWIU AGREEMENTS COMPLETED

THREE Recognition Agreements have recently been completed in the Glass Industry. The Agreements are between the Chemical Workers Industrial Union, a FOSATU affiliate, and companies in the Plate Glass Group

Full Recognition Agreements have been signed at Plate Glass, Germiston, Shatterprufe Safety Glass, Pretoria, and Shatterprufe Safety Glass, Port Elizabeth. The Port Elizabeth plant was previously organised by the TUCSA affiliate Glass Workers Union. But workers resigned and joined the FOSATU union when they heard about the progress in glass factories in the Transvaal

The Agreements are the first in the Glass Industry and have been negotiated since the merger of the former Glass and Allied Workers Union with the Chemical Workers Industrial Union. The merger took place in December 1982

The Agreements cover recognition of shop stewards, access for organisers, stop order facilities, procedures for handling grievances, discipline, retrenchment and disputes. They also allow for full collective bargaining rights on wages and working conditions

17 8 83

Forum on recognition agreements organised by committee of MCI

191 ~~191~~ E. Post
4/2/83

THE implications of entering into a recognition agreement with a trade union are very broad, and a number of disputes resulting from such agreements have already been referred to the Industrial Court which have resulted in some rather interesting, if not controversial judgments

With this in mind, the Human Resources and Social Services Committee of the Midland Chamber of Industries has organised a forum on the legal consequences of entering into a recognition agreement and its implications for industry.

The objectives the forum

will be setting out to achieve are

- To define a recognition agreement in the South African context

- To determine the consequences of entering into recognition agreements with a registered trade union or an unregistered trade union

- To establish the legal status of recognition agreements and to look at the channels of redress for breaches of recognition agreements in terms of common law and the Labour Relations Act

- To establish the consequences of entering into a

recognition agreement where an industrial council agreement is already in force

- To isolate what factors should be taken into account when negotiating a recognition agreement

The format the forum will take will be an introduction to recognition agreements by Prof Roux van der Merwe, Chair of Industrial Relations, University of Port Elizabeth

A case study will then be presented by an industrialist who has already entered into a recognition agreement

This will be followed by a discussion by Prof Johan

Piron, School of Business Leadership at Unisa, on the legal consequences of entering into a recognition agreement and its implications for industry

The forum will be held in the main sale room, PE Wool and Mohair Exchange, Grahamstown Road, Port Elizabeth on Thursday, August 25, starting at 10 15am

The cost of the forum will be R20 per head, or where a company sends more than one delegate the cost will be R15 per head, and reservations can be made by contacting either Mr Max Hoppe or Mrs Rina Bell at ☎ 544430

151
~~143~~
211
~~138~~

MINE LABOUR

Deadlock averted

FM. 5/8/83

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 FM understands that discussions on the commitment will still be held, and that the unions are busy formulating their position.

Food company suspends 10 after incident

By CLAIRE

PICKARD-CAMBRIDGE

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

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

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

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

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

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

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

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

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

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

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

Bleak news ~~200~~ ~~205~~ expected (157) on State ^{Mercury} service pay ^{5/8/83}

Mercury Correspondent

PRETORIA—The Cabinet is expected to take an early decision on whether to grant interim increases to public sector workers from October, according to sources here

But, according to senior public sector workers, the prospects for relief are becoming more bleak by the day

Earlier this week the Minister of National Education, Dr Gerrit Viljoen, handed off a plea from the Federal Council of Teachers' Associations for interim rises

He told them the issue of increases in the public sector was the responsibility of the Minister of Internal Affairs, Mr F W de Klerk, and if anything was to be said on the subject he would say it

Maximum

Later this month the Federal Council of SATS Staff Associations — representing more than 250 000 railway workers — will meet the Minister of Transport, Mr Hendrik Schoeman, to demand rises from October.

However, they are likely to get the same short shrift as the teachers.

Public sector workers are pinning their hopes for relief on the expectation that the rises would be part of the 'buttering up' process adopted by the

Government to ensure maximum support for a 'yes' vote in the proposed constitutional referendum, expected in November

They also point out that the Cabinet, having approved huge increases for Cabinet ministers, Members of Parliament and the President's Council from the beginning of July, could not, without antagonising thousands of public sector workers, refuse to approve financial relief for State and provincial workers, police, prisons and SADF personnel, and SATS and Post Office staff

Senior Government workers said if their interim rises were rejected this would be 'harsh but acceptable' in the light of the current recession and the fight against inflation

But now that the politicians had granted themselves handsome increases there would be an extremely angry reaction if their claims were rejected

~~11/11/77~~ 151 ~~1/6/78~~

Frame's clash with new union

Frame occupies an important position in SA's labour history. Its labour practices were a central issue in the massive wave of strikes in Natal during 1973 and 1974, when thousands of blacks took to the streets in protest against low wages and appalling housing conditions.

Those strikes helped spawn a new generation of trade unions, and prompted government to re-examine — and finally reform — its labour relations policies.

Now the group faces another formidable labour challenge. This time it has to contend with two forces set in motion by the 1973-1974 unrest: emerging unionism, in the form of the National Union of Textile Workers (NUTW), and the new restraints and obligations imposed on employers by government's labour reforms.

At the heart of the dispute is the issue of union recognition. Lending almost epic proportions to it is the fact that the NUTW is one of the most effective of the new unions — and has yet to lose a recognition battle. It is tough-minded, but reasonably pragmatic. For example, it persuaded fellow affiliates of the Federation of SA Trade Unions (Fosatu) to revise their opposition to industrial councils. It has also been willing to resolve disputes through the Industrial Court, and it recently became the first union to hold a legal strike in the post-Wiehahn era.

But recognition battles it has fought so far are insignificant compared with the one it now faces. The Frame Group is the single largest employer in the industry and has a reputation of being hostile to unions.

The union claims it received an undertaking from a senior member of management last year. This was that the group

Every now and again, SA's labour relations system is crystallised in an issue which reverberates far beyond its local causes. This is the case with a recognition dispute between the Frame Group and the National Union of Textile Workers.

would recognise as the sole collective bargaining representative of its weekly-paid employees at the Frametex Mill, that union which demonstrated that it had the support of the majority. Further, management would not grant preferential treatment to any union seeking recognition.

This latter promise is important. The NUTW has a rival — the Textile Workers' Industrial Union (TWIU) — a member of the Trade Union Council of SA. Some employers regard the less aggressive TWIU as a more attractive union.

In December the NUTW began submitting stop-order forms signed by Frametex Mill employees to prove it had majority support. But management rejected many of these, claiming they contained errors, were duplicates, that the employees concerned had left, or that the signatories had joined the TWIU.

In March and April this year, the management told the NUTW that the TWIU would be recognised at Frametex because it had majority support. The NUTW brought a successful Industrial Court action temporarily restraining management from doing this.

It is extremely difficult for an outsider to judge the merits of claims made by unions and employers involved in a recognition dispute — especially when rival unions are involved. In addition, the group has chosen not to respond to certain questions put to it by the *FM* about the dispute. It cites a number of reasons for this. One is that some of the questions deal with group's version of events in the dispute and this still has to be submitted to the Department of Manpower. The group does, however, state that "our policy as responsible employers in industry is not to become involved in any way in the competition between trade unions."

However, it is worth noting some issues which have emerged either during or since the court action launched by the NUTW.

□ In court, the NUTW produced much evidence alleging that Frametex Mill employees were persuaded, intimidated and coerced by certain members of management and an appointed liaison committee to become TWIU members.

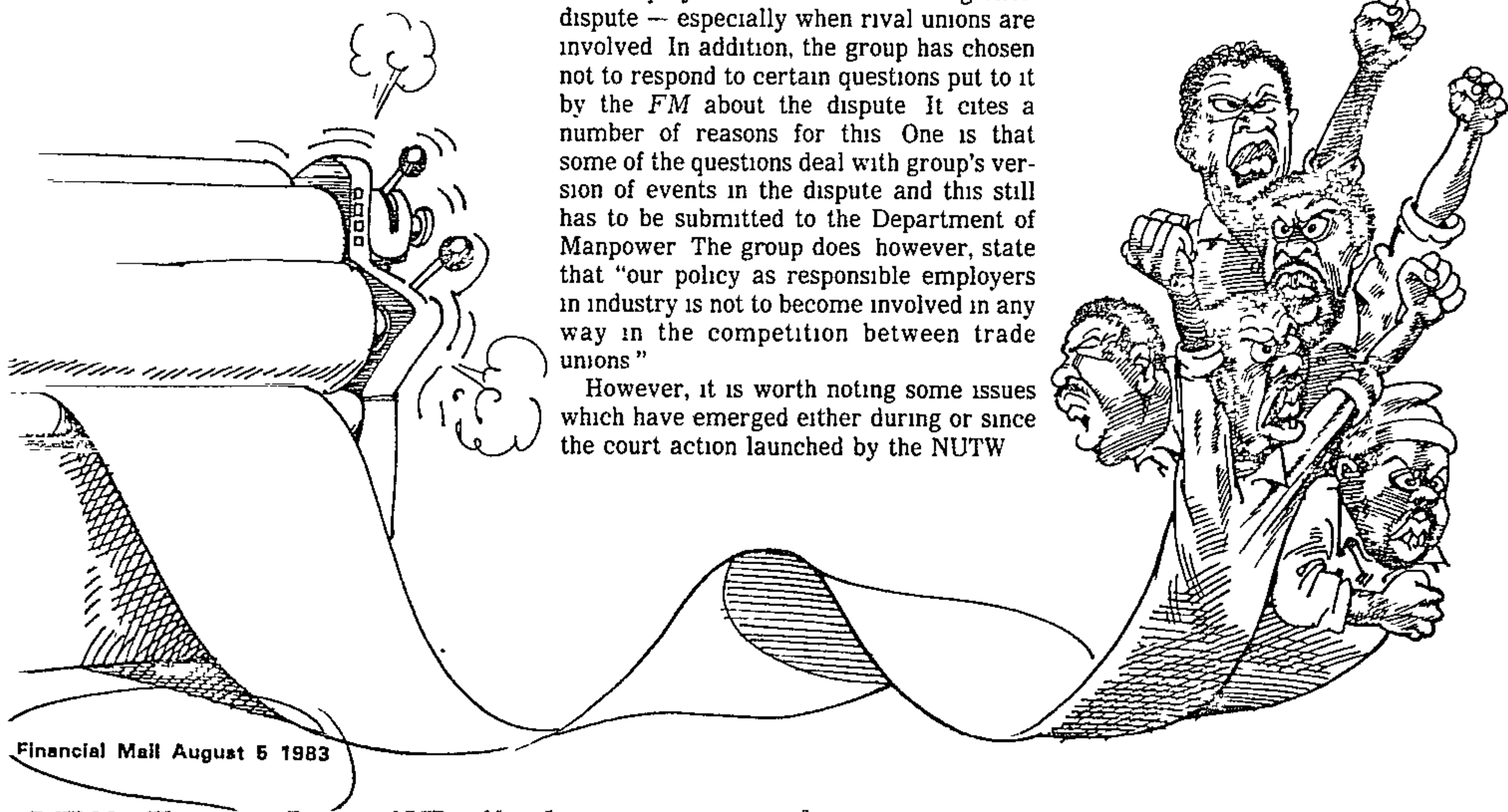
□ The group has opposed the NUTW proposal that a secret ballot supervised by an official of the Department of Manpower should be held to determine which union has majority support. It claims that such a ballot would be unreliable.

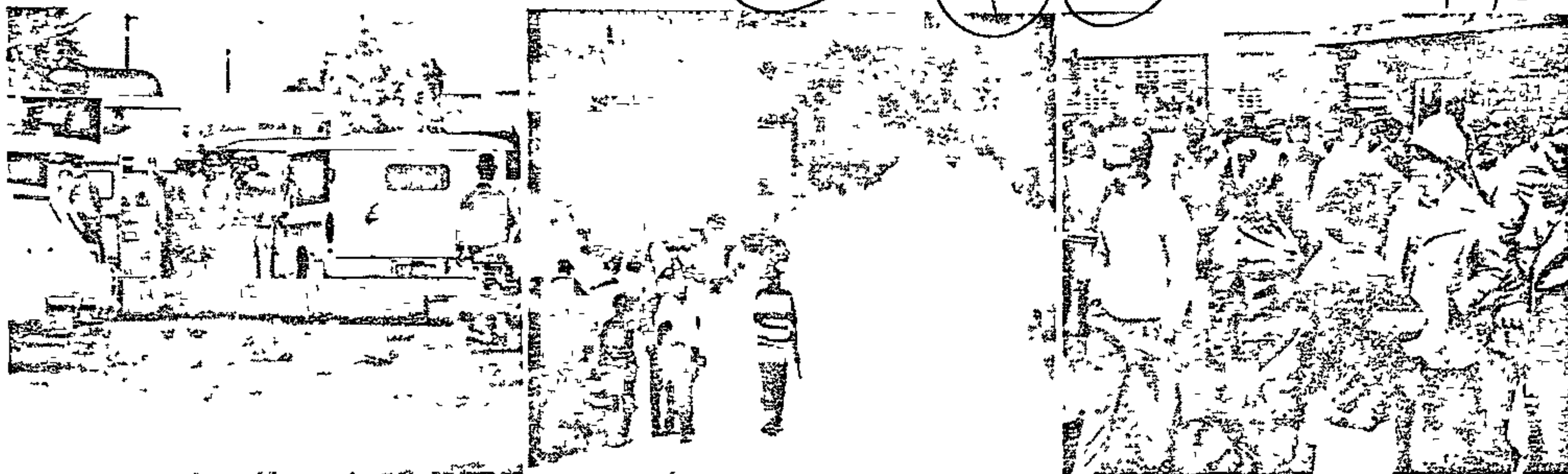
□ The group has also rejected a NUTW suggestion that a department official should interview employees whose stop-order forms are disputed by management, and

□ The group has opposed the NUTW's request to the Minister of Manpower to appoint a conciliation board.

It argues that the Frametex Mill forms just one section of a textile manufacturing complex in New Germany, Natal, which is managed as a single enterprise. It believes that the entire complex should be regarded as the appropriate bargaining unit — and claims the TWIU has shown that it has the support of the majority of workers within that unit.

The NUTW disagrees. It argues that until the NUTW demanded recognition at Frametex, the group had always behaved as though the different mills were separate bargaining units. It also claims that the different mills operate in different industries and are subject to different wage regulating measures. The NUTW also disputes that the TWIU represents most workers in the complex and says it would not be dismayed if a secret ballot were held among all workers in the complex to determine which





The 1973 Durban strikes ... events which changed the face of SA labour

union they support

The group also appears to have taken exception to the way the union has applied for a conciliation board hearing. By alleging in its application that the Frametex has committed an unfair labour practice, the union is paving the way for the Industrial Court to make a determination on the dispute, should it not be resolved by the board. The group denies that it is guilty of an unfair labour practice and therefore says it is opposing the application.

The union believes the court is an appropriate forum at which such a dispute could be heard, if all other peaceful means to resolve it fail. But the group appears to believe that it is an employer's right to decide whether or not to recognise a union, and that an employer should be allowed to test a union's strength by a confrontation in a legal strike, should this be necessary.

This approach can obviously be ques-

tioned — both from the viewpoints of labour law as well as sound industrial relations policies. Recent cases before the Industrial Court have shown that the court is placing an obligation on an employer to recognise and negotiate with a representative union. A growing number of employer organisations have also been moving towards the view that employers would be wise to recognise representative unions.

In addition, confrontation between the NUTW and the group is looming at a time when there is growing unrest in black townships in the Durban area over rent increases. The desirability of having a turbulent recognition battle in such an environment is open to question — and the FM understands that some employers in the region do not relish the prospect of such a conflict.

Respected labour academic Blackie Swart says it is vital that a conciliation

board should be appointed. He says the union has shown great responsibility by trying to go through the "official" dispute-settlement route.

The Minister has the discretion to refuse the NUTW's application for a conciliation board — an act which would prevent the Industrial Court from dealing with it. The FM believes it would be a great pity if this happened. Fundamental issues in labour relations and labour law are raised by this dispute. These include questions about an employers' role where there are unions competing for recognition, as well as what is the most appropriate way to determine whether a union represents a majority.

These could be resolved peacefully by allowing the court to make a determination. After all, the court has the task of creating a body of case law on unfair labour practices and it would be sad if it were prevented from fulfilling its intended role.



in row
over
'rights'

6/8/83

FIRM UNION
(151)

By STEVEN FRIEDMAN
Labour Correspondent

THE unregistered National General Workers' Union says it is considering legal action against a Pretoria motor components firm which refuses to recognise the union, because it is not registered.

The NGWU's general secretary, Mr Donsie Kumalo, also says the company, Poole Industries, has threatened to call in police if union organisers are seen in or near its Pretoria plant, but a company spokesman denied this yesterday.

Mr Kumalo says the NGWU approached Poole after recruiting about 120 of its 300 workers. He was told on Thursday when he met the company's management that the company would not deal with the union.

"The reasons they gave were that we were not registered and that we are not members of the motor industry's industrial council. We regard these as unacceptable reasons," he said.

He also alleged that the company had threatened to call the police if union organisers were seen anywhere near the plant.

"We will now report back to workers on management's attitude and will also consult our legal advisers," Mr Kumalo said.

A company spokesman confirmed yesterday that Poole would not deal with the union because it was not registered and did not belong to the council.

"We asked them why they would not register and they said it was against their principles. That is not a valid reason," he said.

He said the company was covered by the motor industrial council and would therefore only deal with unions on the council.

"We prefer to deal with only one union at our plant," he said.

He said the company had told the union its organisers were not allowed on company premises but that "what they do outside our gates is their affair".

Mr Kumalo had threatened to brief attorneys on the issue "and we told them that if they did we would insist on consulting the Motor Industries Federation's lawyers", he said.

He said the company had always had good labour relations. "We have been hit by the state of the economy and have gone on to short time rather than retrench workers. This has involved keeping on elderly workers who are unable to continue working," he said.

Because of the "difficult time" the company faced, it was reluctant to have its relations with workers disturbed by the union, he said.

Attempt to break the Johannesburg to Durban cycling record are physical education Lorraine Swart, Beverley Schafer, Erika Beynon, Melonie Du Preez, Debbie Abbey and record which stands at 33 hours

Picture: FAUL BOSMAN

pledges housing aid at meeting



delegates to yesterday's meeting don't believe they would do it.



MR F F STOCKENSTRÖM
Of Handelsinstituut



MR JOHAN KRUGER
Co ordinates house sale

It will be...
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newsletter would be used to keep the private sector fully informed on housing policies and developments.

"It is not merely with regard to the sale of these State-financed dwellings that the private sector's role is vital, but also in the development of new housing," Mr Kotze said.

for a joint and coordinated effort by all sectors of the community."

The bilingual newsletter deals with

- The role of the public and private sectors in housing
- The Big House Sale
- Procedures and cost of 99-year-leasehold
- Types of home loans which

with home improvement

Employers who want to add their voice on housing problems, are invited to do so through Assocom or other associations or through the the PR Director, Communications Consortium P O Box 2983, Johannesburg 2000

Does it leave Mrs Preller's maid any...

Sowetan 8/8/83

~~287~~ (151)

Hotel denies firing

By PHIL MTIMKULU
THE management of Sun City has emphatically denied allegations of rampant and arbitrary dismissals which are being levelled against the hotel by both present and former employees.

The allegations of constant dismissals were made in anonymous letters sent to The SOWETAN. But an on-the-spot investigation failed to confirm the allegations as the workers were either evasive or refused to answer questions for fear of losing their jobs.

One of the letters received by The SOWETAN said that Sun City was firing black workers for no reason.

The general manager of Sun City, Mr Peter H

Wagner denied the allegations. He said Sun City's staff turnover of 42 percent was the lowest in the Southern Sun group. He added that Sun City employed between 2 600 and 2 700 people.

Mr Wagner said on being employed all workers were given a staff handbook which contains the employment procedure and working rules. It says employees may receive a written warning for

- Being late for work,
- Absence without leave,
- Poor standard of work and appearance,
- Drunkenness, and
- Improper conduct towards guests, management and staff

An employee may be warned twice within a six-month period before dismissal is warranted.

The employment procedure provides for summary dismissal for

- Any criminal offence,
- Insubordination or threatening of guests, general public, supervisors or fellow workers,
- Job desertion, sabotage or hindering work schedules,
- Immoral conduct, and
- Gambling on hotel property

All the employees sign the handbook on being employed.

Mr Wagner said if someone was fired there was a full procedure to be followed. "If that person still feels dissatisfied that he was unfairly treated or unjustly dismissed he can take his dismissal to the Department of Manpower and Labour in Mmabatho. All the files of the employees we have fired are open to scrutiny by anybody with an interest in the matter," he said.

Sacked workforce are low on food, but high on courage and solidarity *Sowden 8/8/88*

EVEN people who earn a pittance regard Friday as an important day, but for 300 dismissed workers in Brits Friday has long since lost its meaning.

The children of these people — who were last employed 10 months ago — no longer rush to meet them in anticipation of getting sweets and other presents — as they have realised that their parents no longer bring parcels home on Fridays.

These people lost their jobs 10 months ago when their employer, B & S Steel Furniture Company in Brits, dismissed the entire workforce and later rehired others — leaving 300 out of work.

Since that day — September 7 last year — the 300 have been fighting against their dismissal. The case first appeared before the Industrial

men and women co-ordinates the activities of the 300. The committee has no chairman or secretary, and all its members participate on an equal basis.

The committee members said that meeting every day gives them the strength to continue.

"It always helps because when one of us has a problem and is absent, we will not be able to help. But if one of us has a sick child and does not have money to take the child to a doctor, we club together and make contributions," said committee member Mr Ernest Masala.

The committee revealed that though some of them used to earn as little as R45 a week and the highest paid was getting R118 a month, they all looked forward to earning wages again and providing for their families.

**By PHIL
MTIMKULU**

Council, which rules that 60 percent of them should be rehired. The 300 rejected this as they wanted all the workers to be rehired. The case has now been taken to the Industrial Court.

During the 10 months these workers have been meeting every day at the Roman Catholic Church Hall, in Brits location.

Approaching the hall one is greeted by shouts of "Amandla" and the singing of trade union songs which the workers have composed themselves. Everybody takes part in the singing and anyone who has something to say says it.

A committee of 16

MEETING: For the past 10 months these workers have been meeting at the Roman Catholic Church Hall in Brits to give each other courage and help to fight the pangs of hunger.

How have the dismissed workers survived for the past 10 months? "We are depending on the sympathy of our neighbours and friends to sustain us, otherwise some of us would have died from hunger. It has been difficult. Some of us had to take our children from schools or send them to relatives. Some of us had to sell our livestock to have money to pay our accounts and buy food," they said.

When I asked whether they ever go to bed without a meal, they laughed at my naivety. "It is not a thing that happens sometimes, but is a frequent occurrence. We

no longer get hungry, because you cannot get hungry when you know there won't be any relief," they said.

The workers, who were being unionised by the Metal and Allied Workers Union (Mawu), said they have received little help from organisations outside Brits. In Brits they received assistance from the local churches. They said they would welcome more community assistance to alleviate their plight. "People must not see this as the problem of the people of B & S in Brits, but they must align it with the general workers' struggle for a

fair deal from those who own the means of production," they said. And what are the prospects of them finding employment elsewhere in Brits? "Nil," they said. The committee members said B & S had blacklisted them by telling the Labour Bureau that as they were still locked in a dispute with them, they should not be hired by other companies. Other companies had also been told that they should not be hired as they would unionise their "peaceful" workers, the committee alleged.

One committee member, Mr David Ntshongane, said the fate of the workers depends on the Industrial Court. But they are confident of victory.

Mr Ntshongane said they had expanded their activities and were trying to make other workers in the Brits area aware of their rights. "We have realised that it is only by the workers coming together that they can achieve victory," he said.

65 (113) 6151 ROOM 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.

By GERALD REILLY
Pretoria Bureau

THE Government is under great pressure to make an announcement about pay rises in the public sector later this month sources have said

However, with Cabinet Ministers from the Prime Minister down stressing the acute dangers of inflation and the need for continued tightening of belts, prospects for any meaningful relief are bleak, according to the sources

Economists agree with the Minister of Finance, Mr Owen Horwood, that there is no painless way out of the recession

The sources concede the Government is at least partly to blame for the growing clamour for October pay adjustments. The Minister of

Govt under pressure over pay demands

151 RDM 8/8/83

Internal Affairs, Mr F W de Klerk, said during the parliamentary session there could be good news for Government workers later in the year

It is estimated that to give the 620 000 workers in State and provincial departments a rise of 10% would cost more than R500-million

And to extend this to the whole of the public sector, including railways and Post Office workers, would almost double the figure

Last week the Minister of Education Dr Gerrit Viljoen,

told the Federal Council of Teachers' Associations that the issue of increases in the public sector was a responsibility of the Minister of Internal Affairs and if anything was to be said on the issue he would say it

Also last week the committee of university heads lead by the chairman of the SABC and rector of the University of the Free State, Prof W L Mouton, pleaded with Dr Viljoen for increases for university personnel

It said inflation was eroding the living standards of

academics and that adjustments were necessary

The Federal Council of SATS Staff Associations, representing more than 250 000 railways workers, will meet the Minister of Transport Affairs, Mr Hendrik Schoeman, to demand rises

Post Office Staff Associations have also asked for immediate interim relief

Senior public servants point out that the Government has approved huge increases for Cabinet Ministers, MPs and members of the President's Council

Union awaits sowetan, 9/8/83 bosses' reply

By PHIL MTIMKULU

A RESPONSE to their letter will determine the kind of action that the Insurance Assurance Workers' Union of South Africa will take against Liberty Life in their battle to be recognised by the insurance company.

Early last week a legal representative explained to the union the different courses of action open to them in their fight against Liberty Life. The members then decided to meet last Saturday to consider the implications of each action.

But because Liberty Life had not as yet responded to their letter, they thought it premature to decide on positive action. However consensus was strong that they should resort to the Industrial Court.

In their letter to Liberty Life, the union gave the company certain information it had requested while refusing

to divulge other information. The union enclosed its constitution, date on which it was formed and stated that it is not registered. It declined to provide Liberty Life with a head count of its members in the industry as it felt this information was irrelevant to the dispute. They also declined to provide the company with the names of their members employed at Liberty Life as they said this could be used to victimise them.

At issue here is Liberty Life's refusal to recognise an entirely black union. It prefers to deal with a multi-racial union. If the union eventually takes the case to the Industrial Court or Conciliation Board, the decision on the issue will set a precedence — whichever way it goes.

Trade unions which restrict their membership to a particular race group are common in South Africa.

Num victory

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 (51)*

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.

918183
Today Num and the Chamber will negotiate on wages

151
~~142~~ ~~210~~

NUM signs
agreements

South Africa
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

Black
miners'
union in
key move

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

POLITICAL comment in this report

Domestics lose E. Post work to pay 9/8/83 (151) rent — claim

SEVERAL employers complained at a recent meeting of the Port Elizabeth branch of the National Council of Women that their domestic workers and gardeners were forced to lose a day's work to pay their rents

The president, Mrs M Chappel, said it had been decided the NCW would investigate and try to establish whether these complaints were widespread or isolated

She said there were complaints of long queues at the Port Elizabeth Community Council rent offices and also of closing at 3 30pm

Mr Renier Scholtz, acting secretary of the Port Elizabeth Community Council, said he had not received any complaints from employers about delays at the rent offices

He would welcome complaints in writing

Mr Scholtz said there

were long queues at the peak periods the week before the month-end and up until the seventh of the month

He said rents could be paid at rent offices at Walmer, New Brighton, Kwazakele, Zwide and the single man's hostel

Mr Scholtz said the offices stopped taking cash after 3 30pm so the cashiers could balance in readiness for banking the next morning

He said the cashiers were sometimes still trying to balance at 6pm

Mr Scholtz said employers could post a cheque for their employee's rent to the relevant rent office direct

They should enclose the rent card, their employee's name, employee's identity number and employee's full address

The rent card would be posted back to the employer with the receipt

No probe into dismissal of nursing sisters

E. Post
10/8/83
151

By SHIRLEY PRESSLY

THE Director of Institutional Care of the NG Kerk in the Eastern Cape, Mr T J Barnard, said today there was definitely no investigation at circuit or synodal level into the dismissal of three nursing sisters from a home for the aged run by the church in Humansdorp

The dismissed nursing sisters were Mrs Ina van Onselen, Mrs Ilona Ferreira and Mrs Annie van Rooyen

Mr Barnard said as far as he was concerned the matter was closed.

He said the post of matron of Ons Tuiste had been advertised and processed in the normal way and he was satisfied the recently-appointed matron was the best applicant for the position

Mr Barnard said he had appointed Mrs Bets du Toit as matron on the recommendation of the governing board for Ons Tuiste, the chairman of which was Ds Pieter van Taak.

Mr Barnard said none of the three sisters had applied for the position of matron Nor had any of them approached him with any complaints about the appointment of Mrs Du Toit as matron

He said he was unaware that black staff members had been made to strip to be searched for stolen goods

"If staff at any of our institutions have any complaints they are welcome to direct their complaints in writing to me," he said

Mr Barnard said he would furnish the Board of Nursing with a report on the behaviour of the sisters, which he did not consider to have been in the interests of the profession

They could have registered complaints through the normal channels and contacted him before expressing their views to Sunday newspapers

Dispute called as talks fail

Labour Correspondents

THE Metal and Allied Workers' Union has declared disputes with three major metal employers, after wage negotiations between it and the companies ended in deadlock.

In doing so, MAWU has used for the first time a disputes procedure recently adopted by the Metal Industries Industrial Council. If the council cannot settle the disputes, they will be referred to the Minister of Manpower.

If the Minister fails to settle it, an industrial court action or legal strike becomes possible.

MAWU's general secretary, Mr David Sibabi, said yesterday that the three employers were Anglo American's Highveld Steel, Iscor's Dunswart Steel and Union Steel Corporation (USCOR), where the dispute concerned two of its Vereemging plants.

This follows an earlier MAWU decision to declare a dispute with the Cable Manufacturers' Association, also over wages.

The three disputes arise out of negotiations, aimed at "house agreements" at the three companies.

Although all fall under the metal council, they negotiate separate agreements with the trade unions under its umbrella. These then become legally binding.

A spokesman for Highveld yesterday refused to comment on the dispute, saying "We do not comment on negotiations with trade unions."

According to Mr Sibabi, MAWU met Highveld on Monday in an attempt to settle the dispute, but no progress was made.

A meeting with Dunswart was also held, but this also ended in deadlock. Another meeting is planned and, if no settlement is reached, the dispute will be referred to the Minister.

He added that he had formally notified USCOR that a dispute had been declared. No meetings had yet been held.

Recently, MAWU took part for the first time in metal council negotiations, at which established unions accepted a Steel and Engineering Industries Federation (Seifsa) offer raising pay by 10c an hour, or 7%, for the lowest-paid workers.

MAWU, which had demanded a minimum wage of R2 an hour — an increase of about 40% — rejected this

151
Escom's
blacks
in wage
dispute

Labour Correspondent

AN "in-house" black union at Escom has declared a dispute over wages — which means that this year's black wage increase at Escom is likely to be decided by the Industrial Court

The union, the Electricity Workers' Association (EWA), declared the dispute after rejecting an Escom wage offer of 7%. This followed a decision by unions representing white and coloured workers to accept a 6% offer

Escom originally offered no wage increase at all, arguing that the state of the economy meant that wage rises should be deferred

Its personnel manager, Dr G.F. Lindeque, yesterday confirmed that EWA had declared a dispute. He said Escom negotiated with both EWA and a liaison committee for black workers

Normally the dispute would mean that the Minister of Manpower would be asked to appoint a conciliator board to settle the dispute. If this failed, the union would be entitled to conduct a legal strike ballot

However, because Escom is an "essential service", its workers may not strike legally and labour law stipulates that wage disputes in "essential" industries must be referred to the Industrial Court, which must then make a wage award

Dr. Lindeque said yesterday that both sides had referred the dispute to the Minister with a request that he refer it immediately to the court for arbitration.

POLITICAL comment in this issue by Benjamin Pogrand, Peter Bunkell, newsbills by Michael Stent, headlines and sub-editing by Paul Holroyd, cartoons by David Anderson all of 171 Main Street, Johannesburg

Plea sent to lawyers

Winterton

~~12/15/83~~ 151 11/8/83

LIBERTY Life Insurance company has sent a request they received from the Insurance Assurance Workers' Union of South Africa (IAWUSA) to their legal advisors for consideration and they will in turn respond following the advice they are given

An executive official of the company, Mr M

Winterton revealed that the union had not responded satisfactorily to information the company had requested. He said they were not clear on the issue of representation at the company. "We feel strongly on the issue of a multi-racial union and we are unlikely to change our standpoint," he said

... ..

...

warnings he had received in the past, and whether these had been preceded by thorough investigations

The court expressed doubts about whether Van Zyl was guilty of misconduct, and focused attention on an International Labour Organisation recommendation on dismissal. It states "Before a decision to dismiss a worker for serious misconduct becomes finally effective, the worker should be given an opportunity to state his case promptly, with the assistance, where appropriate, of a person representing him"

The court found that while Van Zyl was present at an initial disciplinary hearing, he was neither present nor represented at a second hearing. The court granted him interim reinstatement.

In the *Matshoba* case the court found that the company's disciplinary procedure was unclear in that it seemed to indicate that group disciplinary hearings — something wanted by the workers, but rejected by management — were possible. In addition, the company had recently changed hands and the appeal procedure stipulated an appeal to a person who no longer existed.

Overtime work

"In finding for the applicants, it is arguable that the court was indicating that the company was charged with the duty of ensuring that the disciplinary procedure was fair and comprehensible," says the lawyer.

The whole question of employees' obligation to work overtime was raised in this case. The court noted that it was a condition of employment that employees should work overtime when instructed to do so. In addition, as required by the relevant legislation, the company had obtained permission from a Department of Manpower inspector to allow employees to work more than the statutory maximum of 10 hours overtime a week.

However, it appears the court implicitly recognised the voluntary character of overtime and the fact that both the ordinary courts and the legislature have sought to protect employees from overly burdensome terms in employment contracts. The court placed great emphasis on the fact that a practice seemed to have developed whereby an employee in the company was entitled to give reasons why he was unable to work overtime.

The employees — whose dismissal arose from their refusal to work overtime — claimed they had told the company that they could not do overtime at short notice because they had other important commitments.

The court appears to have indirectly criticised the company for not informing them of the reason for the need to work overtime. It found that because of the short notice of such overtime, it appeared that the employees' failure to comply with the instruction could not be said to be unreasonable.

INDUSTRIAL COURT

Dismissal rulings

Recent decisions by the Industrial Court have again demonstrated the risks involved in firing employees without adhering to an equitable dismissal procedure.

A labour lawyer, who has studied the decisions, emphasises that their full implications have yet to be tested and explored. But, he says, they "emphasise that *ad hoc* and reactive measures in the labour field are entirely unsatisfactory".

In both *Van Zyl versus O'Okiep Copper Company* and *Matshoba and Others versus Fry Metals*, the court dealt with applications for the reinstatement of dismissed employees. In the Van Zyl case the company ran into problems when it could not demonstrate to the court that it had a clearly formulated disciplinary procedure regulating warnings given to employees for misbehaviour. Consequently, in reviewing Van Zyl's earlier track record, the court noted that it was not clear how many oral

Fm 12/8/83

there is a two-hour delay in booking international phone calls

EMPLOYEE BENEFITS

New idea from Ford

Worthwhile insights into the advantages of trade union involvement in the provision of employee benefits have been given by Fred

Financial Mail August 12 1983

Ferreira, director of industrial relations of the Ford Motor Company of SA

In a recent speech to the Institute of Pension Consultants and Administrators, Ferreira dealt at length with the problems that many companies — including Ford — have faced due to black employees' opposition to government's pensions preservation legislation

While Ford's experience with the pension issue could generally be described as "tragic," he said, the opposite applied to union involvement in the provision of medical aid benefits

Ferreira said that during 1980 the company was approached by unions representing mainly coloured and white employees. They proposed that hourly-paid employees be allowed to resign from the Ford medical aid plan and join another which called for significantly lower contribution rates

"The end result of these negotiations was the disbandment of our own plan, which provided identical benefits to all employees regardless of position or race within the company, and the linking up with two separate plans — a white plan and a non-white plan, administered by the same organisation

"While the vast majority of black and coloured employees are now members of the non-white plan, they are provided with the option to join the white plan and thereby qualify for superior benefits at higher contribution rates

"I believe that in our anxiety to establish non-discriminatory medical aid programmes, we have in fact created material discrimination," he went on

"The employee reaction was, therefore, possibly motivated by the view that non-white members were subsidising white membership. Despite the lack of medical services in the non-white residential areas, compared with white services, this claim is often disputed — although it still has to be disproved"

Ferreira said this new arrangement has had a number of interesting consequences. "Firstly, as a result of union involvement, there was a decrease in both employee and company contributions. At the same time, the demand for refunds where no claims were made was dropped

"Secondly, the concept of different benefit structures for different employee levels was found acceptable. It is doubtful whether this action would have been possible if it had been implemented at management insistence

"Thirdly, for the first time, union officials, rather than company employees, gained access to the management committees which run the two plans. Therefore, these officials now share in the responsibility for the development of benefit levels, contribution rates and general administrative matters. This arrangement reduces the heat on management to provide better benefits and to maintain contribution rates at current levels in the face of escalating

costs. This is especially true in view of the fact that we no longer run an in-house plan"

Ferreira said that while Ford does not negotiate, in the true sense of the word, on a number of employee benefits, the company is prepared to discuss any aspect of its various plans with trade union officials.

"Their comments and suggestions for improvement have proved to be of value in the past and in certain circumstances have led to change," he said

'Closed shop takes knock

Labour Correspondent

THE "closed shop" in the printing industry — which forces workers to belong to the SA Typographical Union — received yet another blow yesterday

Workers at Nampak's Maritzburg factory voted to quit SATU, a statement by the Paper, Wood, and Allied Workers' Union (PWAU) said yesterday

The union said, however, workers were still compelled to pay union deductions to SATU and warned it might take action on this issue

PWAU said the ballot was held because Nampak applied to the industrial council on June 1 for an exemption allowing workers to join the union of their choice.

But it charged that SATU, which is a member of the council, had delayed this application and the ballot, conducted by the company, had been held to "demonstrate to SATU the wishes of the workers at Nampak"

The ballot follows two similar polls at Transvaal factories in which workers voted to quit SATU and join PWAU

According to PWAU, 67% of the workers at the Nampak plant voted to quit SATU. It is understood almost all of these were black workers and that other races had not decided to leave the union

It said the ballot paper had asked workers whether they wished to resign from SATU "in order to be free to join or not join any other trade union"

PWAU also charged that SATU officials had been invited to attend the ballot and address their members, but had refused

PWAU said workers were "furious" because the company was still deducting SATU dues from their pay.

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.

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Company says it knows nothing of a dispute

By STEVEN FRIEDMAN
Labour Correspondent

THE Metal and Allied Workers Union says it has declared a dispute with a Maritzburg company which could lead to another key industrial court ruling on the obligation of employers to bargain with a majority union

The union says it has declared the dispute with McKinnon Chain (SA), a subsidiary of the American firm, Columbus McKinnon, because the company refuses to recognise it

McKinnon's managing director, Mr D S Samuel, yesterday denied that the company was unwilling to recognise MAWU and added that it was not aware that the union had declared a dispute with it

The threatened action follows two rulings by the court this year which have been seen as backing the view that an employer must negotiate with a majority union

In a statement, MAWU said it had been forced to declare a dispute with McKinnon Chain because of the company's "continued refusal to enter into negotiations on recognition with MAWU, which has been organised at the plant for some three years and represents

a majority of the hourly paid employees"

It claimed the company had made many undertakings to the union that it would give it recognition, but always ended up renegeing on these agreements

The union was now keen to take the case to the court because it had now been established that employers were bound to negotiate in good faith with representative unions

Mr Samuel said, however, that McKinnon was in the process of preparing a procedural recognition agreement to be signed by MAWU

He said the Steel and Engineering Industries Federation (Seifsa) had prepared guidelines urging firms to sign these agreements with unions willing to join the Metal Industrial Council McKinnon would abide by these

"We received them this week and, once we have studied them, will present the union with a document," Mr Samuel said

Meanwhile, MAWU has reached an agreement with a Pinetown firm Ocean Manufacturing on grievances raised during a recent strike by MAWU members, according to a joint statement by MAWU and the company

Labour Correspondent

POLICE have denied allegations that they are "intimidating" members of the Commercial, Catering and Allied Workers' Union (CCAWUSA) — but have not denied any of the specific claims made by the union on Thursday

In a statement CCAWUSA claimed that three of its members at an OK Bazaars warehouse in Johannesburg were raided by police and held briefly It also alleged that their homes and work places were searched

It said this followed the brief detentions of union shop stewards in Newcastle and Potchefstroom

The union alleged that all the workers whom police acted against were questioned about union activities and that one member was allegedly given electric shock

It accused police of "intimidating" its members and urged the Ministers of Police and Manpower, as well as employers, to act to prevent this

Yesterday police replied to these allegations after the

S Indwe 14/8/83

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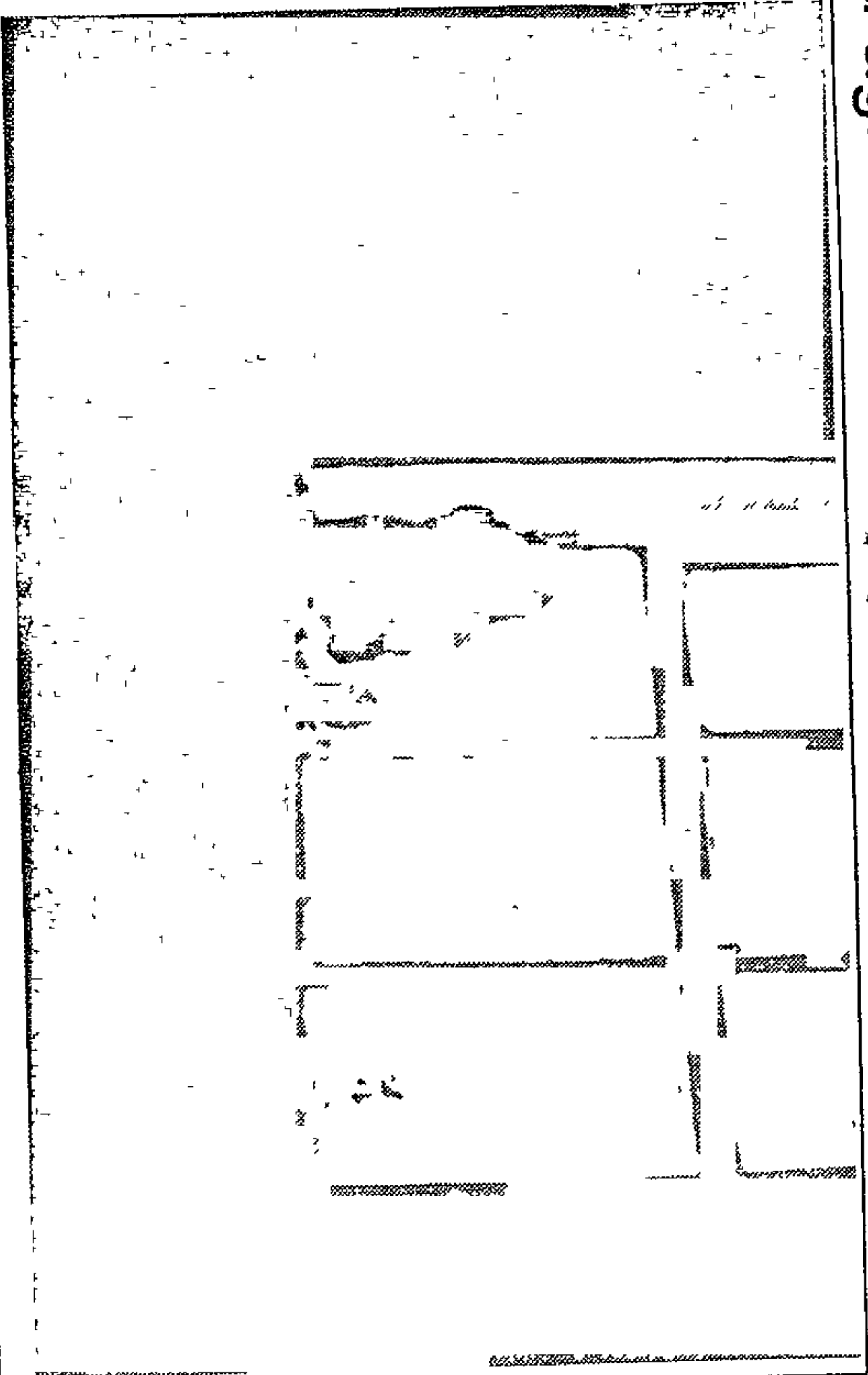
Breakthrough for FORT MITHO

New Mawu agreement may pave the way for closing the urban-border wage

By BARNEY MTHOMBOTHI

TWO days of monkey-ing around in the Durban city centre by a wild vervet ape nicknamed Dan came to an end yesterday after a hectic car chase.

The monkey was spotted at the city hall on Friday when a large crowd watched its antics on the building Workshop manager Gerald Govender was driving to work down Ordinance Road when he saw the monkey. He gave chase in his car and cornered the monkey which he then tricked into entering his workshop. After it was trapped Mr Govender gave it a bunch of bananas. He said he had named it "Dan" after the manager of the shop. The SPCA took the monkey away.



A TRADE union has claimed an important breakthrough by reaching a wage agreement with a factory at Isithebe that will, in the long run, bridge the gap between wages paid to its members in border and other industrial areas.

The Metal and Allied Workers' Union (Mawu) hopes the agreement — the first at Isithebe — will make way for workers in border industries to secure better deals.

One of the attractions to industry of border areas is that industrialists are not bound by any wage determination.

This has long been a sore point with the unions.

Mawu, a Fosatu affiliate, signed a wage agreement at arbitration last month with Hened Freu-

hauf, a trailer manufacturing company, which, in the long-term, will bring the wages of its members at Isithebe in line with those elsewhere.

The agreement covers all the two factories in Natal and two in the Transvaal.

The company had consistently refused to negotiate a uniform deal for all four plants and had insisted that shop stewards negotiate with individual plants.

However, when wage negotiations reached deadlock early last month, the parties went to mediation and a nation-wide wage agreement, which also included Isithebe, was reached on July 22 at a meeting attended by shop stew-

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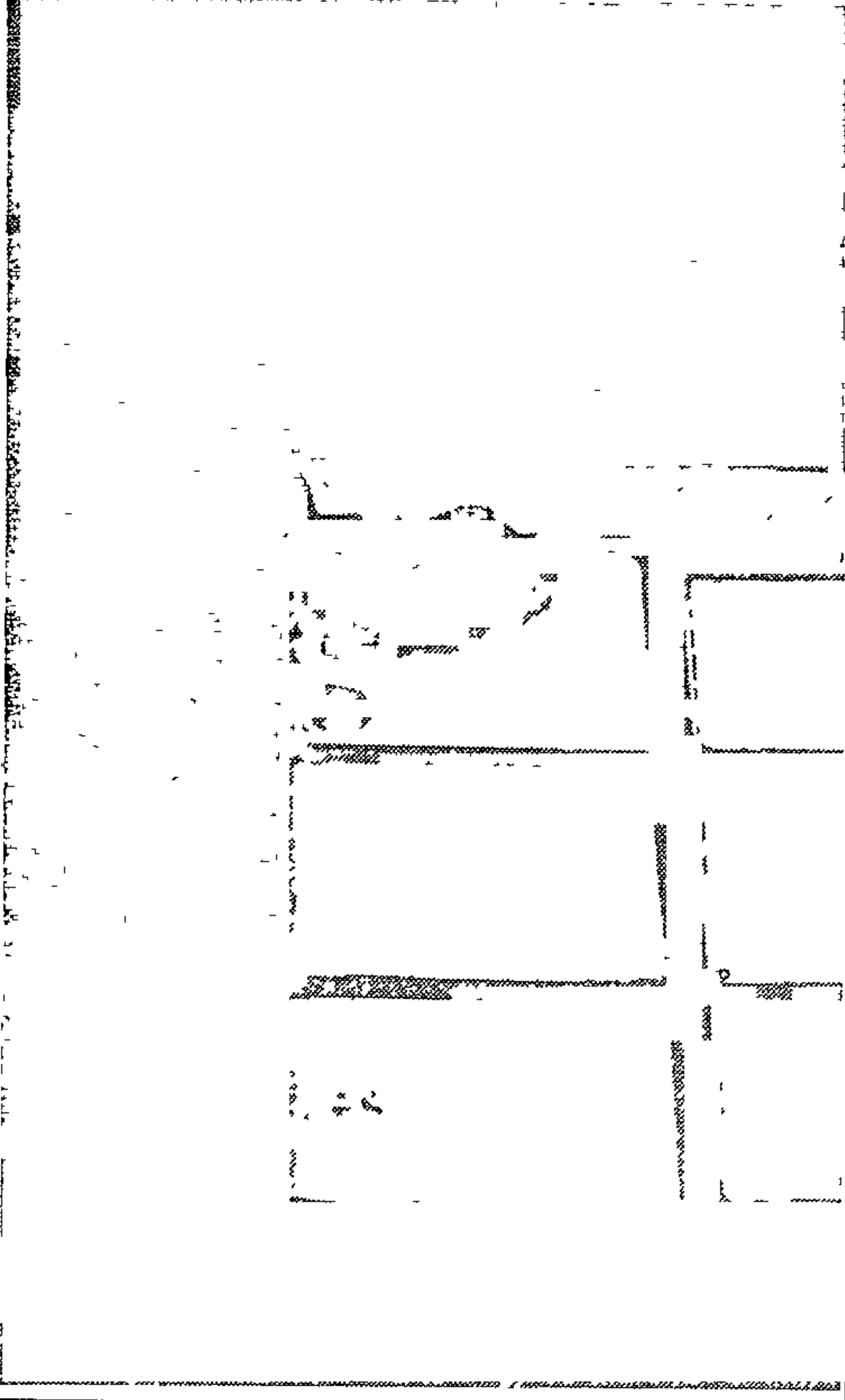
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Equalizer for Uthman

Mawu agreement may pave the way for closing the urban-border wage gap

By BARNEY MTHOMBOTHI



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However, when wage negotiations reached deadlock early last month, the parties went to mediation and a nation-wide wage agreement, which also included Isithebe, was reached on July 22 at a meeting attended by shop stewards from all four plants.

