

INDUSTRIAL RELATIONS — STRIKES

1 AUGUST, 1980 — 29 SEPTEMBER 1980

By Anthony Doman

THE most important thing to come out of the recent automotive industry strike in the Eastern Cape was not so much an increase in pay, as the acceptance by employers of the concept of a 'living wage.'

The jump from a R1,15 an hour minimum to R1,45 plus bonuses, although not the R2 asked for, is a vindication of the workers' stand.

All along the big motor companies had pointed out that their wage levels were clearly above the so-called household subsistence level.

Fine, said the unions, but is it enough to provide a man merely with the bare essentials? Is it asking too much, they wanted to know, to allow a man or woman, to live decently and not, as one put it, 'van die hand tot in die tand'?

Clearly something more than mere subsistence wages was needed.

But achieving that took some doing, and could have meant much hardship.

For a start, the two unions involved, the National Union of Motor

9/7/80 F. Herald  
Employers  
Page 152  
now accept  
concept of  
living wage

Assembly and Rubber Workers and the United Auto Workers' Union, would have been unable to back a mass strike financially.

#### AGREED

Experts agreed that a strike would have to last at least seven weeks before the bosses would be forced to give in. Also, in terms of the Fund Raising Act, they could not accept money from outside. It was this which forced them to decline a R25 000 offer from the International Metalworkers' Federation.

So while the big companies could rely on backing from their overseas owners, the unions were at a distinct disadvantage.

The economy of the Eastern Cape, specifically Uitenhage, is so integrated with the automotive industry that if there were a go slow or a strike it would affect everyone.

Further legal complications are caused by the fact that under this country's law, strikers are regarded as having dismissed themselves unless a dispute is declared by the relevant industrial council.

There's no question of contracts being suspended during strikes, as 600 Goodyear workers found

when they were summarily fired.

Obviously the system is heavily biased toward the employers with most black workers operating from a position of weakness and further hamstrung by the present unwieldy set-up of largely advisory committees with no real decision-making power.

In spite of this, the countrywide moves towards 'black' worker unity seems to be succeeding, in making the bosses sit up and take notice.

The cost in terms of lost production during Volkswagen's crippling strike was high. However, increased overtime should wipe that out soon. But in the long term, that is not important.

What is important is that written into the new pay deal is a stipulation that an 'impartial organisation' will carry out a study on the union's proposals for a living wage, and the employers and the unions will discuss the question of a closed shop at all auto companies. But for workers, this is only the beginning.

Political comment by E. J. Doman, R. Seria and W. Ludski headlines and poster by C. J. Walton and cartoon by C. de Klerk. All of 122 St George's Street, Cape Town.



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 Cape Herald 19/7/80

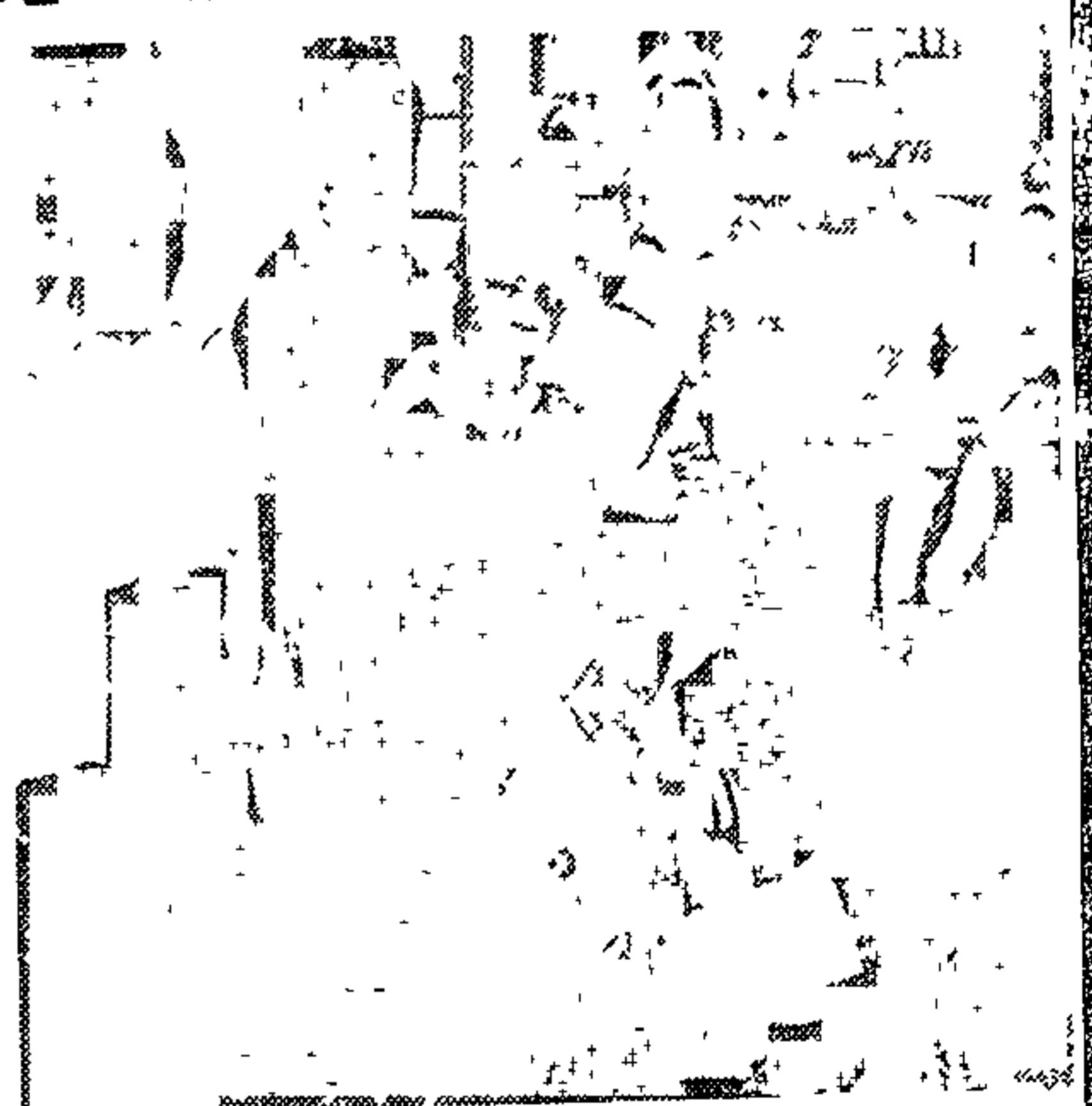
# Plight of Cape meatworkers highlighted

## FEEDING A FAMILY ON R15 A WEEK

THIS is only part of Mr Wilson Fundani's family. They have to live on R15 a week since their breadwinner was dismissed by the meat bosses.



EMPTY plates and a half a loaf of bread. That is what comes out of the weekly R15 pay packet which Mr Kenneth Jodwana (second from left) brings home since he was dismissed by the meat bosses.



TO many people R15 a week is 'pocket money' to see them through a weekend. Money for luxuries which make life comfortable. For others, like the families of the 800 meatworkers, it is the only money that stands between them and utter starvation and destitution.

Every week for the last eight weeks, those meatworkers who were dismissed from their jobs because the bosses at two factories would not recognise their elected non-racial workers' committee have been receiving the R15 from their union — the General Workers' Union.

It has meant an uphill battle and hardship for most of the men but for the sake of their principles they have stood their ground even though they have large families to provide for.

Take three-month-old Aspidistra. She is the grandchild of Mr Wilson Fundani, one of the striking meatworkers who depend on that R15.

She is part of a family that includes Mr Fundani's wife Eunice, his sister Wendy, his mother-in-law, Mrs Minah Tsheni, and his children, four of whom are still at school. That's a lot of mouths to feed.

Mr Fundani's daughter Monica, Aspidistra's mother, paints a gloomy picture of life and survival in their household.

'We cannot afford to pay for decent food and our daily diet consists almost exclusively of samp, bread and mealie meal,' she says.

'My grandmother receives a pension every two months but even with that it hardly improves matters.'

In the Jodwana home it is a similar story of stretching that R15 every week to keep the hunger pangs away.

There are eight stomachs that have to be satisfied from that R15 which 23-year-old Kenneth Jodwana is given by the General Workers' Union and he admits readily that that money is 'far from enough'.

### MONEY

'I don't even think of buying something for myself. It is out of the

question when the money in the house can barely cover the cost of our weekly meals,' Mr Jodwana said.

But his spirit is strong and he hasn't wavered one bit since mid-May when he and all the others stood up to their bosses for a fair wage.

'It is important for us to stand together. The bosses can oppress us much easier if we are divided,' he said.

His three sisters, Gillian (21), Patricia (17), and Louise (17) and brother Tennyson (14) are right

behind him. The spirit is strong even though Gillian has a hard time caring for her three-year-old daughter.

### GLAD

Mr Jodwana is glad about one thing. This public support for us has been fantastic but it should not slack now.'

In the homes of other meatworkers the story is much the same. Each week they hope that the General Workers' Union has raised that R12 000 which will see them get that R15 which will feed them for the next week.





# MEAT BOYCOTT Chance to (152) review the 19/7/80 situation'

19/7/80 C. Brwella

(152)  
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(148)

MEAT workers have decided to suspend the boycott of red meat until July 27 to give employers a chance to 're-think and review' the situation.

This decision was taken at a meeting of the meat workers on Tuesday. In a statement issued exclusively to Cape Herald, the strikers said they were giving the bosses until July 27 to reinstate all the workers.

If the workers were not reinstated, the boycott could be resumed on a larger scale throughout the country.

The full statement reads: "The aim of the meat boycott was to make the employers recognise workers' rights to fair and democratic representation in their work situation. Such a goal has not been achieved and still, apart from 41 contract workers sent back to Mynskel before the end of their contracts and about 17 people who defaulted, there are still 787 workers who are without their jobs. We, the workers involved in this plight, would

like to remind the entire South African community in general, that our position of victimisation, when we stand up for our rights, is characteristic and typical of the worker/employer relationship in South Africa.

### RIGHT

'We, as workers are relentlessly standing up for what we believe is right and just, that to elect our own representatives to mediate between the worker and employer.

'The suspension of the boycott is aimed at giving the employers an opportunity to remedy the situation by meeting the workers' demands.

'We are giving them yet another chance while we review the situation until July 27.

### SUPPORT

'In the meantime we are calling upon all communities in the Peninsula to support our butchers in the townships and refrain from buying red meat from supermarkets outside the black areas.

'We are appealing to the community to refrain from buying from meat stands in the townships. They sell meat illegally and at a great health risk.

'These people have sold us out. Some of them have been pointing out workers at random to police for allegedly damaging their meat stands.

highlight this course. We are calling upon people of all faiths to ask themselves the right ques-

tions—namely if you don't help a downtrodden man, what will happen to that man; as opposed to asking if you help such a man, what will happen to you. **LIVING ON RIS** week strike pay Page 5.

### SPIRIT

'We wish to register our appreciation to the township butchers in general and to those of Langa and Gugulethu in particular for the spirit in which they demonstrated solidarity with our cause.

'We, however, did not agree to the butchers reopening, but we understand their position.

'We thank the community for their support. We are calling for all butchers all over the country to observe a symbolic total red meat boycott from July 28 to August 3.

'Thereafter, the general community should refrain from eating red meat to

FLASHBACK to the start of the dispute — workers of the Table Bay Cold Storage Company outside the firm's offices after a walkout.



# Sash urges council to recognise union

Staff Reporter

THE Black Sash yesterday called on the management committee of the Johannesburg City Council to recognise and negotiate with the Black Municipality Workers' Union.

The management committee has steadfastly refused to do this on the grounds that the union is not registered.

In a statement, Sash president Mrs Joyce Harris said "There is nothing to prevent it (the management committee) recognising and negotiating with an unregistered union especially when it would be in the obvious interests of all concerned."

The B.M.W.U. claimed to represent the striking workers and had "valid grievances requiring discussion and redress," she said.

...if there is any doubt about the question of registration, then the management committee should call on the management committee to conduct a referendum among the workers to establish a representative body with whom the management committee must then immediately negotiate.

The Sash statement said the management committee should learn from the experience of those large firms which had found that the only way they could resolve their conflicts with striking workers was through negotiation with the workers' chosen leaders - "whether they are registered unions or not."

"The management committee should have the courage to change its strategies in the face of new challenges, to nego-

tate instead of threaten and to establish a democratic system of workers' recognition.

This was one more opportunity for the management committee to establish good will instead of resentment and hatred.

She Sash said "It is to be hoped that the continued inability of the unsuitable managers of the New Republic Party and the Municipal Party in the management committee is not going to take precedence over the interests of the workers and the city's economy."

Commenting on the strike yesterday, the Azanian People's Organisation (A.Z.O.P.) said the workers had taken it upon themselves to provide solutions to their problems, which were mainly those of economic exploitation.

The... had led to on the fact... that they... their... - before... had realised... which... parts, the... control and... were... from

They want to provide solutions to these problems and only they can do this by acting in order to do this.

Asapo salutes the workers for the way they have taken in demanding legal to changes, thus playing the role of an occupationally exploitative regime.

Asapo promises them unqualified support in their period of stress and strain, says the statement.

# Court action by Rand strikers

C. Times

11/8/80

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pear before the magistrate at 9 30 am

He is described in the subpoena as "a person who is likely to give material evidence as to the supposed offence" of sabotage or a contravention of the Riotous Assemblies Act, "alleged to have been committed" by Mr Mavi

The article told how Mr Mavi had become involved in trade unionism and gave a broad outline of how he had spent Monday

Mr Sparks is "required to testify and declare all he knows concerning the supposed offence alleged to have been committed by Joseph Mavi".

## Cordon

It is understood that the editor of the Star, Mr Harvey Tyson, has also been subpoenaed Last night he declined to comment

Meanwhile, strikers converged on the Selby workers' compound yesterday, where a strong contingent of police had

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To page 2



Own Correspondent

**JOHANNESBURG.** — The Black Municipal Workers' Union (BMWU) was preparing late last night to bring an urgent application in the Supreme Court against the Johannesburg City Council and the Minister of Police to prevent them from sending striking municipal workers back to the homelands by bus.

The union was demanding the release of some of their members allegedly being detained by municipal police at the Anthea compound at Croesus near Johannesburg

The application was due to be brought before Mr Justice Nestadt in the Rand Supreme Court last night

In another development last night, police arrested Mr Joseph Mavi, president of the Black Municipal Workers' Union, only minutes before his

union made the Supreme Court application

Mr Mavi was arrested by plainclothes police in the corridor outside court 13 of the Rand Supreme Court

In its court application the BMWU is seeking an urgent interdict against the Johannesburg City Council and the Minister of Police preventing them from

● Wrongfully and unlawfully detaining, restraining and assaulting members of the

union and several other applicants

● Wrongfully and unlawfully depriving them of their possessions and personal effects contained in their lockers and in the dormitories of the hostels in which they resided

In its bid to break the strike by 10 000 municipal workers, officials of the Johannesburg City Council had worked through the night to arrange to send about 1 200 of them back to their homelands today in a fleet of Putco buses

Meanwhile, security police investigating charges against Mr Mavi yesterday ordered the editor of the Rand Daily Mail, Mr Allister Sparks, to appear today before a magistrate and hand over "any book, paper, document or tape-recording",

**Wiehahn was  
against labour  
intervention,  
page 4**

including information which was used in an article about Mr Mavi in the Daily Mail on Tuesday. Mr Sparks was due to ap-

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# Strongarm action

RDM 1/8/83-

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- 2040
- 2041
- 2047
- Workers trucked off under police escort
- Mavi may face sabotage charge
- Strike leaders seek urgent court interdict

STAFF REPORTERS

THE Johannesburg City Council used strongarm tactics yesterday to break the 10 000-man strike, working through the night to send about 1 200 of them back to their homelands today in a fleet of Putco buses.

And Security Police investigated the possibility of a sabotage charge against Mr Joseph Mavi, president of the strikers' Black Municipality Workers Union.

The BMWU was last night preparing to bring an urgent Supreme Court application against the Johannesburg City Council and the police to stop them busing workers out to the homelands.

The union was also demanding the release of some of its members who it alleged were being detained by municipal police at the Anthea compound at Crossin.



Workers refuse to produce their passbooks for police scrutiny outside the Selby compound before being allowed inside to face the ultimatum — go to work, or go home. Police also confiscated keys and passbooks as workers filed in.



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RD M

1/8/80

The application was due to be brought before Mr Justice Nestad in the Rand Supreme Court last night

Police claim Mr Mavi has contravened either the Riotous Assemblies Act or the General Law Amendment (Sabotage) Act Both Acts include parts referring to breaches of contract by employees in public utility services, and the disrupting or threatening of these services

Yesterday strikers converged on the Selby workers' compound, where a strong contingent of police had cordoned off the area and were manning the gates

As the men were allowed into the compound one by one, police scrutinised passbooks, confiscated some, and seized knobknorries, sjamboks — and one umbrella

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- A spanner in the works — Page 11

armed with shotguns, R1 rifles or semi-automatic pistols — separated the men into two groups those who agreed to work, and those who wanted to go home

The homebound, estimated at about 1 200, were paid off, and will be driven to their homelands by Putco buses today

Police led the others away to their quarters

One worker in the compound said "We have been forced to go back to work The council will not even consider our

claims"

Mr Francois Oberholzer, chairman of the council's management committee, said the workers themselves had asked either to work or go home

None of them wanted to continue the strike, he said Those who wanted to return home were being taken there, and the rest had elected to go back to work

But one striker, who spoke to the Rand Daily Mail with the approval of the BMWU, said each man was asked by a coun-

cil clerk — with an armed policeman standing by — if he was prepared to go back to work

The clerk would not discuss strikers' demands

"We were intimidated by the armed police and did not want to say no, we would not work So we told them that we did want to work but we wanted more money Many of the workers said this"

He said workers who gave this answer were led by police to the trucks "We had no

"We are determined not to go to work, and many of those who were forced into it will do their best not to go again until this is settled," he added

Security Police investigating charges against Mr Mavi yesterday ordered the Editor of the Rand Daily Mail, Mr Allister Sparks, to appear today before a magistrate and hand over "any book, paper, document or tape recording" relating to Mr Mavi and his union, including information which

choice but to get on to the trucks"

Some workers jumped off the trucks and went back to the compound Others who went with the police said they still supported the BMWU and did not want to return to work "until the union says we should"

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choice but to get on to the trucks"

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AUGUST

ALGEMEEN • GENERAL  
TRANSVAAL

DIE PROKUREURSORDE VAN TRANSVAAL

REÛLS UITGEVAARDIG KRAGTENS ARTIKEL 74 VAN DIE WET OP PROKUREURS (No 53 VAN 1979)

*Uiteensetting van reëls*

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THE LAW SOCIETY OF THE TRANSVAAL

RÛLES MADE UNDER THE AUTHORITY OF SECTION 74 OF THE ATTORNEYS ACT  
(No 53 OF 1979)

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**LABOUR UNREST**  
**Reasons why**

FM 11/1/79

(152)

"The future of SA will be determined by developments in the labour and economic fields rather than in the purely political field." That opinion, voiced in an Institute of Race Relations survey on labour unrest in 1979, is likely to strike a chord among businessmen after the events of the past two months.

So, too, might another statement by author Carole Cooper, an SAIRR researcher. "It could well be asked whether the State's cumbersome regulatory mechanisms and the approach of employers to strikes are anything like adequate to deal with the tensions and pressures building up in the labour field."

Cooper reveals that, of 33 reported strikes (the total is more than 50) in 1979 involving more than 22 000 workers, only one was legal. The remainder bypassed labour legislation. And this year, the same has been the case at Volkswagen, Goodyear, Table Bay Cold Storage and, now the Johannesburg municipality.

Cooper sees worker confidence in the system of labour relations as the essential precondition for stable labour relations.

"If workers feel that the system places excessive limits on their ability to bargain fairly or be fairly represented, it stands to reason that they will subvert the system."

Two sets of conditions are necessary to ensure stability, she says. The first is a satisfactory procedure for collective bargaining in which there are no restrictions on workers being represented through unions. The second is the right to strike without "restrictive statutory procedures," without State intervention on the side of employers, and without strike action endangering a worker's contract of employment.

Cooper's study shows a progressive decline in the number of strikes per year from 1973 (246), the year of the Durban strikes, to 1978 (46). But, in 1979, the number of strikes rose.

As the *FM* pointed out at the beginning of the year, the shopfloor is likely to be the major field of action in the Eighties — a prediction now borne out by events.



STRIKES .

# A messy business

FM

1/8/80



Johannesburg suburbanites drove to work this week to what resembled a stinking battlefield. The massive strike by up to 10 000 black municipal workers threatened to bring essential services to a standstill — and to grow.

Management — in the form of Obie Oberholzer's city council — floundered in the face of it.

The most salient issues have been workers' demands for R58 a week — a 22% wage increase — and recognition of the unregistered Black Municipal Workers Union (BMWU).

The city council has refused to meet or recognise the black trade union, which

However, this is no reason for the council not to adopt a more conciliatory line, as the strikes may well spread.

Councillor Sam Moss agrees with Andrew Levy, industrial relations adviser, that the "council has its head in the sand." Says Moss "It is being dogmatic and is completely out of touch with modern industrial relation techniques. There is a huge vacuum there that urgently needs to be filled."

Moss dismisses the council's attempt to call in homeland leaders to "help explain the situation" to workers. He says "The council is still insisting on old fabricated procedures which are merely stalling and

rejected a request by Moss to speak to Joseph Mavi, president of BMWU, but said department heads should ask workers to elect spokesmen.

At a meeting of 5 000 workers on Tuesday, workers rejected the suggestion put to them by city engineer Eric Hall that compound representatives be elected. They jeered when he asked for worker representatives from each compound to come forward and called for the union to be allowed to speak for them as "one voice." A spokesman for the council did not know the extent of the registered union's membership.

Negotiations have been hampered by ignorance on the part of management. Oberholzer, chairman of the management committee, first told the FM he would not negotiate with BMWU as it was not registered and this would constitute a contravention of the law. But later he switched his tack and said negotiations with BMWU would "undermine" the authority of the registered union. He insists the Union of Johannesburg Municipal Workers represented the workers adequately in the past.

He feels the dispute is merely a struggle for power between the two unions.

But there is in fact no legal bar preventing management from negotiating with an unregistered union. Says a spokesman for the Federation of South African Trade Unions "The question of registration is a red herring and one which is costing the council the workers and the city of Johannesburg dearly."

At Volkswagen, for example, management agreed to negotiate with representatives of an unregistered union. These representatives had no "legal" standing on the industrial council but they participated in the negotiations. Says a Fosatu spokesman "Legality was not the important issue — a settlement was."

Moss feels the council is deliberately trying to stall the development of a representative black union. "It is clearly trying to derail Mavi's union and interfering in the legitimate right of workers to form their own voice."

A spokesman for BMWU says a copy of its constitution was sent to the town clerk two months ago and the union received a letter from the council saying it "was looking into the matter." Oberholzer, however, denies any knowledge of the union, its constitution or correspondence concerning it.

More than 90% of the workers out on strike have been dismissed from the different compounds. In Tuesday's council meeting Moss put forward a resolution



Images of the strike . . . the council floundered

represents 80% of the workers, and has insisted on working through its in-house union — the Union of Johannesburg Municipal Workers — established as an extension of the council's liaison committee. This union was registered two weeks ago.

The situation has echoes of the Ford dispute at the end of last year when workers rejected alternatives put forward by management. At the time the FM warned that management and government would have to implement changes to ensure black labour was not forced into militancy in the Eighties. This would entail dealing with the real leaders on the shop floor.

There is a political dimension to the strike, evident in that it has attracted cabinet attention. Should the council step down, there could be national ramifications, in that workers elsewhere will note the effectiveness of unified action.

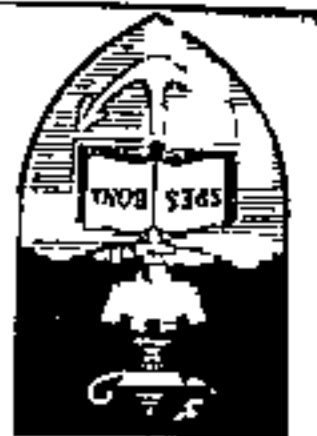
face-saving devices. The council has to accept that, even if the workforce is migrant, the problems are here, not in the rural areas. It's an old and outdated procedure and just won't wash anymore."

At an urgently convened meeting on Tuesday after consultations with Minister of Manpower Utilisation Fanie Botha, the city council's management committee rejected a resolution by Moss to "convene a meeting with representatives from all parties to discuss the causes of the present problem and come to a mutually agreed solution."

Instead the committee praised the council's handling of the present situation. It

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.

UNIVERSITY OF CAPE TOWN  
EXAMINATION ANSWER BOOK



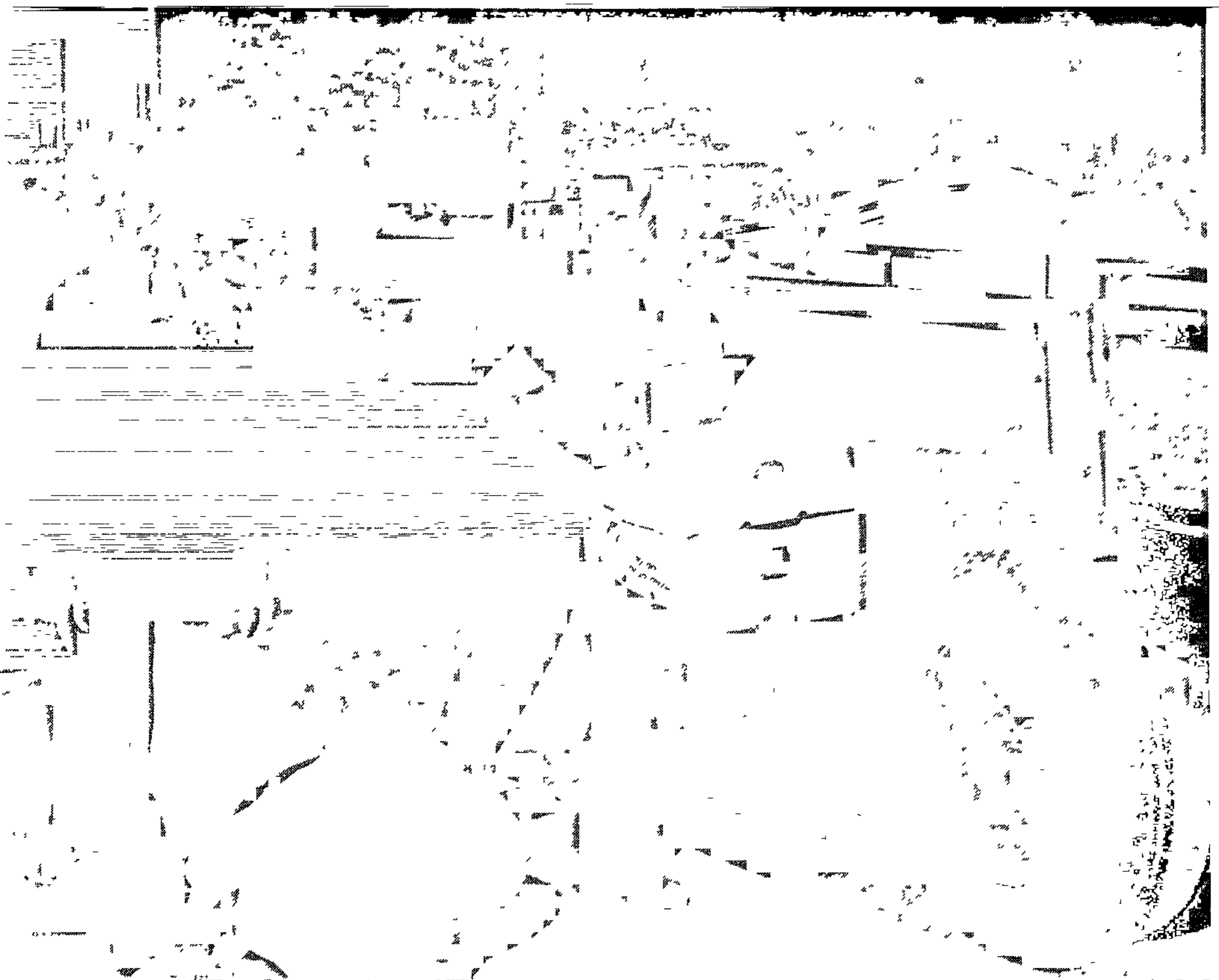
which asked for the reinstatement of all dismissed workers "pending the outcome of discussions. This was rejected and the council said it will re-employ workers without loss of benefits if they applied for their jobs by Thursday. Sacked workers who fail to do this stand to lose all accrued benefits, but would retain them if reinstated.

Says Moss: "Dismissing workers does not do away with the problem. The council is refusing to look at the real problems and merely resorting to forceful action which will not resolve anything."

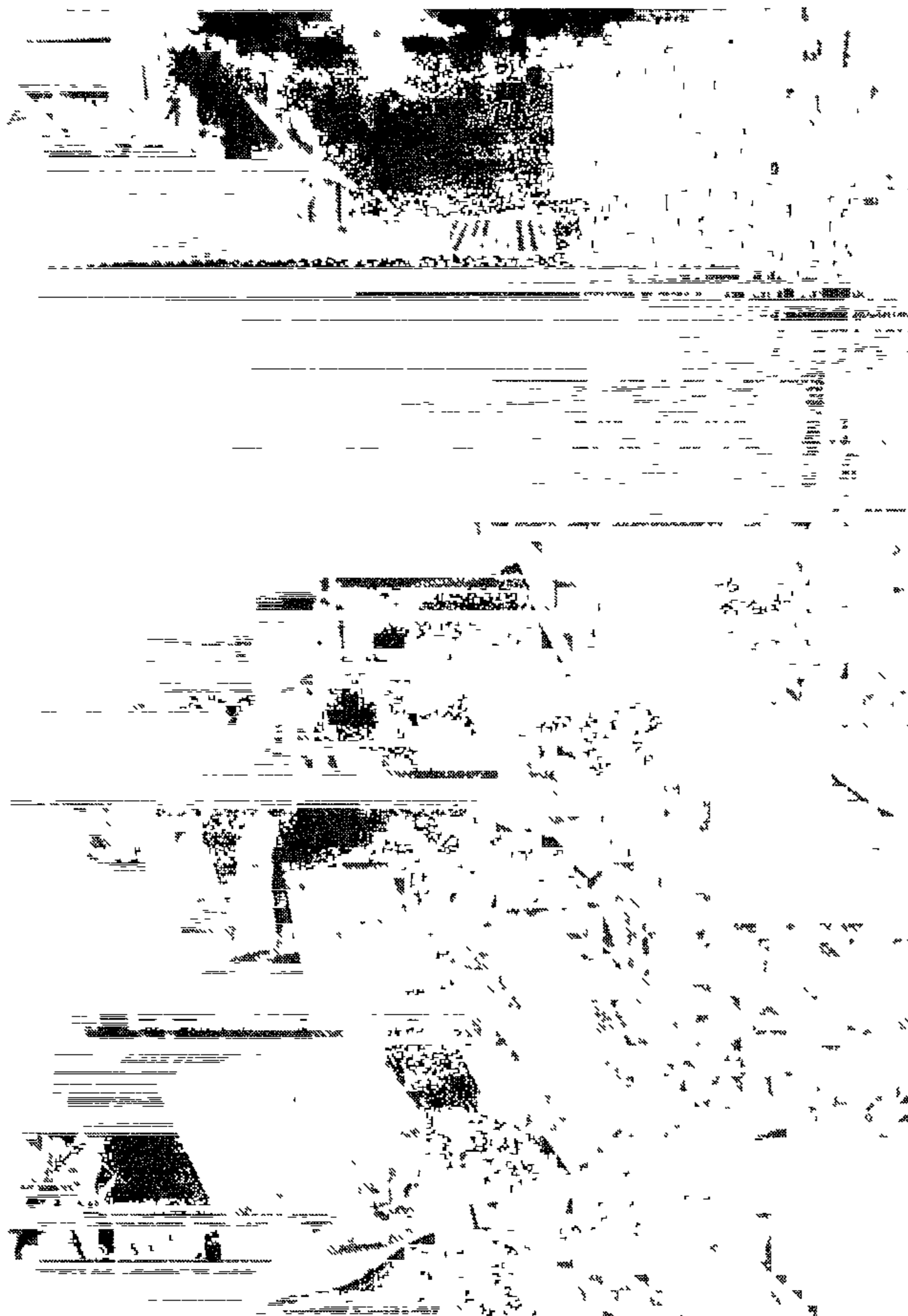
The Dunkirk spirit of some newspapers, which has played down worker grievances and encouraged public action to clear rubbish dumps, is merely palliative. Encouraging schoolboys and housewives to clear rubbish bags is a short-term answer but does not offer long- or even medium-term solutions.

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Volunteer workers and residents take their own refuse to Johannesburg municipal refuse dumps after the strike by municipal workers



Volunteers clear the steadily-growing pile of rubbish which accumulated in Johannesburg suburbs this week as a result of the strike by municipal workers

# Wiehahn was against labour intervention

CAPE TOWN 1/8/80

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Own Correspondent

**JOHANNESBURG** — The Johannesburg City Council's attempt to call on "independent" homeland governments to help settle the municipal strike appears to fly in the face of arguments advanced by the Wiehahn Commission's first report

The council asked representatives of the Venda, Transkei and Bophutatswana governments to address workers in an attempt to persuade them to return to work

The Wiehahn Commission warned strongly against any attempt to negotiate on work conditions with homeland governments "on an inter-state level"

It said that this would have the effect of "thrusting (homeland) governments virtually into the role of trade unions"

## Alternative to black trade unions

The commission issued this warning in response to suggestions by conservative bodies, such as the South African Confederation of Labour, that migrant workers' employment conditions should be regulated by negotiations between homeland governments and the South African Government. Supporters of this idea saw it as an alternative to black trade unions

The commission argued, however, that such negotiations by homeland governments "would be in total conflict with the accepted principal of minimal state intervention" in bargaining.

It particularly warned that there "would be a spill-over of disputes within an individual enterprise into the international arena"

This argument supported the recommendation by the majority of the commission that all black workers, including migrants, should have trade union rights

## Access to employers' premises

The commission's minority argued that homeland governments should be able to represent migrant workers in labour matters. This right should include the right of access to company premises where their citizens were employed, it argued

The government initially accepted the minority recommendations, but later changed its stand and implemented the majority recommendation

The use of homeland officials in labour disputes has not been common since the 1973 Durban strikes when the Kwazulu Government played a role in mediating between workers and employers. However, at that time only a handful of black workers belonged to trade unions and there were no effective worker bodies

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11/18/51  
D.D.

# POLICE DETAIN LEADERS

**JOHANNESBURG —** Police last night arrested Mr Joseph Mavi, president of the Black Municipal Workers' Union, only minutes before his union brought an urgent Supreme Court application. Mr Mavi was arrested in the court building. The union was seeking an order restraining the police and the city council from wrongfully detain-

ing and assaulting its members, and wrongfully depriving them of their possessions in their hostels. Security police investigating charges against Mr Mavi yesterday ordered the editor of the Rand Daily Mail Mr Alistair Sparks, to appear today before a magistrate and hand over "any book, paper, document or tape recording" including information which was used in a report about Mr Mavi in the newspaper on Tuesday. Mr Sparks is described

in the subpoena as "a person who is likely to give material evidence as to the supposed offence" of sabotage or a contravention of the Riotous Assemblies Act, "alleged to have been committed" by Mr Mavi. Earlier yesterday the city council prepared to send about 1200 strikers back to their homelands today in a fleet of buses. Strikers converged on the Selby workers compound where a strong contingent of police had cor-

doned off the area and manned the gates. As the men were allowed into the compound one by one, police scrutinised passbooks, confiscated some, and seized knob-kieries, sjamboks, and one umbrella. Council officials and police — armed with shot-guns, R1 rifles or semi-automatic pistols — separated the men into two groups those who agreed to work, and those who wanted to go home. The homegoers, esti-

mated at about 1200, were paid off, and will be driven to their homelands today. The others were led away by police to their quarters. One worker in the compound said "We have been forced to go back to work. The council will not even consider our claims." Mr Francois Oberholzer, chairman of the council's management committee, said the workers had asked either to work or go home. None of them wanted to

continue the strike, he said. Those who wanted to return home were being taken there, and the rest had elected to go back to work. Council officials last night alleged widespread intimidation of labourers by BMWU supporters. They said three cars were following the council's refuse trucks yesterday, and their occupants had been seen trying to dissuade the labourers from continuing work — DDC

**Police call for calm**  
GRAHAM STEWART — Police have called for calm here today when two victims of last Saturday's rioting are to be buried. Both funerals were planned for Saturday but were shifted forward when a proclamation un-



C. Times 1/8/80 (152)

# Post ceases publication

## Own Correspondent

JOHANNESBURG — The editor and senior black executives of the Post and Sunday Post yesterday walked out of a meeting with the newspapers' manager, Mr John Gittins, after allegedly being told that police were on their way to check on the strike at the newspapers

The strike entered its third day yesterday. The managing director of the newspaper owners, the Argus Printing and Publishing Company, Mr Hal Miller, claimed that publication had been suspended after it was learnt that staff had been "subjected to threats" if they continued to produce and print the newspaper

At the meeting with Mr Gittins were the editor of the Post, Mr Percy Qoboza, Mr Joe Latakomo, who is assistant

editor in charge of Sunday Post, Mr Aggrey Klaaste, the assistant to the editor, and Mr Thami Mazwai, the news editor of Post

Executives said they felt that they had been trying to end the impasse between management and workers for a week. "The last straw was when Mr Gittins told us this morning that police were coming to check on the strike. We were outraged, and we walked out," they said

In a statement to Sapa, Mr Miller said: "It has been difficult to publish our daily newspaper, Post (Transvaal), since journalists on that paper went on strike on Tuesday morning

"Until today we nevertheless maintained production in the interests of the readers of Post who are entitled to the news service we normally provide for them"



THE problem with black strikers, it seems, is that they continually ignore the Government's machinery for settling disputes

The Government is aware of this fact, and is obviously upset about it. Mr Jaap Cilliers, the director-general of Manpower Utilisation, complained of it during the Frametex and Cape meat strikes earlier this year.

And this week, the department's Minister, Mr Fanie Botha, complained again — this time in a statement on the Johannesburg municipal strike.

He said that the Government's conciliation machinery was available to the strikers, but that they had chosen not to use it.

Both summed up the bewilderment in official labour circles. The authorities have finally moved, after five decades of racial exclusion, to allow black workers and their unions into the official labour relations system — but the workers are not using it.

"For years, these people bombarded us with demands that we allow black trade unions to register and join the system. Now, when we agree to that, they slap us in the face," a senior civil servant said recently.

All this seems eminently reasonable. If the system has been opened up to blacks, why don't they use it, as non-blacks have for all these years?

The answer, labour observers are increasingly coming to believe, is that the system doesn't work — at least not for black workers. The authorities, they argue, would be better advised to look to their own system and examine why it is failing, than to blame black workers for this trend.

In short, they argue that the system is too cumbersome and too hedged with official controls to enable black worker grievances to be channelled through it. There are also those who argue that the system has a built-in bias against trade unionism.

An often-heard variant of this issue has been provided by the City Council itself.

One reason it has given for not dealing with Mr Joseph Mavi's Black Municipality Workers Union is that it is not registered with the Government.

Registration is the process by which unions gain entry to the Government's bargaining system and it entitles them to access to various official bodies on which bargaining takes place.

So the council is also complaining that the BMWU is not working through the system.

This is an oft-heard argument among employers, some of whom — like the Council — also claim that unions which are unregistered are "illegal".

Black trade unions point out immediately that unregistered unions are not illegal. They have existed throughout the half-century in which black workers were denied access to the bargaining system.

They also claim that unions which are unregistered are "illegal". Black trade unions point out immediately that unregistered unions are not illegal. They have existed throughout the half-century in which black workers were denied access to the bargaining system.

Recognition by an employer means that he agrees that he will negotiate with that union on worker grievances.

Just as unregistered unions are recognised by employers, so too are there registered unions which have been denied recognition — indeed, a 1978 strike at the Eveready factory in Port Elizabeth was sparked precisely because the employer would not recognise a registered union for coloured workers.

Registration, unions argue, is a matter between unions and the Government. It is up to the union's membership to decide whether it wants to enter the official system and all an employer need worry about is whether the union is representative of his workers.

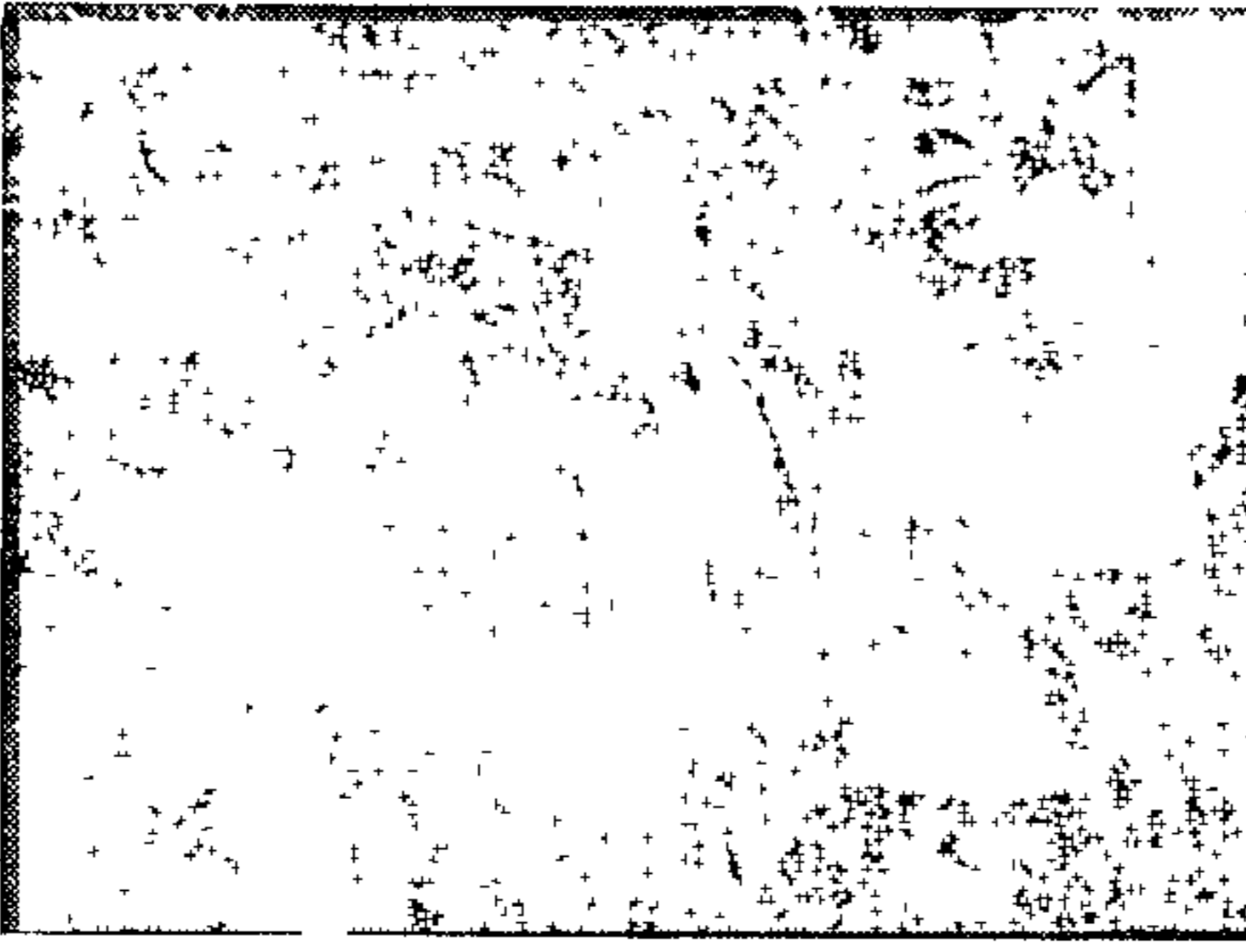
As a prominent black unionist, Mr Henry Chipeya, put it in a statement this week, "It is

# Spanner in labour works

NDM 1/8/88

152 (MBA) (M39) (M5M)

The City Council strike has been blamed on the refusal of workers to use the Government's disputes machinery. But many observers believe that this machinery is inadequate. Labour Reporter STEVEN FRIEDMAN discusses this charge.



about time employers realised that it is not registration or Government recognition which makes a trade union representative.

The demand for registration is simply an attempt by management to ensure that the union it deals with is acceptable to the authorities and is used to delay legitimate requests for union recognition, the unions argue.

One of the chief advantages of registration is that it allows unions access to industrial councils, bodies which bargain on minimum wages and working conditions on an industry-wide basis.

However, it is recognition from the individual employer that the black unions are primarily seeking.

Not that they don't want to negotiate on an industry-wide basis — indeed, they demand this right. But they do demand the right to speak for their members when problems arise in the factory floor, and it is this right which recognition provides.

Most grievances occur on the factory floor, not at an industry-wide level. It is thus logical, the unions argue, that they should primarily seek to be active there.

They see the employer demand that they should register and enter the industrial councils as a means of "shunting the union aside" into a body where it does not bargain with the individual employer — unless its seat on the council is accompanied by the right to take up grievances in the factory.

Most of the black unions are now reluctantly applying for registration because they feel it is the only way to gain access to employers.

Their reluctance stems from the fact that registration carries with it a considerable amount of Government control.

The Government's registrar must approve the union's constitution. He must decide what categories of workers unions may represent and in what industries — or even in what section of a particular industry.

Registration also carries with it financial controls on unions and a prohibition against union involvement in politics.

While political involvement by worker organisations sounds wildly radical in this country (and is not a demand of most black unions who stay aloof from politics), it is an established right in all Western European democracies and in the

United States.

Another control which worries the unions is the provision that the Government may grant a union provisional registration only.

This means that the union is subject to all the official controls but is not automatically entitled to any of the benefits of the system.

The Council's own "company union" was granted provisional registration this week — a form of registration which the unions affiliated to Fosatu, for example, refuse point blank to accept.

But disenchantment with the official system goes deeper than concern about the effects of registration.

In short, labour observers argue that the system worked for non-black unions because they didn't need it.

White, coloured and Asian workers were privileged relative to their black counterparts and benefited from the effects of job reservation, which meant that skilled workers were in short supply. They had greater job security and could demand higher wages.

As one observer put it, "The white worker didn't have to go to his union if he had a problem — he simply went to another employer and got another job."