It was agreed that workers at the four plants would get a 19c an hour increase backdated to July 1, and another 5c an hour in January. And to bridge the wage gap between the other three plants and the Isithebe plant the company agreed to a further increase of 4c an hour in July, and 3c in January for Isithebe workers.

Mawu had initially demanded an 80c an hour across the board increase and for a uniform wage structure for all of the company's employees throughout the country.

Mawu spokesman Willes Mchunu said from Empangeni this week the union regarded the principle of closing the wage gap as a significant breakthrough.

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OPINION

The law provides for disputes in "essential services" to be referred to the industrial court, which must then arbitrate — decide on an increase

Both EWA and Escóm want the Minister of Manpower to refer the dispute to the court for arbitration, and electricity consumers are certain to follow the dispute with mounting interest

So too will labour-watchers, for it will give an insight into how the court decides a pay claim — something it has done before, but not in so sensitive an industry

Arbitrations generally leave one side unhappy — whoever conducts them — and the dispute may again raise the question of whether wage disputes are not best left to employers and unions — no matter how "essential" the industry

RIVAL food unions affiliated to Fosatu and Cusa are at loggerheads at Irvin and John's Springs plant

Last week, I&J tried to settle the issue holding a "verification" test in which union produced "stop orders" from v asking that union dues be deducted on behalf

Cusa's Food, Beverage Workers produced stop orders for 52,7%, Fosa Food and Allied Workers Union

The test settled nothing. It claims some workers were "pr signing Food, Beverage form and says it wants another which I&J opposes

So events at I&J provide secret ballots are the most of deciding which of two will recognise.

Sweet, Food has said plant, but I&J says it fore the "verification Food rejected this Whatever the tr been increased by a ballot would f

unlikely to mes unless e Unemploy-

money simply er when they are and semi-skilled

UIF offers workers s for six months (if they all)

s that workers should re- ar previous wage.

s — three times as long as the ers may claim benefits — so ers may face a year without UIF

ys benefits should be payable for 18 and also calls for greater employer outions so that benefits can be in- sed He adds that no worker should be luded from the fund.

Mr Ferreira also suggests key changes to private pension funds, such as a sharp in- crease in the interest rate on pension money

A WAGE dispute between Escom and its black workers may thrust the industrial court into the unusual role of setting wages

The dispute has been declared by the Elec- tricity Workers Association, an "in-house" black union at Escom EWA rejected a 7% offer after white and coloured unions had accepted 6%.

Normally, this could have led to a legal strike, but Escom is an "essential service" where workers may not strike legally.

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16/8/83 D. Dispatel

Factory workers back on job after dispute

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EAST LONDON — A number of employees at a local factory had returned to work following a mass resignation after a wage dispute a spokesman at the factory, Transerve, said yesterday.

The manager, Mr J Beukes, said a report last week which quoted workers as saying 150 had resigned, contained certain discrepancies

Mr Beukes said the full staff complement at the end of the week preceding the resignations was 55, and not 150 as reported

"No increases of any description have been promised or suggested," he said

"On Friday (August 5) employees demanded a

40 per cent increase backdated to June. When this was refused, the employees resigned en bloc

"The company felt that the majority of workers were not in agreement with the mass resignation. Consequently, all workers were asked to reapply for their jobs on Tuesday if they so wished. As a result of this, by Thursday production had been resumed with 38 of the original 55 workers back at

their jobs," Mr Beukes said

"It should also be noted that all employees fall under the National Industrial Council for the Motor Industry, and as such have specified wage levels. These wages are periodically reviewed by the Industrial Council. All workers are therefore paid at, or in excess of, the laid down wages for the motor industry," he said

— DDR

Twenty-eight sacked

so wetan

By PHIL MTIMKULU

16/8/83

TWENTY-EIGHT workers from two different companies have been sacked after they approached their management for pay increases. (15) ~~16~~

The two incidents took place at Watergate and Datco in Alrode and Vaal Reefs Electrostatic Powder Coating in Alberton. Seven workers were fired at Datco on Friday and the rest came from Vaal Reefs who were sacked yesterday.

A Mr Brandt, who said he was the owner of Watergate and Datco, said as far as he was concerned the seven workers went on strike. He said by virtue of them stopping the machines and affecting production, they had gone on strike and thus he was not going to re-hire them.

At Vaal Reefs, a person who identified himself as Mr Ginsburg, refused to talk to reporters.

Union slams company (15)

By JOSHUA RABOROKO

~~123~~ *sowetan 16/8/83* ~~145A~~
MORE THAN 800 members of the South African Allied Workers' Union (Saawu) at the weekend deplored the action by Omega Plastics management in dismissing workers at the plant.

In a statement to The SOWETAN after a meeting in Tembisa, the union said it demanded the immediate re-instatement of the workers, otherwise "a programme of action" shall be taken against the company by the entire Saawu membership

About 250 workers at the factory went on strike last week after two of their colleagues were dismissed. The workers were sacked after a client had returned a poor quality product

In the statement the union said that the management did not follow the correct procedure and no verbal warning was given to the workers before dismissal

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.

(151) (152) 16/8/83
Wage talks
~~Port~~ Post Reporter
NEGOTIATIONS over a new wage agreement for the Eastern Cape's motor industry continued in Port Elizabeth today

The latest round of talks was concluded shortly before midday when chairman of the Industrial Council concerned, Mr Henry Ferreira, left for East London without commenting on the state of the negotiations.

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

REPORTERS: RUP1

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Motor unions, employers meet on wages

Labour Correspondent

A KEY meeting today between motor assembly unions and employers in the Eastern Cape may decide whether the industry will face another major wage dispute this year

At the meeting of the Eastern Cape motor industry's industrial council, Fosatu's National Automobile and Allied Workers Union will tell employers its members at Ford, Volkswagen and General Motors have rejected a

wage offer which, NAAWU says, would raise minimum pay by an initial 8c an hour

Wage negotiations in the Eastern Cape motor industry have been turbulent — with two major strikes staged

Last year, NAAWU withdrew from the industrial council as a result of one such dispute and only rejoined it earlier this year

NAAWU's general secretary, Mr Fred Sauls, said yesterday employers had begun negotiations by opposing any

increase at all

Workers rejected this, he said, and employers had then offered a 5c an hour increase for workers at the bottom of the scale, to be followed by a further 15c increase in September

Workers at the top of the scale were offered an 1c an hour increment

This offer was also rejected and employers then offered an initial 8c an hour to be followed by further increase of 15c an hour for the

lowest-paid, Mr Sauls said

He added, however, that mass meetings of workers at the three motor companies had rejected this offer too

He said the minimum wage laid down in the industry's wage agreement was R2,15 an hour, but that the "real" minimum was R2,30 an hour. The employer offer was, therefore, "negligible" when looked at as a percentage. Employer comment could not be obtained yesterday

16/8/83

ROOM

Workers, employers sign deals

Labour Reporter

Three recognition agreements in the glass industry have been signed between the Chemical Workers' Industrial Union and companies in the Plate Glass group

The Fosatu-affiliated union recently completed the agreements with the companies in Germiston, Pretoria and Port Elizabeth.

A statement by the CWIU said the agreements covered the recognition of shop stewards, access for organisers in the factories, stop-order facilities, procedures for handling grievances, disputes, discipline and retrenchments

They allowed for full collective bargaining rights on wages and working conditions

The union scored a triumph in the Port Elizabeth plant of Shatterprufe when the majority of the workers left the Tucsa-affiliated Glass Workers' Union to join CWIU after being informed of the union's successes in the Transvaal.

17/8/83 (151) (140A) (140B) 12017

Motor men set for wage pact

Labour Correspondent

THE Eastern Cape motor assembly industry yesterday appeared on the verge of a wage settlement which will prevent an employer-union clash over wages for at least a year.

It is understood that, at a meeting of the industry's industrial council yesterday, employers made a wage offer which the National Automobile and Allied Workers' Union has agreed to take back to its members.

And NAAWU's leadership is to recommend that workers vote to accept the offer, informed sources said yesterday.

The industry's industrial council met yesterday amid fears that a new wage dispute could be in the offing in the industry, which has seen two big wage strikes over the past three years.

The fears arose because meetings of NAAWU members at Ford, Volkswagen and General Motors had voted to reject an employer offer of 8c/hour in August and 15c/hour in February for the lowest-paid workers.

Neither employer nor union spokesmen were prepared to comment formally on yesterday's meeting. Both said they had agreed not to issue Press statements.

Informed sources said, however, employers had made a new wage offer which provided for three increases — one now, one in February, and one next August.

It is understood they would raise minimum pay by 40c/hour. The current minimum is R2,15, although most workers at the bottom of the scale earn R2,30/hour.

The sources said the increases would ensure that minimum wages would rise by a higher percentage than the expected rise in the inflation rate over the next year.

This would meet NAAWU's demand that this year's increase compensate for the rise in the cost of living and that the industry begin to raise real wages again as soon as possible.

The offer will now be put to workers and their answer will be known by Friday.

It is expected, however, they will endorse the union leadership's suggestion.

residents has met, if not, why not, if so, (a) on what dates and (b) how many cases has it considered,

- (2) whether any persons involved in these cases were given permission to remain at Crossroads, if so, how many?

THE MINISTER OF CO-OPERATION AND DEVELOPMENT

- (1) Matters relating to the functioning of the Committee are still under consideration by the Department (a) and (b) Fall away

- (2) Falls away

Handwritten: 151 Public servants complaints 27/8/83

*14 Mr F J LE ROUX asked the Minister of Internal Affairs +

How many complaints by public servants in regard to service and related matters were (a) received and (b) disposed of by the Commission for Administration during the latest specified period of three years for which figures are available?

THE MINISTER OF INTERNAL AFFAIRS

- (a) Figures are only readily available for the year ending 30 June 1983. During this period 42 complaints of public servants were submitted to the Commission for Administration in terms of the proviso to Public Service Regulation A6 1

- (b) 37 of the above-mentioned complaints were disposed of

Newsletter entitled *The New Constitution*

*15 Mr F J LE ROUX asked the Minister of Foreign Affairs and Information +

- (1) (a) How many information newsletters entitled *The New Constitution* has the Department had printed, (b) what was the cost thereof and (c) to whom have these newsletters been sent;

- (2) whether the contents of the newsletters reflect the policy of the Government,

- (3) whether he will make a statement on the matter?

THE MINISTER OF FOREIGN AFFAIRS AND INFORMATION

- (1) (a) 120 000 copies

- (b) R2 243,49

- (c) 100 000 copies have been distributed to opinion formers and prominent personalities which included, *inter alia*, politicians, businessmen, industrialists, clergymen, professional people and farmers. 20 000 copies are being distributed by regional offices of the Department of Foreign Affairs and Information to interested parties in the regions in which their offices are located

- (2) Yes, bearing in mind amendments which might be adopted by Parliament during the Committee stage

- (3) No, except to point out that it is standard practice for the Department to make available to the public information regarding important constitutional matters, such as the present, as was, *inter alia*, the case in 1977 and 1978, when the former Department of Information undertook similar information-distribution activities

+Mr J H VAN DER MERWE Mr Speaker, arising out of the hon the Minister's reply, is he prepared to publish a document of the same size, in which he offers the three Opposition parties the opportunity to put their side of the case, and will he have it printed and distributed to all the people whom he put the Government's view?

+The MINISTER Mr Speaker, the task of the Department is in the first place to ensure that Government views, Government policy and Government decisions are made known. In the publication in which this par-

ticular pamphlet was folded in as centre page—hon members can go and have a look at it—viewpoints of Opposition newspapers and Opposition members of all the parties represented here, appear continually

+Mr F J LE ROUX Mr Speaker, further arising out of the hon the Minister's reply, would it not have been fairer to have waited until the discussion of the constitution Bill had been completed before he distributed that document?

+The MINISTER No Dr Connie Mulder, with the acclamation of hon members of the CP, had pamphlets, placards and books printed and distributed long before legislation which was to come to this Parliament had been drafted

+Mr H D K VAN DER MERWE Mr Speaker, further arising out of the hon the Minister's reply, can he tell us whether all the papers distributed were distributed by his department or whether they were perhaps distributed by other State agencies as well?

+The MINISTER I have replied to the question put to me. Other departments have every right to use the documents. The hon member and his Party also have every right to use them. On one occasion they, in fact, fetched and distributed thousands of copies of our pamphlets. The department is there to render a service to the public Parties and other Government departments are free to fetch and distribute any of our publications

+Mr H D K VAN DER MERWE Mr Speaker, further arising out of the hon the Minister's reply, I should like to repeat the question to him, because he did not reply to it. Did other Government departments of provincial agencies distribute this pamphlet at Government expense or not?

+The MINISTER I do not know

Mr S S VAN DER MERWE Mr Speaker, further arising out of the hon the Minister's reply and his remark that these pamphlets were distributed as an insert in another publication, is it not so that many of the pamphlets were sent to opinion-makers

separately and not as part of another publication?

+The MINISTER That often happens. We have already had separate booklets printed, and we are still going to print a large number

+Mr J H VAN DER MERWE Mr Speaker, further arising out of the hon the Minister's reply, if we may refer from that that the hon the Minister is following the pattern that Dr Connie Mulder set, may we also refer to Dr Connie Mulder set, may we Mulder everything and that he did nothing wrong?

+The MINISTER Dr Connie Mulder as a Minister carried out the arms functions of the Department as regards making Government policy and Government decisions known, and I am also carrying out the arms and functions of the department in that regard

+Mr J H VAN DER MERWE Mr Speaker, further arising out of the hon the Minister's reply, does he not think, as a lawyer, that the *audi alteram partem* rule should apply and that the Opposition parties should be given the opportunity also to put their side of the case to the voters?

+The MINISTER I have replied to that fully. The department's function is primarily to put across Government decisions and policy correctly in this country and abroad. In the process it is also our function to present a correct image of South Africa. If the hon member took the trouble to look at *S A Oorsig* or *S A Digest*, he would see to what extent space was given to Opposition opinion, so much so that some hon members of my party hold it against us that we give too much space to that. Those are the facts of the matter. I call upon the hon member to have a look at *S A Oorsig*. Then he will see that the situation is in fact as I have outlined it

+Mr J J B VAN ZYL Mr Speaker, further arising out of the hon the Minister's reply, is he aware that Dr Connie Mulder at that time decided on behalf of the Government to invite the Opposition to also give

- in July 1983, if so, (a) on what date or dates and (b) why,
- (2) whether any (a) sjamboks, (b) dogs, (c) shotguns and (d) other specified fire-arms were used on this occasion, if so, why,
- (3) whether any persons were injured as a result, if so, (a) how many and (b) what was the nature of the injuries in each case,
- (4) whether any persons were detained on this occasion, if so, (a) how many, (b) why and (c) under what statutory provision,
- (5) whether any of these persons have been charged, if not, why not, if so, for what alleged offences in each case?

The MINISTER OF LAW AND ORDER

- (1) (a) and (b) The Police were not sent to the Lethaba power station, but in co-operation with members of the Vaal Triangle Administration Board they conducted a crime combating operation at a compound of the power station on 13 July 1983
- (2) (a), (b), (c) and (d) No
- (3) Falls away
- (4) Yes
- (a) 445
- (b) and (c) For contravention of the following statutory provisions sections 9, 10 and 12 of Act 25 of 1945, section 15 of Act 67 of 1952, section 1 of Act 6 of 1959, section 2 of Act 41 of 1971, section 36 of Act 62 of 1955, section 165 of Act 87 of 1977
- (5) Yes
- 219 for being in a prescribed area for longer than 72 hours.

211 for failing to produce identity documents,
6 being foreign Blacks in a prescribed area,
1 for entering a hostel illegally,
2 for being in possession of dagga,
3 for being in possession of suspected stolen goods,
11 for trespassing,
2 for being in possession of liquor on private property without the owner's consent

NOTE Ten of those arrested were charged with more than one offence

Mrs H SUZMAN Mr Speaker, arising out of the reply given by the hon the Minister, is he aware of the fact that as a result of this action the power station in question was brought to a standstill?

The MINISTER No, Mr Speaker, I am not aware of that [Interjections]

204 151 251 327
Lethaba power station
Hansard Q.61.1892
43 Mrs H SUZMAN asked the Minister of Law and Order

- (1) Whether any members of the South African Police were sent to the Lethaba power station near Viljoensdrif

17/8/83 →

→

CAPE TOWN 18/8/83 (151) (179)

Procedures for strikes slow and lengthy

By PHILLIP VAN NIEKERK, Labour Affairs Reporter

LEGAL strikes are exceptionally rare in South Africa — before June there had only ever been one or two among black workers. And of the hundreds of strikes which accompanied the rise of black worker militancy between the late 1970s and last year, all were technically illegal.

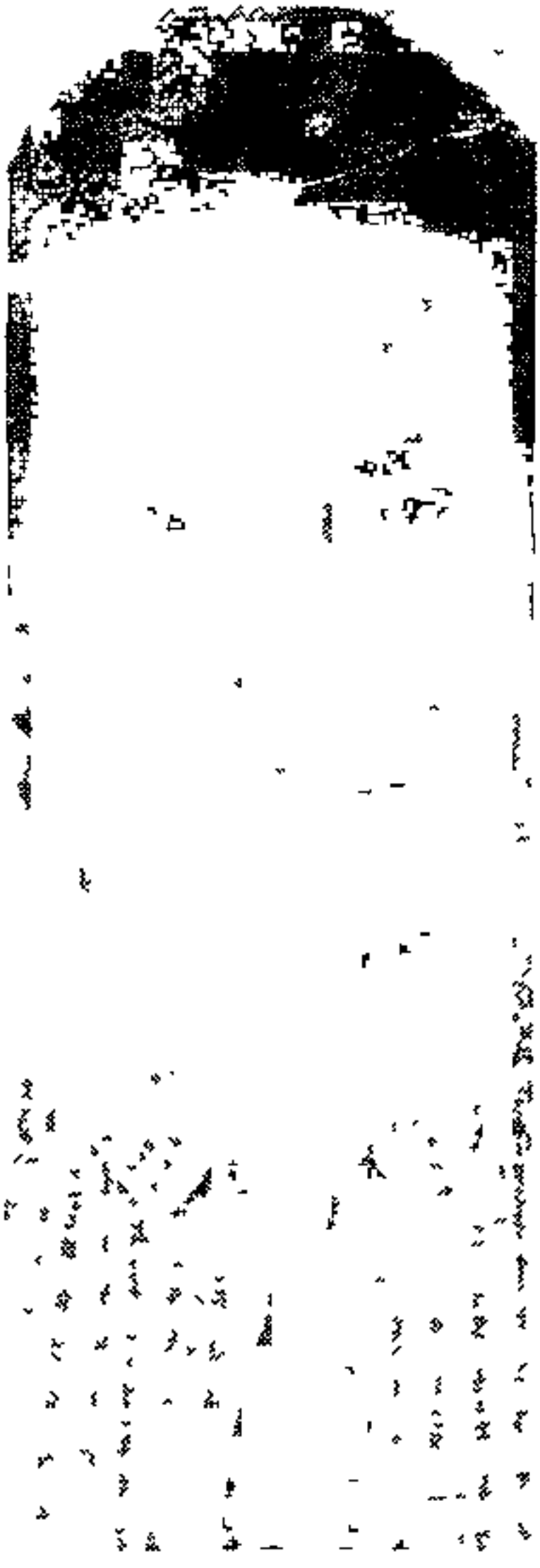
This is because the Labour Relations Act lays down lengthy and slow legal procedures which unions must go through before they are permitted to strike legally.

Far from reducing the number of strikes, the system has led to a *de facto* situation in which so-called "illegal" strikes are part and parcel of the industrial scene. The department, aware of this curious flaw in the country's labour machinery, has amended the law to speed up the settlement of disputes, but illegal strikes are still the norm.

Prosecution of workers for going on strike is rare, in keeping with the Department of Manpower's philosophy of self-governance in industrial relations between employers and workers.

But in direct contrast to this enlightened attitude by one arm of the state, detentions and prosecutions of strikers do still take place by another arm — in terms of security legislation such as the "intimidation" clause of the Internal Security Act.

Unionists claim that going through all the legal channels before striking undermines worker militancy and resolve and removes the issues from the shop-floor. And the advantages of reaching the end of the tunnel are dubious: legal strikers can still be fired and selectively re-employed. The balance of power does not shift in favour of workers.



Phillip van Niekerk

At the Trade Union Council of South Africa (Tucsa) conference in Cape Town last year the Mine Surface Officials Association — which had almost been involved in two legal strikes with the Chamber of Mines — called for a ban on employers firing legal strikers. This call has been subsequently repeated, particularly in established union circles, where illegal strikes are few and far between.

It is, therefore, of note that workers at Natal Thread, members of the emerging National Union of Textile Workers (NUTW), an affiliate of the Federation of South African Trade Unions (Fosatu) have won an important concession over the right to strike. At the end of June, the workers embarked on South Africa's first legal strike in about seven years.

The strike took the form of an overtime ban, bringing the factory — a continuous operation — to a halt daily and seriously disrupting production. At the end, the company agreed to pay a 15c an hour increase to the workers and agreed that in a legal strike they would either dismiss all the workers or none of them.

As it is difficult for a company to fire its entire workforce without selectively re-employing some of them the agreement is seen as effectively establishing the right to strike. It could also point the way for future strike agreements at other plants.

New pay offer

Memories of last year's raging battle between employers and workers at the three Port Elizabeth-Uitenhage motor manufacturing giants were rekindled this week at an industrial council meeting to discuss wages.

But fears of a new clash over wages appear to have been averted and Fosatu's National Automobile and Allied Workers' Union (Naawu) has agreed to take back a new pay offer from the companies — General Motors, Ford and Volkswagen — to their members.

While neither Naawu nor the employers issued an official statement after the meeting, it is believed that workers have been offered three increases between

now and next August, raising minimum pay by 40c an hour. This could raise their pay in line with the rising cost of living, while the union is demanding an increase in real wages once the economy improves.

The Eastern Cape, and particularly the PE motor industry, has possibly been the most volatile labour front in the country over the past three years. Recession-hit 1983, however, has seen a change in this trend, and an amicable wage settlement in the Eastern Cape motor industry will further confirm this.

Take them back

About 250 workers from the B and S Steel Furniture Company in Brits have been meeting every day for nearly a year following an alleged mass lock-out at the firm on September 8 last year.

The workers, all members of the Metal and Allied Workers' Union (Mawu) have, according to the union, endured "tremendous hardship" but have refused to give up.

Now their cause has been propelled into national prominence. They have asked the Industrial Court to order the company to take them back and pay R850 000 in back pay, the largest back pay claim ever to come before the court.



Mr Gavin Relly no takers

Challenge

Mr Robin McGregor, researcher and compiler of "Who Owns Whom" has issued a novel challenge to Anglo American, which he calculates controls 56 percent of the Johannesburg Stock Exchange. He has suggested they train basic skills to 250 000 blacks a year.

He has called on Anglo chairman, Mr Gavin Relly, to "force the state to put its money where its mouth is instead of pussy-footing with so-called training perks compensating industrialists for what they should be doing anyway".

He believes the funds for the training — which could have a "tremendous ripple effect" on the economy — could come from a short term loan levy or from a tax moratorium for Anglo. The total cost, he estimates, would be in the region of one billion rand a year.

So far there have been no takers.

Sowetan 19/8/83

15

[Handwritten scribble]

[Handwritten scribble]

'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.

An extra R1,3m
a month ~~1981~~ ~~1982~~
by next August ^{E. Post} 19/8/83

By LOUIS BECKERLING
Business Editor

A WAGE agreement that will put an additional R1.3 million a month into motor workers' pay packets by August next year has been approved by employers and unions in the Eastern Cape's motor manufacturing industry.

Union consent to the new agreement, negotiated by the Industrial Council of the Automobile Manufacturers' Industry, Eastern Cape, was transmitted to employers today, according to a spokesman

In terms of the agreement the increases will raise pay levels by 12% to 14% over a 12-month period for most workers — and up to 17,4% in the case of the lowest-paid workers currently in employment. They will be phased in over three instalments

Hourly rates of pay at the lower levels will be raised by 10c with immediate effect (backdated to August), by a further 15c in February next year and a further 15c in August next year, for a total increase over three instalments of 40c an hour.

Increases for the remaining seven grades vary from 10c an hour up to 16c for the top grade (backdated to August), a further 21c in February and a further 21c in August — for a total of 58c an hour over the three instalments for the highest-paid workers

This means that over a 12-month period the absolute minimum wage paid in the industry in the Eastern Cape will rise from R2,30 an hour to R2,70 — or 17,4%. Assuming a 200-hour month, this increase translates into additional gross take-home pay of R80 a month.

At the higher levels, an aggregate increase of 58c an hour over the same period has been agreed, which, a spokesman said, would add about R120 a

month to the take-home pay of these workers

Assuming an average of R100 a month extra for workers in the industry and a total workforce of about 13 000, the effect of the agreement will be to inject an extra R15,6 million a year into the economy of the Port Elizabeth-Uitenhage metropolitan area within the next year — an infusion which will considerably enhance the prospects of an economic upturn.

"We can only hope that retailers in the area respond by buying our products," commented a motor manufacturing executive

The agreement was negotiated within a surprisingly short period, requiring only five meetings between Epama (the Eastern Province Automobile Manufacturers' Association), SAISAW (the SA Iron and Steel and Allied Workers' Union) and Naawu (the National Automobile and Allied Workers' Union)

Negotiations began in July against a background of deadlock and strike action at that same time last year when unions insisted on shifting minimum wages from about R2 to R3,50 over an 18-month period

Employers balked at the prospect and, in the ensuing deadlock, plants were temporarily shut down as a result of strikes. A unilateral 20c increase was announced and workers eventually returned to work

Under the circumstances the latest agreement would appear to meet both parties more or less halfway, and the Evening Post understands that all parties to the agreement regard it as "reasonable under the cur-

● Turn to Page 2

Big boost in pay for car workers

where the RDAC discuss development... consider, with agricul... e implementation of... e conservation on... in the region to boost... resolution was also... at the congress ask... Department of Agri... e to investigate the... e and shortcomings... present drought as... e scheme... ess also resolved to... the Government for... for an adequate supply and for stor... facilities for fodder... importance of build... dams was emphasised... areas where farmers requested this

six newborn babies fine

BLANKENBERGE, Belgium — Sextuplets born to a Belgian nurse on Wednesday night are all in perfect health, Mr Andre Dezutter, director of the Queen Fabiola Maternity Hospital, said last night

He said the babies, five boys and one girl, were about six weeks premature and each weighed between 1,3 and 1,5 kilograms

Mr Dezutter said he believed the babies were the first sextuplets born in Belgium — Sapa-Reuter

ex-mayor 'natural'

CAPE TOWN — A former Mayor of George 64-year-old Dr Francois Heunis, whose body was found in a ditch on the grounds of the Stikland Hospital this week, died of natural causes

A spokesman for the hospital said although the results of a pathological examination had not yet been released, the police did not suspect a crime

Dr Heunis was last seen at the hospital on Tuesday — Sapa

~~boost~~ ~~for~~ ~~motor~~ ~~workers~~
S. Post 19/8/83 (151)

From Page 1
rent economic circumstances"
Unregistered Macwusa (the Motor Assemblers and Component Workers Union) is not a party to the Industrial Council agreement just negotiated, but the new wage structure would be extended to all, according to a spokesman

Some comments today on the new agreement were

● Mr Fred Ferreira, chairman of Epama "Considering the present economic conditions in South Africa I think this is a very equitable agreement"

● Mr A O "Ollie" Rademeyer, director, industrial relations, VW (SA) Pty Ltd "We are satisfied that this is a very fair award to the employees"

● Mr Tony Gilson, director of the Port Elizabeth Chamber of Commerce "I understand that wages in the industry in the Eastern Cape are already high in comparison with the rest of the industry I would therefore hope that the new agreement is not going to make the local industry less competitive than it apparently already is"

Spokesmen for the two unions involved — Mr Henry Ferreira, general secretary of SAIWA (and also chairman of the Industrial Council concerned), and Mr Freddie Sauls, general secretary of Naawu — were not available for comment at the time of going to press

jects SA bombing denials

in Lisbon yesterday... in its southern prov... African air raids and on the Pretoria Govern...

to the media here the... african denials that its... zamba in Moxico Prov... are worthless," the em... die bombing) is there to

On Monday South Africa formally denied Angolan charges concerning the alleged bombing

Echoing charges carried by the Angolan national news agency, Angop, earlier in the week, the statement said massing of South African troops in southern Angola represented a "growing danger" and issued an international plea that pressure be brought to bear on South Africa

Reports from Luanda the Angolan capital, quoted unidentified officials as saying a 10 000-strong force of South African soldiers, foreign mercenaries and Angolan rebels were grouping in Cunene and Kuando-Kubango provinces for a push north towards Luanda — Sapa-AP

DOMESTIC SPECIAL



PO van h two brot found gu

Post Reporter
TWO brothers were convicted on a robbery charge by a Port Elizabeth Regional Court yesterday after the hijack of a post office delivery van carrying R13 000 pension money outside a Uitenhage post office earlier this week
Hendrik Johannes Stoltz,

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250 shun overtime in wage dispute

151 (189)
HDA RDM
19/8/83

Labour Correspondent

ABOUT 250 workers at an Anglo American subsidiary, G and W Base and Industrial Minerals, have been refusing to work overtime since the beginning of this week in support of wage demands, the Chemical Workers Industrial Union (CWIU) said yesterday.

A CWIU spokesman, Mr Ephraim Tshabalala, said the company and union were due to meet again today in an attempt to break the deadlock.

He said workers were demanding a R2 an hour minimum wage, but that the company would only offer a 10c an hour rise, which would bring the minimum to R1,28 an hour.

When asked for comment, a company representative said information about the dispute was "confidential" and only two management men could comment on it. Both were unavailable.

Mr Tshabalala said that, after an initial deadlock over wages, CWIU had asked the company to allow the union to examine its books to test company statements that it could not afford the increase.

He said G and W had agreed and that an examination of the books had revealed reserves of R4-million-R5 million.

"We take this to mean the company had enough money to meet workers' demands, but G and W still refused to increase its offer," Mr Tshabalala said.

As a result, workers had decided at a general meeting last weekend to ban overtime at the plant.

This had come into effect on Monday, when all the company machines were switched off at 3pm.

1978/83 1201M (151)

Metal workers score three successes

Labour Correspondent

8 THE Metal and Allied Workers Union yesterday won recognition at an Elandsfontein plant and has also signed a dispute procedure with two Barlow Rand plants, one of which was recently the scene of a strike, a MAWU spokes-

man said yesterday

The spokesman Mr Moses Mayekiso, said the union had signed a full recognition agreement with Mather and Platt at its Elandsfontein plant which, he said, employed more than 200 workers

He said the agreement al-

lowed the union to negotiate on all matters affecting workers at the plant and also introduced a meeting procedure which would allow for union mass meetings

At two Barlow Manufacturing plants, at Kew and Alrode, a dispute procedure had been finalised and recogni-

tion negotiations were continuing

Mr Mayekiso said the two plants employed about 1 000 workers

Barlow Manufacturing's Kew plant was recently the scene of a bitter strike which was finally resolved after talks between the two sides

2018/83 (151) (142) (1404) (1476) RDM

Motor workers accept wage offer

By STEVEN FRIEDMAN
Labour Correspondent

WORKERS in the turbulent Eastern Cape motor assembly industry have voted to accept an employer wage offer which, their union says, will raise minimum pay by 18,5% over the next year.

This means that there is unlikely to be any repetition of the wage unrest which has plagued the industry in recent years — at least until the next wage negotiations in August next year.

Earlier this week, employers offered workers three wage increases — to come into effect this month, in February and next August —

which Fosatu's National Automobile and Allied Workers' Union agreed to take back to members.

The union said it would recommend to workers that they accept the offer.

Yesterday, a NAAWU spokesman, Mr Les Kettle-das, said mass meetings of workers at Ford, General Motors and Volkswagen had voted to accept the offer. He added that the union would notify employers of this in writing.

NAAWU believes the employer offer meets its demand that this year's increase should compensate workers for the rise in the

cost of living. It says it will seek new increases aimed at raising workers' real wages when the economy improves.

The present minimum in the industry is R2,15 an hour, although unionists say that almost all workers are paid a minimum of R2,30.

Mr Kettle-das said yesterday that the wage increase workers accepted would be backdated to August 1 and that workers would therefore receive three weeks' back pay as well as the increase.

He added that the worker decision meant that the next wage negotiations in the industry would take place in August next year.

● A report in yesterday's Rand Daily Mail on a recognition agreement between the Metal and Allied Workers Union and Mather and Platt quoted a union spokesman as saying the agreement made provision for union mass meetings.

However, a company spokesman said yesterday that there was no such provision in the agreement.

He added that the company believed a noteworthy feature of the agreement was that MAWU had agreed to use the Metal Industrial Council's dispute procedures should there be a deadlock in negotiations at Mather and Platt.

~~7/2~~ ~~2/11/83~~ (151) ~~2/11/83~~ FROM

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

□ □ □

Sacked workers go to court

Sowetan
22/8/83

THE 300 Brits workers who have been unemployed since being fired by their company, B and S Steel, 10 months ago, will today put their case before the Industrial Court.

The Metal and Allied Workers' Union (Mawu) which represents the workers will tell the court that they were fired because they had shown interest in the union. This happened after some work-

~~15/8~~ By PHIL MTIMKULU ~~15/8~~

ers had approached Mawu for help last year in April

When management heard of efforts to unionise the workers it made efforts to stop them

DISMISSED

When a shop steward's committee of 12 was elected all the mem-

bers were summarily dismissed. This led to work stoppage to get the workers reinstated. They were reinstated on condition they did not serve on the committee. But when the shop stewards asked for the union to be recognised, problems arose. Eventually on September 7, all the workers were fired and only those who did not

belong to the union were rehired

The workers are going to ask the court to declare their dismissal unfair and unlawful and to be reinstated in their jobs. They are asking for a huge amount in back pay and costs for legal action.

The Industrial Court has never awarded costs in all the cases it had decided. Already one union which had a decision granted in its favour

by the Industrial Court but was not granted costs, is appealing against the latter part of the judgment

Since their dismissal the workers have been meeting daily at the Roman Catholic Church Hall to give each other moral support. Life for them has been a perpetual struggle. They are depending on friends and relatives for contributions in order to keep them going.

□ □ ~~151~~ ~~151~~ ~~151~~
A DISPUTE on the East Coast has highlighted
a labour issue which is attracting growing
attention — union demands that employers
disclose financial details about their
companies

In many negotiations, employers argue
that they must retrench workers or resist pay
raises because of the financial state of the
business

Unions are arguing that, if employers say
this, they must be prepared to produce their
books to justify claims — a view which is
consistent with American labour law

Many employers oppose this, but some are
agreeing to disclose information. An industrial
court test of the issue may be inevitable at
some point

Last week came news that an Anglo American
subsidiary, G and W Base and Industrial
Minerals, had agreed to disclose its books to
Fosatu's Chemical Workers' Industrial Union

This exercise revealed another gulf in per-
ceptions between workers and their
employers

CWIU claims the books showed the com-
pany had substantial reserves, but that it
nevertheless refused to raise its wage offer

Employers reply that a company's re-
serves have nothing to do with the ready cash it
has and thus its ability to pay workers. Unions
believe these reserves can be used to pay
workers

More may well be heard of this issue too in
the future

2/8/83

ROOM 23/8/83

Arbitrator is called into Putco wage dispute

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 re-trenchments," Mr Rogers said.

Important victory for union

By PHIL MTIMKULU

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

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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.

Crucial test case for unions in the offing

By STEVEN FRIEDMAN
Labour Correspondent

IN WHAT could become a key industrial court test case, the Metal and Allied Workers' Union has declared a dispute with one of Maritzburg's biggest employers, Scottish Cables

The dispute arose over the company's alleged refusal to negotiate wages with MAWU outside the official industrial council system — an action which has never been contested in court before

MAWU announced yesterday it had declared disputes with five companies in the Durban and Maritzburg areas. A dispute can lead to an industrial court action or legal strike

MAWU said it had also declared a dispute with CYC Steel and Engineering of Maritzburg over its "refusal to supply free boots and overalls for the protection of its employees"

A company spokesman, Mr Lawrence Nathan, confirmed the dispute but declined to comment further

A third dispute, it said, had been declared with a Pine-town firm Gedore Tools for allegedly retrenching workers without consulting the union MAWU says this "has been clearly established as an unfair labour practice" where a union is representative

A company spokesman declined to comment, but said Gedore was not aware a dispute had been declared

The Scottish Cables dispute is taking place against the background of a dispute between MAWU and the Association of Electrical Cable Manufacturers

In the wake of metal industrial council wage negotiations, the association awarded increases similar to those negotiated at the council MAWU rejected these and declared a dispute with both the association and some of its members

MAWU said Scottish Cables had agreed to bargain directly with it on wages but had then "reneged"

It charged that "much pressure" had been brought to bear on the company,

"probably" from cable firms

But MAWU's Natal secretary, Mr Geoff Schreiner, said he had expected Scottish Cables "to have resisted such interference in their own affairs and to have honoured their undertaking"

The company's managing director, Mr Harold Dixon, said Scottish Cables was unable to pay more than the increase conceded by the employer association — from 12c to 21c an hour

He defended the association's stance, saying MAWU had demanded 40c an hour

Mr Dixon said wage levels at cable plants were "significantly above" those in the main metal wage agreement and the industry faced "a major reduction in demand for their products" and "an escalation in imports"

The increases granted were, therefore, the most the industry could afford

He said Scottish Cables' wages were above "the cable industry norm" and the company had also taken steps to cushion the effect of the recession on workers

SATS staff demand pay rises

Pretoria Bureau 24/8
THE federal council of the SA Transport Services Staff Associations will demand immediate financial relief for the 250 000 SATS employees at a meeting with the Minister of Transport Affairs, Mr Hendrik Schoeman, next week

A senior council member said yesterday the council would argue that politicians had voted themselves increases of more than 20% and that the Minister had no moral grounds to reject its claims for interim increases from October

Public sector employees in the Post Office, railways, schools and universities have already demanded pay increases

The Minister of National Education Dr Gerrit Viljoen, the Minister of Posts and Telegraphs Dr L A P A Munnik, and the Minister of Internal Affairs Mr F W de Klerk, have so far not given a direct response to demands for pay increases

However, according to Government sources in Pretoria, the Cabinet is concerned about the growing agitation and dissatisfaction

among public sector workers and an announcement on increases is certain within the next two weeks

They say the coming referendum on the constitutional proposals could influence the Cabinet's decision

Staff associations have been angered by "blatant indifference" to the plight of Government workers

If politicians had refused to accept increases themselves, a refusal to grant them interim relief would have been more acceptable, they say

250 refuse overtime

Sowetan 24/8/83

ABOUT 250 workers employed by G and W Base Industrial Minerals in Wadeville have resolved to stop working overtime following a deadlock in wage negotiations at the plant.

This decision was taken at a meeting yesterday of the Fosatu-affiliate, the Chemical Industries Workers' Union which has also declared a dispute with the company following the deadlock.

"We engaged auditors to examine the company's financial position and it was found that they have about R5-million in excess. The company later explained that the money was used to build another plant elsewhere.

The union's meeting at the weekend resolved that workers at the factory should stop working overtime as a sign of protest. Another meeting is to be arranged where workers' support will be discussed.

The union's secretary, Mr Ephraim Tshabalala, told **The SOWETAN** yesterday that since the negotiations started during April management had shown "no concern for our demands".

At first they asserted that they did not have money to increase the workers' wages. After some pressure was brought to bear on them they offered an increase of 10c per hour.

The workers were not satisfied with the offer and demanded a minimum increase of R2 per hour. The management disputed this and claimed that they had not made any profit.

The company's industrial relations manager, Mr B Richards said although management

had no recognition agreement with the union they were prepared to discuss with them.

He confirmed that most workers have not been working overtime. The company was doing its best to resolve the matter and will talk with shop stewards today.

"It is unfortunate that the workers have taken this kind of decision when the country's economy is gloomy. We cannot dictate to workers but we will do our best to solve the matter," Mr Richards said.

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Barlow
firm to
recognise
union 25/8/83

By STEVEN FRIEDMAN
Labour Correspondent

A PINETOWN subsidiary of the giant Barlow Rand group has signed a preliminary recognition agreement with the Metal and Allied Workers' Union and agreed that it will negotiate with the union on wages and work conditions outside the official industrial council system once a full agreement is signed.

This means the company, Thos Barlow and Sons (Natal), is ignoring the policy of the Steel and Engineering Industries Federation — which is against any wage bargaining outside the council system — as several other Barlow Rand companies have done.

The agreement also means that MAWU now claims to have signed formal recognition agreements with 18 companies in the southern Natal area.

Earlier this week, the union announced it had won recognition from Maritzburg metal firm, Prestige.

In a statement yesterday, the company, which deals in caterpillar tractors, announced that the agreement had been signed.

It said it was the result of "several months of negotiations between the company and the union" and that it granted the union access to the plant as well as representation rights for its shop stewards.

The company said it saw the agreement "as an important event in the development of sound industrial relations between it and the union".

Sowetan 25/8/83

'Official demanded weekly payments'

PROTECTION RACKET AT COAL MINE

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WORKERS at Kilberchal Coal Mine in Newcastle have claimed that a white mine official demanded R5 a week from each worker after boasting he was going to "eat the kaffirs' money."

This was told to The SOWETAN by Mr Sam Kikine, secretary of the South African Allied Workers' Union (Saawu) which represents the workers

According to Mr Kikine some of the 1 000 workers paid the money over a period of four weeks because they feared being dismissed

WORKERS

The workers, who are members of the Mine and General Workers' Union, an affiliate of Saawu also complained that since the official took over their wage increments had followed no pattern and there were wide differences between what the supervisors and the ordinary workers received. They said he blamed it on the drought which is gripping Natal.

The workers also claim that when they requested a meeting with the directors of the company, the official brought them his friends who work in the neighbouring mines. When it

By PHIL MTIMKULU

was pointed out that those were bogus officials, he then promised to organise a meeting with the "real" directors.

But when they reported for work last Friday they found the official waiting at the gates. They allege that he allowed 450 to enter the premises and locked out the rest, and threatened to repatriate them to their homelands.

Mr Kikine said on hearing about the alleged malpractices at Kilberchal Coal Mine he telephoned the company and warned it to stop the official taking money from the workers, and that the rest of the workers should be reinstated. Mr Kikine said Saawu had given the company until yesterday to reinstate all the workers.

MONEY

Mr G G Horn, Manpower Manager of the mine told The SOWETAN that there was no

truth in the allegations and denied that the official had taken any money.

He admitted however, that the mine had had a dispute with the workers over salaries. "We explained to them how our salary structure is implemented, but they did not accept our explanation and demanded more money. They then asked to meet the head office," he said.

Mr Horn said they had got together the senior manager of operations, the area manager and the manpower manager of the coal division to talk to the workers. The workers had then decided to go on strike. Mr Horn said the workers were then told that by striking they had dismissed themselves.

He said that after further discussions the workers had agreed to return and were now being rehired.

NGWU in second big victory in a week

By ALINAH DUBE

THE NATIONAL General Workers Union (NGWU) won their second victory in a week when the Vaness Products Company in Pretoria agreed to increase wages of all union members yesterday.

The union had 25 of its members earlier this week re-instated at the same company after they were dismissed for going on strike. The workers' demands included better pay and improved working conditions.

The organising secretary of the union, Mr Donsie Khumalo, said management agreed that disparities in wages of the employees be done away with. A medical aid scheme would also be introduced to cover all the workers and their families, he said.

Before going on strike workers had requested a 30 cents per hour increase on their present R1,30 hourly rate. They also complained that some workers received weekly wages of R58 when some got R50. Mr Khumalo pointed out that this had also been looked into and said everything had "been balanced".

Sowetan 25/8/83

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Union in talks

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"

Black workers to ask council for wage hike

~~151~~ 151 Mercury Reporter 27/8/83
A DEPUTATION of black municipal workers at Queensburgh is to hold talks with the municipality next week to ask for a wage increase, a spokesman for the workers said yesterday

The talks follow a brief work stoppage this week. The striking black labourers marched through the town centre before assembling outside the Civic Centre, demanding a meeting with the entire council

But they returned to work after the Mayor, Mr Tim Dyer, and Town Clerk, Mr Peter Kinnaird, assured them that their pay demand would be discussed by the council next week

Mr Bobby Pillay, chairman of the municipality's committee representing Indian workers, said that none of the 38 Indian workers had taken part in the strike

Mr Kinnaird told the Mercury that the black labourers had been assured that they would not lose their jobs or be victimised for staging the protest

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 Soweto 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.

As bus tickets jump by 12,5 percent . . .

PUTCO FARES PROTEST

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LABOUR DISPUTES

Melting pot

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August 1983

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

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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.

2017
27/8/83

R800m stake for public service vote

By GERALD REILLY
Pretoria Bureau

WILL the Government gamble with R800-million of taxpayers' money in an effort to swing the support of public sector workers behind it in the November 2 referendum?

That is the question being asked by political observers, including political scientist Professor Willem Kleynhans.

The R800-million is what would be needed to give the nearly one-million public sector workers in the railways, Post Office, and State and provincial departments an interim rise of 10%.

So far the Government has been non-committal, except for a statement by the Minister of Internal Affairs, Mr F W de Klerk, during the latest parliamentary session, that there could be "good news" for Government workers later in the year.

It is estimated that more than 400 000 of the million public sector workers are voters. If members of their families are added, the total, it is claimed, could be close to a million.

Prof Kleynhans said the Government was "desperate" It clearly feared a defeat on November 2.

It would be looking at all possible strategies, therefore, to strengthen support for the constitutional plan.

And there could be an answer to the R800-million question on Monday.

Then the presidents and secretaries of the 10 railway staff associations will meet the Minister of Transport Affairs, Mr Hendrik Schoeman, to demand immediate increases.

If they get them, other civil servants are likely to get increases too.

~~10/1~~ ~~10/2~~ Sowetan 29/8/83 ~~10/3~~

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Union clinches major deals with firms



PARK Textile worker Ms Veronica Ndlovu, at the Orlando West Industrial Park

THREE Trade Unions Council of South Africa (Tucsa) affiliates recently negotiated substantial wage increases for their members and concluded satisfactory new agreements with managements.

- All public holidays have been written into the agreement
- The leather trade unions added their achievement of pay rises to the 15 percent increase across the board they received last year

The three unions whose members are said to be enjoying record wage increases are the Garment Workers of South Africa, the National Union of Wine, Spirit and Allied Workers and the South African Leather Trade Unions, according to Tucsa's official journal the Labour Mirror.

The Garment Workers' achievements in the talks were

- Substantial wage hikes across the board,
- The abolition of sex discrimination in wages,
- Employers agreeing to match workers' contribution to the provident fund,
- A higher attendance bonus,
- An increase in the number of paid public holidays, and
- A meal allowance for those working later than 6 pm

Wage increases totalling as much as 87,9 percent are being paid over the next 14 months

The overall rise given to wine workers is 25 percent more for their pays, they received 15 percent in April and 10 percent will be payable from October 8 Both increases are based on actual wages paid and not on minimum wages.