Black workers can't — and they therefore need a system which enables them to be represented by strong trade unions who can vigorously take up their demands. They also need a grievance-settling machinery which can quickly take up their grievances.

Observers are increasingly realising that the machinery Mr Botha demands that black unions follow is not really able to do either.

The dispute-settling machinery is extremely cumbersome. If workers have a grievance, their union must first take it up with employers. If it doesn't succeed, it must declare a formal dispute. Only thirty days after that, can workers resort to a strike.

A similar, but more restricted system, exists for workers who don't belong to registered unions.

The Government believes that this prevents strikes, by making them more difficult to call. Its critics believe it does no such thing.

Because a legal strike is only allowed as a last resort, and then only after a lengthy period, workers with a burning grievance are not likely to wait for the process to end. They will simply strike.

And because employers know that there is no immediate threat of a legal strike, there is no pressure on them to hurry through a settlement. A solution is thus delayed further.

Of course, many workers, like the Council's, are employed in "essential service" which means that strikes are always illegal and a dispute must be submitted to compulsory arbitration by a third party, itself a lengthy process.

The result in both cases is that workers simply lose faith in the official machinery and take action of their own. The machinery does not mean that there are fewer strikes — simply that there are fewer legal strikes.

A clear case of how the Government's machinery works is provided by the experience of Mr Steven Maponya, who became the first black worker to test the Government's new machinery for the redress of worker grievances.

Mr Maponya is a migrant worker and his contract was not renewed by his employer. He believed he had been victimised and his union took up his case before the Government's industrial court which can hear cases in which workers believe they are victims of unfair labour practices.

It took several months for his case to reach the court. Throughout all that time he has been unemployed and subject to arrest under the pass laws.

All this becomes more pertinent when it is borne in mind that this machinery is supposed to handle grievances which could result in strikes. It is doubtful if a group of potential strikers would wait as long as Mr Maponya has.

Similar criticisms are levelled at the industrial councils, the core of the Government's system.

The councils themselves are cumbersome and are not geared to handle disputes quickly. Sensitive negotiations have been known to drag on for months.

Violations of an agreement at the councils are not policed by the trade unions, but by independent agents, employed by the council, thus often cutting the unions out of the process of monitoring whether their members are actually getting the deal employers agreed to.

Often, the red tape of council proceedings takes up so much time that unions are not able to attend adequately to their members' grassroots needs.

If this is the only system available for bargaining, as many major employers and the Government argue, it is clear that the unions will be greatly weakened by it and that it will prove inadequate.

It is for this reason that the unions are asking for it to be supplemented by more informal procedures and by a union presence on the factory floor.

The Government does not agree — indeed, it wants the industrial councils to be supplemented by "works councils" which resemble the liaison committees which have been designed for black workers up to now.

These committees have increasingly come to be seen as "stooge committees" because they are weak and prone to intimidation to employers.

Several recent strikes have been caused specifically by worker dissatisfaction with the liaison committee system, and it is doubtful whether the councils will enjoy any more worker support than the committees have.

These are only some of the reasons advanced for the failure of the Government's system to work. And it is significant that employers and unions in the Eastern Cape strikes were able to settle the unrest only by making substantial modifications to the system by mutual agreement.

In short, if workers are bypassing the system it is the system, not the workers, which is to blame. Changes to the system are likely to do more for industrial peace than appeals to workers to use it.

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# Post shuts down as executives walk out

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JOHANNESBURG — The editor and senior black executives of strike-hit Post and Sunday Post yesterday walked out of a meeting with the newspapers' manager, Mr John Gittins, after allegedly being told that police were on their way to check on the strike.

The strike at the newspapers entered its third day yesterday with the works staff being sent home early. Post (Transvaal) will not be published today

Mr Hal Miller, managing director of the Argus company, who the papers claimed publication was suspended after it was learned that staff had been "subjected to threats" if they continued

**MR QOBOZA**  
to produce and print the newspaper.

But the editor, Mr Percy Qoboza and three executives, who had been trying to break the impasse between management and

staff said "The last straw was when Mr Gittins said that police were coming to check on the strike"

"We were outraged and walked out" they said

Up to that time the executives had been putting out the paper themselves

Earlier Mr Gittins had said he did not know why Mr Qoboza and the others had left

He also claimed that so far the striking journalists had not sat down with management to negotiate

But both the executives and the father of the Post Wasa chapel, Mr Phil Mtinkulu, dismissed this as untrue — DDC



Buses take hundreds of workers back to their homelands

# City strikers 1000 are fired

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Nest

More than 1 000 municipal strikers have been fired and hundreds of them were today loaded on to buses and sent back to the homelands.

Brigadier Gert Kruger, Divisional Commissioner of Police for the Witwatersrand, said today that dismissed strikers "who wanted to return home" were being provided with transport by the municipality.

At mid-morning, about 20 to 30 buses moved into the City Deep compound to pick up workers, who had put all their belongings in plastic bags. Two or three buses moved out at a time with police escorting them.

Brigadier Kruger said the police were present on the buses and in the convoys to provide protection for the drivers.

This morning lawyers for the Black Municipality Workers' Union, the Johannesburg City Council and the police were engaged in discussions at the Rand Supreme Court.

The union was believed to be discussing the possibility of applying for a court order to stop the involuntary removal of union members from City Deep.

During the morning union lawyers travelled to City Deep to establish what was happening there.

During late-night negotiations between lawyers for the BMWU, the council and police, it was agreed last night that union members would not be sent home on the buses against their will.

City council attorneys said today no affidavits had been filed concerning reports that union members were being kept in their compound and forcibly moved on to buses.

Brigadier Kruger said about 40 of the workers were being transported to their homes in Soweto, about 300 were being left in the city to give them an opportunity to seek new employment, and the rest were being ferried to Transkei and Venda.

He said police in other divisions had been instructed to take over protection once the convoy had left the Witwatersrand.

City council officials reported today that all workers who have not been dismissed were back at work. More than 10 000 stayed away from work at the height of this week's crisis.

One of the more than a thousand municipal workers who returned to the homelands today, Johannesburg as they left from the City Deep compound, Johannesburg



MPC chairman of the management committee, hinted that the city's black labour force would be cut in future.

In hard-line reaction to the strikes, Police have arrested Mr Joseph Mavi, president of the Black Municipality Workers' Union, in the course of investigations into Sabotage Act and Riotous Assemblies Act charges against him.

Workers at the Selby compound were escorted on their way to city cleaning duties by police in riot uniform from early this morning.

The compound was a restaurant, cafes, hotels and food factories are being given top priority as Operation Clean-up swings into action.

Mr John Bates, liaison officer for the City Engineers Department, said today most of Cleaning Department workers had started work again and refuse collections

quiet by about 8 am as mopping up operations on the grounds were started.

The four-day strike at the compound left a mass of dirt and rubble behind that took several hours to clear up.

Police were inside the compound in two cars. They kept a close watch on all workers and did some patrolling around the area.

The Divisional Commissioner of Police for the Witwatersrand, Brigadier Gert Kruger said this morning that everything was quiet at the various municipal compounds.

Workers claimed yesterday they were forced to get back to work. Special trucks were provided to take them to their depots to start work but some jumped off and went back to the compounds.

Before they went to work, council officials and he a rally armed police stood by as each worker was asked to produce his reference book. They were asked whether they wanted to go to work. Those who did not were paid off.

Mr Oberholzer today denied there had been any coercion of staff. "They all returned to work willingly and those who wanted to go home were paid off."

Mr Oberholzer thanked the citizens of Johannesburg "for their patience and the manner in which they volunteered to help" during the strike.

Officials from the newly recognised Union of Johannesburg Municipal Workers — the rival of the BMWU which was involved with the strike — today held talks with the council's Staff Board.

Mr Oberholzer said the union had paid a "courtesy call" on the Staff Board officials because of their provisional registration.

He stressed there would be no negotiations with workers about pay now that the strike was over.

"The next time we discuss wages will be next year when we draw up the budget. The union which has now been recognised will be included in the negotiations," he said.

Union officials today said that because they were municipal employees they could not fail to the Press without permission of the management committee. They have applied for permission.

From tomorrow afternoon, Johannesburgers themselves have volunteered to clean up the city centre.

Restaurants and hotels with refuse problems, and volunteer refuse workers, may telephone the City Engineer's Department at 725-5370.

## Operation Clean-up swings into action

Restaurants, cafes, hotels and food factories are being given top priority as Operation Clean-up swings into action.

Mr John Bates, liaison officer for the City Engineers Department, said today most of Cleaning Department workers had started work again and refuse collections

were being normalised. "But it will take about 10 days to clear the backlog."

"The rubbish will be cleared quicker if a decision is taken to pay workers overtime. He added that the weather had been fairly cool and refuse piling up in streets and on

pavements had not caused a health hazard.

Mr Bates and Dr B R Richard, the city's Medical Officer of Health, said the refuse from hotels, restaurants and catering establishments would be given priority treatment.

"A plan has swung into operation and we will be dealing with these places

on a day-to-day basis," said Mr Bates.

Dr Richard said food refuse could have an offensive smell but would not cause an outbreak of disease.

Hundreds of council workers, including women volunteers, are again going into the streets to pick up rubbish today.



# Council learns strike lessons

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gbb

The Johannesburg City Council has learned some important lessons from the week-long strike by municipal workers, the chairman of the management committee said today.

Mr J F Oberholzer, MPC, said immediate action would be taken, after an in-depth investigation, to "safeguard the interests of the city"

He said the council had learned that it would have to

- Tighten security at all points. Among the first workers to strike were the security staff at Orlando power station

- Improve communications with its workers. Special machinery would be created in the Staff Board and more officials who speak black lan-

guages fluently would have to be employed.

- Make do with less black labour in future. This would be investigated immediately

Mr Oberholzer pointed out that, at Orlando power station, output had not been drastically affected by the strike. In the City Engineer's Department white employees had shown they could do their work as well as that of black staff

- Make adequate preparations to deal with the possibility of another wildcat strike

Mr Oberholzer said he appreciated the patience the citizens of Johannesburg had shown during the strike and that they had volunteered to help the council

## Going home — but no money to pay for trip

Putco bus 1829 pulled out of City Deep compound at 11.45 am loaded with strikers and their belongings

They had boarded quietly after forming an orderly queue, under the watchful eyes of police in camouflage.

The bus then drove to the West Rand Administration Board's New Canada complex where it dropped about 20 of the strikers.

One man said. "We have been paid off. We have been told to catch a bus to the Orlando Power Station, where we worked, and pick up our things

"Then we are supposed to catch a train back to Transkei

"We have to pay for

this ourselves. It is too bad. We do not even know which bus we have to catch"

The labourers, all of them migrant workers from Transkei, said they did not have rail warrants to pay for their journey back to the homeland.

# Post fails to appear as strike enters its fourth day

slaw  
1/9/80  
152

For the first time since it was published almost three years ago, Post (Transvaal) did not come out on the streets today as staff continued their strike.

A total of 53 staff members, including reporters, sub-editors and telex operators, downed tools earlier this week because of pay grievances. The strike entered its fourth day today.

Post editor Mr Percy Qoboza and other senior executive staff brought Post out on the streets earlier this week.

But yesterday Mr Qoboza walked out of Post's Industria offices and has not returned. Mr John Gittins, the paper's manager said.

Mr Gittins was incorrectly quoted yesterday as confirming that Mr Qoboza had joined the strike. He is unaware of the reason for the editor's departure.

Mr Qoboza, Mr Joe Latagomo, assistant editor in charge of Sunday Post, Mr Aggrey Klaaste, assistant to the editor, and Mr Thami Mazwai, Post news editor, walked out of a meeting with Mr Gittins yesterday after allegedly being told police were coming to check on the strike.

Post's editorial offices were deserted this morning except for Mr Gittins.

Mr Hal Miller, managing director of the Argus Printing and Publishing

Company, owners of Post (Transvaal), yesterday said: "This afternoon we learnt that members of Post's staff had been subjected to threats if they continued to produce and print the newspaper."

"In these circumstances, we have no alternative but to suspend publication of Post until we and the journalists are able to come together and act appropriately to end the strike."

Up to yesterday, Post reporters had refused to sit down and negotiate with management unless a wage increase was implemented across the board with immediate effect.

Mr Gittins and Mr Qoboza, who up to yesterday were dealing with pay grievances, refused.

Mr Qoboza could not be contacted for comment today.



# Deadlocked Putco dispute may now go to Minister

By STEVEN FRIEDMAN  
Labour Reporter

THE Putco bus company has once again rejected driver demands for an increase on the 15% wage increase it granted workers earlier this year — this time after the intervention of the Department of Manpower Utilisation.

It is now almost certain that the dispute will be submitted to the Wage Board, which will have to make a recommendation to the Minister. This was revealed yesterday

by Mr Michael Moshata general secretary of the Transport and Allied Workers Union, on behalf of the Putco drivers' action committee.

He also revealed that the action committee is applying for permission from Johannesburg's Chief Magistrate to hold a report-back meeting next week at which it hopes to inform drivers of the current state of negotiations.

Permission is needed because of the Government's ban on meetings of 10 people or

more.

The dispute between drivers and the company culminated in a recent strike. The company raised wages by 15% but drivers rejected this and demanded a R35 a week increase for all workers.

The dispute has now been referred to the Department of Manpower Utilisation, which is attempting to settle it.

The department's regional black labour committees recently approached Putco and suggested that the company of-

fer to increase the 15% award.

However, Mr Moshata said yesterday that the action committee had been told by the department that Putco was not prepared to move beyond the 15%.

The dispute has now been referred to the Central Black Labour Board the last step before a Wage Board investigation is ordered.

Because passenger transport is an essential service, no legal strike by the drivers is possible.

The action committee asked the department's representatives if they could make representations to the central board but were told that this was not possible according to Mr Moshata.

The committee also asked the department to help it obtain permission from the Johannesburg Chief Magistrate to hold a report-back meeting, but were told that this decision was beyond Manpower Utilisation's power. Black unions are increasingly

demanding the right to report back to their members on the progress of wage negotiations, arguing that it is essential that workers approve agreements before they are signed.

Recently, Putco refused an action committee request to hold a report back on company premises.

The committee has now decided to approach the Chief Magistrate and ask for permission to hold a meeting at the Diepkloof Hotel at 10am on Wednesday.

# Workers' exodus — under police escort

10/21 2/8/80

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## STAFF REPORTERS

**HUNDREDS of municipal workers were driven to their homelands yesterday after armed police at the Johannesburg City Council's City Deep compound escorted them to waiting buses.**

The workers would have relays of police escorts all the way, a police spokesman said.

After the buses had left, Rand Daily Mail reporters and an advocate acting for the Black Municipality Workers Union saw council workers, supervised by compound officials, load hundreds of litter bags crammed with possessions on to council trucks, which were driven away.

A supervisor said the bags contained "rubbish". Workers claimed later that they had seen many of their colleagues drop their bags as they were hurried into the buses and were unable to retrieve them.

At least 30 bags were seen to split open and spill their contents as they were thrown on to the two trucks.

Some clothing fell on to the M2 West as the trucks drove towards the southern suburbs.

The council's director of housing, Mr. Thys Wilsnack, said the two trucks were carrying the belongings of about 60 electricity department strikers from the Orlando compound.

## NOTE CAREFULLY

- 1 Enter at the top of the block the question you a hundreds shut out of the compound at the beginning of the answers. The men had been among the City Deep compound.
- 2 Blue or black strike, and their belongings had been taken to the City Deep compound.
- 3 Names must be written in block letters (e.g. graph paper) and their examination books must be taken in another bus to the Nancefield compound, where they would be expected to walk to the nearby Nancefield station and find their own way home.
- 4 Do not write in the bus to Nancefield was followed by two trucks carrying their belongings. The men subsequently claimed their property at Nancefield, he said.

## Any dishonesty will

By midday yesterday the eight-day strike, which earlier this week had been effective-

Made in South Africa



A pillow lies on the M1 motorway yesterday afternoon after it had fallen from a Johannesburg city engineers department truck. Earlier the truck had been loaded with goods belonging to strikers at the City Deep Compound.

- 1 Candidates are not to communicate with any person except the invigilator.
- 2 No part of an answer book is to be torn out.
- 3 All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

able to disqualification and to possible exclusion from the University

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Workers'

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ADM 2/5/80  
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and allowed to collect baggage and although they had been promised transport home, there was no bus waiting when they were let out again in groups of 10 or 15 at a time

The men were taken away in 13 buses. One worker described the morning's events as 'humiliating'

'I was lucky enough to be in the front of a long line waiting to board the first bus'

He said that the entire operation was rushed

'We had nothing with us, but others had big parcels which they dropped in the rush'

Another worker said "We were lucky not to have everything we have there. Some people will be taken home like cattle in only their skins," said another worker

The Black Sash said yesterday that the council's action in transporting strikers to the homelands reaffirmed that the homelands policy was designed to provide a labour reservoir for white South Africa

The president of the Sash, Mrs Joyce Harris, added that it also showed the council supported this policy

Mrs Harris said the council was using 'disgraceful tactics' by returning workers to their so-called homelands and then replacing them with others brought in from the same places

The statement also criticised the detention of Mr Joseph Mavi, president of the BMWU

'As for Mr Mavi's detention at the Rand Supreme Court while actually engaged in using the due process of the law, words fail us,' Mrs Harris said

She said the council workers had legitimate grievances. They wanted to work, but they also wanted to be paid adequately for their work

The Sash expressed its 'deep anger' at the way the council had handled the strike

The deputy director of the Homelands Information Service, Mr N E Mulaudzi, said yesterday that the council had approached the Venda government for help in recruiting fresh labour

He would not disclose when the council approached Venda, or what labour requirements it had stated

Mr Mulaudzi said magistrates in four districts would report by next Wednesday on whether labour would be available from Venda

'They are the only people who are in direct contact with the labourers in Venda,' said Mr Mulaudzi

'The two governments will decide on the conditions of recruitment as well as the binding of contract'

A police spokesman said yesterday that four policemen were injured and two police cars and a Traffic Department motorcycle damaged by hurled missiles this week

De Beers

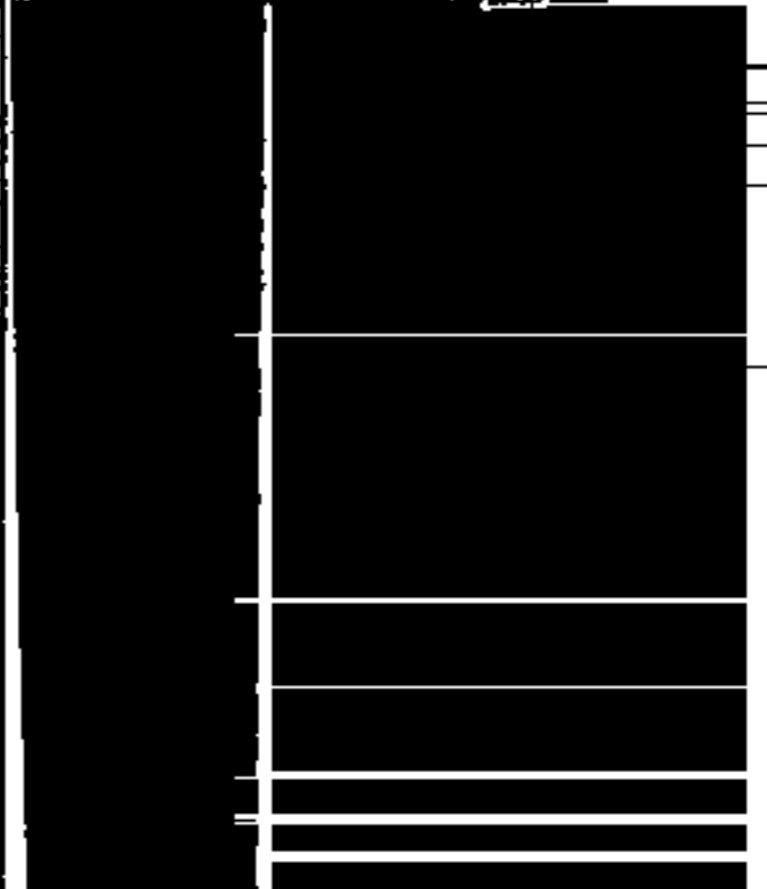
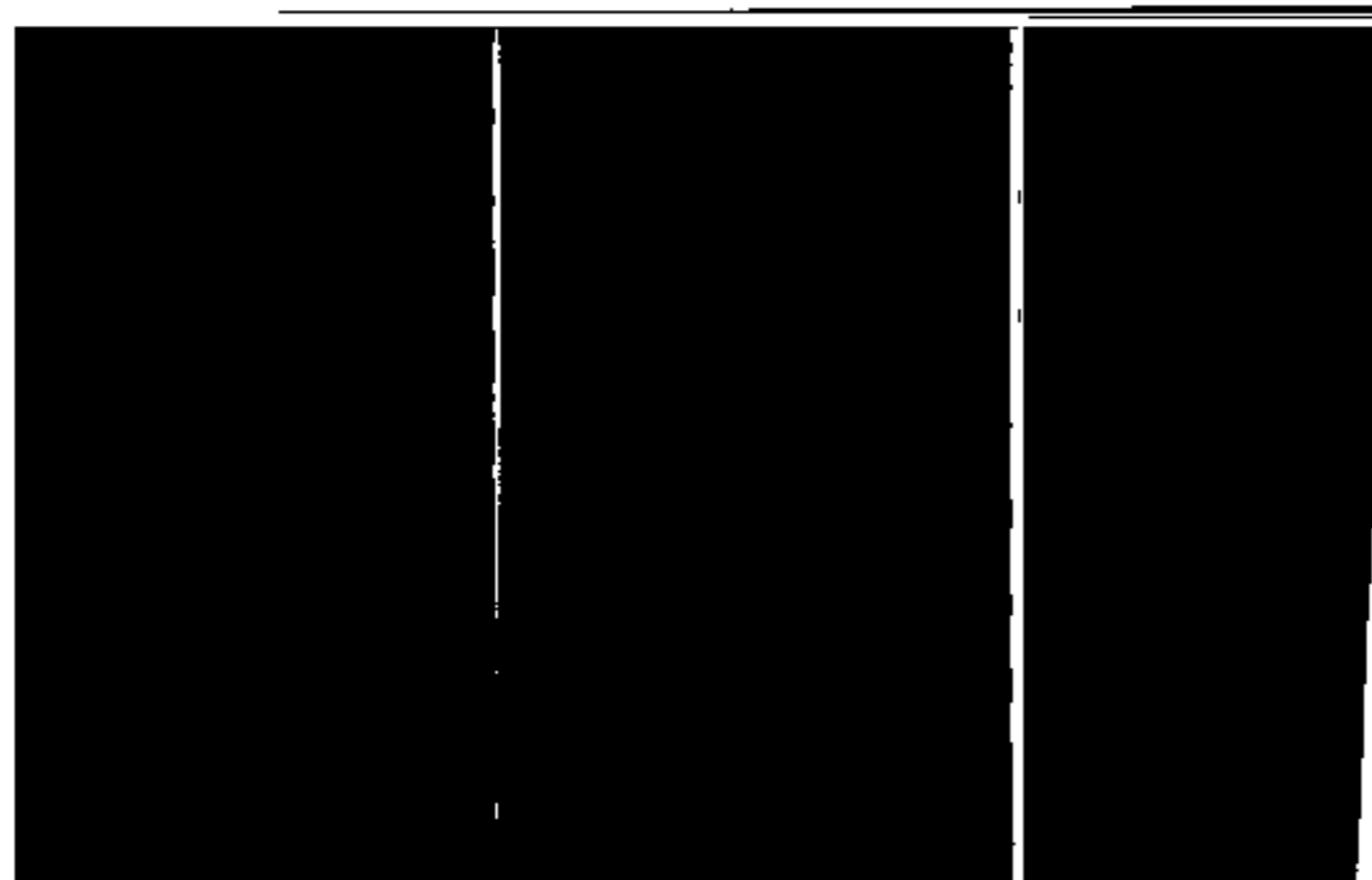
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Reciprocity

all (except one of these points) have nothing to do with the IIA



RDM / 21/8/80

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...tively crushed  
A council spokesman said that only about 500 workers were still on strike and the rest had all returned to work.

Police said 1 265 workers were paid off yesterday. Those buses going to the homelands will have relayed police escorts. Police and council officials escorted them to fetch their belongings from their compounds.

The destinations of the buses included Lebowa, Gazankulu, BophuthaTswana, Transkei, Venda and even Guguletu, a Cape Town township.

Convoys escorted 12 buses carrying 825 strikers back to the Transkei and Venda; 220 men returned to homes in Soweto, and 220 others decided they were not leaving.

These men were taken to New Canada Station where they had to pay for their own transport home.

More than a dozen strikers interviewed independently by the "Mail" at the Croesus compound where they had been driven to fetch their personal effects — said they were given no choice but to board the buses.

They said they were told by police using megaphones "There are the buses to take you home, get on them".

The strikers claim that:

- They were given a meal on Wednesday afternoon and not fed again until 3am yesterday, when each man was given a half-loaf or loaf of bread.
- They were not allowed to leave the compound, but were made to line up to board the buses and not allowed to use any other transport.
- They were ordered to divide into groups according to their particular homeland
- One busload was taken to the Anthea Compound in Croesus

To Page 2



2 cleared of striking 00  
2/6/60

**EAST LONDON** --  
Charges against two men of taking part in an illegal strike were withdrawn in the Regional Court here yesterday

Mr Dan Sitembile Mavume, 35, and Mr Gideon Mhlanganiso, 45, both of Mdantsane, were to appear on a charge of taking part in an unlawful strike

The charge sheet did not disclose details --  
DOR

# City broke its word, say union lawyers

Staff Reporters

As hundreds of dismissed municipal workers were moved back to the homelands under police escort yesterday, many of those remaining expressed dissatisfaction at the Johannesburg City Council's handling of the situation.

There have been allegations that dismissed workers were removed against their will, but this was strongly denied today by a senior council official.

The allegations have been made by lawyers who are acting for the Black Municipality Workers' Union. They are based on statements by workers who remained in Johannesburg to collect their baggage.

The lawyers claim some workers had said they were deported without receiving leave pay or accrued benefits such as pensions.

The lawyers claim statements by workers show the Council has "breached its undertaking made on Thursday night" that "union members would not be moved from their hostels against their will."

Lawyers also allege that piles of possessions were abandoned at the City Deep compound.

## Workers Aid

The director of the council's housing department, Mr M P Wilsnach, today strongly denied that workers had been intimidated or forced to leave the hostels. Those who wanted to remain, were allowed to do so, he said.

He also denied that workers were denied food for up to 12 hours before being bussed to the homelands. On Thursday evening each worker was given bread, two tins of meat and milk, he said.

The workers were told to save half this for a later meal, said Mr Wilsnach.

He said he had personally addressed the workers to explain the situation.

He described the Council's compounds today as "100 percent quiet."

During the past week about 10 000 workers — two-thirds of the city's black municipal staff — went on strike for higher pay and union recognition. Police said yesterday 1 265 workers were paid off.

Early this morning the situation at most of Johannesburg municipal compounds was quiet while a few workers started their normal Saturday duty.

"We are back at work but they are still refusing to give us enough money," said one worker. He said other workers might return on Monday.

Workers at the Croesus compound said that they might return to work on Monday but they would still demand an increase.

A dissatisfied worker at the City Deep compound, where 1 265 workers boarded buses for the homelands yesterday, said "our workers were forced to get into those buses."

He said many workers at the compound were angered during the week when "at least two buses of men" arrived from Venda to replace striking council workers.

Workers interviewed by The Star this morning said "We remained behind because we can easily be replaced by people from the homelands who are longing for a city job."

Sapa says a group of concerned white Johannesburg citizens met last night to discuss the plight of the strikers.

Jan 2/8/82

265  
152  
WBS



# COINVOYS talkes home strikers home

157  
Mavi

1010  
218/140

**JOHANNESBURG — Many Transkeians were among hundreds of sacked municipal workers on their way home last night in convoys of buses.**

They would have a relay of police escorts all the way, a police spokesman said.

By midday yesterday the eight-day municipal strike, which earlier this week had brought out 10 000 workers, was effectively over.

A council spokesman said that only about 500 workers were still on strike and the rest had all returned to work.

Police said 1 265 workers had been paid off yesterday. Police and council officials escorted them to fetch their belongings from their compounds.

The buses' destinations included Transkei, Lebowa, Gazankulu, Bophuthatswana, Venda and even Guguletu, a Cape Town township.

Convoys escorted 12 buses carrying 825 strikers back to Transkei and Venda, 220 men returned to their homes in Soweto, and 220 others decided they were not leaving.

These men were taken to New Canada station

where they had to pay for their own transport home.

Sixty workers who had first refused the offer of bus transport changed their minds and asked for it, but were refused further help by the council.

Strikers who were bussed out of the City Deep compound claimed they were pushed onto the buses by police wielding batons and rifles.

More than a dozen strikers said that where they had been driven to fetch their personal effects — said they were given no choice but told by police using megaphones: "There are the buses to take you home, get on them."

The strikers also claimed that they were given a meal on Wednesday afternoon and not fed again until 3 am yesterday when each man was given a half loaf or a loaf of bread.

They said they were given no option to use alternative transport and were not allowed to leave the compound.

After the buses had left, reporters and an advocate acting for the Black Municipality Workers Union saw council workers, supervised by compound officials, load hundreds of litter bags, crammed with workers' possessions, onto council open trucks.

Workers claimed later they had seen many of their fellows drop their bags as they were shunted forward into the buses by police and were unable to retrieve them.

At least 30 bags were seen to split open and spill their contents as they were thrown onto the trucks.

The council's director of housing, Mr Thys Wilsnack, said the trucks were taking the belongings of Orlando workers to Nancefield station.

The council's action in transporting strikers to their homes reaffirmed that the homelands policy was designed to "provide a labour reservoir for white South Africa," the

**Buses wait at the City Deep compound in Johannesburg to take striking municipal workers home**

Black Sash said yesterday.

The Sash's national president, Mrs Joyce Harris, said the council was using "disgraceful tactics" by "returning workers to their so-called homelands and then replacing them with others brought in from the same places."

The statement also

criticises the detention of Mr Joseph Mavi, president of the Black Municipality Workers' Union. Mr Mavi is a Transkeian from Mount Frere.

The editor of the Rand Daily Mail, Mr Allister Sparks, appeared before a Johannesburg magistrate yesterday in terms of a subpoena under Section 205 of the Criminal

Procedure Act to be questioned in connection with police investigations into a possible charge of sabotage against Mr Mavi.

He was asked whether he had any documents or tape recordings relating to an interview with Mr Mavi published in the Mail.

He said he did not

DDC

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

# The Star

## Back to work ... and then

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**T**HE big municipal strike is over. Johannesburg's golden streets are being cleaned again. A damaging and potentially dangerous situation has been defused. . . . Or has it?

Before Johannesburgers congratulate themselves, a few pertinent questions ought to be asked about the manner of ending the strike, and what lessons if any it has taught.

Whatever semantic niceties may be used, the city's managers applied fairly rough tactics to the strikers. More than 1 000 workers were summarily fired through a "go back to work or else" ultimatum. A large-scale police presence at affected compounds left many people with the impression that it went beyond the mere maintenance of public order. The leader of the Black Municipality Workers' Union is under arrest. Municipal officials have had a meeting with its rival union, said to be much less representative of the workers.

To us, this does not seem like the best way of fostering a contented work force. Ultimatums, coercion and the elimination of leaders do not eliminate the problems which lead workers to risk their jobs by striking. They tend merely to bottle them up.

Nor can the strikers' basic demands be shrugged off because of their supposed political tinge. The City Council's minimum wage is R33 a week, below the household subsistence level. With food, transport and virtually everything else still shooting up, is this a wage that can seriously be justified in South Africa's richest city?

If the strike has taught anything, it is that the council was badly out of touch with its black work force. That communications gap is best closed through recognising that black trade unionism, however militant its manifestations, is a fact of life.

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# Post will not be published

Production of the Post newspaper has been suspended.

Sub-editors, reporters, photographers, librarians and printers went on strike five days ago over a pay claim. Involved are 53 staff members of the daily Post (Transvaal) and Sunday Post.

A spokesman at the Post said "We now find it difficult to continue negotiations."

He said that rumours that staff members who had continued to produce the newspaper during the strike had been threatened, were untrue. Mr Percy Qoboza, editor of Post, and senior execu-

tives produced the newspaper in the early days of the strike.

Reports that strikers were not prepared to negotiate and that Mr John Gitlans, the newspaper's manager, did not know why Mr Qoboza walked out of a meeting yesterday, were also wrong, he said.

Mr Qoboza and senior staff members not on strike walked out of the meeting after reportedly being told that police were on their way to check on the strike.

Police have denied this and a security police spokesman said the police had no action to take in the settlement of a strike.

(1213) (1215)  
Post 152  
strike RDM  
enters 2/8/80  
5th day

Staff Reporter

THE strike at Post and Sunday Post newspapers in Johannesburg enters its fifth day today, with no sign of the deadlock between management and staff ending.

Workers said it was unlikely that today's edition would appear, but there was still uncertainty over whether Sunday Post would be published tomorrow.

Yesterday workers said the editor, Mr Percy Qoboza, had told them he had been authorised by management to make them an offer, but that details would be given only if they returned to work.

The workers, who have been on strike since Tuesday over pay and other grievances, said they rejected the proposal.

Post was not published yesterday.

The management of the newspapers declined to comment yesterday. Both Mr John Gittins, manager of Post, and Mr Hal Miller, managing director of the Argus Printing and Publishing Company, said only Mr Qoboza could comment.

Mr Qoboza could not be contacted yesterday.

Meanwhile, the Southern Transvaal region of the Writers' Association of South Africa (Wasa), to which the Post chapel is affiliated, is to hold an emergency meeting tomorrow.

The Southern Transvaal region has pledged solidarity with the striking workers.



130 152 2/8/80  
Court  
hearing  
on Mavi  
report

Staff Reporter

THE EDITOR of the Rand Daily Mail, Mr Allister Sparks, appeared before Johannesburg magistrate yesterday in terms of a subpoena under Section 205 of the Criminal Procedure Act to be questioned in connection with police investigations into a possible charge of sabotage against Johannesburg strike leader Mr Joseph Mavi.

He was asked whether he had any documents of tape recordings relating to an interview with Mr Mavi which formed part of a profile of the strike leader published in the "Mail" on Tuesday.

He said he did not. Assistant magistrate Mr T J le Grange, who was on the bench, ruled that the public and the Press could not attend the hearing.

Beforehand, the public prosecutor, Mr A Hattingh, made it clear the police had no complaint about the "Mail" report itself, which in no way constituted any offence.

Mr Sparks was visited in his office on Thursday by two members of the Security Police seeking evidence to authenticate statements attributed to Mr Mavi in the report.

He declined to make a voluntary statement, and was served with the subpoena in terms of which he could be compelled by a magistrate to answer questions on pain of imprisonment.

After appearing before Mr Le Grange yesterday, Mr Sparks said he had declined to make a voluntary statement because he felt it was outrageous that the police should be trying to bring a charge of sabotage against a strike leader.

"I also felt it was outrageous that when Mr Mavi went to court to seek redress he was grabbed there and hauled off into detention," he said.

"I decided I should be forced before a magistrate before answering any questions.

"In the event I am happy to say I had no evidence to give them anyway.

"All I did was explain how newspapers worked — some-

To Page 2



**UNIVERSITY OF CAPE TOWN  
EXAMINATION ANSWER BOOK**

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

12/11 152 2/8/80.

# Mystery terms of the late-night agreement

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**Staff Reporter**  
**ATTORNEYS** acting for the Black Municipality Workers' Union (BMWU), and an independent source, yesterday confirmed that the Johannesburg City Council had agreed on Thursday night not to force strikers to board buses to the homelands.  
 Since the agreement, which was concluded out of court at the Rand Supreme Court early yesterday morning, the city council has continued to send workers to the homelands in buses.  
 And the chairman of the city council's management committee, Mr Francois Oberholzer, has denied that the council agreed to stop "busing" workers to the homelands.  
 The BMWU brought an urgent court interdict against the city council and the Minister of Police on Thursday night, which sought to restrain them from wrongfully or unlawfully detaining, restraining or assaulting members of the union.  
 The order also sought to re-

strain the city council and the police from wrongfully and unlawfully depriving union men of their possessions contained in their lockers at the council's compounds.  
 The case did not come to court and an agreement was made between counsel early yesterday morning.  
 A spokesman for the office of Priscilla Jana and Associates, attorneys for the BMWU, said yesterday the city council's legal team had made specific undertakings to the union's lawyers.  
 The undertakings had been made without liability, which means that the city council did not concede the accuracy of the union claims.  
 The city council, the spokesman said, agreed not to unlawfully detain union members.  
 This meant that no workers would be forced to board buses taking them to a homeland against their will.  
 The undertaking also stemmed from a union allegation that a city council official had detained union members at one of the compounds.  
 According to the spokesman, the police had said that no specific undertaking on this issue was necessary from them. Police had only been assisting the city council to load workers on to the buses, and the fact that the city council had undertaken not to do this meant the police would no longer assist it.  
 Police did, however, agree that the union's lawyers would have access to any BMWU man who was detained and was needed to assist in the case.  
 An independent source yesterday confirmed the broad outline of this account.  
 He said he could not remember the full details of the agreement, but that the city council had undertaken not to force workers on to the buses.  
 Counsel for the city council, Mr R Kruger, confirmed yesterday that an agreement had been made, but refused to divulge details.

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

**NOTE CAREFULLY**

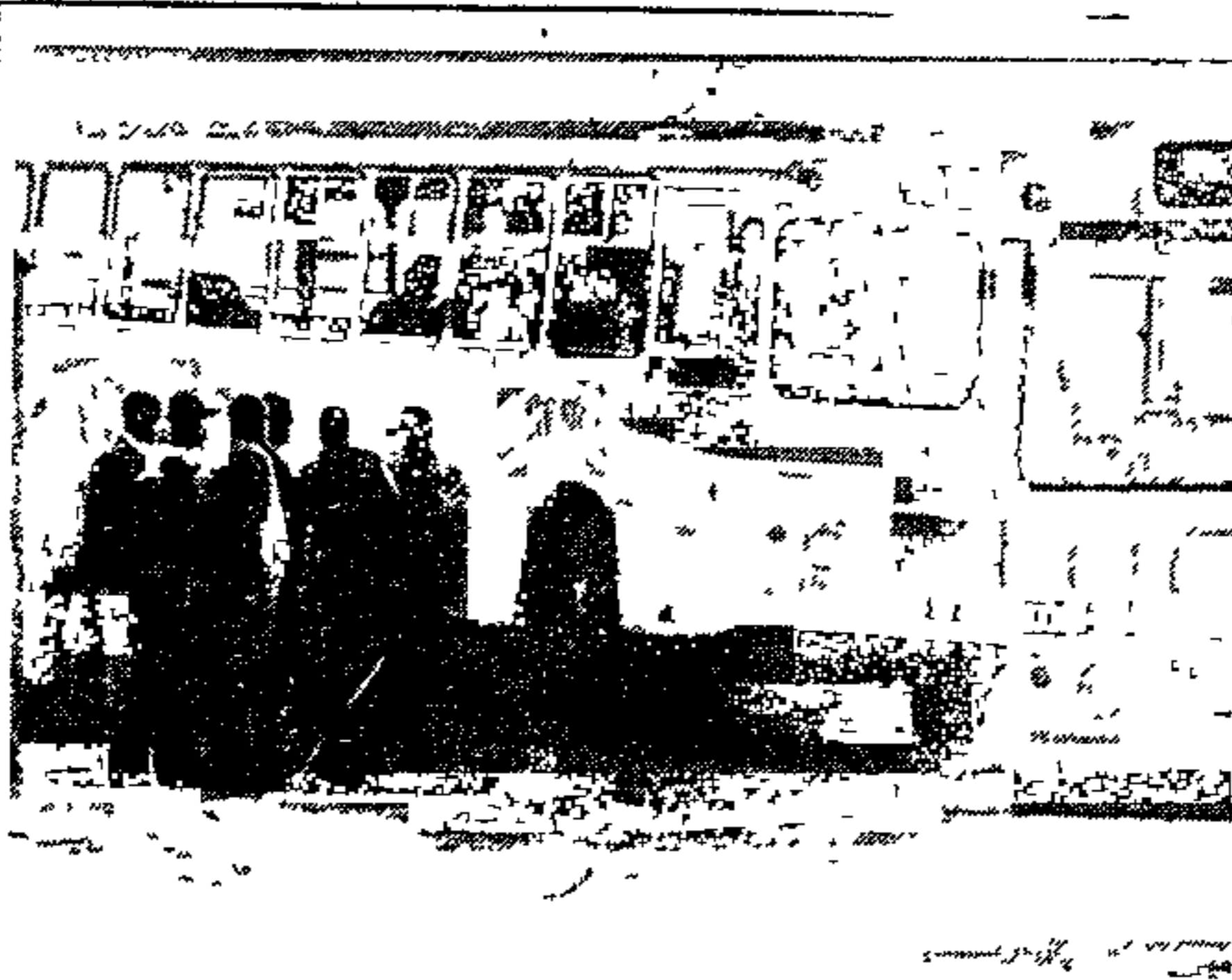
- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for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

**WARNING**

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

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





Dismissed strikers wait to board buses to take them back to the homelands

## Rand strikers escorted back to homelands

Own Correspondent

JOHANNESBURG — Hundreds of municipal workers were driven to their various homelands yesterday after armed police at the Johannesburg City Council's City Deep compound herded them into buses

They will have a relay of police escorts all the way, a police spokesman said last night

After the buses had left reporters and an advocate acting for the Black Municipality Workers Union saw council workers, supervised by compound officials, load hundreds of litter-bags, crammed with possessions, loaded on to council trucks and driven away. The supervisors said the bags contained "rubbish". Workers claimed that they had seen many of their fellows drop their bags as they were shunted into the buses.

By midday yesterday the eight-day strike, which earlier this week brought out 10 000 workers, had been effectively crushed. Police said that 1 265 workers had been paid off. Police and council officials escorted them to fetch their belongings from their compounds.

The destinations of the buses included Lebowa, Gazankulu, Bophuthatswana, Transkei, Venda and Guguletu.

Strikers who were transported out of City Deep claimed that they were pushed on to the buses by police wielding batons and rifles. More than a dozen strikers interviewed independently said that they were given no choice but told by police using megaphones "There are the buses to take you home, get on them."

The strikers claimed they were given a meal on Wednesday afternoon and not fed again till 3 am yesterday, when each man was given a half a loaf of bread. They were made to line up to board the buses, then pushed from the rear of the queue by policemen using either batons or rifles. They were given no option to use alternative transport and were not allowed to leave the compound.

One of the men said "I was lucky enough to be in the front of a line waiting to board the first bus. Police using batons and rifles began pushing the people at the back to get us on to the bus faster. We were lucky not to leave everything we have there."

The Black Sash said yesterday the council's action in transporting strikers to the homelands reaffirmed that the homeland policy was designed to "provide a labour reservoir for white South Africa."



STRIKE ++ STRIKE ++ STRIKE ++ STRIKE ++ STRIKE ++ STRIKE

BILL ASHTON

● Roderick Mbovane, 41, a Johannesburg bus driver for many years, says he was dismissed this week for striking. He is married with six children and said "Print my name, and my photograph I am not scared. We have nothing more to lose now."



# A thin and angry man — he's your hard-core striker

"IMALI." The word "money" is spat out angrily by the illiterate Xhosa binman.

More than the thousands of words written and spoken on this week's strike by Johannesburg municipal workers, it explains the reason for — and the solution to — the piles of rubbish in the city's streets.

Ernest Mabaso — surprisingly, he did not mind being identified — has been a contract worker with the municipality for 13 years.

He doesn't mind hostel life, he knows no other. He has lived that strange, unnatural life since he was an adolescent.

For all those years he has put up with a smelly, uncongenial job and low wages, a bachelor for 11 months every year in order to send his wife and children money in Transkei.

His aim in being part of the migrant worker syndrome which makes normal family life impossible is "I want my children to go to school. I can't do any other job than refuse work because I cannot read or write."

He looked at us with amazement when we asked him why he was prepared to forfeit his job, his pay and the only means of support for his wife and four young children.

His single word, "money," was his only reason, his only



## THE Peta Thornycroft

PAGE

He answered questions through an interpreter with growing anger and impatience, dressed in a tatty overall, his lips pink and chapped by the cold.

The remedy to get him back to work, he said, was that figure he repeats automatically — R58 a week. At present he earns R33 per week before deductions.

He says he is prepared to stay off work for six months if necessary.

When asked when he saw his wife and children, who live in a tiny rural settlement in Transkei, he again replied with one word to explain the only system of family life he knows: "Contract."

This single word amply describes a migrant worker's life. Like thousands of other municipal workers who live in hostels and compounds, he comes to the city to provide for his family and sees them for between

erate peasant strikers, politics for him is simply survival and being able to send his children to school.

We asked him if he enjoyed his smelly job. "I can't do anything else. I don't mind it. It is a job."

His wife and family scratch out a meagre living in hard, unfriendly Transkei soil. He sends them whatever he can afford, usually R10 a month.

He didn't understand the word "solidarity," that one hears frequently when talking to strikers.

He represents the core of the strike. He is thin, hungry. So, he told us, are his wife and children. He said when the strike collapsed he wouldn't return to work at his present wage. He will find another job, any job, providing he can attain that magical figure of R58.

When he came into the tiny office of the Black Municipal Workers' Union, one which has

ed bus drivers who are able to articulate their aspirations in less primitive terms.

The class distinction between them was obvious, but their aim is the same.

Mr Roderick Mbovane, 41, a bus driver/conductor said "I am no stranger to jail. I was taken to John Vorster Square when I worked for Putco and we went on strike in 1972."

"My wife supports me. She will sit at home and make money out of knitting until we have what we want — equal pay and working conditions with Whites. For me there is no going back."

"When some drivers returned to work, many of them because the council assisted them in buying houses which they were frightened of losing, I couldn't join them."

"I consider that I have been fired already."

who have jobs will help me. I don't worry about money.

"We will share food with each other."

"This strike has got nothing to do with politics, just economics."

"Our buses have holes in them, they leak."

All the men in the crowded room burst into laughter at this.

"You don't believe me? Next time it rains go and have a look. We drive the buses wearing raincoats, with an umbrella over our heads to keep out the rain."

"When the White drivers started doing our job this week they used White buses. They wouldn't like to drive ours."

The mechanics who service the buses were also out on strike. "They are dangerous. We can't fix them properly. How can you fix such old buses and make them safe?"