The wine workers' agreement includes

- Hours of work have been reduced from 46 to 45 per week;
- The annual bonus has been increased from three weeks' wages to four weeks' wages,
- Workers who work overtime later than 6 pm will be provided with a meal or a meal allowance of one rand, and
- sick leave has been increased to 12 working days over a three year cycle,

SAW 29/8/83

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Sigma retrenches 341 more workers

Pretoria Bureau and
Labour Reporter

The Sigma Motor Corporation in Pretoria will retrench a further 341 black workers this week, says a company spokesman

This brings the total number of workers retrenched by Sigma since the beginning of 1982 to 1 220, which is more than the figure for any other national motor company

"The latest retrenchments come into effect on Friday," said Mr Leon Shirley, the company public relations officer

Sigma was retrenching staff in response to the economic downturn. The company did not expect a speedy recovery from the recession

All workers being retrenched would be given a pro rata bonus and at least one month's salary

The retrenchments had been made on a "last in, first out" basis but Sigma had retained those workers who possessed certain skills

Sigma negotiated with the National Automobile And Allied Workers' Union (NAAWU) last April to work an effective five-day week

The union is in favour of working short time rather than accepting retrenchments

By mutual agreement there have been sparse retrenchments in recent months but these were

made to the satisfaction of Sigma and the workers "Losing 341 men at one time is something entirely different," said a union spokesman

The workers met at the weekend and resolved to place before management alternatives to the retrenchments. Management and workers are to meet this afternoon

OTHER FIRMS

Spokesmen for the various motor companies in the country revealed that

● General Motors had retrenched a total of 650 workers, including 540 in September 1982 and 110 last January

● Volkswagen had retrenched 499 workers, including 316 in 1982 and 183 this year. The company has been working various forms of short time since November 1982

● Datsun, which retrenched 50 workers between August and September 1982 and a further 102 in January, had recently agreed to re-employ 130

● Toyota had retrenched 102 people in December 1982 and had not worked short time since 1979. The company did not foresee further retrenchments this year

● Ford had retrenched 503 workers in August 1982 and there had been no further lay-offs to date. The company had worked a four-day week last April.

JECT INDEX

Talk to Union 'or we strike'

By STEVEN FRIEDMAN
Labour Correspondent

WORKERS at a Pretoria motor components plant, Poole Industries, have voted to strike on Thursday if the company does not agree to talk to their union, the National General Workers Union, by Wednesday

The union's general secretary, Mr Donsie Kumalo, alleged yesterday that the company was helping a rival union to recruit workers at its plant

A company spokesman yesterday refused to comment on Mr Kumalo's statement. He said Poole's directors had decided that no company official should talk to the Press about the dispute between Poole and the NGWU

However, the company previously told the Rand Daily Mail that it would not talk to the union because it was not registered and was not a member of the motor industry's industrial council. It has also told NGWU it will take action if its officials set foot on company property

The company says it belongs to the Motor Industries Federation and will only deal with unions who negotiate with the MIF at the industrial council

Mr Kumalo recently threatened to take legal action against the company for refusing to deal with the union at its plant, which employs about 300 workers

He said yesterday that workers at Poole had met over the weekend and decided to give the company until Wednesday to talk to the NGWU

He said workers had grievances relating to pensions and deductions from their pay and were also dissatisfied because, they alleged, management was helping a rival union, the Motor Industries Combined Workers Union, to establish itself in the plant

If the company does not open talks with us by Wednesday, the workers have decided they will down tools," Mr Kumalo said

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(19) (151) 2004 30/8/83

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.

Metal unions drive hard on dispute routes

30/8/83
151 RDM

SOME metal employers might be hankering for the good old days when emerging unions boycotted the official disputes machinery

Fosatu's Metal and Allied Workers Union has clearly embarked on a strategy of using this machinery — with gusto

It has declared disputes with five Natal companies over a range of issues

Add to this its dispute with the Association of Electrical Cable Manufacturers, cable firms Siemens and Asea, and with Dunswart, Highveld and Union Steel, and the impression that MAWU has decided the procedures provide a useful weapon is inescapable

Most of the disputes, which could lead to mediation, industrial court action or legal strikes, centre around wages. Three have wider significance

At Barlow Rand's W B Cameron, MAWU is threatening the second legal strike by black workers in seven years

(Whether it will go ahead is unclear; the company says the dispute has been referred to mediation)

MAWU may also turn the dispute into the long-expected industrial court hearing on whether employers can refuse to disclose financial information to unions

In its dispute with Scottish Cables, the union is threatening court action on the company's unwillingness to bargain on wages after the employer association to which it belongs granted workers an increase

This, too, could have important implications for labour relations law

And MAWU has also declared a dispute with a Natal company over its alleged refusal to supply protective clothing to workers — another sign of growing union interest in safety

A feature is that several of the disputes have been declared in terms of a new disputes procedure set up by the Metal Industrial Council

This is a further sign of MAWU's willingness to use council machinery, which is confirmed by a recent recognition agreement at Mather and Platt which provides for disputes to ultimately be referred to council machinery

Equally notable is that the unregistered General Workers Union has declared an official dispute — with a Cape Town company

Whether this is a temporary tactic dictated by the recession may depend on the extent to which unions believe they have gained from using the machinery, so the progress of the disputes will be watched with interest

Experts warn on conflict in workplace

Labour Reporter

UNLESS there is a just political system political and social conflict in South Africa will spill over into the workplace and management will have to pay the price, according to university lecturer Mr Johann Maree

Mr Maree, a lecturer in industrial sociology at the University of Cape Town, was speaking in a panel discussion on industrial conflict and dis-

pute yesterday at the Centre for Intergroup Studies workshop on "conflict accommodation"

Other members of the panel were Mr Theo Heffer, group manpower consultant of Grinaker Holdings, Mr Steve Woods, personnel executive of Consani's Engineering, and Mr Norman Daniels, general secretary of the Tucsa-affiliated Textile Workers' Industrial Union.

LIVELY

In a lively debate Mr Heffer, one of the country's top industrial relations consultants, said that in South Africa labour was politics

"The workplace is the only place where black South Africans have the vote

"What successes there are in the workplace will flow into society," he said

Earlier, Mr Heffer and Mr Woods criticised some of the established unions on industrial councils as being unrepresentative

Both have been closely involved in negotiating recognition agreements with independent unregistered unions in their factories

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Saawu in talks

IN AN unprecedented move the South African Allied Workers' Union (Saawu) has invited all mineworkers who had R5 extracted from their wages by a mine official to a meeting with the management of Kilberchal Coal Mine on Saturday in Newcastle.

Mr Sam Kikine, general secretary of Saawu, said it was necessary for them to take this unusual step because "if they (management) get it from the horse's mouth it may be more effective." He said many

employers think unions are instigating the workers and unfairly accusing management

Mr Kikine said they would have loved to have at the meeting all the workers who had R5 extracted from them by the official, but this was going to prove difficult as about 550 of them had been repatriated to the homelands

"Senior executive members of the coal mine were very concerned when they saw the stones about the maltreatment," he said

~~USA~~ ~~USA~~ (151)

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

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

ced a chamber offer of an 8% increase The union is seeking a 40% for workers at the refinery, but appears willing to regard this figure as the If certain other demands are demanded, for example, demanding

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WEDNESDAY, 31 AUGUST 1983

THE MINISTER OF TRANSPORT AFFAIRS

Yes Such actions are prohibited in terms of Section 2 of the Prevention and Combating of Pollution of the Sea by Oil Act, No 6 of 1981 Kuswag spray boats on patrol, aircraft in flight and any other craft in the area concerned report alleged discharges of oil or a mixture of oil and water or any other substance and such reports are immediately perused

Scientific Committee of Inquiry into the Exploitation of the Pelagic Fish Resources of South Africa and South West Africa

*2 Mr R R HULLEY asked the Minister of Environment Affairs and Fisheries

Whether he has taken any action in respect of the recommendations made by the Scientific Committee of Inquiry into the Exploitation of the Pelagic Fish Resources of South Africa and South West Africa, if not, why not, (a) in respect of which recommendations and (b) what action was taken in each case?

THE DEPUTY MINISTER OF ENVIRONMENT AFFAIRS AND FISHERIES

The recommendations are at present being considered and I will make an announcement shortly

(a) and (b) Fall away

*3 Dr A I VAN NIEKERK asked the Minister of Agriculture †

(1) Whether a termite plague is being experienced in certain farming areas of the Republic, if so, (a) in which farming areas and (b) what is the extent thereof;

(2) whether his Department has conducted an investigation in this regard, if so, what were the findings,

(3) whether his Department has intro-

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WEDNESDAY, 31 AUGUST 1983

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duced auxiliary measures to combat the plague, if not, why not, if so, what measures,

(4) whether these measures were successful, if so,

(5) whether his Department has toxic substances at its disposal for combating this plague, if so, (a) what toxic substances and (b) to what extent do they control termites under field conditions,

(6) whether he intends declaring the termite plague as a national plague; if not, why not?

THE DEPUTY MINISTER OF AGRICULTURE

(1) Yes

(a) The area in which harvester termites normally occur covers the whole of the Republic and South West Africa, with the exception of the more humid areas of the Eastern Transvaal, Natal, Eastern Free State and Eastern and Western Cape

(b) Termites are indigenous in the area mentioned in (1)(a) above. When drought conditions occur, as is the case at present, and when competition for the available grazing intensifies, the visibility of the problem is accentuated

(2) Yes Intensive research by the Department and universities over the past 20 years proved beyond doubt that the termite problem is primarily an ecological problem which during years of drought may sometimes be some pest proportions, but which may, however, show a drastic downward cycle after rains have fallen. This aspect renders chemical control very difficult and the solution to the problem would rather be found in an equilibrium between the insect and its environment The occurrence of

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WEDNESDAY, 31 AUGUST 1983

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natural enemies of the insect and a veld reclamation scheme together with sound farming practices are indispensable for success

(3) Yes Information services have been undertaken by way of

(i) distribution of pamphlets on a large scale,

(ii) a number of radio talks,

(iii) general information and advice

A working group has also been appointed to advise the Department on

(i) the monitoring of population, damage, influence of drought, natural enemies, etc.,

(ii) the influence of veld management practices,

(iii) combating techniques and substances, and

(iv) extension services

(4) It is not possible to give an indication at this stage

(5) No Several effective chemical substances are, however, available commercially The trade names of these substances are obtainable from the Department

(6) No The harvester termite is an indigenous insect which feeds on indigenous plants This pest should therefore be regarded as a normal farming risk Direct financial assistance for combating termites may justifiably cause farmers to insist on similar assistance in respect of other insect pests which attack field and horticultural crops, such as the wheat aphid, fruit fly or Karoo caterpillar On the other hand, the migratory locust is the only insect pest which is combated by the State and the reasons therefor are obvious

*4 Mr A FOURIE—Defence—Reply standing over

*5 Mr P A MYBURGH—Defence [Transferred—see *1 under Prime Minister]

Public servants' salary increases
*6 Mr J J B VAN ZYL asked the Minister of Internal Affairs †

Whether he intends announcing a salary increase for public servants within the next two months, if not, why not, if so, when will this increase come into effect?

THE MINISTER OF INTERNAL AFFAIRS

I indicated in a press statement dated 6 February 1983 that a general salary increase for public servants would apart from occupational differentiation, enjoy one of the highest priorities on public funds if the financial position of the Government could accommodate this later on in the year

The Government is at present giving serious consideration to this matter within the parameters of the country's economy, Government finances and all other matters surrounding these circumstances

As indicated earlier on in the year, there will hopefully be greater clarity in this regard before October 1983

†Mr J J B VAN ZYL, Mr Speaker, arising out of the hon the Minister's reply, as well as in view of the current economic situation and the greater clarity the hon the Minister promised, is it so that public servants will be granted a salary increase, because there are already speculations that the staff of the SA Transport Services can expect a salary increase?

†The MINISTER Mr Speaker, I have a suspicion that the hon member is querying my reply I said no decision had been taken as yet and that the matter was under consideration at present Surely that is clear and plain English No decision has been taken as yet, but since February this year I am in honour bound to the officials to give an indication round about 1 October whether it is

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possible to grant them a salary increase. That is what we are busy with at the moment. For the information of the hon member for Sunnyside, I also just want to point out that 6 February was still months before the Government decided that a referendum would be held. Please let us not play politics as regards these matters concerning the remuneration of public servants. While the private sector has granted salary increases to its workers, public servants have until now handled the fact that the Treasury has been unable to fulfil their expectations, with great responsibility. We therefore should not make politics out of this.

†Mr J J B VAN ZYL: Mr Speaker, I want to give the hon the Minister the assurance that we do not want to make politics out of this. Is it so that, if the public servants get an increase, the people of the Post Office and the SA Transport Services will get increases simultaneously? Will the increases be granted simultaneously or separately?

†The MINISTER: The hon member should wait until greater clarity is given and an announcement is made in this regard. Then he will get all the replies to his questions.

Workers 'refused choice of union'

By PHIL MTIMKULU

A SPRINGS security company, the South African Security Services, has been accused of violating worker rights by refusing to allow workers to join a union of their choice.

The workers complained to officials of the Vukani Black Guards and Allied Workers' Union, which has been started by Cusa, that they were threatened with dismissal if they did not resign from Vukani. One worker, Mr Ruthwell Ngxandeshe, a contract worker, has already been dismissed for refusing to resign from Vukani.

Vukani claims that management went into the company's hostel in the absence of the workers and searched their rooms and removed all union leaflets, application forms and some membership cards.

It is alleged that management told the workers that Vukani is a communist union and therefore workers should not join.

Mr Ngxandeshe told union officials that more workers are daily called to report to the head office to cancel their membership of the union. They claim that management wants them to join a union of their choice.

The organiser of the union, Mr Mahlomola Skhosana, said: "I have tried to talk to the personnel manager of the company, but he refuses to talk to me on the flimsy grounds that our union is not representative and that they have a liaison committee which handles worker complaints."

A breakthrough for union

Labour Reporter

cent of the workers who voted said they wished to be represented by CCAWUSA

After months of pressure from workers at its six Witwatersrand hotels, Southern Sun last month agreed to recognition talks with the Commercial Catering and Allied Workers' Union

The first meeting between union officials and management took place on August 12, says a union spokesman.

In another breakthrough for the union, 3M South Africa agreed to recognition talks after 18 months of persistent requests by the union. In a ballot held by the company in July, 82 per-

cent of the workers who voted said they wished to be represented by CCAWUSA

The union is involved in recognition negotiations with five companies: Checkers, Makro, the Foschini Group, Pick 'n Pay and Game (Johannesburg)

In wage negotiations with Woolworths, the union secured monthly increases of R55 a worker, which will take effect from the end of August. At Edgars, CCAWUSA reached agreement on increases of between R50 and R54 a month. New minimum wages negotiated are between R220 and R250.

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Naawu, Sigma try to crack deadlock

By TOM GWEBU

THE National Automobile Allied Workers Union (Naawu) and Sigma Motor Corporation management will meet again today in an effort to resolve the issue of 431 workers due to be retrenched tomorrow.

Two meetings held this week between both parties ended in deadlock. Mr Leon Shirkey, director of public relations for the company, yesterday said there were problems and he would only issue a statement tomorrow —

the day retrenching would be effected

Organising secretary of Naawu, Mr Roy Msiza said Sigma had made certain proposals to his union but these had not been accepted. Management had said that the retrenchments were inevitable due to the economic climate prevailing in the country.

“Naawu in turn made proposals to management among which were a four-day working week or shorter working hours. My union is against the laying off of

workers under any circumstances,” said Mr Msiza.

Terror charge

MR SIPHIWE Wilfred Makhathini (26), and Mr Nthokozisi Nobleman Shezi (18), appeared in the Pietermaritzburg Supreme Court yesterday on charges of terrorism and unlawful possession of machneguns, grenades, ammunition and explosives.

Proceeding.

LABOUR DISPUTES 1

A new strategy

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The Metal and Allied Workers' Union (Mawu) continues to live up to its reputation as one of the most tough-minded unions in SA. Between 1979 and 1982, it was involved in more strikes than any other union, according to a recent report on industrial action.

In fact, the report — compiled by industrial relations consultants Andrew Levy and Associates — revealed that Mawu was involved in twice as many strikes as the union which was runner-up in the strike stakes.

Given the sorry state of the metal industries, and employers' difficulties in meeting black workers' pay demands, it is not surprising that Mawu's members still display a willingness to resort to industrial action. But in recent months the union has begun to make increasing use of new dispute-settling machinery provided by the metal industries industrial council.

One implication of this appears to be that Mawu regards the council's dispute-settling machinery as extremely useful. But it does complain that some employers are either reluctant to accept mediation, or are ignoring the dispute settling procedures and not arriving at meetings.

It has declared disputes with five Natal companies, as well as with the Association of Electric Cable Manufacturers, two cable firms plus Dunswart, Highveld Steel, and Union Steel.

Declaration of a dispute can lead to me-

Financial Mail September 2 1983

~~143A~~ (151)

mediation, arbitration, legal action through the Industrial Court, or the holding of a legal strike

A variety of issues are involved in these disputes. Most involve wages, but one may culminate in an Industrial Court hearing about whether an employer has an obligation to disclose financial information to unions. In another, there may be a challenge through the court over a company's unwillingness to negotiate wages after the employer association to which it belongs had granted workers an increase. A feature of another dispute is the alleged refusal of an employer to provide protective clothing to workers. The union also complains that cable industry negotiations were concluded prematurely, with the union not being given time to report back to its members.

Some employers may have been startled by the union's new strategy. However, a spokesman for the Steel and Engineering Industries Federation of SA (Seifsa) says employers in the industries would obviously prefer employees to resolve disputes through official procedures. Therefore, he says, Mawu's increasing use of the procedures is being viewed as a positive development.

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Sigma cuts retrenchments from 341 to 237

3/9/83

By ANTON HARBER

SIGMA Motor Corporation has reduced by nearly a third the number of workers it is to lay off at its Silverton plant at Pretoria after discussions with the National Automobile and Allied Workers Union (Naawu) and "mindful of the Prime Minister's appeal to industrialists not to retrench workers".

But Naawu has issued a statement saying it does not agree with the retrenchments which will place a major strain on workers and their families and which "should have been avoided".

Sigma announced last month that because of the weakening motor market, it would retrench 341 workers. But yesterday, Sigma's director of human resources, Mr S S Lemmer, said only 237 workers would be paid off.

The earlier decision had been reviewed after discussions with Naawu and "mindful of the Prime Minister's appeal to industrialists not to retrench workers", Mr Lemmer said in a statement.

The motor industry as a whole was experiencing a weakening demand, which did not warrant the higher production volumes originally anticipated for the second half of the year, and Sigma had had to revise production schedules.

"Sigma has no option but to implement its retrenchment programmes as amended with effect from September 2," he said.

The lower number of retrenchments was still not acceptable to Naawu, "but it is not practical for us to reduce this number any further," he added.

Mr Lemmer pointed out that the retrenched workers had been identified by applying the "last-in-first-out" principle, as agreed with Naawu, though shop stewards and workers with scarce skills might be retained.

He stressed that each worker would receive redundancy pay of not less than one month's wages, leave pay, and a *pro-rata* share of the year-end bonus.

In addition, Sigma would ensure that those who qualified by service would receive payment from the corporation's supplementary unemployment benefit fund.

The Naawu statement said they did not agree with the move.

"While the union appreciates that Sigma management has, as a result of union representation, cut the number of people to be retrenched from 341 to 237, we believe that these retrenchments should have been avoided by working more short time than has thus far been the case.

"The retrenchments, coming as they do near the end of the year, will place a major strain on those workers and their families who will definitely not experience any Christmas cheer," the statement said.

'Action' threat over salaries backlog

By GERALD REILLY
Pretoria Bureau

IF the Government failed to make a quick decision on adjusting the backlog in teachers' salaries, "public action" like that taken during the so-called salary crisis two years ago could not be ruled out

This warning was given in Pretoria this week by the chairman of the Federal Council of Teachers' Associations, Mr John Stonier, in reaction to a decision by a "small group" of teachers to establish a teachers' trade union

The group, he said, was laid by the Transvaal Educators' Society

Mr Stonier said the society's attitude was symptomatic of the frustration among teachers

A few weeks ago, the Minister of National Education, Mr Gerrit Viljoen, was told of the extent of teacher dissatisfaction.

Mr Stonier said it was clear that if the Government did not make a quick decision on the pay backlog, "public action" was possible.

The "small group" of teachers had called on teachers in the service of the provincial education department and the Department of National Education to join them in the trade union

Mr Stonier said this development, which was not supported by the majority of teachers throughout the country, gave the impression of internal dissent in the organised teaching profession

This could undermine the solidarity of the profession — a necessary prerequisite for efficient negotiation

Mr Stonier pointed out that in the past few years, the authorities had been warned that the establishment of a trade union in education could not be ruled out unless there was a drastic adjustment in the negotiating and consulting mechanism

The council made no secret of the fact that its submission on a new mechanism incorporated a number of aspects which were included as rights in the trade union movement

These were the right to negotiate, a conciliation mechanism and the right to arbitration

As soon as the Government's reaction to the relevant recommendation in the Human Sciences Research Council's report on education was known, a start could be made to the structuring of a new negotiating mechanism

The council, Mr Stonier said, would discuss the issue with the Commission of Administration on September 15

Although the one-sided action of the small group of individuals involved in the establishment of the teachers' trade union was regretted, there was appreciation of the dissatisfaction building up among teachers

Negative references to the Federal Council and to the recognised teachers' associations' role in the improvement of teachers' salaries and service conditions were not only uninformed but malicious

The leaders of the so-called teachers' trade union must take notice of this and cease their activities. It served no positive purpose and weakened the image of the teaching profession, he said.

NGWU in agreement

By Ahnab Dube

A RECOGNITION agreement between the National General Workers Union (NGWU) and the Pool Industry company in Rosslyn is to be submitted for consideration this week

The organising secretary of the union, Mr Donsie Khumalo, said the agreement was reached at a meeting with management

Problems which affected workers were discussed and shop stewards were assigned to follow them up

Among the employees' grievances were the deduction of R1 from their wages to pay for laundering their uniforms. The act had caused dissatisfaction among the workers because they said they had not been consulted

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Union ~~1977~~

8/9/83
dispute

settled

Mercury Reporter

THE dispute between the National Union of Textile Workers and the Consolidated Frame Cotton Corporation over the recognition of a rival trade union, which was taken to the Supreme Court in Pietermaritzburg this week, was settled yesterday by mutual agreement

The Fosatu-affiliated NUTW agreed to withdraw its application restraining Frame from recognising the rival Textile Workers' Industrial Union and agreed to pay R5 000 towards Frame's legal costs

'In return, the company agreed not in any way to recognise or grant stop order rights to the TWIU until the dispute between the NUTW and the company has been determined by the Minister of Manpower or the Industrial Court,' a joint statement by the NUTW and Frame said last night

In terms of the agreement of settlement, NUTW will not contend in any proceedings that on October 1, 1982, or at any other time a contractually binding agreement was concluded between it and the Frame Group

NUTW agreed that if called upon by Frame it will join in reporting to the Minister of Manpower in terms of Section 46 (9)(d) of the Labour Relations Act of 1956 that they were satisfied they would not be able to settle the dispute, which arose from an agreement which the NUTW claimed existed between it and Frame to recognise majority unions

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.

Dispute over board sackings

Mercury Reporter

THREE employees of the Tongaat Town Board — South Africa's only racially-mixed local authority — who were summarily dismissed have claimed that they were not given any reasons for the action

The board's refuse collectors — Mr M M Mpungose and Mr W T Mkhize — and a truck driver, Mr Coomarsamy Govender, have sought the help of the Legal Resources Centre in a bid to get back their jobs

Mr Satchie Govender, a spokesman for the LRC, confirmed yesterday that an application was being made to the Industrial Court for an order for an interim reinstatement of the workers

He said in terms of nat-

ural justice the workers should have been given reasons for their dismissal, informed of the charge against them and given an opportunity to answer or rebut the allegation

'But none of these steps appears to have been taken by the board before terminating their service,' he said, adding that it was unfair labour practice to dismiss a worker without giving any reason

In terms of a regulation relating to staff matters, the board is empowered to dismiss summarily a worker in the case of 'grave misconduct'

But there was no justification for the immediate dismissal of the three workers because the actions of none of them could be construed as

'grave misconduct'

He said the workers simply refused to work after their crew had been reduced, resulting in the increase in workload. The township was developing rapidly and the area they covered also had increased

They had requested merely to meet the Town Clerk to put forward their grievances, instead of channelling them through the supervisor, Mr Ganas Naidoo

Mr V V Parkhouse, the Town Clerk, yesterday confirmed the dismissals but denied the board had been unfair or harsh

'We have a staff of 400. If we went about dismissing staff unfairly we would have had a poor employment record,' he said

SADF

answers complaints

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Defence Reporter

AN in-depth investigation has been carried out by the South African Defence Force into working and service conditions of civilian labourers at 6 Base Ordnance Depot, Wingfield, after inquiries were made by the Cape Times.

The result: Some misunderstandings on the part of the labourers have been cleared up and liaison machinery has been established — and thanks to another discovery which came up during the investigations, workers are to get improved hygiene facilities.

The investigation took place after the Cape Times notified the SADF of complaints it had received from one of the labourers, Mr S Waken. Mr Waken raised the following points:

Non-payment of sick pay

Mr Waken said "there are labourers who have been waiting since January for their sick pay. Every time we ask about it we are told that they (the 6BOD paymasters) are waiting on Pretoria."

"There are people who come to work from Darling. It costs them R65 per month if they go off sick for three weeks (as some of them have had to do when they broke limbs) they get only one week's salary and no sick pay."

"That means they don't have enough money to actually get to work for the follow-

ing month. They also have to pay the rent, the children's school fees, electricity and food out of that money.

"The council demands the rent by the 7th of each month."

"One man, Patrick Mondo, broke his leg two months ago. He was off sick for seven weeks and he has received no money. They (the council) have cut off his electricity already."

"Another, Lionel Bester, was off sick in February and still has not been paid out for it."

"I was off in March and still I've received no money," he said.

"Sick people come to work because they are afraid that if they don't come they won't get any money. They can't afford it."

● The SADF spokesman stated that "during the investigation it was found that there was a tendency by labourers of 6 BOD to go on sick leave or to stay away from work, demanding payment for the period of absence without submitting the required medical certificates on their return."

"In terms of Public Service Regulation R428·C3 2 payment of sick leave can only be effected whenever such sick leave has been approved."

"On taking over command of 6 BOD, the new Officer Commanding advised all labourers that in future all payments in respect of sick

leave will only be paid after approval in accordance with the Public Service Regulation.

"The previous Officer Commanding allowed sick leave to be paid out prior to approval. This action led to some labourers having to pay back some of the money received which led to dissatisfaction amongst the labourers."

"The necessary steps have been taken and new procedures were adopted to prevent a re-occurrence."

Tax deductions. Mr Waken said tax was deducted from his wages even though he was not liable because he earned less than R7 000 a year.

● The spokesman said Mr Waken had "received a document from the Receiver of Revenue stating that a taxpayer can be exempted from the obligation to submit an income tax return. This form also advises the receiver what must be done in such cases."

"(Mr Waken) took it for granted that he was exempted. It is obvious that he did not understand the contents of this form as he neglected to comply with the instructions therein."

"In order to prevent cases of this nature, every labourer was instructed to complete an IRP2 after which their income tax deductions were checked against the new deduction scale. Members will

be advised how to complete the prescribed IB 11, in cases where over-deductions took place."

No redress. According to Mr Waken "I'm sure the commandant doesn't know what is going on. He told us when he arrived that he would always be open to anyone who wants to speak to him. But every time I try to see him, try to make an appointment, I am told he is busy, not available."

● The SADF spokesman said that "to ensure that an effective liaison is being obtained, the following system has been initiated as from August 8, 1983."

"A team-leader has been chosen out of every team of approximately 12 labourers (and) complaints will be submitted to the Regimental Sergeant-Major, who will follow up complaints with the Unit Commander."

● **Inadequate toilets and recreational areas.** The spokesman said the existing approved building plans for 6 BOD had been referred back to the Quartermaster-General by the commanding officer because no provision had been made for wash and shower facilities and the existing plans were too small to accommodate the 140 labourers.

Now "steps are being taken to rectify these shortcomings."

Dispute over board sackings

Mercury Reporter

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Mr V V Parkhouse the Town Clerk, yesterday confirmed the dismissals but denied the board had been unfair or harsh

'We have a staff of 400. If we went about dismissing staff unfairly we would have had a poor employment record,' he said

employees at the Frametex Mill, that union which showed it had the support of the majority

However, in March and April this year management told the union that recognition was being granted to the TWIU, an affiliate of the Trade Union Council of SA (Tucsa) The NUTW disputed management's claim that the TWIU had obtained majority support at the mill and brought a successful Industrial Court action temporarily restraining management from recognising the TWIU A feature of that case was the evidence produced by the NUTW alleging that Frametex employees were persuaded, intimidated and coerced by certain members of management and an appointed liaison committee, to join the TWIU

Conciliation

The group has strongly denied these allegations and has opposed the union's application to the Minister of Manpower for the establishment of a conciliation board The Minister has still to announce a decision on this application, but meanwhile the Industrial Court order restraining Frame management from recognising the TWIU has expired

About two weeks ago, following an unsuccessful late application to the court by the NUTW for extension of the order, management appeared intent on formally recognising the TWIU The NUTW alleges that within hours of the court's decision not to extend the order, Frametex management informed employees that the TWIU would be recognised However, it now appears that pressure from NUTW has resulted in management delaying a decision on recognition, pending the outcome of the Supreme Court hearing

Two important issues will be raised before the court Firstly, the NUTW wants to hold the group to the promise it says it received from a member of management about recognition last year Oral evidence on this issue will be heard Secondly, the NUTW is seeking a Supreme Court review of the Industrial Court's decision not to extend its order restraining the group from recognising the TWIU

FM Sept 83

LABOUR DISPUTES 2 ~~151~~ NUTW's court action

The National Union of Textile Workers (NUTW) has launched a court action which could have an important impact on its efforts to be recognised by the Frame group An urgent application by it against the group and the Textile Workers' Industrial Union (TWIU) is due to be heard in the Natal Supreme Court next week

The recognition battle between the NUTW and Frame is one of the most significant labour disputes in SA this year (*Leaders* August 5) The NUTW, an affiliate of the Federation of SA Trade Unions (Fosatu), claims it received an undertaking from a senior member of management last year This was that the group would recognise as the sole collective bargaining representative of its weekly-paid

Dispute between Mawu workers and B & S ends

Labour Correspondent

A YEAR-OLD labour dispute between members of the Metal and Allied Workers Union and engineering firm B and S Engineering — which attracted widespread interest in labour circles — was settled yesterday

A joint statement by MAWU and the company announced that 249 workers, who were among 1 000 workers fired by the company at its Brits plant after a dispute on September 7 last year, would be re-employed

The settlement follows a decision by MAWU to institute industrial court action against the company in an attempt to win reinstatement

of the workers

In papers before the court, B and S alleged workers had struck before being dismissed last September, but MAWU denied a strike took place

The dispute attracted considerable interest because the 249 workers who brought the action against B and S have refused to re-apply for their jobs for the past year and have met daily for the entire period since the dispute to maintain a common stance

Unionists argue this constituted an "unprecedented show of solidarity" among the workers and that it was "particularly remarkable"

because Brits is a rural area with high unemployment

The dispute also attracted attention because several worker leaders at B and S were arrested by police and charged under the Intimidation Act They have not been convicted

The joint statement released yesterday said "Both parties expressed satisfaction with the settlement and believe a satisfactory relationship will now be established between management and the union"

"It is also one of the terms of the agreement that this joint statement should be the only comment to the media by the parties"

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120 M 16/9/83

Nampak firm on retrenchment plan

Labour Correspondent

THE Nampak group is to go ahead with retrenchments at the Industria plant of Nampak Conical Containers later this month, despite sharp criticism from the union which represents black workers at the plant.

But it appears that the number of workers to be retrenched is slightly lower than the union originally feared and a few of the workers have been replaced elsewhere in the Nampak group.

This emerged from a company statement released yesterday.

Recently, Fosatu's Paper, Wood and Allied Workers Union sharply attacked the retrenchments, which comes as a result of rationalisation

within Nampak 16/9/83
It said workers were losing their jobs at the same time as other Nampak factories were working overtime.

In the statement, Nampak said 80 workers would be retrenched on September 23. The union expected more than 90 of the plant's 130 workers to lose their jobs.

Nampak added that, in accordance with company policy, five of the workers had been placed with Printpak and another three with Nampak Blow Moulder.

The company said the terms of retrenchment included early retirement and pension for workers over 55 years old and cash withdrawal of pension money for those under 55.

would recognise as the sole collective bargaining representative of its weekly-paid employees at the Frametex Mill, that union which showed it had the support of the majority

In addition, the NUTW sought a Supreme Court review of the Industrial Court's decision not to extend its order restraining the group from recognising the NUTW's rival, the Textile Workers' Industrial Union (TWIU)

The NUTW had made an unsuccessful late application last month to the Industrial Court for an extension of the order it made earlier this year

Evidence on these matters was heard in the Supreme Court last week. But before the court made a ruling, a settlement was reached between the parties. The NUTW agreed to withdraw its application and paid certain of the company's costs. It also agreed that in any future proceedings it would not claim that any contractually binding agreement on recognition had been concluded between it and Frame

In return, Frame agreed not to recognise, or grant stop-order rights to the TWIU until the Minister of Manpower reaches a decision on the NUTW's application for a conciliation board. Should the Minister appoint a board, Frame will continue to refrain from recognising the TWIU until the dispute has been resolved either through the board or the Industrial Court

LABOUR MATTERS NUTW and Frame

A court action launched by the National Union of Textile Workers (NUTW) against the Frame group has had an interesting outcome

An urgent application by the NUTW was heard in the Natal Supreme Court last week. It arose from a recognition dispute between the union and Frame (*Current Affairs* September 2). The union sought to hold the group to a promise it says it received from a member of management last year. The promise was that the group

16/9/83
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LABOUR DISPUTES

High noon at the Refinery

(2/11) (14/11) (15/11)

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

(2/11) (15/11) (22/11) 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.



Mr Sechaba Montsisi . former student leader.

Ex-detainee asks for right to sue SA Police

MR DANIEL Sechaba Montsisi, of Diepkloof, Soweto, yesterday appealed to the Appeal Court in Bloemfontein against a judgment that upheld a special plea by the Minister of Police.

The special plea was that Mr Montsisi's action, for damages for two assaults allegedly committed on him on June 13, 1977, and October 27, 1977, by members of the South African Police, was barred by provisions of Section 32 of the Police Act. Mr Montsisi was in detention under Section 6 of the Terrorism Act when the assaults were alleged to have occurred.

In the Transvaal Supreme Court on December 17, 1981, after consideration of a stated case, Mr Acting Justice J C Kriegler held that through no fault of Mr Montsisi, who had been unable to institute his action while in detention, and indeed through the conduct of officials of the State, Mr Montsisi had been deprived of his ordinary right as a citizen to seek to enforce a damages claim in a court of law.

The judge said that the result was deplorable but appeared an unavoid-

able consequence of the law as it stood.

Yesterday's appeal was heard by the Chief Justice, Mr Justice Rabie, Mr Justice Wessels, Mr Justice Kotze, Mr Justice Trengove and Mr Justice Viljoen.

Argument for Mr Montsisi was submitted by Mr I Mahomed SC, with Mr M S M Brassey, while that for the Minister was lodged by Mr F C L Roos.

For Mr Montsisi, it was submitted that to deprive him of relief in the circumstances alleged in the pleadings led to such manifest injustice that such a conclusion would be avoided by the court unless the court was driven to it without any alternative.

In view of the apparent conflict between provisions of the Police Act and the Terrorism Act, the court requested counsel to submit further heads of argument in that regard.

The appeal has been postponed to allow for the additional argument to be prepared and submitted to the court — Sapa

Botha acts on dispute

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 that could to abide by the law, he said.

CALL FOR MINERS'

BILL OF RIGHTS

~~#13~~ 151 ~~#10~~ 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

151 282 180 ROOM 28/9/83

Mawu clinches pay deal

By STEVEN FRIEDMAN
Labour Correspondent

TWO Natal companies have agreed in negotiations with Fosatu's Metal and Allied Workers Union to pay workers a minimum wage of R90 a week — a key breakthrough for the union in its current attempt to win pay rises from metal companies outside the official industrial council system

At one company, Barlow Rand subsidiary WB Camerons in Durban, the wage agreement follows a strike

ballot in which 93% of the union's members voted to strike if the wage dispute was not settled

The union has been campaigning for a R90 a week minimum but this figure is some 40% above the minimum in the council agreement and most employers have resisted it.

By concluding the agreements, the two companies, WB Camerons and Prestige, have also ignored requests by employer federation Seifsa not to bargain wages outside the industrial council system

In a statement yesterday, Mawu said the WB Camerons deal would increase minimum pay by 24% and that at Prestige the industrial council minima had been exceeded by 80% for most workers

A WB Camerons spokesman confirmed that the minimum would rise to R90 a week, but said this would take effect from January 1 only

At Prestige, Mawu said the increases would be backdated to July and talks on further increases would be held in November

Frame faces union test case

By STEVEN FRIEDMAN
Labour Correspondent

THE Minister of Manpower, Mr Fanie Botha, has opened the way for an industrial court test case between the Frame textile group and Fosatu's National Union of Textile Workers

Mr Botha has appointed an official conciliation board to look at the dispute, despite opposition from the Frame group which said it would rather see its recognition dispute with NUTW settled by a strike than by a conciliation board and court hearing

In terms of labour law, NUTW's only recourse if the Minister had not appointed the board would have been to strike — which Frame said it was willing to accept

But its appointment means that, if it fails to settle the dispute, NUTW can take the company to court

The union's acting general secretary, Mr John Copelyn, yesterday said the NUTW was determined to take the case to court if the board failed to settle the dispute

Key labour law issues will be tested in the dispute if it comes to court, including whether it is an unfair labour practice for an employer to favour a minority over a majority union and whether the court can order an employer to hold a ballot among workers to test which union will be recognised at a plant.

The dispute centres around charges by the NUTW that Frame is refusing to recognise it at its Frametex mill and is instead favouring Tucsa's Textile Workers Industrial Union

It charges that Frame has granted facilities to the Tucsa union which it has denied NUTW, although the NUTW is the majority union at the mill

It also charges that company personnel officers have pressured workers into joining the Tucsa union

it wants the court to order the company to hold a secret ballot for workers to choose between the two unions

In papers before the court, Frame conceded that the NUTW was not the majority union at the mill, but says it represented a majority within the group

It also filed papers opposing the union's request for a conciliation board, saying that recognition disputes were best settled by strikes

The case will test not only whether it is an unfair labour practice for an employer to favour a minority union, but whether an employer can refuse to recognise a union because it has a majority in one plant but not in a group of them

Mr Copelyn said yesterday the union had held a meeting at the weekend attended by about 1 000 workers at which it elected four workers and two officials who would represent the union on the board

The managing director of the Frame group, Mr Selwyn Lurie, was not available for comment yesterday

Lowest 'living' wage figure is fixed

Sept. 1983

Mercury Correspondent

JOHANNESBURG—A Richards Bay civil engineering company has struck an unusual wage deal with the Metal and Allied Workers' Union.

In terms of the agreement, the union and Stone Bay Sales have agreed on a minimum figure which both sides see as an 'acceptable living wage'.

The gap between this figure and the minimum presently being paid by the company will not, however, be bridged immediately. Instead, a series of negotiations will determine how quickly the minimum will be increased to enable the 'living wage' target to be met. This must be done within a fixed period.

First step

The first step in this process is a 30 c-an-hour increase which will come into effect on October 1. Six-monthly negotiations will then be held to achieve the 'living wage' figure.

The company is a member of the Grinaker group, in which Murray and Roberts and Duiker Investments also have a shareholding.

The deal follows demands by Federation of South African Trade Union members that employers pay a minimum 'living wage'. It is believed to be an attempt to balance this demand with companies' ability to afford increases.

In a statement yesterday Mawu's secretary in Richards Bay, Mr Willis Mchunu, said the agreement followed negotiations in Empangeni on September 22.

Desirable

The union and the company agreed to set what they considered to be an acceptable minimum wage and also agreed that it would be desirable to close the gap between the present minimum wage and the accepted minimum. This is, however, difficult to implement, the statement added.

It had therefore been agreed to follow certain steps to reach the target within the period fixed.

The 30 c increase would apply until March next year and the balance would be negotiated in the six-monthly stages.

Benefits presently enjoyed by workers would not be affected by the increase.

'At the conclusion of negotiations, both parties expressed satisfaction at the positive attitude displayed,' the statement said.

Row as miners refuse to go underground

By Carolyn Dempster
Labour Reporter

Sixty black mineworkers at West Driefontein gold mine were threatened with dismissal today after refusing to go underground because of fears of a rockburst

The stoppage began yesterday after workers said they heard rumblings at the 14th level and refused to continue working in what they called an unsafe area

The National Union of Mineworkers, which claims to represent the striking workers, was refused a meeting with the Goldfields mine manager this morning because it is not recognised on the mine

"If management proceeds with its

threat of dismissal, we will regard this as unlawful and take the mine management to the Supreme Court to secure the reinstatement of the men," said NUM general secretary Mr Cyril Ramaphosa

"We have called for an urgent meeting with the company so that our representatives, together with the Government mining engineer, can inspect the area immediately," he added

Mr P R Janisch, executive manager of Goldfields, confirmed that there had been a work stoppage on the mine this morning but said this was not an infrequent occurrence

Mr Janisch added that as NUM had not been recognised on the mine, the management would not receive any representations

LABOUR DISPUTES ~~16~~ ~~17~~
The Minister acts ~~18~~ ~~19~~ ~~20~~

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

~~161/151~~ ~~113/100A~~ ~~477/211~~

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?

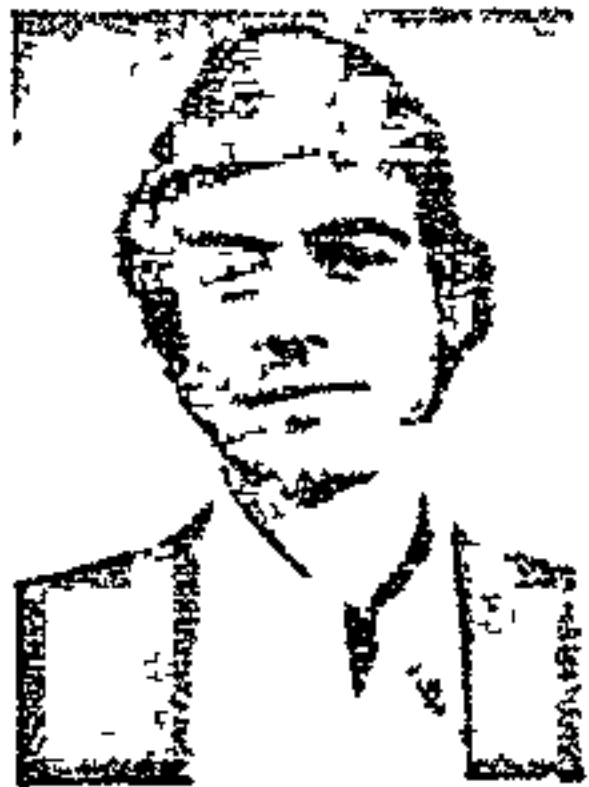
Answers to questions such as these will obviously have important implications for unions and employers in many industries

in my opinion

CLIVE THOMPSON

Why the court matters

~~105~~



Clive Thompson is an attorney and researcher at the University of the Witwatersrand's Centre for Applied Legal Studies

In a recent article in the *FM* (Current affairs, September 9), Bobby Godsell of the Anglo American Corporation raised certain critical points about the functioning of the Industrial Court. He noted that serious reservations about the court existed in employer ranks and elaborated on some of these

There can be little quibbling about what was probably the central tenet of Godsell's piece, namely that "the history of industrialisation indicates that collective bargaining is the best way to resolve conflict in industry. It involves the primary parties and its outcome is the direct responsibility of these parties." However, he did not expand on some of the corollaries of this statement

If issues between employers and unions are best thrashed out between themselves, then the disputants should be allowed to have recourse to industrial action to close the deadlock gap, and the ring held by the State must be a fair one. Neither is true of the present dispensation. A clear dualism is evident in the Labour Relations Act: it seeks to encourage collective bargaining but simultaneously, through its convoluted disputes procedure, effectively criminalises most forms of industrial action. Picketing, a normal incident of collective action elsewhere, is proscribed under the Internal Security Act, while the wide terms of the Intimidation Act have already been directed at unionists

Most important of all, the effect of the range of statutes controlling every aspect of the supply of black labour is that migrant workers resort to industrial action at their peril. Even a legal striker is open to instant dismissal, and a migrant who has lost his job forfeits his (always

precarious) right to remain in an urban area. Many a dispute has been "resolved" by the mass deportation of the workforce and employers have not been conspicuous in their condemnation of such occurrences

Against such a backdrop, it is relatively painless to advocate collective bargaining as the first and last word on proper relations between the parties

Godsell believes that the courts should declare the law rather than make (any of) it. Should the courts indeed hack those engaged in "so intimate an act as negotiation" to fit the Procrustean bed of rigid law, employers would be the first to raise a storm. In the labour field, more than any other, it is essential that an adjudicative body be afforded scope to work imaginatively when seised of disputes. It is impossible for statutory definitions to cope with the nuances of labour developments. The example which Godsell cites — representivity — is a case in point.

Legal duty

His contention that the question of the legal duty to bargain with a representative union should be left to the bargaining process is rather surprising. In most countries collective bargaining got underway only once the legal duty to bargain had been secured by the labour movement. The fundamental dispute over the very framework for bargaining is one of right, not interest. The social cost of leaving it to be resolved by the parties is high

Recognition has primarily two aspects: the acceptance of bargaining agents and the definition of appropriate bargaining units. Except in the UK and Utopia, both aspects require statutory and judicial regulation. Most overseas jurisdictions have settled the bargaining agent question through legislative intervention. There is a statutory duty to bargain with a representative union and recognition disputes are outlawed. The right to be recognised flows from a relatively simple certification procedure, usually involving a ballot

The definition of the appropriate bargaining unit, on the other hand, is pre-

cisely the type of issue which, failing agreement between the parties, is best left to an adjudicative body which can fashion a binding decision consonant with the contours of a particular industrial setting. Once again, if collective bargaining is the objective, devious and dilatory arguments over its underpinnings cannot be allowed to frustrate the process. Moreover, although collective action may break a deadlock over the bargaining unit, interests of parties other than the immediate disputants are at stake and hence these boundaries should be established by a body which can take a wider — often an industry-wide — view of things. Of course, an ill-fitting judicial imposition will not preserve industrial peace or advance collective bargaining. But to deny a labour court any role is no solution

It is significant to note that in the two cases where the Industrial Court's finding amounted to orders to bargain with a union — *Bleazard v Argus* and *United African Motor and Allied Workers Union v Fodens* — the acceptance of the bargaining agent and not the appropriate bargaining unit was in issue. In the absence of statutory regulation of the subject, I submit that the court's determinations were salutary. They certainly led to a speedy resolution of other recognitions disputes

The observation that "through the status quo provision, unions at times appear to be seeking to achieve that which they have not even attempted to accomplish through bargaining" is surely misconceived. The status quo order by definition may only preserve on an interim basis what has already been won, by negotiation or otherwise. Where orders have been granted, they have followed unilateral conduct and a failure to negotiate

To secure greater legitimacy, an improved role for the Industrial Court as part of wider legislative reform in the labour field is certainly required. The call is to tap the systems developed in other countries. Given the practices prevailing in some quarters, it is not inevitable that such a move would endear the court to more employers

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DISPUTE SETTLED

Fm 23/9/83

An amicable settlement appears to have been achieved in the protracted dispute between the Metal and Allied Workers' Union (Mawu) and a Brits metal industries company and its associates

Earlier this year Mawu launched an Industrial Court action against B & S Furniture Company (*Current affairs* July 17) The union alleged that B & S unfairly dismissed 249 workers in September last year and argued that they were entitled to reinstatement and back-pay amounting to about R850 000

The union and the company have issued a joint statement expressing satisfaction with the settlement They believe a good relationship will be established between themselves

The settlement appears to be a significant one for a number of reasons

- Although neither of the parties is revealing the terms of the settlement, it seems logical that the union would have pressed hard for substantial compensation for the dismissed workers.
- It is significant that the union has achieved a satisfactory settlement with an employer in a region such as Brits Emerging unions have complained bitterly during the past year of the hardline attitude towards unions held by many employers outside the major urban areas, and
- The settlement has been achieved in the wake of the extraordinary tenacity and determination shown by the dismissed workers to continue their struggle against the company During the lengthy dispute they suffered considerable financial hardship and met almost daily to maintain a common stand

17 nervous miners fired for refusing to go underground

23/9/83

E. Post

(151) ~~151~~ ~~151~~ ~~151~~

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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27/9/83

Industrial court role at stake

Labour Correspondent

THE future role of the industrial court — and in particular its right to reinstate fired workers — is at stake in a crucial case which was argued before the court in Johannesburg yesterday

The case has been brought by the Metal and Allied Workers' Union and 12 of its members against Barlow's Manufacturing Company in Kew, a company in the giant Barlow Rand group

The company argued before the court yesterday that, where an employer fired

workers after giving the required notice or by paying the required notice pay, the court had no power to decide whether the sacking was "unfair"

It asked the court to agree to refer this point of law to the Appellate Division, a request which was opposed by MAWU and the other applicants. After hearing argument on this point, the court's deputy president, Dr D B Ehlers, reserved judgment

If the company's argument is upheld, the court's role in

ordering temporary or permanent reinstatement of dismissed workers where it decides the firings were unfair would be almost entirely removed

Many of the court's key cases over the past year have involved the granting of such reinstatement orders

The company argues that the point of law involved — whether the court can pronounce on firings where the legal notice requirements were observed — has still not been clarified and that the Appeal Court should do so

Tucsa delegates want ministerial inquiry

Post Reporter

27/9/83

DELEGATES at the annual conference of Tucsa today urged the intervention of the Minister of Manpower, Mr Fanie Botha, to ensure a thorough investigation into the recent death of one worker and the injuries of two others at United Transport Holdings, Johannesburg

Mr Antony Dlamini, who was killed, Mr Klipston Ligwa and Mr Zephania Maseko were all members of the African Transport Workers Union (ATWU), a Tucsa affiliate

The general secretary of the ATWU, Mr Gert Van der Walt, told delegates the incident had occurred last week outside the premises of the cartage contracting firm when members held a peaceful meeting concerning grievances about working conditions

A security guard from the company approached the group and attempted to interfere with the proceedings. He refused to leave and a scuffle ensued, resulting in one death and two injured members

in fine

Faithful unto the scrapheap

By STEVEN FRIEDMAN
Labour Correspondent

SUBSIDIARIES of the country's two biggest industrial groups, Anglo American and Barlow Rand, have come under sharp attack for their retrenchment policies

In a statement yesterday, the Paper, Wood and Allied Workers Union slammed retrenchments at Mondi Paper Waste at Tulisa Park, an Anglo subsidiary

It said the company had retrenched long-serving workers in preference to young ones and that, when challenged, its manager had said "We can't run an old age home here"

PWAWU workers who were retrenched on Friday by Nampak Conical Containers, a Barlow Rand company, said yesterday the company had failed to find them jobs elsewhere in Nampak although these were available — and said this was because they belonged to PWAWU rather than Tucsa's SA Typographical Union

A Nampak spokesman denied there were vacancies elsewhere within Nampak and said one company to which workers had been moved had to insist that they be SATU members because of a closed shop agreement

At Mondi Paper Waste, PWAWU said the company had retrenched 22 of its 50 workers without warning. It said they were simply informed when they collected their pay on Friday they had been dismissed

The union says that, when questioned on this, the company's manager, a Mr Engelbrecht said "If they had been told earlier, we would have got no work out of them"

It said the company had not followed the "last in first out" principle, but had selected all workers over 50 for retrenchment, removed a third of these from the list and replaced them with younger workers

It quoted one worker with 25 years' service as saying that the company had grown rich "because of our hands and now they throw us out like dogs"

PWAWU alleged that workers would receive at most 13 weeks severance pay and that the company's pension contribution was being withheld from them

At Nampak Conical Containers, workers said the retrenchments were related to reorganisation in Nampak. They also said that PWAWU members had to bear the brunt of them

"When some of us were offered jobs with Printpak, another Nampak company, a manager said they could only hire workers who belong to the Tucsa union," a worker spokesman said

He also charged that three Nampak plants had vacancies, but had not offered these to retrenched workers

A Nampak spokesman said Printpak was bound by the "closed shop" clause in the printing industry's industrial agreement and had to hire SATU members only

Star
28/9/83

Workers in row over conditions

By Jo-Anne Collinge

About 60 workers from a pathologist's laboratory in Johannesburg are demanding the reinstatement of three dismissed colleagues as a condition for ending their strike

Saying they were dissatisfied with conditions of work at the laboratory of Dr P van Drimmelen in Bosman Buildings, the workers went on strike yesterday morning.