Another driver pushed to the front. "I want to say something too. I want my name in the paper. I want people to know where I stand."

Mr Ronald Mkwize, 30, with three children, lives in a small garage in Soweto.

"Why can't we earn what the Whites get? Just like Whites, I want a home for my children."

"How can I teach them to learn properly?"

space or light for them to do their homework.

"I am prepared to lose everything for this struggle because if we don't struggle now my children are going to go through the same thing."

"I am a man. A man must suffer for what he knows is right."

"My wife is working in a sweet factory. She will keep us going until we get what we want."

Initially suspicious of us, because they thought we were from John Vorster Square, the room soon became a chorus of men spilling out their grievances.

They told us how ambulance workers were told to keep at their jobs, "otherwise our people must suffer." They said the White ratepayer should realise that his city survived on the labours of underpaid Black workers.

"You White ratepayers must suffer. You must learn you can't do without us and you must pay us properly for our work."

Many of the men were office bearers in this infant, still to be recognised, union.

And while this was going on Mr Mabaso, who doesn't even know what a shop steward is or what the word union means, cleaned up the office, emptying



STRIKE ++ STRIKE ++ STRIKE ++ STRIKE ++ STRIKE ++ STRIKE

# Strike aftermath: workers tell of baton prodding

THE Sunday Express has been given detailed statements in which Black municipal workers claim that when their strike had been broken they were herded at gunpoint into a disused, draughty compound where they were forced to spend the night in conditions too cramped for them to lie down.

The statements come from migrant workers who say they spent Thursday night in the compound at City Deep, without toilet facilities, or adequate food, guarded by police. Several claim they were threatened with batons and rifle butts.

But a police spokesman said the police had never adopted a threatening attitude to the strikers, and denied that they had ever used their guns, batons or sjamboks.

"It was a matter between the municipality and the strikers and we were not involved," he said.

He said the compound gates had never been locked and workers had been allowed out to buy food.

The Sunday Express obtained the statements from workers, dealing with events of the past week and with incidents which took place from Wednesday morning to midday on Friday in particular, in the midst of fierce controversy over whether the Johannesburg City Council broke undertakings it is claimed to have given, that workers would not be moved from the hostels against their will.

Here are two of the statements in the possession of the Sunday Express.

● A Transkei worker of the Municipal Cleansing Department, who has worked for the council for two years, said:

"On Tuesday, July 29, the workers stopped work. On Wednesday at approximately 8am the gates of the compound were locked and we were kept inside the compound by men in camouflage uniform.

"We wanted to get out but it was impossible. I myself tried to get out. We were addressed by a certain White man about our demands, but he said we must go back to work.

"In the afternoon at about 1.30 the police unlocked the gates, but refused to let us out. I did not leave the whole day

## 'NO FOOD WHILE WE WERE SHUT IN COMPOUNDS'

By PETA THORNYCROFT and DAVID NIDDRIE

"On Thursday, July 31, we workers all went to the Selby Compound. We were forced into the compound by men in camouflage.

"They opened the gates a little way and ensured people went in one by one. Some workers employed by the municipality were scared and did not go in. I went in.

"I was forced in with batons, as were others." He said the police had guns and sjamboks.

"We had nothing to eat the whole day. The gates were locked and we were not permitted to leave. During the day municipal officials interviewed each employee.

"I was asked whether I wanted to work, and said I did, but wanted more pay. I was then discharged and paid off. I do not know how the termination amount was made up.

"The police refused to let us out of the compound.

"At 1.30am we were forced into buses with batons and rifles. From there the buses went to City Deep compound.

"We were left in open rooms with cement floors.

"We could not sleep, but spent the night standing up. The windows were broken and the people were crowded in too tightly for anyone to lie down.

"At 1.45am the council traffic police gave us bread to eat.

"On Friday at about 9am we were separated according to the homelands for which we were destined.

"We were taken by bus to fetch our belongings at our compounds. We were ordered onto the buses with police at the back and to the side.

"The police were pushing us forward with batons. I was hit on the back with a baton.

"At the Anthea compound, the bus dropped us. The compound manager, Mr Martin, told us there was no more transport, and we were told to

make our own way home.

"We were let out in groups of five. This was about 1pm."

● A second Transkei migrant worker, employed by the Johannesburg cleansing department for the past 10 years, says he was kept behind locked doors for several hours from Wednesday in the compound in which he lived for 11 months of the year.

"The gates were guarded by members of the SAP and municipal police.

"At approximately midday we were addressed by a White man. We were told to return to work and that we would not get an increase.

"We were then allowed to leave the compound at approximately 1pm. On Thursday July 31 I went to work and on my arrival I found that all the other workers were not working.

"I went with other workers to Selby compound to find out what was going on. I was pushed by men dressed in camouflage uniform into a queue. I was poked in the back by a gun, quite hard, several times.

"I was discharged. I was paid off R28 which was R5 short of my normal weekly wage. This money was for the week ending on July 25.

"I was unhappy with the pay, but was given no opportunity to resolve the matter. I was immediately pushed along by men with guns into a bus.

"I did not know where the bus was going and had no opportunity for refusing to board this bus and I waited for at least three or four hours in the queue and then left the Selby Compound at 11pm.

"The bus went to City Deep Compound where we were told to get off. The men in camouflage showed us a building and told us to sleep. There was no place to sleep.

"The floor was concrete. We were forced into this build-

ing. While I did not get pushed with a gun I saw others being pushed in the same way. We were held in there, surrounded by the police, and were not allowed to leave in order to relieve ourselves.

"At 7.30 am the police opened the door. We were told to get to the buses. They told us that these buses were loading us to our homelands.

"Other workers from Croesus told the police that we could not board because our belongings were still at the Croesus Hostel. We were divided from the rest, who were divided according to their homelands.

"We were then told to board the buses for Croesus hostel.

"There we were escorted by the Blackjacks (municipal police) to (collect) our belongings and were then allowed out five at a time by the assistant compound manager."

Hours earlier, in the passages of the Rand Supreme Court, the Johannesburg City Council undertook not to illegally detain striking members of the Black Municipal Workers' Union, the workers who had brought the city's services to a standstill.

The undertaking was given after lawyers for the union had informed the city council and the police of the union's intention to ask the courts for an order preventing the enforced removal of worker members from municipal compounds back to their homelands.

The city council agreed to give the undertaking, but emphasised that this was not an admission that the union's allegations were correct.

Lawyers acting for the police said police were only assisting the municipality, and that similar undertakings on their part would therefore be superfluous.

Lawyers for the municipality told the Sunday Express this week the undertaking had been made by the municipality not to force workers on to buses or out of municipal compounds.

Earlier this week, the strike brought Johannesburg civil services to a halt.

The strike, in which more than 10 000 Black workers participated, caused mounting piles of rubbish, which threatened city health. More than two-thirds of Johannesburg's 15 000 Black municipal workers

were on strike for better wages.

The Johannesburg Municipality refused to negotiate with the non-registered union, although it claimed the support of more than 60% — 9 000 — of the city's Black workers.

The municipality told strikers the only recognised workers' voice was that of their opposition, Government-registered, Johannesburg Municipal Workers' Union, which the BMWU alleges has only minority support.

Mr Sam Moss, leader of the Johannesburg City Council's Progressive Federal Party opposition, has called for an urgent council meeting to censure the management committee's "out-dated, sledgehammer handling" of the strike.

Mr Francois Oberholzer, chairman of the management committee, again denied yesterday that striking migrant workers were forced onto buses which took them to City Deep Compound.

He said the conditions at City Deep compound were adequate, although he conceded that it was an old compound. He refused to accept that conditions were so cramped that the men had to stand through the night.



# Mavi found little sanctuary in the Halls of Justice: Just the way to a comfortless cell

MAVI, the bus driver who led the striking workers in Africa's richest city, knew he would be arrested.

After seeing the strike begin and knowing he had achieved the solidarity among the Black municipal workers that he had hoped for, he went into hiding.

We missed seeing him in his hiding place by a few minutes. When we arrived at the Sauer Street offices of the Black Municipal Workers' Union we were welcomed. The members had stopped suspecting us of being police, as we had been there several times during the week. Mavi's deputies were also there.

Many of them had deliberately dressed as labourers. We asked to be taken to see Mavi on a promise that we would not reveal his whereabouts to anyone.

There was a heated discussion. "Mavi must reveal himself, he must talk to the people."

"No, the workers understand he is in danger, they know he has to hide."

"Take her to him. She won't tell. Maybe it will be better if he speaks to the union through the newspaper, if he can't come to us himself."

"We are prepared to die with

Mavi. If they take him, there are others to take his place."

Finally, the men agreed and two balaclava-hatted men, both leaders in the strike, agreed to take us to Mavi.

The tall man who wouldn't give his name said we must pretend to be their employers.

We drove around Johannesburg and arrived at a very public place, which we promised not to identify.

It was teeming with people. Initially the men said we should walk casually behind them until we came to Mavi but in the car they decided he might get a fright if he saw them arriving with two Whites.

"Stay in the car, we will go to him and ask him if he will speak to you."

We waited about half an hour. It was obvious they had their men posted all over the complex.

They told us Mavi had abandoned his more formal clothes and had also decided to dress as a labourer.

Those men had spent the previous day with Mavi keeping a low profile, but constantly watching for anyone who took notice of them or their leader.

Mavi hadn't slept at his Soweto home for most of the week; neither had his wife or

children. They had stayed in different places each night.

When they returned we were told Mavi had left earlier to see lawyers appointed by the union.

"If he comes to the office, we will give him a message from you. He must speak to the people somehow," they said.

During that half an hour, sitting in a parked car, we were aware that we were becoming conspicuous.

We drove to a couple of other places where the fugitive union leader had also been known to hide behind the anonymous clothing of a labourer who wouldn't, by his very dress, attract attention to himself. Twelve hours later Mavi, who knew his freedom was in danger, was sent to jail. No charges have yet been laid against him.

He obviously felt he was safe just for the moment, in the Halls of Justice where he was arrested. He paled visibly when the police arrested him and his eyes widened in disbelief.

I had won a grim bet with other reporters that he wouldn't see out the week as a free man.

Shortly after dropping the two union officials back at their office, we went to the Selby

compound.

Nobody would tell us where the crowded trucks, filled with labourers, were going. About every five minutes open trucks hired from private contractors arrived at the compound. The drivers didn't know where they were going either.

The police turned us away. They wouldn't let us talk to the men.

"It's not your business," a policeman in camouflage uniform said. "Get out of here." We then tried to follow the trucks to see where they were going. We parked in a side street and when we saw a truck leaving the compound, we followed it. The truck moved up the Selby ramp onto the motorway — but the traffic police barred our way so we could not follow.

We tried this three times and when the police succeeded in preventing us from following the trucks, for the third time, they burst out laughing. We then tried going up another ramp to the motorway and driving slowly, hoping one of the trucks would catch us, but the highway patrol was out in force and kept us moving.

Nobody would help us find out where the men were being

Municipal workers in the queue of men being seated. They were surrounded by the biggest show of force since the strike began. They told us, until we were ordered to stop talking to them, that the men disappearing in trucks had been "forced" to go to work at the Orlando Power station.

They said the men were being harassed and beaten into the trucks, but we had no way of knowing if that was true.

We were told the Press was not allowed on the same side of the street as the men queuing up to get into the Selby compound.

"This is out of bounds for you. We have orders not to let the Press speak to the men," the policemen said.

The crowd stood back as the mammoth sneeze machine entered the compound and an anxious Anglo-American Corporation security man monitored the situation on a walkie-talkie. He said the corporation feared that if trouble erupted its nearby buildings would be vulnerable to fleeing strikers.

Overseas Pressmen were stunned at the show of force.

TV coverage of the event overseas will no doubt horrify millions of viewers.

If horrified me



THE Johannesburg City Council and the Government worked in concert to crush this week's municipal strike with saturation use of police power and the toughest of negotiating attitudes — amounting to the ultimatum "Return to work or be sent back to your homelands"

Yet this remains the week in which 10,000 of the poorest and most vulnerable workers shook the country's largest city to its foundations and demonstrated the growing power of the emerging black unions

In the end, however, as a prominent black leader told the Sunday Times this week

"The Black Municipal Workers' Union, which organised the strike, was unable to control either the drift back to work or the drift towards violence

"But," he added, "it was a triumph to get migrants, the most vulnerable of all workers because they can be sent home, to strike at all. That a thousand of them preferred going home to breaking the strike was significant. Next time could be a different story."

### Rapidly crumbling

By Wednesday night Mr Joseph Mavi, leader of the unregistered Black Municipal Workers' Union, knew his strike was in trouble — and he told associates so

On Thursday night, with the strike rapidly crumbling, Mr Mavi was detained by the security police

What effect Mr Mavi's arrest will have remains to be seen, but by Friday the chairman of the city council's management committee, Mr J.F. Oberholzer, was able to tell the Sunday Times that about 1,000 workers had been returned to their homelands and all the others were back at work

With the strike seemingly over the nagging questions remain: Why did it happen? Was it justified? Could it happen again?

The answers to these questions depend on whether one sees the strike from the viewpoint of the authorities or from that of the strikers.



Mr Oberholzer denied there had been as many as 10,000 workers on strike

"Ten thousand were off work on Wednesday," he said, "only because they had been told to stay home so that municipal officials could address them"

At the most there were 5,000 strikers," Mr Oberholzer said, "and then only because there was an enormous amount of intimidation. Police have told us this and they have arrested some of the agitators"

Mr Oberholzer's view was backed by a spokesman for the town clerk, who said agitators had been travelling round in vehicles intimidating people at work. This indicated organisation, he said

Strikers and black politi-

Riot police stand by outside the Selby compound during the municipal workers' strike this week

cal leaders agree violence did take place, but saw this as inevitable in the circumstances. One black leader told the Sunday Times he had heard of "scabs" being attacked in Soweto

The strike took the city council by surprise. Mr Oberholzer said pay increases of 20.3 per cent

(amounting to R16-million a year, with some workers receiving more than 20.3 per cent and some less) had just been granted and this was all Johannesburg could afford

And a spokesman for the city engineer's department said that at no stage had workers said they were dis-

satisfied with their pay increases

As no negotiations took place, due to the council's refusal to meet the BMWU and the workers' refusal to appoint compound representatives, no formal demand for particular increases was put to the council

Mr Mavi has been quoted as saying he wanted equal

# How the strike was broken

3/8/80 SUN TIM

A SPECIAL REPORT ON THE TURMOIL IN JOHANNESBURG BY KEVIN STOCKS

discussed the strike crisis with the Minister of Manpower Utilisation, Mr Fanie Botha — he subsequently attacked what he said was the "irresponsible conduct" of the strikers — before deciding its final attitude not to conclude a joint strategy was decided upon

Riot police sealed the municipal compounds and also entered them in great strength

Only residents were allowed to enter and, in many cases, were prevented from leaving unless they could produce bus tickets to show they were leaving the vicinity of the compounds

This effectively prevented any outside union organisers from making contact with the mass of the workers and also prevented strike meetings being held in the compounds

Police also tried to prevent workers from other areas entering the Selby compound but backed down after a crowd started throwing stones

Senior council officials addressed a mass meeting of workers at the Selby compound and, in an effort to undermine the BMWU, asked them to elect four representatives from each compound to negotiate with the council

### Stood by the union

The proposal was shouted down and the strikers seemed to stand by the union

However, the drift back to work was already under way and was heavily reinforced on Thursday when council officials, with police standing by, questioned workers on whether they wanted to return home or go back to work

Police then separated those who refused to return to work from the rest and these people were sent home by bus

The strike was effectively over although the BMWU tried to obtain a

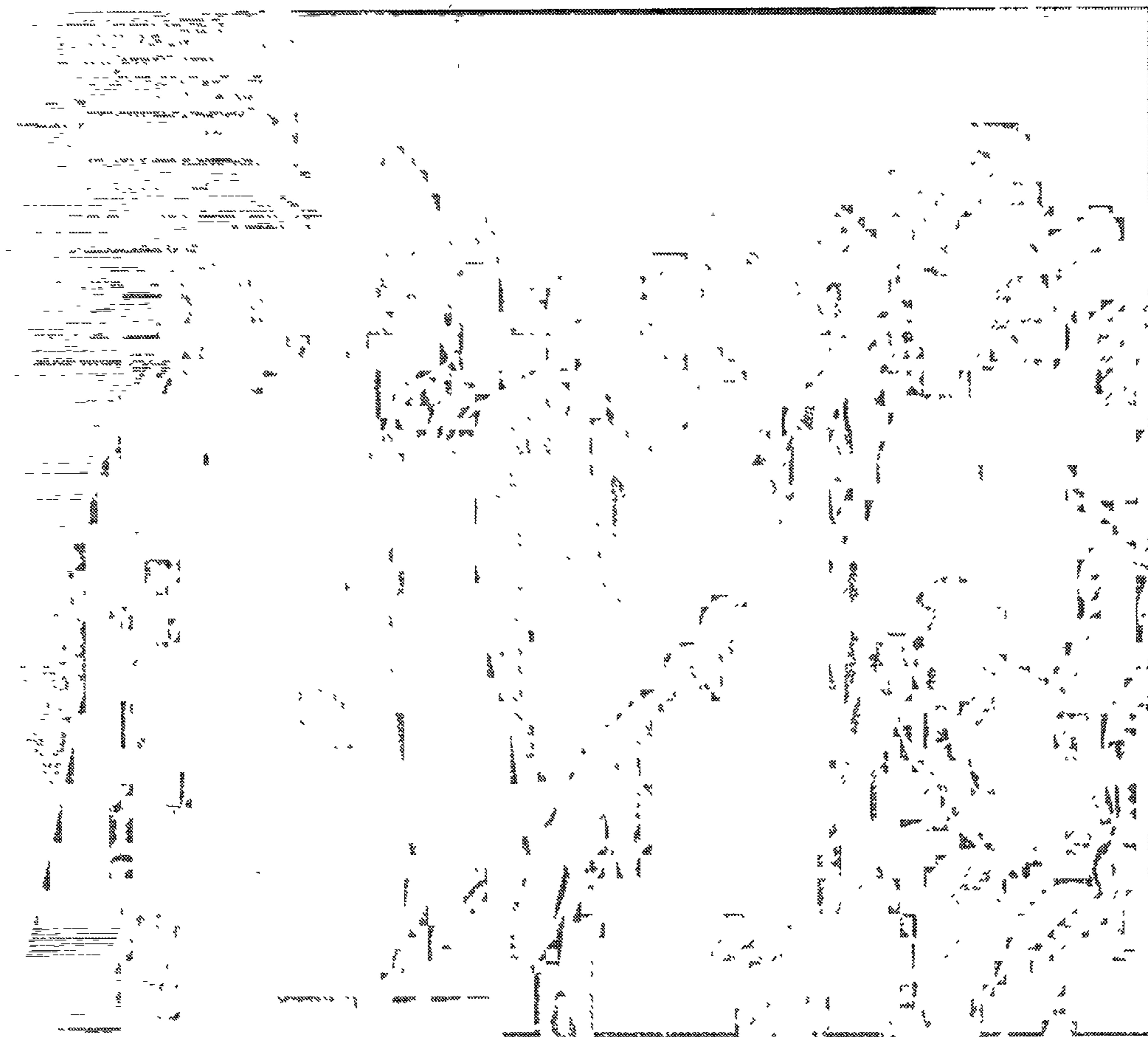
Yorkshire brewery and took the grey-haired grand-mother very much to their hearts

no, his wife replied and we can see the crackle of the cricket bat and the sound of the ball hitting the stumps

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The strike was effectively over although the BMWU made an effort to obtain a court interdict preventing the council from evicting its members from the compounds

The application was postponed to September 16, but an agreement was apparently reached between the attorneys for the two sides

Mr Oberholzer refused to comment on the agreement as he said the matter was sub judice, although BMWU sources said it included an undertaking that nobody would be removed from the hostels

It is not known whether the agreement was intended to cover about 1 000 people sent home by the council

It was at the Supreme Court that Mr Mavi was arrested

Mr Oberholzer said he could not comment on this either because it involved the actions of "a higher level of government"

3/8/80 SUN TIM

# w the strike was

# oken

**A SPECIAL REPORT ON THE TURMOIL IN JOHANNESBURG . . . BY KEVIN STOCKS**

with their negotiations took to the council's meet the BMWU's refusal to represent formal demand increases was has been quoted wanted "equal

pay", but did not elaborate. However, it is understood that had negotiations taken place the BMWU would have tabled the demands first made by the 600 workers at the Orlando power station whose strike last week triggered the unrest.

This was for a minimum pay rise of R25 a week for unskilled workers — that is from R33 a week to R58 — and equal pay for all skilled workers (The council says skilled workers already receive the same pay as whites but the vast majority of the strikers were unskilled)

The truth seems to be that the strike was not solely about pay or living conditions although there were genuine grievances about both — and the strike has served to focus attention on these grievances

Black leaders regard the municipal authorities as na-

ive in their complaints that political organisation was behind the strikes as they do not think politics can be divorced from any form or black organisation in South Africa

Also involved was rivalry between Mr Mavi's unregistered Black Municipal Workers' Union and the council-supported Johannesburg Municipal Employees' Union, which applied for registration, and which was received this week

Mr Oberholzer told the Sunday Times the council would negotiate with the registered union but would have nothing to do with Mr Mavi's union unless it applied for and obtained registration

It would also agree to the registered union having a seat on the Industrial Council

To negotiate with the BMWU would be to under-

mine the registered union, he said, and the council was not prepared to do this

He agreed there was no law to prevent the council negotiating with the BMWU but said its refusal was in the cause of "good government"

Asked whether the strike did not demonstrate that Mr Mavi's union had the support of many council employees, Mr Oberholzer denied this, saying intimidation had been used to promote the strike

### Demonstrate strength

One reason for the strike was the desire of the BMWU to demonstrate its strength in an effort to get council recognition

Blacks connected to the BMWU tend to see the Jo-

hannesburg Municipal Employees' Union as being in the council's pocket and they point to Mr Oberholzer's support of it as evidence of this

They also attack the idea of a municipal union being restricted to employees of a single municipality which, they say, is simply the old idea of a tame "company union" that can be manipulated by an employer

Nonetheless, they point out that the strike was precipitated by a genuine stoppage in support of higher pay by 600 workers at the Orlando power station and by the council's harsh reaction in firing the men involved

"If it had not been for resentment at the council's action, the overall strike might never have got off the ground," the Sunday Times was told

On Tuesday the council



# Sunday EXPRESS

152  
2/1/80

## WHAT ELSE WAS BROKEN THIS WEEK?

IS THERE a death wish somewhere? Don't we realise, even now, that those who sow the wind will reap the whirlwind?

Up on our death-scarred borders, where tension is permanently high, the Defence Force still tries hard to put into practice the precept that neutralises terrorism. Win the hearts and minds of the local population.

But this week in Johannesburg, the urban heart of South Africa, the precept was thrown to the winds. No one can accuse the authorities of having won any hearts and minds.

It is not that the city council should have submitted meekly to threat. Neither do we claim that there is an instant or easy solution. But that does not justify the appalling strong-arm tactics used.

This was no negotiated settlement. Peace — such as it is — was restored at the point of a gun.

Consider the dismal facts

- The labourers are poorly paid, unpleasantly housed, almost without prospect of progress or improvement
- The chairman of the Johannesburg management committee, Mr J F Oberholzer, admits there were legitimate grievances. One of them was what he calls "a defect in communications". But the city council refused to negotiate with the Black Municipality Workers' Union (BMWU) which, whatever its legal status, at least represented the workers.
- It demanded to deal with the Union of Johannesburg Municipal Workers, which is so well attuned to the interests of the workers that it has to get the approval of their employer, the city council, before it talks to the Press
- It fired the simple, unsophisticated labourers who refused its order to return to work; who probably thought they were exercising a lawful right to withhold their labour, who said that all they wanted was more money to live on.
- Hundreds of these fired workers were bundled into buses and driven to economic oblivion in the homelands. That is a Gestapo-like tactic. According to some the city council breached a verbal agreement in doing so. Mr Oberholzer denies the existence of such an agreement.
- The police, who ought to play only a neutral, peacekeeping role in industrial disputes, opted for activism
- Looking like army units, wearing camouflage uniforms in the heart of a bushless concrete jungle, they "selected" the striking labourers for deportation to the homelands. Sworn affidavits claim that many of the chosen ones did not go voluntarily. Some people, we suppose, must have made them an offer they couldn't refuse.
- When the leader of the BMWU went to the Supreme Court to try to restrain the city council and other authorities in several ways, the police swooped on him and took him away to jail. They say they may charge him with sabotage. Certainly they prevented him from having his say in court.

Oh yes, the strike has been broken. But what else has been broken in the process? Faith, mutual respect — goodwill? Whatever it is, the price is surely too high.

Johannesburg built a reservoir of bitterness for the country this week

# Stakers het byna eie saak verongeluk

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2.3.10

Rapport

152

Deur FRIK BADENHORST

**DIE groot staking van Johannesburg se swart munisipale werkers was 'n aanslag op die Regering se nuwe struktuur vir georganiseerde arbeid. So byna is die werkers se eie vakbond in die aanslag deur linkse arbeidsaktiviste gekelder — en dit weens 'n kommunikasiegaping tussen werkgewer en werknemer.**

Só sê mnr. Francois Oberholzer, voorsitter van Johannesburg se bestuurskomitee en self oud-vakbondman, met 'n tikkie selfverwyf in diestem

Die staking wat Johannesburg se strate 'n week lank met vullishope gevul het, het nooit die wye steun onder die stad se swart werkers geniet soos algemeen voorgegee is nie. Daarby het intimidasie 'n groot rol gespeel. Vir die eerste keer word nou genoem dat twee werkers in die onderlinge arbeidstryd vermoor en 'n ander sy oog verloor het.

Met die opstel van die begroting is die raad se blanke en swart vakbonde geken. Swart elektrisiens en busbestuurders is nie sonder teenstand nie op dieselfde salaris-skaal as blankes gestel. Die verhogings het op 1 Julie in werking getree.

Op dieselfde datum is 'n verhoging van 20 persent vir ander werknemers ingestel. Dit het Johannesburg se belastingbetalers 'n bykomende R16 miljoen uit die sak gejaag, sê mnr. Oberholzer.

Tog het die swart busbestuurders en die elektrisiens elk 'n dag lank gestaak, maar 'n dag daarna hul militante arbeidsleiers geïgnoreer en weer begin werk.

In die geval van die werkers in die skoonmaakafdeling is die loon op R143 per maand vasgestel, wat volgens alle inligting 'n goeie loon vir ongeskoolde arbeiders is.

Die verhogings in die maandelikse salaris het nie die volle aanpassing van 20 persent verteenwoordig nie. 'n Dertiende betaling van R143 is deel van die 20 persent en dit is waaroor talle werkers onder 'n misverstand verkeer het. Dit moes duideliker aan hulle gestel gewees het, want die misverstand is deur die staakleiers uitgebuit.

„Dinsdag het ons die werkers gevra om in hul kampe te bly sodat ons met hulle kon praat. Dit is waarom gesê is dat tussen tien en twaalfduisend werkers gestaak het. Die eintlike stakers se getalle was maar vierduisend en 'n groot deel van hulle is geïntimideer,” sê mnr. Oberholzer.

In die emosionele atmosfeer kon die jong geregistreerde vakbond die Union of Johannesburg Municipal Workers, dit nie waag om kop uit te steek nie, want die werkers kon hom miskien verwerp. Dit sou sy einde en

'n groot slag vir die nuwe arbeidsbestel vir swart werkers in Suid-Afrika beteken het, sê hy.

Namens die werkers is geen looneise aan die stadsraad gestel nie en daar was nooit segsmanne vir die stakers met wie onderhandel kon word nie.

Daarom het senior blanke amptenare van die stadsraad die werkers Woensdag in kleiner groepe toegesprek en die kwessie van die dertiende betaling aan hulle verduidelik.

Diesalaris waarop die wer-

kers aangestel is, is net 'n begin-salaris. As hulle langer as 'n jaar werk, kry hulle 'n jaarlikse verhoging en hulle het ook bevorderingsgeleentheid, sê mnr. Oberholzer.

Mnr. E. A. Cilliers, Direkteur-generaal van Mannekragbenutting, sê hy het simpatie met werkers wie se lone nie tred hou met die stygende lewensduurte en inflasiekoers nie. In suike gevalle word eise om verhogings van 10 tot 15 persent verwag.

Masjinerie is geskep vir werkers om beter lone te beding. As die werker se vakunie en die werkgewer nie ooreenkom nie, kan die vakunie 'n ondersoek deur 'n versoeningsraad aanvra. As die vakunie nog nie tevrede is nie, kan die saak na 'n arbitrasiehof verwys word.

As daar nie 'n vakbond vir 'n sekere kategorie swart werkers is nie, kan so 'n vakbond binne 'n maand geregistreer word, mits die nodige dokumente in orde is. Streekkantore van die departement sal altyd met so 'n aansoek help.

As 'n tweede vakbond vir 'n werkerskategorie gestig word, kan aansoek om registrasie binne drie maande afgehandel word, sê mnr. Cilliers.

## Vuil Goudstad se groot skoonmaak

JOHANNESBURG en sy mense het gister 'n sug van verligting geslaak toe honderde werkers van die stadsraad en lede van die publiek ywerig begin om die rommel wat vandeeweek in die middestad en elders opgehoop het, in plastieksakke en vullishouers te verwyder.

Hoewel dit nou lyk of die staking van munisipale werkers finaal beëindig is, meen mnr. John Bates, skakelbeampte van die Johannesburgse ingenieursafdeling, dat dit nog sowat tien dae sal duur voordat al die vullis verwyder is.

Die opruimingsveldtog het begin te midde van beweringe dat werkers wat Donderdag afgedank is gedwing is om na hul tuislande terug te keer. Hulle is Vrydag in busse na hul tuistes gebring terwyl die onluste-polisie 'n wakende oog oor die situasie gehou het.

Verteenwoordigers van die werkers wou Donderdagnag 'n dringende aansoek by die Hooggeregshof indien waarin gevra sou word dat die polisie en die Johannesburgse stadsraad beveel word om nie die werkers te dwing om in die busse te klim nie.

Sowat 2 500 werkers het reeds in Venda, Bophuthatswana en Transkei aangekom, is verneem.

Die aansoek van die ongeregisteerde

swart munisipale werkersunie het egter nie voor 'n regter geding nie en die partye het ooreengekom om die saak op 16 September verder te voer.

Die voorsitter van die vakbond, mnr. Joseph Mavi, 42, is Donderdagaand by die Hooggeregshof deur die polisie in hegtenis geneem. Hy word ingevolge artikel 22 van die Algemene Regswysigingswet aangehou, het kol. Hennie Muller, hoof van die Veiligheidspolisie in Johannesburg, aan RAPPORT gesê.

Hoewel hy waarskynlik binnekort in die hof sal verskyn, is 'n verhoor-datum nog nie bepaal nie.

Die redakteur van die Rand Daily Mail, mnr. Allister Sparks, is Vrydagoggend agtergeslote deure in die Johannesburgse landdroshof ondervra nadat 'n berig oor mnr. Mavi vroeër die week in die koerant verskyn het.

Intussen word verneem dat die stadsraad dit oorweeg om die werkers oortyd teen vergoeding te laat werk totdat die vullisprobleem opgeklaar is. Werkers van die stadsraad is op 'n vrywillige grondslag gewerf om met die opruimingsveldtog te help.

Lede van die publiek het gister hard gewerk om die opgehoopte vullis na verskeie punte in die stad te verwyder.



Sunday  
EXPRESS

# Business



Edited by  
**DEREK  
TAYLOR**

SA MUST CLEAN

UP ITS REFUSE

DISPOSAL SYSTEM

By MADGE SWINDELLS

**AFTER the strike of 10 000 municipal workers, South Africans may well become acutely aware of just how big is the problem of urban refuse disposal.**

Already, the country's major urban centres generate 7 600 tons of waste every day — nearly 2kg per head of their populations — and the amount is increasing by 18% every year. By the end of this century urban waste will be 38 times its present level — 288 800 tons a day.

The problem of waste disposal will have become astronomical. Even today, increasing volume is only part of the problem. As land values rocket, the cost of reasonably accessible sanitary landfill sites is soaring. With fuel prices high, long hauls to outlying areas make the problem worse.

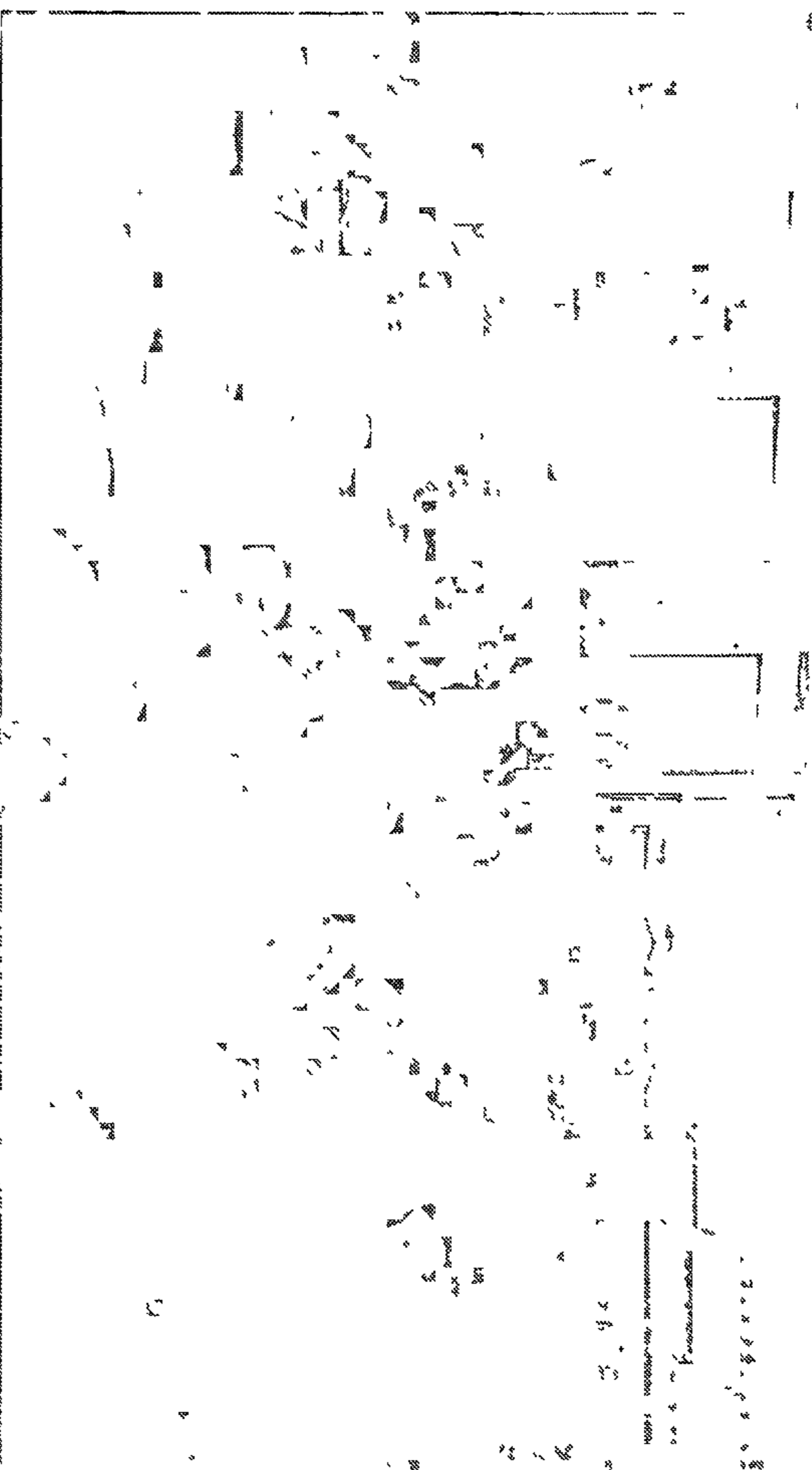
As has been shown by the strike, increasingly higher wages will have to be paid to the people who collect urban waste.

This is the first time South Africa has experienced a widespread garbage strike, although they are common in overseas centres. It is too early to predict whether future strikes will become as crippling here as they have been in European centres, but it is already easy to see why employers cannot resist pressure both from striking workers and the public, which quickly grows tired of coping with piles of smelly rubbish.

Litter is not simply an aesthetic problem — it is a major menace to health and society. It encourages the breeding of rodents and disease-carrying insects and is closely associated with the attendant social and criminal problems that such conditions bring.

At present the total yearly bill is in excess of R20-million — and it is rising fast.

South Africa has a long way to go before its municipalities become efficient in the science of litter disposal. At present more than R30-million is buried in refuse tips each year in the form of reusable glass, plastic, paper and metal.



• Striking municipal workers in Johannesburg — could the piles of rubbish become common?

# Garbage strike may not have been wasted

If householders were educated to separate recyclable waste at source, some sort of recovery system could be instigated and the cost of disposal be significantly reduced.

No local authority in South Africa has yet taken the initiative to organise a co-ordinated recycling system, such as those in Sweden, Britain and

Another potential use of solid waste which is almost unexplored in South Africa is refuse-derived fuel, although Port Elizabeth has started a small scheme.

South Africa's approach to solid waste management needs to change rapidly. Denmark already recovers more than 60% of the energy potential of solid waste, South Africa recovers

less than 1%. Perhaps the refuse workers strike will make everyone — from Government to householders — take a long, hard look at the problem.



Workers set the pace of challenge to exploitative social relations

# The times they are a'changing

152 3/8/80 SUN TRIB



**D**URING the past three months the black working class has flexed its muscle in one of the most intense, determined and protracted worker struggles in South African history. Strike action involving an estimated 50 000 workers has affected all the major industrial centres. Workers, through collective action, are setting the pace of a challenge to exploitative social relations.

This was dramatised in Johannesburg over the past week when 10 000 municipal workers struck in the biggest strike to hit a single employer in South African labour history. Workers demanded a minimum wage increase from R33 to R58 a week. They called on the council to recognise their union — the Black Municipal Workers' Union — "because it is the only

body that can speak for us." This union, led by Joseph Mavi, was started in opposition to a council-supported union, the Union of Johannesburg Municipal Workers.

The strike highlights recurring problems in industrial relations in the post-Wiehahn period. While the Wiehahn Commission recommended that the growing black independent union movement be drawn into the State's industrial relations machinery because "they can no longer be ignored", both the State and certain employers seek to maintain the status quo of weak worker organisation, and hence low wages.

They therefore support the development of weak company or "parallel" unions, coupled with repression of representative unionism.

In Johannesburg, Mavi's union claims a membership of 9 000 municipal workers and enjoyed widespread support during the strike. Yet it is the council-sponsored union

with little grassroots support that the Manpower Commission legitimated through the granting of provisional registration on July 29.

Workers claim this union is little more than an extension of the liaison committee. Officials were appointed by the Management Committee, not elected by a representative body of workers, and subscriptions were deducted without consultation. Meetings were so poorly attended that workers argued that "the organisation was completely dead."

Fosatu, the strongest federation of independent, predominantly black unions, has also had to face the issue of what they claim are management-supported "parallel" unions attempting to preempt their role. It is typical for black personnel officers to recruit for these unions, and to warn that workers will face dismissal if they refuse to fill in the forms. These unions have weak shop floor

organisation, and are dependent on the registered union for policy, office bearers, facilities and negotiations. Certain managements favour such unions believing Fosatu to be too militant.

On the one hand, employers, backed by the State, try to foster weak worker organisation. On the other they resort to repressive measures which, in the Johannesburg strike, took the form of large scale dismissals, the recruitment of scab labour from the homelands and the locking out of sections of the workforce from their living quarters.

Now the workers' leader, Joe Mavi, has been detained.

In the recent Pinetown textile workers' strike of about 7 000 workers, a similar hardline approach was adopted.

These instances illustrate that, despite the Wiehahn Commission acknowledging the existence and strength of the new independent unions, certain employers backed by the State, use various methods to attempt to weaken and exclude them.

The future shape of industrial relations in South Africa will hinge on the outcome of this struggle between weak, management-sponsored unions and representative

organisations. Since any industrial relations system is an element in wider social relations, the new form that emerges will play a major role in moulding the future society.

The outcome of the recent Volkswagen strike in Uitenhage offers a degree of hope. Management negotiated with the powerful National Union of Motor Assembly and Rubber Workers (Numerosa). After the three-week strike of more than 4 000, wage increases of up to 40 percent were won. According to Numerosa a major breakthrough was the agreement by employers "to accept the concept of a living wage rather than the subsistence wage levels usually quoted in negotiations in most industries."

The statement went on to say that poverty datum lines calculate a wage which only allows workers to exist. It is not a wage which allows the worker and his family to live as human beings. The union drew up a budget of "minimum expenses necessary for an acceptable basic living standard" which totalled R463 a month.

The spectre of unemployment is immediately held up as a counter to the

reasonable wage demand. Yet, as the statement points out, we are now in a situation of large scale unemployment, permanent inflation as well as poverty wages — a recipe for disaster.

Realising the reasonable wage demand would necessitate a reallocation of expenditure on the part of the State and management. It has been estimated that if senior South African managers took a 10 percent wage cut, that money could employ around 40 000 workers in the construction industry at R40 per week. In the process it would provide for some urgently needed accommodation.

It is wishful thinking to believe that senior managers would respond to such a challenge. It is more realistic to see that the power of collective worker action might effectively reshape the economy, so that those who produce wealth share in it. The alternative is a long dark night of anarchy and violence.

If nothing else, the Johannesburg strike should generate reflection. As real wages decline dramatically during the Eighties, conflict at the work place will intensify. So might repression, or, a more enlightened approach to labour.

SECTION B  
Overton

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Made in South Africa

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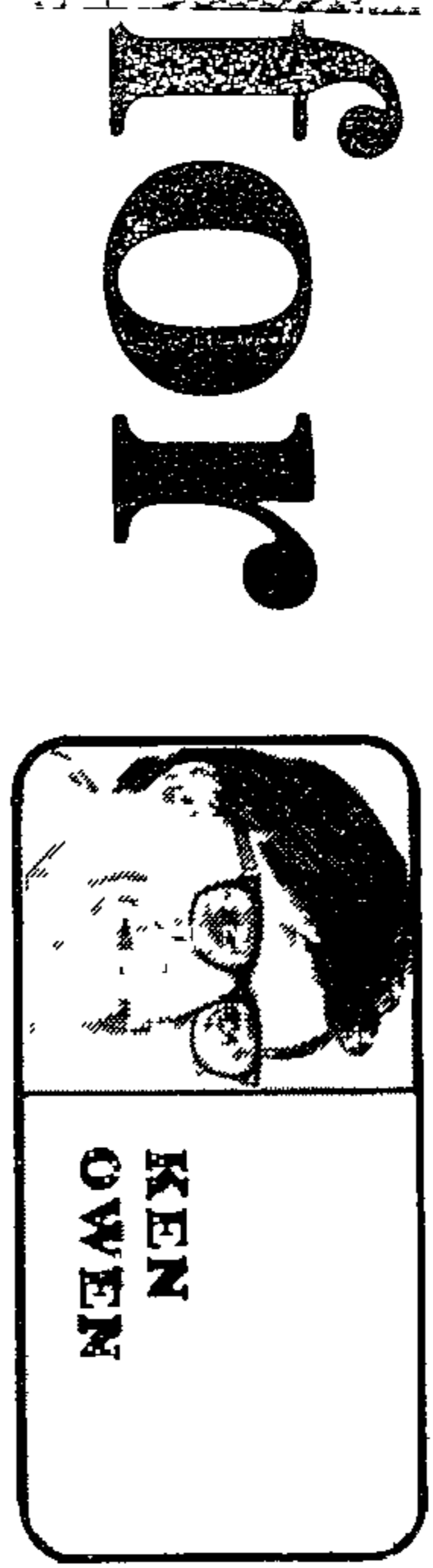
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Vervaardig in Suid-Afrika



# HOORAY

3/8/80 SUN TEM



# for strikes!

OUTH Africans are congenitally hysterical... so they hear the trumpets of doom in the news of an ordinary industrial dispute such as the Johannesburg municipal workers' strike.

In fact, this week's strike may yet turn out to have been one of the healthiest vents to befall the city in many a long year.

At last, by a process of strike and lockout, threat and counter-threat, by the lackman of letting garbage mount on pavements, and by the inundation of dismissal, the municipality and its workers are beginning to determine the economic value of the services rendered and enjoyed in the city.

How much is the work of a rubbish collector worth? In California a few years ago some sanitation workers demanded — and eventually got — \$18 000 a year. So you can understand why Americans installed garbage disposal units in their kitchens, why they carefully separate garbage which rots from trash which doesn't, and why many families build into their Sunday recreation a trip past the dump to drop off extra rubbish.

It is even easier to understand why some American communities dispense altogether with a municipal sanitation department (the equivalent of the city engineer's cleansing services in South Africa) and contract the job to private enterprise.

# The

# more the better!

The advantage of leaving it to private enterprise is that it introduces some discipline into wage bargaining. There is no limit to the willingness of governments, local or national, to spend the money of their constituents.

The only ceiling is a tax revolt (such as California's Proposition 13), which is difficult to organise — not least because those people elected to represent the taxpayer become, in the matter of taxation, their most ferocious enemies. There is hardly a public representa-

tive alive who is willing to undermine his own status by campaigning against the taxation which puts power into his hands.

Private enterprise, on the other hand, must operate economically or go out of business. The workers realise this, and they mitigate their demands accordingly — unless they can persuade a foolish government to subsidise uneconomic ventures. Subsidy, being by definition uneconomic, also leads in the end to bankruptcy; but of a nation rather than a business.

Britain is among the countries to have reached the very edge of this precipice, and it will tumble over unless Mrs Thatcher can rescue it.

There is hope for Mrs Thatcher and the British people, but it calls for a reorientation of the way people think about government (which has, across wide stretches of the Western world, become lately identified with Santa Claus). This reorientation can be startling. That is why Labour members of Parliament in Britain

squealed so loudly this week when Mrs Thatcher explained some elementary economic laws to them.

"Democracy is about people taking responsibility for their own actions," she said on television. "If they constantly take out more from their firm without putting in more in efficiency, they will price the value of their goods out of the market."

"Then they'll lose their jobs. That's the way in which they bargain."

As with Britain, so with



choose whether to operate community services, suburb by suburb, to employ major contractors by tender, or to subcontract individually to commercial rubbish removal services. (My suburb's trash could be removed by one three-ton lorry, a driver and two helpers working a four-day week.) If the municipal services wish to survive, they will have to compete for customers.