This resulted in the dismissal of three men and the strikers resolved not to resume work until they were reinstated

Dr van Drimmelen refused to speak to The Star yesterday

Among the allegations listed by the workers were.

- Pay was poor, as low as R93 a month in some cases.

- They had no job security and felt they could be fired at any time.

- Overtime work was not voluntary. Insufficient notice of it was given and workers were often not paid for extra hours.

- There were no structures for consultation between employer and staff.

Wages
157 ~~127~~
dispute
~~140~~ ~~316~~
goes to
R.D.M.
Minister
28/9/83
Labour Correspondent

A DEADLOCKED wage dispute between the Metal and Allied Workers Union and giant steel corporation Highveld Steel has been referred to the Minister of Manpower

And yesterday, Mawu charged that Highveld could afford to offer workers a substantial wage increase, but was refusing to do so because it did not want to break ranks with other ferro-alloy producers

It said the deadlock had followed a refusal by Highveld to refer the dispute to mediation

A Highveld spokesman yesterday declined to comment on the union's charges

The deadlock centres around negotiations for a "house agreement" at Highveld

Several companies, including Highveld, negotiate separate agreements with unions under the umbrella of the Metal Industrial Council

Mawu, which is pressing for a minimum wage of R90 a week — nearly 40% above the present minimum — rejected Highveld's offer of a 10c an hour increase for lowest paid workers and declared a dispute with the company.

Sacked miners claim area was unsafe

Key mine test case on refusal to work

151
272
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RUM
29/9/83

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 rockfall" 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.

Civil servants fear 'new deal' will threaten jobs

By GERALD REILLY
Pretoria Bureau

CONCERN is growing among public servants that the proposed constitution, if ever implemented, would constitute a job security threat.

According to senior public service sources, the biggest fear is a large influx of coloureds and Indians into jobs which have previously been dominated by whites.

The insecurity felt by many public servants persists in spite of assurances by the Minister of Constitutional Development, Mr Chris Heunis, and the Minister of Internal Affairs, Mr F W de Klerk, that Government workers had no need to fear

the implementation of the constitutional proposals.

Speaking at the annual meeting of the Public Servants Association (PSA) earlier this month, the president Dr Colin Cameron said there was uncertainty in the service because of a realisation that whites could no longer run the entire administration alone, and that blacks, coloureds and Indians would have to be admitted at all levels.

The Government has so far not replied to the PSA request for clarification.

The leader of the PFP in the Transvaal Provincial Council, Mr Douglas Gibson, said he had no sympathy for public servants who feared the entry of blacks into the

service. Efficient white public servants had no need to fear for their security.

Referring to provincial government workers, Mr Gibson said they would continue until "at least" the end of their current terms.

"The (provincial) system is dying by degrees, and there is good reason for the thousands of provincial workers to be concerned about their futures."

Provincial employees, already seriously dissatisfied with a 12% wage increase, had to work under the threat that the provincial system might be abolished in a decentralisation plan to create eight new regional authorities.

NRP warns PFP of 'cynicism'

Mail Correspondent

CAPE TOWN — The Progressive Federal Party's undertaking to participate in the new parliamentary system, if approved by whites, gave it "no moral right" to urge coloureds and Indians not to do the same, Mr Claude van Wyk, the New Republic Party's secretariat director, said last night.

"If it were to do so, this would be as shocking an example of political cynicism as the PFP's breathtaking somersault on the issue of its participation on the President's Council," he said.

He approved of the PFP's decision to take part in the new system if it were backed by the white electorate (Report by Jane Arbous 77 Burg Street Cape Town)

Special polls for voters in the army

Pretoria Bureau

ALL white military personnel in South Africa will be able to cast their votes at the November 2 constitutional referendum at their nearest polling station or at additional polling stations established in military camps, Defence headquarters announced in Pretoria yesterday.

Additional polling stations in camps will only be set up after consultation with the polling officer for the specific polling area.

All eligible military personnel in South West Africa will cast special votes.

Officers will be appointed as presiding officers by the chief referendum officer, and all special votes cast will be handed to the polling officer

for Pretoria Central electoral division on or before November 2.

No referendum agents, sub-agents or polling agents will be allowed into the operational area.

However, they will be allowed into polling stations in military camps after producing their certificates of appointment.

They will be there in an advisory capacity only and no canvassing of votes will be permitted.

The officer commanding a base or unit will exercise his discretion as to whether a member would be unable to visit a polling station on November 2. He will then notify the local polling officer who will arrange for the member to cast a special vote.

(151) RDM 1/10/83

Anglo boss in talks over 'unsmiling' employee

By SUE FAULKNER

THE chairman of Anglo American Corporation, Mr Gavin Relly, yesterday met a delegation of workers who were protesting about the suspension of one of their fellows.

Workers protested on the steps of 44 Main Street, Anglo's head office, and sang freedom songs around a huge yellow banner painted with the slogan "An injury to one is an injury to all."

According to one woman, who did not want to be identified, the workers began their protest after Mr Walter Mnguni, a photocopier operator with 28 years service, was asked to leave on Monday because "he didn't smile enough".

Anglo's chief public relations officer, Mr Ivor Sander, said Mr Mnguni was 51. He

had no idea of personal circumstances such as where Mr Mnguni lived, he said.

A woman who took part in the protest said the corporation's Employees' Representative Council went to management on Tuesday but failed in their efforts to have the man re-instated.

As workers protested noisily yesterday, the delegation was called to meet Anglo's chairman, Mr Gavin Relly.

Just before 3pm the three man delegation returned to the workers on the steps.

Mr Mnguni's employment had been terminated because of poor inter-relations with other members of staff, Mr Siphon Mouthl, head of the delegation, told workers. This statement was greeted with cries of "nonsense".

He added that Mr Mnguni would receive full pay until

an investigation was completed. In the meantime, he had been suspended.

The workers then returned to work.

In a statement Anglo said Mr Mnguni had been placed on early retirement after a formal disciplinary hearing by his department.

This followed "a history of unsatisfactory interpersonal problems".

According to the statement, Mr Mnguni was given formal notice in July and warned about his behaviour.

"A recent incident resulted in the decision to remove him from his post and place him on early retirement," the statement added.

Anglo's statement concluded. "While further consideration is given to his future, he is suspended on full pay."

UNIONISTS SHOT DEAD

By KOOS COETZEE

Security boss shoots at workers

TRUCK driver with a British-owned transport company was shot dead by the firm's ex-Rhodesian security manager after a scuffle at a trade union meeting last week.

Two other workers were wounded in the battle after the security officer had been asked to leave the meeting on the company's Johannesburg premises, the Trade Union Council of South Africa's annual conference was told this week.

And now, protest telegrams have been sent to the Law and Order

Minister, and to the chairman and managing director of the company's holding company in Britain.

Tucsa sent the telegrams after the issue was raised by African Transport Workers Union organiser Emily Cameron, whose union is a Tucsa affiliate. The union has also called for the officer's dismissal.

She told Tucsa's Port Elizabeth conference the security officer had arrived at a union meeting despite being told he was not welcome. The meeting had been called to discuss the recent arrest of workers allegedly responsible for the theft of goods from trucks.

When the officer arrived, he was asked about the arrests, as he was believed to have contacted the police. Mrs Cameron said he replied "I will have you arrested if I suspect you — and what the police do is not my concern."

A scuffle ensued, she said, and Mr Antoni Dlamini was shot in the shoulder.

Workers managed to disarm the security officer, Mrs Cameron said, and started assaulting him. She intervened and dragged the officer to safety.

The general manager of the distribution company, Mr E Patterson, told the union afterwards that future meetings would only be permitted on the premises "in urgent cases".

In a Press release later, Mr Patterson said the company regretted the incident, which was being investigated by the police.

REMARKS

Trade unions slam Tucsa's



Handwritten notes and scribbles in the right margin, including the number '151' circled, and several other illegible scribbles.

2-10-83

City Press

Labour conflict 'rising'

By Colleen Ryan

(15)

Star 3/10/73

Industrial conflict was rising and employers must realise they had to share power with workers, Mr Fred Holtshausen, a labour expert, told an industrial relations conference in Johannesburg.

Conflict was inevitable as workers sought safeguards against possible retrenchment while managers were examining ways to cut costs "Employers have to identify and minimise conflict situations"

It was essential workers had a channel to express their grievances "The supervisor is the key man in labour relations. He

must be trained in this field because he is the link between management and workers," he said

Many companies also made the mistake of introducing grievance and disciplinary procedures without a thorough analysis of their needs, he said Conflicts could be solved only by collective bargaining and compromise

The days when managers could dictate conditions was over — they had to negotiate.

Employers were often ill-prepared for negotiations while trade unions were usually well prepared, he said

Union threat to take Water Board to court

By STEVEN FRIEDMAN
Labour Correspondent

THE Rand Water Board has been threatened with possible Industrial Court action by a black union which alleges the Board is "harrasing" its members

The union, the SA Black Municipal and Allied Workers Union (SABMAWU), which belongs to the Council of Unions of SA, also charges that the Board is now refusing to discuss worker grievances with it or allow it access to workers

A spokesman for the Board yesterday denied these charges. He said the Board believed in the right of workers to belong to the union of their choice and was willing to recognise any union which represented most of its workers

According to SABMAWU's general secretary, Mr Steve Mohame, the union represents about 700 of the Board's 2 000 black workers. It also, he says, represents a majority at one of the Board's plants — at Swartkoppies

Mr Mohame alleges the Board has refused to recognise SABMAWU or grant it access to workers until it recruits a majority of workers in all the Board's plants

"We believe we should at least be given access in the plant in which we have a majority," he added

He said members of SABMAWU who worked for the Board were being dismissed regularly "and there seems to be no valid reason

for these sackings".

Mr Mohame said the Board had initially been willing to discuss worker grievances with SABMAWU, but had since changed its stance. It had written to the union telling it not to take any part in the Board's "industrial relations function", he said

"We are considering taking them to the Industrial Court, but we would prefer it if the dispute could be settled amicably," he added

The Board's spokesman charged yesterday that SABMAWU's allegations were "devoid of any truth"

He said the Board's black labour turnover was low — "around 10%" — and no worker had been fired for belonging to a union

It believed unions should be recognised once they represented a majority of workers

"We cannot recognise a union which has a majority in only one plant," he said

The Board had been willing to work with SABMAWU but "the union's attitude has changed — they are extremely negative and don't understand that it is management's job to manage"

It was willing to continue dealing with the union "but only if they understand that it is our job to run this concern, not theirs".

SABMAWU was "welcome" to take the dispute to the Industrial Court "because they have no case", he said

● More Labour Reports See Business Day Pages 6 and 14

Boy with a big heart

CAPE TOWN — South Africa's first heart transplant patient with two donor hearts, Gerrie Cronje, will try to get his motorcycle driver's licence tomorrow

Gerrie (16), who lives with his family at Kraaifontein, has a 50 cc motorcycle

Besides riding his bike and visiting Groote Schuur Hospital regularly for check-ups, Gerrie is studying for his Junior Certificate examinations

PWAWU in breakthrough

Labour Reporter
After 18 months of intense negotiations, the Paper Wood and Allied Workers' Union scored a breakthrough yesterday when the Carlton Paper Corporation in Wadeville signed a full recognition agreement containing a crucial strike clause

In the event of a strike, the Carlton management has undertaken to dismiss all or none of the strikers, and has agreed not to selectively rehire dismissed strikers

The inclusion of this clause in the agreement is seen as a victory by PWAWU because of the widespread firings and selective rehiring in the Wadeville area, aimed at rooting out union "agitators".

The clause would also allow for

greater equality in negotiations between workers and management, said a union spokesman

It is only the second time that such a clause has been written into a recognition agreement. The National Union of Textile Workers, also a Fosatu affiliate, won a similar clause in negotiations with Natal Thread recently which set the example for PWAWU

The agreement also gives the shop stewards' committee the right to negotiate on wages and all working conditions

"We commend Carlton management for being more enlightened than most employers in their attitudes towards unionism and we look forward to a constructive relationship," said the spokesman

Pavilion for Home

A new pavilion at St George's Home for Boys in Bedfordview was officially opened on Sunday

The pavilion has been built and paid for by the school's Old Boys' association and will provide facilities for meetings as well as change rooms for sportsmen

St George's is a home for underprivileged boys

The pavilion was opened by the chairman of the school's executive committee, Mr Lance Japhet

IT'S THE FORMULA 1 CLIMAX THE KYALAMI CLINCHER

OCTOBER 15th

ALAIN PROST, RENAULT 57 Pts

NELSON PIQUET, BRABHAM 55 Pts

RENE ARNOUX, FERRARI 49 Pts

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R25,00 - R30,00

Wesbank Grandstand R25,00

Main Grandstand R15,00

Kink Grandstand R10,00

Sunset Grandstand R15,00

Ford Grandstand R15,00

Pit tickets R20,00

There will be no centre circuit charge.

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(Excludes grandstand seating)

50% discount on the entrance fee

for members of the

Defence Force in uniform.

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R25,00 per caravan.

702

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temporary status quo orders reinstating sacked workers if an employer had given them adequate notice (The court would still be able to pronounce on dismissals, but not as a matter of urgency)

This would largely remove the court's right to grant urgent status quo orders no matter how unfair the sacking might seem to it

One of the court's chief roles has been to grant such orders. This has given workers speedy recourse by removing the need for a long wait before the court pronounces on firings. In many cases, the granting of these orders has led to speedy settlement of a dispute.

The company wants this referred to the Appeal Court.

□□□

THE Metal and Allied Workers Union's new strategy of using official machinery to declare disputes with employers seems to be paying off in Natal.

According to the MAWU's newsletter, disputes at McKinnon Chain and Scottish Cables have been settled, and one with Gedore Tools is close to settlement. The MAWU also settled its wage dispute with WB Cameron after a strike ballot.

But in the Transvaal, the wage dispute with Highveld Steel entered deadlock last week and others with major firms are not settled.

The MAWU also claims significant growth in Rosslyn, Pinetown, Witbank and Springs and lists 12 recognition agreements. It says another 23 are being negotiated.

The union cites as a reason for its growth during a recession its decision to concentrate only on important sectors of the metal industries.

5/10/83
ROM (S) (ISI) (HRA)
ONE of the industrial court's key functions has been challenged in the court itself

Last week, Barlows Manufacturing, a Barlow Rand company, argued in a case brought by the Metal and Allied Workers Union that the court could not grant

~~(S)~~ ~~(S)~~ (SI) Star 3/19/83

Workers' right to organise

A few days ago a major financial institution fired about a hundred black workers for striking in support of recognition of their trade union

What makes this industrial dispute so interesting is that the grounds for its refusal to recognise the union are that it is a "non-racial company," whereas IAWUSA (Insurance & Assurance Workers Union of SA) is only open to black workers

The whole idea that trade unions are a "good thing" was sold to the country, you will remember, on the basis that it is more efficient for employers to deal with organised labour than with unorganised workers

The politically progressive, big-business establishment enthusiastically embraced the concept of black unionism because it helped them to don a shining mantle of social responsibility, of caring about the underprivileged, of doing something



constructive about advancing South Africa towards the ideal of non-racialism

The last thing they expected was that some black workers would choose to organise in the way that is traditional in the South African labour movement for many whites and coloureds — on ethnic lines

The financial institution concerned defended its brutal action in firing its black workers on the grounds that "there is no race discrimination in this company" and "to recognise a blacks-only union would split the company from top to bottom and disturb the relationships we have built up here"

IAWASU's spokesman retorted that the issue was not the company's multiracialism, but "the right of workers to be represented by the union of their choice without management interference"

It seems clear that the company concerned has embraced a particular political view and is trying to impose it on all its employees

The irony is that the revolt against its "non-racialism" has not come from its white workers but from its black ones, whom the policy was presumably primarily intended to help

This is yet another example of white liberals arrogantly assuming that they know what is best for blacks, and seeking to impose their ideals

The interests of black workers are clearly often quite different from those of white workers, and it takes a particularly obtuse or ideologically obsessed management not to see that

But whether they see it or not, the important issue here is the right of black workers to organise how they see fit, providing they do so in a legal way, concern themselves with relevant matters of dispute between labour and management, and are truly representative

It is a fond illusion of white liberals the world over that "reactionary" ethnicity can make way for homogeneous societies (which, just coincidentally, as white liberals tend to be a talented group of people, they will tend to rise to the top of) The experience has been quite to the contrary

In the US, where lawmaking and social pressures have been most blatant in this regard, all that has happened is that ethnicity has been enhanced

Blacks are now fighting to maintain their own churches, social and professional organisations, and political identity

In South Africa, more than in any other country, you would expect employers to be sensible enough to recognise the reality of ethnicity, and its implications

6/10/83 (151) 151
BAWU to fight move to
bar it from pension board

By STEVEN FRIEDMAN
Labour Correspondent

THE Black Allied Workers' Union (BAWU) is to resist attempts to deny it a seat on the board of the biggest pension fund for black workers of its kind in the country.

Although the union has apparently been dropped from the board, it intends to attend a meeting of it tomorrow

The fund is the Metal Industries Group Pension Fund, which is open to all workers in the giant metal industries below a particular skill level. It has assets of over R500-million.

Four emerging unions recently won seats on the fund's board.

This is the first time mainly black unions have won a

direct say in how a fund this size is to be run and also the first time unions have been allowed a say in a key official body in the metal industries whether or not they are members of the metal industrial council.

Which unions would sit on the board was determined by a test in which all were asked to submit audited certificates of their membership in the job grades covered by the fund. The 10 unions with the biggest number of members covered then qualified for a seat.

According to sources on the fund's board, BAWU initially won a seat because it had the 10th biggest membership of unions who submitted certificates.

But two other unions, the Steel, Engineering and Allied

Workers' Union and the Engineering and Allied Workers' Union, submitted late certificates.

Because both had more members in the fund than BAWU, they were awarded seats and BAWU dropped out.

Yesterday, however, a Bawu spokesman, MR B P Kumalo, said the union had no knowledge of having been removed from the board.

"Nobody has told us about this and we regard ourselves as members. Any attempt to remove us would be unconstitutional," he said.

BAWU intended to attend tomorrow's meeting of the fund's board.

"We will take our seats and anybody who does not want us there will have to remove us," he said.

200 nurses stage protest

By J MANUEL CORREIA

ABOUT 200 black nurses staged a protest at the Hillbrow Hospital yesterday over what they described as insensitivity by their superiors over their working conditions and over uniforms.

The nurses said dissatisfaction had been rampant for some time, particularly over the issue of different-colour uniforms.

"We were told we would have to go to Pretoria on this and 38 nurses sent a petition to the Director of Hospital Services."

But at a staff meeting yesterday the 38 nurses had been "forced to apologise", a nurse said.

Another nurse said "We did not have a strike because we are responsible professional people and we will not go on strike. But we are very unhappy about the whole situation."

"We feel we are oppressed by our superiors. They do nothing about our complaints. We are overworked."

"If they don't want to give us another colour uniform we want an extra white uniform, which we feel is not too much to ask for."

Nurses complained about the attitude adopted by two matrons, one white and one black.

A third nurse said, "We

want Pretoria to know about this."

The superintendent of the Hillbrow Hospital, Dr J Nach, said yesterday, "I met a representative of the nurses and the matter has been amicably resolved. The 38 nurses were asked to apologise because they short-circuited the normal channels and wrote directly to Pretoria."

"The 38 wanted a maroon uniform, which is the uniform of senior staff."

"We have an open-door system here at the hospital for complaints and we will look into any other problems the nurses may have."

3 major labour disputes settled

October 1983

By Carolyn Dempster,
Labour Reporter

A display of muscle-flexing by the Metal and Allied Workers' Union in Natal recently and a preparedness to take employers to the Industrial Court has resulted in the settlement of three major disputes

At Scottish Cables, the company has bowed to pressure to reopen negotiations with Mawu after a dispute was declared over wages. Management has also undertaken to sign a recognition agreement which gives Mawu the right to negotiate wages at plant level.

McKinnon Chain, after a struggle for recognition by Mawu, recently capitulated and has agreed to begin negotiating in good faith. Mawu had threatened to take the employers to court.

And, at Pefco, five workers who were retrenched have been reinstated. The union also secured back pay for the five and won overalls and safety boots for workers in the factory.

In another dispute at Gedore Tools, Pinetown, the company has offered to settle with the union over the 10 Mawu members who were retrenched without the union being consulted.

C. Herald
8/10/83

Union rejig after puny pay hike?

15

THE 11 000-strong Cape Town Municipal Workers Association is conducting a comprehensive review of its wage negotiation machinery following an average 12 percent pay hike last month which members found inadequate.

A general meeting of the union, held recently in the Athlone Civic Centre and which attracted more than 1 000 members, resolved to "note" the increase and to establish a sub-committee to look into the issue.

The sub-committee has been instructed to pre-

sent a comprehensive report to the members on all aspects affecting remuneration.

This is a massive task, bearing in mind the hundreds of job categories, and the report is expected only early next year, according to Mr John Erentzen, general secretary of the union.

DEMANDS

The two-notch increase, which averages 12 percent, was regarded by members as not keeping pace with the rising cost of living and they said it fell short of the demands of the union.

Although the inflation rate is roughly 12 percent at present and the municipal pay hike equals that, workers point out that many increases that they were saddled with, were not taken into account when the inflation rate was calculated.

In any event, wages need to be increased by much more than the inflation rate, to enable workers to keep their heads above water.

In terms of the increase given by the council, the starting wage for a labourer now goes up from R50,74 a week to R59,77. The maximum wage for a labourer increases from R67,80 a week to R74,58.

The new wages were effective from September 1.

In August last year municipal workers were given a 15 percent rise.

Trade bid to end bus boycott

By KEITH ROSS
EAST LONDON — The
Border Chamber of Indus-
tries has been negotiating
with the South African Gov-
ernment in an attempt to
end the Mdantsane bus boy-

The chamber's president,
Mr David Saunders, con-
firmed this week that nego-
tiations had taken place
But Mr Saunders would
not disclose with whom the
negotiations had been held
"We were asked not to
identify the department
concerned," he said

"We tried to take up the
matter of the bus boycott
with the Ciskeian authori-
ties but we were told we
would have to make an ap-
proach through the South
African Government"

Mr Saunders said his
chamber considered the
boycott as serious and had
sent a telex appeal to the
Ciskeian authorities sev-
eral weeks ago No reply
had been received

He said that after his ne-
gotiations with the South
African Government, he
was not hopeful that a solu-
tion could be found to the
boycott problem

"The boycott has now be-
come a political thing and
somebody has to back down
gracefully," he said
"We would like to see a
solution found"

"Ciskei has been given all
kinds of decentralisation
concessions, but one won-
ders what investors must
think of this whole thing"

"There are thousands of
unemployed in the area and
this situation is not helping
their lot"

Mr Saunders said the
chamber was deeply con-
cerned about the banning in
Ciskei of the South African
Allied Workers' Union and
about the continuing cur-
few in Mdantsane

Mr Saunders lashed out
at the researcher, Mr
Nicholas Haysom, for say-
ing in a report that many
employers in East London
were "indifferent to the
plight of the workers"

"Mr Haysom has not con-
tacted me. I have never
heard of him and I am 99 per-
cent sure he never contacted
the chamber."

He believed Mr
Haysom's claim that vio-
lence was being used
against bus boycotters by
followers of President Len-
nox Sebe was true
"In my own organisation
I have had three people
badly injured as a result of
the boycott," he said

C. Herald
8/10/83

Union rejig after puny pay hike?

157

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The sub-committee has been instructed to pre-

sent a comprehensive report to the members on all aspects affecting remuneration.

This is a massive task, bearing in mind the hundreds of job categories, and the report is expected only early next year, according to Mr John Erentzen, general secretary of the union.

DEMANDS

The two-notch increase, which averages 12 percent, was regarded by members as not keeping pace with the rising cost of living and they said it fell short of the demands of the union.

Although the inflation rate is roughly 12 percent at present and the municipal pay hike equals that, workers point out that many increases that they were saddled with, were not taken into account when the inflation rate was calculated.

In any event, wages need to be increased by much more than the inflation rate, to enable workers to keep their heads above water.

In terms of the increase given by the council, the starting wage for a labourer now goes up from R50,74 a week to R59,77. The maximum wage for a labourer increases from R67,80 a week to R74,58.

The new wages were effective from September 1.

In August last year municipal workers were given a 15 percent rise.

October 8, 1983

3

ROOM
SAAWU

WINS

battle

Labour Correspondent

THE unregistered SA Allied Workers Union yesterday won its first recognition agreement in Newcastle when it signed an agreement with Defy Corporation's foundry and pressings division in the town.

The agreement is significant, because the Black Allied Workers Union has been seen for some years as the dominant union recruiting black workers in Newcastle.

It is known that BAWU attempted to organise at the Defy plant, and the agreement is believed to indicate that SAAWU is establishing itself in the Newcastle area.

SAAWU, most of whose leadership have been detained by the government of Ciskei President Chief Lennox Sebe, was formed as a result of a split in BAWU some years ago.

It says it is committed to nonracial unionism, whereas BAWU is open to black workers only. Because SAAWU was formed by ex-BAWU officials, there is considerable tension between the two unions.

The signing was announced yesterday in a joint statement by Defy's divisional personnel director, Mr Attie Kolver, and SAAWU's general secretary, Mr Sam Kikine.

Hotel staff & Post claim they 11/10/83 171 have not been paid

Post Reporter

WHITE staff members at the Cape St Francis Hotel claim they have not been paid their salaries for September and say that they are being "fobbed off" when they press for payment

The Cape St Francis Hotel has been the subject of repeated litigation over the past few years

A dispute between the managing director of the Cape St Francis Hotel, Mr H L de Raay, and Cape St Francis Hotel Share Block (Pty) Ltd was settled out of court in July this year

When the Evening Post approached Mr De Raay for comment at the hotel on Friday he said he was not involved and claimed that Mr Nicholas Malachias, of Johannesburg, was responsible for the staff and their payment.

When Mr Malachias was approached for comment in Johannesburg he said he was unaware that the white staff members at the hotel had not been paid

He said he would investigate.

Mr Malachias then called back and said that it was

nonsense that the staff members had not been paid their September salaries.

A staff member at the hotel later issued a statement on behalf of the staff confirming that they had not been paid and saying they would continue to work as normal until the matter was resolved

Mr Malachias asked the Evening Post to hold the story until today because he was busy with negotiations to sell the hotel. These were at a delicate stage

When the Evening Post tried to contact him today there was no reply at the Johannesburg number at which he was reached last week

Today a staff member at the Cape St Francis Hotel, who did not wish to be named, said the manager, Mr Rex Phillips, had left the hotel on Sunday. He had told her that he had not been paid his September salary either

All the other staff members, apart from a couple who were on leave, were working as normal although they had not yet been paid their September salaries

October 1983
Secretan

Racial slurs storm at furniture store



WORKERS employed by a furniture shop in Meyerton have complained of being ill-treated by their bosses and that a salesman was dismissed following "racial discrimination" at the plant.

Dissatisfied workers say a white credit controller often referred to them as "Bantus" and that their manager favours her if they voice their grievances

Matters came to a head last week when an employee, Mr Arthur Maine, a salesman, objected when the credit controller referred to a client as a "Bantu"

According to Mr Maine, after he raised an objection, the credit controller insisted on the usage of the word and actually shouted "Ag julle is maar Bantus"

This soon developed into a bitter clash between Mr Maine and the credit controller who refused to apologise whereupon Mr Maine went to the manager to lodge a complaint

The manager apparently took sides with the controller and asked Mr Maine to resign

When Mr Maine refused to resign he was summarily dismissed

Miners' union 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

Store takes back fired employees

Sowetan 14/10/83

By JOSHUA RABOROKO

SIX women employees of Pep Stores in Vereeniging, who were sacked after refusing to strip naked so that their manageress could search them, have been reinstated.

The workers all of whom are members of the Commercial Catering and Allied Workers Union (CCAWUSA), have been paid for the time they were unemployed after an agreement between management and the union.

They claimed that a white manageress at the company forced them to strip almost naked in an attempt to recover goods stolen from the shop floor.

They had also contended that they could no longer tolerate this

"debasement process" as it humiliated and caused them embarrassment whenever they were to go off duty.

"Thinking about the whole exercise we felt inhuman and raised the matter with the top management officials who did not give us a hearing. We were then sacked from our jobs for refusing to strip," the workers said.

A CCAWUSA spokesman said that after hearing the grievances of the workers the union asked for an audience with the company's head office in Cape Town.

The union stressed to management that workers would not tolerate

being stripped and searched as they found this degrading.

After discussions management eventually agreed that the workers had been unfairly treated and that they should all be reinstated and be paid for the time they were out of work.

The union welcomed the management's stance that they would in future stop the searching of workers until a more suitable policy was found in securing that property was not stolen from the premises.

A company spokesman confirmed the reinstatement and said the practice was no longer being pursued.

Black bosses abuse us, say Pretoria workers

BLACK EXPLOITATION

SCORES of workers in business centres around the Pretoria townships have claimed they are subjected to exploitation by their black bosses who make them work up to 12 hours daily while paying them low wages.

Investigations by The SOWETAN revealed that the workers were also refused leave and if they did go on leave they were not given leave pay

Further investigations

Sowetan By MONK NKOMO 4/10/83

also revealed that about 98 percent of the workers were not registered at the labour bureau

Employees at shops and filling stations in Mamelodi and Atteridgeville/Saulsville told The SOWETAN they were afraid to go to town because their reference books were not in order, despite having worked for the same employer

for periods of between two and five years

A young man employed at a filling station in Atteridgeville for almost two years said he was not registered and earned R25 per week and had to work from 7 am to 8 pm daily, including Sundays "We get no days off or leave We do not even have time to have lunch We just

work until you feel like a non-person," said the worker who refused to have his name published for fear of reprisal

The presidents of the Atteridgeville/Saulsville Chamber of Commerce and Industries, Mr Z Z Mashao, yesterday condemned the exploitation "in the strongest possible terms" and demanded "the redress of this inhuman practice"

Mr Mashao, who is also deputy-chairman of the local community council, appealed to all black businessmen to stop frustrating their own people and instead improve their working conditions

Mr X, a labourer, told The SOWETAN he was fired when he refused to go into hiding when inspectors from the Department of Manpower came to the business complex early this year He had worked for about 10 months without being registered and earned R20 per week

He added, "I was fired immediately after the inspector left. Because I was not registered I cannot claim

anything from the Unemployment Insurance Fund It is terrible to be subjected to these inhuman conditions by your brother "

Mr L J Grobler, the divisional inspector of the Department of Manpower, yesterday promised to launch an intensive investigation into labour malpractices in the township "We also appeal to workers to come forward and report to us so that we can help them," he said

A labourer at a dry cleaning factory told The SOWETAN he was assaulted for almost two days after he was accused of having stolen two pairs of trousers

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8451
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TEGER WORDS OF STORAGE USED IN PRECEDING D 1.539 SECONDS

PROBLEM 2544

Union declares Mercury deadlock in 18/10/83 Dunlop pay talks

Mercury Reporter

THE Metal and Allied Worker's Union yesterday rejected a pay rise of 40 c an hour offered to about 1 100 workers at the Dunlop tyre factory in Durban and declared a deadlock in wage negotiations with the company

Maawu branch secretary Geoff Schreiner said the union had asked for a rise of 31 c an hour — part to be paid immediately and the balance by January. In terms of the company's offer only some of the employees would have had their wages increased by October next year, he said

He said that a meeting of more than 300 Maawu members at the factory at the weekend decided to stand firm on their demand for a wage hike of between 7 and 18 percent

The meeting also called for the abolition of the production bonus scheme

A motion calling for a strike ballot to be held at the factory was passed unanimously and those present strongly endorsed 'legal strike action' after 30 days 'to show the company that we are human beings with serious and legitimate grievances'

The meeting also unanimously supported an immediate boycott of the company's canteen and called for the manag-

ing director and works manager to become directly involved in resolving the workers' grievances

But a spokesman for Dunlop told the Mercury yesterday that the company had offered 1 100 operatives at its Durban tyre factory 40 c an hour increases over a 15-month period compared with the union demand of 31 c an hour over 12 months

'The company is at all times willing to negotiate but understands that the union has limited resources to meet extended negotiations and has therefore applied for a conciliation board hearing

Bonuses

'The company believes this is unnecessary and negotiations should continue. The company cannot agree to the union demand to convert its production incentive bonus scheme into an annual bonus regardless of output'

The production incentive bonus scheme had operated successfully for more than 25 years and rewarded more productive operatives in line with similar schemes overseas, even in socialist countries

He said 75 percent of the operatives were eligible and received average bonuses of 22 percent of earnings

The spokesman said that during the past three weeks of negotiations three instances of malicious damage to equipment had occurred which were subject to insurance claims and police investigations. The Durban tyre factory was currently operating normally

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.

Tyre workers threaten legal strike action

Labour Correspondent

FOSATU'S Metal and Allied Workers Union yesterday threatened legal strike action against tyre company Dunlop at its Durban plant, declaring that wage talks between the two sides were "deadlocked"

It said a meeting of 300 of its members had "unanimously" endorsed a decision to hold a strike ballot at the plant and had also "strongly endorsed" strike action after the 30-day period required by law

But, in a statement yesterday, Dunlop said the union's decision to declare a dispute with it was "unnecessary" and talks should continue

It charged that there had been three instances of malicious damage to property during the past three weeks' negotiations and that police were investigating.

Legal strikes have been comparatively rare in recent years, but the legal strike machinery is being used increasingly by FOSATU unions

In its statement, MAWU said workers had decided to "stand firm" in their demand for increases ranging from 7% to 18%

They also called for the abolition of the company's production bonus system which they claimed was "divisive and designed to ensure super exploitation for the giant multi-national firm"

It said workers had endorsed strike action "to show the company we are not animals but human beings with legitimate grievances"

MAWU said the meeting also called for a canteen boycott and for a joint meeting with shop stewards at other Dunlop plants to plan com-

mon strategy

In its statement, Dunlop said it had offered the 1 100 operatives at the plant a 40c per hour rise over a 15-month period, whereas the union wanted 31c per hour over 12 months

It said it was willing to negotiate "at all times" on this. It said it understood that the union had "limited resources to meet an extended negotiation" and implied this was why it had declared a dispute

Dunlop said it could not agree to MAWU's demand that its production incentive bonus be changed to an annual bonus regardless of worker output.

The incentive scheme had "operated successfully for over 25 years" and was in line with similar schemes overseas "even in socialistic countries"

18/10/83
110A
1706
(157)
RUM

Gold mining industry could be hit hard

Strike threat at top Reef gold refinery

19/08/83
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

24 (1983) 151
Gold
CAPE TIMES 19/10/83
workers
to strike

JOHANNESBURG. — 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 on Monday afternoon, the members decided to notify the Department of Manpower that the NUM'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 were 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 an offer of nine percent, which it described as "final". — Sapa

20/10/83

'New character' for Govt service

~~150~~

151

~~150~~

Mercury

Mercury Correspondent

PRETORIA—The Government's occupational differentiation programme for virtually every group in the public service will be completed before the end of the year, the Minister of Internal Affairs, Mr F W de Klerk, said in a statement in Pretoria last night.

This, he said, would be a milestone in that a dispensation, tailored to the specific requirements of every group in the service, would have been created.

'Then we will have laid the foundation for a system of personnel administration which will compare favourably with the best in the world.'

It would contribute greatly to the efficient fu-

ture functioning of the public service

The president of the Public Service Association, Dr Colin Cameron, said last night the Minister's statement meant that salary levels and relationships in the many different areas of the service would be realistically adjusted.

'Many adjustments in terms of occupational differentiation have already been made. The completed programme will create far greater staff stability in the service. It should give the service a whole new character.'

Other public service sources said occupational differentiation meant basically that salaries in the service, particularly in key areas, would be made

more competitive with those paid in the private sector

This is aimed at blocking the drift of personnel in the service to the private sector.

The Government, it was stated, was alarmed at the prospect of heavy staff losses to the private sector once the economic upswing started.

With the heavy demands which would be made on the service if the new constitution were implemented this could have led to administrative chaos.

The new dispensation, the sources said, would help counter this threat.

The Minister said in his statement, new service

dispensations had already been implemented for a large number of occupational groups.

The purpose, he said, was to carry out the Government's aim of restructuring the public service personnel call and in more efficient personnel administration to improve services to the public.

The service, just as any other institution, must compete for personnel on the open labour market.

For this reason, the Minister said, and because individual salary and service benefits were personal and confidential matters, it was policy not to make known details of the dispensations of occupational groups.

200 R.H.S. (151)
20/10/83 11/10A

Union opposes 1-day notice contract

Labour Correspondent

THE giant Steel and Engineering Industries Federation, Seifsa, has been given the green light by the Government to introduce a contract for migrant workers which will allow employers to retrench them at a day's notice

This move has been slammed by Fosatu's Metal and Allied Workers Union, which has successfully threatened legal action against employers for retrenching migrants without due notice

Seifsa members employ about 400 000 workers, most of them black

At present, migrant contracts run for 12 months, but

new contracts will allow employers to dismiss workers with only one day's notice

Seifsa advised members to consider changing contracts to avoid "any possible problems with retrenchment during the contract period".

The journal quotes MAWU as charging that it has called for the scrapping of the contract system but that "this had been ignored by Seifsa"

Seifsa had met the department to establish the legalities of retrenching migrants

Seifsa's director, Mr Sam van Collier, said one set of conditions applied to retrenching migrants and another to other workers

~~Vital~~
ruling on
sackings
129 151
20/10/82

Labour Correspondent

IN A KEY ruling the Industrial Court has rejected a request by lawyers for Barlows Manufacturing Company that it allow an Appeal Court challenge on its power to reinstate workers if they have been fired with proper notice

The Industrial Court's deputy president, Dr D B Ehlers, has found that the company's contention that the court cannot reinstate these workers has "no reasonable prospect" of being upheld by the Appeal Court

One of the industrial court's key roles has been to grant interim reinstatement orders to fired workers and, had it agreed to the company's request, it would have opened the way for this role to be severely limited

A spokesman for Barlow Rand, which owns the company, said it was still studying the judgment and would decide on its response "within the next few days"

The court was asked to make the ruling in a case brought against the company by the Metal and Allied Workers' Union for the temporary reinstatement of workers who, MAWU believes, were unfairly dismissed

Lawyers for the company argued that, because the workers had been given proper notice, the court had no right to grant them temporary reinstatement

They asked the court to refer this point to the Appeal Court for a ruling — which the Labour Relations Act allows it to do

RAM 157 189 211 107 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"

160A
151
Rights
drive for
pregnant
workers
21/10/83

Labour Correspondent

WOMEN shop stewards and officials in Transvaal FOSATU unions are to begin a drive to win greater maternity rights for women workers at factories where FOSATU unions have majority support

They have also accused employers of firing pregnant women and say that some women workers hide their pregnancy until an advanced stage to avoid losing their jobs

According to FOSATU's journal, FOSATU Worker News, the women have compiled a list of demands which they are to fight for in the factories

These include the right to paid maternity leave and to be protected from being dismissed when they are pregnant

FOSATU Worker News says these demands have emerged from a Transvaal women's group formed shortly after FOSATU raised the issue of working women's rights at a recent Winter School

It says the group has decided to focus on maternity issues for the time being

At a recent meeting, it charges, a shop steward in the chemical industry charged that women were made to sign a document by their employers

This, she charged, stated "I hereby declare that I am currently not pregnant I furthermore agree that should I fall pregnant in the next twelve months, my services could be terminated immediately."

Another women worker charged she had hidden her pregnancy from her employer by wearing oversized dustcoats "because she could not afford to stay at home with no pay"

The demands which will be put to employers are:

- That pregnant workers not be fired and that they have the right to return to their job at the same pay rate,
- The right to paid maternity leave,
- The right to "safe conditions at work while pregnant",

151 195 211 212
RUM 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.

Mawu declares a dispute in Natal

Labour Reporter

24/10/83
the union

A Natal firm's refusal to negotiate severance pay for retrenched workers resulted in a dispute being declared today by the Metal and Allied Workers Union

A secret strike ballot is being held today by the union at BIR Samcol in Howick, to determine employee support for legal industrial action over the action

However, Mawu is also considering legal action alleging that it is an unfair labour practice for the company to refuse to negotiate any matter with a majority union, claims a statement by

If this is tested in the Industrial Court, it could set a future precedent for the terms of employer/union negotiations

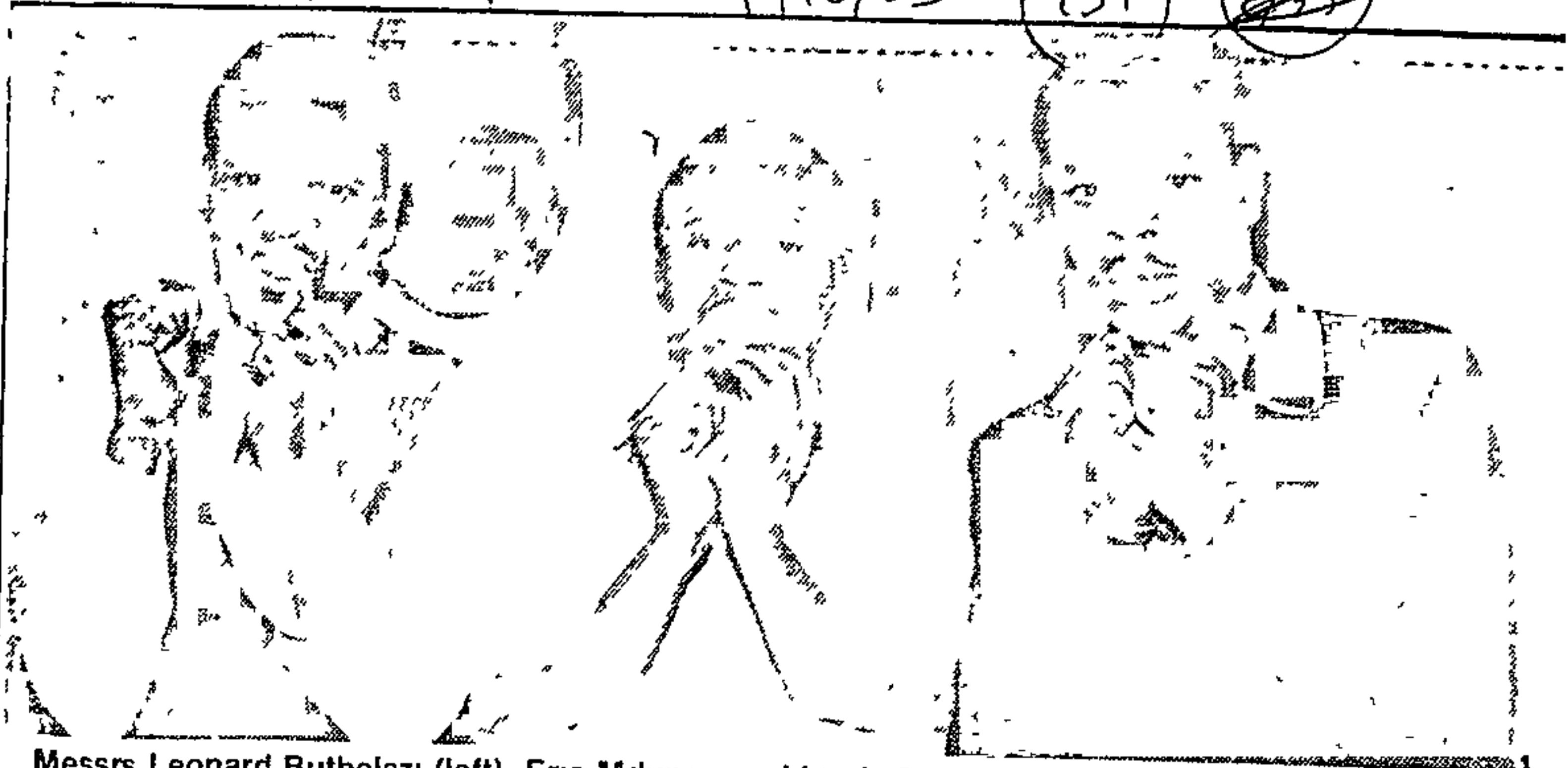
In another development, Mawu reached an out of court settlement with Gedore Tools in Pinetown after an action brought against the company for retrenching 10 workers without consulting the union

The settlement involved the reinstatement of some of the workers, severance pay for those retrenched and a guarantee of their reemployment as soon as the vacancies arose

Sowetan 24/10/83

(151)

(23)



Messrs Leonard Buthelezi (left), Eric Mdunge and Louis Sithole, tell of the "worst" experience

Pic MBUZENI ZULU

Workers allege ordeal

By LEN MASEKO

THREE ex-employees of an industrial company have told the SOWETAN of their ordeal when their manager allegedly drew a gun and drove them to a police station for questioning as "suspects in a burglary into the firm's premises".

The workers, Messrs Leonard Buthelezi, Eric Mdunge and Louis Sithole, all of Soweto, spent a weekend at a cell at the John Vorster

Square, they say. No charges were laid against them, but they have laid charges against their manager and the police for wrongful arrest.

The three men have lost their jobs. They were employed in the delivery section at Midmacor (Industrial).

The PRO for the Witwatersrand Police, Colonel Fred Bull, told **The SOWETAN** that he would investigate this matter as soon as "I can see them so that I can

get the whole story

Midmacor (Industrial) managing director, Mr Marvin Guy said it was not true that the workers were taken at gunpoint to the police station for questioning.

"As it has been happening all workers were questioned by police about the burglary, which took place six weeks ago," he said.

Relating their "worst experience of our lives", the men said their ordeal began shortly after they got their pay last

Friday, when their manager told them to remain behind.

Said Mr Buthelezi: "The manager pointing a gun at us, accused us of having been involved in a burglary. He drove us to the police station, where we were held for three days. On Sunday, the police accompanied by the manager, went to search our homes, but they did not find any stolen goods."

"We were then released on Monday morning, without any charges laid against us. We have already laid a charge against the manager for assault," Mr Buthelezi said.

Asked for reasons why the men had lost their jobs despite the fact that no charges of theft were laid against them, Mr Guy said: "I don't know anything about the incident but I presume they may have lost their jobs because of incompetence. In any case, I don't know why your newspaper should involve itself in this matter because it is not an employment agency. If you are looking for sensational news, I must tell you that you are barking up a wrong tree because this matter does not concern your newspaper."

CAPE TIMES
25/10/83
~~(151)~~ ~~(151)~~

Num accepts wage offer

JOHANNESBURG — The National Union of Mineworkers last night accepted an offer on wages and conditions of employment made by the Chamber of Mines on Friday.

The acceptance, at a meeting at Rand Refinery, terminates the dispute declared by Num in August, when the union and the Chamber failed to reach agreement on the 1983 review of wages and other conditions of employment at the refinery

The improvements, backdated to September 1, include wage increases of about nine percent, one extra week's leave for employees with more than 10 years' service, an improved long-service increments scheme and other improvements in conditions of service. — Sapa

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Federation says contract isn't discriminatory

ROOM 25/19/83

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

Strike threat at Natal firm

Labour Correspondent

THE Metal and Allied Workers' Union (MAWU) says it is to hold a legal strike ballot at BTR Sarmcol, in Howick, Natal, and is also considering industrial court action against the company as a result of its alleged refusal to negotiate severance pay for retrenched workers.

However, a company spokesman said yesterday that MAWU's statement was "surprising" because "we are still negotiating with them on this issue".

He said the company was not against severance pay, but did not believe this should be written into a union recognition agreement.

MAWU's move is seen as further confirmation of a recent trend among some emerging unions to make use of the legal strike machinery.

Meanwhile, MAWU also announced, yesterday it has reached an out-of-court settlement with a Pinetown company Gedore Tools, after launching an industrial court action against it over the retrenchment of 10 workers.

MAWU, which claims the workers were retrenched "without due consultation", said in a statement yesterday that the settlement provided for reinstatement of some

workers, severance pay for those retrenched and a guarantee of re-employment for some of them when vacancies become available.

The union said it would hold a secret strike ballot at BTR Sarmcol "to gauge employee support for legal industrial action".

It said it was also considering legal action, alleging that it was an unfair labour practice "for the company to refuse to negotiate any matter with a majority union".

"After blocking our recognition for 10 years they now expect us to accept that workers have not got the right to negotiate for improvements in their conditions of service," said MAWU's local organiser, Mr Dumisani Mbanjwa.

A spokesman for BTR Sarmcol said the company had been paying retrenched workers severance pay for some time.

"But the union wants severance pay provisions included in their recognition agreement with us. We are opposed to this because we believe these agreements should deal with procedures to be followed, not issues like severance pay, which is an ex gratia payment by an employer," he said.

Company-level pay talks 'tempt chaos'

E. Post 25/10/83

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By LOUIS BECKERLING
Business Editor

LABOUR relations expert Mr David van Collier today warned of "chaos" which might follow a swing to regulating industrial affairs by way of company-based recognition agreements

Addressing the 78th annual conference of the Building Industries Federation at the Hotel Elizabeth, Mr Van Collier added that the resultant variations in employment conditions throughout industry would be considerable

"As would be the chances of escalating inter-group conflict"

In his address Mr Van Collier, graduate of Oxford University, director of the Institute of Industrial Rela-

tions, and personnel consultant (industrial relations) to Anglo American, evaluated the respective merits of industry-wide bargaining and company level bargaining against a South African background which "combined to create an industrial relations arena with probably the greatest potential for instability anywhere in the Western world"

Assessing the relative merits of the two, Mr Van Collier said industrial councils arose out of joint voluntary action by employers and employees "and at the outset there is an acceptance of equality and a sense of permanence in the relationship"

Recognition agreements negotiated at company level, by contrast, frequently

"come into existence following major pressure and thus from the outset the question of power is a factor"

Whereas the statutory sanction granted industrial council agreements allowed for great moral pressure and ultimately criminal action in the event of a breach of agreement, in recognition agreements sanction lay directly with employees and their union "which must either use the strike weapon or take legal action by resorting to the industrial court"

"As before, this is a direct conflict between employer and the employees in that company in which high levels of power are likely to be brought into play at an early stage"

Mr Van Collier underlined the potential for variations in working conditions by referring to the metal industry where, within the industrial council were represented

- One union representing Asians and coloureds
- Three unions representing blacks
- Five unions representing whites
- Four unions representing Asians, blacks and

coloureds

● One union representing Asians, coloureds and whites

● A further six unions outside the council

● 3 500 companies, organised into 45 associations

"In such circumstances the potential for chaos is considerable if the system is to function on recognition agreements," said Mr Van Collier

Dealing with criticisms directed at the council system, Mr Van Collier conceded that it was predictable that black workers should have reservations. This problem was, however diminishing as a result of first-hand experience

Allegations that in some councils the parties have used the closed-shop principle and refused to grant stop-order facilities to non-party unions in order to prevent them from spreading were more serious

"If this is, in fact, the case, it would appear extremely unwise. A sound collective bargaining system can only be established on the principles of freedom of association and voluntarism in collective bargaining"

Mercury
Severance pay dispute at Howick (151)

26/10/83
Mercury Reporter

THE Metal and Allied Workers' Union yesterday declared a dispute with a Howick rubber company, BTR Sarmcol, over the company's alleged refusal to negotiate severance pay for retrenched workers

Mawu local organiser Dumisani Mbanjwa said the union would hold a secret 'strike ballot' at the factory to determine employee support for legal industrial action against the company

The union was also considering taking legal action 'alleging that it is an unfair labour practice for the company to refuse to negotiate any matter with a majority union'

He added 'We are very tired of this company After blocking our recog-

nition for 10 years they now expect us to accept that workers do not have the right to negotiate for improvements in their conditions of service It is outrageous'

The company's administration director, Mr John Sampson, said yesterday that the union had not been in negotiation with the company for 10 years Negotiations began only this year when it achieved a 50 percent support among the work force

There had been no refusal by the company to negotiate severance pay

'We have a severance pay policy in terms of which it should not form part of a recognition agreement — which is a 'procedural agreement'.

26/10/83
Mercury
Queensburgh
raises pay for 240

Mercury Reporter

MORE than 240 Queensburgh municipal workers of all race groups had been granted a 12 percent across-the-board increase in salary, it was announced yesterday

The Town Clerk, Mr Peter Kinnaird, said the council had decided earlier in the year to grant no increases in salary at all this year, in keeping with a Government plea to combat inflation and because of the recession

But more than 200 black workers went on strike briefly in August, demanding a 15 percent wage rise. They marched

through the town centre and assembled in front of the Queensburgh Civic Centre, where they insisted on a meeting with the full council

Mr Kinnaird and the Mayor, Mr Tim Dyer, met the workers and assured them that their grievances would be discussed

In the light of this the council had taken a fresh look at the budget, and had decided to grant the increases

Mr Kinnaird said yesterday that the blacks were satisfied with the increase, but had indicated that it would have to be adjusted again soon

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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.

Dunlop dispute spreads

Labour Correspondent 26/10/83

THE dispute between Dunlop (SA) and the Metal and Allied Workers Union (MAWU), which could lead to a legal strike at the company's Durban tyre plant, has now spread to two other Dunlop plants in Durban and Ladysmith

The union says it plans industrial court action against the company at the two plants over its alleged refusal to sign recognition agreements at them.

MAWU says negotiations for the two agreements ended in agreement in September, and that they have already been signed by the union. It charges that the company now refuses to sign them because it says it wants changes made to them

It charges that the company has made an "about face" on recognition at the plants and says it is "appalled" by this

In a statement yesterday, the company said it had "as yet" received no details of a recognition dispute at the two plants.

It added that recognition agreements for the two "have not yet been finalised"

MAWU recently announced it was to hold a legal strike ballot at Dunlop's Durban tyre factory after charging that the two sides were deadlocked over wages. Dunlop replied that it was still willing to bargain on wages.

Now the union says, in a statement, that the dispute "looks set" to extend to the two other plants where it claims to have majority

membership

MAWU said the two plants were refusing to sign the agreements, after first agreeing to do so, because they say their directors will be requiring changes

The union says it regards the agreements as valid, and that it refuses "to accept any tampering with (them) by the Dunlop board of directors"

Its executive, it said, had approved of the dispute being taken to the industrial court "if necessary to enforce the agreements at the plant"

The union adds that it plans to hold a strike ballot at the Durban tyre factory "within the next week or so"

It charged that the company had lost "a tremendous amount of goodwill and trust from its employees in recent months"

NEWS 27/10/83

NGK pleads for restoration of Christian ethics in labour

Religion Reporter

THE poorer community is being hardest hit by inflation in South Africa, says a committee of the Western Cape Synod of the Ned Geref Kerk in calling for a more just economic system

It said South Africa should build up "a stable and just economic dispensation" to restore sound Christian ethics in the labour market

Scripture demanded a just dispensation, an acceptable relationship between wages and work, the creation of job opportunities and a peaceful and orderly society, said the committee

The Old Testament set out rules to prevent both the amassing of wealth and the suffering which arose from poverty

Excessive inflation in South Africa was hitting the poorer section of the population hardest and

was a real threat to very existence of many

It also inhibited expansion or creation of new undertakings

It was widely suggested that because certain bodies benefited from continued inflation, including the Government itself, it was futile to protest "This created a dangerous climate

Labour unrest could arise from exploitation and underpayment, unemployment, retrench-

ments, inadequate benefits, pensions, medical funds and unemployment insurance, the lack of training and promotion opportunities and the absence of housing and transport

The committee said the existence and function of labour unions and collective employee action had to be recognised and honoured

It asked the synod to call on all employers for a just labour system in

relation to wages, facilities, working conditions and benefits, with special attention to the lower-income groups

The synod was also asked to call on the Government to make serious attempts to reduce the inflation rate as speedily as possible to avoid dangerous results

The synod decided to ask its doctrinal commission to make an in-depth study of inflation and labour unrest. At the same

time it called on employers to strive for a just labour system

It would be wrong to plead for an obligatory death sentence for rape, said a doctrinal committee of the Western Cape Synod of the Ned Geref Kerk

There was a clear difference between the destruction of life by murder or treason and the physical or psychological violation of a woman's welfare, said the committee

While a person was responsible for his own actions, society itself had a co-responsibility in the case of rape

"Society, which allows all sorts of permissive developments, must accept co-responsibility for the actions of unstable

people who yield to tempting and stimulating circumstances — for example, a continuous bombardment of a pornographic and suggestive nature," said the committee

"The committee would suggest that in our administration of justice we should deal with human life in such a way that its sanctity and inviolability is not threatened"

(News by B Stuart, 122 St George's Street, Cape Town)

Concern over lack of representation on Media Council

Religion Reporter

CONCERN has been expressed at the Western Cape Synod of the Ned Geref Kerk that the NGK was not represented on the Media Council

The Media Council, established as an internal "watchdog" by the industry, comprises 14 public representatives and 14 media representatives, in addition to the chairman and vice-chairman

During a brief debate in the synod yesterday the Rev H J Vorster said the Media Council was one of four systems of control over the media in South Africa — internal, legislative and administrative control, as well as pre-publication censorship

In the case of newspapers and magazines, pre-publication censorship was not possible in the way in which it was applied to films

He said the Newspaper Press Union represented a billion-rand industry It had set up the Media

Council as an independent body for internal control and had widely advertised for public nominations to the council

While the NGK General Synod nominee was not one of the 14 public representatives selected to serve on the body, the NGK had "meaningful representation" through academics on the Media Council

LOCAL COMMITTEES

NGK members also served on local committees of the Publications Control Board

The Rev L Moolman, Cape information officer of the NGK, said the doctrinal commission of the church frequently received complaints about books or films, but these complaints were often not specific

He appealed to those who wished to object to publications to name the specific portion of the document or film to which they took exception

29/10/83
Garlick's
wage levels
slated

Labour Correspondent

WAGE LEVELS at Garlick's department store in Johannesburg have come under fire from the Commercial, Catering and Allied Workers Union (CCAWUSA).

The union's general secretary, Mrs Emma Mashinini, said she had been approached by a former Garlicks worker, Ms Lena Fiska, who was dismissed this month after working for the company for 13 years. At the time she was fired, Ms Fiska was earning R200 a month, Mrs Mashinini said.

She said this wage was well below the minimum pay rate set out in the wage determination for the commercial distributive trade.

In most job categories, the determination, which is legally binding, sets out higher minimum rates for longer-serving workers and Mrs Mashinini said that Ms Fiska's wage was below that prescribed for a worker with 13 years' service.

A Garlicks representative confirmed yesterday that Ms Fiska had been receiving R200 a month, but denied that this was below the minimum in the determination.

She said Ms Fiska had been working as a "general assistant" for which the minimum is R186 a month, regardless of length of service, unlike other categories where rates rose with the length of service.

"We were therefore paying Ms Fiska above the minimum for this rate," she added.

Mrs Mashinini charged that, regardless of the legal minimum set out in the wage determination, R200 a month for a worker who has served a company for 13 years is simply not morally justifiable.

Blacks take the referendum to factory floor

TO the alarm of some employers, the referendum campaign seems set to move on to the shop floor

This will be the effect if Fosatu carries out its plan whereby shop stewards will challenge employers on their attitude to the constitution and on whether they have contributed to the yes campaign

In a sense, this should come as no surprise. Mainly black unions made clear their opposition to the constitution plan some time ago

The Natal Chamber of Industries has prepared contingency plans against the possibility that a yes vote will trigger worker unrest

Employers have been saying for some time that they see political issues playing an increasing role on the bargaining agenda. The fact that many workers object to being excluded from the new plan and seek to use factory muscle to prevent this should come as no surprise

But it does seem that the Fosatu plan is causing concern in employer circles. What effect is it and other union opposition to the constitution plan likely to have?

All the evidence suggests that groups like Fosatu are opposing the plan as a result of grassroots pressure from their members. So there is

LABOUR WEEK

BY STEVEN FRIEDMAN

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factory-floor opposition to the planned constitution. But it would be a big surprise if workers' belief that many employers have sided with the Government by voting yes triggered any strikes last week

What seems likely is that the stance of many employers will be remembered by workers and will mould their future attitudes

As the General Workers Union's Mr David Lewis has pointed out, this is cold comfort for employers

They have attempted, in some cases successfully, to convince black workers that they are not responsible for Government actions

The alternative is to have workers conclude that employers, and ultimately the market economy, are responsible for race discrimination

This stance will lose a good deal of credibility if employers are seen to have voted yes and the result may well be radicalised worker attitudes which will have an effect on the shop floor

It appears Tucsas high-ups are continuing their campaign to alienate black workers. Four senior Tucsas unionists have signed a call

for a yes vote — after insisting recently it was not Tucsas's job to take a stand on the constitution

FOR the first time in a long time a major company finds itself faced with a threatened consumer boycott

The Insurance and Assurance Workers Union of SA, which has black consciousness links, is threatening to boycott Liberty Life, which recently fired IAWUSA members who struck in demand of recognition of their black-only union

Liberty says it will deal only with a non-racial union

Boycotts have faded into the background lately. They are seen by major unions as a last resort. Access to the industrial court, together with the use of other levers, has reduced the need for last resorts

But the Liberty boycott may indicate that boycotts are regarded as a useful weapon by newer unions

Will the boycott have much impact? On the surface, this seems unlikely

Boycotts require intense organisation and IAWUSA's organisational ability is unproven

But several of Liberty's associated companies are vulnerable to black consumer action and it seems as if IAWUSA is devoting considerable time to planning a boycott strategy

Boycotts also have another role which is often ignored — embarrassment. Whatever the rights and wrongs of the case, it is unpleasant to see stickers about the town attacking one's company and this may have prompted some firms to settle disputes which led to boycotts, whatever the effects on their business

The dispute has prompted a bizarre line-up of employer and union views

Many non-racial unions are less than sympathetic to IAWUSA's case. They are pleased it did not go to court to challenge Liberty's attitude, fearing this would have set a precedent for racial unionism, which they reject

But many employer labour men seem unsympathetic to Liberty, arguing that it is up to workers to decide whether their union should be racial

It is true — but true — to label the last-minute settle-

ment between the Chamber of Mines and National Union of Mineworkers which averted a strike at Rand Refinery a victory for bargaining

The settlement is significant, because it shows that the new bargaining relationship between the chamber

and the NUM can withstand stress — as many believed it might not do

The chamber was willing to come up with a compromise, and the NUM made sure all decisions were taken by its members, avoiding a backlash from workers charging it was not meeting their expectations

Bargaining between the two sides is likely to face bigger tests than this. But they have cleared the first hurdle

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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
fully averted a strike at the Rand Refinery in Germiston where about 250 workers had voted for a strike over wage

demands. 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

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Sacked — over a coleslaw complaint

*E. Herald
Plainsman 3/11/83*

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A TAFELSIG mother claims that she was unfairly dismissed from a leading supermarket chain store because she could not offer a customer a container for coleslaw that had just been ordered.

Mrs Cynthia Brenner, who worked as a delicatessen counter hand at the Pinelands branch of Pick 'n Pay, says that the Deputy Mayoress of Pinelands, Mrs A Barrett, was present at the time of the incident and backed her claim that she was not rude to the customer.

A Pick 'n Pay spokesman has confirmed that Mrs Barrett had spoken to him about the incident

RUN OUT

Mrs Brenner of Rodeberg Street, Tafelsig, told the story of her dismissal to the Plainsman: "Last Friday, I told the perishables manager that our stock of plastic salad containers had run out. He promised us we would have containers by



● **MRS Cynthia Brenner** — "I was sacked unfairly"

Monday

"By the time this unfortunate incident took place, the containers had not yet arrived

"Then, on Monday, between 5 pm and 6 pm,

a customer came to the delicatessen and asked for cold meats. I served her cold meats and then she asked for coleslaw.

"I told her politely that we had no containers. She abruptly asked me why I didn't tell her that in the first place. The customer turned around and rushed to the acting store manager's office to lay a complaint.

"Mrs Barrett, the Deputy Mayoress, told me that the customer had been very unreasonable and when Mrs Barrett saw that the woman was going to the manager's office, she told me that she would intervene should I be fired.

"I went to the perishables manager, and told him that the customer had gone to complain because there were no containers.

"MUST GO"

"Instead of defending me, he went to the store to scratch around and came back with one salad container. As I approached the office where the customer was, I heard the acting store manager telling her, 'She must go!' and I knew he was referring to me.

"The customer apparently said that I had been rude to her.

"The acting store manager telephoned the Pick 'n Pay head office and after that he told me that he had received a complaint.

"Just before 6 pm, he called me to his office again and told me that he had just spoken to the person in charge of personnel and that she had said I should go. I had no choice and left."

Pick 'n Pay director Mr John Barry confirmed on Tuesday morning that Mrs Barrett had been in touch with him, but promised to call back to give further comment.

All work and no pay for actors?

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29/3
RDM 4/11/83

SCORES of actors in South Africa, whose income is variable at the best of times, are still owed fees for work done on films that "bombed" — or made a lot of cash.

These range from thousands of rands owed to lead players to small amounts due to amateur actors and members of the public who were extras and walk-ons.

Some of these debts date back to 1980, and those concerned have given up all hope of being paid.

The South African Film and Theatre Union, Saftu — the local actors' trade union — has good working arrangements with the SABC and most theatre managements, but the real problem is in the field of feature films.

It has been magnified with the trend for overseas producers to make international movies in South Africa, where the weather is good, there is a pool of trained film technicians and no shortage of professional actors and spare-time "hopefuls".

Yet some of the biggest projects have resulted in financial dissatisfaction. The epic "Zulu Dawn" had severe cash-flow problems in

CINEMA

RALPH DRAPER

1978 and the South African production "The Second Mile", starring Cameron Mitchell, was never released — leaving everybody in the red.

On the other hand, South Africa has produced strikingly successful movies like "Kill and Kill Again", which netted more than \$7-million (about R8 240 000) in "rentals" to the American distributors and grossed about \$25-million (about R29,5-million) at cinemas.

Yet its leading actor, karate star James Ryan, says he is still owed his percentage of the profits.

"All the actors were paid their fees and bonuses," he said this week, "but I am still R8 000 down on the percentage."

"As for 'The Second Mile', my immediate salary was to be R5 000 and I was to receive another R2 500 on acceptance of the distribution rights, plus 5% of profits.

"I received nothing as the project collapsed. It's a sore point with all of us."

An even bigger loss on

"The Second Mile" was incurred by the post-production house Panorama Sound. Mr Felix Myburgh said on behalf of that company this week "We wrote off about R20 000 on that one."

"Still, that's the nature of our business — high risk. I'd say our ratio of gains to losses is about 60 to 40."

At the other end of the payment scale, extras in these and other film and TV productions lost their money largely because of a defaulting agent.

In 1980 some of them formed the Union of Film Extras (UFE) in an attempt to achieve solidarity among part-time film actors. Ten of them obtained a court order against the agent for a total of R1 215 in outstanding fees.

Despite this, they received nothing because lawyers could not trace the agent to serve the order. A year later the UFE was disbanded.

Saftu and the Afrikaanse Akteursgilde represent featured players, not extras, and except for individual

agents (most of whom are above reproach) there is now no protection for casual players.

As for professional actors, Carel Trichardt, chairman of Saftu, says,

"At the moment we are in negotiation with the SABC for actors to get their money quicker, and so far as theatre is concerned we have had no complaints."

"I cannot speak for the independent film companies, but film contracts stipulate certain terminal dates. In any case, we can act only for members and at the moment there are a couple of cases pending."

"Saftu has gone a long way in opening up negotiations and we have a standing committee with the SA Association of Theatre Managements. Things are going well as far as these are concerned. But if actors sign a bad contract, that's their lookout."

"As to agents, we have a meeting with the Personal Managers Association on November 8."

"With films, the main problem is slow payments. There is not enough control and I think this has to be worked out right from the top."

INSIDE

1 MAN 1 VOTE =

0 JOB

6 11 83 ~~11/11/83~~ (151) ~~11/11/83~~
THE powerful Metal and Allied Workers' Union (Mawu) this week accused a Johannesburg firm of sacking two shop stewards who had challenged management on its attitude to the referendum *City Press*

Mawu secretary Moses Mayekiso told City Press that the union was contemplating legal action against Kent Meters of Industria

By BRUCE COHEN



● REGINALD DUBEZANA one man, no vote and now no job

communist and the two men were fired, the union said
Mr Bennet denied that the two men had been fired for political reasons. He told City Press they had been sacked for disciplinary reasons concerning their general behaviour

He refused to comment on the other allegations

But Mr Mayekiso countered this by asking why management chose to sack the men when they asked about the constitution and not at another time

He said Mawu condemned management's action, and said companies should not do the Government's job

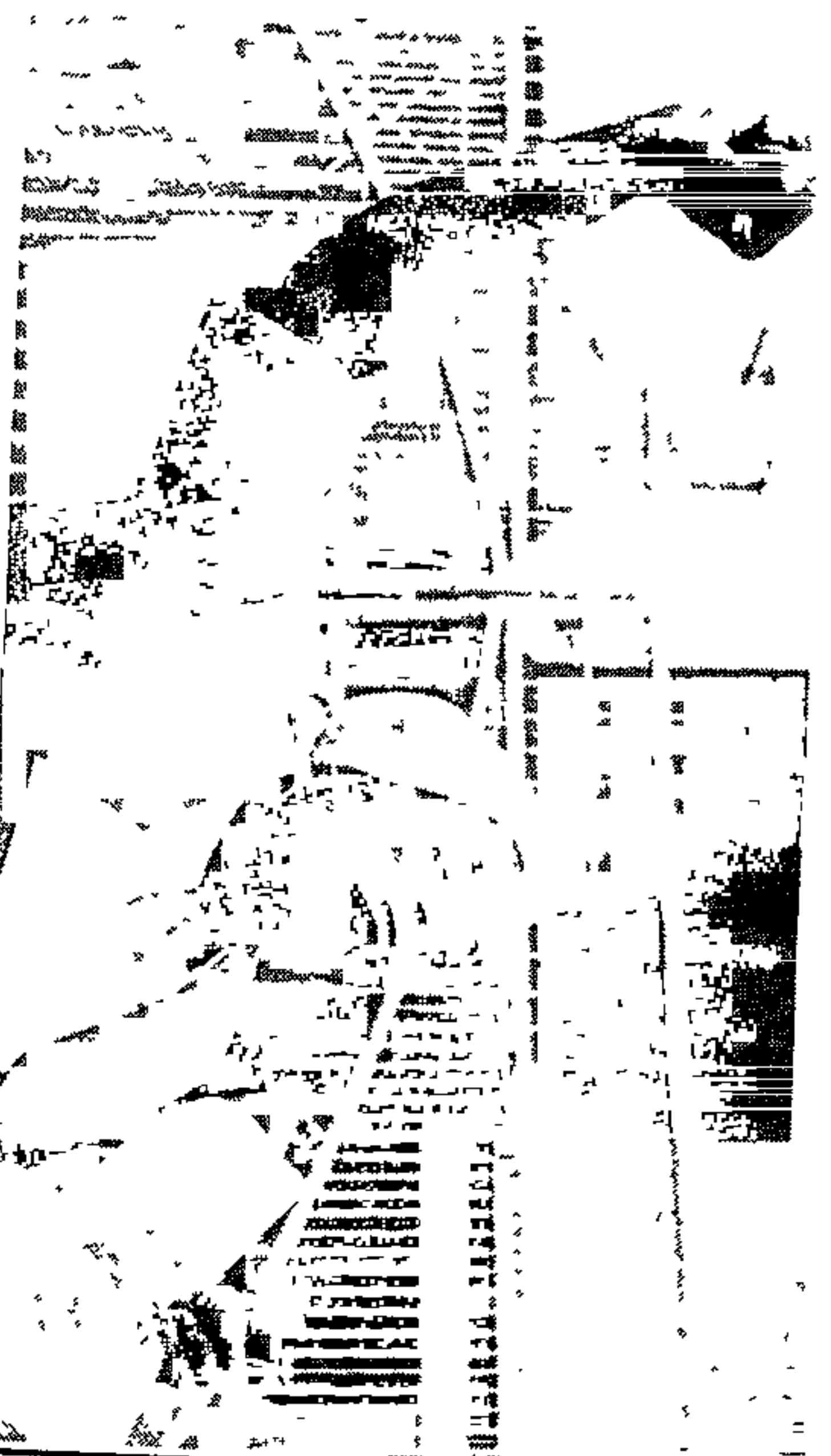
He told City Press that Mawu members wearing the "One man, One vote" stickers had

been harassed in a number of companies

He referred to this week's strike at the Rheem tin and drum manufacturing company where 140 workers were sacked over a strike demanding the dismissal of a supervisor. Mr Mayekiso said management at this Alrode company had been incensed by workers wearing the stickers and this had contributed to their hardline attitude towards the strikers

Two fired 'after row over stickers'

● A member of the Federation of SA Trade Unions handing out pamphlets calling for one man one vote outside the Kellogg's factory in Springs this week. Security police questioned union members and took away some of the pamphlets for "further investigation", according to Fosatu. The pamphlets were part of a massive Fosatu campaign to persuade bosses to reject the new constitution and highlight workers' demands for democracy
Pic AFRAPIX



According to the union, the chairman of Kent Meters' shop steward's committee, Reginald Dubezana and another shop steward Naphta Mazibuko were sacked on Monday. The two men, wearing "One man, One vote" stickers issued by the Federation of SA Trade Unions (Fosatu), approached management following a mandate from Fosatu's Central Committee to establish company attitudes to the new constitution

But management refused to discuss the issue with them and according to the union, manager Peter Bennet pulled a sticker off Mr Dubezana's shirt

When Mr Dubezana asked for the sticker back, he was called a

Union hits at

action taken

E. Post
by Ciskei

Post Reporter

MR HERMAN REBHAN, general-secretary of the 14 million-strong International Metalworkers' Federation (IMF) has condemned the anti-union action taken by authorities in Ciskei

Mr Rebhan said he fully endorsed the statement issued by the IMF's South Africa Co-ordinating Council, condemning the banning of the South African Allied Workers' Union (Saawu), as being "directed against all democratic unions inside and outside South Africa"

Mr Rebhan renewed the commitment of his federation to do "everything in its power to bring about equal rights for all in South Africa" and attacked the "vicious collusion" between the South African and Ciskeian Governments in oppressing Saawu

The IMF, which has affiliates in several Caribbean countries, has also

condemned the United States's invasion of Grenada

In a statement from Geneva headquarters, Mr Rebhan, said "The US invasion is a flagrant violation of the Charter of the Organisation of American States and an affront to international law and order

"The territorial integrity of independent sovereign states must be respected and military invasions must be condemned

"We cannot condemn the Soviet invasion of Afghanistan and accept the American invasion of Grenada. A very dangerous precedent has been set

"The invasion shows that the Reagan Administration has lost all sense of proportion and judgment

"The sooner it is replaced by an Administration that can restore America's name as a champion of peace, national sovereignty and freedom from military adventurism the better "

Union will hold strike ballot at Dunlop tyre factory

Mercury Reporter

the company

THE Metal and Allied Workers' Union, which has declared a dispute over pay with the Dunlop Tyre Company in Durban, will hold a strike ballot at the factory on Thursday to gauge the reaction of its members on 'legal industrial action' against

A union spokesman said the dispute had now dragged into the fourth week and 'all efforts on the part of the union to resolve the dispute over wages, shift allowance and various bonus schemes have been rejected by the company, which is

refusing to put its "final offer" on the table'

'Of particular interest is the company's refusal of mediation. This is the first time a company has ever refused an offer of mediation by the union and has been interpreted by the union as a clear indication that it intends to provoke industrial action at the plant,' he added.

Meanwhile, the union will declare a dispute with Dunlop's Ladysmith branch over its alleged failure to sign a recognition agreement negotiated between the two parties

The union spokesman added that it had indicated that it considered the company's 'failure to comply with the agreement an unfair labour practice which is having the effect of jeopardising industrial peace at the factory'.

The union also announced that it had been holding discussions on the situation at Dunlop with representatives of the National Automobile and Allied Workers' Union, another Fosatu-affiliate, which is organised in the major vehicle manufacturing firms

The spokesman for Dunlop would not comment when approached by the Mercury yesterday, but the company is on record as saying that its doors have not been closed to wage negotiations with the union

151. Care times 9/11/83

Wage dispute at OK

Own Correspondent

JOHANNESBURG — The Commercial, Catering and Allied Workers' Union (Ccawusa) has declared a formal dispute with the giant OK Bazaars chain store over wages — the first time the union has ever made use of the country's official disputes machinery.

The declaration means the union has applied for a conciliation board to settle the matter, and is the first step to a legal strike.

The OK dispute, which follows a recent wage-talks breakdown, affects the pay of 20 000 workers nationally.

The white and coloured shop workers' union, the National Union of Distributive

and Allied Workers (Nudaw), also plans to declare a dispute with OK on the same issue.

Although Ccawusa represents only black workers, increases negotiated by it are passed on to all workers. Nudaw argues that its members are directly affected by the dispute.

Ccawusa declared the dispute late last week, and Department of Manpower officials visited its offices yesterday to verify the union's membership.

OK, which is not opposing Ccawusa's request for a conciliation board, yesterday submitted its reply to the department.

The company's industrial relations director,

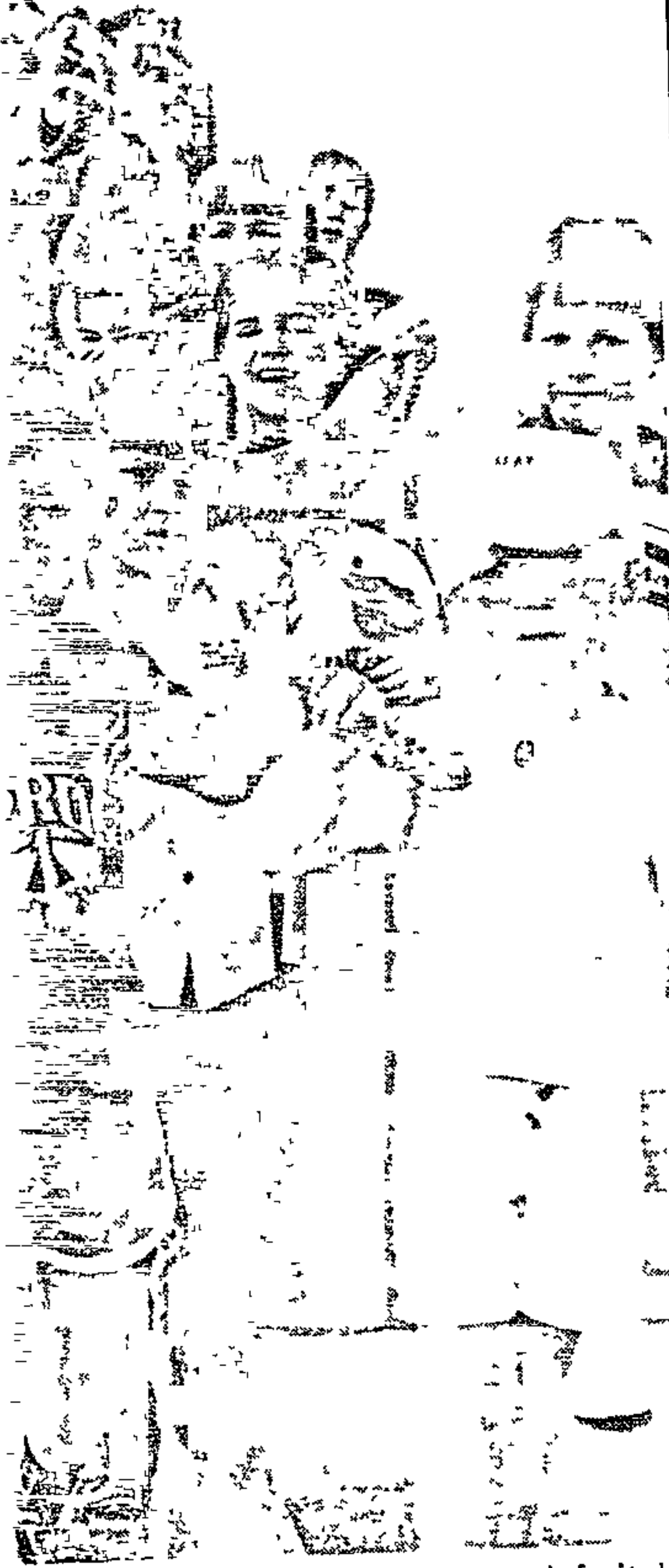
Mr Roger Blackwell, said yesterday that Ccawusa's demands exceeded OK's profits over the past year.

Ccawusa's general secretary, Mrs Emma Mashinini, said the union had demanded a R50-a-month increase.

OK had responded with an offer of R20 a month from December and a further R15 from February she said. The minimum wage at OK was R240 a month.

Mr Blackwell said OK was also offering the union new negotiations in March, which could lead to further increases.

"We want to have annual negotiations, so that we can budget accordingly," he said.



of "you can win some but you definitely lose some" — George's pre-primary schoolteacher worked hard to keep a class together while on strike yesterday. The children were instructed to sit on to the rope. Picture: John van der Linden

Handicapped given 'kars'

Staff Reporter

TEN Cape Town children who cannot use their legs experienced the joy of movement yesterday when they were presented with the first of 100 "Ro-kars" — four-wheeled cars propelled by hand.

The cars were presented on behalf of the Rotary Club of Constantia by the Mayor, Mr Sol Kreiner, at a function in the Civic Centre.

The idea was set in motion by a similar vehicle in Australia and has been developed by the Rotary Club over the past four years.

The Ro-kars have a single-crank back axle with two rowing levers.

Apart from the enjoyment they give, the cars also teach handicapped children co-ordination and perspective, and give them a sense of independence.



Gerhard van Niekerk, 9, of St Joseph's Home in Philippi, enjoys his first try on a hand-propelled "Ro-kar". The first ten of 100 cars were presented to homes and institutions yesterday for use by children who do not have the use of their legs.

plans nberg heme

that the plan should be undertaken over a five-year period.

Mr Brand stated that access points to the park should have colourful arches or signposts to define its boundaries. A section of

Farmer loses appeal

Staff Reporter

THE Appeal Court in Bloemfontein has dismissed an appeal by Ivan Burger, of Bonnievale, against his conviction and sentence for assault with intent to seriously injure a man who had raped a woman on November 22, 1980.

Burger was found

IN GOD'S

NAME

Union declares dispute with OK

By STEVEN FRIEDMAN
Labour Correspondent

THE Commercial, Catering and Allied Workers' Union (CCAWUSA) has declared a formal dispute with the giant OK Bazaars chainstore over wages — the first time the union has ever made use of the country's official disputes machinery

The declaration of a dispute means the union has applied for a conciliation board to settle the matter and is the first step on the way to a legal strike

The OK dispute, which follows a recent breakdown in wage talks between the two sides, affects the pay of 20 000 workers nationally

It was also learnt yesterday that the white and coloured shop workers' union, the National Union of Distributive and Allied Workers (NUDAW), also plans to declare a dispute with OK on the same issue

Although CCAWUSA represents only black workers, increases negotiated by it are passed on to all workers and the NUDAW therefore argues that its members are directly affected by the dispute

CCAWUSA declared the dispute late last week and Department of Manpower officials visited its offices yesterday to verify the union's membership

At the same time, OK, which is not opposing CCAWUSA's request for a conciliation board, yesterday submitted its reply to the department on points raised by CCAWUSA in

its application for a board

The company's industrial relations director, Mr Roger Blackwell, said yesterday that CCAWUSA's demands "add up to more than our profits over the past year — they would literally put us into the red"

CCAWUSA's general secretary, Mrs Emma Mashinini, said the union had demanded a R50 a month increase to come into effect from last month

OK had responded with an offer of R20 a month from December and a further R15 from February, she said. The minimum wage at OK was R240 a month and the offer was unacceptable to workers

Mr Blackwell said that, besides offering two rises, OK was also offering the union new negotiations in March, which could lead to further increases

He added that the offer applied only to workers earning below R350 a month — those earning above it would receive R35 a month from April, he said

Mr Blackwell said OK had no knowledge of a dispute with the NUDAW "We have not negotiated wages with them for as long as I can remember, so it is unclear what grounds they would have for a dispute," he said

But the union's general secretary, Miss Dulcie Hartwell, confirmed that it planned to declare a dispute OK were due to be informed of this yesterday

"Although we have not negotiated with OK on CCAWUSA's demands, they affect our members and we also want a conciliation board," she said

Labour Correspondent

ATTEMPTS to weld emerging trade unions representing more than 250 000 workers into a powerful new federation may face a "make or break" test at the weekend, according to union sources

The unions are due to meet in Johannesburg to continue unity talks and unionists said yesterday they believed the meeting could be a watershed

They believe long-existing tensions between older and newer unions may well come to a head at the meeting

A unity meeting last month ended in acrimony and only last-minute intervention by delegates from the Council of Unions of SA ensured that the unions would meet again

Unionists said yesterday that there had been little or no change in the relationship between the two camps since

AKGus 9/11/83

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Sea Point hotel workers walk out

Staff Reporter

ABOUT 60 workers at the Arthur's Seat Hotel in Sea Point today staged a walk-out after a dispute with the management about salaries and conditions

They gathered in Main Road outside the hotel and said they would not return to work until their demands were met

A spokesman said they

had received "only one small" salary increase in more than two years and were demanding an immediate increase of R50 a month

The management had offered them a R20 increase but they were not satisfied with this

Another grievance concerned an amount of R25,99 which the management deducted from

the salaries of "live-in" workers. They felt this was too much since between six and 10 people shared a room

The general manager, Mr A Masters, denied the workers had gone on strike

He said he had given his permission for them to hold a meeting during their tea-break. He was not aware of the walk-out and claimed that the

"operational efficiency" of the hotel was not affected

According to Mr Masters it had been decided by the Industrial Council that a salary increase for the workers was to come into effect on January 4 but they wanted it now

He said the amount of R25,99 for live-in workers had been set down by the Industrial Council

Chain store in wage dispute

Argus Bureau

PORT ELIZABETH
— The 9 000-member National Union of Distributive and Allied Workers (Nudaw) joined the Commercial, Catering and Allied Workers' Union (Cawusa) today in declaring a formal dispute over wages with the giant OK Bazaars chain

The breakdown in wage talks is expected to affect about 20 000 workers countrywide

Miss Dulcie Hartwell, secretary of Nudaw, said today she had just told the personnel director of OK Bazaars, South Africa, Mr Richard Black-

well, that the union was declaring a dispute with them and had applied for a conciliation board to settle the matter

Strike

She said the conciliation board would consist of union and management representatives and a legal strike would not necessarily be declared if an agreement was not reached

Union members would still have to be balloted before such a decision was made

Nudaw, a registered and unaffiliated union, would ask the Minister of Manpower, Mr Fanie Botha, to handle the two conciliation board applications jointly, she said

Mrs Emma Mashini, secretary of Cawusa, confirmed the joint request today and said it was the first time Cawusa had made use of the country's official dispute machinery

She said Cawusa represented only 6 000 black workers, but the recent breakdown in wage talks would affect 20 000 workers nationally

This was because increases negotiated by Cawusa and Nudaw would be passed on to all OK Bazaars employees in the country

Management and union representatives were engaged in talks and could not be contacted for comment

Union supports minimum wage

Star 12/11/73

The National Automobile and Allied Workers Union (NAAWU) has come out in support of a minimum wage of R2 an hour for workers in the motor components industry

In a statement released in Pretoria yesterday, Naawu said it was aware of the wage negotiations taking place with the National Industrial Council for the Motor Industry

"Naawu is not a member of this council and accordingly will not be present at the forthcoming meeting of the council set for November 11

"However, Naawu members who are covered by the council's agreement have met and agreed to support the amount placed by party unions of a minimum wage of R2 an hour," the statements said

While this will not be a substitute for Naawu's national in-plant demand of a minimum wage of R3,50 an hour, the union believes that an increase to R2 an hour will begin to put things right in an industry where minimum wages and working conditions are unacceptably low

"Naawu has been in contact with one of the party unions, the Motor Industry Combined Workers Union (MICWU), and made this decision known to them

"Naawu will also contact those companies where Micwu is active so that pressure can be built in support of this demand

"Naawu will be following the negotiations closely and further general meetings have been arranged," the statement said

Mine safety probe — at union's request

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

Surprise terms in pay talks

By STEVEN FRIEDMAN
Labour Correspondent

IN A surprise move, unions on the industrial council for the motor components and repair industry have demanded a minimum wage of R2 an hour — almost double the present minimum in the council's agreement

And yesterday, in a unique move, Fosatu's National Automobile and Allied Workers Union issued a statement supporting the stance of the three unions on the council, one of which is a key Tucsa union NAAWU said it would seek to "pressure" companies to accept the demand

Although NAAWU's own minimum wage demand in negotiations is R3,50 an hour, R2 an hour is regarded by many Fosatu unions as a "minimum living wage" and it is seen as significant that unions on the motor council have adopted it.

NAAWU has also held talks with the union which initiated the demand, Tucsa's Motor Industry Combined Workers Union, on the R2 demand

Contact of this sort between Tucsa and Fosatu unions is rare and the co-operation between the two unions on this issue is likely to strengthen the union's position in the present negotiations

It is understood that, although the minimum in the council's agreement is R1,06 an hour, the minimum paid by most firms is much greater, and unionists argue that the R2 demand would not mean a major increase in wage bills

According to union sources, the average minimum is R1,50-R1,70 an hour, although management sources say it is lower than that in most areas

Negotiations are continuing this week and may be completed on Friday

In its statement yesterday, NAAWU said that, although it was not a member of the motor council, it was aware of the current negotiations

New
turn in
Dunlop
dispute

Mercury Reporter

THE wage dispute at the Dunlop Tyre Company in Durban took a new turn yesterday with the announcement that the Minister of Manpower, Mr Fanie Botha, had approved an application for a conciliation board to settle it

Mr S C Meyer, the company's group industrial relations manager, told the Mercury last night negotiations between Dunlop's Durban factory and the Metal and Allied Workers' Union resumed yesterday at the union's request

'But the company has now been informed that the Minister of Manpower has approved the union's application for a conciliation board and therefore any further talks will now obviously be held within the board's terms of reference

'This means that the union and its members will not be able to take any industrial action before the conciliation board has met for further negotiation

'In the circumstances the company believes that the union's strike ballot is premature and any strike action will be unlawful' he added

Meanwhile, the Fosatu-affiliated union which held a 'strike ballot' at the factory yesterday would release the results today, according to a union spokesman

The union spokesman said counting of votes would take place early today after workers on the 10 p m shift had cast their votes

He confirmed that negotiations resumed yesterday

Meeting (6/15/1)
off shaft
NUM 11/1/83
stewards

Mall 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.

Court action against factory

Cape Times 11/11/83
By RIAAN
DE VILLIERS

THREE clothing workers have started an industrial court action against a Diep River clothing factory, claiming they have been unfairly dismissed because of links with a new clothing workers' union being set up in the Western Cape.

The Clothing Workers' Union (Clowu) was launched at the end of last month in opposition to the Western Province Garment Workers' Union.

'Skirmish'

The court action is the first skirmish in what may become a protracted factory-floor war as the new union seeks to make inroads on the massive established union, with a closed-shop agreement with employers and a formal membership of some 60 000.

The workers claim they were summarily dismissed by the manager of their company, Park Avenue Lingerie, after being questioned about their links with Clowu and the distribution of pamphlets within the factory.

'Victimized'

Following their dismissal they approached the newly-established Cape Town office of the Legal Resources Centre for assistance.

Mr Geoff Budlender of the LRC confirmed yesterday that he had been instructed by the three workers to prepare an industrial court action on the grounds that they had been victimized.

If the industrial council could not reach a settlement, the main dispute would then go to the court, he said.

'Discipline'

Mr J Reinhardt, managing director of the clothing firm, said yesterday the firm had not been officially informed of any pending legal action.

He confirmed that the three workers had been dismissed in a "normal disciplinary action" about 10 days ago, but strongly denied that this had been caused by their involvement with the new union.

All is not so OK

~~20~~ Soweta
~~20~~ 12/11/83
151

THE Commercial Catering and Allied Workers Union of SA (Ccawusa) has applied for a conciliation board hearing to settle a dispute with the giant OK chainstore group which employs 20 000 workers nationally.

This was confirmed by the union's secretary Mrs Emma Mashinini who also said that officials from the Department of Manpower had visited the union offices to check on their membership.

And in another major move the white and coloured shop workers' union, the National Union of Distributive and Allied Workers, plans to declare a dispute with the same company.

The dispute by Ccawusa follows a deadlock in wage talks and it is the first time that the union has made use of the country's official dispute machinery since the parties signed a recognition agreement earlier.

CAPE TIMES 12/14/83
Sacked worker to get wages

Staff Reporter

THE Industrial Court has ordered the temporary reinstatement of a sacked Cape textile worker who claims she was victimized for union activities by her employers, Franz Falke of Bellville South

But the firm has elected to keep on paying her wages without her returning to work, pending the final outcome of the case

Mrs Maxie Dreyer, a member of the Fosatu-affiliated National Union of Textile Workers, took legal action after she was fired on September 1

Mr Geoff Budlender of the Legal Resources Centre, who is handling the matter, said yesterday that a temporary reinstatement order had been granted this week

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STAMPED OUT OF HOSPITAL

151
 FOUR senior Mdantsane matrons including Ciskei's Chief Nursing Officer, Matron N G Xesi, have been fired - without any reasons being given

Matron Xesi and three senior matrons at Mdantsane's Cecilia Makwane Hospital all received immediate dismissals from Ciskei's director-general of health, Mr H M Mdeleleni

No reasons were given - and Mr Mdeleleni flatly refused to discuss the sackings when contacted by City Press this week

Matron Xesi said she and senior matrons P N Ralana, Constance Tsipa

city press
 ● Also fired Matron Beauty Qambata

and Beauty Qambata were all baffled by the action, as there had been no suggestion of them doing anything wrong

"All the good work we've done has been thrown back in our



By BENITO PHILLIPS

faces," said Matron Xesi, who was honoured by the homeland last year when a photo of her and a student nurse Jonglangu was used on a Ciskei postage stamp

"Not being told why I was fired makes me feel like a criminal. If I've

13/11/83
 ● Matron N G Xesi's fondest memory . . . the photo of herself and a student nurse used on a Ciskei postage stamp. She's now lost her job

committed an offence, why wasn't I brought before the disciplinary committee?"