To the extent that Johannesburg pays its workers too much, or operates inefficiently, it will go out of business. To the extent that its workers demand economic wages, they will destroy their jobs. To the extent that human labour costs too much, householders will substitute trash compactors and garbage disposal units, or make their broad-beamed teenage kids do the job.

ing department, is clean, safe and pleasant — and it levies no tax on the citizens who use it.

The street outside, which falls under the care of the city engineer and under the protection of the South African Police, is a jungle — filthy, dangerous, ugly, noisy and unpleasant. And you pay the inept bureau-

Government has, across wide stretches of the Western world, become lately identified with Santa Claus

should be allowed to get on

crats who let it get that way.

indeed any man who



3/8/80

SUN T<sup>2</sup>M

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ability to learn from history  
— are not

That brings the argument back to the Johannesburg strike. What can, or should, be done about strikes in essential services such as cleansing?

Firstly, the workers should be set free. The Government — that is, the Department of Manpower Utilisation — should keep out of it and the police should stick to enforcing the common law.

Most strikes by African workers are, in terms of the

er, Mr Fanie Botha, should confine his role to that of Mrs Thatcher: tell them the brutal truth — that there is no such thing as a free lunch.

Secondly, the inhabitants of the city should be set free. There is no more reason why the municipality should remove their trash than deliver their milk. They should be permitted to opt out of the municipal service, reduce their rates accordingly and make their own arrangements, consistent only with the demands of public health.

They must be allowed to

Such suggestions are often criticised on the grounds that lots of little services are less efficient than monstrous bureaucracies, but there is ample evidence from the United States to show that smaller units work better and more cheaply. This applies not only to rubbish removal, but to fire fighting, to education and even to police protection.

Indeed, you can test the issue for yourself in Johannesburg. The Carlton Centre, which operates its own security service (or "police force") and its own cleans-

chooses to be governed by the politicians and the bureaucrats of the city council and municipality when he might be governed by Mr Nigel Mandy and the owners of the Carlton Centre is a fool — unless, of course, he is sponging off his fellows by obtaining services for which he does not pay, or obtaining pay for which he does not render service.

And the only way to correct that balance, to establish the true value of such services as the municipality tries to provide, is to bargain freely and — if necessary — to strike.



3/8/80 SUN TRIB  
**Strike closes**  
**Sunday Post**

FOR the first time since it was launched three years ago, Sunday Post would not be available to its thousands of black readers today, the editor, Percy Qoboza, said yesterday

The 53 staff members, including journalists, photographers, telex operators and librarians, are demanding an immediate across the board increase.

Mr Qoboza and the manager, John Gittins, have refused to accede to the demands.

However, it is understood that Mr Qoboza has been authorised by the holding company, the Argus Printing and Publishing Company, to make an offer to the staff, details of which will only be known after the strikers have returned to work.

The proposal has been rejected by the workers

The strike today entered its sixth day — Sapa.

# My leap for freedom

A DESPERATE leap from a bus saved Vivian Mdutshana from being driven under armed guard to Transkei, a place the Johannesburg-born-and-bred Xhosa has never seen or considered visiting.

He was ordered to leave the city within 72 hours after he went on strike with 10 000 other municipal workers. But his home is in Johannesburg, where the Urban Areas Act entitles him to permanent residence. He has a stamp in his reference book to prove it.

Now he has another stamp, on the same page, ordering him to "leave the prescribed area of Johannesburg within 72 hours."

He says many other men who found themselves on that bus on Friday morning have families waiting at home in Johannesburg. They weren't given a chance to explain before armed riot squads bundled them into two rough groups. Those who agreed to return to work and those who would be transported to the homelands because they refused.

Mr Mdutshana, 25, was one of the estimated 1 000 who refused. A plumber at the Orlando power station, he was among the group of nearly 600 workers there who began the strike that eventually threatened to bring South Africa's largest and richest city to a garbage-strewn standstill as black municipal bus-drivers, cleaners, messengers and maintenance men joined them in sympathy.

The power station workers demanded equal pay for equal work, and a minimum unskilled pay rise of R25 a week, increasing their wages from R33 to R58 a week. Their demands were refused outright.

Mr Mdutshana, who has worked for the city council for five years, said when he tried to collect his wages on Monday, a policeman guarding the gates referred him to the municipality's Selby compound.

There he waited three days outside the locked gates for his wages. When he was allowed inside on Thursday afternoon a paymaster told him there was no money left "as it had all gone towards hiring buses to take striking workers to the homelands."

"Riot police first asked the assembled workers if we wanted to go back to work or be fired. I chose to leave rather than work for R33 a week.

"There was a lot of confusion as we

were sorted into two groups by armed riot police. They herded our group into their heavy trucks and drove us to the City Deep compound where we had to spend the night sleeping on a cold cement floor. We were not fed or given blankets.

"On Friday morning we were forced on to buses and told we were going to Transkei. I jumped off the bus when it stopped at an intersection and while the police escort wasn't looking.

"Many men on that bus are not Transkei citizens, but they will be dumped there."

Mr Francois Oberholzer, chairman of the council's management committee, confirmed on Friday the municipality had provided transport to the homelands for about 1 000 strikers, but said they were all migrant workers from Transkei, Bophuthatswana and Venda, "who wanted to go home."

Officials of the unregistered Black Municipal Workers union — which claims to have a membership of about 9 000 among the workers — on Friday asked the Sunday Tribune to publish a union request to everybody who had not yet returned to work to do so immediately.

This request follows the arrest on Thursday night of the union's president, Joe Mavi, in a corridor of the Rand Supreme Court minutes before his union brought an urgent application against the Johannesburg City Council and the Minister of Police.

The union asked for a **RULE NISI** calling upon the respondents to show cause why they should not be interdicted, restrained or prevented from:

- Wrongfully and unlawfully detaining, restraining and assaulting members of the union and several other applicants

- Wrongfully and unlawfully depriving them of their possessions and personal effects contained in their lockers and in the dormitories of the hostels in which they presently reside

The council's management committee has consistently refused to deal with Mr Mavi or other BMWU officials throughout the strike.

Mr Oberholzer explained "The old liaison committee that used to speak on behalf of the black people formed the Union of Johannesburg Municipal Workers in January this year, and this is the only union the council recognises. It was given provisional registration by the Department of Manpower utilisation this week.

"We were not under any circumstance going to undermine the standing of that union or its authority by negotiating with Mr Mavi or the BMWU during what we regard as a wild-cat strike. We don't recognise them as representing the workers. We don't even know what their constitution justifies stipulates."

But BMWU officials ask how the council's union could be registered when, they claim, it has no offices, receipt books or record cards.

"When the BMWU called a meeting on June 23, we had to pay for the hall ourselves. Yet the support we got from the workers was overwhelming, and the council was really shocked.

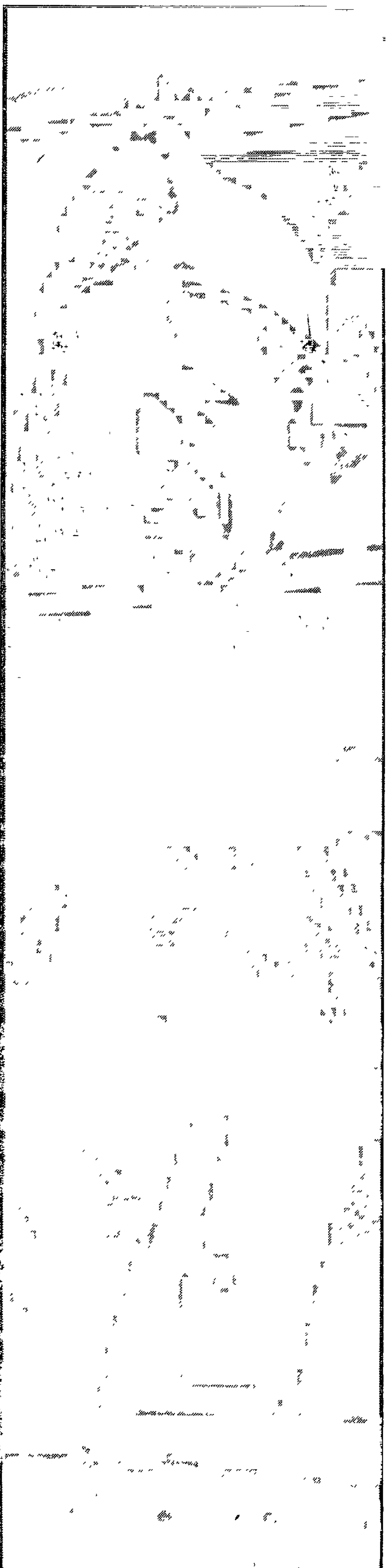
"To be registered we must have been operating for at least three months. When the strike started we had only been operating just over a month. How could we ask angry workers to wait another two months until we'd been registered?"

"The council will not negotiate with us because we are effective and have the majority of workers behind us. They are afraid of us."

One worker remarked, "I wish tomorrow morning I could wake up and find myself white. I am no longer proud of being black."

An old man rebuked him, saying, "You are God's creation."

But another replied, "God has forsaken you. He has forsaken all blacks in South Africa."



**A WORKER caged in a bus that will take him to a homeland!**



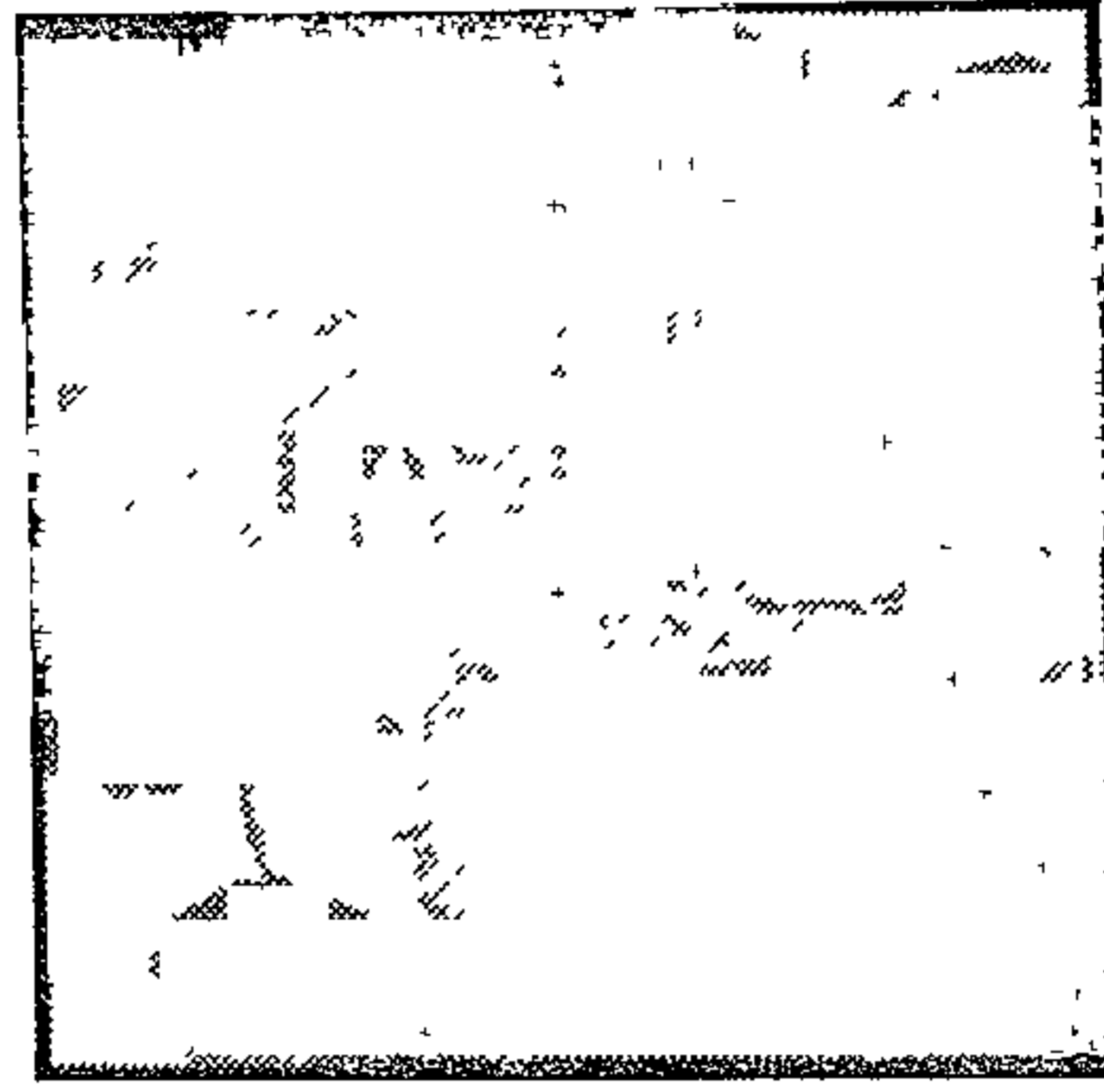
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3/8/80



VIVIAN  
Mdutshana  
holds the  
reference  
book which  
has two  
stamps that  
contradict  
each other

**DIAM**



FIRE workers outside the Selby compound hold what they say is the only money they have left.

Post may  
 be back  
 tomorrow  
 -editor

Post newspaper may be back on the streets tomorrow after a week-long strike by editorial staff, the editor Mr Percy Qoboza said today, having returned to his newspaper offices to negotiate with staff.

Mr Qoboza said management and the Post's editorial chapel under Mr Philip Mthimkulu, were to meet for the first time today to negotiate pay grievances. A wage offer by management had now been made.

A total of 53 reporters, sub-editors and telex operators, among others, went on strike early last week, demanding that wage payments be restructured. The strikers refused to consult with management before a pay increase was implemented across the board immediately and at a minimum percentage.

Mr Qoboza, who would not discuss his reasons for walking out of a meeting with the newspaper's management last week, said the offers made to Post staff did not meet ultimate demands.



152  
Stow  
9/2/52

## Bacon strike fizzles out

Own Correspondent

MARITZBURG — Nearly all the 500 black employees of the Eskort bacon factory at Estcourt who struck on Friday demanding higher wages returned to work today.

All the workers were discharged on Friday and told they would be re-employed today if they came to work. A factory spokesman said that nearly all of them had been taken back.

He blamed the strike on a few agitators. The black staff had received increases in January and July and would receive another in November.

The week-old boycott of the bus service between Wembesi township and Estcourt continues. Hundreds promised to walk more than 20 km to and from work daily until the 25c single fare is restored and the 7c increase withdrawn.



Room 152 at City Deep — the excrement-littered room where 60 of the dismissed municipal workers spent their last hours before being driven to the homelands.

## Strikers were moved to contain resistance

157 208 208 for 1/8/50

By Drew Forrest  
and Lynda Loxton

Dismissed Johannesburg municipal workers were moved under cover of darkness to the disused City Deep compound east of the city last Thursday so that "possible resistance could be more easily contained," the Black Municipality Workers' Union (BMWU) claimed today.

There has also been speculation in legal circles that the workers were moved to "neutral territory" to circumvent the possibility of a restraining order prohibiting eviction.

The workers were legal tenants in the municipal compounds where they were housed, and as such were protected from summary eviction, lawyers say.

The City Council has claimed that all the workers were taken to the City Deep mining compound because it wanted to keep all the workers including

some "agitators and intimidators" in one place overnight.

It also claimed that "everything possible" was done to make the strikers comfortable in the compound.

Council officials and police spokesmen said there was no overcrowding and workers were given both adequate food and freedom of movement.

Above all, they said, no force was used to confine the workers — they had chosen to go home, and the police escorting them were providing no more than routine security.

A visit by Star reporters to the compound on Saturday gave a rather different impression.

Twenty-two dormitories had been used to house the workers, at an average of 60 to a room. Half the dormitories were little more than five metres square.

Most contained concrete "bread-oven" style bunks while

eight had no sleeping facilities whatsoever.

A worker who escaped deportation conducted us to room 152, where he and sixty other migrants spent Thursday night.

The room was originally provided with concrete bunks for 12 people. According to the worker, repeated pleas to unlock the door were ignored by police.

Traffic-police had brought food in wheelbarrows at 3.30 am, said the worker.

The food was then tossed into room 152, so that a confused free-for-all ensued. "If you catch it, it's yours," the worker commented. "I never saw the beef."

His total rations for the day, he claims, was a quarter-loaf of brown bread.

On Friday morning at 8.30 am, the doors were opened, and workers began to board the buses bound for the homelands.

The worker said the police "were in a great hurry," and were driving the men with batons and the butts and barrels of rifles.

The chairman of the City Council's management committee today hit out at "elements who are continually trying to discredit the council."

Reacting to reports of conditions at the City Deep compound, Mr J F Oberholzer MPC, said everything possible had been done to make the workers comfortable.

"We brought in water tanks, mobile latrines and sent in cleaners to clean it up as best they could. The workers were also given a loaf of bread, two tins of bully beef and a litre of milk each."

Mr Oberholzer said it was ridiculous that the "liberal left wing" kept on criticising the Council for its action to prevent the situation from escalating and resulting in a "bloodbath."



# Pay offer today for Secunda strikers

Own Correspondent

SECUNDA. — Officials from CMGM, a civil construction concern, will today make a pay offer to 750 of their workers who are on strike near the Sasol 2 and 3 sites in the Eastern Transvaal.

Initial unrest began at the workers' quarters, Driefontein, on Sunday night.

Four black security guards were attacked and stoned by the construction workers. One guard was injured but was discharged from hospital after treatment.

It was the second spate of labour unrest in Secunda in three weeks.

Police were called in at 9.30 pm on Sunday night to control the situation. They dispersed the CMGM workers with tear smoke. Two men were arrested at the Driefontein quarters in connection with alleged charges of assault and provocation.

A CMGM spokesman said it appeared that the looting and the strike were separate incidents, and it was a pure coincidence that they had occurred consecutively.

The 750 workers had not returned to work since the programme of 10th October with a demand for salary increases. Mr. Busch Schultz, personnel director for CMGM, said last night.

He said CMGM, a company contracted by Sasol for maintenance work and construction at the local effluent treatment plant, would make an offer to the strikers at 2 pm today.

Company officials, mediated with the workers by a union committee, and will announce their offer tomorrow.

A Sasol spokesman said the strike had not affected production at Sasol 2.

This is an internal matter for CMGM and at this stage it has nothing to do with us, he said.

CMGM is doing construction work on part of the plant that will serve Sasol 3. The running operation serving Sasol 2 is not affected.

By late yesterday the situation at Driefontein was quiet.

# Striking black writers give Press ultimatum

248 152 (14/5) RDM 4/8/88

**Staff Reporter**  
THE strike-hit newspapers, Post and Sunday Post, have been given until Wednesday to meet their workers' demands.

This ultimatum was given to the papers' management by the Writers' Association of South Africa (Wasa) yesterday. The strike enters its seventh day today.

At a meeting of Wasa's Southern Transvaal region yesterday, members were told of a warning by the Argus Company, owners of Post and Sunday Post, that the newspapers might be closed down if the

striking workers did not return to work by tomorrow.

The Wasa resolution, to be sent to the managements of the Argus and South African Associated Newspapers (SAAN) groups, said:

"We call on the management of the Post and the Argus Company to urgently meet representatives of the workers at Post and Sunday Post to resolve the workers' demands and grievances by Wednesday.

"We take a serious view of the management's failure to resolve the issue as well of the indirect threat to close down Post.

"We give notice that if the managements continue to ignore the workers' legitimate grievances, we will be forced to take collective action.

"Taking note that SAAN and Argus are inter-linked, we as black workers employed by these groups believe that the grievances at Post and Sunday Post are not confined to these newspapers, but are also indicative of the problems faced by black workers on all newspapers."

The strike began on Tuesday after staff complained of disparity in salaries, and other grievances.



# New wage 4/8/80 ARGUS offer made to Post <sup>WASA</sup> <sup>152</sup>

Argus Correspondent

JOHANNESBURG. — The Editor of the newspaper Post, Mr Percy Qoboza, has returned to negotiate with striking editorial staff, and a new wage offer has been made by management.

Members of the black journalist body, the Writers' Association of South Africa (Wasa-Transvaal) have warned that if grievances are not resolved by mid-week, 'collective action' will be taken.

## GRIEVANCES

In an official statement, Wasa reporters said they felt the grievances of reporters at Post and Sunday Post were not confined to these newspapers alone, but were indicative of problems faced by black workers on all newspapers.

Both Post (Transvaal) and Sunday Post did not appear on the streets last week for the first time since they were established in 1977 to fill the

gap which was left after the black newspaper The World was banned.

A total of 53 staff members are on strike for the seventh consecutive day today — and management and editorial staff have still not sat down to negotiate. Argus management refused to comment on Wasa demands.

Mr P W Orban, assistant manager of Post, who with manager Mr John Gittins and editor Mr Qoboza are negotiating with strikers, said an undisclosed offer had been made to Post and Sunday Post staff.

## HOPEFUL

He was hopeful staff representatives and management would meet today in a first step to break the strike, but no official meeting was planned, Mr Orban said.

Reporters, sub-editors and telex operators, among others, went on strike early last week because of pay grievances. They refused to consult the management before a minimum pay increase was implemented across the board immediately.

Mr Orban said today Post reporters' pay demands were not unrealistic.

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# Magistrates' code of conduct 'symptomatic'

Own Correspondent

JOHANNESBURG — The code of conduct issued by the Department of Justice asking magistrates not to criticize government departments was symptomatic of serious inroads made by the legislature on the rule of law

This was said last night by Mr Hassim Seedat, chairman of the Democratic Lawyers' Association

He was commenting on the code which has evoked strong reaction from legal experts and politicians who have called for magistrates to be removed

from the civil service in the interests of an independent judiciary

If there is one attribute in the administration of justice that should be inviolate, it must be the impartiality of the bench," Mr Seedat said

Mr Seedat said that blacks saw the courts as "symbols of oppression" because of the multiplicity of racial laws controlling their movement, residence and employment, and the 'clogging of courts with so-called pass offenses'

"This will seem even more so to blacks when magistrates are silent on the conduct of the police who made the arrests in the first place" Mr Seedat said

Mr Douglas Shaw, who first broke the news of the apparently secret code of conduct for magistrates at a conference in Cape Town last month, said he found it 'alarming' that the Department of Justice saw nothing wrong in issuing guidelines to allegedly independent judicial officers

Commenting on a statement from a spokesman for the Department of Justice that the code contained guidelines to which magistrates were not bound, Mr Shaw said 'I would have thought that if you issue even guidelines, they are expected to be adhered to, whatever you may call them'

Professor John Dugard, head of the Department of Law at the University of the Witwatersrand, said magistrates occupied an ambiguous position, as civil servants on the one hand and apparently independent judicial officers on the other

The code emphasizes that magistrates are civil servants, and this will inevitably undermine their claim to independence in matters involving the individual and the state," Professor Dugard said

As most matters heard by magistrates were criminal law matters in which the police and other government departments were involved, the public would justifiably lose much of its confidence in magistrates as

impartial administrators of justice. Professor Dugard said

Professor S A Strauss, head of the Department of Law at Unisa, said yesterday that the code was not as "horrifying as it first appeared"

"The suggestions contained in the code are perfectly acceptable. They do not restrict the functions of a magistrate in carrying out his sacred oath of office," Professor Strauss said

A leading Johannesburg advocate said yesterday that members of the legal profession had suspected for a long time that magistrates were subject to some sort of code of conduct

"But what really calls for comment is that the magistrates are apparently prepared to tolerate the issue of guidelines on what they should or should not say in their judgments," he said

The advocate said he felt that this undermined the distinction between a truly independent judiciary as exemplified by the Supreme Court, and a judicial branch which was part of the civil service

"It also shows the importance of maintaining the independence of the Supreme Court and of ensuring that it is not watered down by the appointment of civil servants to the Supreme Court bench," he said

A Johannesburg legal expert said yesterday that the guidelines for magistrates "aggravated the situation", in which magistrates were criticised for not being as independent as they should be

Anything which savours of instructions to a judicial officer, whatever the intention creates the unfortunate impression that magistrates are not as independent as they actually are

"Magistrates sitting as judicial officers should be subject to nothing, no guidelines, no instructions, no suggestions," he said

The Minister of Justice Mr A Schibusch, refused to comment, saying he had just returned from abroad

## Magisterial code issued in 1953

Own Correspondent

JOHANNESBURG — The magisterial code of conduct which has led to a storm of protest from members of the legal profession and politicians, was first issued to magistrates in 1953

A controversial section, suggesting that magistrates refrain from criticising the police in their judgements, was taken out in 1968. The Department of Justice in Pretoria yesterday issued a copy of selected paragraphs from the code, in Afrikaans

The following paragraph is the old guideline on the police "As circumstances arise which force magistrates in the execution of their judicial functions, to deliver detrimental comment on the behaviour of a member of the police force, the department requests that magistrates keep in mind that while the department in no way desires to set limits on the practice of judicial discretion of a magistrate, the department feels that any commentary which magistrates would like to make, would be more effectively made through the medium of an official memorandum to the district commandant rather than by derogatory or destructive criticism in open court

"The trust of the public in the police force could possibly be weakened if criticism of a general nature is made from the bench"

This paragraph was taken out, and the following briefs inserted under the heading, "Comments from the Bench":

- "Fair and reasonable criticism. In principle, there is no objection to fair and reasonable criticism delivered in open court.

- On fitting occasions, it will undoubtedly contribute to placing the execution of the law above suspicion, to bring it clearly home to the public that law courts do not associate themselves with malpractice. However, criticism must be done in such a manner that there is no damage to the court or the magistrates office.

- "Criticism not based on facts before the court. The department requires that magistrates refrain from criticising on the basis of facts not before the court. The department is of the opinion that it is not only unwise, and unsuitable for instance, to criticise a witness on the basis of facts which are not relevant to the case under scrutiny, but it might also, where officials of other departments are involved, strain relations between these and other departments. Where criticism is justified in the last instance, it would be more fitting to deliver it by official memorandum, to bring it to the attention of the relevant department.

- "The tendency to generalise. Magistrates must be wary of the tendency to generalise whereby no good can be achieved, only embarrassment to the minister and the department concerned."

Two paragraphs in the code which have evoked strong censure from members of the legal profession suggest that the police be received by magistrates in a spirit of close co-operation, and that magistrates should provide the police with a court interpreter if there is no police interpreter available



SM 4/1/50  
700 Sasol  
strikers (9/11)  
to decide (52)  
on offer (2/11)

The 700 striking CMGM Construction workers at the Sasol plant in Secunda are to decide today whether to accept an offer from the company's top management. The company's managing director, Mr Peter Clogg, flew to Secunda in his private aircraft this morning to negotiate personally with representatives of the striking workers.

The unrest at the plant began on Sunday night when a crowd of workers attacked four security guards in their living quarters at Driefontein.

One of the guards was slightly injured, and police later had to disperse the crowd with teargas.

#### DEMANDS

Yesterday morning, more than 700 CMGM Construction workers at Driefontein refused to report for work, and demanded higher wages, the company's personnel director, Mr Russel Schultz, said in a statement.

Mr Schultz said representatives of the company negotiated with the workers yesterday, and agreed to present an offer to them today.

Mr Schultz remained at the plant overnight to keep a watch on the situation, but this morning all was reported to be calm.

Mr Clogg said the management of the company was examining the workers wage structure, and had asked the men to nominate representatives to negotiate for them.



# Strikes and the system... and a plea from a man who's been through it all



WHATEVER else can be said about the current strike of municipal workers in Johannesburg and similar events which occurred during the recent state of labour unrest in various parts of the country, a common factor emerged.

In all these cases, the relevant parties apparently all chose to bypass the official machinery for the prevention or resolution of industrial disputes. This raises the question whether the existing machinery is still adequate to serve this purpose.

It is not the intention to discuss the grievances raised by the employees in these strikes. These are probably best known to the relevant parties.

In any event, the merits or demerits of the grievances do not necessarily appear to have any bearing on the methods adopted to resolve them.

Is the existing official machinery for the resolution of grievances still adequate? Apparently not.

However, I believe that the Industrial Council system has contributed significantly to the

relative industrial peace experienced in South Africa over the past number of decades and I believe it can still serve this purpose, albeit with some modifications to take account of the more volatile nature which typified the recent strikes.

Everything points to the fact that we have a rapidly emerging black labour force which increasingly perceives social and economic imperfections in the present labour system and is intent on immediate or at least rapid change towards a more equal dispensation.

At the same time, the Government is viewed in many quarters as having dragged its feet for too long in creating opportunities for meaningful participation by blacks in the process of negotiation.

Committee systems were duly created when black workers were apparently ready, at least in their own view, for a fully fledged trade union movement.

Finally, when the Government conceded the concept of black unions, the issue was

## Take Off the brakes!

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1732  
5/8/80

# the brakes!

blurred with questions of eligibility for membership — numbers and migrants, provincial registration, control of black unions, and the creation of a black middle-class.

The latter particularly caused apprehension as blacks suspected it to be an effort towards divide-and-rule of the black worker. And in this process of deciding on an appropriate course of action, which often appeared to border on vacillation, the expectations of a significant body of black labour were being met through the recognition of their informal organisations by certain employers for purposes of negotiation.

In other words, the Government's actions were overtaken by events.

Implicit in this statement is the firm belief that there is no sinister plot or unholy alliance among black workers to wreck the economy of which they are an integral part.

This does not render the present system ineffective or obsolete, it simply seems to suggest that with the rapid tide of ris-

ing expectations, the tried and proven Industrial Council system needs to be carefully examined with a view to creating, at least for a period of time, a set of circumstances under which urgent and quick results could be achieved in response to worker actions and demands.

Obviously this notion runs counter to the spirit of "cooling off" embodied in the Industrial Conciliation Act.

However, it seems important that having agreed at practically all levels of our society that statutory racial discrimination must be eliminated and that

Industrial discrimination is not defensible, there appears to be little point in unnecessarily prolonging the creation of a more just society through the application of a system which basically has brakes built into it.

To my mind, it is quite feasible to create within the framework of existing legislation, a system which is more responsive — in terms of time at least — to demands and grievances of black workers.

Simply to ensure black labour for being irresponsible and not adhering to the de-

**FRED FERREIRA, industrial relations director of the Ford Motor Company, which was hit recently by a long and bitter strike, looks at South Africa's labour unrest — and where the present system falls short**

Importantly have not had the opportunity — and now perhaps no longer the inclination — to operate under that system, we need to create an environment for negotiation and rapid resolution of grievances which will protect their rights and also those of the employer.

This could possibly be achieved by trying to bypass the system for the time being, at least on bread and butter issues, i.e. negotiating directly at plant level on these issues, but at the same time making it possible for such employees to be rapidly drawn into the Industrial Council system for negotiations on other issues relating to the employer/employee relationship.

This does not necessarily imply the wholesale unmonition of blacks.

In fact, I do not share the view that a black trade union per se, registered or otherwise, is necessarily the answer to all South Africa's black labour problems.

I do believe, however, that where employees wish to form a union, they should be permitted to do so, no obstacles

should be put in their way and that body should be recognised by employers and the authorities even if it is not representative, but at least until a more representative body emerges.

Fundamentally, the problem that employers face is that of finding a spokesman or group of spokesmen to accurately reflect the viewpoint of the body of workers when a dispute arises. For meaningful negotiation to take place, that body could be a trade union, a committee established in terms of the Act, or simply an ad hoc committee, but a primary objective should be the resolution of the particular issue.

A pre-requisite appears to be the protection by law of those individuals who are prepared to face the employer and to remove any fears of victimisation.

In the longer run, it would be naive to think that this kind of procedure will not result in significant deviations from the present system embodied in the Industrial Conciliation Act.

However, that possibility need not strike fear into the

hearts of employees or Government. Fundamentally, the Industrial Conciliation Act was originally based on a British concept amended to suit South African requirements.

There is no reason why the process of adapting to local needs cannot be continued to the extent that the changes which reflect a broader South African viewpoint, i.e. one which also accommodates the thinking and procedure peculiar to blacks, be enshrined in a finally amended Industrial Conciliation Act and Industrial Council procedure.

One way to achieve that end would be for the legislature to create more of a broad framework for the development of a system which would be truly reflective of our multicultural society and its divergent cultures.

Finally, there is no longer any point in debating the chicken and the egg theory, i.e. whether in the process of change, social reform follows or precedes the law.

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

UNIVERSITY OF CAPE TOWN EXAMINATION ANSWER BOOK







## Workers go on strike at Sasol plant

SECUNDA—More than 700 workers from the construction company CMGM went on strike yesterday for higher wages at the Sasol plant here

The company has a number of contracts at Sasol and 3

The managing director of CMGM, Mr Peter Clogg, said yesterday that discussions on the wage dispute would be held today. The situation was quiet later yesterday with the workers staying at their hostels

'We are not sure at this stage, but about 700 did not turn up for work and, going by past experience, I expect this to be sorted out immediately,' Mr Clogg said

Meanwhile, there is no clarity whether the attack on

four guards in the living quarters at Driefontein, Secunda, by CMGM construction workers on Sunday night had anything to do with the wage strike

'One cannot be sure at this stage,' Mr Clogg said

Police had to be called in at 8.30 to bring the situation under control. They used tear-smoke to disperse a large group of CMGM workers who attacked the security guards

Two construction workers were arrested and are to be charged with assault and intimidation

One of the security guards was injured but has already been discharged from hospital — (Sapa)



*\$1860*  
**New pay offer to Post strikers**  
*Slaw*  
*(152)*  
*(2443)*

The Argus Company management has made an improved pay offer in an attempt to settle the week-old strike by Post journalists

Mr Hal Miller, managing director of the Argus Co, said a meeting was held today between himself, Editor Mr Percy Qoboza, manager Mr John Gittins and members of the Editorial Chapel. This was a prelude to formulating a full agreement between the journalists and management.

An appeal was made to all staff to return to work today to help prepare Post for tomorrow's edition

Details of the pay offer are as follows:

- First-year journalists and photographers will be offered R320 a month, rising to R450 after three years and R600 after five years.
- Drivers are being offered R63,75 in their first year, rising to R83 after five years.
- Typists/telex operators will be graded according to their word proficiency. Operators capable of 25 wpm will receive R250 a month going up to R425 for operators with 45 wpm.
- Shorthand typists with 60 wpm will earn R350 a month rising to R475 a month for those with 90 wpm speeds.
- First-year library assistants will be offered R225 a month going up to R350 after five years' service.
- Grades for cleaners range from R50 to R80 a week

# Fosatu: Crisis in SA labour

Own Correspondent

JOHANNESBURG — The Federation of South African Trade Unions (Fosatu) last night condemned the handling of the Johannesburg municipality strike, saying it pointed to a clear crisis in labour policy in South Africa

Fosatu said that the Johannesburg City Council and the government should note the mood of the workers today. Low wages and bad working conditions, coupled with the high rate of inflation, were giving rise to demands that were legitimate and serious.

"They should be considered so by all employers, and employers should move speedily to recognize unions which represent their members and which can define and negotiate these demands.

"Unless this is done, management and the state open the way to organizations which are not representative of workers and which do not have the interests of workers at heart.

"By opposing representative unions with stooge ones, by bottling up grievances through the use of force and the migrant labour system, and by refusing to allow unions proper report back and consultative facilities in times of crisis, management is burying the chances of open and constructive negotiation."

Fosatu said legitimate worker grievances over starvation wages, poor working and living conditions and the lack of genuine democratic representation were being met with strong-arm tactics and a refusal to meet and discuss worker demands.

"The use of state institutions by both central and local government to suppress the strike reveal an alarmingly sinister potential in the Wiehahn labour dispensation.

## 'Representation' is key demand

"Representation and not registration has always been the key demand of the independent trade union movement in South Africa.

"The provisional registration of a stooge union set up within the council underlines the importance of this demand.

"By agreeing to negotiate with a union no one has heard of, merely because it has been granted a form of government acknowledgement, the council not only destroys its own credibility but also exposes the entire Wiehahn initiative.

"The timing of the registration and the swiftness with which the council attempted to use it against the union with majority worker support must be condemned outright.

"Registration becomes a tool to be cynically wielded whenever a management wishes to avoid talking to a representative trade union."



5/8/80 ARGUS

# Strikers consider offer

Argus Correspondent

JOHANNESBURG. — The 700 striking construction workers at the Sasol plant in Secunda met today to decide whether to accept an offer from their company's top management

Mr Peter Clogg, managing director of CMGM, flew to Secunda in his private aircraft to nego-

152 216/100

tiate with representatives of the striking workers.

The unrest at the plant began on Sunday when a crowd of workers attacked four security guards in their living quarters at Driefontein

## DEMAND

Police dispersed the crowd with tear gas

Yesterday, more than 700 CMGM workers at Driefontein refused to re-

port for work and demanded higher wages, the company's personnel director, Mr Russel Schultz, said.

Representatives of the company negotiated with the workers yesterday and had agreed to present an offer to them today.

Mr Clogg said he hoped the problem would be 'sorted out immediately'.

5.9.50  
C.1. WASA talks continue (152) (113)

JOHANNESBURG — Talks between workers' representatives and the management and editor of Post and Sunday Post continued yesterday

The strike by journalists on the newspapers entered its seventh day yesterday

By last night there was no indication of what transpired in

the talks between the Writers' Association of South Africa, which represents most black journalists, and their editor, Mr Percy Qoboza; and the Argus Company, owners of the newspaper

On Sunday WASA set a deadline of tomorrow for the newspapers' management to meet worker demands





Nov 6/82  
Most Sasol  
strikers (154)  
accept offer

The 750 striking CMGM Construction workers at the Sasol plant in Secunda returned to work today, with only about 70 of them refusing a pay increase offered by the company

The managing director of CMGM, Mr Peter Clogg, said today the workers were given the choice of accepting a R6,60 a week increase, or being taken home.

Mr Clogg said, although the increase applied only to CMGM's workers in Secunda, the company's management was reviewing the wage structures for all its-trained labour

The strike began on Monday when the 750 CMGM workers at the Sasol site demanded higher wages.



# Strikers accept Post pay offer

Stav 6/8/80

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2-3

Editorial staff of Post (Transvaal) and Sunday Post returned to work today after an eight-day strike to put their newspaper on sale again tomorrow

In what was described by Post journalists as "a victory for newspaper workers" management offered Post and Sunday Post staff increases of up to 28 percent in a bid to end the strike.

"We are glad to be back at work," Post's chapel father, Mr Philip Mthunkulu, said

Yesterday offers made by the management — Mr Hal Miller, managing

director of Argus Printing and Publishing Company, Mr John Gittins, manager of Post, and editor Mr Percy Qoboza — were accepted

First-year journalists were offered R320 a month. Beginner reporters were previously earning R250 a month.

Post management and staff have agreed on the following salary scales

● Beginner journalists R320 a month, journalists with three years' experience, R450 a month, journalists with five years' experience R600 a month

● Drivers are to receive R63,75 a week in

their first year, rising to R83 after five years.

● Typists/telex operators will be graded according to their word speed proficiency. Operators capable of 25 words a minute will receive R250 a month, rising to R425 a month for operators with 45 wpm proficiency

● Shorthand typists with 60 wpm will earn R350 a month and those with 90 wpm R475 a month

● First-year library assistants will receive R225 a month rising to R350 after five years' service

# The Star

## Is Johannesburg a lawbreaker?

SAW  
6/8/80  
15/80

**N**OMINALLY South Africa enjoys the normal rights of a Western democracy, including freedom of assembly. Except . . . one of the exceptions is that open-air political meetings have remained banned since August 1976. A further exception is that even indoor meetings of more than 10 people were banned during June this year. At the end of June that ban was extended for two more months, and to many more areas. The Minister of Justice, Mr Schlebusch, said the intention was to give the country an opportunity to "return to normality."

The ban is of course a substantial infringement of the rights of all citizens to gather, to protest or even to discuss together the affairs of the day. There was some doubt whether a recent meeting of the Johannesburg City Council was legal. And what about other public or semi-public bodies, local discussion groups, or service clubs which routinely stage speeches or discussions that may be of a political nature?

The Minister's proclamation in terms of Section 2(3) of the Riotous Assemblies Act is very sweeping and quite specific. In the interests of public peace, it forbids "any gathering of a political nature at which any form

of state, or any principle or policy or action of a government of a state, or of a political party or political group, is propagated, defended, attacked, criticised or discussed. . . ."

Thus it is that the Progressive Federal Party, preparing for an important by-election and wishing to get on with routine political homework, has to seek official permission for each meeting. Now the party has asked the Minister to lift the ban.

It is a curious way of returning to normality. More importantly in today's climate of labour unrest, the prohibition also affects the work of trade unions. In the nature of their function, they communicate with members at mass meetings at which politics and policies are discussed. There is no other way for them to operate, yet they are badly hit. Some officials are convinced that the recent Volkswagen strike in Uitenhage was prompted by the banning of a crucial report-back meeting of workers.

Last week the Johannesburg City Council was seeking to settle a big strike. It did so at first by holding mass meetings in municipal compounds to put its case to the workers. We wonder: did it seek the requisite permission, or are meetings in support of the status quo somehow immune?



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1976

# 8-day strike

at 'Post'  
is over

By AMEEN AKHALWAYA

THE eight-day strike by workers at Post and Sunday Post over pay and other grievances is over

Management and workers concluded an agreement late yesterday, bringing to an end the strike which halted publication of the newspapers since last Friday

Settlement was reached a day before the deadline set by the Southern Transvaal region of the Writers' Association of South Africa (Wasa), which had warned of "collective action" should the workers' demands not be met by today

A spokesman for the Wasa chapel said "We deem the agreement reached as a victory for workers in the newspaper industry"

The agreement covers improved pay offers to a wide range of employees — editorial staff, drivers, telephone and telex operators, shorthand typists, library assistants, cleaners and messengers

152-220

# Strike ends, and 70 axed

6/8/30

**By CHRIS MARAIS**  
 MORE than 70 striking CMGM workers were dismissed and sent home from Secunda last night after the company had granted their 750-strong Sasol workforce an across-the-board increase of R4 20 a week.

The sacked workers — who were transported to their homes in KwaZulu in company buses — had earlier refused to accept the 12c-an-hour increase granted to all black CMGM workers at Secunda.

CMGM contract operations at Sasol virtually ground to a halt on Monday and yesterday morning before the pay wrangle was sorted out.

During the strike workers remained in their quarters at Driefontein from the massive Sasol complex.

In an apparently unrelated incident on Sunday night, four black security guards were stoned and assaulted at Driefontein.

Early yesterday, a few black CMGM workers were on site

They said they would not return to their quarters for fear of victimisation by the strikers.

At 10am a Rand Daily Mail team interviewed some of the workers at Driefontein. They said they were striking peacefully for a pay increase.

Some said they were asking for an 80c an-hour increase, but it could not be confirmed that this was the general demand.

CMGM's managing director, Mr Peter Clogg, flew to Secunda yesterday to lead the negotiations.

At 11am a motorcade of CMGM management officials including Mr Clogg arrived at the compound.

Workers gathered at the gates to their living quarters where they were addressed by the Rand Daily Mail team. They were told to leave the compound area by 1pm. More than 70 workers had packed their belongings and were preparing to leave for home, having refused management's offer.

By 1.30pm the rest of the workers were back on site.



CMGM workers and management talk through a fence at the strikers' quarters near the Sasol complex yesterday. Seventy workers were dismissed.



# Star's editor subpoenaed over Mavi strike story

*Star 6/1/80*  
*(2/15) (152)*

The Editor of The Star, Mr Harvey Tyson, is appearing before a Johannesburg magistrate today in terms of the Criminal Procedure Act regarding an article published in the newspaper about the Johannesburg municipal workers' strike

His appearance concerns an article under the heading "Workers' union wants recognition" which appeared in The Star on July 28

The article concerned an interview with Mr Joseph Mavi who led the strike of city council workers

The State believes that Mr Tyson could possibly give material evidence concerning certain sections of the Sabotage Act

## COMMUNICATION

In a statement issued before his appearance, Mr Tyson said: "I have insisted on being subpoenaed to come to court today, not because I wish to obstruct the course of justice — indeed the very opposite — but for two reasons. It is vital for all South Africans that we keep the means of communication open, and therefore it is vital to protect reporters from becoming State witnesses in political cases. I have elected to appear in court in the hope that it will not be necessary for the State to call our reporters to testify

"It is also necessary to protest at this practice

which has serious implications for the public

"The Star's reporters have already printed and made public everything of consequence they know on the subject of the Johannesburg municipal strikes and the public statements of Mr Joseph Mavi, president of the Black Municipal Workers' Union," he said.

"Now my staff face the possibility of being called by the State to give information against the public spokesmen whom they openly interviewed and quoted

"This places every journalist and every newspaper in an extremely difficult position, and one which I believe should — in the interests of public information, in the interests of the State, as well as in the interests of freedom of expression — be avoided wherever possible

## JEOPARDY

"Our reporters have nothing to hide. But if they are used by the State to give information against normal, working contacts, then it will merely ensure that information vital to the public will not be made known in future. It will also jeopardise the jobs of those reporters

"It seems to me quite simple to provide any relevant information for the courts without dragging the working Press into each case," Mr Tyson said

GENERAL NEWS

Stow 6/8/60 (52)

# Willing workers fired—councillor

About 40 skilled artisans who refused to join last week's municipal strike have been dismissed, a city councillor claimed today.

"Officials have told me that the council would rather sack 10 men who did not want to strike than re-employ one man who did," Mrs Janet Levine said today.

She said she had been approached by some artisans who worked at the City Engineer's depot in Kiptown and who had

lived at Nancefield compound. They had refused to strike and had slept at their places of work because of fear of intimidation.

"One man, a highly skilled artisan, had 22 years' service and rather than strike slept on the job in Lenasia," she said. Some workers at the Kiptown depot did go on

strike and on Thursday "the word went round that everything was being sorted out, at Selby compound. The artisans went along with the strikers to see what was happening," she said.

When they got to Selby, the artisans were dismissed. Several other cases have been reported of workers not being re-engaged

when they returned to work, despite promises by the council that only those who did not want to work would be sent home.

Mr J. F. Oberholzer MPC, chairman of the management committee, today stressed that in terms of the Industrial Conciliation Act municipal workers could not strike

"If they do strike, they dismiss themselves. If

they want to return to work, they are screened and re-engaged."

He said that people who were regarded as "agitators" were not re-engaged, even if they wanted to come back to work. He did not know the details of the artisans at Kiptown and could not comment.

Mr Oberholzer dismissed

speculation today that the strike had cost the council over R1-million in lost man-hours, the cost of feeding and transporting strikers, and paying contractors to help clean up the city last week.

"If anything, we will have saved money. You don't pay people who do not work," he said.

A spokesman for the Black Municipality Workers' Union's lawyers today confirmed that two policemen yesterday raided the union's offices and confiscated documents.

Colonel Hennie Muller, Chief of Security Police, Witwatersrand, today refused to confirm or deny the offices had been raided, but said "Some of my men may have done this as part of their investigations into the Mavi case."



# Benoni strike case judgment

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## Labour Reporter

JUDGMENT will be handed down tomorrow in the case in which 55 East Rand workers have been charged with holding an illegal strike.

The case is being heard in the Boksburg Magistrate's Court. Evidence and argument were heard on Monday and Tuesday.

The charges arise out of a work stoppage at a Boksburg company, Rely Precision Castings. All 55 of the company's black workers were involved in the incident and most have been dismissed.

The workers were arrested soon after the stoppage began and some have laid charges of assault against the police.

They are all members of the

Metal and Allied Workers Union, which is affiliated to the Federation of South African Trade Unions (Fosatu).

Earlier this week the company's managing director, Mr H Thomson, and its factory manager, Mr D Harris, gave evidence for the State.

The defence called three witnesses, the chairman and two other members of the workers committee at the company.

The State alleges that the workers refused to continue working after an incident at the factory and that they therefore took part in an illegal strike.

Defence counsel alleges that the workers believed they had been dismissed by the company and did not continue work for that reason.



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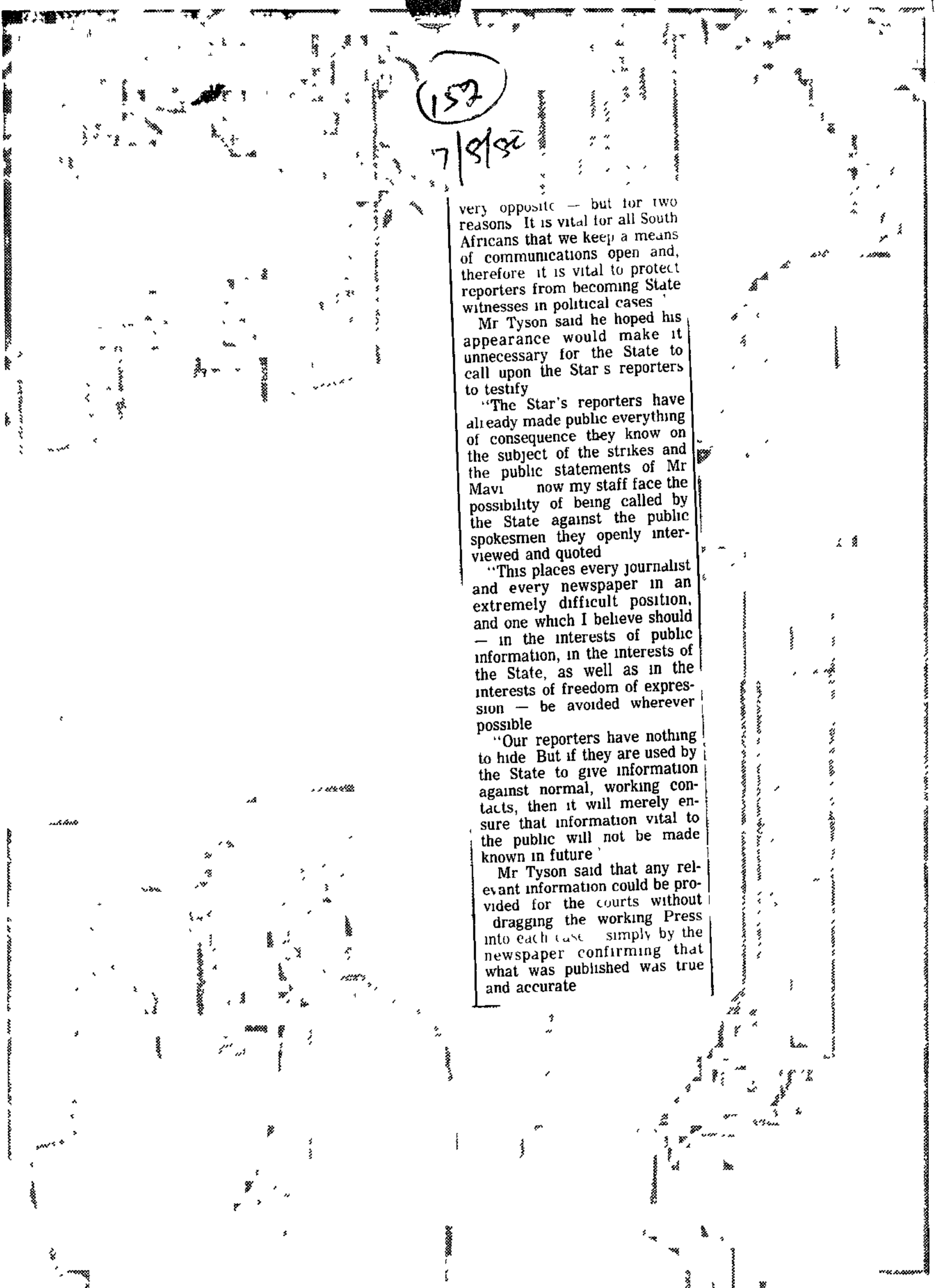
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very opposite — but for two reasons. It is vital for all South Africans that we keep a means of communications open and, therefore it is vital to protect reporters from becoming State witnesses in political cases.

Mr Tyson said he hoped his appearance would make it unnecessary for the State to call upon the Star's reporters to testify.

"The Star's reporters have already made public everything of consequence they know on the subject of the strikes and the public statements of Mr Mavi — now my staff face the possibility of being called by the State against the public spokesmen they openly interviewed and quoted.

"This places every journalist and every newspaper in an extremely difficult position, and one which I believe should — in the interests of public information, in the interests of the State, as well as in the interests of freedom of expression — be avoided wherever possible.

"Our reporters have nothing to hide. But if they are used by the State to give information against normal, working contacts, then it will merely ensure that information vital to the public will not be made known in future.

Mr Tyson said that any relevant information could be provided for the courts without dragging the working Press into each case — simply by the newspaper confirming that what was published was true and accurate.

Mr Allister Sparks, centre, outside the Johannesburg Magistrate's Court yesterday with reporter, Mr Harry Mashabela, and Mr K W Stuart, back to camera, the "Mail's" senior legal adviser Mr Mashabela was appearing to give evidence at an inquiry into a "Mail" report on Johannesburg strike leader, Mr Joseph Mavi. Mr Sparks appeared at a similar inquiry last week.

Picture: JUHAN KUUS

Any dishonesty will render the candidate liable to disqualification from the University

Reporter quizzed  
7/8/80

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ment "I have insisted on being subpoenaed to court, not because I wish to obstruct the... indeed the



# Reporter is quizzed over Mavi interview

Staff Reporter

A RAND Daily Mail reporter, Mr Harry Mashabela, was subpoenaed to appear before a magistrate yesterday and, under threat of imprisonment, was made to answer questions relating to an interview he had last week with Johannesburg strike leader Mr Joseph Mavi.

Mr Mavi is in detention and Security Police are investigating a possible charge of sabotage against him.

Mr Mashabela appeared before the Johannesburg magistrate, Mr de la Rivecourt, and declined to make a voluntary statement to the Security Police.

The Editor of the Rand Daily Mail, Mr Alexander Sparks, appeared in court on Tuesday after being served with a similar subpoena. He too refused to make a voluntary statement.

The editor of the Star, Mr Harvey Tyson, also appeared in court yesterday under a similar subpoena.

In a statement after the hearing in camera Mr Mashabela said he had refused to make a voluntary statement because he was appalled that the Security Police should be trying to bring a charge of sabotage against the leader of the Black Municipality Workers' Union. He also said it was disgraceful that the police should try to make newspapermen become informants.

Mr Mashabela said he believed his replies to questions by the prosecutor were likely to be of greater benefit to the defence than the State's case because his replies made it clear that Mr Mavi, far from being a saboteur, was in fact a deeply concerned man anxious to negotiate with the Johannesburg City Council management committee and reach some settlement of the workers' dispute.

He said his lawyer — the Mail's senior legal adviser, Mr K W Stuart — had been prevented, after an objection by the State, from asking him questions to clarify some aspects of evidence.

Yesterday Mr Tyson asked for a postponement after certain questions had been put to him to enable his legal adviser to attend.

Mr Tyson said in a letter

11/10/1948

# Sit-in workers baton-charged

EAST LONDON — Police yesterday baton-charged about 250 workers in the canteen of an East London factory Ray-lite batteries after they refused to work.

The stoppage follows several strikes in the East London area in recent months in protest at the government's liaison committee system.

An East London police spokesman confirmed that police had dispersed a gathering of workers at the factory.

He said the workers had been staging a passive refusal to work and that police dispersed the meeting because it was unlawful.

A director of the company, Mr D G Saunders said yesterday that all workers had been dismissed after staging a sit-in strike. If they returned to work today all would be re-

employed he said.

However, the South African Allied Workers' Union president and national organizer Mr Richard Gqweta said workers would not return today until negotiations had taken place.

On Tuesday the SAAWU approached management and asked it to deal with a worker committee elected in the plant under the union's auspices.

According to Mr Gqweta all the workers are members of the Chemical and Allied Workers Union a SAAWU affiliate.

SAAWU was formed as a result of a break away from the Black Allied Workers Union a general union.

Management refused to deal with the committee and told workers that if they were not prepared to accept this decision they could leave the company.



Red meat <sup>stay</sup>  
boycott ends <sup>1/15/50</sup>  
as strike <sup>(162)</sup>  
collapses

CAPE TOWN — The three-month strike by the 800 meat workers in Cape Town's meat industry has ended and the boycott of red meat has been called off.

This decision was contained in a statement released last night by the Western Province General Workers' Union, representing the striking workers, in conjunction with the Meat Strike Support Committee.

**NO RECOGNITION**

The union said the meat bosses with the support of the Government, were not prepared to reinstate striking workers and recognise the "democratic workers' committees".

The workers have been paid R15 a week by the union and collections throughout the Peninsula went towards the weekly bill of R11 000.

The dispute began in May when about 100 workers at Table Bay Cold Storage Company protested the firm's refusal to recognise their elected workers' committee. —  
Sapa

# Jo'burg ratepayers want labour reforms

By Lynda Loxton,  
Municipal Reporter  
Ratepayers in Johannesburg's northern and southern suburbs have joined forces to express concern about the way the city is being run

This is a sequel to last week's strike by about 10 000 municipal workers

In a joint statement, Mr Geoff Simpson, chairman of the Northern Areas Group (of ratepayers' associations), and Mr Koos Sadie, chairman of the Federation of Southern Ratepayers' Associations, said the strike had underlined the need for a

"proper personnel department in the council and efficient organisation," as pinpointed by the Bowne Committee

They said their associations, were anxious about the municipal situation and felt that the strike had highlighted certain defects in the council's administration

"As ratepayers, we are concerned both with the continuation of services and with the welfare of our employees," they said

In view of the apparent lack of proper channels of communication between the council and its wor-

kers, and the admission by the council after the strike that it did not perhaps need as many black workers as it had, Mr Simpson and Mr Sadie said the council should immediately

① Create a personnel department with proper channels of communication

② Investigate its management and organisation structure

"We understand that consultants are examining some of these aspects, but we do not know whether their findings will be made

public or what their brief is," they said.

They also called for the appointment of a fact-finding committee, which would include ratepayers' representatives, to clarify contradictory statements being made on hostel conditions for municipal workers and other grievances

Mr Sadie's federation is currently pressing for a public commission of inquiry into the running of the council. He said today the strikes had highlighted the importance of such a move.

Mrs Flo Bird, Secretary of the Parktown Association, said the strikes had highlighted the "defects in personnel aspects in the city of which the average citizen had had no idea."

"I was shattered to learn that the council apparently has no proper briefing groups for black staff to explain new developments," she said.

"And why on earth does the council only realise after the strike that it needs more staff who can speak to workers in their own language?"

She said the council's staff board was too involved in administrative matters to act as a personnel department

Also Star  
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7/8/80 ARUMS

# City meat workers end strike, quit jobs

152  
meat  
745

CAPE TOWN'S 800 striking meat workers have decided to call off their three-month strike and the consumer boycott of red meat.

Workers from the 17 firms affected are to sign off from work and collect money due to them on Monday. They will look for other employment.

This follows the failure of behind-the-scenes attempts in recent weeks to negotiate a settlement of the dispute, culminating in a meeting on Monday between representatives of the workers and wholesale companies.

The Western Province General Workers' Union said in a statement that the meeting had shown that the employers were not prepared to satisfy

'even the smallest demands of the workers'.

'After a 12-week strike and boycott it is clear that the meat bosses, with the support of the Government, are not prepared to give in to the reasonable demands for the reinstatement of the striking workers and the recognition of democratic workers' committees,' he said.

Dr Alex Boraine, the Opposition spokesman on labour matters, said today it was tragic that the situation had been allowed to deteriorate to the extent that a final breakdown had come.

## ONE-DAY STRIKE

About 800 workers first went on strike for one day on May 19 in protest at the refusal of managements at Table Bay Cold Storage Company and National Meat Suppliers to recognise non-racial, democratically elected workers' committees. They were locked out on their return to work the following day.

The workers received

(Continued on Page 3, col )

## Strike off

(Continued from Page 1)

widespread public support for a boycott of red meat, and money poured in to help the union to meet a weekly bill of about R12 000 to pay workers relief of R15 a week.

But the interest waned in recent weeks. The boycott was suspended three weeks ago to give employers a chance to 're-think and review' the situation.

Financial support dropped off and the union has been unable to pay workers the full R15 in the past few weeks.

In its statement, the union said the workers hoped the community would continue their financial support for the difficult period of time during which the workers would be seeking employment.

# Police disperse 200 workers

7/18/80 DD  
152

**EAST LONDON — Police used quirts to disperse a group of 200 workers after they downed tools at a car battery plant here yesterday.**

The police public relations officer, Lieutenant P C Pretorius, said the workers had been dispersed because they were holding an illegal gathering

Twenty five men were treated for injuries in the incident at the factory on Settlers Way

The managing director of Raylite Batteries, Mr David Saunders, said the workers refused to work yesterday morning after a dispute over trade union recognition the day before

"We were approached by the South African Allied Workers' Union on Tuesday, who had requested a meeting to dis-

cuss the appointment of a workers' committee," Mr Saunders said

"They stated that most of the workers were signed up union members, but had no proof of this "

He asked them whether they had a copy of their constitution, but they could not show him one

"We could not negotiate with these people because they were not a registered union

"The union representatives gave the names of what they called the Raylite Workers' Committee. But how can they expect us to deal with a committee represented by an outside body?" he asked

Later on Tuesday workers asked for an indication of management's feelings towards the union and the committee

"I told them we had no evidence of the stature of the proposed committee

and could not recognise the union

"Anyone who disagreed with this had the right to leave "

The workers went back to their jobs, he said, but refused to work yesterday morning

"I had to ask them to leave the plant," Mr Saunders said

Not all the workers left, but the 90 or so who stayed on were told to leave "for their own safety"

Mr Saunders said the workers would be reinstated if they went back today — except the 19 union members elected for the workers' committee

Those who did not return would be paid off

The police were called in at 8 30 yesterday morning when the workers gathered in the canteen

Workers alleged they had been called in by Mr Saunders, but he disputed this yesterday

"I had nothing to do with the police and I didn't see them here," he said

Lieutenant Pretorius said the workers had been given a certain time to move away, but when they wouldn't go the police went in

Workers said they were in the factory canteen waiting to talk to management when police arrived

"One of the men told us our trade union was illegal and the meeting we were holding was also illegal," a worker said

The police had then called in the trade union secretary, Mr Sisa Njikelana, and asked him to answer "yes or no" whether the trade union was legally recognised

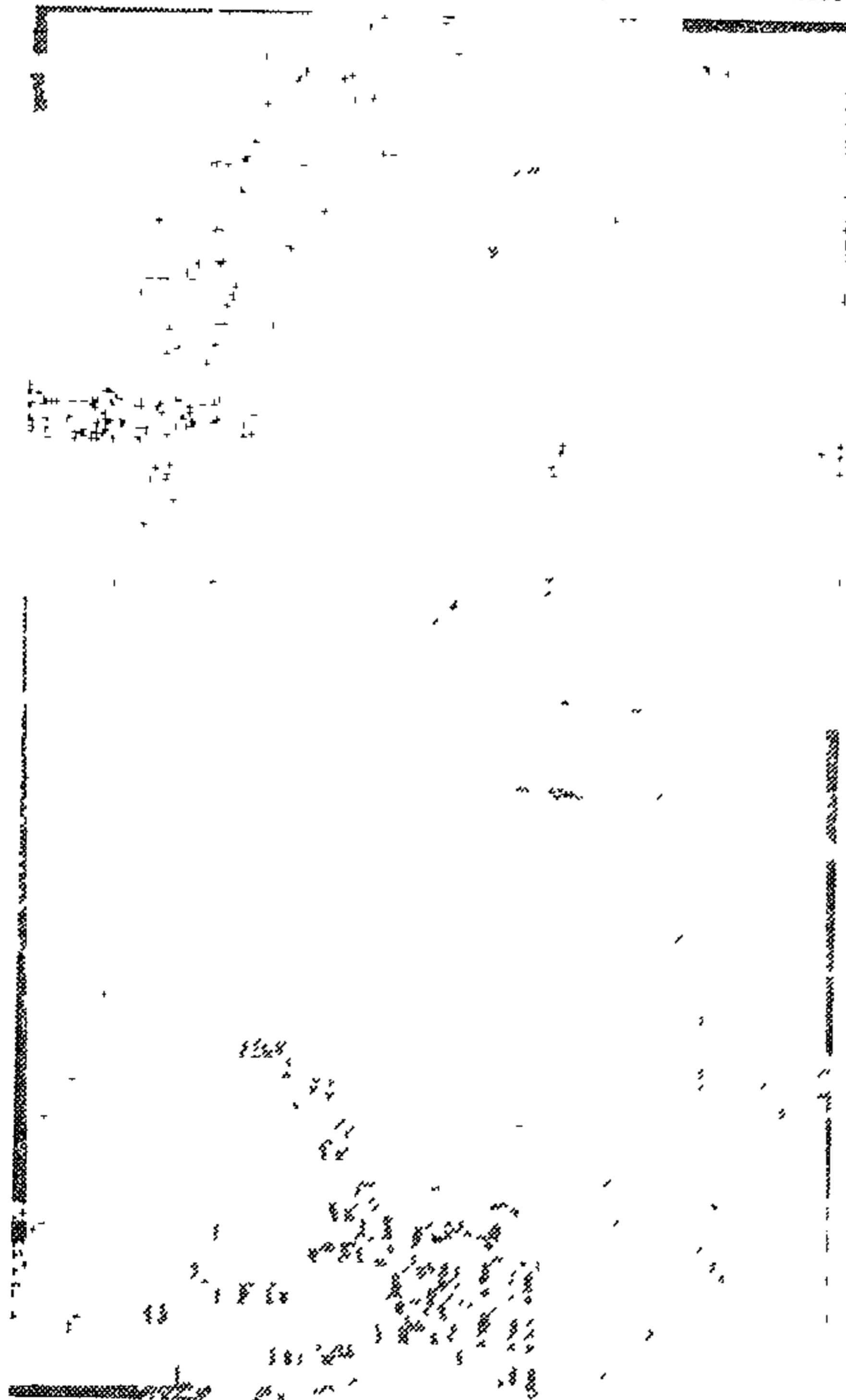
"Mr Njikelana said 'No' and when we asked him why he was saying 'No' the policeman told him to leave," the worker said

They were then told they were being given ten minutes to disperse. He said the police then left and came back after ten minutes and forced them out of the factory canteen

Several workers suffered weals and wounds from quirts, batons and sticks

Workers emphasised they had told both management and police they were not on strike

— DDR



**Mr Moruti Letela shows second degree burns on his arm. He said he was pushed against an urn containing boiling water during a scuffle in the canteen when police dispersed workers yesterday.**



(52) (187) (187)

# Cops use force to disperse EL strikers

POLICE used force to disperse workers who downed tools at an East London battery factory, Raylite, yesterday morning.

The Divisional Commissioner of Police for Borders, Brigadier du Plessis, confirmed that the police used force to disperse the strikers for holding an illegal meeting, but did not know whether they used batons or quarts.

Most of the strikers said the police used batons and sticks. A large number sustained cuts and weals all over their bodies. They were treated

at the surgery of a Mdamtsane doctor. The trouble started when factory management refused to recognise union committee members elected by factory workers who are members of the South African Allied Workers Union.

The workers refused to go to work in the morning but assembled on the factory premises and demanded to see the management. The management gave

them an ultimatum to either go back to work or leave the premises. The workers did neither and the police arrived on the scene and dispersed them. The managing director of the factory, Mr D

Saunders, said the workers refused to return to work in the morning because management refused to accept a works committee which had been nominated outside the premises.

"The workers were asked to leave the premises. Some left and I gather others were forced to leave the premises, but I did not call the police."

He said it was made clear to workers that the factory gates would be open to them at the normal time and they would be re-engaging or recruiting staff.

Brig du Plessis said workers refused to go to their work and congregated illegally on the premises. Police ordered them to disperse or go to work. They refused and were dispersed by the police.

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# Rand editor, reporter ordered to appear

152  
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C. J. K.

Own Correspondent

**JOHANNESBURG.** — Mr Harvey Tyson, editor of the Star, and Rand Daily Mail reporter, Mr Harry Mashabela, yesterday forced the State to subpoena them to give evidence concerning the detained strike leader, Mr Joseph Mavi, because of objections in principle against reporters becoming State witnesses or police informants.

The security police are investigating possible charges of sabotage or alternatively contraventions of the Riotous Assemblies Act against Mr Mavi

Mr Mashabela — who was subpoenaed under section 205 of the Criminal Procedure Act to give evidence before a magistrate, Mr A G A du Toit, relating to a report he wrote concerning the detained strike leader, Mr Joseph Mavi — said after his appearance yesterday that he found it "disgraceful that the police should try to make newspapermen informants"

Mr Mashabela said he had refused to make a voluntary statement giving the information required "because I was appalled that the security police should be trying to bring a charge of sabotage against the leader of the Black Municipality Workers' Union

## 'Disgraceful'

"I also find it disgraceful that the police should try to make newspapermen become informants," he said

Mr Mashabela said in a statement he believed his replies to questions from the public prosecutor, Mr A Hattingh, were likely to be of greater benefit to the defence than to the State

"This is because my replies make it clear that Mr Mavi, far from being a saboteur, was in fact a deeply concerned man, anxious to negotiate with the City Council's management committee and reach some settlement of the workers' dispute with their employers," he said

Mr Mashabela said, however, that his lawyer, Mr K W Stuart, had been prevented from asking him questions to clarify some aspects of his evidence after an objection by Mr Hattingh

The State sought the identity of Mr Mashabela's informants relating to a report headed "A

Day in the Life of Mr Joseph Mavi," which was published on July 29

It also sought "full details" of information given to Mr Mashabela by his informants on the black municipal workers' strike and asked him to produce any original documents from which the information was received

Mr Tyson appeared before Mr Du Toit under a similar subpoena

He requested a postponement after certain questions had been put to him to enable his legal adviser to attend His legal adviser was unable to be present yesterday

## 'Insisted'

"I have insisted on being subpoenaed to court today, not because I wish to obstruct the course of justice — indeed the very opposite — but for two reasons. It is vital for all South Africans that we keep a means of communications open, and therefore it is vital to protect reporters from becoming State witnesses in political cases," said Mr Tyson

Mr Tyson said he hoped his appearance would make it unnecessary for the State to call upon the Star's reporters to testify

"This places every journalist and every newspaper in an extremely difficult position, and one which I believe should — in the interests of public information, in the interests of the State, as well as in the interests of freedom of expression — be avoided wherever possible," he said

Mr Tyson said the Star's reporters had made public everything they knew on the Johannesburg municipal strike and Mr Mavi's statements.

"Now my staff face the possibility of being called by the State against the public spokesmen whom they openly interviewed and quoted," said Mr Tyson in a statement



# Meat strike, boycott over

By YAZEED FAKIER

THE three-month strike by the 800 meat workers in Cape Town's meat industry has ended and the boycott of red meat has been called off

In a statement last night, the workers' trade union, the Western Province General Workers' Union, said a meeting between the "bosses" and some of the workers on Monday had shown that they were not prepared "to satisfy even the smallest demands of the workers"

The workers had therefore decided to end the strike and boycott, sign off from work and collect the pay due to them

The union stressed that this "setback" would not deter "workers in general" from "their attempts to build up organization in the future"

Although the strike had been called off, the struggle for the rights and for democratic non-racial organization and representation would continue, the statement concluded

A union spokesman said last night that representatives of eight meat firms had met a committee comprising employees of wholesale firms on Monday

The spokesman said the workers would collect their pay from their employers on Monday, but could not say how much was due to them as this varied from worker to worker

This decision was contained in a statement released last night by the Western Province General Workers' Union, representing the striking workers, in conjunction with the meat strike support committee

The strike, which came to a head in May this year with the lock-out of 800 workers, was followed by a call by the workers for a general consumer boycott of red meat

The union said the decision to end the boycott and strike had been taken on Tuesday

"After a 12-week strike and boycott it is clear that the meat bosses, with the support of the government, are not prepared to give in to the reasonable demands for the reinstatement of the striking workers and the recognition of democratic workers committees," the statement said

## Direct contact

The workers managed to have direct contact with some of the bosses on Monday after three weeks of mediation by a third party, the statement said.

"The bosses gave no reason at all to believe that they are prepared to satisfy even the smallest demands of the workers"

The dispute was triggered off at the beginning of May when about 100 workers employed at Table Bay Cold Storage Company in Paarden Eiland refused to work in protest against the firm's refusal to recognize their elected workers' committee

Stan 7/18/60  
Post (Tvl)  
152  
is back on  
the streets

"Watch out We are back," the Post banner headline said today after editorial staff returned to work from an eight-day strike

Last week 53 staffers downed tools because of pay grievances and refused to negotiate with Post management unless salaries were increased immediately across the board by a minimum percentage.

Staff representatives accepted salary increase offers of up to 28 percent on Tuesday when new salary scales for journalists, typists, telex operators and drivers were made



# Protest to PM over strikers

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1259  
266

By MARGARET SMITH  
London Bureau

LONDON — The general secretary of the International Confederation of Free Trade Unions (ICFTU) has sent telegrams of protest to the Prime Minister, Mr P W Botha, and the Johannesburg City Council

These condemn the sacking and "forcible deportation" of Johannesburg's striking black municipal workers

The ICFTU represents nearly all major trade unions in countries outside the communist bloc.

Its secretary, Mr Otto Kersten, also called for the immediate

release of Mr Joseph Mavi, president of the Black Municipal Workers' Union. The ICFTU has also submitted a detailed report to the United Nations on what it terms "the general repression against black strikers in South Africa"

The union has asked UN Secretary-General Dr Kurt Waldheim to press for the immediate release of detained trade unionists as well as "an end to police and State interference in industrial disputes"

Mr Waldheim has also been asked to demand the lifting of the fund-raising ban imposed on the Federation of South African Trade Unions

Recapitulation

Confederate

Info

my opinion

Crude

frustrating

Capital news



YOU can't win 'em all, goes the old American saying, and the same thought may have occurred to black workers this week after a surge in black labour militancy in which workers won unprecedented successes from most strikes, Cape meat workers have had to join Johannesburg municipal workers in admitting defeat and have agreed to give up their strike without winning a settlement.

Although it did not receive the publicity that the Johannesburg strike attracted, the Cape meat strike, which ended yesterday after a 12-week stay-away, was perhaps more significant.

It followed a period of intense strike activity in the Cape which first heralded the worker militancy in other parts of the country. Most workers were members of the Western Province General Workers Union, a growing force in Cape labour relations. After a period of ferment in the Cape meat industry, workers staged a general one-day strike in May. Employers refused to allow them back to work.

A "red meat boycott" was called by the strikers to support their demand that management reinstate them and recognise unregistered worker committees in two factories.

The boycott call was strongly influenced by a similar boycott — during a seven-month long strike at Fattis and Monds — which played a major part in pressuring the company to agree to worker demands for reinstatement.

The strike and boycott call drew widespread support among black and coloured communities in the West Cape and black students were said to have taken meat out of parents' refrigerators and hurled it into the rubbish bin.

But attempts to call a national boycott did not meet with much success.

The strike was seen as a new test of black worker muscle. But it was especially significant because about 200 of the 800 strikers were contract workers, who have always been assumed to have a weak bargaining position.

Management took a tough line and simply refused to negotiate. Employer sources said the workers and the union struck first and asked questions later and said that the time had come to clip the union's wings.

The workers and the union responded by saying that the strike had only occurred after repeated attempts to get employers to recognise worker representatives and added that employers were determined to break the union because they were not prepared to tolerate genuine black worker representation.

Several attempts by third parties to mediate ended in failure, the workers saying that employers were too arrogant to talk and employer sources saying that all the mediators leaned toward the union's view of events.

So too did worker calls for negotiation. The workers, faced with a management which simply refused to talk, finally had to admit defeat.

One crucial reason for the Government on the side of the employers was the intervention of the Government on the side of the employers. Throughout most of the strike, the workers and the union faced a Government onslaught unprecedented in recent labour disputes.

Six union officials and sympathisers were detained by police. One, Miss Zora Mchomakulu, was released after only a few days but the rest were detained for long periods, first under the General Law Amendment Act and then under Section 10 the Internal Security Act.

Only one of the five, Miss Diane Cooper, has been released and then only in the past few days.

Section 10 is a "preventive" measure and detainees held under it are not presumed to have committed an offence. It was clear that the unionists were being held because workers were on strike, not because they were suspected of committing a crime.

In another move, 42 of the contract workers among the strikers were arrested under the pass laws and "endowed out" of the Peninsula.

The Publications Board also banned a series of meat boycott pamphlets and other leaflets issued by the union. The Government's ban on meetings of more than nine people, although obviously not inspired by the strike alone, crippled attempts to hold meetings of strikers to discuss developments and thwarted boycott attempts, particularly in the Transvaal.

# A Pyrrhic victory for management in Cape meat strike

RDH 8/8/69

The 12-week long strike by Cape meat workers has ended in a victory for employers — but only at great cost. Labour Reporter STEVEN FRIEDMAN spells out the implications.

The meat workers and their union believe they are the victims of a co-ordinated attempt by the Government and employers to smash the strike.

They point to a meeting between the Deputy Minister of Co-operation and Development, Dr George Morrison, and meat employers shortly after the strike began. Suspensions were also strengthened by a statement by Dr Morrison in Parliament that he and the employers had agreed on a "common approach."

Shortly after the meeting, the detentions began and the workers are convinced that employers and the Government agreed on a tough "no negotiations" line which they applied after that meeting.

Employer sources deny that the meat industry had anything to do with the Government action. But they do say that the meeting with Dr Morrison was called to ask the Government for protection against "intimidation" of workers, and claim that the Government gave no undertaking to act.

What is clear, however, is that the Government remained anything but neutral and that employers no doubt felt strengthened in their refusal to negotiate.

But that is not the only reason for the failure of the strike. For one thing, the red meat boycott, although it had a spectacular success at first, could not be sustained. It was not the effective weapon it had been in the Fattis and Monds strike.

This does not mean that consumer boycotts in support of striking workers are a thing of the past. But boycotts are easy to strike if supporters have a ready alternative to the product under attack.

The most successful boycott thus far has been directed against a potato chip company over an issue involving racial sport. There

was an easily recognisable competitor and consumers simply changed from one brand to another.

The Fattis and Monds boycott wasn't that easy, but if supporters of the strikers don't want to eat Fattis bread, they could nevertheless continue to eat someone else's.

The meat boycott called on supporters to refrain from eating a staple altogether.

An earlier boycott of Eveready batteries failed because other batteries were not readily available. And meat is much more of a staple than batteries.

In the last analysis, however, the strike ended in a worker defeat simply because the combined might of employers and the Government was too strong.

One official in the industry said shortly after the strike began that "we are prepared to lose production and money for two or three months if that's what it takes to get rid of the union."

That is precisely what employers did. They recruited workers from the second day of the strike and appeared never to seriously consider negotiations.

Although there was initially strong community resistance to "scabs" — workers who took the strikers' jobs — this faded in time as the issue died in most peoples' minds and the pressure of black unemployment took its toll.

And although many of the meat workers occupied skilled jobs which took a good deal of training, employers appear to have simply shrugged off the expense involved and begun training new workers.

Although employer claims that production was back to normal after two weeks are exaggerated, union sources concede it was almost normal by this week.



A meat striker receives his strike pay from a member of the workers' committee cashed in, but for how long? workers have

The strike certainly showed, then, that there are limits to black worker militancy at present and if employers really want to crush a strike, they can.

Of course, the meat employers had one advantage which some others do not. They are not multinational companies who have to worry about the flare of publicity in their home countries when they are faced with worker militancy.

So the strike has confirmed what most observers knew already — that the balance of power in South African labour disputes remains with the employers.

With Government backing for employers certain in most cases, with black unemployment running at well over one million and with a host of inflexible control and other laws favouring the employer, that is hardly surprising.

The result has been something of a blow for the union's strategy. It has not been as cautious as unions affiliated to, say, Fosah or the Consultative Committee of Black Trade Unions.

The Western Province General Workers Union has relied far more on the power of its members than the others, who have been far more concerned to ensure that they only fight battles they believe they can win and have been accused of forcing caution on their own members at times.

While it has not called for strikes, the WPGWU has been far more prepared to allow worker militancy its head.

The meat strike is thus something of a vindication for the more cautious approach and WPGWU officials, while not committing themselves to specific courses of action, concede that they will have to "reassess" their strategy.

But the defeat of the strike holds little comfort for employers. A short few years ago, the idea of black strikers holding out for

three months would have been laughed at by virtually all labour experts.

But the meat strikers did hold out, and only 13 of the 800-odd workers asked for their jobs back during the strike. The obstacles facing black worker action are so great that that is, in a sense, as important a development as the strike's defeat.

And employers did not break the strike without a great deal of cost. The outlays on training, the boycott, and the considerable time they had to wait until they had a satisfactory work force again took its toll.

If the strike proved that militant worker action can be defeated, it equally proved this can only be done at great cost to the employer.

The meat employers must have learned that strikes can now only be crushed at great expense to the employer.

The days when employers could react to black worker strikes simply by dismissing workers and ordering a new batch from the local Administration Board office are over.

Other employers, such as those in the Eastern Cape motor industry who negotiated an end to their strike, or Patco, which agreed after only a day to meet a number of striker demands, although it did not give in on the workers' wage demand, may feel that there is a far easier way of solving the problem.

So too might Fattis and Monds, which faced a seven-month strike and a widespread consumer boycott before agreeing to settle.

Shortly after that strike ended, the company's managing director was asked his view of the strike. He said: "We have learned an important lesson. And that is that it is no longer possible to ignore organised labour."



# Meat <sup>8/18/80</sup> <sup>ARGUS</sup> strike end 'victory' <sup>(152)</sup> <sup>(18/6)</sup> for no one'

THE three-month strike in the Cape Town meat industry, which has ended in defeat for the 800 workers involved, was not a victory for anyone

This is the view of Mrs Kate Jowell, assistant director of the UCT Graduate School of Business and a member of the National Manpower Commission

'If the parties had come to some kind of agreement, then at least we would know that something had been learnt about the art of negotiation and compromise — rather than the damaging game of who wields the biggest stick

'Confrontation has no value in industrial relations not even in the short term' she said

'It gives the authorities an excuse for stepping into what should be a private affair between the two parties

'Unions and managers both have a responsibility to see that they avoid confrontation and that they settle their disputes by the time-honoured means of collective bargaining

'They should not look to outside intervention, whether it's in the form of police action or consumer boycotts, or whatever'

## A blow

Mr Johann Marce, a lecturer in industrial sociology at UCT, said the meat industry employers had dealt a blow to the workers and the Western Province General Workers' Union. But they had done nothing to advance industrial relations in South Africa.

He said the Government's role in assisting the employers to break the strike was contrary to its espoused principles of minimal State intervention and freedom of association

'I hope the Government won't play this role in future, but will allow negotiations to take place between employers and workers without partisan intervention by the State'

# Cape meat strike and boycott over

Own Correspondent

CAPE TOWN — The three-month strike by the 800 meat workers in Cape Town's meat industry has ended and the boycott of red meat has been called off

This decision was contained in a statement released last night by the Western Province General Workers Union, representing the striking workers, in conjunction with the meat strike support committee

The strike, which came to a head in May this year with the lock-out of 800 workers, was followed by a call by the workers for a general consumer boycott of red meat

The union said the decision to end the boycott and strike had been taken on Tuesday

"After a 12-week strike and boycott it is clear that the meat bosses, with the support of the Government, are not prepared to give in to the reasonable demands for the reinstatement of the striking workers and the recognition of democratic workers committees," the statement said

The workers managed to have direct contact with some

of the bosses on Monday after three weeks of mediation by a third party, the statement said.

"The bosses gave no reason at all to believe that they are prepared to satisfy even the smallest demands of the workers"

The workers had therefore taken the step of deciding to end the strike and boycott, sign off from work and collect the pay due to them

The workers thanked the community for their support and solidarity during the strike and boycott

"We hope that the community will continue their financial support for the difficult period of time during which the workers will be seeking new employment

"In recent months we have noted the high-handed and repressive manner in which the bosses and the Government have intervened in labour disputes. The Government has treated community struggles in a likewise manner"

Even in view of the recent setback, workers in general would not "give up in their attempts to build up organisa-

tion in the future"

Although the strike had been called off, the struggle for the rights and for democratic non-racial organisation and representation would continue, the statement concluded

A union spokesman said last night that representatives of eight meat firms had met a committee comprising employees of wholesale firm on Monday

However, striking employees of slaughtering firms had never at any time met with their employers since the start of the strike. This was because the employers would not agree to a meeting

The spokesman said the workers would collect their pay from their employers on Monday, but could not give an assessment of the amounts due to them as "this varies from worker to worker"

Since the beginning of the strike the workers have been paid R15 a week subsistence pay by the union and collections were made throughout the Peninsula to enable the union to meet the weekly bill of R11 000



STAR & BIR  
Workers  
accuse (S)

### executive

Coloured and Indian members of the Johannesburg Municipal Combined Employees Union (JMCEU) have accused the executive of kowtowing to the city council in its attempts to break last week's municipal workers' strike.

The executive they say, encouraged union members to "scab" by failing to meet during the strike.

They also say the chairman of the JMCEU, Mr George Huntley, helped the council recruit white-collar members for street-cleaning duties.

A petition by members had been forwarded to the union office calling for the immediate release of a statement condemning the role of the council and the police during the strike, and the resignation of the executive.

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# Strike figures disputed

EAST LONDON — Thirty per cent of the workforce involved in the sit-down strike at Raylite Batteries here has returned to work, the firm's managing director, Mr David Saunders, said yesterday

The plant's key areas were operating, he said, and there had been no incidents

This followed police action at the plant on Wednesday when workers allegedly held an illegal gathering

Staff at the South African Allied Workers' Union office here disputed management's figure, however, and said none of the workers had gone back

The union's general secretary, Mr Sam Kikine, issued a statement explaining the union side of the story after phoning Mr Saunders yesterday

None of the workers had returned to work and none of them was likely to until the union was recognised by management

Two union representatives, Mr Thozamile Gqweta and Mr A Njigilana, visited the factory yesterday but had not returned to the union office by 7 pm last night

Mr Saunders said all those who returned to the factory would be reinstated if they wanted to work — there would be no discrimination against union members

The dispute centred around a work committee which the union tried to impose on management

— DDR



C. 7.  
also  
Meat strike  
State move  
was 'crucial'

145  
152  
145

Staff Reporter

STATE INTERVENTION in the three-month dispute between the managements of Cape meat firms and about 800 striking workers had been "a crucial factor" in the workers' decision to call off their strike on Tuesday, an organizer of the Western Province General Workers' Union (WPGWU) Ms Diane Cooper said yesterday.

Ms Cooper was released from detention last weekend after being held in solitary confinement for more than two months under section 10 of the Internal Security Act. Two other WPGWU organizers, Mr Dave Lewis and Mr Wilson Sedma, and two part-time union officials, Mr Mike Morris and Dr John Frankish, are still being held.

On June 19, 42 of the striking workers were convicted of being in Cape Town illegally after they had been dismissed. Information sheets issued by the union have been banned and the striking workers were prohibited from meeting by the Riotous Assemblies Act and the

extended ban on all meetings of a political nature.

Ms Cooper said that after government intervention the workers realized that they could not win at this stage. They accepted the realities of the moment and called off the strike. This is only a setback for the moment and won't deter the workers from continuing to fight for democratic representation.

The employers had been "absolutely unreasonable", and a meeting between eight meat firms and some of the workers on Monday had shown that the employers "are not prepared to satisfy even the smallest demands of the workers".

Ms Cooper added that the union had been unable to continue paying the R15 weekly allowance to the striking workers in spite of considerable financial support from communities throughout South Africa.

The workers will sign off on Monday and collect wages due to them. Most companies have already filled the positions vacated by the strikers.

# 'Move on strikers creates threat'

By PATRICK LAURENCE  
Southern Africa Editor

THE "deportation" of striking black workers to the homelands would raise the level of frustration there and turn the homelands into fruitful catchment areas for the banned African National Congress, Mr Robert Lambert, of the University of Natal, said this week.

Mr Lambert, a lecturer in industrial sociology, was commenting on the Johannesburg City Council's "deportation" of about 1 200 striking municipal workers to Transkei and Venda last week.

Noting that the strikers had been partially unionised and politicised by their role in the short but intensive strike by 10 000 municipal workers, Mr Lambert foresaw two alternative consequences of their return to the homelands.

The first was that they would try to organise workers in these territories into trade unions.

The second was that they would be unable to do so, but that their presence would raise the level of frustration and thereby the number of potential recruits to insurgency.

Mr Lambert doubted whether the first alternative would materialise. Not only were the homeland governments hostile to trade unions, but the large number of unemployed people would make it difficult to organise them into viable worker movements.

Of the second alternative, Mr Lambert said "It is difficult to quantify, but I doubt whether the returning strikers will find work and this will raise the level of frustration and make the homelands more profitable as recruiting areas for the Afri-

can National Congress"

Professor David Welsh, professor of African government at the University of Cape Town, endorsed Mr Lambert's view.

He said the city council had handled the strike with "colossal ineptitude" and its actions would rebound to create problems for white authority in the future.

Describing the homelands as "client states of South Africa", Prof Welsh said "repatriation" of unionised workers was not to solve the problem but merely to export it, for the homeland governments to deal with.

Existing suspicion toward homeland governments for their purported "collaboration" with Pretoria would be heightened by their acquiescence in recruitment by the city council of replacement labour in the homelands, he added.

Describing deportation as an "embittering experience," Prof Welsh said "It is likely to accentuate the climate in which recruitment for insurgency takes place."

Leaders of the independent homelands of Transkei, BophuthaTswana and Venda are known to have grave reservations about the need for trade unions in their territories, seeing them as inimical to the priority task of economic development and the creation of work opportunities.

President Kaiser Matanzima of Transkei has been most forthright in his opposition to trade unions as "obstructors" of national growth and productivity.

If trade unions were ever allowed in Transkei, their powers would be "carefully circumscribed," he has said.

1377 246 152 161  
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# Municipal force at work

C. I. ...  
Own ...

JOHANNESBURG. The Johannesburg Municipality's work-force is almost back to normal and the cleansing department is working without mishaps.

This was said yesterday by Mr. John Bates, public relations officer for the city engineer's department.

Mr. Bates said that all the workers who had elected to remain in the employ of the council were working again and he expected the situation to return to normal by the end of the week.

# Battery firm, union clash over strike

1889 152 134  
DM 8/8/80

By STEVEN FRIEDMAN  
Labour Reporter

ABOUT 40% of the strikers at an East London battery factory, Ray-Lite batteries, have returned to work, the company's managing director, Mr D G Saunders, said yesterday.

New workers were being recruited to replace those who had not returned, he added.

However, the South African Allied Workers Union last night denied that workers had begun returning and said they had decided not to do so until all were reinstated and the union was recognised.

About 250 workers staged a "sit-in" strike on Wednesday after management had refused to deal with a worker committee elected under the auspices of the SAAWU.

Police baton-charged workers in the company canteen after they had refused to return to work.

The union says management will not deal with it because it is not registered, but Ray-Lite says the union refused to present evidence of its "bona

fides".

In another development, the union expressed concern about its president and national organiser, Mr Richard Gqweta, who disappeared yesterday.

A union spokesman said Mr Gqweta had left the office early yesterday morning to negotiate with management at Ray-Lite and had not been seen since.

"The company says that the negotiating meeting ended this morning and we are very worried. We do not know what has happened to him."

Mr Gqweta said on Wednesday that strikers would not return until he had negotiated with management yesterday.

Mr Saunders said yesterday that he had met Mr Gqweta and reiterated an earlier undertaking that strikers who returned yesterday would be reinstated.

He said 40% had returned but it was not clear what the final total would be, as nightshift workers still had to report.

He said production was not

yet back to normal but added that "we are concentrating on manning key areas of the plant and these are all fully operational".

The union said in a statement that it had asked Mr Saunders to confirm in writing that all workers had been reinstated. He had refused to do this, saying that would constitute recognition of the union, SAAWU said.

All workers would now remain on strike until the workforce was reinstated and SAAWU was recognised.

The company regarded those workers who did not return yesterday as dismissed and was already replacing them with new recruits, Mr Saunders said. "There is a lot of unemployment in this area and we had 500 people outside our gate looking for work this morning."

Those who had been dismissed could be replaced easily because "our hourly paid workers are either unskilled or semi-skilled and very little training of new labour is required", he said.



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guilty of  
striking

Labour Reporter

FIFTY-five black workers were yesterday convicted in the Boksburg magistrate's court on charges of striking illegally

They were each sentenced to 60 days' jail or a R60 fine. In addition, all were sentenced to six months' jail suspended for five years.

The workers all elected to pay the fine rather than serve a prison term and it is expected all will be "endorsed out" of the Witwatersrand area

The charges arose out of a strike at a Boksburg factory, Rely Precision Castings, sparked by the dismissal of a fellow worker.

All the workers are members of the Metal and Allied Workers Union and most have been dismissed by the company

The defence counsel argued that the men had not been striking, but had believed they were dismissed after attempting to seek an explanation for their colleague's dismissal

The prosecution argued that they had gone on strike in support of a demand and that they had therefore broken the law.