Matron Qambata - one of the pioneers of the Mdantsane hospital - said she had been slapped in the face by the authorities

"I would have acce-

pted it if charges had been brought against us," she said

Hospital superintendent Dr P E Pistorius refused to discuss the sackings, and Ciskei Health Minister Dr J Beukes was overseas, according to his secretary

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15/11/83

Company issues a court threat to union

By STEVEN FRIEDMAN
Labour Correspondent

A COMPANY has started legal action against a trade union, alleging "unfair labour practice"

The move, in an industrial court, is believed to be without precedent in this country

The company, Howick firm BTR Sarmcol, has declared a dispute with the Metal and Allied Workers' Union, charging it has failed to "bargain in good faith"

The union says it will fight the case

Sarmcol have requested the Minister of Manpower to appoint a conciliation board to settle the dispute

A company spokesman said yesterday that, if the board failed to settle it, Sarmcol would take industrial

court action

Although unions have made frequent use of the court to allege employers have been guilty of "unfair labour practices", this is believed to be the first time an employer has taken such action against a union

If the case comes to court, it will have important implications for unions and employers throughout industry and could open the floodgates to a spate of similar cases

Sarmcol's action flows from a dispute with MAWU over severance pay, after agreeing to negotiate a recognition agreement with the union

MAWU has demanded that retrenched workers receive two week's severance pay for every year they have worked

It wants negotiation on this at the same time as recognition talks

The company argues that severance pay should not form part of recognition talks and that the issue should be negotiated after the union is recognised

The company's spokesman said MAWU had adopted a "rigid and inflexible stance during negotiations" on the issue by refusing to move from its demand

"They have told us it is union policy to demand two weeks' pay and they refuse to budge

"We believe this means they are not prepared to bargain in good faith," the spokesman said

He confirmed a claim by the union that the two sides had agreed to negotiate a recognition agreement within

three months of MAWU recruiting a majority at the plant and that this had not been done

"We believe the union is responsible for this. They have set conditions for the signing of an agreement — such as severance pay — because they do not want to be subject to the discipline of a formal agreement," he said

A MAWU spokesman said the union would fight the case if it went to court

"Their claim that we are inflexible is nonsense," he said "We originally demanded that workers who were made redundant receive four weeks' severance pay for each year they had worked. We changed that to two weeks — so we have been prepared to adjust our demands"

157 15/11/83
Dunlop workers defer action

Labour Correspondent
MEMBERS of the Metal and Allied Workers' Union at Dunlop's Durban tyre plant met at the weekend and decided against taking industrial action — at least until November 25, a union spokesman said yesterday. Last week the workers voted overwhelmingly in a strike ballot held by the union to take legal industrial action at the plant. About 850 workers voted for action and only six against. The union had earlier declared a formal dispute

against Dunlop over wages and other issues. However, late last week, the Minister of Manpower, Mr Fanie Botha, appointed a conciliation board to attempt to settle the dispute — which meant workers could not take legal industrial action for a further 30 days or until the board reported to Mr Botha that it could not settle the dispute. MAWU's spokesman said yesterday workers had decided to wait until the conciliation board met on November 25 before deciding whether to

take action. "If the dispute is not settled at the board, then workers will meet again to consider their position. This will ensure that any action which is taken is legal," he added. Negotiations between Dunlop and MAWU resumed briefly last week at the union's request. However, when Mr Botha appointed the conciliation board, the company suspended talks and said these would continue when the board met. If Dunlop workers do take industrial action, it will be only the second legal strike by black workers since the Government's new labour dispensation was introduced. The first occurred at a Natal textile plant earlier this year.

^{NUM}
Accord on mines (51)

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

'Call to Boycott Stores unfair'

By STEVEN FRIEDMAN
Labour Correspondent

ATTEMPTS by a union to call a boycott of Sales House stores because of the sacking of strikers at Liberty Life were unfair, since the stores have only a "limited" relationship with the insurance company, said Edgars Stores, which owns Sales House, yesterday

The Insurance and Assurance Workers' Union of SA (IAWUSA), 90 of whose members were fired by Liberty for striking, recently announced it was calling for a boycott of Sales House as part of its campaign against Liberty

It described Sales House as an "associate company" of Liberty and implied that a boycott of the stores would put pressure on Liberty to settle the dispute

Yesterday, however, Edgars rejected attempts to involve Sales House

Edgars said it "wishes it to be understood" that it is "incorrect to describe Edgars Stores Limited or its division, Sales House, as an associate company of Liberty Life"

The company said it was "generally known" that Liberty had an investment in the Premier Group, which in turn had a minority shareholding in SA Breweries, which controls Edgars

"Such an extended and immaterial investment relationship between Sales House and Liberty Life can in no way be construed as an 'associate company' relationship," the company said

It said neither Sales House nor any other Edgars Division had been a party to the dispute between Liberty and IAWUSA

Top unionist accused of foul play

By PHILLIP VAN NIEKERK
IN AN unprecedented move, the president of the Garment Workers Union of SA, Dr Anna Scheepers has been accused of an "unfair labour practice" by a former union employee

Mrs Jacomina Ndaba plans to declare a dispute with Dr Scheepers and, if the dispute remains unsettled, to take action against her in the Industrial Court

This is believed to be the first time the "unfair labour practices" clause in labour law has been used by a union employee against a trade unionist

The dispute arises from the dismissal in October of Mrs Ndaba, employed by the union since 1966

Mrs Ndaba was fired after a union document was leaked to a rival union, the Textile Workers' Union, and read to a meeting of garment and textile unions in Port Elizabeth

Mrs Ndaba says Dr Scheepers accused her and "disgraced" her in front of 65 delegates

Her lawyer, Mr Selwyn Cohen, said he was later told by Dr Scheepers that Mrs Ndaba had been dismissed after a series of leaks

In addition, Mrs Ndaba had

allegedly stolen a roll of toilet paper from the union and was considered unsuitable for the job

Dr Scheepers had also told Mr Cohen the union had been forced to retrench staff

"Later Dr Scheepers told Mrs Ndaba that unless the proceedings were withdrawn, she would not receive a pension, which is given at the discretion of the union," Mr Cohen said

Mrs Ndaba refused to withdraw the case

Dr Scheepers said yesterday she would defend the action

Mrs Ndaba had not been dismissed merely because of the leaked document. Her work had been unsatisfactory for a long time and she had only been kept on for compassionate reasons

"We paid for her to attend a secretarial course, but afterwards her work had not improved at all," Dr Scheepers said

Dr Scheepers said the union's numbers were decreasing so rapidly union workers had had to be retrenched, and more might be dismissed next year

She denied she had threatened to withdraw Mrs Ndaba's pension

Company cites union over 'good faith'

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17/11/83

Mercury Reporter

IN WHAT is believed to be an unprecedented move, a company has laid the ground for an Industrial Court action against a trade union, alleging the union is guilty of an 'unfair labour practice'

The Howick firm BTR Sarmcol has declared a dispute with the Metal and Allied Workers' Union, charging it has failed to 'bargain in good faith' The union says it will fight the case

Sarmcol has asked the Minister of Manpower to appoint a conciliation board to settle the dispute A company spokesman said yesterday that, if the board failed to settle it, Sarmcol would take Industrial Court action

Although unions have made frequent use of the Industrial Court to allege employers have been guilty of 'unfair labour practices', this is believed to be the first time an employer has taken such action against a union

If the case goes to court, the result will have important implications for unions and employers throughout industry

Spate of cases

Were the court to rule that a stance taken by an employer or union during negotiations could be 'unfair', this could open the way to a spate of cases brought by both employers and unions

Sarmcol's action flows from a dispute between it and Mawu over severance pay, which follows an agreement by the company to negotiate a recognition agreement with the union

Mawu has demanded that retrenched workers receive two weeks' severance pay for every year they have worked It wants negotiation on this

to take place at the same time as recognition talks

The company argues that severance pay should not form part of recognition talks and that the issue should be negotiated after the union is recognised

The company's spokesman said Mawu had adopted a 'rigid and inflexible stance' during negotiations' by insisting that severance pay form part of recognition talks and by refusing to move from its demand

Union policy

'They have told us it is union policy to demand two weeks' pay and they refuse to budge We believe this means they are not prepared to bargain in good faith,' he said

He confirmed a union statement that the two sides had agreed to negotiate a recognition agreement within three months of Mawu recruiting a majority at the plant, and that this had not been done

'We believe the union is responsible for this They have set conditions for the signing of an agreement — such as severance pay — because they do not want to be subject to the discipline of a formal agreement,' he said

A Mawu spokesman said the union would fight the case in court

'Their claim that we are inflexible is nonsense,' he said 'We originally demanded that workers who were made redundant receive four weeks' severance pay for each year they had worked We changed that to two weeks — so we have been prepared to adjust our demands'

He claimed that the failure to conclude an agreement within three months was the company's fault

Racial Union 'Leans on' Liberty Associate

By STEVEN FRIEDMAN
Labour Correspondent

THE Insurance and Assurance Workers Union of SA (IAWUSA) says it launched its campaign to boycott the chainstore, Sales House, yesterday and will continue the boycott — despite a company statement charging that a boycott would be unfair.

The union has called the boycott to help win the reinstatement of 90 of its members who were fired after striking at the insurance gi-

ant, Liberty Life, and to win recognition at Liberty. The company refuses to recognise IAWUSA because it is open to blacks only.

The union says it launched its campaign against Sales House with pamphlets at the Bree Street branch yesterday and by urging consumers not to buy there. It was satisfied with the results.

It says Sales House is an associated company of Liberty Life and has also called a boycott of the United Build-

ing Society and Liberty itself.

On Tuesday, Edgars Stores, which owns Sales House, denied it was an associated company of Liberty. Though there was an investment relationship between the two companies this was "extended and immaterial", Edgars said.

It said the dispute between IAWUSA and Liberty did not concern Sales House Edgars' divisions, including Sales House, had been dealing "amicably" with a black

union for two years.

IAWUSA yesterday rejected this argument and vowed to continue the boycott. It also said it planned to "make life unbearable" for Liberty's chairman, Mr Donald Gordon, by "following him and facing him out".

The union said it was "not so much interested" in the extent of the links between Sales House and Liberty. Its campaign, it said, was to get "Liberty Life associates" to pressurise the company to

recognise IAWUSA.

"If they fail, they must cut links with Liberty Life as a symbolic rejection of its failure to recognise workers' freedom of association."

IAWUSA claimed it was busy "nationalising" its campaign against Sales House and UBS and said that, if its dispute with Liberty was not settled by the end of the month, it would campaign against the two companies "as long as they are in business".

Bakery,

union

reach

accord

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.

Workers

win

big

bonus

increase

PORT ELIZABETH —
Workers at the Shatterprufe Safety Glass company in Port Elizabeth are to receive a 250% bonus increase and a 10% across-the-board wage increase, following negotiations between management and the Chemical Workers' Industrial Union last week.

Mr Les Kettledas, a spokesman for the Federation of South African Trade Unions, said members believed the bonus increase was "very substantial", the size of the increase being one he had not previously encountered in his dealings with employers

"In my opinion the bonus increase compares favourably with some of the other leading companies in the area," he said

This follows a dispute between management and 520 workers at the company who staged a one-hour strike last Tuesday over management's wage and bonus offers

Workers finally accepted management's offer after a report-back meeting with the union last Thursday. The increases come into effect next month

Mr Kettledas said workers were happy with the bonus increase as it was a "sensitive issue which had been a priority among them". The union, however, would continue to pursue its demand for one month's salary as a bonus, he said

He said management's initial offer of a 3% wage increase and an additional annual bonus — equivalent to one week's wages — had been rejected by workers

The final bonus increase was equivalent to three-and-a-half weeks' pay and meant that a worker in the lowest grade would receive an additional R205 bonus — in this instance, a total of R287

Mr Neville Schonegevel, personnel director at Shatterprufe, said the company was satisfied with the settlement

A recognition agreement was concluded between management and the union on August 12 and more than 80% of the workers belong to the CWIU — Sapa

Business Day

Employers may turn to using court action against unions

2/11/83
151
LABOUR WEEK

By STEVEN FRIEDMAN

FOR much of this year, unions have used industrial court action against employers with great effect. Now an employer is to use court action against a union

Howick firm BTR Sarmcol has declared a dispute with the Metal and Allied Workers' Union, alleging it is guilty of an "unfair labour practice" If the dispute is not settled, it will go to the court

Other employers may declare similar disputes soon

The Sarmcol case has some major implications — which might worry employers as much as unions.

The company charges MAWU has been "inflexible" in negotiations by refusing to budge from a demand for two weeks' severance pay for retrenched workers.

MAWU denies it is inflexible and says it has modified one major demand

Sarmcol is relying on a concept in US labour law which has not been fully tested here — that parties must bargain "in good faith"

In the US, a refusal to budge from a demand could be ruled unfair

If Sarmcol goes to the court and is successful, however, the precedent set could be used just as enthusiastically by unions

An employer who refused

to negotiate any issue with a union because it is a "management prerogative", could face court action if Sarmcol wins its case

Meanwhile, increased employer use of the court may highlight more sharply the rule that, in most cases heard by the court, both parties must pay their own costs

If employers are to use the court more, unions are going to have to find money to defend these actions But, of course, major companies have access to far more money than unions

If the law is not changed to allow the winning party to claim costs, some employers could use court action to deplete union finances and thus sharply weaken unions — win or lose

□□□

LABOUR insiders believe Mr Fanie Botha's resignation will not have a major effect on Government labour policy and they are almost certainly right

Many factors point in that direction but perhaps the most important is that labour relations action has moved increasingly outside the Department of Manpower's direct control.

Indeed, departmental initiatives have become less

and less of a factor on the labour scene

It would take a major effort by Mr Pietie du Plessis to reverse the trend and it seems unlikely he would try — particularly while senior Department officials, who have not sought to stop this trend, remain in place

But one fear voiced by a senior employer source is that Mr Du Plessis, as a relatively junior Minister, may not have the clout to withstand demands from the security establishment for tough action against unions

Dec 23/11/83

(15)

Friendship project across the colour line may change racial stereotypes



MRS FREDA VAN ROOYEN

Mrs Freda van Rooyen pointed out this newly-built house in the coloured suburb of Newclare, near Johannesburg, to illustrate how misguided white people may be when they think coloured people live only in slums.

MR GODFREY MORGAN

● Photographs by Jacob Rylkiff.

By Kate McKinnell

The only way to narrow the gap between race groups is for individuals to get to know each other, says Mrs Freda van Rooyen, chairman of the

Johannesburg Relations Committee, which recently launched a project to promote friendship between white and coloured families

"Barriers are only broken down when people

meet and become friends — South Africans have to start at this basic level

"In South Africa both white and coloured people have stereotyped ideas of each other, and the only way to overcome these ideas is for individuals to meet in each other's homes," says Mrs van Rooyen

She says white families who take part in the project will be introduced to coloured families of similar social standing. Committee members will organise the first meeting, but after that it is hoped the families will continue to meet in each other's homes

"It is not only important that adults should meet. Children must also become friends as the unity of this country in the future depends on their attitudes

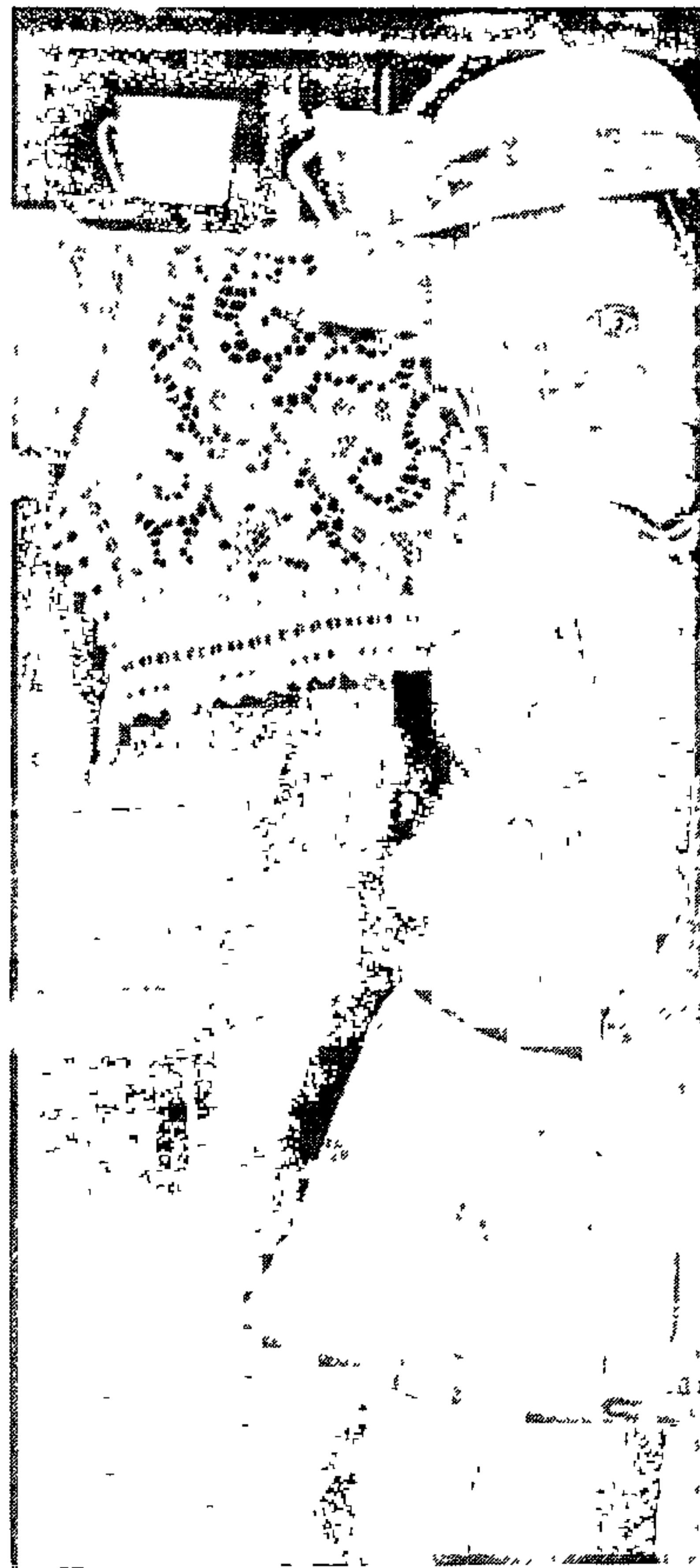
"Some white people have the stereotyped idea of coloured people as ragged, drunken thieves. We want more people to visit coloured homes to find out this is not true."

Mrs van Rooyen says the authorities often do not give coloured people the choice of where to live and they are forced into shabby sub-economic housing

"But go inside the houses and see how well kept and beautifully decorated they are, and you will realise that the people have much the same lifestyles, ideas and values as the people a short distance away in Johannesburg's white suburbs," says Mrs van Rooyen

"Coloured people who have the resources and are given the opportunity to build their own homes often live in houses that would be the envy of most white people," she says

Mr Godfrey Morgan, a coloured member of the committee, says coloured people may have bitter feelings towards whites,



Freda van Rooyen hopes that Cassandra Morgan will grow up with a positive attitude to white people through contact with white Johannesburg families

seeing them as authoritarians who have caused all their misery

"But if they actually meet white people who genuinely want to reach across the great division between races in South Africa there is a chance their hostile attitudes will change," says Mr Morgan

The relations committee will obtain details

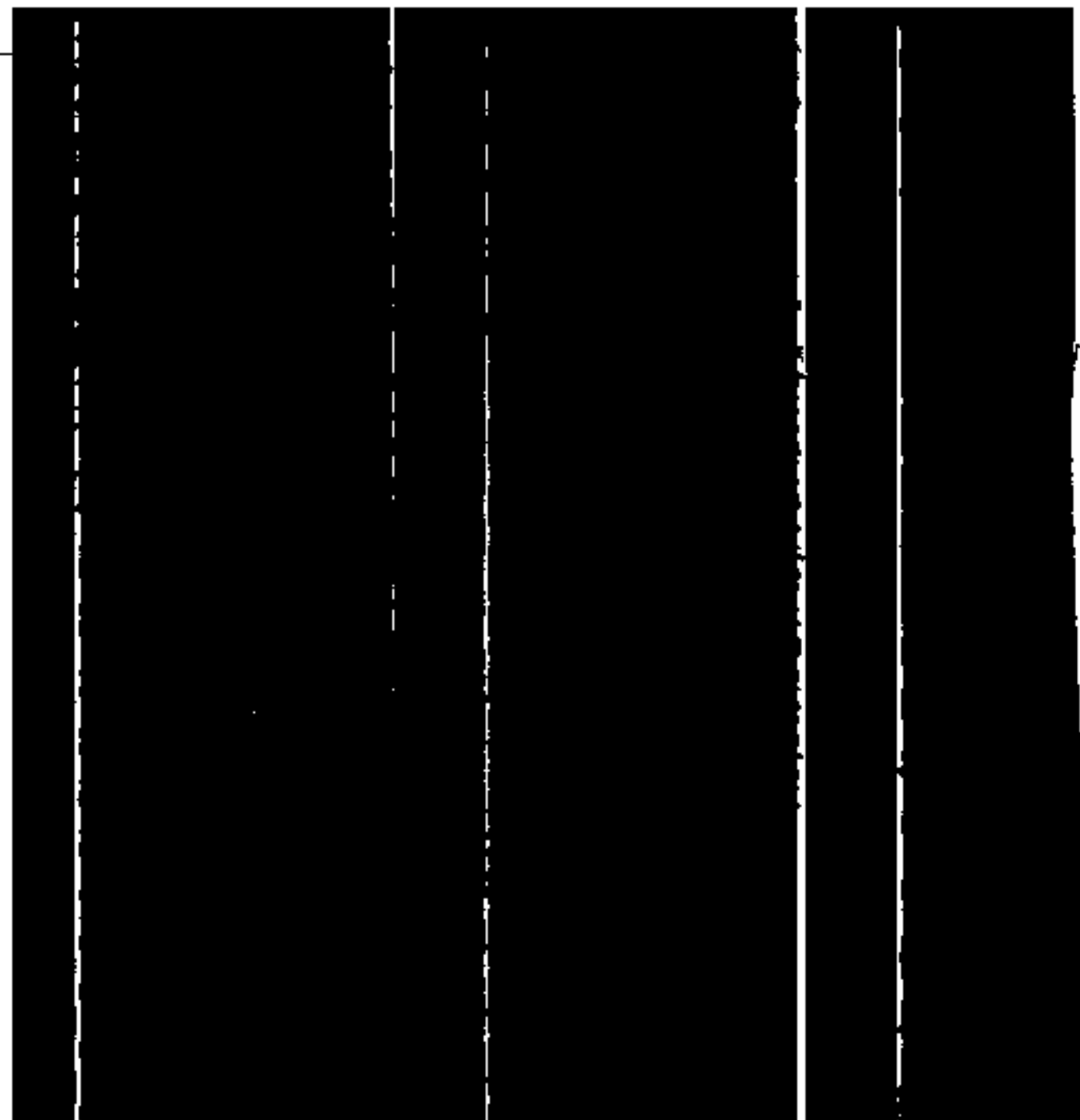
from all the families who volunteer for the project and match those with similar work and interests

White and coloured families who are interested in participating in the project can telephone Mrs Freda van Rooyen at (011) 787-1722; Mrs Eva Bartman at (011) 673-3572; or Mr Godfrey Morgan at (011) 27-4364.

	96	
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EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank.

5790-21



PRESS STATEMENTS



DUNLOP DISPUTE DRAGS ON

On Thursday 14th November a Conciliation Board meeting was attended by representatives of Dunlop SA (Tyre Division) and of the Metal and Allied Workers Union under the chairmanship of an official from the Department of Manpower.

MAWU motivated its claim for wage increases of between 8 per cent and 18 per cent on the basis that the current wages at the factory were far below the household effective level and supplemented living level as well as below their competitors like Firestone, Goodyear, and General Tyres. MAWU also argued that the company had made huge profits during 1982 and that these profits had been maintained in the first half of 1983.

Dunlop management did not dispute the company's ability to pay what the union was demanding but said that its policy on wages was determined by the availability of labour as determined by market forces from time to time.

After 6 hours the parties were still unable to reach any agreement but the company requested that one further meeting of the Conciliation Board be held and undertook to table further proposals.

MAWU agreed to this request and the next meeting was set down for the 5th December but union shop stewards remained sceptical last night that any agreement would then be reached although they said that 'the ball was now in Dunlop's court.'

MAWU Branch Secretary Natal

25.11.83

SASJ (151)

S. Post
25/11/83
**declares
a pay
dispute**

JOHANNESBURG — The Southern African Society of Journalists (SASJ) last night declared a dispute with major newspaper proprietors over their refusal to pay a 12,5% across-the-board increase to senior journalists next year, the SASJ's National Council said in a statement.

The council said it had declared a dispute with the Argus Company, South African Associated Newspapers and Sapa after months of negotiations.

"Most English-language newspapers are profitable and the Argus Company recently announced a 25% increase in the interim dividend to shareholders," the SASJ said.

"In the circumstances, we believe that the insistence of SASJ members on 12,5% across the board is entirely justified."

The SASJ said employers had offered 11% across the board with another 2,5% at editors' discretion. — Sapa

DEAL.
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Wynberg

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OF LIFE, PASSPORT,
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Wynberg

WYNBERG, PH 77 8141

PHARMACY

WYNBERG, CAPE, PH 71 7060

Rondebosch by-election 'aggressive'

By JO-ANNE RICHARDS

THIS WEEK'S municipal by-election has shaken the quiet, elite suburb of Rondebosch with its unusually costly, aggressive and professional campaign

It has been speculated that Mr Michael Garvin spent between R30 000 and R50 000 on his campaign Mr Garvin could not be reached for comment yesterday

Mr Arthur Wienburg, who was elected as the Ward 11 councillor, spent in the region of R10 000 On the other hand, Mr Albert Vianello said he spent under R500 and was extremely surprised and encouraged by his support He received about 200 fewer votes than Mr Garvin

Most councillors approached thought the number of posters and newspaper advertisements for Mr Garvin and Mr Wienburg was far larger than usual in a municipal campaign

The professionalism of the campaign was unusual because of Mr Garvin's use of a public relations firm, and Mr Wienburg's alleged use of "political party machinery"

Mr Garvin has stated that he employed Peter Sorrell and Associates to act as his agent as he was overseas till the

end of October Mr Wienburg has strongly denied that he used party machinery

The result of the election has placed a question mark over the role and credibility of the local ratepayers' association Mr Garvin had been chosen as the association's candidate

It also raised a query on whether the association would retain its constitutional provision that, before a candidate could be chosen as an official candidate, he would have to, agree to withdraw, if not chosen

Mr I Farlam, chairman of the association, said he believed the controversial provision was a standard item shared by many ratepayers' associations

Mr R Hurly, a Rondebosch councillor, said people should not blame the association if they were not prepared to support it

It is believed by some civic circles that the result could have been affected by residents' possible "unhappiness" about Mr Garvin's being a property developer, especially as the campaign coincided with a row over his Camps Bay flats, which contravened the town-planning regulations

● Leading article, page 12

SASJ declares salaries dispute

JOHANNESBURG — The Southern African Society of Journalists last night declared a dispute with newspaper proprietors over their refusal to pay a 12,5 percent across-the-board increase to senior journalists next year, the SASJ national council said in a statement.

The council has declared a dispute with the Argus Company, South African Associated Newspapers and Sapa, following several months of negotiations

"Most English-language newspapers are profitable and, the Argus Company recently announced a 25 percent increase in the interim dividend to shareholders

"In the circumstances, we believe that the insistence of SASJ members on 12,5 percent across-the-board is entirely justified," the statement said

The SASJ said employers had offered 11 percent across-the-board

Employers offered another 2,5 percent of the senior salary bill to be paid out at the discretion of editors, but the SASJ said editors' discretionary increases were a matter for negotiation between editors and managers — Sapa

SUNROOF SPECIALS

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GLASS TIP TOP R105,00
GLASS TWIN TIP TOP R168,00

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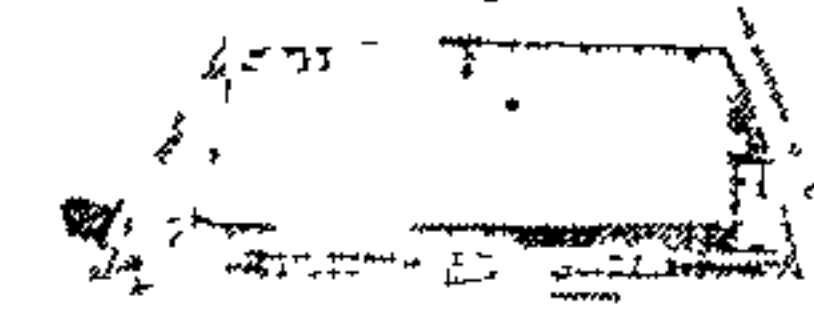
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WVIC

ACTORS TO SEBBA

GST EXCLUDED

Union changes stance on legal recourse

Labour Correspondent

RDW 29/11/83

THE unregistered National General Workers Union has decided to make use of the Government's official dispute-settling machinery for the first time, its general secretary, Mr Donnie Kumalo, said yesterday.

Mr Kumalo said this represented a change of policy as the union had been against using the official machinery in the past. Union leaders' new stance would be put to members at a general meeting at the weekend for ratification.

He said the change was being made for "tactical reasons" and would involve referring disputes to industrial councils and the industrial court.

According to Mr Kumalo, the new stance would enable NGWU to declare disputes with two companies in the Pretoria area, MM Steel Construction and Bold Stone, who he accused of refusing to recognise the union,

"even though we have majority membership at their plants"

The disputes would be referred to the metal and building industries' industrial councils and, if they failed to settle them, to the industrial court, Mr Kumalo said.

"It is an unfair labour practice to refuse to recognise a majority union and we believe both these companies have done this," he said.

But a spokesman for Bold Stone expressed "total surprise" at Mr Kumalo's statement.

"We are still negotiating with this union and this is the first I have heard of a deadlock or dispute. However, you obviously don't recognise a union overnight and we have been holding talks on the subject. In fact, we have been waiting for the union to come back to us with a date for further talks," he said.

An MM Steel Construction representative also denied the company refused to deal with NGWU.

Kentucky — an appeal to Jomo

By JOSHUA RABOROKO

THE Commercial Catering and Allied Workers' Union (CCAWUSA) is planning to meet soccer star Jomo Sono in an attempt to resolve the labour dispute at several Kentucky outlets in Johannesburg and the Reef.

A union official said that Sono, who has bought a Kentucky franchise operating in Soweto, might use his influence in persuading the "recalcitrant management" to change their

minds. If he refuses, the official continued, then "we shall call on his staff in Soweto to join the strikers because he uses the name of the people who are oppressing black workers."

About 80 workers employed at Kentucky outlets in Johannesburg, Rodepoort, Krugersdorp and other areas have downed tools demanding the reinstatement of a colleague, better wages and improved working con-

ditions.

Sono said that he was prepared to meet the union officials but that would have to be in two weeks' time because "I am going on holiday soon."

He was not against his workers joining the union because they knew their rights. "I cannot pull workers by their noses, they know what is good for them," he said. Kentucky workers were talking to

management about their grievances which led to the strike and which had left many outlets empty yesterday.

Meanwhile, workers at Grand Bazaar have called on the public to boycott the Maponya Shopping Centre in Soweto because of links between it and the bazaar.

The sacked workers demand that their union (Ccausa) be recognised. The shopping complex is to open today.

JOMO Kentucky franchise

NUTW 30/11/83

Lay-offs again under focus in Frame dispute

By STEVEN FRIEDMAN
Labour Correspondent

THE industrial court's attitude to retrenchments will be tested further in a key dispute between members of the National Union of Textile Workers and the Frame Group of textile companies tomorrow.

Ten workers retrenched by Frame in October are alleging that their firing was "unfair" — in some cases because the principle of "last-in-first-out", whereby long-service workers are the last to be retrenched, was not observed.

Although the court has urged employers to negotiate on retrenchment, it has not ruled on whether principles such as "last-in-first-out" should apply.

The workers also allege the retrenchment of some of them is illegal because they are migrant workers who were fired before their contracts ended.

Frame has replied that its policy is that workers' efficiency, rather than the "last-in-first-out" principle, decides whether they are retrenched.

It says this and other aspects of its retrenchment policy constitute "fair labour practices in the capitalist work environment".

It also denies that the migrants who were retrenched lost their jobs illegally. It says their contracts allow them to be retrenched at a week's notice.

The case, which is to be argued in Durban, takes place in the context of a continuing recognition dispute

between Frame and the NUTW at its Frametex mill.

The Minister of Manpower has referred this dispute to the industrial court, but the Frame group wants the case postponed because, it says, it plans to go to the Supreme Court in a bid to overturn the Minister's decision.

This issue may also be raised at tomorrow's hearing.

In papers before the court, eight of the 10 workers allege they were retrenched without either them or their union being consulted.

Another two allege they were fired when they were transferred to another department, but refused to go until they were assured their conditions of employment would not change.

One of the retrenched workers claims 19 years' service with the company and another 18 years' service.

They say they were simply told they were to be retrenched and "promptly escorted from the premises".

The Frame group has replied by spelling out its retrenchment policy.

While it insists that efficiency is its main criterion, it adds that, where workers have similar competence, the one with less service is retrenched.

It says its policy is that, where redundancies occur in one department, workers are, if possible, transferred to another.

This, however, means that, once they are transferred, they become the workers with the least service in their new department, says the company.



Mawu calls for reinstatements

THE Metal and Allied Workers' Union (Mawu) is demanding the reinstatement of 13 dismissed workers at Barlow Manufacturing Company following their acquittal in court on charges of assault and public violence.

The workers' appearance was sparked off by an incident after a work stoppage at the factory in Kew Site, Johannesburg, during June this year.

In a statement to The SOWETAN yesterday the union said that members at the plant sang and hailed the result as a vindication of the union and the members' belief in the innocence of those charged.

The union and members said all along the company had been unfair in their treatment of these workers by dismissing them without allowing them to hear the evidence against them, to question it, or to represent themselves in any way.

The company had said that they had sufficient evidence and that they were satisfied that those dismissed were guilty.

As a result of their dismissal the union charged the company with an unfair labour practice and applied for a reinstatement against the company.

In hearing the application, the Industrial Court dismissed the company's request to refer the matter to the Appeal Court for it to decide whether the industrial court was competent to hear the case.

After negotiations, the company agreed to pay wages to the dismissed workers for the period from their dismissal until January with the possibility of extending this until the unfair labour practice case is heard by the Industrial Court.

The union said that it was demanding the reinstatement of the dismissed workers as soon as possible in view of their acquittal in court.

The Federation of South African Trade Union (Fosatu) Barlow Rand Shop Stewards Council is to meet and discuss the outcome of the case, according to the statement.

Ten in ROOM key test 11283 case

Labour Correspondent

THE Industrial court's attitude to retrenchments will be tested further in a key dispute between members of the National Union of Textile Workers and the Frame Group of textile companies tomorrow

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Although the court has urged employers to negotiate on retrenchment, it has not ruled on whether principles such as "last-in-first-out" should apply.

The workers also allege the retrenchment of some of them is illegal because they are migrant workers who were fired before their contracts ended.

Frame has replied that its policy is that workers' efficiency, rather than the "last-in-first-out" principle, decides whether they are retrenched.

It says this and other aspects of its retrenchment policy constitute "fair labour practices in the capitalist work environment".

It also denies that the retrenched migrants lost their jobs illegally

The case, which is to be argued in Durban, takes place in the context of a continuing recognition dispute between Frame and the NUTW at its Frametex mill.

The Minister of Manpower has referred this dispute to the Industrial court, but the Frame group wants the case postponed because, it says, it plans to go to the Supreme Court in a bid to overturn the Minister's decision.

Charges against 19 dropped

A magistrate yesterday dismissed charges against 19 women factory workers facing charges under the Intimidation Act.

The women first appeared in court early in October after being arrested at the premises of Kleenem Brush Works, Newclare, where about 300 employees had downed tools. The action followed a dispute between management and the workers.

The 19 were

Miss Lindiwe Khumalo (21), Mrs Elizabeth Chauke (27), Miss Florence Mokate (19), Miss Elizabeth Ramalope (19), Mrs Roselinah Sefahamelo (31), Miss Sarah Selane (21), Miss Lillian Seeku (21), Mrs Bertha Matsela (23), Miss Janet Mokoena (24), Miss Violet Nhlapo (26), Miss Lenah Matsapola (21), Miss Angelinah Tembo (25), Miss Virginia Kgasaho (28), Miss Violet Makhubela (23), Miss Alice Mathaba (23), Miss Louisa Seanego (22), Miss Mary Roberts (19), Miss Sarah Mthembu (24) and Miss Miemie Molo (26).
Mr L S du Toit was on the bench.

January wage increase for Natal garment workers

Mercury Reporter

THE second stage of a new wage structure for nearly 50 000 Natal garment workers will come into effect from January 1 next year with further pay increases of up to 12 percent for some workers.

Mr Frankie Hansa, general secretary of the Tusca-affiliated Garment Workers' Industrial Union, said yesterday the revised scales were agreed to by the union and the Clothing Manufacturers Association last year. The first stage of the agreement was implemented in January this year.

A feature of the new increments was the elimination of the wage disparity based on sex. While this longstanding grievance has been abolished, a sting in the new deal has been the increase in fringe benefits, comprising the sick and provident funds, which have been upped by as much as 70 percent, he added.

In terms of the new structure, a head cutter now earning R115 a week will earn R126,50 a week in January — a hike of R11,50. A cutter and trimmer earning R90 a week will get R9 more, pushing

up his pay since the new agreement came into being last year by nearly 50 percent.

Mr Hansa said parity in pay between male and female workers was reached in January this year when the wages of a qualified grade one male machinist earning R42,40 a week at the time, and his female counterpart earning R36,30 a week, were both increased to R50 a week. They would get a further increase of R5 next January.

Mr Hansa also disclosed proposals by the union to form a new fund to help members who were unemployed. If ap-

proved at the union's general meeting next week, the union membership fee would increase from 65 c a week to R1 a week from January 1.

One of the benefits was that if a member who lost his job and the union was unable to find him alternative work, he would get 45 percent of his wage for six months.

This is in addition to what the member will collect from the Unemployment Insurance Fund from the Department of Manpower. This means that the member will get 90 percent of his wage if he is unemployed, he added.

LABOUR DISPUTES

Workers acquitted

(151) (65)
(1404)

Nine workers dismissed by Barlows Manufacturing for allegedly intimidating other workers during a work stoppage in July have been acquitted on charges of assault and public violence by the Wynberg Magistrate's Court

The nine were among a group of 12 workers originally charged after a work stoppage over a wage demand by members of the Metal and Allied Workers' Union (Mawu) at the factory. The State later dropped charges against three

The acquittal follows an Industrial Court hearing in which Barlows argued that it was entitled to dismiss any workers provided it gave the necessary notice. Barlows claimed the court did not have the jurisdiction to hear the case and asked for it to be heard in the Appeal Court

On October 19 the Industrial Court ruled that an unfair labour practice could occur even if specified notice is given and that it therefore did have the jurisdiction to hear the case

The issue has now been referred to the relevant industrial council. Barlows has agreed to pay workers' wages from the time of their dismissal until the end of January, or until the matter is settled by the council or the court, if the matter is referred back to it.

Financial Mail December 2 1983



Metal union signs first maternity leave deal

By STEVEN FRIEDMAN
Labour Correspondent

THE Metal and Allied Workers Union has signed its first maternity leave agreement — and the union says it hopes this will set a precedent which other companies in metal-related industries will follow

The union has signed the agreement with Pinetown automotive components firm Smiths Industries, where MAWU says it has 350 members

The agreement will guarantee women workers their jobs back up to six months after leaving to have a child and the company will pay medical aid and pension contributions for workers during this period

However, women who leave to have children will not be paid for the maternity leave period.

According to a company spokesman, who confirmed the agreement, the plant employs mainly Asian women workers

He said Smiths Industries regarded the agreement as a "breakthrough for both the company and employees" which "has gone a

long way towards building better human relations"

A MAWU statement yesterday said that the agreement, which also includes bonus leave provisions for all workers, was reached with the assistance of a mediator who was called in after the two sides had deadlocked

The maternity agreement means women workers have the right to up to six months' maternity leave, after which they are guaranteed their jobs back or a similar job at not less than their previous pay rate

Women who take maternity leave will also be entitled to benefit from any wage increases granted during their leave

The leave bonus agreement will guarantee all workers with one year's service the equivalent of three weeks' bonus in addition to their normal leave pay at year's end

A union representative said MAWU regarded the maternity leave agreement as "particularly important" and said it "trusted" it would set a precedent for other companies

Wage negotiations between MAWU and Smiths Industries are scheduled for April.

Crisis is averted as SAA offers pilots better deal

A POTENTIAL crisis in South African Airways — which may have led to some of the airline's 600 pilots quitting their jobs or calling for stay-away action — has been averted by a series of top-level meetings between the pilots' association and management

The crisis, sparked by growing dissatisfaction over salaries and working conditions, has been looming for months — but SAA management is expected soon to announce details of a better deal for all its pilots, cabin crew and flight engineers

The deal is said to include more realistic salary structures, salary increases (though these are normally awarded this time of the year), better service conditions, and a commitment to address serious grievances.

Close sources said this week that SAA — which ran last year at a loss of R90-million — was being faced

By KITT KATZIN

with a tide of discontent.

Some pilots were considering laying off work during peak periods, or quitting

The growing discontent comes in the wake of a decision by over 100 senior SAA pilots who last year passed a resolution of no confidence in the chief executive, Mr Frans Swarts.

Since then, sources disclosed that

- Some pilots had, in fact, retired at the first option (age 50) and joined other airlines at higher salaries.

- Factions within the SAA Pilots' Association were considering disbanding the organisation on the grounds that it had become ineffective in its dealings with management.

They were opting to appeal to IFALPA, the International Federation of Airline Pilots Association, to present the association's case to SAA management.

- Several Boeing 737 and Air Bus commanders flying the

domestic routes had refused to be promoted respectively to Air Buses and 747s on the overseas routes.

A senior Boeing 747 commander earns about R55 000 a year compared to his American counterpart's annual salary of \$180 000 (R149 000)

Pilots believed they had been generally underpaid by SAA management — but the tide began to turn in their favour after Mr Swarts retired and was succeeded two months ago by Mr G D van der Veer

Informed sources say that Mr van der Veer, a likeable and highly competent administrator, was adopting a sensitive and understanding attitude towards grievances

As a result of a series of meetings between pilots and management, agreement has been reached and a "new deal" is expected to be announced soon.

In the past 18 months, SAA, along with most international airlines, has been severely hit by world recession and monetary problems.

British Airways has reduced staff by 22 000 in three years, Continental Airlines has cut its pilots' salaries and fleet by half, and TWA is also experiencing severe financial difficulties

Yet SAA has not laid off any of its pilots, though SATS, as a whole, has been forced to reduce staff by 35% — those leaving are not being replaced.

Mr van der Veer confirmed that discussions had taken place with SAA's various representative bodies, but would not comment on what was being considered in the new package.

Although he had only been in the job for two months, he said he had set certain priorities, and was determined to achieve satisfaction and results

One of his top priorities, he said, was his staff. "They are very important to me," Mr van der Veer said.

A new deal ahead for SAA's pilots

Post Correspondent

JOHANNESBURG — A potential crisis in South African Airways — which may have led to some of the airline's 600 pilots quitting their jobs or calling for stay-away action — has been averted by a series of top-level meetings between the pilots' association and management

The crisis, sparked by growing dissatisfaction over salaries and working conditions, has been looming for months — but SAA management is expected soon to announce details of a better deal for all its pilots, cabin crews, and flight engineers

The deal is said to include more realistic salary

structures, salary increases (though these are normally awarded this time of the year), better service conditions and a commitment to address serious grievances

Close sources said this week that SAA — which ran last year at a loss of R90 million — was being faced with a tide of discontent

Some pilots were considering laying off work during peak periods, or quitting

The growing discontent comes in the wake of a decision by more than 100 senior SAA pilots who last year passed a resolution of no confidence in the chief executive, Mr Frans Swarts

Since then, sources disclosed that

● Some pilots had retired at the first option (age 50) and joined other airlines at higher salaries

● Factions within the SAA Pilots' Association were considering disbanding the organisation on the grounds that it had become ineffective in its dealings with management

They were opting to appeal to Ifalpa, the International Federation of Airline Pilots Associations, to present the association's case to SAA management

● Several Boeing 737 and Air Bus commanders flying the domestic routes had refused to be promoted respectively to Air Buses and 747s on the overseas routes

A senior Boeing 747 commander earns about

R55 000 a year compared with his American counterpart's annual salary of \$180 000 (R193 000).

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S A L D E U
SCHOOL OF MANAGEMENT
P. E. T.

PRESS STATEMENTS



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5/12/83

DUNLOP DISPUTE

TODAY, Monday 5th December a further Conciliation Board meeting was held between representatives of Dunlop SA (Tyre Division) and of the Metal and Allied Workers Union (MAWU) under the chairmanship of the Department of Manpower

The Company who had proposed this second C B meeting on the basis that the parties could still reach agreement tabled an offer which they said was absolutely final and they refused to consider any counter proposals from the union

The Company's proposal however was not very different from what they had previously proposed and did not reflect any serious change of stance

Accordingly MAWU rejected the offer but indicated that they would negotiate further and could table counter proposals - this offer was however rejected by the company and hence the presiding chairman from the Department of Manpower will now report to the Minister that the parties have failed to reach agreement at the Boards

Further to such report being submitted the union will again be entitled to take legal strike action in support of its demands

'All the time the company has been heading matters towards a confrontation - their attitude today leaves little doubt that this is what will occur. Our members will meet again early next year to decide on an appropriate response', a union spokesperson said

MAWU, 5 12 83 Durban

MAWU AND SMITH INDUSTRIES AGREEMENT

YESTERDAY Pinetown automotive component manufacturers, Smith Industries and the Metal and Allied Workers Union finally reached agreement on maternity and leave bonus provisions for the union's 350 members at the plant

The agreement was concluded with the assistance of a mediator who had been agreed to by the parties after they had earlier ended in deadlock

The Maternity Agreement is the first signed by MAWU and details the following -

- * Female employees shall have a right to maternity leave up to six months
- * At the end of the six month period such employees shall be guaranteed their jobs back in the same or similar position at not less than their previous rates of pay plus any increases awarded during their leave
- * During maternity leave the company will pay pension and medical aid contributions for such employees

The leave bonus negotiated will guarantee all employees with one years service the equivalent of 3 weeks bonus in addition to their normal leave pay at the year end

The parties have agreed to schedule their wage negotiations for April 1984

A spokesperson for the union said 'We regard the maternity leave agreement as particularly important and trust that it will set a precedent for other companies in the industry who employ female workers'

G Schremer, MAWU, Durban 2 12 83

Maternity leave decision

Labour Reporter

Star 5/12/83

The first maternity agreement signed by the Metal and Allied Workers' Union was concluded with the Pinetown automotive component manufacturers, Smith Industries, last week

The agreement ensures that female employees of the company have a right to maternity leave of up to six months, at the end of this period they are guaranteed their jobs back or similar positions at the same salary, and during maternity leave the company will pay their pension and medical aid contributions

In addition to the maternity benefits, it was agreed that a leave bonus would give workers with a years' service the right to an additional three week leave bonus over and above the normal leave pay due to them

The agreement was reached with the aid of a mediator after negotiations ended in deadlock with management a couple of months ago.

Altogether 350 Mawu members at the plant will be affected

Employers get tough with trade unions

EMPLOYER attitudes to workers are hardening. Confirmation came in last week's Barlow Rand annual report.

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RW M

Barlows has as an image of commitment to dealing with black unions. But there was a marked change of tone in the report.

Fosatu and its Metal and Allied Workers Union were singled out for attack and Fosatu was accused of making demands which threatened free enterprise.

Some unions were also accused of destroying trust in factories and of singling out progressive firms as targets.

Tension between Barlows and Fosatu unions has been evident for some time. Besides a series of heated disputes between MAWU and Barlow metal firms, there have been clashes in the textile and paper industries.

Barlows chairman, Mr Mike Rosholt, believes unions are responsible for the confrontation. But MAWU insists he is being fed incorrect information.

Indeed, unionists argue that the disputes arise because Barlows is using them as guinea pigs to test how far it can go in limiting the

LABOUR WEEK

BY STEVEN FRIEDMAN

issues it will have to negotiate with them.

The battle is about management prerogatives — the decisions which management should be able to take without negotiation.

Mr Rosholt says managers see freedom to take decisions affecting workers as an integral part of free enterprise. The Barlow battle thus reflects what is going on in many unionised factories.

The main focus of union activity this year has been to whittle away at these "prerogatives", which the unions see as a licence for managers to take decisions on issues directly affecting workers without consulting them.

Retrenchment and safety are two examples of issues on which unions are challenging management's right to take decisions alone.

It is this trend to which Barlows appears to be reacting — as are employers who are irked by industrial court decisions curtailing

their right to take key decisions without negotiation.

It seems many managements recognised black unions in the belief that their decision-making power would not be curtailed and are now reacting against the discovery that this is not so.

But the battle over which decisions should remain the domain of employers is what unionism is all about in the West and the Barlows report pinpoints the area of conflict which will dominate bargaining in future.

□□□

THE attempt by sacked Grand Bazaars workers to enforce a boycott of a Soweto store owned by Mr Richard Maponya got off to an inauspicious start last week.

About 30 of the workers picketed the store's opening, but failed to prevent thousands of shoppers from buying at it.

The key factor was that the store offered special offers to shoppers — either because this is

standard practice when a new store opens or, as the workers allege, to dent the boycott.