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# EL strikers get deadline

EAST LONDON — Striking workers at Raylite Batteries here have been given until Monday to return to work

The firm's managing director, Mr David Saunders, said more than 300 people stood at the firm's gates yesterday asking for work

However, only limited recruiting was done to give strikers a chance to

return

Nearly 45 per cent of the workers involved in Wednesday's sit-down strike had returned yesterday, Mr Saunders said.

A spokesman for the South African Allied Workers Union repeated the union's claim that none of the workers had gone back and denied management's claim that they had tried to impose a

worker's committee at the plant

"We were there at the workers' request to submit a list of names to management," the spokesman said

"We did not at any stage impose anything."

He also said none of the workers would go back until the unregistered union was recognised by management — DDR

too obscure point is that  
essential profits should exceed  
temporary losses.



# Pik Botha, Boraine in clash over pamphlets

10/8/80  
S Express  
POLITICAL CORRESPONDENT

"I WILL do it again if necessary," the Foreign Minister, Mr Pik Botha, told a packed by-election meeting in the Cape in response to a challenge from the Progressive Federal Party that he should denounce his department's role in distributing anonymous anti-strike pamphlets in the Western Cape.

Earlier, Mr Botha had been challenged by Dr Alex Boraine, PFP MP for Pinelands, to denounce without qualification the role of the South African Information Service in distributing the controversial secret pamphlets.

The existence of the pamphlets came to light following the exposure of a special inter-departmental committee appointed in an attempt to control the spate of boycotts, strikes and disruptions in the Western Cape.

Mr Botha rejected charges by Opposition leaders that he was resorting to "info scandal" tactics and lashed out at the Press for "interrogating" him in connection with the pamphlets. He said the Government would use all the resources at its disposal to maintain law and order in South Africa.

He then challenged the Editor of the Cape Times, Mr Anthony Heard, to appear with him

on the same platform and said he would "hammer him before the people of this constituency."

"If Dr Boraine thinks that I am going to apologise for protecting the people of this country, he is making the biggest mistake of his life," Mr Botha said. "I will do it again, whenever there is such a situation."

Referring to "faceless agitators" who had been disseminating "distorted lies" Mr Botha said he would sow confusion in their ranks.

Reacting to Mr Botha's remarks Dr Boraine told the Sunday Express he was "gravely disappointed" that a man of Mr Botha's national standing should defend such methods. "He would have done better to say nothing at all," Dr Boraine said.

It is again made abundantly clear that Dr Connie Mulder was merely the National Party's fall guy for the Information scandal, and that his "no rules apply" philosophy is still official policy," he added.

As long as variable cuts  
are being covered the  
producer will continue  
to produce (at what  
point does he pull out  
his fruit trees).





WARNING signals, in the form of recurring black student and labour unrest in the Eastern Cape, have gone unheeded for decades and the grim spectre of sporadic outbreaks of violence seem set to plague the region for the foreseeable future.

Whether these devastating flare-ups can be contained and solved peacefully is heavily dependent on rapid meaningful change in the material and political lot of the blacks.

Monitoring of the area's long history of unrest and analyses of its possible causes by various academic groups at Rhodes University in Grahamstown indicate that these two options are the only ones available in a highly politicised area of the country.

It is precisely this politicisation which has been identified as one of the chief factors contributing to the unrest, but the awareness on this level is attributable more to history than what is popularly believed to be political agitation by a few hotheads hellbent on exploiting dissatisfaction.

### Xhosa wars

Professor Michael Whisson, Head of the Department of Anthropology at Rhodes, believes this politicisation had its roots in the Xhosa wars which ravaged the region last century.

# That Eastern Cape time bomb

**ROD JACKSON-SMITH probes the background and causes of the riots and unrest in this highly politicised cauldron**

**Those who seek to establish the political temperature of black South Africa are centre of population . . . but a brief recollection of past decades will remind us that the political heartland of black South Africa lies in the Eastern Cape — PROFESSOR WHISSON**

urban residents, integrated into a politicised local community," said Professor Whisson

In this situation the effectiveness of black power to withhold labour is greater than ever before. As could be expected, political awareness among the Eastern Cape's black labour force has filtered through to their children

who because of the region's tradition place a high premium on education and the quality of their institutions. Significantly, again, it was an Eastern Cape high school — in the black

township at Grahamstown — which was the first to join the on-going schools boycott — an indirect cause for bloody and violent action in the township during the past few weeks which has shaken whites and blacks alike in this Eastern Cape education and cultural centre

In three weeks of violence there have been six deaths in the township which according to a 1974 census had a total population of 57 800.

Of the 12 schools in the township, six can no longer be used following a

wave of violence recently. The violence erupted after the funeral of a police shotgun victim when one other five were partially damaged by fire. Damage amounts to R500 000.

In a wave of angry violence at a funeral three weeks ago a 15-year-old boy was shot dead by the police

After a week of tension the worst wave of violence erupted when police moved in on a crowd of several thousand which went on the rampage two Saturdays ago after the boy's funeral. Three people died — two

from birdshot fired at close range by the police when a crowd attacked a Hippo truck with stones and a petrol bomb. A third man died after being stoned when he tried to stop the looting of his shop which was burnt to the ground. Residents claimed the man was a police informer of longstanding

White residents of Grahamstown were made fully aware of the seriousness of the situation in the township on Monday last week when all bottle stores in the town were

closed for an indefinite period

In the meantime the black township had been declared an operational area and the very visible presence of a large force of camouflaged riot police in Grahamstown heightened tension among whites — particularly as the township merges with the city itself, without a buffer zone common to most towns and their locations.

Tension inside the township reached alarming proportions last week when the chief magistrate of the city issued an order, at the request of the police, prohibiting all

as a result of the schools boycott — could be foreseen as long ago as 1974 following a crisis in the township regarding classroom accommodation and then again in 1978 when several classrooms were gutted following widespread dissatisfaction with amenities.

In her still-to-be-published thesis which deals intimately with problems in Grahamstown's township, she says, "The initial dissatisfaction about schooling facilities and teaching standards at the high school particularly was first voiced nearly two years before the Soweto school protest of 1976."

A shaken Grahamstown will be heaving its wounds for a long time, but according to local anthropologist Mercia Wilsworth, the present unrest in the township —

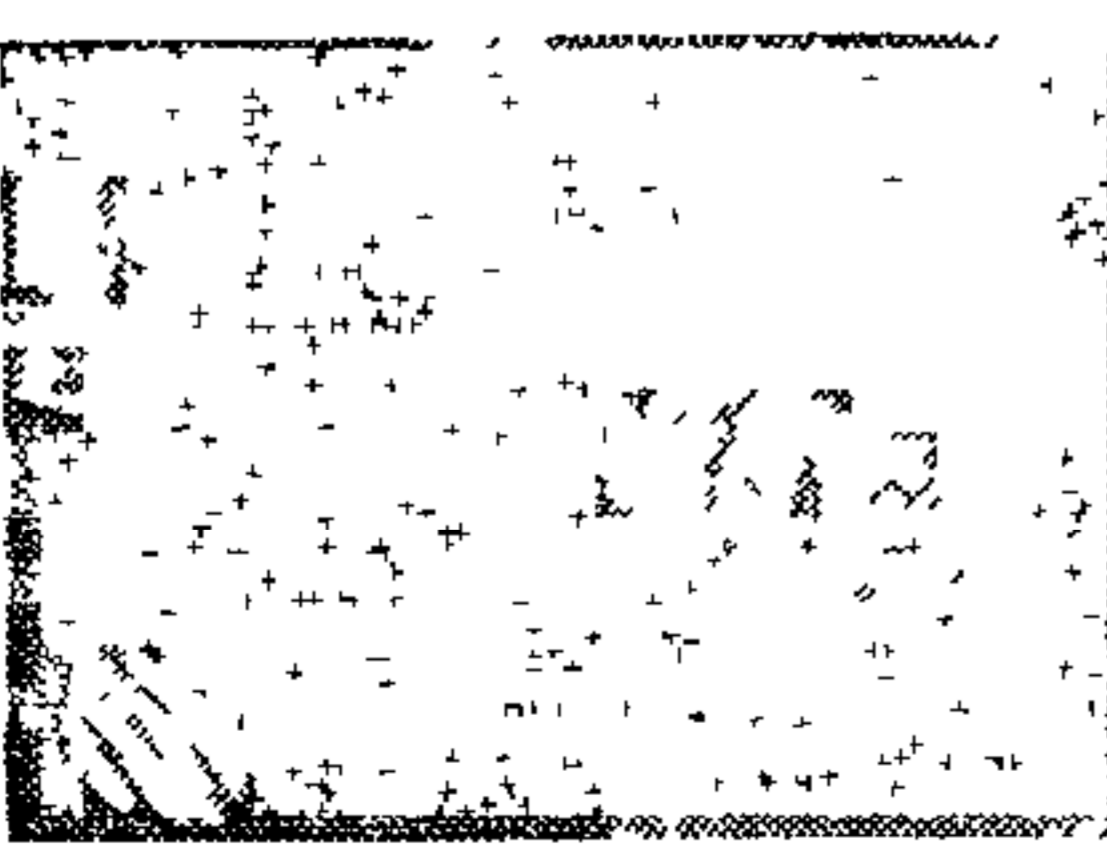
funerals scheduled for the weekend

"Despite sacrifices hardship and good intentions educational rewards remain in short supply," she said.

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In a paper published recently the professor said: "Those who seek to establish the political temperature of black South Africa are wont to push their thermometers into Soweto as the biggest and most articulate centre of population . . . but a brief recollection of past decades will remind us that the political heartland of black South Africa lies in the Eastern Cape."

He said it was there that political skills were learned the hard way in the Frontier Wars and the negotiations which punctuated them.

"There rose the educational institutions of Lovedale, Healdtown and Fort Hare in which many leaders of liberation struggles learned the essential techniques of communication," said Professor Whisson.

After the banning of the African National Congress 20 years ago it was the Eastern Cape that gave birth to the now outlawed Black People's Convention in 1967, which saw the emergency of the Black Consciousness movement, providing ideological blueprints for larger centres.

It was the Eastern Cape, too, that was the stamping ground of men such as Nelson Mandela and Steve Biko, described in Professor Whisson's paper as "the latest in a line of martyrs to the cause of civil rights."

## Franchise

Another factor is that until the mid 1930s blacks in the Cape had the franchise and this was a great motivating force to become politically conscious and politically active.

Port Elizabeth, scene of labour unrest last year, is fed by this political heartland and it is there, according to Professor Whisson, that the pace of industrial and political development is being set.

The labour unrest which began in the port city in October last year did not centre on miners and dockers as in the past, but on the most sophisticated of the multinational companies there.

"Further, the strikers were not uneducated and unskilled migrants, herded into vast compounds far from home, but relatively well educated, permanent



# SUNDAY POST

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S. POST 10/8/80

SOUTH AFRICA is undoubtedly becoming a country of strikes. Workers in almost every industry are either threatening to go on strike or are or have been involved in one.

There seems to be chaos everywhere — on the labour front and in educational institutions. Parents want to be fairly compensated for their labour and their children want their educational demands met.

My fears are that sooner or later the British workers' tendency to go on strike at the slightest provocation may be a picnic when compared to what may face this country.

Blacks are generally a tolerant people. But their tolerance, just like anything else, has got limits. At this stage, it seems they have reached a point of no return.

The laws of this country are forever creating a climate that is conducive to striking because people are denied their rights.

And what I find most disturbing is the tendency for some people to bombard us with false allegations whenever blacks resort to certain measures to get what they know to be rightfully due to them.

It is not only incorrect, but it is a deliberate lie for anybody to suggest that intimidation and incitement are behind any of the

strikes which have swept this country in the past few months.

And this lie has been repeated so often that I'm beginning to fear that those who tell it have also reached a stage where they believe it.

The lie is told to justify unjust action taken by the authorities against strikers.

By doing so, they avoid having to admit that strikers have a legitimate claim for higher wages or improved working conditions.

And what many firms do is respond by firing their striking employees. As happened to many Johannesburg municipal workers last week.

I imagine many things have been told to the new guys who replaced these fired strikers.

They could have been warned that going on strike could result in them being fired like their predecessors, being sent back to bantustans and barred from coming to Johannesburg or getting employment anywhere in this country.

No doubt it is felt that people who know too much about trade unions are a danger, and should be dispatched back home and a different and ignorant lot be recruited.

But they should know that by doing so they are not solving any problem at all. The people who have been sent back home are presently very angry with this country's labour system.

A different group, which is brought in, is now also exposed to the injustice and miseries go along with being a black worker. Thus the number of people who know and understand that go along with being a black worker. Thus the number of people who know and understand that we blacks are ripped-off increases.

I've been told that had it not been for Britain's cold climate, that country would be smelling because of the garbage bins which are emptied on the streets and on pavements when the garbage collectors are on strike.

In fact, to those people, striking is almost a national sport, so I am told. This is in spite of the fact that British workers enjoy numerous rights which, to black workers here, are a dream that may never come true in as long as the Nats are in power.

You see, those guys are ruled by a government which they can elect in or out of power, and not one that is imposed on them. They are free to sell their labour in a market of their choice and recognition of their trade unions by employers is a right.

Several schools have recently been closed because of boycotts which could have been resolved with no police involvement.

There was no reason, for instance, for Morris Isaacson High School to have been closed. The Department of Education and Training has threatened to do something with the so-called facilities provided for education unless black students made use of them.

Why should the Government lose its patience with boycotting students after only a few days of staying away from classes?

While I do not support boycotts, I feel these students were frank enough to have stated their reasons for boycotting classes. The students were demanding the release of a fellow student detained under the infamous security legislation.

How could these students respect the legislation under which this boy was held, when the legislation was passed by people they did not elect.

**SAM MABE takes a look at the need of an increasing number of black workers to resort to striking to improve their lot.**



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10M 11/8/80

# Sacked council workers claim unresolved grievances

By CAMUEL DIKOTLA

NOT all of the hundreds of Johannesburg City Council workers who were sacked during the last month's strike have "disappeared"

Scores are to be seen every day, milling optimistically around the offices of lawyers sympathetic to their plight

Today the city council meets to debate its strong-arm action in dismissing about 2 000 workers, with one motion praising the move and another censuring it.

Last week the Rand Daily Mail selected three sacked workers at random to explore their grievances first-hand, and to find out what they plan to do next

They are

• Mr A, aged 49, from Venda but now a registered Soweto tenant, who has 13 children from two wives — one in Venda and one in Soweto. He was a compound supervisor at the Orlando compound earning R38,72 a week after 24 years service

• Mr B, aged 30, a migrant worker from Transkei with a wife and two children, who earned R33 a week as an electricity department labourer after starting at the council 10

years ago as a cleaning labourer at R9,64 a week

• Mr C, aged 29, single, a Transkeian who regards Soweto as his home, a record clerk with nine years service in the council, now earning R226 a month

Mr A, like most of the sacked strikers, had no intention of giving up his job and now fears that nobody will give him another

His reference book, like that of many of his colleagues, bears only the date of his discharge, with no other details such as the signature of the employer. This means that he hasn't yet been officially discharged and so cannot find another job

"Every fortnight I send R40 to my second wife and children in Venda. My money wasn't enough to feed them properly and now they'll be getting nothing"

Like many other sacked strikers, Mr A is confused about the monies he believes the council must still pay him, such as pension contributions

Mr B was one of the Transkei workers bussed back home. He didn't want to go because, like many migrant workers semi-permanently in Johannes-

burg, he regards Soweto as his home

His family is in Johannesburg, and only his elderly parents are left in a small Transkei village. Mr B was ferried "home", but found his way back to Johannesburg within three days

He is staying with his sister, but fears arrest every time he sees a policeman because, of course, has now been endorsed out of Johannesburg

Mr C, who lived at the Orlando compound, said he had been told to wait three weeks for his salary, and had nowhere to stay since the strikers had been refused re-entry to their compound

Like many of their colleagues, the men claimed to have lost most of their belongings and considerable amounts of money after they had been locked out of their compounds and their personal lockers had been emptied into plastic bags by council officials

The bags were later given to the sacked strikers

Mr B said R40 had disappeared from his locker, and he had seen a friend break down and cry upon allegedly discovering R150 was gone

Mr C told of one man who

had been appointed a banker by migrant colleagues and had discovered about R600 — most of it not his — had disappeared from his locker

And a lawyer is handling the case of one lowly-paid migrant worker who had been religiously saving a little money each month to pay for his daughter's wedding in the Transkei

"Up to the time of the strike he had accumulated R300. It all disappeared. Now he goes back home with no money, no clothes, no job and years of saving down the drain," the lawyer said

The men all claimed that the Black Municipality Workers Union (BMWU), which called the strike, had their full confidence. And they dismissed the council-supported Union of Johannesburg Municipal Workers (UJMW) as toothless

Mr B "We don't support the UJMW because it does not answer our questions. But the BMWU listens to us and we elected it ourselves"

Mr C "The council told us it was not prepared to listen to our union representatives because our union was not registered

"They weren't prepared to listen to our grievances at all"

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# Technicality scuttles bid for council debate

Municipal Reporter

The scheduled second phase of the big debate on the recent strike by Johannesburg municipal workers fizzled out on a technicality yesterday

Earlier this week the city council approved a motion commending the management committee for its handling of the strikes. It had been proposed by M J F Obeidzei MPC, chairman of the management committee

But Mr Sam Moss MPC, leader of the PFP in council, had also sub-

mitted a motion — this one condemning the management committee's handling of the strike. The meeting to discuss his motion was scheduled for Tuesday

About 30 councillors, still tired after the previous late session, had gathered again in the council chamber

But the chairman of the council, Mr J S J Burger, ruled that Mr Moss' motion would rescind the motion adopted on Monday and this could not be done legally until three months had elapsed



# Serious business

STAR 13/8/80 (152) MP

**S**TRIKES and black urban rights — these are among the vital political issues which South Africa must face in the immediate future. Fortunately somebody is already there, probing the problems; offering co-operative support across the colour line; taking a leading and active role. Surprisingly, in the light of at least the past 50 years of its history, that leader is Johannesburg's Chamber of Commerce. Though the JCC is one of those ubiquitous "non-political organisations," it has recognised

that in South Africa today politics impinge on everything from sport to religion. Eschewing white party politics, therefore, and seeking to link with the Afrikaanse Sakekamer and Nafcoc, the JCC is setting a new pace in dealing with the two main threats to private enterprise: labour chaos and urban unrest. This businessmen's move should prove more significant than the so-called Carlton conference. It deserves support from all sectors.

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# Safe to return strikers told

EAST LONDON — Security Police visited 58 workers from Raylite Batteries at their homes in Mdantsane this week to tell them it was "safe" to go back to work.

The head of the Security Police here, Colonel A P van der Merwe, said it was the first time his men had used this tactic, but it had given "amazing results".

More than 200 workers downed tools at the plant last week after a dispute over trade union recognition.

Colonel Van der Merwe said: "My men visited 35 people in key positions and 23 others, and told them there would be no more intimidation of workers at the plant."

"The people were convinced it was safe to return, and 80 per cent did so."

Colonel Van der Merwe said the workers were "very thankful to be able to go to work in safety".

"I feel the visits were successful and it was a good move for our economy."

The South African Allied Workers Union disputed Colonel Van der Merwe's figures.

A spokesman for the union, Mr Sisa Njikelana, said 14 men had complain-

ed about the visits, and a number of others had "let it be known" that they were unhappy.

Mr Njikelana claimed management at Raylite was being selective in the reinstatement of workers who walked out.

"Three union members who went back earlier this week were told to leave and given their pay," he said.

"But others were allowed to restart even after management's deadline on Monday"

The personnel officer at Raylite, Mr B A Fawcett, referred all inquiries to the firm's managing director, Mr David Saunders, who is in Johannesburg.

Mr Saunders could not be contacted last night. — DDR



# Case for the strikers

I CONDEMN and censure the Management Committee for its arrogance, its short-sighted insensitivity, its disregard for people and the suffering its strong-arm tactics have brought to thousands of our workers and their families

Bluster and bullying — those are the two principles on which the Management Committee acted during the strike. If they had stopped at that, they may have prevented the disillusionment, the anger, the bitterness and resentment among workers, both those who actively took a decision to stay away from work and those who went along with the others, in support of a call for — and I quote a R33-a-week labourer — “a living wage”

But no, this Management Committee, incapable of resolving the conflict itself, had to call in a heavily armed contingent of police to do its bullying and blustering. I bow my head with shame for them, that the only way they can talk to people is from behind police-batons and rifle-butts

You say you saw the threat of violence and you acted, Mr Oberholzer, but you and your committee are the ones who started the violence. You set in motion a train of events that violently ripped apart the working relationships between yourselves and our black workforce. With your use of institutionalised violence you have outraged human dignity and human feeling. You have taken advantage of an underprivileged, oppressed group and I feel shame and sorrow for you in your immorality.

Have you any idea what you have done?

Let me give you a few examples of individual cases of workers I spoke to last week. And what I tell you is contained in sworn affidavits. And if you bluster once again and deny what I say I challenge you all to come with me in the morning to see the affidavits and speak to the workers

## Example

MR A is a skilled carpenter. He has spent 26 years in the CED. Last year he proudly received a long-service award. He has bought a house in Soweto through the Johannesburg Municipal Pension Fund and has a monthly repayment of R54. He was not at work because — and I quote — “No one can live on R33 a week and I trusted Mr Oberholzer to know this.” Mr A was fired last Monday. His white supervisor phoned me to try to help him be re-instated. Does 26 unblemished years count for nothing? And for this action against Mr A I must commend you?

## Example

MR B is a brick-layer. He is a skilled artisan. He has worked for the council for 22 years. He did not go on strike. He slept at his job in Lenasia because he is a family-man and did not want to risk losing his gratuities and pension. On Thursday, July 31, he went to Selby Compound because he had heard “that things were being sorted out there.” They certainly were! He was herded into a queue, given a number called into an office, told he had been dismissed, called a “cheeky kaffir”, when he protested that he had been at work. He went back to Klipspruit on Monday morning, but despite his supervisor's efforts he has not been reinstated. This is a blatant case of unfair dismissal. And for this I must commend you?

Also at Klipspruit, I know of four labourers with long-service awards who have been dismissed. Does their loyalty count for nothing? They have been dismissed with no prospect of employment. You, by your crass insensitivity, have condemned them to an old-age starvation in the homelands.

A senior official in the CED, who, with a number of his colleagues, strongly disapproves of what you are doing and has asked me to say so, told me that your attitude is “rather to fire 10 who did not want to strike than employ one who did.” Refute that if you can, Mr Oberholzer. And for this attitude I must commend you?

## Example

MR C is a R226-a-month recorder clerk at Orlando. He has been with the council since February 4, 1971. He was locked out of the Orlando Compound all through the strike and had to sleep in Soweto. He returned to work on Monday, August 4, and was told by the compound manager that he had been fired because he had spoken behind the compound manager's back. Is that what you call a legitimate reason for dismissing someone from work?

And there is much more that disturbs me concerning that subject. Since when do com-

**The Johannesburg City Council met this week to discuss last month's strike by thousands of council workers. The PFP councillor for Norwood, MRS JANET LEVINE, made a stinging attack on the council's Management Committee for its handling of the strike. Here are extracts from her address.**

pound managers do your firing? How can they have that function with men who live under their jurisdiction, but do not work for them?

Mr C felt — and I quote — “that I was justified to strike. I was striking for living wages for my brothers — peacefully. The trouble is not over, the council have treated us like naughty children. No one can live on R33 a week.”

Mr C went to Selby for his papers on the August 4, 5 and 6. Finally he was told by a Mr Retief that he must wait three weeks for his wages and other payments. His reference book was not endorsed. He therefore cannot look for another job and is at risk in terms of the Pass Laws, while he awaits the council's pleasure. Must I commend you for this?

## Example

MR D is a supervisor at Orlando. He is a Venda. He started work with the council in 1956. In those days he earned £2,9d a week as a labourer. In 1968 he became a supervisor and obtained his certificate in 1970. He did general plumbing maintenance at Orlando Compound. He now earns R38,72. He has 13 children, four of whom are still at school. He sends home R40 every fortnight. Mr D is a quiet, dignified, elderly man and you have fired him after 24 years service. He had tears in his eyes and he kept on telling me “I trusted the council, the council had always been good to me.”

I would like the Management Committee to meet Mr D and then tell me if I must still commend them for their actions.

## Example

MR E is a 30-year-old Transkeian. He joined the council in 1970 as a R9,64 a week garbage collector. He now earns R33 a week. Mr E is married and has two children. At Orlando on July 24, he and many others were told by a Mr Barnard that they had been fired. Despite returning to Orlando every day subsequent to that, he and the others were barred from the hostel and their belongings.

At Selby, where he was taken by bus on Thursday, July 31, he was paid off and given a 72-hour stamp by Wrab officials in his reference book. Since when is the Council an agency for Wrab? But there is another question. Mr E attests to “rough handling by the police with rifle-butts and batons.” He says he was “very frightened.”

He was then put on a bus and taken back to Orlando, where six people were sent into the hostel to verify the fact that there were no possessions there. They returned to tell others that their lockers had been cut with bolt-cutters and that all their belongings were at City Deep Compound.

The bus proceeded to City Deep where Mr E was put into a room for 80 people with 120 others. There was little ventilation and no room to lie down. They were not given their belongings. In the early morning Mr E asked if he could go to the toilet. He was told by a white traffic officer of this city — and I quote — “K-k sommer daar langs jou kaffir broers.” And for these acts of inhumanity I must commend you?

In the morning Mr E was given a plastic garbage bag with his belongings. He then underwent an uncomfortable 22-hour journey to Transkei under police escort. Stops were infrequent and no food or drink was provided.

Mr E returned to Johannesburg immediately to look for work and “to find the missing money and clothes that were not in the plastic bag.” His statement of property loss has been corroborated by many others in sworn affidavits. I accuse this Management Committee of acting malevolently and in panic, in dealing with the dismissed workers. Mr E's story (and there is plenty more, believe me) is a blot on this council. I abhor the way in which people have been affronted and humiliated. These five cases tell their own story. I do not have to draw any conclusions for you.

I call for the unconditional reinstatement of all workers and ask that no retrenchment be

carried out by the council in this ad hoc and blatantly unjust manner. The migrant workers have no chance of re-employment. They withheld their labour as a right. The strike committee showed its responsibility by keeping the essential fire and ambulance services manned. Surely we can show our responsibility as employers and reinstate our employees and begin negotiations with elected representatives, as is the norm in any Western industrialised country?

The Management Committee must call in outside experts to investigate the conditions under which our workers live. Our older hostels are a disgrace. Those that can be rebuilt to modern specifications and those that cannot be rebuilt must be condemned. The whole salary structure will have to be reconstituted. Not only will the basic minimum wage have to be raised, but the whole question of annual automatic increments, pensions, sick leave, medical benefits, etc, will have to be implemented, for all categories of workers.

The Management Committee must, as a matter of urgent priority, set about providing a mechanism that will enable all the black workers of the city to elect their bona fide leaders. It must then accept those leaders and begin the process of negotiation and bargaining with them.

It must recognise that the workers have a right to exercise commonly accepted labour practices, such as the right of association, the right to organise, the right to consultation, negotiation and bargaining, the right to protection against abuse and the right to legally withhold labour.

The people I spoke to last week universally dismissed your union, Mr Oberholzer, out of hand. You sent black personnel officers of this city's Staff Board around the compounds with registration forms for your union.

If it were not so sad, it would be laughable. Do you think you are dealing with innocent children? The men know whom they want to represent them. Your black works and liaison committees and any extensions thereof have come to a dead end.

These committees' right to organise is controlled by management. They do not belong to the Industrial Council, so their real right to consult, bargain and negotiate is denied and frustrated. The committees do not have formal grievance and disciplinary machinery. Procedures, where they exist, are handed down from management. As we have seen, the right legally to withhold labour is ignored and the right to protection from abuse has been flagrantly violated.

These mechanisms must be introduced with the full agreement and participation of black workers, otherwise they will be deemed as another management ploy and will be meaningless.

By your actions over the last weeks, you, the Management Committee, have written a shameful chapter in the history of this city. You have much to do to restore our good name. I hope you have the courage and goodwill to begin now for, if you fail in this, you fail all the people of Johannesburg.



152 M30  
RDM 15/8/80

# Strikes soon part of SA life — Moss

By MARIKA SBOROS

STRIKES and industrial disputes will soon become part of normal life in South Africa, predicts Mr Sam Moss, the opposition leader in the Johannesburg City Council.

He told students at the University of the Witwatersrand this week "We will have escalating problems which will create situations in which law and order will be difficult to maintain."

He was giving a lunchtime lecture on the aftermath of last month's strike by municipal workers.

Mr Moss said the council could avoid serious conflict in future industrial disputes by setting up the correct machinery for dealing with grievances — and not using force to break strikes.

The strike last month was the first of many rounds in a "war of attrition", he said.

"The strikers have lost the first round, but the final battle will not be won by the council."

Mr Moss criticised the Johannesburg City Council's management committee for refusing to negotiate with the Black Municipality Workers Union, led by Mr Joseph Mavi, because it was not a registered union.

"I reminded the council of lessons to be learned from Zim-

babwe. You don't solve anything if you talk to the wrong group. No matter how difficult negotiating would have been, it should have been done."

He said the council had failed to understand that today's migrant workers were different from those of yesterday.

"The migrant worker today becomes part of a learning process and understands what is being done to him."

Mr Moss said he found the way in which the strike was broken particularly "sad and depressing" because it had led to deteriorating labour relations between the council and its employees.

"This is sad, because, in its own paternalistic way, the council has improved the conditions of its workers. Blacks are no longer willing to accept paternalism from whites."

Mr Moss said the council had underestimated the situation, believing it held all the cards.

"I believe the council will continue to flex its muscles in future disputes by using force and intimidation. Conflict is inevitable, because the workers will learn from the breaking of the strike," said Mr Moss.

"This will result in a better worker organisation, which will enable strikers to deal with more power in future industrial disputes."

F



# MAVI, Dlamini Testifies on bail

POST, Friday, August 15, 1980

Page 3

MR. JOSEPH MAVI, leader of the Black Municipality Workers' Union, yesterday appeared in the Johannesburg Magistrate's Court with the union secretary, Mr Phillip Dlamini and both were refused bail.

He appeared before Mr J G Jordan. No charges have been set against

them as yet. They will appear in court again on August 28.

Mr Jordan, said bail was refused on the grounds that police were still investigating. It was also feared that Mr Mavi and his co-accused might interfere with State witnesses.

The bail application was refused after the investigating officer, Constable Cornelius Johannes van Aswegen,

said investigations were at a delicate stage.

Constable van Aswegen said it would not be a problem to grant bail after investigations had been completed.

Mr Mavi, president of the union, was arrested on July 31 during the municipal workers' strike in Johannesburg. He was detained under the General Law Amendment Act. In applying for bail,

Mr Mavi told the court that he had seven children to support at his Zola North home in Soweto. He said he had been in custody since his arrest, two weeks ago, and was interrogated four times.

He said he had not been told what the charges and allegations against him were.

Mr Mavi said he did not intend to leave South Africa

The court heard that Mr Mavi was employed by the municipal transport department as a bus driver since April 11, 1977. He told the court that when he was arrested he was still busy negotiating with management on the strike.

Constable Van Aswegen said that according to the superintendent of Mr Mavi's department, Mr Mavi had been dis-

charged and paid off before his arrest.

Mr Mavi said he knew nothing of this as far as he was concerned, he was still employed by the municipality. He also denied that he was paid off.

The magistrate told the two accused that they might be called to court before August 28 to be granted bail. It all depended on police investigations

**Busmen** (1234)  
**threaten** (152)  
**to strike** STAR 15/8/80

Putco bus drivers are moving towards confrontation with their management because of dissatisfaction over pay and work conditions.

A secret meeting of about 200 drivers decided today to take strong action on Monday to air grievances. They said their action might lead to bus services stopping.

Drivers bitterly complained Putco's "delaying tactics" to stall demands for a R35-a-week pay hike. The company has offered them a 15 percent rise.

They warned that if their spokesmen were arrested or harassed, they might refuse to work.

← reference

↓  
headline



00 14/8/40

# Gqweta bail ruling on Monday

EAST LONDON — An application for bail on behalf of the national organiser of the South African Allied Workers' Union, Mr Thozamile Richard Gqweta, of Mdantsane, who appeared in court here yesterday on a charge under the Riotous Assemblies Act, was postponed to Monday and Mr Gqweta remanded in custody.

The application was made by Mr P Langa and the prosecutor, Mr W M Opperman, said the state had not had a chance to study the docket to be able to decide whether to allow or oppose the application.

He said police investigations were still continuing and he had not been aware an application for bail would be made yesterday.

Mr Langa said no formal notice was made but the instructing attorney, Mr B Ntonga, had discussed the question of bail with the investigating officer, Capt Olivier.

He said Mr Ntonga had also spoken to the prosecutor and had indicated that the defence

wanted to apply for bail at the next appearance.

"The docket is here, the investigating officer is here, the accused is here and it should be expected that he applies for bail when he appears in court, Mr Langa said.

Mr Gqweta told the court he had not been formally charged and had been told he was arrested for preventing people from seeking work at Raylite Batteries.

He assured the court he would not abscond if granted bail. He would also not interfere with state witnesses.

After an adjournment Mr Langa said he had ultimately conceded "reluctantly" to a postponement to Monday.

Mr Gqweta was arrested on August 7 while on his way from Raylite Batteries on the West Bank where workers had been driven off the premises after a sitdown in the factory's canteen following disagreement with management on the recognition of a SAAWU committee in the factory.

-- DDR

DO 1/16/85 (11/18)  
152

# Rehiring wasn't selective — firm

EAST LONDON — The battery firm hit by a strike here nearly two weeks ago had not been selective in rehiring workers, the company's managing director, Mr David Saunders, said yesterday

He was replying to claims by three former employees that they had not been allowed to resume their jobs when they returned early last week

They claimed management was discriminating against them because they were members of the South African Allied Workers Union

Earlier, management said the strike followed their refusal to acknowledge a workers' committee made up of union members

Mr Saunders replied

"There has been no discrimination at all.

"We have had to do a certain amount of rehiring to get production going — we can't wait forever for these people to come back"

A large number of workers had been rehired, he said, including some of the union members elected as committee members and shop stewards

After checking the records, Mr Saunders found the three men concerned, Mr Dambile Sikepu, Mr Dilli Shwalaka and Mr Lennox Veyeke, had been replaced early last week

This had happened to some of the other workers who tried to return after last Monday's deadline, he said. — DDR



(152) (M) (SA)  
Serious labour unrest  
will 'not re-occur' c. 1/20/50

Industrial Reporter

THE head of one of South Africa's biggest construction groups believes labour unrest here will not re-occur with the seriousness or frequency expected by overseas commentators over the next five years

The executive chairman of the Murray and Roberts group, Mr Des Baker, stressed in an interview in its house magazine that there were no new basic problems in the field of industrial relations and nothing that could not be adapted to

It was possible the company had paid agitators in its employ, "but there is quite a strong reaction among the more conservative elements to these people"

The country had so far had relatively little labour discontent but it could learn from countries such as the United

States, Australia and Britain which had experienced more trouble

Asked if he believed black wages in the group's industries were high enough to provide a reasonable way of life Mr Baker said there was still room for improvement. On the other hand it had been found that lower paid employees could not be prevented from taking off far more time from work than they could afford. In such a situation more pay would mean more absenteeism.

The company was considering a policy of apprenticing blacks in increasing numbers since recent changes in legislation

This took courage because problems did arise where white and black apprentices were being trained together

# State intervention in meat strike

From Dr K R HUGHES,  
chairman, Civil Rights  
League (527 CTC Build-  
ing, Plein Street, Cape  
Town):

IN THE Cape Times (August 8)  
the story covering the end of  
the meat strike is headlined  
"Meat strike State move was  
'crucial'" This puts the matter  
in a nutshell

First, the nonsense regarding  
the non-registration of the  
union (Has anyone ever heard  
of strikers refusing to negotiate  
with an employer because the  
employer is non-registered?)  
Then the curious paralysis of  
the Manpower Commission and  
other machinery of  
conciliation Finally, the direct  
harassment of the workers  
through the banning of their  
meetings, of their publication,  
and the detention of their lead-  
ers In all these ways the state  
played a crucial rôle

A recent study (by Charles  
Tilly) shows that the pattern of  
labour relations in France dif-  
fers from that of Anglo-Saxon  
countries, in that workers are  
more likely to get a better deal  
if the state intervenes than if it  
doesn't Our rulers appear to  
have opted for the exact op-  
posite policy and it remains to  
be seen whether the conse-  
quences are not even worse  
than the ambiguous solution  
adopted by the Americans

Professor P J van der Merwe  
of Pretoria University recently  
remarked that South Africans  
are too prone to demand that  
ordinary everyday democratic  
conflicts be suppressed by  
authoritarian fiat from above,  
and we would do better to try  
to find more open channels  
through which grievances could  
be ventilated

This sage comment bears  
repeating



# Managers 'should sort out labour unrest themselves'

2/1/80 STAK 152

## Pretoria Bureau

Managers of industrial concerns should not over-react and call in armed riot police at the first sign of labour unrest, but should first try to sort it out personally.

That was the advice Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa, gave members of the Institute of Personnel Management at their annual convention in Pretoria yesterday.

Talking at the CSIR he added that through ignorance certain managers panicked, abdicated their responsibilities and called in police who normally turned up armed to the teeth.

Instead they should have got on and done the job they were paid to do. They ought to have dealt with the problem from within the company, seeking whatever expert advice they might need to resolve the problems.

Basically personnel ma-



Mr Arthur Grobbelaar ... don't call police.

nagers on the whole were lacking in industrial relations, and had better equip themselves quickly in that field, Mr Grobbelaar told The Star after the speech.

Management is also going to have to deal with unregistered black unions whether they like it or not because they were the people whom the workers had chosen as their representatives.

He also advised that companies should estab-

lish whether or not the union which claimed to represent the majority of the workers actually did so.

If there was uncertainty, he suggested holding a secret ballot. If need be, an impartial observer could be called in to supervise it.

Labour unions should be allowed access to the workers after management had seen their constitutions, who the office bearers were and how they operated. Management should not just slam the door in their faces.

The company liaison committee or shop steward had a place in the firm to sort out differences on a company level, but the national union should be there to intervene on behalf of the workers when greater matters were at stake.

South Africa had not been experiencing labour unrest as such, but merely labour disquiet, Mr Grobbelaar said.

# Judgment today on 128 workers

EAST LONDON — Judgment was reserved yesterday in the case against 128 workers who were alleged to have held an illegal gathering outside NCI here recently

An application for their discharge on the main count under the Riotous Assemblies Act was granted, but refused on the alternative count

The workers, who were arrested by police on July 11, all pleaded not guilty

They were alleged to have held a gathering of more than 10 people outside the West Bank plant on that day after a walkout three days earlier

The State claimed the meeting was an illegal gathering and prohibited in terms of a government notice published on June 30

After lunch yesterday, their legal representative, Mr G M Mxenge, made a successful application for their discharge on this count

An application for their discharge on a count of contravening the renewal in March of the ban on gatherings under the Riotous Assemblies Act was unsuccessful

This renewal expires on March 31 next year

The chief security officer at NCI, Mr Cecil Benito, told the court the employees had gathered outside the plant on three successive days before their arrest

This followed a walkout on Tuesday morning when some of the workers were refused permission to enter their plant

Mr Benito said he refused to let them in because of management's decision to dismiss workers who were "working against the interests of the company"

After the walkout, management appealed to the workers to return and they did so — but walked out again when they saw some were refused entry

Captain Philipus Olivier of the Security Police said workers were told on Wednesday that they would be paid off if they refused to enter the premises, and should collect their pay on Friday July 11 at 2 pm

On Wednesday and Thursday they moved off when Captain Olivier asked them to, but on Friday police were called in and 128 workers arrested

Both Mr Benito and Captain Olivier agreed with Mr Mxenge when he said the crowd behaved in an orderly manner, both before and after their arrest

The workers had gathered on Friday morning to collect their pay cheques he said and this could not be seen as an illegal gathering in terms of the law

He said there had been a misunderstanding about what time the workers were supposed to be paid, but this was dismissed by Captain Olivier as "very unlikely"

Applying for a discharge on both counts, Mr Mxenge said "This type of gathering, where men arrive to collect their pay, is obviously not one of those the legislators had in mind when they drew up this provision"

The prosecutor, Mr Willie Opperman, opposed the application

The magistrate, Mr N R Oosthuysen, granted the application on the main count but refused it on the alternative

Mr Oosthuysen will pass judgment on the alternate count at 11 am today —  
DDR



Illegal strikes in South Africa have risen from 38 in 1977 to 78 during the first half of this year. The unrest, and management's responses to it, are reviewed in the latest issue of the SA Institute of Race Relations news-sheet. Drew Forrest reports

# 'Archaic' methods lie behind strikes

During the first six months of 1980, industry in South Africa was hit by illegal strikes involving as many as 40 000 black workers. July witnessed one of the biggest walk-outs in the country's labour-history — by 10 000 council employees in Johannesburg

Some blame this wave of labour unrest on "agitators", who refuse to use the existing dispute procedures and exploit worker credulity for their own political ends.

Institute of Race Relations labour researcher Ms Carol Cooper, disagrees. She argues in the Institute's monthly journal that illegal strikes erupt, and resist settlement largely because of archaic labour practices.

Employers make most mistakes before a formal dispute arises, in the day-to-day handling of grievances, Ms Cooper says.

They have shown a marked tendency to deal with representatives of their own choosing, rather than those elected or favoured by workers.

"This not only rules out the possibility of effective communication, but is often the cause of

Many employers persist in the belief that liaison committees, comprising worker and management representatives in equal numbers, are adequate for the expression and set-

tlement of grievances.

But workers do not talk freely in a face-to-face confrontation with their employers, and recent strikes "have shown how unpopular the system is," Ms Cooper observes.

Workers in the recent Goodyear strike in the Eastern Cape ignored their liaison committee, while Putco strikers in Johannesburg called for the abandonment of their committee.

## NO WARNING

And the system of liaison committees based on the Johannesburg municipal compounds "failed miserably" to give warning of or to end the massive walk-out by Johannesburg's council workers, Ms Cooper points out.

Ms Cooper, says management has reacted to strikes in a generally set pattern of:

- Calling the police.
- Refusing to talk until strikers return to work
- Sacking the strikers — and often rehiring them on a selective basis

And the intervention of the authorities — whether the police or the judiciary — tends to exacerbate tensions, she says.

There have been violent clashes with police in many of the strikes men-

tioned, and in the Volkswagen strike, the banning under the Riotous Assemblies Act of a report-back meeting by unions actually became a strike-issue.

To employers with a genuine concern for good industrial relations, Ms Cooper recommends the following steps:

- Acceptance of the workers' right to choose a body to represent them and to negotiate on their behalf.
- Acceptance of a trade-union presence at plant-level, rather than at Industrial Council level only.
- Allowance of an adequate report-back system through shop-stewards, so that grievances can be channelled to and from management. "This is especially crucial during negotiations," Ms Cooper stresses, "whether under normal or strike conditions."
- Reinstatement rather than re-employment of strikers who wish to return to work. This would mean an end to the common management practice of "weeding out" so-called "troublemakers" when rehiring.

Lastly, Ms Cooper recommends negotiation with worker representatives, rather than immediate recourse to the police.

152

STBK 21/8/80

By JOE THULION

A PLEA by a trade union organiser, Mr Wilson Manana, yesterday averted another strike by Putco drivers.

This was the third time in less than a week they had turned back on the brink of a strike.

The angry drivers were threatening to go on strike — 'now' — after hearing the chairman of the Central Black Labour Board, Dr J G Louw, tell them he had failed to get a promise of more money from the company.

Mr Wilson Manana, an

POST Transvaal, Friday, August 22, 1980

Page 3

# Putco averts strike

organiser of the Transport and Allied Workers' Union, pleaded with the workers not to go on strike

"If we do something silly now, we shall be victims of the law," he said "All that we have achieved will crumble and our union will be closed down."

He spoke of unions

whose leadership was banned or exiled because "they became political people."

Transport and Allied is one of the two unions that have asked Putco for recognition. They applied for registration earlier this year, but have not been registered yet because of objections from the registered African

Transport Workers' Union.

Dr Louw told the 300 people he had met Putco management last Friday and told them the 15 per cent increase they had given the drivers only made up for the increase in the consumer price index between last year and now.

He had asked them to contribute something to the closing of the wage gap between black and white drivers

He said he would now write a report to the Minister of Manpower Utilisation, Mr Fanie Botha

Mr Botha would then refer the dispute to the Wage Board, who after investigation, would make a recommendation to the Minister

"What the Minister orders after the Wage Board recommendation becomes law," Dr Louw said

He said the process could take anything up to six months

The drivers are to meet again next week.



STAR 2/16/80

# Unrest expected as black unions mature'

By Mike Derry

South Africa can expect more labour unrest in future as newly-formed black trade unions mature, speakers at the 14th South African Security Association Conference warned yesterday.

Both speakers who took part in a panel discussion at the conference yesterday also indirectly criticised the Johannesburg City Council for its handling of the recent municipal workers' strike.

Mr J A Grobbelaar, general secretary of the Trade Union Council of South Africa (TUCSA), said much of the recent unrest could have been averted if employers had been more skilled in industrial relations technique.

Mr L B de Wet, industrial relations manager for the Hulett's Corporation, said the refusal by management to enter into dialogue with black trade union leaders solely because they were not yet registered "makes little sense to me"

Mr Grobbelaar said because black workers were in a much more inequitable situation than whites, they could be expected to resort to vigorous strikes to try to bring about more of a balance

He said the black unions would be generally more militant in their approaches, they were going to ask for a lot, and they wanted their demands met immediately

Mr Grobbelaar said it

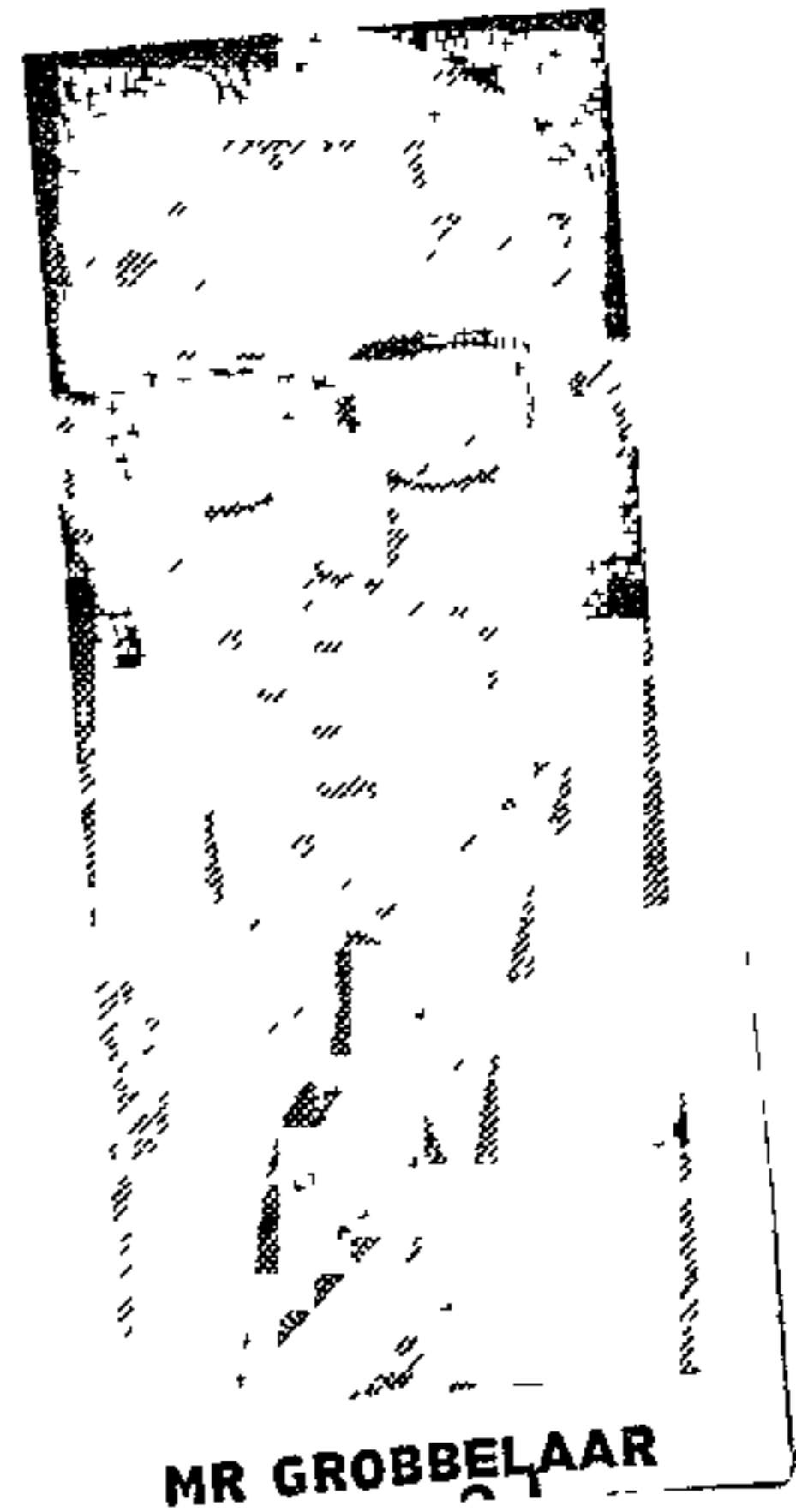
could be expected that strike action would escalate considerably over the next few years, but after a few years time the "dust will settle"

The black trade union leaders and the employers would become more skilful in industrial negotiation, he said

Both groups would employ the tested techniques of collective bargaining without the situation leading to industrial unrest

Mr de Wet said he was disturbed by the tendency of both management and workers to resort to "confrontation tactics"

He said the refusal to deal with unregistered unions and the tendency to dismiss all employees made little sense



MR GROBBELAAR

# The Star

## Training employers to handle strikes

STAR

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THE figures speak graphically enough of South Africa's mounting labour restiveness. In 1977 there were 38 illegal strikes recorded, in the first half of this year alone industry was hit by 78, involving up to 40 000 workers. And that figure does not include the 10 000 Johannesburg municipal employees who stopped work in July.

The pattern is likely to accentuate as the economic boom gathers steam, so employers will need help and expert advice in the specialised field of labour relations.

Some sensible guidelines were outlined in *The Star* yesterday by Mr Arthur Grobbelaar, general secretary of Tucsá. One bit of advice was that managers will have to deal with unregistered unions whether they like it or not. If these are the workers' chosen leaders it is misguided to seek others who may be more amenable.

Personnel managers says Mr Grobbelaar, on the whole lack experience in industrial relations, and had better equip

themselves quickly in the field. Above all he urges managers not to overreact and not to abdicate their responsibility to sort out disputes within the company.

Calling in armed riot police at the first sign of labour unrest is a ham-handed and dangerous way of handling matters. Their presence is warranted only if there is a direct threat to public order. Like the technique of mass dismissals and selective rehiring, it builds up reservoirs of future discontent.

These are some of the mistakes recently seen in the handling of the Johannesburg strike. Another was the detention of strike leaders, four members of the Black Municipality Workers' Union are now in jail. Charges of sabotage were later brought against two of them so the merits of the case cannot be discussed here. But the method of bringing them to court, like the entire strong-arm treatment of the strike, is a legitimate cause for public concern. Experience will show that the Johannesburg example is one for prudent employers not to emulate.



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# Some boycotts

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**SIR, — Some boycotts have achieved their goal.**

So far, the school boycott has achieved something. At most schools the buildings have been repaired and more textbooks have been issued.

As far as interior education is concerned, if it is not thrown out in five years time we could consider further action. And this time it will be even worse.

The meat boycott could have been a success if the workers had stood together. The community supported this boycott, and some gave monetary donations. But there were those who did not care about their fellow workers.

## BAN

I think it all went wrong when the Government placed a ban on all meetings. This meant things could not be discussed the way they should have been.

It's time the bus boycott ended. What's the point of one group boycotting? Nothing effective can be achieved this way. It's like one guy complain-

~~Question~~ 30

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<sup>C 1 23/8/152</sup>  
**Rand strike:**  
**Joseph Mavi**  
**granted bail**

Own Correspondent

JOHANNESBURG — The president of the Black Municipal Workers' Union (BMWU), Mr Joseph Mavi, 42, who is charged under the Sabotage Act, was granted R500 bail in the Johannesburg Magistrate's Court yesterday.

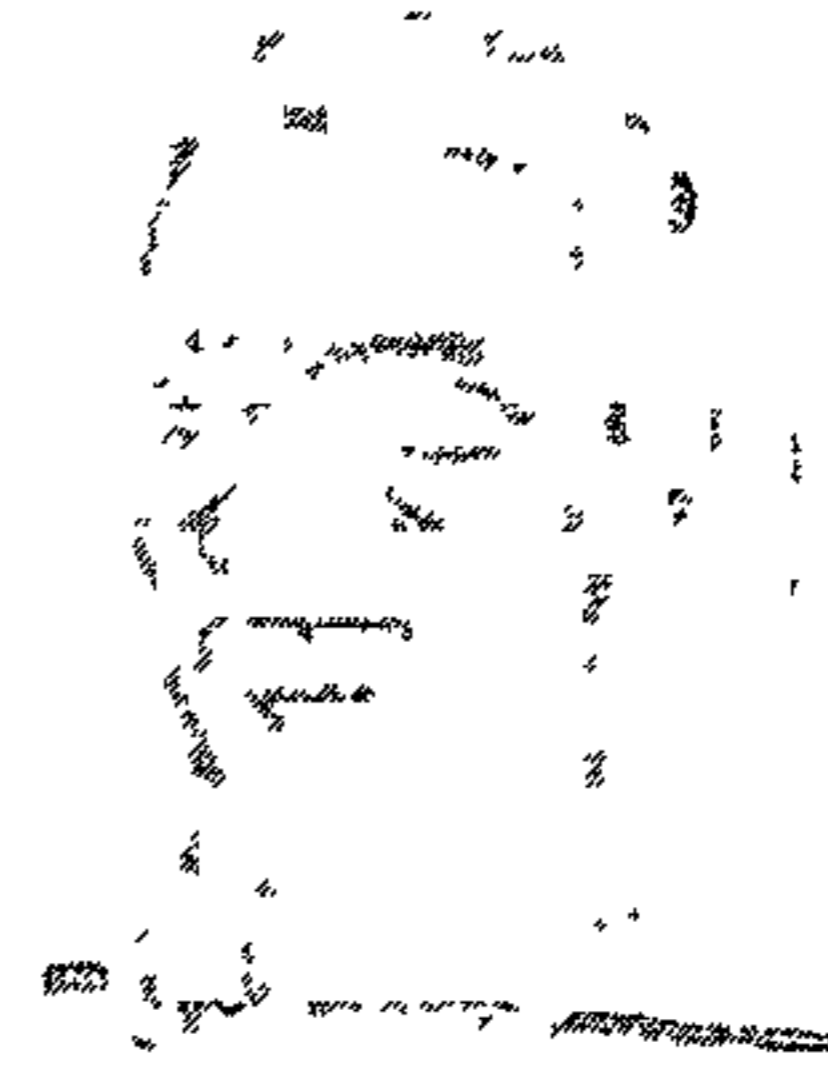
He is facing a charge relating to the recent municipal workers' strike.

The prosecutor Mr A du Plooy, said that although the investigations had not been completed the damage as a result of the strike had been estimated at between R300 000 and R400 000.

Mr Du Plooy said Mr Mavi who is appearing with the secretary of the BMWU, Mr Philip Dlamini, was facing a serious charge.

Earlier yesterday Mr Dlamini, 29, of Soweto was released on R1 000 bail.

Bail for Mr Mavi was initially fixed at R1 000 but Mr M



Mr Joseph Mavi

Basslian for Mr Mavi asked for a reduction to R500 as Mr Mavi could not afford more.

Mr Mavi and Mr Dlamini, who have not yet pleaded to the charges, have to report daily to the Jambulani police station and surrender their passports.

The case was postponed to August 28.

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# Council 'broke agreement'

## BMWU sues

Mr Phillip Dlamini, BMWU secretary, outside court after being released on R1 000 bail. He must report twice daily to police. The union's president, Mr Joe Mavi was granted bail of R500.



By SAM MABE

THE Black Municipal Workers Union (BMWU) is suing the Johannesburg City Council and the Minister of Police for breaking an agreement not to send striking workers back to the homelands.

Lawyers acting for BMWU have already filed papers for the costs of suit with the Witwatersrand Supreme Court.

The lawyers said BMWU was about to ask for a court order to stop the municipality sending workers home when an agreement was entered into between the municipality and counsel for the workers.

But the municipality broke the agreement and, with the assistance of the South African Police, sent more than 1 000 workers back to their homes in buses hired by the municipality, they claim.

In one of the 27 affidavits supporting the breach of agreement action a member of the union, Mr Gatsby Mazwai, who was detained by police outside the union's office on Wednesday, told how the workers were herded into the buses under police guard before they were sent away.

Meanwhile, Mr Joseph Mavi, president of the BMWU who is facing charges under the Sabotage Act, said at his Soweto home yesterday that he had spent a restful night for the first time in three weeks after his release on R500 bail yesterday.

He told SUNDAY POST he had been warned by his attorney not to give interviews to the Press.

When he arrived at his Zola home last night, friends and relatives were waiting for him. His wife, Ruth, joined the celebration later.

Mr Mavi's 10-year-old daughter, Tembeka, said: "I am so happy to see daddy. We have been alone for a long time."

(152) (145) C. 7  
**Mishandled meat  
workers' strike** 25/6/60

From Mr DAVID LEWIS,  
organizer, Western  
Province General Work-  
ers' Union:

**LETTER**

I WOULD like to comment upon a recent article published in the Cape Times (August 4) by an industrial relations adviser, Mr Andrew Levy. Mr Levy urges employers to adopt a more conciliatory and realistic attitude towards strikes and, indeed, to the trade union question in general. In the Financial Mail (August 1) he is moreover quoted as saying that "the [Johannesburg City] Council has its head in the sand". We concur with his assessment of the council's handling of the recent municipal workers' strike.

However, actions speak louder than words, and it is unacceptable that Mr Levy should place himself in the vanguard of enlightened management. It is important to note that Mr Levy is not a dispassionate observer of the recent spate of strikes. In fact he was the industrial relations adviser to the employers in the recent Cape Town meat strike and acted as their principal spokesman at a number of meetings. In this case the line adopted by the employers deviated considerably from the enlightened prescriptions which their adviser, Mr Levy, so frequently espouses.

**'Antiquated'**

In his Cape Times article Mr Levy states that "with all the talk of change, and the new deal, many employers continue to handle strike action with antiquated methods, regarding strikes as a sign of disloyalty, ingratitude, the work of agitators, and responding by firing their employees, and refusing to confront the issues giving rise to the action." We agree.

But precisely this "head in the sand" attitude characterizes the handling of the recent meat strike. In all Mr Levy's recent statements the Johannesburg City Council is strongly condemned. No mention is made of the meat strike, but it is precisely in the Cape Town abattoirs that Mr Levy's actions have rendered his fine words not only personally incomprehensible, but demand further explanation if they are to be universal prescriptions for other managements.

The issues involved in the meat strike are well known. Approximately 90 workers at Table Bay Cold Storage, after weeks of requesting that management recognize their democratically-elected committee, went on strike. The management's response to this is a cataloguing of all the "antiquated methods" cited by Mr Levy in his Cape Times article: resisting "negotiation and discussion and investigation", accusations of "agitators", wholesale "firing of their employees", hiding behind "statute books" and the "red herring of unregistered unions". In short, "refusing to confront the issues giving rise to the actions".

As Mr Levy says, unsuccessful strike handling will inevitably "widen the issue in dispute". And the issue was dramatically widened when two weeks later the rest of the meat industry came out in support of the striking Table Bay workers. In the intervening two weeks the workers in all the meat factories had attempted to discuss the issue at Table Bay Cold Storage with their respective employers. Their efforts proved fruitless. Indeed the employers actually prepared themselves for an industry-wide strike. When the 800 meat workers walked out they informed management that they were walking out for one in solidarity with the Table

Bay workers. On their return they were locked out by the employers (assisted by squads of riot policemen). And, as Mr Levy predicts, the issue widened.

The workers received the support of Cape Town's entire African and coloured community, a large section of the enlightened white public and their representatives and, without exception, the English-language press. The moderate nature of the demands, the workers' commitment and the extent of public sympathy failed, however, to impress the employers. The immediate legacies of this obduracy are 800 starving meat workers and their families, and an entire industry which must have suffered a severe financial setback in the short term and is now employing a less productive work force than might otherwise be the case.

The long-term legacy is more profound. It is the existence, in Cape Town, of 800 steeled, determined and embittered workers (and the thousands who supported them), whose anger and understandable bitterness will be directed not at the "agitators" (for there were none), but at the employers who so consistently refused to heed their voice. And this is important. For as long as there are "meat employers" and "Johannesburg city councils" they will, in the eyes of the workers, be the benchmark for all employers. Those employers who adopt a more conciliatory approach, those who take heed of Mr Levy's words, will not receive a second thought, as long as the actions of prominent employers — like the meat employers — belie these fine words.

**State's role**

It is accordingly important to understand why the meat employers deviated from the path which Mr Levy espouses. Is it possible that the state actually prevented the meat employers from following the conciliatory path suggested by Mr Levy? If that is so, it is important that it be made known. It is however unlikely that the state would have been able to prevent an amicable settlement of the Table Bay issue, around which all subsequent action hinged. It is clearly for Mr Levy to explain the startling deviations between his words and his deeds. Is the explanation to be found in Allister Sparks's words: "Many employers are able to theorize about the need for black union rights and discuss it in their board rooms, yet when they actually come face to face with black aspirations and demands they seem to panic and become irrational. They revert to traditional South African responses and begin threatening to call in the police, or to fire the lot and pack them off to the homelands?"

Please forgive the lateness in responding to Mr Levy's various pronouncements. Unfortunately until very recently I and four of my colleagues were detained in prison in Cape Town, an important institution in the industrial relations system adopted by the meat employers.



R100 000

backing  
2/1/80  
for  
3/1/80  
185  
5  
strikers

Labour Reporter

FINANCIAL support from the community for Cape Town's meat workers, who recently called off their three-month strike, has amounted to more than R100 000.

The community has clearly shown its sympathy for the democratic representation sought by the meat workers, the Western Province General Workers' Union said in a statement today.

THE LESSON

This is the outstanding lesson of the meat strike. The interests of the workers and the black community as a whole are one. They will stand shoulder to shoulder for realisation of their basic demands.

The union said the dispute in the meat industry had ended in a temporary retreat by the workers and a short-term pyrrhic victory for the employers and the State which backed them so ruthlessly.

Most of the 800 workers involved in the strike have not yet found employment, two weeks after they signed off from the meat firms.

(A) Unionist  
is charged

Staff Reporter

(152) A THIRD person, the acting secretary of the Black Municipality Workers Union, Mr Gatsby Mazwi was charged with a contravention of the Sabotage Act in the Johannesburg Magistrate's Court yesterday.

(A) Last week the president of the BMWU, Mr Joseph Mavi of Soweto, and the secretary, Mr Phillip Dlamini also of Soweto, appeared in court.

Mr Mazwi and the other two men are facing charges relating to the recent black municipal workers' strike.

Mr Mazwi was released on R500 bail.

Mr Mavi and Mr Dlamini were released on bail of R500 and R1 000 respectively.

The men will appear again on August 28.

(152) (A) (B) M 24 152



post 2/4/50

# Mazwi in court

ANOTHER member of the Black Municipality Workers Union (BMWU), Mr Gatsby, Mazwi, appeared in the Johannesburg Magistrate's Court yesterday on a charge of "sabotage".

He was granted bail of R500.

Mr Mazwi, acting secretary of the organisation, was the fourth member of BMWU arrested by security police after the recent black municipal workers strike which swept Johannesburg after a pay dispute with the City Council.

Two other leaders of the organisation, Mr Joseph Mavi, president, and Mr Phillip Dlamini, secretary, were granted bail of R500 and R1 000 respectively last week.

Mr Mazwi appeared before Mr C H Fouche in the Johannesburg Magistrate's Court.

Mr Mazwi will now join Mr Mavi and Mr Dlamini as accused number three when they appear in court again tomorrow.

The men are being charged with contravening Section 21 (B, D and F) of the Criminal Law Amendment Act, commonly known as the Sabotage Act.

The conditions of Mr Mazwi's bail are that he report daily at the Jabulani Police Station in Soweto.

**CAPE TOWN.** — Pupils at a school in the Strand area yesterday burnt, tore up or threw away their Afrikaans school dictionaries which they said had words which were derogatory and offensive to blacks in South Africa.

The dictionary, compiled by M S B Kritzniger, among other offensive words referred to 'baas' (boss) as being the name of a white man and 'meit' (maid) the name of a coloured or black woman.

At the Macassar Senior Secondary School senior pupils who had destroyed their dictionaries were angry when an inspector of the Department of Coloured Affairs visited the school, and they threatened to throw their dictionaries at him.

In Somerset West at Gordon Senior Secondary School, the pupils also

## Pupils destroy books

destroyed their dictionaries and threw the books at an inspector's car.

Both incidents were confirmed by reliable sources.

The dictionary was also criticised by a Cape school principal as "a disaster in race relations which would probably have the effect of polarising pupils and students still further"

The Rev Alan Hendrickse, CRC Executive member for Education, before the CRC was scrapped, described the dictionary as "tragic".

No spokesman for the Department of Coloured Affairs could be reached for comment.



(W)(15) 10 25/40  
Lovedale printers strike

ALICE — The entire printing staff of the Lovedale Press here, downed tools yesterday and had talks with management over what is believed to be dissatisfaction over pay.

The general manager of the company, Mr R. B. Raven, confirmed yesterday the workers had downed tools and were

having discussions with him but would not give any further details

Asked how many workers were involved, he said the entire printing staff but would not give figures

"We are still discussing the matter and we hope to get back to production tomorrow when we reach finality," he said — DDR

28/8/80 STAR (152) 1980  
**Walk-out at cannery**

By Sieg Hannig,  
Labour Editor

The black staff of about 400 at an East London cannery left the factory today after refusing to allow the Department of Manpower Utilisation to

represent them in talks to settle a strike.

The workers left after Security Police had given them five minutes to resume work or go home and collect their pay tomorrow, said a union spokesman.



# 400 stop work at East London cannery

DD 2/18/62  
152  
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**EAST LONDON** — About 400 workers at a cannery here stopped work yesterday

The manager of Collondale Cannery, Mr G Cianforlini, confirmed last night that staff at the cannery had downed tools after lunch. They had not been fired and "everything will be okay tomorrow"

He confirmed management would be meeting the workers today. Asked whether the work stoppage was the result of six workers being retrenched, Mr Cianforlini said: "We have too many people and had to put some off."

According to a spokesman for the African Food and Canning Workers' Union the stoppage occurred when workers gathered in the company's canteen to demand an explanation for the retrenchment of six of their colleagues, including the chairman of a committee recently elected under the auspices of the union.

The spokesman said the

African Food and Canning Workers' Union, an unregistered black union, had been active in the company for some time and had asked for recognition there

A worker committee had also been elected at the cannery

Last week, however, six workers, including the committee's chairman, were informed that they were being retrenched and were scheduled to leave the company tomorrow, he said.

Workers then decided to send the newly elected committee to management to demand the reinstatement of the men. However, he said, management told them that it would only deal with its liaison committee.

The spokesman said workers gathered in the company's canteen at midday and sent a member of the liaison committee to see management

A company official then arrived in the canteen and asked workers why they had gathered and were

not at work They replied that they wanted an explanation for the retrenchments

The official then told workers that the men had been retrenched because work at the company was slack Workers denied this, claiming that truckloads of fruit were being delivered to the company to be canned.

They also complained that some of the retrenched workers had enjoyed long service at the company

The union alleges the official then replied that those who did not want to work would be retrenched "This angered the workers and they said they would not leave the canteen until the matter had been resolved," the spokesman said

He said that management had then told workers to return to work or take off their work clothes and leave the company He said they could collect their pay tomorrow — DDR-DDC.

# 400 fired after cannery dispute

Own Correspondent

JOHANNESBURG — About 400 workers at an East London cannery — the entire workforce — were fired yesterday after a brief work stoppage.

The stoppage — at Collondae Cannery — occurred when workers gathered in the company's canteen to demand an explanation for the retrenchment of six of their colleagues, including the chairman of a committee recently elected under the auspices of the African Food and Canning Workers Union.

Workers have said they want their jobs back — but will only return if the retrenched men are reinstated.

Management comment was not available yesterday, but workers are due to meet a company official today to attempt to resolve the dispute.

An official of the Department of Manpower Utilisation will also attend this meeting.

A union spokesman said yesterday that the African

Food and Canning Workers Union, an unregistered black union, had been active in the company for some time and had asked for recognition there.

A worker committee had also been elected at the cannery.

Last week, however, six workers, including the committee's chairman, were informed that they were being retrenched and were scheduled to leave the company tomorrow.

Workers then decided to send the newly-elected committee to management to demand the reinstatement of the men. Management told them they would only deal with its liaison committee.

Yesterday, workers gathered in the company's canteen at midday.

A company official arrived and asked why they were not at work. They replied that they wanted an explanation for the retrenchments.

152  
186  
137

15



# Mavi 'sabotage' case postponed

By KINGDOM  
LOLWANE

THE "sabotage" case against three executive members of the Black Municipal Workers' Union was again postponed in the Johannesburg Magistrates' Court yesterday.

The three, Mr Joseph Mavi, Mr Phillip Dlamini and Mr Gatsby Mazwi, appeared before Mr J C

Kotze. They were not asked to plead and are out on bail

The men are charged with contravening Section 21 (B, D and F) of the Criminal Law Amendment Act, commonly known as the Sabotage Act

They were arrested by security police after the recent municipal workers' strike which brought Johannesburg to a standstill after being sparked off by

a pay dispute with the City Council

Mr Mavi and Mr Mazwi are out on R500 bail each while Mr Dlamini on R1000. The conditions of their bail are that they report daily at Jabulani Police Station, in Soweto

Mr Ernest Wentzel SC, instructed by Mrs Pricilla Jana and Associates, appeared for Mr Mavi and Mr Mazwi. Mr Dlamini was represented by Mr Ratha Mol goatheng

Post 29/5/80  
1359  
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Mavi

DO 29/8/80 (152)

# Workers sacked over union link court told

PORT ELIZABETH — A vital court case, in which workers allege they were fired for refusing to join a "company union", began in the Supreme Court here this week.

The case could have far reaching implications for disputes between independent black unions and unions formed with alleged employer support.

Evidence was heard and judgment has been reserved. A decision is expected within the next two or three weeks.

The "company union" issue gained prominence recently during the Johannesburg municipal strike when the city council refused to deal with an independent union,

preferring to negotiate with its 'company union'.

The council was condemned from several quarters for dealing with this union as company unions are allegedly initiated by employers.

However, disputes between independent black unions and "parallel" or "company" unions are becoming increasingly common. Unionists allege that these unions enjoy employer support and are designed to "elbow out" representative black unions.

The Port Elizabeth case is the first in which these disputes have spilled over into the courts, with an independent union attempting to secure a

legal ruling against a "company" rival.

In it, five members of the Transport and Allied Workers' Union, an independent union affiliated to the Consultative Committee of Black Trade Unions, allege that a Port Elizabeth bus company, PE Tramways, tried to compel them to join a company union.

They allege that they feared dismissal if they did not join this union, the Bay Bus Workers' Union.

PE Tramways, a subsidiary of the Tollgate Holdings group which also owns buses in Cape Town, has denied these allegations and the company is contesting the case — DDC



Labour Reporter

THE dispute involving about 400 workers in an East London canning factory remained deadlocked today, with the workers and their union unable to find common ground with management

Workers downed tools at the Collondale Cannery on Wednesday. They demanded an explanation of the retrenchment of six colleagues, including the

~~14~~ (52) August 29/80  
**East London workers in deadlock**

chairman of a workers' committee elected under the auspices of the African Food and Canning Workers' Union, on August 9

A union spokesman said workers were unable to discuss the issue directly with management yesterday

and no agreement could be reached at a later meeting between union and management representatives

He said management insisted workers returned to work today or face dismissal. If they returned, man-

agement would continue discussions with the liaison committee elected a year ago

Workers say the liaison committee is defunct. They have a union committee which can speak for them.

The spokesman said 354 of the 400 workers at the factory were union members.

Mr G Ciamforlini, manager of Collondale Cannery was not available for comment

# Three in court after strike

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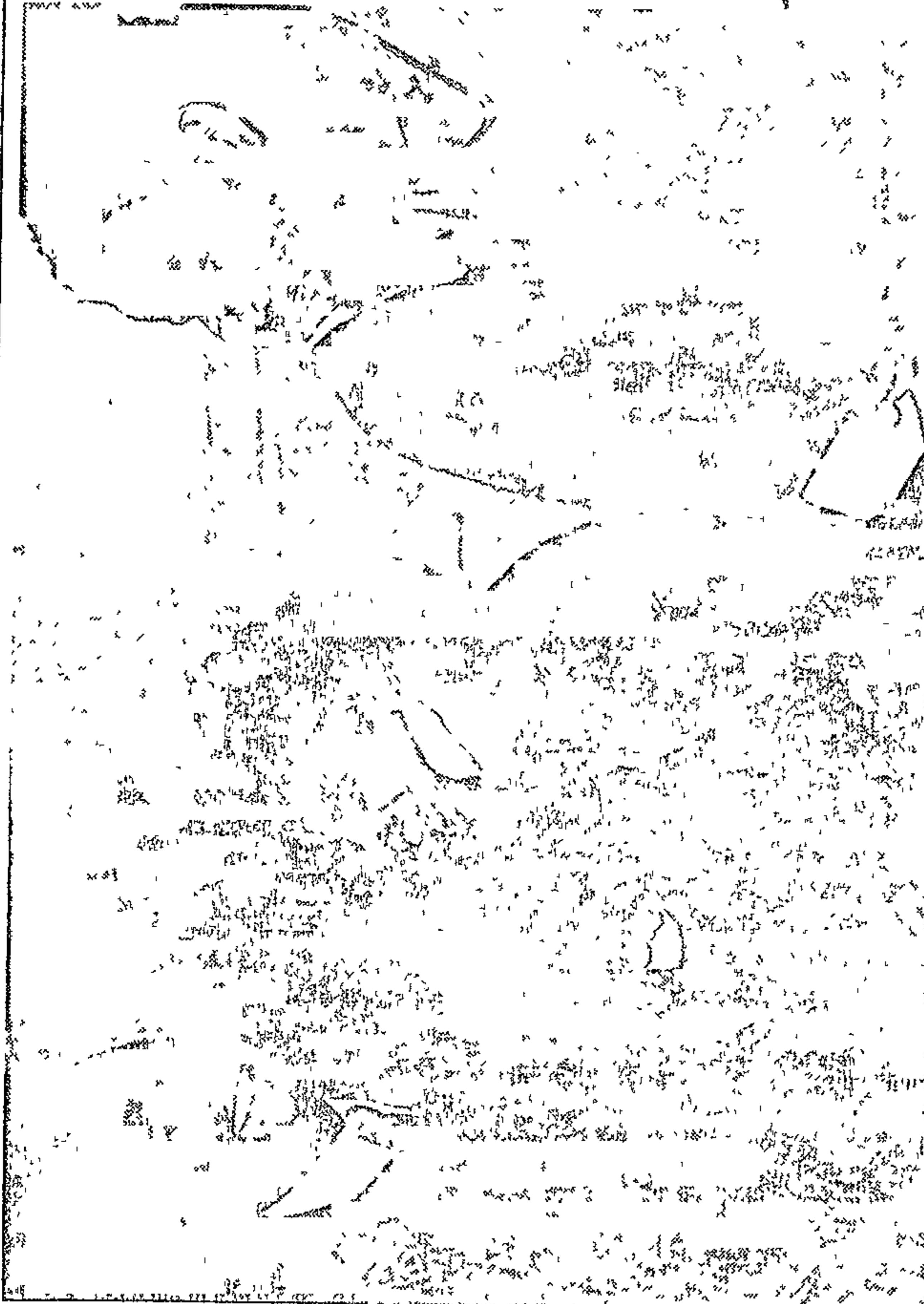
Staff Reporter

THE "Sabotage Act" case against three executive members of the Black Municipality Workers Union in connection with the recent Johannesburg municipal strike was postponed in the Johannesburg Regional Court yesterday after the brief appearance of the three men.

The case under the Act, the General Law Amendment Act of 1962 which provides a minimum jail sentence of five years and a maximum penalty of death was postponed to September 29.

The union's president, Mr Joseph Mavi together with secretary, Mr Phillip Dlamini and deputy secretary, Mr Gatsby Mazwi were not asked to plead and no evidence was lead.

The three men are on bail. The national president of the Black Allied Workers Union, Mr M J Kumalo, was also at court as a mark of solidarity he said.



Three executives of the BMWU, from left, Mr Joseph Mavi, Mr Gatsby Mazwi and Mr Phillip Dlamini outside the Johannesburg Regional Court yesterday

Picture JOHAN KRUUS



(152)  
400 cannery  
workers still  
out on strike

EAST LONDON — All but one of the 400 workers at the Collondale Cannery here were still out yesterday following a strike over the recognition of a trade union committee the previous day.

Workers gathered outside the factory premises yesterday with police and Department of Manpower Utilisation officials standing by.

The workers said they asked to see the factory's management for discussions to resolve the impasse.

"But we were told to go and work while the officials of the Department of Labour sorted the matter out with management which we

refused to do," a spokesman for the workers said.

A security police spokesman said police had told the workers to go home when they would not enter the premises to work.

They were told to come back tomorrow either to work or to come and collect their pay if they will not work, the spokesman said.

Efforts to get comment from the manager of the cannery, Mr G. Cianfo Jnr, were unsuccessful yesterday.

All calls to the factory were met with "Who's calling" and "I am afraid he is not available to talk to anybody about the strike today" — DDR

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DD 29/8/80 (152)

# Gqweta granted bail of R500

EAST LONDON — The national organiser of the South African Allied Workers Union, Mr Thozamile Richard Gqweta, who appeared in court here yesterday charged under the Riotous Assemblies Act, was released on R500 bail.

Bail was fixed at a previous hearing but only became effective yesterday. Mr Gqweta was also told he should not interfere with any of the State witnesses. He would get a list of them from the investigating officer, Captain Phillipus Petrus Olivier.

He was again not asked

to plead and no evidence was led.

He is charged with intimidating workers at Raylite Batteries here.

His appearance followed a strike at the battery plant recently.

In another hearing Mr Ndiphiwe Makatala, 31, of Zone Eight, Mr Lancelot Boo, 30, of Zone Four, Mr Vuyisile Pato, 25, of Zone Three, and Mr David Tandan, 27, of Zone Eight, all from Mdantsane, were also released yesterday on R100 bail each.

They are charged with inciting workers to strike or to proceed with a strike — DDR



Strike do  
not 29/8/80  
over (W) (152)  
pay

ALICE — The downing of tools by the printing staff of the Lovedale Press here continued yesterday, but the general manager of the company, Mr R B Raven, said all the problems should be ironed out today and production should be back to normal.

Mr Raven said the problem was not dissatisfaction over pay as earlier press reports stated, but a "purely internal domestic problem

He declined to elaborate — DDR

# Fired by own action, strikers told

Labour Reporter

THE 400 striking workers of the Collondale pineapple canning factory at East London were yesterday told by management they had dismissed themselves — but the workers refused to collect their pay

The deadlocked dispute, triggered by retrenchment of six workers, including a recently elected leader, has again focused attention on the issue of worker representation

The management has insisted that any negotiations should be through a liaison committee, which workers have rejected in favour of a union committee.

## 'NO ARGUMENT'

The chairman of the East London branch of the African Food and Canning Workers' Union, Mr Willie Mozanyana, condemned management's attitude

'It is no argument that the union is unregistered, since the Industrial Court has shown that recognition can be given to unregistered unions,' he said

'These dismissals were not necessary and we interpret them as an act of intimidation

'If we are to have industrial peace, management must learn to negotiate with its workers'

## DOWNED TOOLS

The entire workforce at Collondale Cannery, mostly union members, downed tools this week. Workers were told yesterday they could apply for reemployment on September 8

Workers belonging to the African Food and Canning Workers Union won recognition of democratically elected committees in disputes at two other East London canning factories in June

Worker representation was the basic issue in the three-month dispute in the Cape Town meat industry which recently ended in defeat for the 800 workers



# 400 striking workers refuse to be paid off

DD 3018780

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EAST LONDON — Four hundred cannery workers here refused to be paid off yesterday after management called them to collect their pay packets.

A spokesman for the African Food and Canning Workers Union, Mr Jan Theron, said the workers regarded themselves as employees and wanted their jobs back.

The workers went on strike on Wednesday after six workers were retrenched.

Mr Theron said the workers were told to collect their pay at 2 pm yesterday and to enter the factory in groups of 10.

After an impromptu meeting near the factory gate, the workers moved

across and were addressed by the managing director, Mr Corder Thney.

Mr Theron said the workers decided not to accept their pay and left the area.

"They regard themselves as employees and want their jobs back," Mr Theron said.

"They are asking that all workers be allowed to go back, including the six who were retrenched."

Workers felt management was victimising union members, Mr Theron said, as some of the retrenched men were union members.

"Management said they were prepared to speak to the liaison committee, but

the workers said their liaison committee was defunct.

"They had no wish to be represented by the liaison committee because they had the union to do it for them."

They requested management to restore the status quo and to start anew with worker-management relations, he said.

The branch chairman of the AFCWU, Mr Welle Mozoyana, issued a statement on behalf of the branch condemning management's attitude.

"They have no argument if they say the union is unregistered," Mr Mozoyana said.

"The Industrial Court has recently recorded that recognition can be given to unregistered unions."

"The dismissals at Collondale Cannery were unnecessary, in our opinion."

If there was to be industrial peace, he said, those in the higher echelons of management must adopt an attitude of willingness to negotiate.

A Daily Dispatch reporter and photographer were ordered to leave the factory premises yesterday afternoon after a security guard allowed them in.

When a reporter asked which of the men standing with Security Police of-

ficers was the manager, Mr G Ciantorini, a man came out of a nearby building and ordered him to leave the premises.

"We are busy with negotiations and do not need the press here," the man said.

He refused to identify himself and said management would issue a statement later.

After the workers dispersed from the gate, a Security Police vehicle patrolled outside the factory.

Workers said they were told to stand in line and behave themselves until buses arrived to take them into town. The first bus left about 10 minutes

after the group left the factory.

Later, Mr Thney issued a statement explaining management's attitude towards the workers.

He said "On Friday, August 5, a total of 22 employees were given one week's notice as a start to our retrenchment programme following a policy decision by the directors because of the drought conditions causing a falling off in the delivery of fruit for canning."

"On Wednesday August 27, all employees came to work as usual after lunch. The women employees went back into the cannery but the men refused to go to work

then called on all female employees to stop work, which they did."

"Management were told that the workers made it a pre-condition to their return to work that the retrenched employees were re-employed."

"Management has been prepared right through to discuss matters with works or liaison committees or other representatives of the employees provided they are satisfied that the trade union represents the workers and provided no pre-conditions are made that the retrenched employees must first be re-employed."

management to implement the policy of the company by retrenchment was effected normally and with no ulterior motive. The employees in question were retrenched for reasons outside their activities in any trade union."

Under the circumstances the employment of all employees has been terminated. Those who wish to be re-employed may apply on Monday, September 8.

Management is aware of the fact that a certain amount of intimidation has been taking place and employees have been warned that if there is any further intimidation action will be taken by the authorities." — DDR

# Strikers want jobs back

Own Correspondent

EAST LONDON - Four hundred canners workers here refused to be paid off yesterday after management called them to collect their pay packet.

A spokesman for the African Food and Canning Workers Union Mr Ian Theron said the workers regarded themselves as employees and wanted their jobs back.

The workers went on strike on Wednesday after six workers were retrenched. Mr Theron said the workers were told to collect their pay at 2pm yesterday and to enter the factory in groups of 100.

After an impromptu meeting near the factory gate the workers moved across and were addressed by the managing director, Mr Corder Tilney.

They regard themselves as employees and want their jobs back. Mr Theron said 'They are asking that all workers be allowed to go back including the six who were retrenched.'

Workers felt management was victimising union members. Mr Theron said as some of the retrenched men were union members.



(75) (Mr. Webb)

SIR, — You pose the question whether the recently initiated boycotts should be terminated or continued.

After pondering the pros and cons, I reply as briefly as possible.

School boycotts: In my opinion, the boycott has satisfactorily run its course, with the students achieving their primary aim of ventilating their grievances and complaints in a most dignified and diplomatic manner. They made the Prime Minister and af-

# Bus boycott vs. schools and meat

fect authorities sit up and take heed.

As a former high school teacher, I think I am qualified to say that the students have made and won their point and should now cease hostilities. They are not retreating or throwing in the towel by calling a halt to anti-school activities. Thus they are advised to do before they possibly al-

the horns of both parties — the meat purveyors or meat moguls on the one side (aided by the State) and the almost 800 meat workers and their families, on the other — locked in deadly combat.

In such a situation of stalemate, I think it will be wise for the workers to submit, not

because they are beaten, but because you simply cannot win against the Government, short of resorting to revolution.

Besides, our underprivileged people need the sustenance of meat to provide the essential protein content in their already starved and depleted diets.

This futile deadlock should be brought to an end immediately, before all hell is let loose.

Bus boycott: This is an entirely different kettle of fish.

The City Tramways have for far too long been holding a loaded pistol to our heads. They use all kind of rationalising to justify and maintain

their monopolistic high profits and to protect their already cushy shareholders.

I declare that the bus boycott should continue even though the gesture will entail sacrifice and inconvenience. The bus company must be punished and brought to its knees, if only to vindicate efforts by Rommel Roberts and the hard-hit bus commuters from the black townships.

Let justice prevail!  
H GORDON WEBB  
Crawford

# Factory fires 25 employees after refusal to work

By Z B MOLLETT  
 TWENTY-FIVE workers from the East Rand, employed at an Industrial West factory were paid off on Friday afternoon after they had refused to begin their shift.

The workers, who were transferred to work at a factory in Alberton to Amalgamated Mining Industries (AMI) in Industrial West, told the POST that they had found working in Industrial West 'impossible'.

The workers, whose wages ranged from R34 to R35 a week said that originally they were on the 6 am to 6 pm shift but this week they were informed that they would be split into three shifts. These would be 6 am to 3 pm, 3 pm to 10 pm and 10 pm to 6 pm.

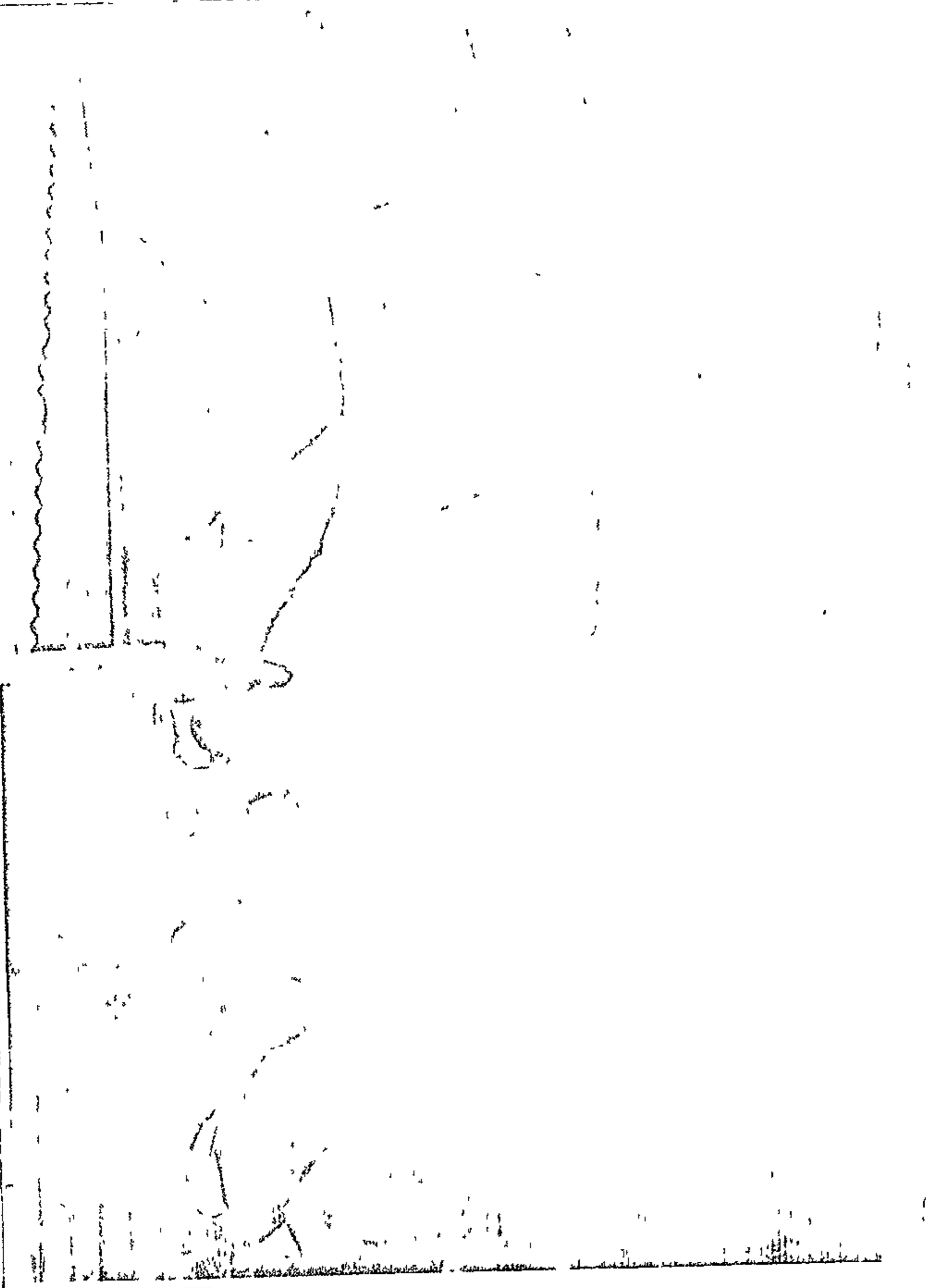
According to Mr. Park...

Mr. Park, this arrangement is inconvenient for them. The main problem here, he said, "was that we have no transport. The factory was not prepared to provide it. With transport."

Instead, he said, the factory suggested that the East Rand workers be provided with hostel accommodation at R20 a month. "This was unacceptable. Some of us have families in Industrial West and it was just impossible to work in Industrial West."

It was not possible to ascertain exactly how many workers were paid off, as some of the workers claimed others were paid off elsewhere. Mr. Jackson Cooper, spokesman for AMI management was unavailable for comment.

A facts, security officer of the workers who refused to work at the factory in Industrial West.







# STRIKERS LINE UP FOR RE-EMPLOYMENT

Since the recent strike by Johannesburg City Council workers, hundreds have been lining up outside the council's Selby compound, hoping to be reinstated. They have been joined by men from the homelands, mostly Shangaans and Vendas, desperate for work. Today the number swelled to about 400—the largest so far. City councillor Janet Levine has been investigating allegations that many of the strikers — who have been told repeatedly to “come back the next day” for a job — had been unfairly dismissed. She has been collecting affidavits, which she will hand over to the Town Clerk today.

# 'Sacked, though we did not join strike'

KPM  
3/19/53

By STEVEN FRIEDMAN  
Labour Reporter

SWORN affidavits alleging that the Johannesburg City Council has fired workers for striking, despite the fact that they did not take part in the recent municipal strike, were handed to the Town Clerk yesterday.

Progressive Federal Party councillor, Mrs Janet Levine, passed on the affidavits, in which these workers allege they were "unfairly dismissed" and that no attempt was made to find out whether they had joined the strike or were prepared to continue working for the council.

Some have attempted to return to work at the council, but have been turned away.

Mrs Levine yesterday asked the Town Clerk, Mr Alwyn Burger, to appoint a commission of inquiry into the management committee's handling of the strike in the wake of these allegations of unfair dismissal.

She has also asked that the men be reinstated.

Mr Burger was not available for comment yesterday, but according to Mrs Levine, he has agreed to investigate the allegations.

Mrs Levine said yesterday that the affidavits had been forwarded to her by agencies such as the Black Sash and the trade unions. She had not solicited them from workers.

In a letter to Mr Burger, she says that although she is pressing the case of workers who allege unfair dismissal she is "totally opposed" to dismissing striking workers as a means of solving labour disputes.

She also said yesterday that the eight affidavits she had handed over to the Town Clerk were "the tip of the iceberg". She said she knew of several other cases in which workers had been dismissed despite not taking part in the strike.

The affidavits have been backed up by a sworn statement by a white council employee, who confirms that several workers who did not take part in the strike were fired on July 31, the last day of the stoppage.