Although the boycotters lost the first round, the store will not offer these specials for ever and it will be a while before the strength of the boycott can be judged.

Cawusa, the union to which the dismissed workers belong, has been careful not to allow the boycott to become a test of strength for it. It has left the boycott's organisation mainly to the sacked workers and has stressed that whether the boycott will continue is up to the Grandbaz workers alone.

□□□

PARALLEL unionism — once a standard method used by white-led unions to organise black workers — has fallen on hard times.

Most non-black unions have abandoned this strategy and one of the last surviving parallel setups — among the electrical unions — has collapsed.

Parallel unionism was devised by Thusa. A non-black union would organise a separate black union and install its general secretary at its helm.

Until the 1980s, this was seen by emerging unions as a key strategy to weaken them. They argued that the non-black union controlled the black union through this device.

Although most established unions now recruit all races into one union by means of the closed shop, the electrical unions have retained this type of unionism.

Three unions, one each for blacks, coloureds and whites, were linked by a federation and Mr Ben Nicholson, general secretary of the white union, fulfilled this function in the other two as well.

Mr Nicholson denied this was a form of control and insisted it was a unique form of federation which prevented any race from dominating another. The black and coloured unions have decided to amalgamate into a non-racial union which will operate independently.

They say they have been branded parallel unions to their cost, that they asked the white union to join them, but that it refused

12/83
RW M

12/83
RW M

A dispute at

By JOSHUA RABOROKO

THE Minister of Manpower has appointed a conciliation board to resolve the dispute between the Commercial Catering and Allied Workers Union of SA (CC Awusa) and the giant OK Bazaars which employs over 20 000 people

This was confirmed by the union's general secretary, Mrs Emma Mashinini, who told The SOWETAN that the conciliation board would sit this week

The dispute by CC Awusa follows a deadlock in wage talks. This is the first time that the union has made use of the official dispute machinery since the parties signed a recognition agreement earlier

Mrs Mashinini said that officials from the Department of Manpower had visited the union's offices to check on their membership. The union represents 6 000 of the 20 000 workers at all stores in the country

The union has demanded a R50 a month increase to come into effect as from October and the company has come with an offer of R20 a month from December and a further R15 from next Feb-

the OK

Sowetan
5/12/83

ruary
Mrs Mashinini said that the minimum wage at the store was R240 a month and the offer had not been accepted by the workers

The declaration of a dispute means that the union has to apply for a conciliation board to settle the matter and is the first step on the way to a legal strike. Failure by the board to settle a dispute can open the door to a legal strike, according to Manpower officials

OK management has said that they intend to offer another salary increase next year, despite the two other offers

Meanwhile it is understood that the white and coloured shop workers' union, the National Union of Distributive and Allied Workers has plans to declare a dispute with OK Bazaars

on the same issue, but the management has denied any knowledge of the dispute

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Dunlop dispute goes on

Mercury Reporter ~~to~~ the union.

A WAGE dispute meeting between the Dunlop Tyre Company in Durban and the Metal and Allied Workers' Union ended in deadlock for the second time yesterday after nearly 10 weeks of on-off negotiations.

Now Mr J Schonken, chairman of the Department of Manpower, who chaired yesterday's Conciliation Board meeting — the second sitting of the board since the dispute was declared — will inform the Minister that the parties have still failed to reach agreement.

A spokesman for Mawu said after the meeting that the company, which proposed yesterday's meeting on the basis that the parties could still reach agreement, had tabled an offer which, it said, was absolutely final and had refused to consider any counter proposals from

The company's proposal, however, was not very different from what they had previously proposed and did not reflect any serious change of stance.

'Accordingly, Mawu rejected the offer but indicated that they would negotiate further and could table counter-proposals. This offer was, however, rejected by the company.'

Mr Steve Meyer, Dunlop's industrial relations manager, said the company's new offer of a 43 c an hour wage in-

crease over 15 months and the introduction of a holiday bonus equal to two weeks' pay was rejected out of hand by the union.

'The company believes that the rejection of its final offer is a clear indication that it is not prepared to accept any offer which does not meet its ideologically-based criteria, irrespective of whether its members would suffer as a result.'

He said the company believed that the union was not 'bargaining in good faith' because the union had a strike ballot prior to the establishment of the

conciliation board for which they had applied and had increased their demands from the date of the appointment of the board.

The Mawu spokesman added his members would meet early in the New Year to decide on appropriate action, including the possibility of 'legal strike action' in support of their demands.

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Mercury

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More use of 'conciliation' tactics

By STEVEN FRIEDMAN
Labour Correspondent

TRADE union use of the country's official dispute-settling machinery has increased dramatically this year

The Department of Manpower is seeking new staff to cope with the increase, which places new burdens on officials who must process disputes that have been declared

Figures released to the Rand Daily Mail by the Director-General of Manpower, Dr Piet van der Merwe, show that the number of conciliation boards appointed this year is almost double last year's figure

Conciliation boards are ap-

pointed in an attempt to settle disputes which are formally declared in terms of the official disputes procedure in labour law. The number of boards appointed is thus a key indicator of the extent to which unions are using the official disputes machinery

Observers believe the figures are largely the result of increased willingness on the part of some major emerging unions to use the official machinery for tactical reasons

In most cases, emerging unions use boards because they are sometimes a necessary first step before a case is taken to the industrial court. This year, however, an increasing number of these

unions has been using the boards as a first step towards threatened legal strike action

Dr Van der Merwe said 101 conciliation boards had been appointed so far this year, compared to 60 in 1982 and 24 in 1981

He said this meant all unions — not only the newer emerging unions — were using the official disputes machinery more

Observers believe, however, that the increased use of boards by the emerging unions is the most significant element in this trend

The increased use of the official disputes machinery is also known to have placed

considerable strain on Department of Manpower officials

A request for a board must be approved or rejected within 30 days if a legal strike is to be averted and, in some cases, the department has only approved applications shortly before the deadline

Dr Van der Merwe said his department was coping with the increased number of applications

"In some cases we are working after hours to keep pace, and we are also seeking new staff to assist in processing applications. We are, however, managing to keep pace and will be able to do so in future," he said

Mwasa v The Star

Right to fire workers is clarified

By Carolyn Dempster,
Labour Reporter

An important legal precedent regarding the right of employers to dismiss striking workers has been set by the Industrial Court in the case brought by the Media Workers' Association of South Africa against The Star

The application by Mwasa for the reinstatement of 209 workers was turned down by the court on the basis that the applicants had failed to establish a prima facie right to strike.

The significance of the judgment is that.

- In view of the vague definition of an unfair labour practice, it clarifies the right of an employer to fire striking workers

- It is likely to boost the confidence of employers who seek to dismiss workers from now on.

- The only way unions will be able to protect their members is through negotiating contracts preventing employers from dismissing striking workers for a stated period of time.

- It is one of the few cases taken to the industrial court by a union to be won by an employer

The application, in terms of section 43 of the Labour Relations Act, was made by Mwasa in June after The Star fired 209 workers

The workmen went on strike over the dismissal of one of their colleagues, Mr Oupa Msimang

In his finding, Mr DR van Schalkwyk said that, in view of the disciplinary history of Mr Msimang, "the respondent... revealed unsurpassed leniency towards him, rendering his dismissal totally justified"

Mwasa alleged that The Star management ignored disciplinary procedures in Mr Msimang's dismissal

The court made two important rulings in this regard

- That the "protection" in a system of procedures is not unilateral protection for the benefit of the employee only, but is bilateral and affords protection to the employer as well

- That the action by the 209 workers constituted a strike and not a work stoppage as argued by the union, and that even if final agreement on disciplinary procedures has not been reached by the two parties, "it does not imply that anarchy is to reign in the interim"

Severance payments accepted

Labour Reporter

The Media Workers Association of South Africa has accepted the R100 000 severance settlement offered to the 209 workers dismissed by The Star earlier this year.

The union was given until November 30 to accept the offer. After receiving the Industrial Court judgment on the application for the reinstatement of the workers, the union decided not to take the matter further and to accept the severance offer.

Payments were pegged to the length of service of the individual employees dismissed and ranged from R250 to R2 000.

Big drive for support on extended shop hours

By Michael Chester

The Johannesburg Chamber of Commerce today launched a massive public poll to get support for its campaign for extended shopping hours.

The objective is to persuade the Transvaal Provincial Council to scrap restrictions and give shoppers the final vote on when shops should be able to open and close — including evenings and weekends.

Mr Marius de Jager, chief executive of the JCC, said the chamber was confident of a landslide vote in favour of the abolition of restrictions on trading hours. He said support had already been pledged by the SA Consumer Council, the

Housewives League, and the Afrikaanse Handelsinstituut.

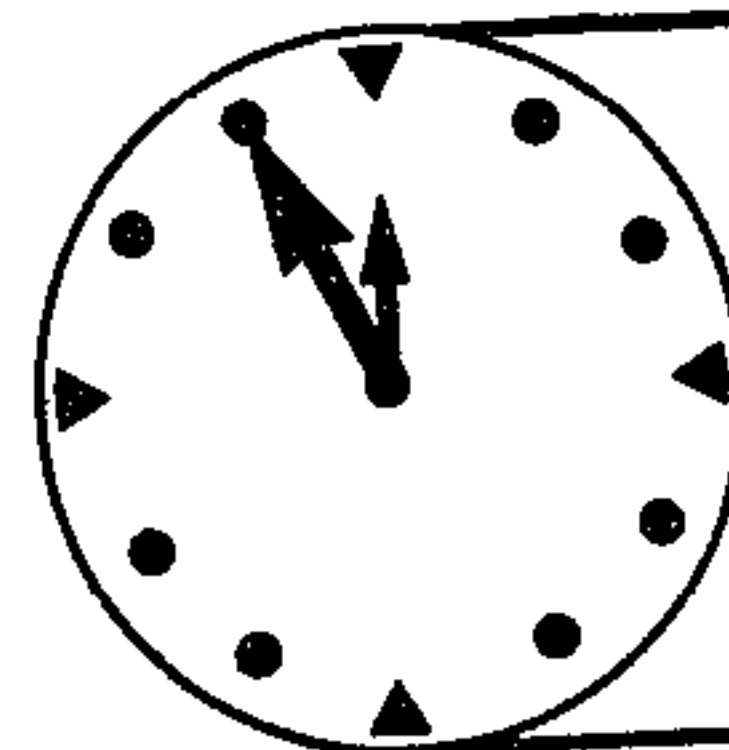
The battle for flexible shopping hours has been renewed in the wake of a decision by the provincial council to reject pleas from retail shops in Johannesburg and the rest of the Transvaal for permission to stay open until 5 pm the next two Saturdays as a special concession to Christmas shoppers.

Mr Willem Cruywagen, Administrator of the Transvaal, has turned down the proposal with an explanation that "there is no provision in the Shop Hours Ordinance in terms of which such concessions can be granted".

Said Mr de Jager. "The provincial council has consistently ignored the views of business and the consumer on the issue of more flexible shopping hours, which quite clearly the vast majority advocate.

"We believe the best solution now is a full-scale public poll in which consumers can make their opinions be known loud and clear.

"Inside the JCC, a large majority of the retail firms among our 4,000 members has voted in favour of more flexible trading hours. Now we want the general public to be given the final say



**24
HOURS**

The team
that wraps
up the news

"We do not expect a situation where retailers will be staying open round-the-clock seven days a week.

"But there is obviously a big demand among consumers for freedom of choice about shopping later in the evenings, or being able to shop on Saturday afternoons and Sunday mornings.

"We also recognise that the pattern of trading hours may differ from area to area," said Mr de Jager.

Consumers are invited to send in their votes to the JCC at Private Bag 34, Auckland Park, 2006.

The Star will assist the poll tomorrow by printing voting forms in all its editions

COUNTRY GARDEN GIFT SETS

1950 Dion's Low Price

- Toilet Bag
- Foaming Bath 350 ml
- Bath Delight 100 g
- Fragrant Soap 150 g
- English Country Scent

MARIELLE GIFT PACKS

- By Kanebo
- Eau de Toilette and perfume
- Fresh subtle fragrance

2500

DION LOWEST PRICES

Recognition victory at Foschini stores

Labour Correspondent (19) came after five months of "tough but cordial" negotiations and that wage talks were due to start soon.

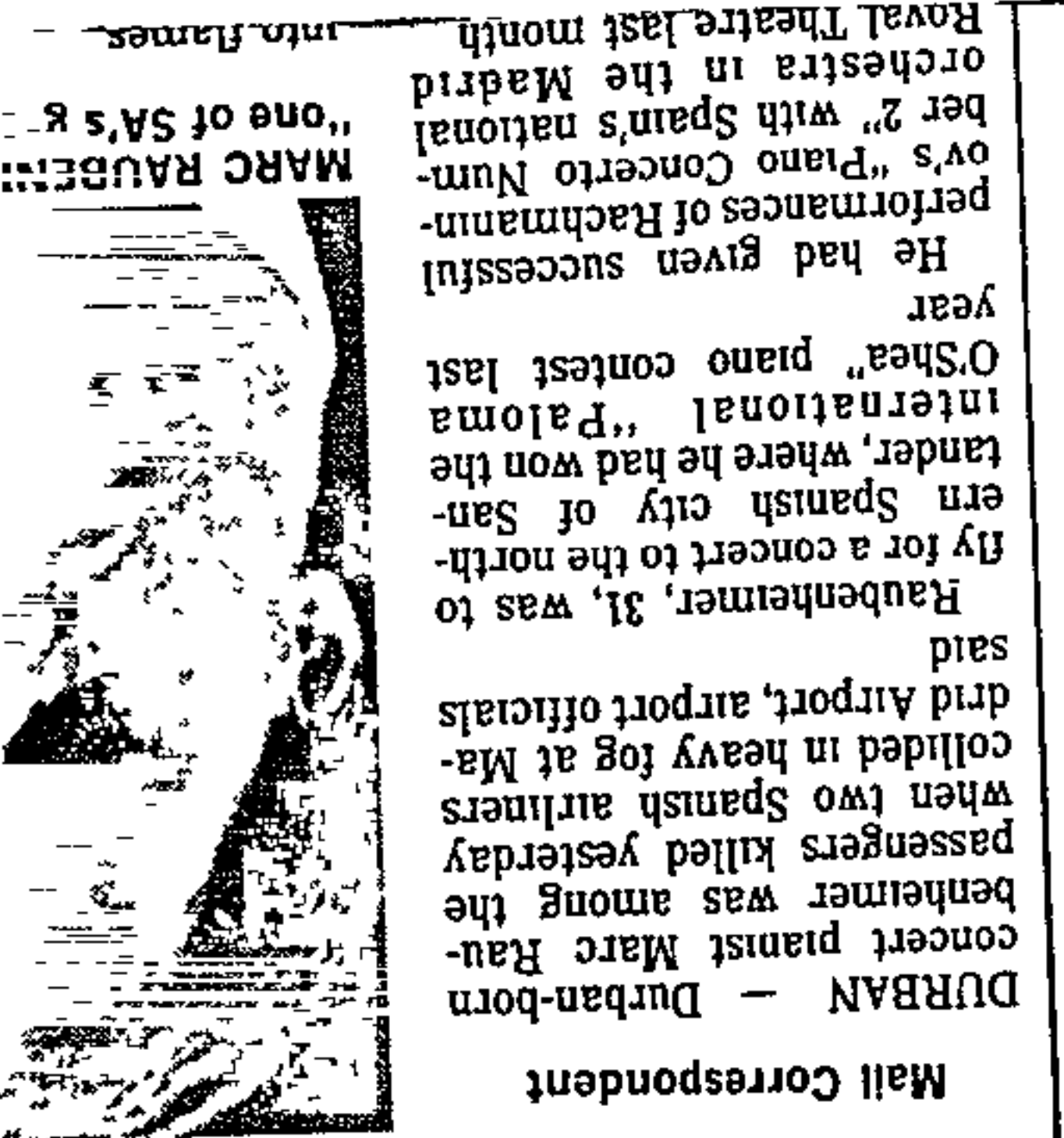
THE Foschini chainstore has signed a recognition agreement with the Commercial, Catering and Allied Workers Union (Ccawusa) — the fifth chainstore to recognise the union.

Ccawusa general secretary Mrs Emma Mashinini said the union and Foschini were negotiating a maternity leave agreement at present.

The agreement gives Ccawusa bargaining rights at Foschini stores, and at Markhams, Pages and American Swiss stores which are also owned by the company.

A noteworthy feature is that Foschini owns stores with a relatively small labour force spread over a wide geographical area — a factor which usually makes union recruitment difficult.

A company statement yesterday said the agreement



SA pianist killed as jet

DURBAN — Durban-born concert pianist Marc Raubenheimer was among the passengers killed yesterday when two Spanish airliners collided in heavy fog at Matrid Airport, airport officials said.

Raubenheimer, 31, was to fly for a concert to the northern Spanish city of Santander, where he had won the international "Paloma O'Shea" piano contest last year.

He had given successful performances of Rachmaninov's "Piano Concerto Number 2" with Spain's national orchestra in the Madrid Royal Theatre last month.

MARC RAUBENHEIMER "one of SA's R...

PE gains — PAGE 10

Inflation low — PAGE 6

Southern growth — PAGE 5

EFC threatened — PAGE 3

Conflicting views — PAGE 2

Zimbabwe woes — PAGE 1

THE drought turned South Africa from being a huge net agricultural exporter into a net importer this year, causing a loss of hundreds of millions of rands in foreign currency.

WHITES are mildly optimistic about current economic conditions, but blacks take a more pessimistic view, says the BER in its latest consumer survey.

THE European Economic Community could run out of money if EEC leaders do not agree on farm spending cuts by the middle of next year.

AFTER a record 1982, Southern Life's new premium income is continuing to grow, despite pressure on consumers.

INFLATION in major industrial nations fell to its lowest since 1972 in the third quarter of this year.

THE Oceana Fishing Group's Chilean venture appears to have overcome initial problems and is bud-

PORT Elizabeth's commercial influence on the hinterland has been extended in the central, northwestern and northeastern Cape Province and the southern Free State at the expense of Cape Town and East London.

Problems solved — PAGE 11

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Problems solved — PAGE 11

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SA's legal representatives claim the Sapiro's legal representatives claim the request was made in good faith, and without any knowledge that the equipment was to be retransferred.

In June this year, Sapiro received an order for another VAX from MRI and filed a second licence application.

It was turned down because of growing US concern over possible diversion of Sapiro's VAX equipment.

The concern was raised because MRI declined to allow US Consular officials to inspect its premises to ensure that the licensed material was being used as stated on end-user certificates.

Official US and South African sources insist MRI have no relationship with the South African Government.

The 16 export licences granted were for at least two VAX computers, a substantial quantity of software and other, as yet unidentified, hardware, valued at a total of \$7-million, the sources said.

These materials were said to have been on a Soviet shopping list given to Mr Mueller.

It was not immediately clear what reached the Soviet Union.

US customs investigators are interviewing MRI employees in Cape Town, some of whom they believe were duped by Mr Mueller.

The investigators are seeking to determine whether the institute was a front company established by Mr Mueller.

MRI's operations were such that US licensing agencies — the Commerce, Energy and some cases Defence Departments — had no reason to suspect that the equipment it was receiving would be diverted to the South African military, nuclear research, Bantu Administration or resold.

Questions remain, however, why any South African concern would be permitted to receive the Vax, which is one of the most powerful computers of its kind and far in advance of any machine previously licensed to the Republic.

It is also unclear why, if the licensing agencies were worried about MRI's activities, the US customs service was not alerted to the smuggling operation until after the last known shipment had left Cape Town aboard the Swedish container ship, Elgaren.

Sapiro's representatives emphasise that the December 1982 licence was approved in complete compliance with US regulations.

Kirsten's innings

By GREG STRUTHERS

SPRINGBOK cricket captain Peter Kirsten played a fine turn out.

Murray threw a top-scoring 55 against Lawrence Rowe's West Indians at the Wanderers yesterday — but with a bit of wrath.

The Western Province No 3 batsman kicked a stump in a grounded stump in a wicketkeeper's moment of anger a dies wicketkeeper Murray had attempt turn out.

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Textile workers in ongoing court saga

Labour Correspondent

A KEY Natal Supreme Court case between the Frame textile group and the National Union of Textile Workers (NUTW) was postponed yesterday — but the two sides are due to contest yet another key case today.

The recognition dispute between Frame and the union has been marked by repeated legal actions which have led observers to describe the dispute as a "legal war of attrition".

Today's case will be the third prompted by the dispute to be heard by the ordinary courts and the dispute has also prompted two Industrial Court actions.

Today's case involves Frame's alleged refusal to stop deducting union dues from the pay of 250 workers at its Pinetex mill who have resigned from the Textile Workers Industrial Union (TWIU) to join the NUTW.

In the case due to be argued yesterday, Frame wanted the court to set aside a decision by the Minister of Manpower referring its recognition dispute with NUTW to the Industrial

Court

8/12/73
Mr Acting Justice Galgut ruled, however, that the case was not urgent and declined to hear argument on it. He postponed the case until January 27.

The dispute centres chiefly on NUTW's demand for recognition at Frame's Frametex mill in New Germany, where it claims Frame has favoured the TWIU, even though it represents a minority of workers.

Frame argues that the TWIU represents a worker majority in its New Germany complex — which contains several mills — and is therefore entitled to facilities ahead of NUTW.

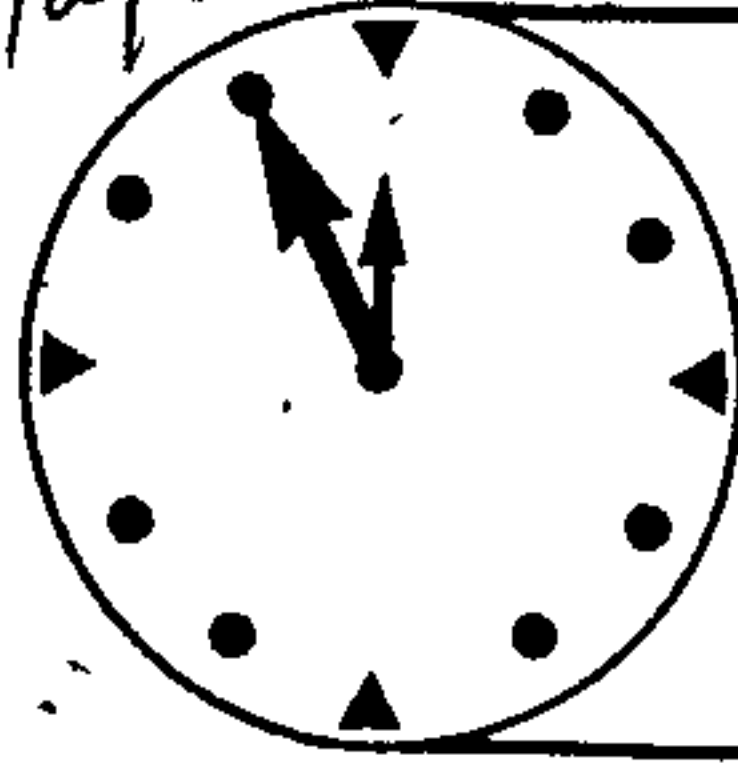
Today's case has been brought by the union, which alleges Frame has contravened the Basic Conditions of Employment Act by refusing to cease deducting dues from workers who have resigned from a union without that union's consent.

It says the workers asked Frame to stop deducting money from their pay on behalf of the TWIU, but that Frame said it would do this only if the union agreed.

Gadd adds punch to shop-hours campaign

By Michael Chester

8/12/83



**24
HOURS**

The team
that wraps
up the news

The Mayor of Johannesburg, Mr Alan Gadd, today pledged full backing to a new action programme to try to force the removal of rigid controls and allow retailers to introduce flexible shopping hours in the Transvaal.

The spearhead of the programme, launched by the Johannesburg Chamber of Commerce, is a public poll inviting consumers to state their views on the issue.

Mr Marius de Jager, chief executive of the JCC, forecasts a landslide vote in favour of sweeping changes to allow longer shopping hours in the evenings and at weekends.

The objective is to bring pressure on the Transvaal Provincial Council to drop its opposition to necessary amendments to the Shopping Hours Ordinance to clear the way for flexible trading hours.

"The strait-jacket on

shopping hours in the Transvaal has become hopelessly antequated," said Mr Gadd.

"It is causing enormous inconvenience to families on their shopping rounds now that so many housewives have jobs and need more time in the evenings and at weekends to shop properly."

Mr Arthur Grobbelaar, general secretary of the Trade Union Council, announced he will be calling a meeting of all the relevant unions in the new year to attempt to come to a common policy.

Both the JCC and the mayor of Johannesburg believe that the Transvaal has fallen well behind other provinces on

the shopping hours issue.

● In the Cape, where shopping hours are decided by each local authority, department stores in Cape Town have permission to stay open until 6 pm on Saturday next week and again on Christmas Eve and until 9 pm every day until Christmas.

● In Natal, shops can stay open until 5 pm on all Saturdays in December.

● In the Free State, where allowance is made to extend trading hours four times a year, shops have the go ahead to remain open until 9 pm between December 19 and 22.

● See voting form on Page 4.

Crucial Paris meeting on Kyalami track

By WIM VANVOLSEM

THE International Motor Racing Federation will decide next Wednesday on the final improvements that have still to be made to bring the Kyalami race track in line with international Grand Prix standards

Three South African motor racing personalities will fly to Paris to attend the important meeting of the Formula 1 Commission of FISA (Federation Internationale du Sport Automobile)

The start of next year's international Grand Prix season has been put back by almost a month to allow the organisers of the SA Grand Prix to make the necessary changes at the country's major circuit

The first race of the year, in Rio de Janeiro was postponed from February 26 until March 3 and the SA Grand Prix, scheduled for March 10, will now take place on April 7

Mr Bobby Hartshief, owner of Kyalami Enterprises, Mr Mervin Key, local Formula 1

Commissioner and Mr Chris van Zyl, controller of motor sport at the Automobile Association, will be present at the Paris meeting on Wednesday to discuss the required changes

The main item on the agenda will be the improvement of the pit area

Several possibilities exist, and include widening the pit lane and moving back the pit area

The pit area also requires more electrical facilities necessitated by the increasing use of mini computers by Grand Prix competitors

The most expensive option would be to rebuild the installations or set up a new separate Formula 1 pit area at another site along the track. The existing pits could then be used as an entertainment centre or a go-kart track

Kyalami Enterprises has already agreed to lengthen the run-off of the straight, levelling the track surface at several points and moving back the protective wall at Wesbank Corner

11.5%
pay rise
for
9/12/83
newsmen

SENIOR editorial staff on major English-language newspapers will be guaranteed minimum increases of 11.5% next year the SA Newspaper Press (Editorial) Conciliation Board announced yesterday

In a statement issued in Johannesburg the board said the Southern African Society of Journalists had reached agreement on the increases with the Argus Printing and Publishing Company and SA Associated Newspapers

The 16 newspapers covered by the agreement will increase the total salary bill for senior staff by at least 13.5% in January, 1984

Each member of staff who has remained with the same employer for at least a year will get a minimum increase of 11.5% on his or her December, 1983 salary. At least another 2% will be distributed at the discretion of editors

Salary grades for journalists in their first five years of employment have also been improved, the board said. Cadet journalists with matric will receive starting salaries of R500 a month next year and graduates will start at R825 a month

The board added that agreement had also been reached on new salary grades for library and photographic assistants, on a five-day working week and on the option of payment in certain circumstances for extra time worked — Sapa

Murder accused not drunk, court told

Mall Correspondent

MARITZBURG — Mr Theodoros Canos of Hluhluwe, accused of murder, was not as drunk as he made out on the night he allegedly shot his 19-year-old victim, the Supreme Court was told in Maritzburg yesterday

The body of Miss Margharita Fourie, 31, was found lying on her bedroom floor with a bullet wound through her forehead in March this year

In summing up his case before Mr Justice Kumbleben and two assessors the State prosecutor, Mr I Slabbert, said the memory of Mr Canos, 38, was "not affected by the over-consumption of alcohol as he seemed to have picked up a tolerance from regular drinking"

Canos had the presence of mind to take off his shoes before entering the house and then had two international telephone conversations that night

Canos had no recollection of the murder, he knew that the deceased was lying on the floor

next to the bed — and where the revolver had been put?"

"In refusing to testify, he has not allowed his memory to be tested under cross-examination"

Mr Slabbert said the firearm would have to be in an "unusual position for a suicide shot"

Defence counsel Mr J van Rensburg, SC, told the court his client had drunk between eight and 10 tots of whisky at an hotel and had left the hotel in a drunken state

"The extraordinary feature of this case is that the accused did not blame someone else, like a burglar, or fake the scene by putting the gun in the deceased's hand"

The gunpowder analysis used to show that Miss Fourie appeared not to have pulled the trigger was done with tests which were new and "unreliable"

"In all probability, Miss Fourie shot herself as she was under mental strain and from a letter we know that she contemplated suicide"

Judgment will be given today

Two escape death

DURBAN — Two painters working nine storeys above Gillespie Street, Durban, yesterday clung desperately to the railings of their cradle when one side of it broke free from its cables

"I thank God I'm alive," said a dazed Mr Johnny Govender, minutes after a rescuer pulled him to safety through a ninth-floor window. He was working with Mr Joseph Lutuli, painting a block of flats, when the accident happened

Mr Govender said he had been trying to set a pin, which secured the cradle to the cables, but the pin apparently did not set true. The cradle broke loose and dangled vertically

The two men were taken to hospital suffering from shock — Sapa

TSITSNAME

Firm sacks entire workforce of 120

By PHILLIP VAN NIEKERI

A GERMISTON factory Caramel Sweetmaking has fired its entire workforce of 120 - four days after they asked the company to recognise their union

Mr David Makhene, an organiser of the Fosatu affiliated Sweet Food and Allied Workers Union alleged yesterday that the workers had been fired because they had refused to resign from the union

A spokesman for the company said the workers had been unhappy about their conditions of employment, while the company had been unhappy with the way they were working

'So we decided to give the whole lot a week's notice last Friday,' he said

The workers were all paid out yesterday a few days before the plant was due to shut for the Christmas period - and the company say they will be recruiting a new workforce in the new year

Mr Makhene said the workers had started joining the SFAWU last month. They had approached management to recognise the union last week but were told they should

resign from the union or be fired. The workers refused and were all given a week's notice last Friday but were paid out a day early yesterday

Mr Makhene said the company was 'totally anti-union' and the union was considering possible legal action if other workers were hired to take their place

The union's spokesman said leaders of the workers had approached management saying they were dissatisfied with their working conditions and salaries

They had mentioned the union 10 days ago but the company was not prepared to discuss union recognition with the workers at that stage

'They stopped work for two hours. We gave them a week's notice last Friday, but today (Thursday) the entire workforce stopped working and we politely asked them to leave

'We paid them out till the end of the week - which means they got two full days pay without working

'We would have been closing within a few days for our annual leave and the company will be hiring a new workforce in the new year,' he said

Deductions are 'illegal'

Mall Correspondent

DURBAN - The massive Frame Cotton Corporation was accused of making illegal deductions from workers' pay for subscriptions to the Textile Workers' Industrial Union of South Africa (TWIU), a Durban civil court magistrate heard yesterday

This allegation was made by Mr J N Sithole and 18 other workers at Frame's Pinetex mills, when they applied to the court for an order declaring the deductions unlawful and interdicting the company from continuing the deductions

Mr Sithole said in papers filed before Mr G J Botha that he had been employed by the company since January 1966. He and the other workers became members of the TWIU in September 1982

They resigned from the union a year later and withdrew their stop order authorisation to the company and the union. They have since joined the National Union of Textile Workers

In their submission the workers said the continued deduction of money from their pay for subscription to a union to which they no longer belonged constituted a criminal offence and told the court that they planned to lay criminal charges against the company

Mr Selwyn Lurie, joint managing director of the Frame group said in a replying affidavit that the company recognised the TWIU as the "collective bargaining representative" for the company's workforce at the Pinetex mills

He denied that Mr Sithole

and the 18 others had resigned from the TWIU

In terms of the union's constitution, members must give one month's written notice to the union's regional director if they wanted to resign. No resignation may be accepted until all money owed by members to the union were paid

As far as the company was concerned the workers were registered members of the TWIU and in terms of an agreement between the company and the TWIU, the company accepted the mandates of the workers to make deductions from their pay in favour of the TWIU

Frame maintains that the mandate had not been revoked and until such time that it was the company was compelled to abide by it. Judgment was reserved

OK and unions in key meeting

By STEVEN FRIEDMAN

THE OK Bazaars and two shop workers unions yesterday met at an official conciliation board in an attempt to avert a legal strike at the chainstore but the meeting failed to settle the wage dispute between the two sides

However OK and the unions have agreed to meet again on Tuesday to continue discussions and another meeting will be held on Thursday if necessary

OK's industrial relations director, Mr Richard Blackwell, said neither side had made new offers at the meeting but added "We are still talking"

The fact that further meetings have been arranged is seen as a sign the two sides believe a settlement of the dispute is still possible

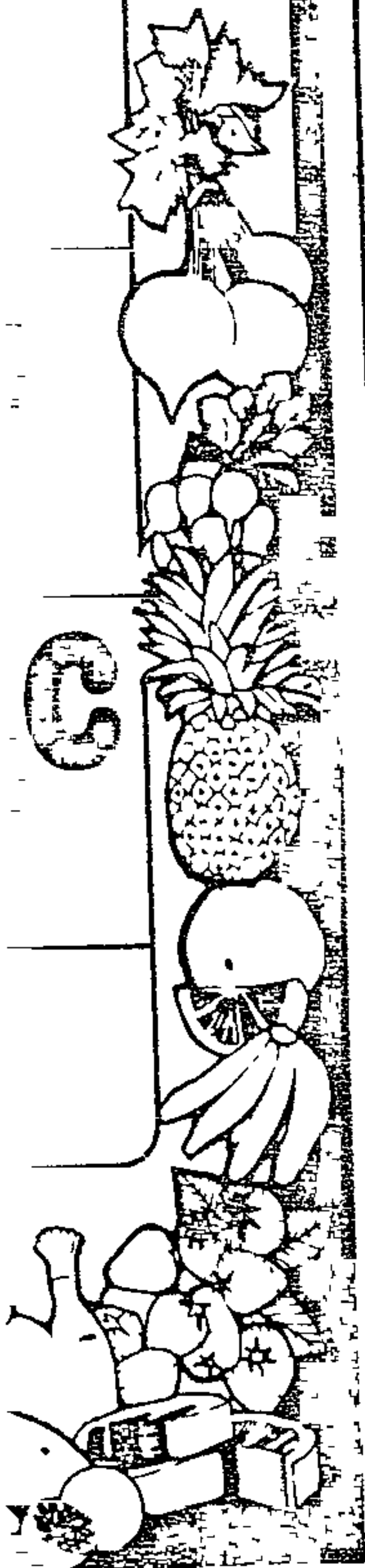
The dispute centres around wage demands by the Commercial, Catering and Allied Workers Union (Ccawusa) which OK alleges would cost the company more than its total profits for this year

Ccawusa argues that OK can pay more than it has offered union members. As a result of this deadlock, the union declared a dispute with OK - the first time it has used the country's official disputes machinery

If the conciliation board fails to settle the dispute, union members can strike legally if they vote to do so in a secret ballot

The National Union of Distributive and Allied Workers which represents white and coloured workers, has also declared a dispute with OK on the wage issue

ay
ores



by Hedley Byrne (Tvl) 2684

...the door at the...
...at least three...
...of welfare officers at the...
...partment of Co-oper...
...and Development
...doors and window...
...were hung to 30m...
...blast, shortly after 9pm...
...Wednesday the building...
...only a block away from...
...Vorster Square
...A security guard, Mr...
...Pie Fourie, was only...
...from serious injury or...
...the death as he got into...
...sleeping bag and listened

...In the Johannesburg area...
...today Transvaal's...
...for supply sales with...
...temperatures similar to...
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...The afternoon tempera...
...ture is expected to reach...
...27°C from a minimum of...
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...Thunderstorms will cool...
...the air in the late afternoon...
...in the Pretoria and Johannes-

UNION

9/12/82 (151) (177) (177) RDM
Deductions are illegal

Mail Correspondent

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Journalists reach a pay agreement

9/12/83 Star

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183

The Law'

of the people
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 ng those at
 conditions are
 existing ones at
 y Mr Johannes
 the agricultural
 draai is better
 Mogopa was
 a bedrock
 to moving to the
 at Pachsdraai
 interests are

foremost in the dispute.
 Those at Pachsdraai most en-
 thusiastic about the removals ap-
 pear to be the tribal elders and
 the more affluent subsistence
 farmers
 The clan leaders are given
 15ha of arable ground each while
 the higher status inhabitants get
 allotted land on a sliding scale
 But for the less affluent it ap-
 pears that Mogopa with its easier
 access to major employment op-
 portunities in the bigger towns is
 a better prospect

For most of those interviewed
 the removals were inevitable be-
 cause "The Law" had said they
 must go

For many, the comparison is
 between what Mogopa is at pre-
 sent and what Pachsdraai prom-
 ises to be. Comparisons between
 what Mogopa would be like had
 the same development resources
 been pumped into it as at Pachs-
 draai and the existing Pachs-
 draai drew blank expressions

Johannes Andrews summed up
 the situation pertinently when he
 observed "The Government
 must be obeyed. It is the father
 and the mother. It is the giver of
 things"

Protest halts human rights group

By PETER DENNEMY

A FUNCTION to com-
 memorate the signing of
 the Universal Declaration
 of Human Rights was dis-
 rupted yesterday by a
 union protest

When Mr Tony Bloom,
 chairman of Premier Milling
 and a director of South Afri-
 can Breweries, stood up to
 speak on "The Right to
 Trade", 14 poster-bearing
 protesters from the Insur-
 ance and Allied Workers'
 Union burst into the Wesley
 Hall in Smal Street, Johan-
 nesburg

They held up the posters at
 the front of the hall

One of the protesters
 claimed Mr Bloom had been
 party to the firing of 106
 workers in denial of their
 right to the freedom of asso-
 ciation

"I disagree with every-
 thing they say but would de-
 fend to the death their right
 to say it," quipped Mr Bloom,
 quoting Voltaire

After his speech, he said he
 was prepared to meet the
 unionists' leader "at any
 time", and had written a let-
 ter to this effect

The protest lasted only a
 minute, and most of the pro-
 testers took seats in the 80-
 strong audience afterwards

Incident

Mr Bloom proposed that
 unionists and management
 should work together for the
 removal of restrictions pre-
 venting black businessmen
 from trading in white areas

Two other speakers later
 referred to the protest inci-
 dent

Mr Phiroshaw Camay,
 general secretary of the
 Council of Unions of South
 Africa, said "the rights of
 workers to pursue their
 claims non-violently, as the
 protesters did this morning,
 should not be interfered
 with"

Mrs Lindy Myesa, a teach-
 er and community worker,
 said "picketing" such as that
 which took place at the meet-
 ing "needs to happen, and we
 need to discuss it"

Mr Jules Browde, the
 chairman of Lawyers for Hu-
 man Rights who chaired the
 meeting, said the issue would

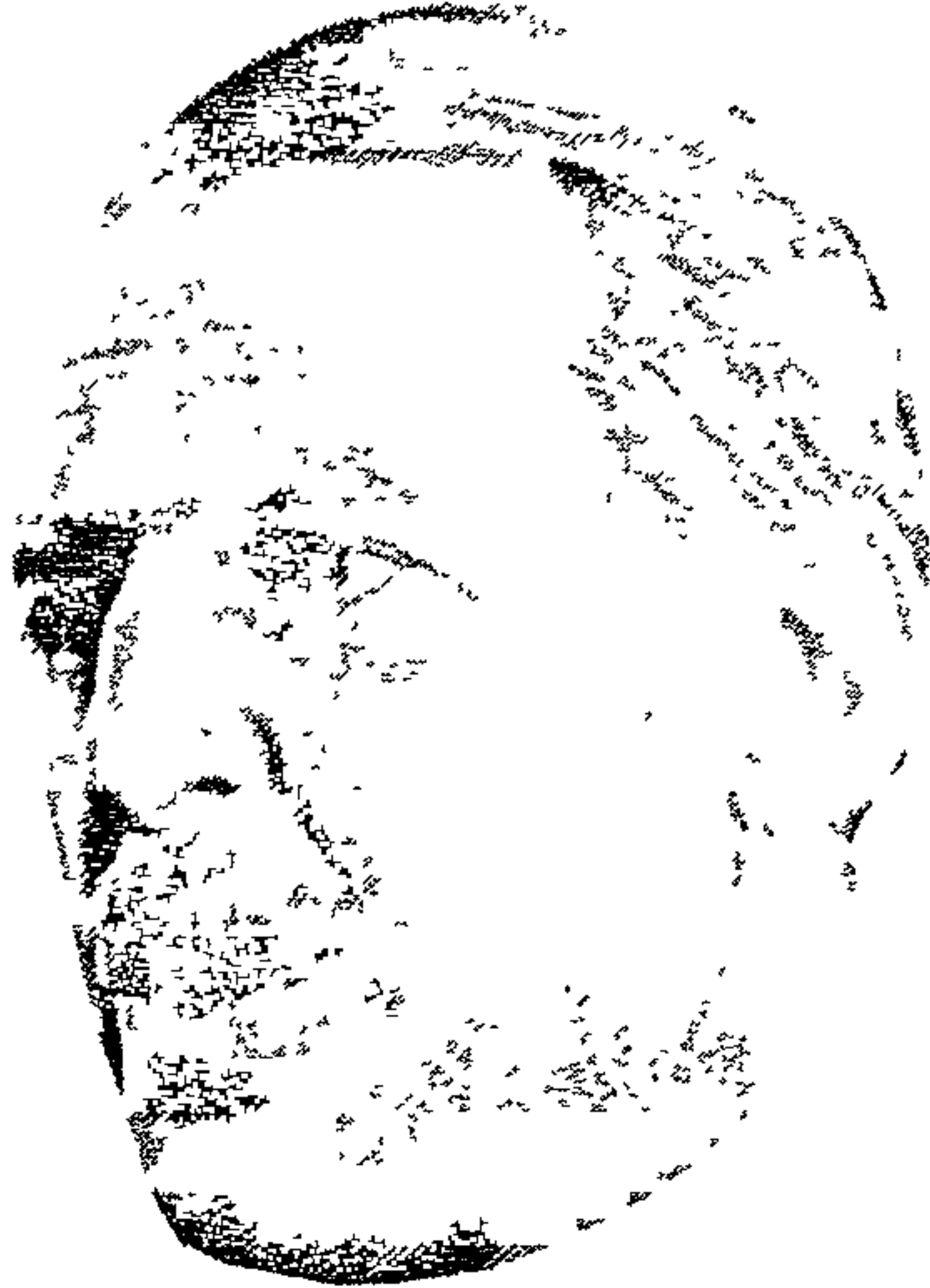
Time 11/12/83

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 y dismissed in diplo-
 circles
 ne Western Contact
 was composed of the
 western countries serv-
 the Security Council in
 and 1978 when United
 Resolution 435 was

Motive

while France's with-
 drawal from further meet-
 ings of the contact group has
 won little response in Pre-
 toria where the general im-
 pression is that it will have
 little effect on settlement ef-
 forts in SWA-Namibia
 One possible motive for the
 French actions is that they
 wish to initiate their own dip-
 lomacy efforts to resolve the
 civil war in view of
 increasingly cordial rela-
 tions that have sprung up
 between the socialist French
 government and Luanda
 France has long been a
 strong opponent of the US's
 policy of a Cuban withdraw-
 al from Angola to a settlement
 in SWA-Namibia



Mr Pik Botha .. influence could be far-reaching

the owe

By RENE DU PREEZ

IN another behind-the-scenes
 twist to the incident-plagued
 Windies tour, black-owned
 video outlets this week
 threatened to boycott films
 supplied by a company which
 is sponsoring Caribbean
 paceman Collin Croft

The company — Dazzle
 Video — is sponsoring the
 Windies quickie to the tune of
 R300 for each wicket he takes
 in the six one-day and four
 four-day tests

But it has brought strong
 opposition from some black
 consumers

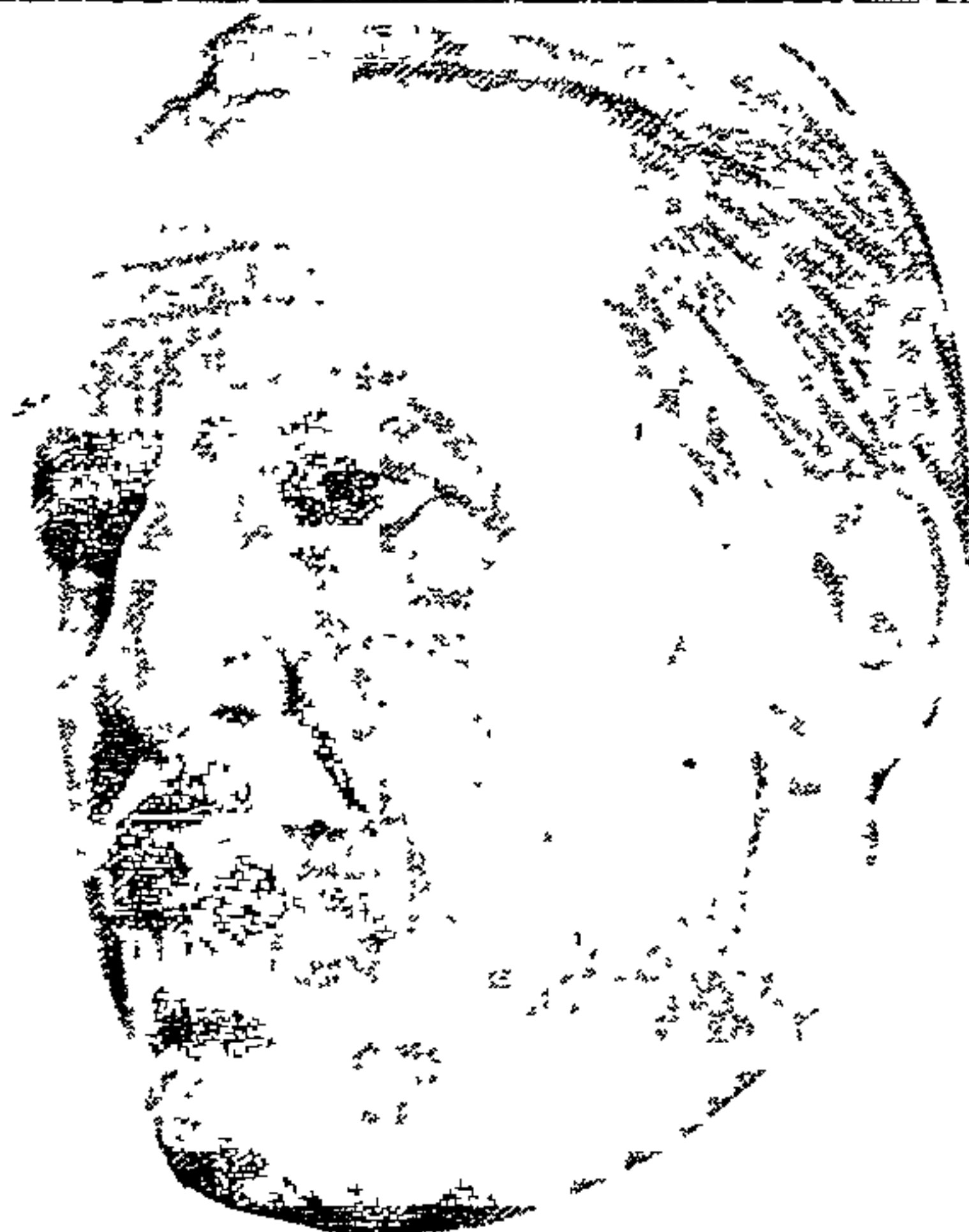
Owners of video outlets
 said they had received many
 calls this week from custom-
 ers urging the film boycott.
 Mr Anees Samsodien, as-



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Mr Pik Botha ... Influence could be far-reaching

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ing "needs to happen, and we
need to discuss it"

Mr Jules Browde, the
chairman of Lawyers for Hu-
man Rights who chaired the
meeting, said the issue would
not be pursued, but he felt
sure Mr Bloom would discuss
it afterwards with those in-
volved

Heritage

Professor Johan van der
Vyver of the University of
the Witwatersrand said South
Africa's legal heritage itself
did not conflict with human
rights

But legislative deviations
from these legal principles
made South Africa the target
of international condemna-
tion

Mrs Deborah Mabiletsa,
director of community af-
fairs for the Urban Founda-
tion, said South Africa's re-
cord regarding human rights
had "got worse", and was
bound to do so as long as
apartheid policies were pur-
sued.

Mr Cassim Saloojee, a
member of the Transvaal
executive of the United
Democratic Front, spoke on
the right to shelter

He said withholding shel-
ter was a powerful means of
control

"Only when the land be-
longs to the people and the
people govern will we be able
to establish the right to shel-
ter," he said

he
we

By RENÉ DU PREEZ

IN another behind-the-scenes
twist to the incident-plagued
Windies tour, black-owned
video outlets this week
threatened to boycott films
supplied by a company which
is sponsoring Caribbean
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The company — Dazzle
Video — is sponsoring the
Windies quickie to the tune of
R300 for each wicket he takes
in the six one-day and four
four-day tests.

But it has brought strong
opposition from some black
consumers.

Owners of video outlets
said they had received many
calls this week from custom-
ers urging the film boycott

Mr Anees Samsodien, as-
sistant secretary of the West-
ern Cape Traders' Associ-
ation (WCTA) — which has a
membership of about 2 000
black businesses, including
most of the Cape video out-
lets concerned — said:

Repugnant

"We condemn these mer-
cenary tourists who have
shown themselves prepared
to endure this country's re-
pugnant discriminatory laws
and laugh them off — as hap-
pened in the Croft train inci-
dent.

"We will support any of
our members in whatever le-

Boycott
threat
to Croft
video
sponsor

gal way they wish to demon-
strate their disgust"

But the managing director
of Dazzle Video, Mr Manne
Padowitz, said the, video
store owners who were
adopting this attitude were
"ill-informed" and were
viewing the sponsorship in
the "wrong light"

About the threatened
blacklisting of his distribut-
ing company, Mr Padowitz
said. "These video owners
threatening to discontinue
stocking Dazzle videos will
just fizzle out

Delicate

"My company agreed to
sponsor Croft because of this
player's willingness to take a
chance with a delicate opera-
tion (for a pinched nerve) so
as to fulfill his obligation to
the South African Cricket
Union

"And as the South Africa
Cricket Union has gone to
great expense in helping to
keep international cricket on
the road for the benefit of all
South African cricketers, I
believe any assistance, how-
ever small, would help to
make this an on-going thing

"My company does not re-
gret in any way its decision to
sponsor Croft as it is of bene-
fit to all in this country"

Mr Shafiek Janoodien

ystery backers
h new party

S CHETTY

is Councillor,
Kathrada, this
as "rubbish"
new Indian
to oppose
Rajbansi's
Party was
claims
which will be
a fortnight,

new tricameral Parliament

"These rumours are being
spread to discredit us and to
prevent people from support-
ing the party we are going to
form

"Since we made it known
that we were going to form a
new party, scores of influen-
tial people from Natal, the
Transvaal and the Cape have
told us that they would ac-
tively support us"

Miners to demand double pay

151
~~151~~
~~151~~
11/12/83 City Press

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 mining 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

"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

practices".

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

Trouble lurks in tax equality

151
22/12/83

MOVES by the Government to remove tax discrimination by including blacks in the same system as whites is worrying employers who fear it will lead to unrest similar to that over pensions in 1981.

The Commissioner for Inland Revenue, Mr. Micky van der Walt, addressed the Johannesburg Chamber of Commerce on this issue, and the tax authorities have met some unions to explain the new system.

In one important aspect, employer fears seem exaggerated — based on the incorrect belief that blacks pay less tax than whites do. As Mr. Van der Walt says, the present system means most blacks pay *more* tax than whites with similar income do, and in future they will pay less.

Thus, black workers will be able to claim rebates on their wives and children, which they cannot do at present.

There are some tax issues in which worker groups might want to intervene. The authorities want farm workers and domestics to register as taxpayers if they earn more than R1 600 a year, but are prepared to consider raising this figure, according to Mr. Van der Walt.

Workers earning under R8 000 a year will have Paye deducted automatically and must submit returns only if they seek rebates. Advice groups might assist workers to do this.

Some unmarried, higher-paid black workers may have to pay more tax, according to Mr. Van der Walt.

But there is little potential for unrest in all this. There is, however, one employer fear which may well have more substance. This is that the change will focus workers' attention on the tax system and fuel the charge that, because they are voteless, blacks are subject to taxation without representation.

In the wake of the referendum result, which has caused much black bitterness, this is possible

LABOUR WEEK

BY STEVEN FRIEDMAN

However, the future of this tactic may be limited. None of the demos has won noticeable gains for dismissed employees and many unions may well argue that one reinstatement order in the industrial court is worth several pickets

□□□

THE recognition dispute between the Framme Group and the National Union of Textile Workers is SA's oldest, dating to the early 1970s. Now it is being

fought in the courts — on a breathtaking scale.

There have been two industrial court and one ordinary court actions as a result. The union, which has consistently run up against a brick wall in its attempts to win recognition at Framme, believes it can tackle the company in the courts and seems to be missing no opportunity to do so.

The process is costly for both sides and the outcome may well be settled largely by the will of the two sides to continue the battle in this way.

New contracts for migrant workers upset unions

Star 3/12/83 (157)

Own Correspondent

CAPE TOWN — The Federation of South African Trade Unions (Fosatu) is angry about a move by the metal industry's employer association to introduce a new contract for migrant workers

The Steel and Engineering Industries Federation (Seifsa) has recommended to employers that they enter into new contracts with migrant workers which will provide for one day's notice of dismissal

The Metal and Allied Workers' Union (Mawu), a Fosatu affiliate, has already criticised the new measure, as have the Council of Unions of South Africa and the Black Sash

The latest issue of Fosatu Worker News reports that some workers are already being given contracts specifying that, after an initial period of one month, workers will be employed on a daily basis

A Seifsa spokesman defended the move, saying that the recommendation was to ensure that "all employees are on an

identical basis as far as the termination of a contract is concerned"

The spokesman said that, prior to the move, only workers with permanent urban rights were employed on a daily basis, while migrant workers were on a fixed term contract

But, in its newsletter, Fosatu said Seifsa had forgotten that migrant workers "do not enjoy the same privileges as urban workers

"Losing a job for a migrant worker means being shipped to the homelands where both poverty and drought reign supreme"

Mawu, Cusa and the Black Sash have criticized Seifsa for introducing the measure without consulting the workers

Fosatu Worker News also reports that "Mawu and other independent unions are gearing themselves up to resist the introduction of the new contract"

The Seifsa spokesman said the federation had not monitored the extent to which the recommendation had been taken up by various employers

Business 'blind to political truths'

Own Correspondent

CAPE TOWN — The white referendum on the constitution had proved that the Nationalist Government and business "march side by side", according to the Federation of South African Trade Unions (Fosatu)

Fosatu, the largest national independent trade-union federation with more than 100 000 members, was commenting in its latest newsletter on the recent referendum

"A few lone business voices said 'no' but the rest marched to the government tune Or is it not a case of the government marching to the tune of business?" said Fosatu.

"When Fosatu shop stewards went to management to find out whether their company supported the proposals they were usually told that management did not comment on political matters But these companies are members of the Federated Chamber of Industries which supported a 'yes' vote."

Fosatu said that businessmen supported the constitution because it kept power with the present government, thus offering "security for profit-making", deepened racial divisions among workers, and ensured continuation of foreign investment and trade

Moreover, businessmen were "blind to some political truths"

"Since they have now openly tied themselves to this racist regime, they will have to stand or fall with it in the future."

The nonracial union movement had shown that it was possible to fight and overcome racial division, said Fosatu

Railways staff want extra 10 pc

Mercury Correspondent
PRETORIA—Railway-
men want another 10
percent pay adjustment
in addition to the 12
percent granted to all
public sector workers
from January 1, it was
learned here yesterday

The Federal Council of
Railways Staff Associ-
ations will meet the Min-
ister of Transport Affairs,
Mr Hendrik Schoeman, in
Cape Town on February

10 for pay discussions

The chairman of the
council, Mr Jimmy
Zurich, said even after
the 12 percent January
pay rise railway workers
would be at least 10
percent short of what
they were entitled to
when inflation over the
past few years had been
calculated

He pointed out that one
of the reasons why the
minister had been able to

reduce his big estimated
deficit during the current
financial year was the
major effort made by rail-
way workers to raise
productivity

That they had done so
was apparent from the
fact that although total
railway staff had been re-
duced by about 30 000 in
the past 18 months, all
systems were running
smoothly and efficiently

The minister would be
asked to make provision
in his budget for a further
pay adjustment, Mr Zur-
ich said

Staff

The minister an-
nounced recently that a
further staff cut of about
8 000 would be imple-
mented before the mid-
dle of next year

The administration's
economy campaign con-
tributed to a big reduc-
tion in the budgeted
deficit. This figure for the
April-September period
was R320 million. The ac-
tual deficit however, was
R93 million

Economists pointed out
yesterday the 12 percent
pay hikes in January for
the 240 000 railway work-
ers would add about R300
million to the total pay
bill

With a big deficit ex-
pected at the close of the
financial year in spite of
the success of the econo-
my campaign, the minis-
ter will, according to the
economists, probably
have to raise tariffs — at
least selectively — from
the start of the new finan-
cial year

13/12/83

Mercury

157
11/12/83

(57) ~~11/11/73~~ ~~11/11/73~~ ~~11/11/73~~ ROM 14/12/73

300 workers win city rights

Labour Correspondent
ABOUT 300 workers at a Mooi River plant, Mooi River Textiles, have won permanent city rights in terms of the Rikhoto judgment after a campaign by their union, the National Union of Textile Workers.

The union is affiliated to the Federation of SA Trade Unions, whose newspaper, Fosatu Worker News, claims this is "the largest single group of workers to be given (city) rights" since emerging unions, together with the Black Sash, began urging workers to apply for these rights

Fosatu Worker News notes that, although these workers

can now stay permanently in the Natal town, a recent change to the law means that they cannot live with their families

It says that the key benefit they will enjoy is that they cannot be sent back to the "homelands" if they lose their jobs

In cities such as Maritzburg and Durban, the "homeland" area to which workers must return in terms of influx control laws is often a black township only a few kilometres outside the city

However, according to Fosatu Worker News, it is becoming "increasingly difficult" for workers sent to these townships when they lose their jobs to return to the

cities such as Maritzburg to work

It says that, in one case, this affected the job prospects of a worker in a plant where Fosatu's Sweet, Food and Allied Workers Union had negotiated an agreement with the company, which allowed retrenched workers to have first claim on jobs when these became available

The company had offered the worker his job back, but an administration board official attempted to prevent the worker taking the job because the wages were too high for a "rural" person, it said

The board had only allowed the worker to take up

the job after the union threatened legal action on the grounds that officials were "interfering in a legal agreement" between the company and union, it said

It says the union believes there is "little point having a clause in a retrenchment procedure which guaranteed first option on employment if your non-urban status prohibits you from returning to the same job"

It is therefore now including a clause in the retrenchment procedures it negotiates with employers which says the company must inform its local administration board that it intends taking the workers back

14/12/83 (151) 1st 2nd 3rd 4th 5th 6th 7th 8th 9th 10th 11th 12th 13th 14th 15th 16th 17th 18th 19th 20th 21st 22nd 23rd 24th 25th 26th 27th 28th 29th 30th 31st

OK wage talks limp on

Labour Correspondent
OK BAZAARS and two shop workers' unions met again yesterday with an official conciliation board in an attempt to avert a legal strike at the store — but made "little progress", according to the general secretary of the Commercial, Catering and Allied Workers Union (CCAWUSA), Mrs Emma Mashimni

She added, however, that both sides had made new proposals in an attempt to end their wage dispute and that they were due to meet again tomorrow to continue talks

Yesterday's meeting was the second between OK and the unions since a conciliation board was appointed to attempt to settle the dispute

The board's appointment follows CCAWUSA's decision to declare a formal dispute with

OK after the two sides deadlocked over wages

The National Union of Distributive and Allied Workers, which represents white and coloured workers, also declared a dispute with OK, arguing that its members were affected by the dispute between CCAWUSA and the company

Yesterday, Mrs Mashimni said that OK had made a new wage offer to the union, which proposed increases over an 18-month period

However, she added, CCAWUSA was insisting that the agreement cover a six month period only, as this has already been agreed between the two sides in previous negotiations

She said CCAWUSA had also made new proposals at yesterday's meeting, but was pessimistic about the prospects for a settlement

Think before firing warning to firms

SUMMARY dismissal of workers could land more employers in court

Labour practices were changing so markedly that companies had to think twice, advised Stellenbosch University's Professor S M Swart, before firing staff without hearing all sides of the dispute

Discussing what he referred to as a landmark ruling on unfair labour practices, Metal and Allied Workers' Union vs Stobar Engineering, he said "Unfair dismissals are becoming increasingly significant in South African labour law. Employers will have to be far more cautious in their approach towards dismissing employees, especially when they are represented by a union which has the resources and experience to challenge employers' actions in court," he told a West German seminar

Among the influences of industrial courts was the curbing of an employer's ability to victimise staff in labour disputes

Prof Swart, head of industrial relations at the Graduate School of Business, told the Kronberg meeting the number of cases dealt with by industrial court hearings had increased rapidly. By the end of 1980 there had been 15 disputes of which only one dealt with unfair labour practice. Last year 41 cases, of which 15 dealt with unfair labour practices, were heard

"Moreover, the court is starting to exert a significant influence beyond the cases it hears. The threat of an unfair labour practice case often induces out-of-court settlements"

Prof Swart said that among new benchmarks set by the hearings were

- Employers must have reasonable grounds for dismissals and have conducted thorough investigations into the alleged misconduct,
- Workers faced with dismissal should be given a chance to give their side of the story,
- Employers may not refuse to negotiate with representatives of registered trade unions,
- Employers may not prevent employees becoming members of trade unions,
- Employers may not reduce pay nor unfavourably alter conditions of employment on the basis of trade union affiliation

Curbing of abusive manpower practices would have to be, he added, matched by more moderate attitudes among workers whose disruptive behaviour would also be weighed in the rulings of industrial court hearings.

"Companies will have to prove that equitable disciplinary and dispute-settling procedures exist and are utilised. Employers who face litigation over alleged unfair dismissals will not only have to contend with high legal costs but also with the possibility of having to pay large amounts of money in back-pay"

Prof Swart said Section 46 (9) of the Labour Relations Act had become "a key clause with respect to the potential which it provides for bringing an alleged unfair labour practice to court and it will probably be used with increasing frequency" — Sapa

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ROOM

14/12/83

(151) (133) ROM 14/12/83

'Meddling' upsets union with majority support

By STEVEN FRIEDMAN
Labour Correspondent

CLAIMS by the Metal and Allied Workers' Union (Mawu) that Transvaal companies are trying to force it to bargain in their plants in the same forum as "minority" unions — usually representing skilled workers — are becoming an issue in the metal industries

Mawu sources say the union's resistance to this may become the key source of conflict between it and metal employers in the months ahead

It claims that the Steel and Engineering Industries Federation (Seifsa) is behind the employer attitude Seifsa denies this

In common with other unions affiliated to the Federation of SA Trade Unions (Fosatu), Mawu argues that, where a union has majority support in a factory, it should

have the sole right to bargain with the employer

It says four Transvaal plants where it represents most workers have insisted that, if the union wants to negotiate directly with them in their factories, it must do so with other unions with members in the plants

These are generally white-led unions with skilled worker members, although in some plants rival unions organising black workers also have members

The latest issue of Fosatu's newspaper, Fosatu Worker News, charges that employers have tried to get Mawu shop stewards to take part in company works councils which include all unions with members in their plant

It says this means that, in some plants, Mawu has more than 90% membership, but must bargain jointly with unions who represent "as

little as 2%" of workers

Mawu sources say the union has vowed to fight the employer stance and predict this will prompt conflict in metal plants

They claim that Seifsa has urged employers to adopt this stance and accuse it of "meddling with companies which want to negotiate with representative unions"

A Seifsa spokesman yesterday denied that his organisation had urged employers to adopt this stance

"Our general attitude is to oppose bargaining in the factories because this undermines the industrial council system," he said

However, "where employers negotiate with unions in their factories on issues not covered by the industrial council agreement, we have not advised them on what form this should take — no guideline has been issued by Seifsa on this issue", he said

Sarmcol, union settle out of court

~~157~~ Mercury Reporter

Mercury 15/12/83
pay for retrenched workers.

A HOWICH rubber manufacturing company, BTR Sarmcol, and the Metal and Allied Workers' Union yesterday reached an out-of-court settlement of an application to the Industrial Court for an order compelling the union to resume negotiations over severance pay with the company.

In a joint statement yesterday, BTR Sarmcol and the union said both parties had agreed to meet again in the New Year to complete negotiations for an agreement detailing the 'procedural aspects of union recognition'.

The company had sought the application following a dispute over severance

Agreement had been reached on establishing a mutually acceptable severance pay policy and setting up wage negotiations in April for review of wages to be effective the first pay week in June, 1984.

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Union court tussle settled

By STEVEN FRIEDMAN
Labour Correspondent

SOUTH AFRICA'S first-ever industrial court action brought by an employer against a trade union for an alleged "unfair labour practice" has been settled out of court, the Howick metal firm BTR Sarmcol said yesterday.

The settlement also appears to have ended a dispute declared by the Metal and Allied Workers Union (MAWU) — which Sarmcol sought to take to court — against the company.

Sarmcol said in a statement the settlement meant the two sides had agreed to negotiate on union recognition, severance pay, and wages in the new year.

The dispute between the two sides began after negotiations in which they deadlocked over MAWU demands that severance pay for retrenched workers be written into the recognition agreement between it and Sarmcol.

MAWU declared a dispute with the company — a first step towards taking it to the industrial court — arguing that it was an unfair labour practice for the company to refuse to negotiate severance pay with it.

Sarmcol, which said it was not against severance pay but wanted to negotiate this separately, later hit back by declaring its own dispute with MAWU.

The company alleged the union was guilty of an unfair labour practice because it "refused to bargain in good faith".

Yesterday the company's statement said the two sides agreed in an out-of-court settlement to meet again in the new year for negotiations.

The talks would be aimed

- at
- Completing negotiations for an agreement detailing the procedural aspects of MAWU's recognition,
- Establishing a mutually acceptable severance pay policy,
- Setting up wage negotiations in April, 1984, for a review of wages.

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ARGUS 15/12/83 ~~151~~ 151 ~~151~~

R5 000 settlement for migrant workers

Labour Reporter

THIRTEEN migrant workers, who were dismissed from an Epping factory before their contracts had expired, have received more than R5 000 from their former employer in an out-of-court settlement

The workers, all members of the General Workers' Union, were dismissed from Epping Cold Storage in February last year, after a recognition dispute with the company

A GWU spokesman said the workers sued the company for unlawful dismissal

"The workers planned

to take the management to court on November 29, but just before the court case they agreed to pay the workers R5 347 in damages as well as their legal costs," the spokesman said

A dispute flared up at the factory when the management would not agree to recognise the workers' elected committee, the spokesman said

"Management announced that they were not going to renew the contracts of a number of workers who were members of the union. Other workers, still in the middle of their contracts, were dismissed," the spokesman said

SS

Paper firms 'yes' to union

15/12/83
ROM

Labour Correspondent

MONDI Paper Company, a subsidiary of the giant Anglo American group, has recognised Fosatu's Paper, Wood and Allied Workers' Union after a two-year battle for recognition which became heated on several occasions

A joint statement yesterday by the two sides announced that Mondi had recognised the union at its Felixton mill in KwaZulu

The statement said the union also claimed majority membership at three other Mondi mills — Merebank, Umgeni and Piet Retief — and that talks on union recognition at these mills were taking place

However, it is understood a key union demand — that it have the right to negotiate wages directly with Mondi at the mills — has not been granted in the agreement

Mondi wants wages to be negotiated at an industrial council, but the PWAU has thus far refused to join the council

It is understood that, despite its willingness to sign the agreement, the PWAU has not abandoned its desire to negotiate directly with the company

The dispute between Mondi and the PWAU has been seen as a key test for the union in the paper industry

Although two paper companies, Premier Paper and Carlton Paper, have been prepared to negotiate with the PWAU outside the official industrial council system, Mondi and another key paper company, Sappi, have insisted that wage negotiations take place at an industrial council

It is understood that the signing of the agreement follows a marked easing of relations between the company and the union

Yesterday's joint statement said the recognition agreement at Felixton followed "negotiations lasting two years"

Parow firm to reinst~~ate~~ workers

Cape Times 15/12/82 (15)

Labour Reporter

A PAROW engineering firm, Plaza Engineering, yesterday backed down in the face of an industrial court action brought by the General Workers' Union (GWU) and agreed to reinstate 13 workers it retrenched earlier this year.

The workers, who were laid off in September, will be reinstated pending the negotiation of a "mutually acceptable retrenchment procedure", according to a statement issued by the GWU yesterday.

In the process, they will receive arrear wages amounting to about R10 000 for 2½ months of the three months in which they have been out of work.

Agreement was reached in an out-of-court settlement between the two parties before the industrial court was to hear an application for reinstatement of the workers and payment of arrear wages yesterday.

In its statement the GWU said it was "satisfied" with the settlement and added "Had management agreed in

the first place to negotiate in good faith with the representative union, it would not have been subject to the heavy financial commitment which the settlement extracts."

A union spokesman said the workers were likely to be retrenched again, but this would now occur in terms of a "proper retrenchment procedure".

According to the spokesman, the firm informed its workers on September 15 that it would have to lay off workers but said it would consult the union shop stewards' committee before doing so.

However, it retrenched 16 workers the next day without consulting the committee or the union.

The GWU brought the court action after the firm refused to reinstate the workers and negotiate their retrenchment. Three of the workers concerned had subsequently been re-employed.

The spokesman said the union would continue to press for a recognition agreement.

Frame told to reinstate 10 workers

~~1077~~ (151) ~~335-100A~~
Mercury 15/12/83

Mariah Vengtas

THE Frame Cotton Corporation was yesterday ordered by the Industrial Court to reinstate 10 workers who had been retrenched from the corporation's Frametex mill during September and October

But Mr Selwyn Lurie, the corporation's joint managing director, who is in charge of labour relations, told the Mercury last night they had decided to take the judgments of the Industrial Court to the Supreme Court

'We will apply for an order staying the execution of the judgments pending the outcome of the review proceedings. Our attorneys are presently preparing the necessary application papers,' he added

The Industrial Court order was granted following an application by the National Union of Textile

Workers of which the retrenched workers are members. Frame was also ordered to have the workers reinstated to their former jobs with effect from the time they had been retrenched, and to give them back pay

In its application to the Court, Mr Martin Brassey, acting for the union, told the Court that the retrenchments had been unfair because neither the union nor the workers had been consulted before they were dismissed

Retrenchments

The principle of 'last-in-first-out', in which long service workers were the last to be retrenched, also had not been observed

The Court also heard that the retrenchment of some workers had been illegal because they were migrant workers who had been fired before their contracts had expired

Among those dismissed were employees with 19 years' service

Mr Douglas Shaw, QC, for the Frame Group, told the Court that the group's policy on retrenchments was founded on efficiency rather than the last in-first-out principle and where workers had similar competence, the one with less service was retrenched

Commenting on the Court ruling, Mr John Copely, the union's general secretary, said last night that it was one of the most important judgments from an Industrial Court in recent times

'The company's defence, in our opinion, amounted to little more than a statement that the company should be free to pick and choose workers for retrenchment as it felt desirable and that no union or court should interfere in such selection'

Industrial Court setting precedents

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151/2/83

JOHANNESBURG — Significant precedents are occurring as a result of the increasing role being played by the Industrial Court in resolving labour disputes — among them the fact that employers' freedom to victimise workers has been curtailed.

This was said by Prof S M (Blackie) Swart, head of industrial relations at the University of Stellenbosch Graduate School of Business, at a seminar in Kronberg, Germany. The seminar dealt with South Africa's economic relations with Germany and the subject of Prof Swart's address was 'Future aspects of the South African economy in the context of political developments'.

Cases

Prof Swart said the number of cases which had been heard by the Industrial Court had increased rapidly. Whereas by the end of 1980 it had dealt with a total of 15 matters, of which only one concerned unfair labour practice, during last year alone it had 41 cases, of which 15 were about unfair labour practice. 'Moreover, the court is starting to exert a significant influence beyond the cases it hears, as the threat of an unfair labour practice case often induces out-of-court settlements and peaceful resolutions,' he said.

Prof Swart cited several Industrial Court hearings which have crystallised industrial relations practices for the future. Among the issues on which clarity had been gained were

- An employer must have reasonable grounds for dismissing an employee and must have conducted a thorough

investigation into the alleged misconduct before sacking a worker,

- A worker faced with a dismissal should be given an opportunity by an employer to present his side of the matter,

- An employer may not refuse to negotiate with a representative of a registered trade union,

- Employers may not insist that employees may not be members of a trade union or other similar association of employees, and

- An employer may not reduce the rate of remuneration or unfavourably alter conditions of employment on the basis of trade union affiliation by employees

Danger

Prof Swart said there was now sufficient proof that 'ad hoc manpower practices constitute a significant danger to the potential viability of a business concern in South Africa'.

He added 'As a corollary it is suggested that disruptive behaviour on the part of employees could be viewed in a similar negative light by the Industrial Court'.

Discussing what he referred to as a landmark

ruling on unfair labour practices (The Metal and Allied Workers' Union vs Stobar Engineering), he said 'Unfair dismissals are becoming increasingly significant in South African labour law. Employers will have to be far more cautious in their approach towards dismissing employees, especially when they are represented by a union which has the resources and experience to challenge employers' actions in court'.

Procedures

'Companies will have to prove that equitable disciplinary and dispute-settling procedures exist and are utilised. Employers who face litigation over alleged unfair dismissals will not only have to contend with high legal costs but with the possibility of having to pay large amounts of money in back pay'.

Prof Swart said Section 46 (9) of the Labour Relations Act had become 'a key clause with respect to the potential which it provides for bringing an alleged unfair labour practice to court and will probably be used with increasing frequency in the future' — (Sapa)

Newspaper workers get pay increases

The Media Workers Association of South Africa and the two major English-language newspaper groups in the country, Saan and the Argus Company, have concluded a wage and salary agreement for 1984

The agreement includes increases ranging from 11,5 percent to 23 percent

A five-day, 40-hour week has also been agreed upon for all employees except security workers

Mwasa members who are monthly-paid, will be compensated in certain circumstances for overtime and public holidays worked

Negotiations on the inclusion of June 16 as a paid public holiday will take place early next year

Salary scales for junior reporters, photographers and photographic and library assistants have been improved

All increases come into effect on January 1, and are based on wages and salaries as at December 31 1983

Weekly paid employees in the Argus Company have received an additional two percent on their basic pay backdated to July 1 1983

In terms of the agreement, weekly paid unskilled workers will receive an increase of R17 or 12,5 percent which ever is the greater and semi-skilled workers R25

The salary bill for senior journalists and other monthly paid employees will increase by 13,5 percent of which 11,5 percent will be across-the-board and the remaining two percent allocated at the discretion of the employers

Mwasa, Argus and Saan will meet some time next year to review their wage bargaining machinery as well as the recognition agreement between them

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16/12/83

All OK's workers to

get pay rise

Mercury Reporter
ABOUT 20 000 workers at the OK Bazaars chain-stores throughout the country are to be given an across-the-board wage in-

crease of R35 a month with immediate effect and a further R10 increase in April next year, it was announced yesterday

The wage increase comes after lengthy negotiations between two shop workers' unions — the Commercial, Catering and Allied Workers' Union of South Africa and the National Union of Distributive and Allied Workers — and OK management at a conciliation board meeting

The increases also marked the end of a dispute between management and workers, some of whom had threatened 'legal strike action' against the company in support of their demand for a wage increase

Dispute

The Commercial, Catering and Allied Workers' Union, representing black workers, and the National Union of Distributive and Allied Workers, representing white, coloured and Indian workers, declared a dispute after OK management refused to accept their demands for a R80 a month across-the-board pay rise for all workers

However, the two unions later reduced their demand to R50, which was rejected by the company, but in a settlement offered R45

A joint statement released yesterday said that a 'nationwide agreement' had been reached on wage increases for all employees in respect of whom the dispute arose

Welcoming the increases, Mrs Emma Mashinini, CCAWUSA's general secretary, said she was pleased that all workers, irrespective of their race, would benefit

Negotiations for the next wage agreement for the period October 7 next year to October 6, 1985, would begin not later than July 6, the statement added

OK Bazaars pay rise agreement has averted strike

By Carolyn Dempster,
Labour Reporter

A nationwide wage agreement reached late yesterday between OK Bazaars Ltd and two unions representative of workers in the trade has averted a legal strike in the store chain.

It will also mean that about 20 000 workers countrywide will receive across-the-board increases effective from December 7.

The agreement was reached after the third meeting of the conciliation board on disputes between OK Bazaars, the largely black Commercial Catering and Allied Workers Union (CCAWUSA) and the mainly white and coloured National Union of Allied and Distributive Workers (NUDAW).

Disputes were declared by both unions when wage talks earlier in the year deadlocked.

CCAWUSA workers demanded an immediate R50 increase, and NUDAW's wage talks with the company broke down when it was argued that any agreement reached with CCAWUSA would have an impact on a wage agreement with NUDAW.

A legal strike seemed imminent after the conciliation board met for the second time without resolving the dispute last week.

In a joint statement released by both unions and the OK yesterday, it was stated that workers "in respect of whom the dispute arose" will receive increases from R35 a month backdated to December 7, until March 1984, and an additional R10 from April 1984 to September 1984.

Negotiations for the next wage agreement have been set for July 16 next year to cover the period October 7 1984 to October 7 1985.

(151) PDM
20/12/83

Strike is averted as OK and unions agree on pay

By STEVEN FRIEDMAN
Labour Correspondent

A LEGAL strike at OK Bazaars has been averted by a wage agreement between the company and two shop workers' unions which will raise pay for around 20 000 OK workers throughout the country

A key feature of the agreement is that workers in country areas will receive the same increases as those in the towns and cities

Country workers usually receive lower rises than those in the cities and it is believed that OK is the first major chainstore to agree to give both groups the same increase

The agreement was reached between OK on the one hand and the (black) Commercial, Catering and Allied Workers' Union (Ccawusa) and the (white and coloured) National Union of Distributive and Allied

Workers (Nudaw) on the other

The OK board met three times after Ccawusa declared a formal dispute with the OK over pay when wage talks between the two deadlocked. The Nudaw later also declared a dispute, arguing that its members would be affected by any wage agreement between OK and Ccawusa

Had the two sides failed to settle the dispute, the unions would have been able to hold a legal strike ballot

According to a joint statement by the two sides, the settlement means workers affected by the dispute will receive an increase of R35 a month backdated to December 7 and a further R10 in April next year

The new agreement will apply until the end of next September and negotiations for an increase to be effective from October 7, 1984, to

October 6, 1985, will commence not later than July next year, according to the statement

Ccawusa claims that minimum pay at OK is around R230 a month

The joint statement stresses that only workers "in respect of whom the dispute arose" will receive these increases. This means union members, and all workers in the same job grades as them, will receive them

The wage deadlock arose after Ccawusa demanded a R50 increase with immediate effect

OK countered with an offer of R20 in December and a further R15 in February. This would have applied to workers earning less than R350 a month only. The company also suggested that fresh negotiations on a possible further increase take place early next year

CAPE TIMES
20/12/83

OK rise for 20 000 averts strike

Own Correspondent
JOHANNESBURG — A legal strike at OK Baars has been averted by a wage agreement between the company and two shop workers' unions which will raise pay for about 20 000 OK workers throughout the country.

A key feature is that workers in country areas will receive the same increases as those in the cities. Country workers usually receive lower increases than those in the cities and it is believed that OK is the first major chain-store to agree to give both groups the same increase.

The agreement was reached between OK, the Commercial, Catering and Allied Workers' Union (Ccawusa) and the National Union of Workers (Nudaw). The board met three times after Ccawusa had declared a formal dispute with the OK. Nudaw later also declared a dispute, arguing that its members would be affected by any wage agreement between OK and Ccawusa.

Legal ballot

Had the two sides failed to agree, the unions would have been entitled to hold a legal strike ballot. According to a joint statement, the settlement means workers affected by the dispute will receive a R35 a month increase back-dated to December 7, and a further R10 in April next year. The new agreement will apply until the end of next September and negotiations for an increase to be effective from 7 October, 1984 to 6 October, 1985, will commence not later than July next year.

Ccawusa claims that minimum pay at OK is around R230 a month. The wage deadlock arose after Ccawusa had demanded a R50 increase with immediate effect. OK countered with an offer of R20 in December and a further R15 in February.

Public wants longer trade hours ^{21/12/83}

By Michael Chester

The first wave of votes in a Johannesburg Chamber of Commerce public poll on consumer attitudes about shopping hours shows an overwhelming majority in favour of more flexible trading times

The chamber intends to use the result of the poll as a new lever in its campaign to persuade the Transvaal Provincial Council to soften its rigid stance on fixed shopping hours

The issue came to a head when the council turned down pleas for permission for retailers to stay open on Saturday afternoons if they wished,

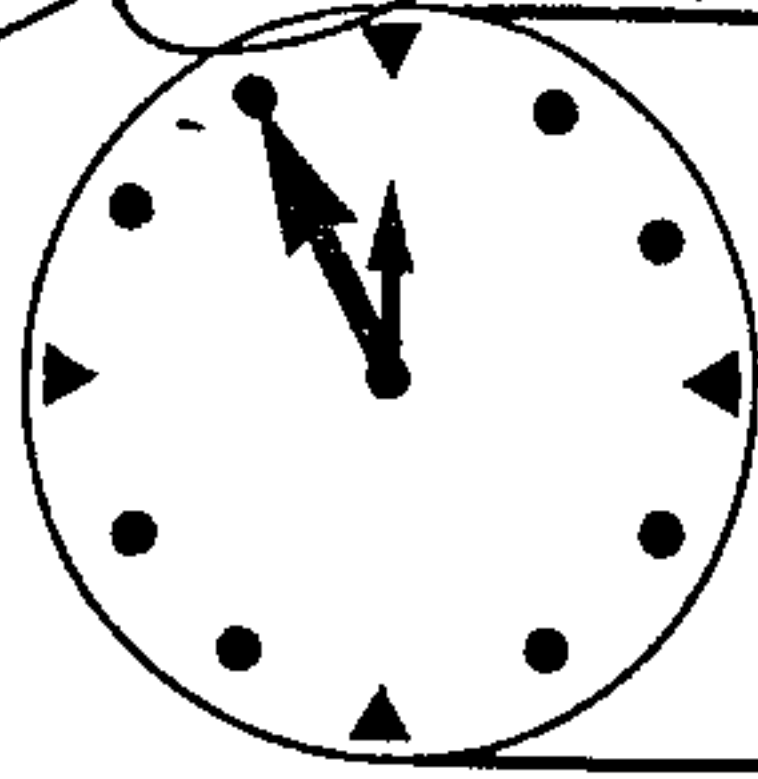
at least during the peak Christmas shopping rush

Mrs Pam Herd, manager of JCC business services, said voting by consumers was continuing but a definite pattern was already emerging

Voters were almost universally in favour of retailers being given permission to have more say about when shops were opened and closed, with a

strong priority on extended shopping hours into the evenings during the week and on Saturday afternoons

"Votes are still welcomed," said Mrs Herd "We have already measured the strong majority support of retailers to extended shopping hours proposals but the voice of consumers also needs to be heard"



**24
HOURS**

The team
that wraps
up the news

Mr Frank Vincent, director of the Durban Publicity Association, reports that the coastal centre is in the middle of a bumper shopping spree in the countdown to Christmas

"A major part of the success is because of the permission for shops to stay open later," he says "Trading hours were extended last Saturday to 5 pm and the shopping traffic was tremendous

"We expect a repeat of the rush on Friday when shops will stay open until 9 pm

"The longer hours have been welcomed by everyone"

● See Page 7.

Sacked

151
workers

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win case

2/11/83
Mail Correspondent

DURBAN — A Hillcrest supermarket, Richdens Foodliner, has been ordered by the industrial court to immediately reinstate four workers retrenched recently.

Miss Colleen Richardson, of the Legal Resources Centre, which made the application on behalf of the Commercial, Catering and Allied Workers' Union of SA, said yesterday that the reinstatement order was retrospective to the date of their dismissals.

The four workers, Mr Ernest Gumede, Ms Mavis Vezi, Ms Angeline Ngwane and Ms Winnie Phewa — all members of Ccawusa — were laid off during September and October.

The union took up their case with management, but they were refused reinstatement.

Miss Richardson said the dismissals amounted to an unfair labour practice in terms of the Labour Relations Act.

Mr David Dennison, managing director of the supermarket, said yesterday the company's attorneys had been instructed to take the industrial court ruling on appeal to the Supreme Court.

Mixed opinion on flexible shop hours

21/12/83 Star

Staff Reporters

A snap survey by The Star found wide differences in public opinion on the Johannesburg Chamber of Commerce proposals to seek more flexible trading hours

Reaction varied from enthusiasm, to indifference — with general concern about the safety of shop workers returning home late at night.

"Shops should have the opportunity to choose their business hours — not be bound by outdated rules and regulations," said Mr Bob MacFarlane, chairman of the Sandton Merchants' Association

"For instance, it may best suit the customers for a particular retailer to stay open on Saturday afternoons but perhaps stay closed on Monday

mornings"

Mrs Veronica Slabbert, a shop assistant in Johannesburg's city centre, said. "It all sounds fine for the shopowners — but not so for the workers."

The manager of a nearby menswear store looked startled. "Stay open longer? It's hard enough work already"

Mrs Salaru Julius, who works at a city centre shoe shop, fretted about black workers travelling home late "I've seen too many stabbings and muggings at bus ranks."

People in smaller shops in Rosettenville showed little or no enthusiasm "I work eight hours a day but still manage to do all my shopping in the lunch-hour," said Mrs Avril de Bruin "Why can't everyone else?"

However, at least one large store was in favour of staying open later during the week and reckoned it should be fairly simple to reorganise staff shifts.

The idea of late weekday and Saturday afternoon shopping was also popular with most consumers and retailers interviewed in Sandton

"Shopping is an entertainment — let's have more of it," said Mr Michael Glaser, general manager of a department store

He saw Saturday afternoon shopping in particular as "a positive stimulant for the economy"

The Star would still like your views on more flexible trading hours Please fill in the coupon on this page.

PUBLIC POLL ON SHOPPING HOURS

Do you favour

- | | | |
|---|------|-----|
| 1 More flexible shopping hours? | Yes: | No: |
| 2 Shops open until 7pm Mon to Fri? | Yes: | No: |
| 3 Trading hours extended to 5pm Sat? | Yes: | No: |
| 4 Sunday morning shopping until 12 noon? | Yes: | No: |
| 5 Varying shop hours between towns/suburbs? | Yes: | No: |

Name:

Address:

Signature:

Please tick replies and return to JCC, Private Bag 34, Auckland Park 2006.

Store told to reinst¹⁵¹ate staff

Mercury Reporter 2/12/83

A HILLCREST supermarket, Richdens Foodliner, which holds the Spar franchise, has been ordered by the Industrial Court to immediately reinst¹⁵¹ate four workers who were retrenched recently

Miss Colleen Richardson, of the Legal Resources Centre which made the application on behalf of the Commercial, Catering and Allied Workers' Union of South Africa, said yesterday that the reinstatement order was retrospective to the date of their dismissals

The four workers, Mr Ernest Gumede, Mavis Vezi, Angeline Ngwane and Winnie Phewa — all members of CCAWUSA — were laid off during September and October

The Legal Resources Centre was approached and the matter was referred to the Industrial Court

Miss Richardson said the dismissals were unlawful

Mr David Dennison, managing director of the supermarket, said the company's attorneys had been instructed to take the Industrial Court ruling on appeal to the Supreme Court

He said the company had valid reasons for dismissing the workers and denied allegations that it was an act of victimisation because of their trade union involvement

RAND DAILY MAIL, Thursday, December 22, 1983

Gallo agrees to equal pay for women

By STEVEN FRIEDMAN
Labour Correspondent

THE Commercial, Catering, and Allied Workers' Union (Cawusa) has signed an agreement with Gallo (Africa) which will ensure that women doing the same work as men receive the same pay

The union also described wage increases negotiated between it and employers as "perhaps the best this year"

Cawusa also said yesterday it had reached an agreement with wholesalers Makro which would increase pay for all workers at three of the company's outlets by R50 a month

At Gallo, a Cawusa spokesman said an agreement signed yesterday would raise the pay of workers earning R100 a week or less by R8,25 a week. Those earning between R100 and R150 would receive an R11-a-week rise and those earning above R150 would get R13,50 extra

He said the agreement was valid for six months. The two sides would negotiate a further increase in mid-year

The spokesman said pay discrimination between men and women workers would now be eliminated

Before the agreement, the minimum for women had been R2 a week lower than that for men, and women earning the minimum would therefore receive a R10,50 a week increase, he said

A company spokesman, Mr Malcolm James, confirmed the agreement and said about 300 workers were covered by it

He added that the difference between men and women's pay had, in the past, been much greater than R2 a week, but the company had been moving towards pay equality between the sexes for some time

"The agreement therefore completes this process, which was initiated by the company", Mr James said. He added that about 5% of the company's women workers were doing the same jobs as men

At Makro, the R50 increase will apply for the whole of next year and is the result of a verbal agreement between the company and the union. A formal wage agreement is due to be signed soon

The increase covers the company's outlets at Pretoria, Amalgam (Industria) and Germiston. It is understood that minimum wages will rise by about 22%

A company spokesman has confirmed the agreement

~~12/23~~
~~12/23~~
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Court orders
reinstatement

Mercury Reporter

A NATAL transport company, Cargo Carriers, has been ordered by the Industrial Court to reinstate immediately one of its workers who was dismissed after refusing to work overtime

Mr Alson Dlamini, who had been employed by the company as a conductor for the past seven years, is back at his job, according to Mr Satchie Govender of the Legal Resources Centre, which took the matter to the Industrial Court

Mr Govender said the reinstatement order was made retrospective to August 11 — the date on which Mr Dlamini was dismissed

In papers filed in court, Mr Dlamini said his services were terminated by the company's branch manager when he refused to work overtime

He said that about 5 p.m. on August 10, immediately after he finishing work and clocked his card, he was approached by the branch manager and asked whether he would like to work

overtime
Mr Dlamini replied that he could not because he had no transport to get home late at night, but said he would be willing to work if the company provided transport

'The manager then replied that if I did not want to work overtime I must come in and sign off the next day,' he said

In a replying affidavit, the branch manager said that the particular division in which Mr Dlamini was employed as a conductor had at all material times been an 'overtime intensive activity'

He said Mr Dlamini had refused to work overtime on previous occasions and once encouraged a co-worker to also refuse to work overtime

'Not only are drivers and conductors required to undertake long journeys but it frequently happens that the maintenance and repair of trucks is completed at or about the end of the working day and caravans or mobile homes are required to be loaded on to the trucks for delivery the same evening,' he added

Staw (151.)
22/12/83
Union aids
white worker

The National General Workers' Union will apply for the reinstatement of its sole white member, fired from the Witbank branch of Pick 'n Pay last week

Union general secretary Mr Donsie Khumalo said negotiations had proved fruitless so a reinstatement order would be applied for

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E. Post
22/12/83

Concern over PE harbour traffic slump

By CLARE
PICKARD-CAMBRIDGE
THE 10 000-member-strong
General Workers' Union ex-
pressed deep concern today
over the exceptional
decline in activity in the
Port Elizabeth harbour

The general secretary of
the indepent trade union,
Mr Dave Lewis, said it was
"scandalous" that the Gov-
ernment should permit the
running down of a major
national asset, with the con-
sequent poverty this en-
tailed for workers in Port
Elizabeth

He said his union was
aware of a temporary
decline in harbour traffic
all over the country

"But we feel Govern-
ment neglect of the Port
Elizabeth harbour causes
hardship to our workers in
the Port Elizabeth region
and is detrimental to the
general level of regional
economic activity," he said

"If the Government does
not take positive steps to

induce exporters and im-
porters to make greater use
of our harbour, this already
impoverished region will
be faced with increasing
unemployment and hard-
ship

"We believe the Govern-
ment needs to examine, as
a matter of urgency, the
possibility of special rail
subsidies and the obliga-
tory utilisation of the Port
Elizabeth harbour by ma-
jor concerns such as Iscor "

Mr Lewis said GWU and
SA Stevedores had conclud-
ed negotiations for wage
rates and conditions of ser-
vices in Port Elizabeth,
Cape Town, Durban and
East London next year and
the basic wage for steve-
doring hands would
increase by an average of
13%

The 1984 rates paid for an
8½-hour shift in Port Eliza-
beth and East London will
be R18,20, in Cape Town
R19,13 and in Durban
R18,65

Danger to the CBD, say traders

Fierce protest over flexible trading hours

23/12/83

Staw

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By Andrew Beattie and Fiona Macleod

As the shopping hours controversy rages on, the Germiston Chamber of Commerce and a caucus of large and small traders have voiced strong opposition to proposed "flexible" or extended trading times.

Many small retailers and traders "bitterly" object to an extension of shopping hours, saying this could be "highly inflationary", could lead to increased monopolisation and further endanger Johannesburg's Central Business District (CBD)

And Germiston's Chamber of Commerce says that shop assistants may

be loath to work longer hours and sacrifice their normal Saturday afternoon or evening activities

Mr A B Towe, managing director of the Furnex Group, which represents 140 traders in the Transvaal, and Mr L A Nach, president of the Chamber, listed the following reasons for their rejection of the proposals

Beneficial

- Flexible shopping hours would be beneficial to the larger shopping centres which have their own security systems. Smaller traders in the CBD might be forced to close down
- Longer shopping hours, especially during the night, would increase security risks to traders and to commuters, and increase the crime rate. Perpetrators of assaults, bag-snatching and robbery would be able to operate more freely at night. The police force would need to be expanded

Side-effects

- Bus and other transport services would have to be staggered and the consumer would eventually have to pay for this, along with all its inflationary side-effects
 - One-man businesses which are already operating about 10 hours a day would lack the staff to compete with larger stores
 - Women especially would be loathe to work longer hours in the evenings, and the family unit might suffer because of the absent mother
 - The public is not clamouring for longer hours
- Mr Towe says that if the 38 000 licensed small retailers were absorbed by larger concerns, which would almost certainly happen if trading conditions were changed to their benefit, more business would leave the CBD

23/12/85

Mercury Stevedores get pay rises

Mercury Correspondent
CAPE TOWN—Almost 3 000 stevedores in South Africa's four largest ports will receive an average pay rise of 13 percent in terms of a new wage agreement negotiated between the General Workers' Union and S A Stevedores Ltd

Announcing the pay rises in a statement yesterday, the union said the 1984 rates for stevedoring hands for an eight-and-a-half-hour shift would be R19,73 in Cape Town, R18,65 in Durban and R18,20 in Port Elizabeth and East London

Workers in higher categories would receive similar percentage increases

Its members found the new rates 'acceptable under present circumstances', the statement said

A union spokesman added that the new agreements were signed port by port in negotiations held over the past six weeks

The pay rises were slightly higher than increases in the cost of living during the past year

Also, further progress had been made in elimi-

nating the pay differentials between the ports, he said

A spokesman for S A Stevedores confirmed the pay rises but declined to comment further

In its statement, the union sharply attacked the Government for allowing the decline of the Port Elizabeth harbour

The union said its members were 'suffering the consequences of Government neglect of the region in general and the harbour in particular'

This caused hardship to other workers in the region and was detrimental to the general level of economic activity

151 575
23/12/83
Docks
men
get 13%
rise

Mail Correspondent

CAPE TOWN — Almost 3 000 stevedores in South Africa's four largest ports will receive an average pay rise of 13% in terms of a new wage agreement negotiated between the General Workers' Union and SA Stevedores Ltd

Announcing the pay rises in a statement yesterday, the GWU said the 1984 rates for stevedoring hands for an 8½ hour shift would be R19,73 in Cape Town, R18,65 in Durban and R18,20 in Port Elizabeth and East London

Workers in higher categories would receive similar percentage increases. Union members found the new rates "acceptable under present circumstances", the statement said

A union spokesman added that the new agreements were signed port by port in negotiations held over the past six weeks

The pay rises were slightly higher than increases in the cost of living during the past year

Also, further progress had been made in eliminating the pay differentials between the ports, he said.

A spokesman for SA Stevedores Ltd confirmed the pay rises and declined to comment further

● In its statement, the GWU sharply attacked the government for allowing the decline of the Port Elizabeth harbour

Expressing concern at the decline, the union said its members were "suffering the consequences" of government neglect of the region in general and the harbour in particular

This caused hardship to other workers in the region and was detrimental to the general level of economic activity

Union wants ~~151~~ Mercury six reinstated

African Affairs
Reporter 3/1/2/83

THE Industrial Court has been asked by the Estcourt branch of the South African Allied Workers' Union to reinstate six of its members who were fired by Teal and Sons following a dispute over their Christmas bonus

Mr J Gumbi, branch chairman of SAAWU in the area, told the Mercury yesterday that workers who went on strike on December 19 and 21 had been dismissed but returned last week, except the six employees who were members of the committee representing their trade union in the firm.

He said he and Mr Herbert Barnabus, the national organiser for

SAAWU, had approached Mr R Teal, the manager for the firm. He refused to negotiate with them on the grounds that he did not recognise their trade union

Mr Gumbi said they had reported the matter to the Industrial Court to have them reinstated and paid retrospectively. No date had been fixed for the hearing

Mr Teal told the Mercury yesterday that there were not sufficient workers to form a trade union and he was not prepared to recognise them. Everything was back to normal as the workers had returned to work.

But Mr Gumbi pointed out that they had returned to work on the understanding that the court matter was still pending