According to Mrs Levine, several senior officials in the City Engineer's Department "strongly disapproved" of the dismissal of workers, but have decided to handle the matter internally.

Some of the dismissed men say they worked during the strike.

One says he reported for work but found none of his colleagues there and was thus unable to continue working, another that he reported but found the gates locked because other workers were on strike.

The rest say they were prevented from working by strikers or that they were afraid to go to work because they feared reprisals from those on strike.

One, a nightwatchman alleges his compound manager told him he had been fired, not because he had struck, but because he had not warned management about the strike.

In his affidavit, this worker says the compound manager told him he would be forced to resign if he allowed the watchman to resume his job.

The workers allege they went to the council's Selby compound on July 31 because striking co-workers forced them to do so. There, they say, they were met by police and council officials.

Despite the fact that they had worked or attempted to work during the strike, their passes were stamped and they were dismissed, they allege. They were not asked whether they had struck or whether they wanted to work.

Many were given 72 hours to leave the Johannesburg area.

All swear that neither council officials nor the police attempted to ask them whether they had taken part in the strike.

Some of the men said that they were taken from Selby to the City Deep Compound, where they spent the night.

The next day, they were driven to Nancefield compound to collect their belongings and were told to make their own way back to the homelands.



(152) 244 8 TAK 3/11/84

# Dismissed workers protest

By Lynda Loxton  
Municipal Reporter

Nine affidavits supporting claims that some Johannesburg municipal workers were unfairly dismissed during the recent strike were handed to the Town Clerk yesterday.

The affidavits were given to Mr A P Burger by Mrs Janet Levine, a PFP city councillor who had been approached by the workers.

Mrs Levine said afterwards that Mr Burger had agreed to investigate the

cases.

In a covering letter, she called on Mr Burger to appoint a commission of inquiry into the actions of the management committee in its handling of the strike with specific reference to the unfair dismissal of council workers.

She said this had become necessary because of the 'serious and disturbing facts' raised by the affidavits.

She stressed that she was totally opposed to the firing of workers as a

means of ending labour disputes.

"I feel that the management committee must initiate viable dispute and grievance procedures to deal with labour problems. All workers who wish to return to council service should be permitted to do so," she said.

At the request of the chairman of the management committee, Mr J F Oberholzer, MPC, she has already submitted the names of 37 workers who wish to be re-employed.

This has not yet been acknowledged by the council.

The nine affidavits submitted included one from a civil engineer employed by the council who stated that men who had not taken part in the strike had been dismissed.

One affidavit said men who had wanted to go to work had been prevented from doing so by strikers.

Another said on the 1st day of the strike "we were forced by all those workers

who were on strike to go to Selby by train. We were forced into the compound, where there were police.

As I had been asked to resign, I was not asked whether I had been on strike or not, or whether I wanted to return to work.

"My bosses have asked me to report at the offices every day, as they want to re-employ men but the city council will not allow this," the affidavit said.

DD 3/9/80  
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# Workers walk out after union man dismissed

EAST LONDON — A total of 27 workers walked out of Turner Bros, West Bank, yesterday following the dismissal of a trade union committee chairman.

Workers said trouble started last Thursday when they were asked to off-load a Railways truck that brought in some goods late—necessitating that they work overtime without pay.

"When we asked if this would involve overtime pay, we were told by Mr Peter Turner, the managing director, it would not because we did not work on Saturdays as we should and still got our full weekly pay," a spokesman for the workers said

The following day they had an argument with Mr Turner over time they took to off-load steel

"We explained to him that the lengths of steel were heavy and we had to have several men carrying each

"He then called our trade union chairman, Mr Maxwell Mazwi (the South African Allied Workers Union committee chairman on the premises) and we followed He then let him return to us and took away Mr Victor Mbebe, who returned later "

When they received their pay packets on Friday, Mr Mazwi was told to go and get his from Mr Turner He was paid off.

They claimed they had been promised increases by the end of last week but they did not get them.

Mr Turner had asked them to report for duty on Saturday but they did not and as Monday was a public holiday they reported on Tuesday morning.

"We inquired about Mr Mazwi's dismissal and we were told it had nothing to do with us.

"Mr Turner told our

representatives those who wanted to work should get onto their jobs and if we did not want to we could leave We all left," the spokesman said

He added that Mr Turner had refused to accept their trade union representatives although he had accepted their names when they were submitted to him earlier.

"When we got to work he appointed two men he was prepared to negotiate with but they refused and left with the rest of the workers when we walked out," he said.

Asked to comment on the walk-out of workers and the reported dismissal of the trade union committee chairman, Mr Turner said "I am not interested I'll read about it in the morning" — DDR



**J S MOJAPELO**

HUNDREDS of the former Johannesburg City Council workers who were sacked and deported to Ga-zankulu and Venda the neighbouring homelands in the Northern Transvaal after an eight day strike in Johannesburg have gone missing

A spokesman of the Ga-zankulu Government believes the workers have trickled back to Johannesburg as "illegal" workers

Governments of the two homelands have not seen the deported workers or know how to trace them in the homelands. The governments simply do not know where these people are. Both governments are aware that hundreds of the homeland's citizens were deported from Johannesburg.

Though both governments do not know exactly how many of the workers were deported to the homelands, they estimate that there are hundreds.

On August 1, more than 1 000 workers were paid off, escorted by armed policemen into buses and driven to Venda, Ga-zankulu, Transkei, BophuthaTswana, Lebowa and the Cape.

The deported workers were obliged by law in Ga-zankulu and Venda to report to the magistrate court offices immediately they were deposited there. A deported worker must register as a work seeker with the magistrate.

None of the former Johannesburg City Council workers has reported to the magistrate courts, formerly the Bantu Affairs Commissioners court.

However, the Rand Daily Mail after a five-day investigation and search in Ga-zankulu and Venda, last week managed to trace two former municipal workers in Ga-zankulu.

Mr S E Moeti, director for Information and Broadcasting in Venda, said the deported workers have simply disappeared and his government has been unable to trace even a single worker. His government knew that hundreds of Vendas were deported from Johannesburg.

"We looked everywhere and could not find any of the workers. We do not know where they were delivered by the buses. We heard that they were brought back. We have sent out field workers in the outside districts to try and find these people and so far there is no joy," Mr Moeti said.

Mr Moeti admitted that the Venda Government had no proper records of the migrant workers who go to South Africa.

Spokesmen of the Departments of the Interior and Foreign Affairs in Ga-zankulu also said they had failed to trace any of the deported workers.

"We have not seen these people. We know that they were dropped by buses in Giyani, but we have not seen them and none has reported to the offices of the magistrate courts as job-seekers," a senior official of the Ga-zankulu Department of Foreign Affairs said.

The officials suspect that the deported workers immediately boarded buses or trains back to Johannesburg after they were dropped off at Giyani.

Despite the disappearance of the former municipal workers, both governments have already granted permission to more than 2 000 workers to come and work in the Reef since the start of August.

**Where have all the strikers gone?**



Thousands of striking Johannesburg City Council labourers were herded out of Selby compound by the police after the deadlock over the wage dispute in July

Picture: Ralph Ndawo

bused from Johannesburg on a Friday and arrived in Ga-zankulu on Saturday morning.

According to an endorsement in his reference book, Mr V was ordered to leave the prescribed area of Johannesburg within 72 hours on July 31. He was permitted by Wrab to be in Johannesburg until April 24, 1981.

He earned R29,56 a week. He has no record of unemployment insurance fund (UIF) or pension. He sent his family of two wives and six children R40 a fortnight for maintenance. Two of his children are at school and he is paying their school fees. He was the family's sole bread-winner.

Mr V said he paid an annual tribal levy of R3 to the local chief. The levy was to allow him to plough his fields. He cannot plough anything on his dry land now because there has been no rain for some time.

"I do not know how I am going to live with my family. I

still want to go to Johannesburg for work. We have no food here. Besides, I think the municipality still owes me money," Mr V said.

Mr D Z M, 41, was employed by the City Council from September 29, 1964. According to his UIF card his services were terminated on August 5. He was employed at Ophurton in the 'steamer water' section where he claimed he earned R69 a week, but his UIF card indicates that he was earning R44,44 a week. He stayed at City Deep compound.

Well-dressed and with a Zion Christian Church badge decorating his jacket lapel, Mr M talked to me with tears in his eyes.

Mr M said he had been sending his wife and five children R40 a month for maintenance. Two of his children are at school and his wife was unemployed. He says he did not know the reason he was fired, but he knew that his colleagues

were demanding more money and had gone on strike.

Mr M said he went back to work on August 4. His white foreman, an Andries van Dyk, signed him off on the following day. He and three others were given 72 hours to leave Johannesburg.

He said he was not brought to the homeland by bus. He instead entrained back to the homeland.

Mr M said he was now just sitting at home and "looking his wife and children in the eyes." He was unable to maintain them. He added that he still wanted to go back to Johannesburg because there was 'hunger' in the homeland.

A Wrab spokesman could not deny or confirm reports that some of the deported workers from Ga-zankulu and Venda are now back as "illegal" workers seeking employment in Johannesburg.

Wrab has on behalf of the City Council asked the homeland governments for workers

RDM

4/9/80

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Mr Moeti said this year the Venda Department of Internal Affairs had given permission to 720 Vendas to go to South Africa for employment. He could not say how many of those workers had been requested by the West Rand Administration Board.

Wrab has requested more than 200 workers from Gazankulu since the beginning of August. From the beginning of this year, more than 2 000 Gazankulu men were allowed to seek employment in South Africa.

A spokesman for the Gazankulu Government said reports indicated an increase in the number of men who wanted work at the 33 tribal offices throughout the homeland. The number could rise sharply as a result of workers who were sacked from Sasol II, near Secunda, last month and after the Johannesburg municipal strikes.

After making inquiries from tribal offices, police and government officials, I traced two former municipal workers in the Malamulele district in Gazankulu.

Earlier, when I traced a former municipal worker to a particular village, I was either told the man has gone back to Johannesburg or the family members could deny that the person stayed there.

Mr M V, in his fifties and dressed in tattered clothes, said he had been given R11 in cash when he was sacked and put in a bus. He has been employed by the City Council from 1968 and stayed at the City Deep Hostel. He worked at Selby ("cement section").

He cannot read nor write. "I did not know what was happening. I was twice called to Selby Compound where I was told that the black workers were on strike. I was bundled into the bus with others and driven to Gazankulu," Mr V said at his village, where I found him drinking home-brewed beer with friends.

Mr V said he and other workers from Gazankulu had been



# East London workers vote to stay out

By STEVEN FRIEDMAN  
Labour Reporter

MORE than 2 000 workers from three strike-hit East London factories resolved this week not to return to work until the companies had recognised their unions.

The unions are the South African Allied Workers Union and the African Food and Canning Workers Union.

At a mass meeting they also demanded that the companies recognise worker committees elected under the auspices of these two unions.

The workers were drawn from three factories where recent stoppages have not yet been settled. They are Ray-Lite Batteries, Collondale Cannery and National Converter Industries.

The meeting is further evidence of the rapid growth of worker militancy in East London, which is fast becoming an important centre of black worker action.

There have been several strikes in the area in recent months and both unions report a "dramatic" growth in union membership. Their claims of substantial worker support have been confirmed by em-

ployer sources.

Most of the strikes in the area have been caused by employer refusal to recognise the SAAWU or AFCWU and worker rejection of the Government's liaison committee system. Some strikes have followed allegations that worker leaders have been dismissed by employers.

According to a SAAWU spokesman, Mr Thozamile Gqweta, most of the workers have been reinstated following union intervention. He will meet management today to take up the case of those workers who had not been rehired.

This week's mass meeting, the first to be called by the two unions since the Government's ban on public meetings expired, is a sequel to the strikes at the three factories.

Management at the three plants have said that the strikers have been replaced and that production is almost back to normal.

Yesterday, however, Mr Gqweta disputed this. He conceded that there was 'desparately serious unemployment' in the area, which enabled management to replace strikers.

But he claimed that many of

the dismissed strikers were skilled workers who could not be easily replaced and said that the three factories had not managed to replace the striking workers.

The growing union movement in East London has also attracted considerable attention from the authorities.

Mr Gqweta and four workers who belong to SAAWU are facing trial on charges under the Riotous Assemblies Act and Mr B P Norushe, an official of the AFCWU, is in detention under security legislation.

Several other union members have also been detained briefly and then released. Recently 128 National Converter Industries workers were convicted under the Riotous Assemblies Act. The union is appealing against this verdict.

This week, a small company, manufacturers' agents Turner Brothers, became the latest to be affected by strike action.

All 27 of the company's black workers downed tools after the chairman of their worker committee had been dismissed. They allege he was fired after he was delegated by workers to discuss an increase in overtime with management.

## Industrial breakthrough

# Ford in PE to employ shop stewards

N.A. 1000  
in PE  
5/19/80

Mercury Reporter

FIVE full time union shop stewards and 15 part-time shop stewards are to be employed by the Ford Motor Company in Port Elizabeth next week in what has been described as a breakthrough in industrial relations in the country.

Mr Fred Pierrone, director of Industrial Relations at Ford said yesterday the stewards would be employed as a result of negotiations between the company and the unions representing the 4000 workers at the company.

The stewards will be elected by the workers, he said. Their employment will we hope go a long way to resolving any labour problems that might arise.

According to Mr Alec Brown, secretary of the Federation of South African Trade Unions, the employment of the stewards is a breakthrough in industrial relations in South Africa.

I am not certain but I think it is the first time in the history of the DRC movement in South Africa that an employer has agreed to the full time employment of shop stewards, he said.

### Direct link

The shop stewards - who will take up their positions next week - will have direct links with workers and be able to negotiate on their behalf.

They will be paid at the rate for the job they were doing before they were elected to their new positions.

The unions representing the Ford workers are members of the DRC.

One full time shop steward has been appointed for every 750 workers and 15 part time shop stewards for 250 workers.

The stewards cannot be sacked by Ford without the agreement of the trade unions concerned.

The Volkswagen motor company in Port Elizabeth is negotiating with unions representing their workers for a similar deal.

= problem in MAN.

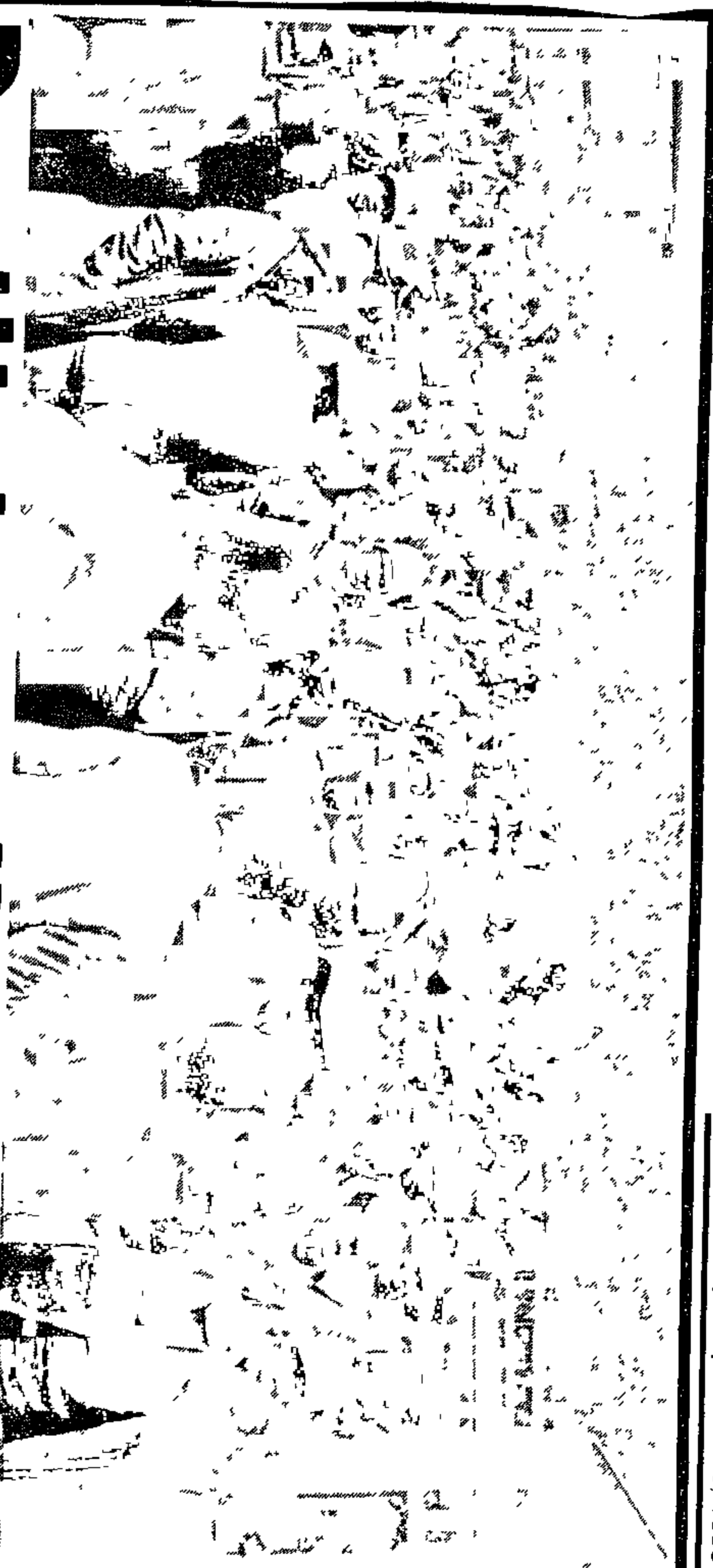
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Flash-back to the strike by Johannesburg municipality workers

# Destitute strikers get R5 000 church donation

152  
POST 5/9/80

By JOE THLOLOE  
JOHANNESBURG diocese of the Catholic Church has donated R5 000 to workers left destitute after the city municipality workers' strike.

Officials of the Black Municipality Workers Union disclosed yesterday that hundreds of workers who were sent to their rural homes are now streaming back to Johannesburg in search of jobs.

The cheque for R5 000 donation is signed by Archbishop Joseph Fitz-

gerald He was not available for comment last night.

Since the return to work, the union has taken down the names of 300 people who have come back to Johannesburg for work.

They are mainly from Umzimkulu and Matatiele in Transkei and were among workers taken home by bus to break the July strike.

POST spoke to one job-seeker yesterday. Mr X, a father of three said: "We were taken to Matatiele in eight or nine buses. We left

Johannesburg on a Friday and arrived back home on Saturday." "For a while we lived on my savings. These ran out and I had to come back to look for work."

Mr X, is staying with friends in Johannesburg. Meanwhile union officials, three of whom are facing charges under the Sabotage Act, said the union is growing rapidly.

The three officials on bail pending their trial are president, Joseph Mavi, secretary, Phil Dlamini and executive member Gatsby Mazwi.

● Joseph Mavi — now on bail.

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# Workers want unions recognized

Own Correspondent

JOHANNESBURG — A mass meeting of over 2 000 workers from three strike-hit East London factories resolved this week not to return to work until the companies had recognized their unions, the South African Allied Workers Union and the African Food and Canning Workers Union

They also demanded that the companies recognize worker committees elected under the auspices of these two unions

The workers were drawn from three factories where recent stoppages have not yet been settled. They are Ray-Lite Batteries, Collondale Cannery and National Converter Industries

The meeting is further evidence of the rapid growth of worker militancy in East London, which is fast becoming an important centre of black worker action

This week, a small company of manufactur-

agents, Turner Brothers, became the latest to be affected by strike action

All 27 of the company's black workers downed tools after the chairman of their worker committee had been dismissed. They allege he was fired after he was delegated by workers to discuss an increase in overtime with management

According to a SAAWU spokesman, Mr Thozamile Gqweta, most of the workers have been reinstated after union intervention. He will meet management today to take up the case of those workers who had not been re-hired

The growing union movement in East London has also attracted considerable attention from the authorities. Mr Gqweta and four workers who belong to SAAWU are facing trial on charges under the Riotous Assemblies Act and Mr B P Norushe, an official of the AFCWU, is in detention under security legislation



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# Gqweta's bid to see managements

*SAWU 6/9/80*

EAST LONDON — The South African Allied Workers Union (SAAWU) here is hoping to communicate with managements of various companies, the national organiser of SAAWU, Mr Thozamile Gqweta, said yesterday.

Mr Gqweta said this was a bid to avoid further problems arising out of recognition of works committees affiliated to the union

Yesterday Mr Gqweta said he had made arrangements to visit various factories during the week and would visit others next week.

The move follows

several strikes and work stoppages on the West Bank over the past two months and a decision this week by 900 workers from the Collondale Cannery, Raylite Batteries and National Converter Industries not to return to work until management had recognised SAAWU and allowed the union's committees to operate on the premises.

Yesterday Mr Gqweta said he was visiting Turner Bros, the scene of a walkout by 27 workers this week over the dismissal of a SAAWU branch chairman, Hoover and National Converter Industries — DDR

**WKS**  
**21**  
**21**

# Have we achieved?



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are aware that South  
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 advantage of Christians.  
 Other religions are not  
 taken into consideration.  
 This petty clash is the  
 painful obstacle in our  
 struggle for a just society.  
 We cannot afford that  
 such petty clashes divide  
 the oppressed.  
 I appeal to all concer-  
 ned South Africans (Aza-  
 nians) to think before they  
 take action.  
**A VAN RENSBURG**  
 Lotus River

(152) Life Weekly  
 6/9/80

● **THIS** week's  
**R10** letter comes  
 from **A van Rens-  
 burg of Lotus  
 River.**



Mdakana Nadopi is 64, an age when most working men are thinking of retiring. But Mdakana, after 42 years with the Johannesburg City Council, has lost both the retirement option and his chance for a reasonably secure future. He was fired in July and the Council refuses to pay him any gratuity.

The story of his summary dismissal is a tragedy of error, misunderstanding, simple ignorance and sheer bloody-mindedness.

Mdakana — a plump, greying man who speaks only Zulu — joined the Council in 1938 as a street sweeper. In 1948 he became an office cleaner, and in 1961 joined the Water Branch as a 6 am to 6 pm guard—a job he held for the next 19 years.

On Monday July 28, many of Johannesburg's black council workers came out on strike. Mdakana reported for duty as usual.

**'YOU CAN'T WORK'**  
"I went to Rosettenville, where we go before going out to our jobs. But then some whites came and we were told to go back to our hostel at City Deep because they did not want us to talk to any strikers."  
On Tuesday July 29, Mdakana again went to work as normal. "Everybody was in the yard. We

This is the story of a man caught between the municipal strikers and bureaucratic reports. He only wants his job again — and cannot understand why he lost it. Or why he cannot get it back. **MARION DUNCAN**

# Caught in the crossfire: an old victim of the strike

were told not to go out. After 8 o'clock five white officials came from the Staff Board at Selby and said to us that we must go back to City Deep because we could not work because the others were on strike.

"I did not go in to City Deep. I decided to go and see my brother in Zondi (in Soweto), because I knew he was ill. I went there."

On Wednesday July 30, Mdakana was back on time, ready for work. "Everybody was still waiting. A white man told us to go back to City Deep again because there were people there who would tell us what to do."  
"When I went there I saw army people guarding the gate with guns. I was frightened. I went back to my brother's house."

**DEMANDS**  
On Thursday July 31, he tried to go to work yet again. "I found there were many groups of

people, just standing. One man said to me, we must go to Selby to see if our demands have been met."

"I do not know what demands these people talk about, but I want to go because I have a letter for the son of my brother telling him that his father died. My brother's son works in the Selby kitchens."

"So I go to Selby, to the kitchens and I talk to my nephew when the soldiers come. My brother's son runs away. The soldiers told me to come with them."

We stand and stand. Then we go into a room. A Selby supervisor asks me, where do you work? I say, water branch. He says go this side. Other people who say Selby, go other side.

**R15 PAY**  
"The soldiers there told us to go to a table, and my reference book was stamped and I see that I have only 72 hours to go

away from Johannesburg. I do not understand. "We wait and wait. Then we are called by our numbers and I am given an envelope with R15 in it."

"They say, it is your pay. I am paid R43 a week. I do not understand this R15 or why I get it."

They were all bundled into a bus, taken to City Deep and locked inside a bus. "Then I think I am in jail, I am in trouble. I do not know what to do or why I am here."

On Friday August 1, Mdakana and the others were taken to their hostels individually, by armed policemen. They were made to wrap their belongings in bed sheets were loaded on to another bus, driven off and finally dropped at the Transkei border.

Mdakana caught a bus to Umtata to see his family. "But I do not know what has happened to me. So I come back to Johannesburg. He reported to the

Water Branch and they were happy to see me. He asked them what to do."

## ROUNDABOUT

There followed a bureaucratic roundabout from the Water Branch to Selby and to the Water Branch to (the following day) the Branch supervisor to City Hall to the head of the Water Branch to the Selby Staff Board — this time with a letter from the Branch head (Mr Leonie).

"Mr Kotze of the Staff Board told me that they would not take me back because I am too old."

"I say it is all right. If I am too old, give me my money and I will go home. He said no, there is no money for you. You have been on strike. Then I try to explain him what happened, but he will not listen."

After another few days of empty effort, Mdakana ended up in the offices of the Industrial Aid Society (IAS). Their attempts to

help him met with rudeness and stubbornness. One officer told the Society that Mdakana's 42 years of service meant nothing. "He was at Selby during working hours, and he shouldn't have been. That is enough to fire him, even if he wasn't on strike."

The chairman of the Staff Board, Mr J C de Villiers, said the whole story was "nonsense". "There have been a number of people reinstated, he said. This man must go to the head of his department, the City Engineer, and to the Director of Housing, for the compound, who will look into the case and make recommendations. If they recommend that he be reinstated, the Staff Board cannot and will not veto this."

The IAS said this was "a new procedure" which had just started. The workers had not been informed of it, the Society had only discovered it accidentally.

And in the meantime Mdakana lives furiously and illegally in Soweto still ignorant of the reasons for his dismissal and bewildered and afraid for the future. "If the police find me they will send me back to Transkei. There is no work there. I will not get any money there. I am old. I am frightened. I do not understand this."

# Call to investigate the plight of fired strikers

5/19/60  
152  
E. J. [unclear]

By Marion Duncan

Progressive Federal Party city councillor Mrs Janet Levine has called for a "step by step investigation" by the whole council into the plight of fired strikers, and has demanded the full reinstatement of all strikers who want to return to work.

Mrs Levine was commenting on the case of Mr Mdakana Nadopi (64), who has worked for the council since 1938 but was fired during the July disturbances although he did not strike.

She said the issue of Mr Nadopi was "representative of the crassness, the callousness and insensitivity" of the council's Management Committee

"I recently asked Mr Oberholzer (chairman of the Management Committee) whether loyalty counts for

nothing. This answers my question This is a typical example of men who have been 25 and 30 years with the council, who were dismissed along with all the others

"You do not solve labour disputes by firing All the workers who want to be reinstated should be reinstated And people should be informed as to the correct channels to use to put their cases

Mr Oberholzer was not available for comment at the time of going to press He did go on record last month, however, as saying that strikers who want to return to work "are screened and re-engaged."

He said that only people who were regarded as "agitators" were not re-employed

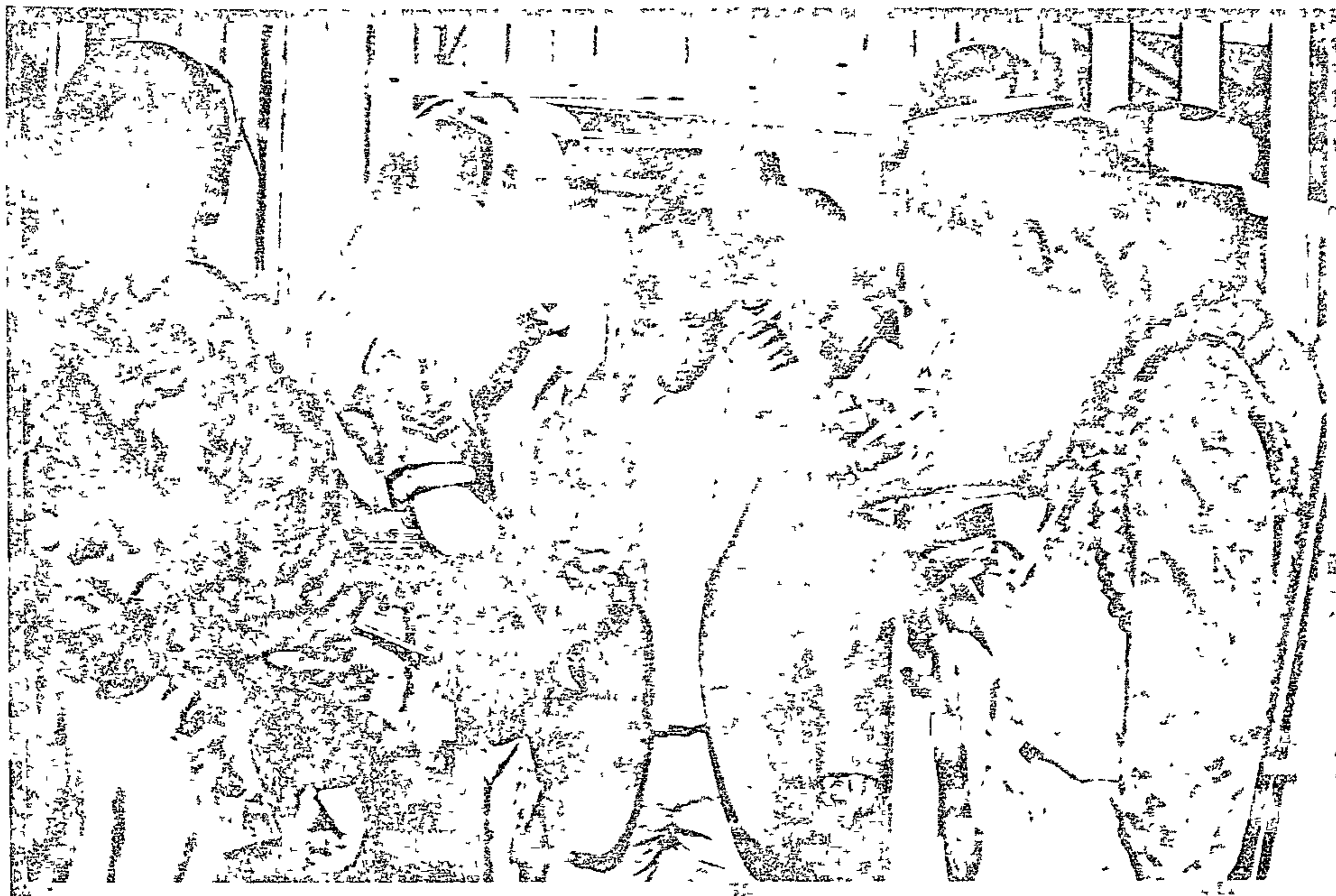
● See also Page 15 — the story of one of those caught in the strike aftermath.



## THE JOHANNESBURG STRIKE

# Dumping the dustmen

The Johannesburg municipal workers' strike was a far cry from the classic model of trade union strategy. But it happened, it made itself felt, and smelt to a remarkable extent and in the end it failed wholly. Was that the knock-out blow, or only half time?



**I**T all started in, of all places, the sleepy surroundings of a TucsA conference a little less than two years ago.

The president of a 'parallel' union was attending his first conference together with the union's white general secretary.

A motion on human rights was before the floor and a speaker was talking about the bulldozing of Crossroads squatter camp. His right to speak on this was challenged and the meeting was asked to vote on the issue.

The president, a municipal bus driver called Joseph Mavi, wanted to vote for the Crossroads speech. But the general secretary said no and warned Mavi not to raise his hand.

That incident started a train of events culminating in the week-long municipal strike which brought black worker

militancy into the homes of white Johannesburg.

Shortly after it, Mavi made news for the first time. He and many of the black members of his union, the African Transport Workers Union, met on a pavement to pass a resolution firing the general secretary, Gert van der Walt.

They said they had to meet on the pavement because they had been locked out of the offices they were supposed to use.

The meeting was the culmination of a period of disenchantment with van der Walt. A host of allegations had been made against him, all of which he denied, but in sum the complaint was that he wanted to control his black members, not represent them.

It is a complaint which had often been levelled against parallel unions, but labour

insiders sat up and took notice. For the first time, members of a 'parallel' union were themselves making the claims and were trying to take over their own union.

Those labour men who had long predicted a revolt with the 'parallels' nodded wisely. The time had come.

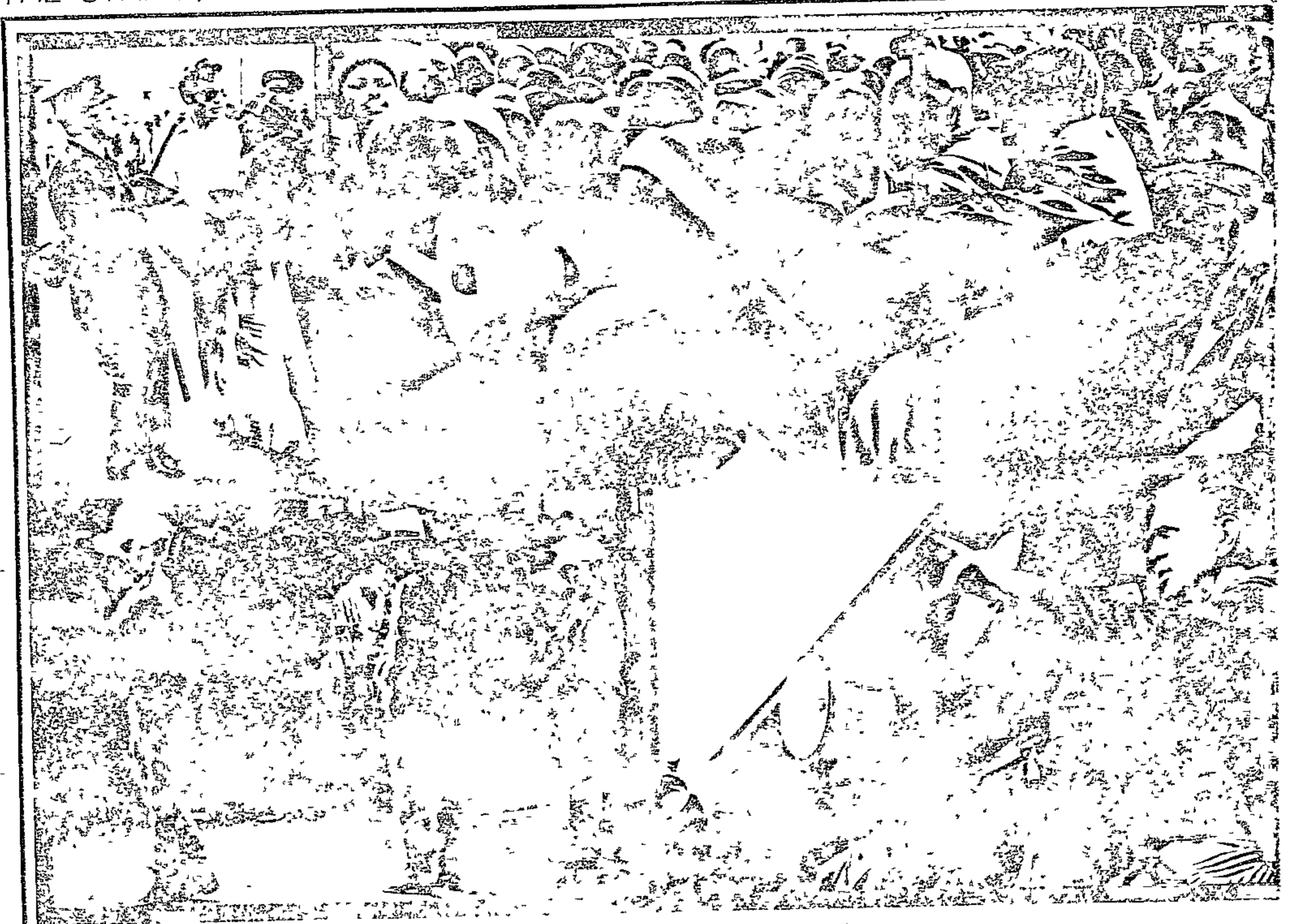
Well, it wasn't quite as simple as that. In a time-honoured response, van der Walt announced that the meeting was unconstitutional and carried on as though the resolution had never been passed. And the technicalities were indeed on his side, even if his members weren't.

What's more, he proceeded to sue Mavi and the Argus company, whose papers had printed Mavi's allegations about him.

Mavi and his supporters retreated from the union, which went on to become the first black union to be granted registration.

PLEASE TURN OVER





## The wage rises that were not welcomed

by the Government — the symbolism of which was not lost in the black union world

For Joseph Mavi the failed palace rebellion appeared to be the end of the labour line. Sure, he had added another case example to the uncomplimentary views many workers had of parallel unions.

But he had been outmanoeuvred, had a nasty court action hanging over his head, and van der Walt was still firmly in control of the union — even if there wasn't all that much left to control. 'The poor guy doesn't have a chance,' labour people said of Mavi.

That judgement turned out to be premature. Mavi had lost, defeated by an opponent who played 'hard ball', as the Americans put it and knew how to do it well. But then as later, the importance lay not so much in the fact that he lost

but in the fact that what had happened had happened at all.

The next time the labour world heard of Joseph Mavi was at a municipal workers meeting in the Johannesburg City Hall earlier this year. The meeting was called to launch a company union for city council workers.

**N**ow company unions are nothing new. Henry Ford introduced them in America around the turn of the century. He saw them as a way of thwarting the growing trade union movement and keeping his workers docile — with a little added help from the Pinkertons, a private squad of detectives.

Unions organised by the bosses obviously weren't too aggressive about the bosses. Although Ford's unions didn't reach the extremes of the Jo'burg council's current union, which won't talk to the Press without the boss's permission, they came close.

At a time when there were no neutrals and you were either a union man or a scab for J H Blair, as a union song at the time had it, the American company unions didn't attract much support and they eventually passed into infamy and

obscurity.

Nonetheless Johannesburg's city fathers went ahead with their plans to win the hearts and minds of the workers.

Shortly after the meeting began, Mavi stood up. He said in effect that workers had had enough of attempts to force certain types of unionism on them and they weren't really inclined to stay and hear what this particular attempt was all about. He walked out taking most of the workers with him.

The Black Municipality Workers Union was about to be born. Once again, Mavi had come from nowhere to challenge the plans of the authorities.

The rest is history. The BMWU was formed and attempted unsuccessfully to get the council to talk to it. The council already had a union and one that didn't make uncomfortable demands, either.

**B**arely a month later, an ironic twist catapulted the BMWU into the limelight.

The twist was a large wage increase gained by some of the highest-paid of the council's black staff — the black electricians at Orlando power station. They had just been finally put on to the long-awaited white wage scale and their pay





Overleaf and above To avoid gatherings in the city, police required bus tickets of strikers wanting to leave compounds. Opposite page clockwise from top left: A hand for a man injured when a roof collapsed. Rallying the crowds. Waiting. Waiting. City officials tried to find union representatives. Police on aid. Pictures by courtesy of the RAND DAILY MAIL and THE STAR

stage - it hadn't even acquired offices yet and was still operating from a tiny back room with a borrowed phone.

600 workers a Orlando went on strike. The council refused to negotiate with Orlando and so he fled the job.

Mavi was thrust into the position of having to show his support in a hurry. He did to an extent which surprised us about everybody.

The compounds were read in terms of Long-standing grievances about pay and conditions were once again helped along by upset over a recent wage increase. The increase had added a little over R2 a week to take-home pay - gross pay at the lowest level went up from R30 36 to R33 - and the slogan phrase 'Two rand - that's not money' became something of a catch-call in the tense days that followed at the compounds.

In addition there was unhappiness and misunderstanding over a simultaneous change from a weekly to a fortnightly pay day and suspicion and more misunderstanding over the council's newly announced 13th cheque which was to be paid in December.

In short order Mavi rallied two-thirds of the council's black employees. But Gert van der Walt wasn't the only opponent who knew how to play the hard ball. In fact in comparison with the city's overlord Francois Oberholzer he came across as practically an amateur.

Oberholzer and his men brushed the union aside failed miserably in their attempts to get the workers to elect alternative representatives, and then crushed the strike well and truly by the simple expedient of lining up every worker and asking him if he wanted to work or not. Those who demurred - including some who said yes but they also wanted more money - were escorted to a homeland-bound bus.

The union went to court and the council gave an undertaking not to force any workers onto buses - without conceding that it actually had forced any workers onto buses. It had only provided transport for those who wished to leave, it said.

Hours later, the buses were running again, with more of 'those who wished to leave aboard - some of them wishing to leave in such haste that their possessions were left behind.

By the weekend Oberholzer was jovially proclaiming it a 'good week for labour relations'. He had won, after all.

And Joseph Mavi? The last the labour fraternity saw of him, which was also the first for many, was when he was being led away from the corridors of the Rand Supreme Court by the security police, while a judge remained powerless to intervene. He had been pointed out to the

police by the chairman of the council's staff board I C de Villiers.

He seemed a proud man as he stood there looking straight ahead at the left door waiting to be taken away. Onlookers rushed to intervene - there wasn't terribly much they could do - while other members of the union looked on fatalistically.

In many ways Mavi fits into the same category as Ino amile Botna. For one they had both sprung to sudden and personal prominence.

For another they were both charismatic leaders who emerged without much orthodox union background and without any of the careful strategy and tactics of the professional union movement.

The regular black unions face rumblings of discontent about their cautious systematic approach. When men like Mavi appear and grip the minds of the workers with wildcat walkouts the rumblings increase. The unions spend patient months training members in bargaining techniques. Many of the BMWU officials don't even know what a shop steward is but they nonetheless tapped a groundswell of support which surprised all sides.

But it is one thing for workers to strike quite another for them to win it. The union was out of its depth - and the council had the greater clout.

The hard line triumphed, and there are many council officials preening themselves in the knowledge that next time the workers will think twice before trying it on with Obic. There's plenty of logic to that. After all many of the world's governments have taken the same approach in dealing with terrorism: no quarter given, nothing to encourage repeat performances in the future.

Whether the techniques of combatting terrorism belong in the field of labour relations is a secondary issue to many of the council's supporters - to some of whom the striker is the next thing to a terrorist anyway they're both threatening the system.

Morality aside the cheers for the council may be misplaced on the facts. The Frame group has been taking the hard line ever since 1973, and that didn't stop it from getting hit again and again. Whereas Ford much sniggered at for its 'capitulation' to workers late last year escaped the most recent batch of Port Elizabeth striking for the simple reason that its workers said they now preferred to negotiate.

With the soft line, there's no outright winner, but no embittered loser either. With the hard line, there are both, and the problem doesn't go away it just sinks from sight - for the moment.

Steven Friedman and Denis Beckett

# New Ford union

d Disp  
9/9/80  
152  
152

PORT ELIZABETH — Ford Cortina plant workers who have been involved in a five month dispute with the United Automobile Rubber and Allied Workers of South Africa (UAW) have decided to launch a new trade union

The move by Ford workers, who constitute about 90 per cent of the UAW's Port Elizabeth membership, climaxes a series of efforts by their committee to unseat UAW officials following a heated meeting earlier this year at which a no-confidence vote was passed in the UAW executive

The workers claim the UAW is pro management at Ford and was ineffective in handling last year's dispute at the company

The dissident workers' new nonracial union, which has been engineered by the Ford Workers' Committee, is to be called the Motor Assemblies and Components Workers' Union of South Africa (MACWU)

The committee's chairman, Mr Government Zini, said all Ford members of the UAW were expected to resign by the end of the week

Mr Zini said he expected most of the Cortina plant men to join the new union, which would then start a recruitment drive in allied industries in Port Elizabeth and Uitenhage



# New workers in cannery jobs — strikers

152  
DALEY  
DISP  
9/9/80

**EAST LONDON** — Management at Collondale Cannery here hired a number of new workers yesterday to replace the 400 labourers who went on strike two weeks ago, some of the workers said yesterday.

The managing director of the cannery, Mr Corder Tilney, was not available to speak to the press, according to the switchboard operator there.

Workers at the cannery told a Daily Dispatch reporter the firm had hired several new workers yesterday and would do so again today.

Several of the strikers had returned, they said.

The cannery was closed for more than a week after a walkout over the retrenchment of six workers

On August 29, management offered to pay off the workers but they refused, claiming they were still employees and they wanted their jobs back.

The branch chairman of the African Food and Canning Workers Union, Mr Welile Mzozoyana, said only six of the strikers had returned

"We believe these six

workers were bribed," Mr Mzozoyana said.

"We have heard complaints from workers that they were offered all sorts of bribes in order to get them to break the strike."

Mr Mzozoyana said the six workers who returned, two men and four women, were strong union members and would not have returned to work "normally".

He also said Mr Tilney told union members he had replaced strikers with 250 workers from a Kidd's Beach cannery which closed earlier this year.

"That is incorrect," Mr Mzozoyana said.

"The new people are all unskilled people who live near the cannery and need work. It is going to take ages to train them properly."

Mr Mzozoyana said he had also been unable to contact Mr Tilney yesterday.

"The workers say they will continue to stay away until management rehires the men who were unfairly dismissed," he said

Last night Mr Mzozoyana pledged that as soon as management came to the negotiating table, industrial peace would be restored. — DDR

# Motor firms' bid to avoid strikes

POST 9/9/82  
10/22  
152  
BSE

THE strike-battered motor assemblies in the Eastern Cape are liberating trade unionism "to the limit" in efforts to counter repetitions of some of the worst strikes of the post-Wiehahn era.

To attain the maximum commitment of trade unions and to perfect machinery for the airing and solving of grievances, the Ford Motor Company has negotiated agree-

- ments to:
- Pay full-time trade union officials to do union work at its plants as "full-time shop stewards"
  - Involve full-time and part-time shop stewards in the grievance procedures from the lowest level on the shop floor and upwards
  - Allow workers trade union representation at all formal disciplinary hearings

The agreements involve

the black, the coloured and the right-wing white trade unions of the industry, all of whom were directly involved in the negotiations which led up to the agreements

Volkswagen is now engaged in the negotiation of similar provisions, leaving General Motors to follow suit

It would be naive to think that this would be the end to all strikes, said an informed source

## DEAL

But it was felt that the new deal would come as close as was possible to a solution to the unrest which the provisions of the much vaunted Industrial Conciliation Act were unable to provide

The Eastern Cape Motor assemblies were at the heart of two "new era" strikes which shattered hopes that the extension of existing trade union rights to blacks would eliminate the wildcat strikes of mainly black workers

The first was the Ford strike late last year, where the initiative was taken by the black Port Elizabeth civic organisation and the unions were

left out in the cold

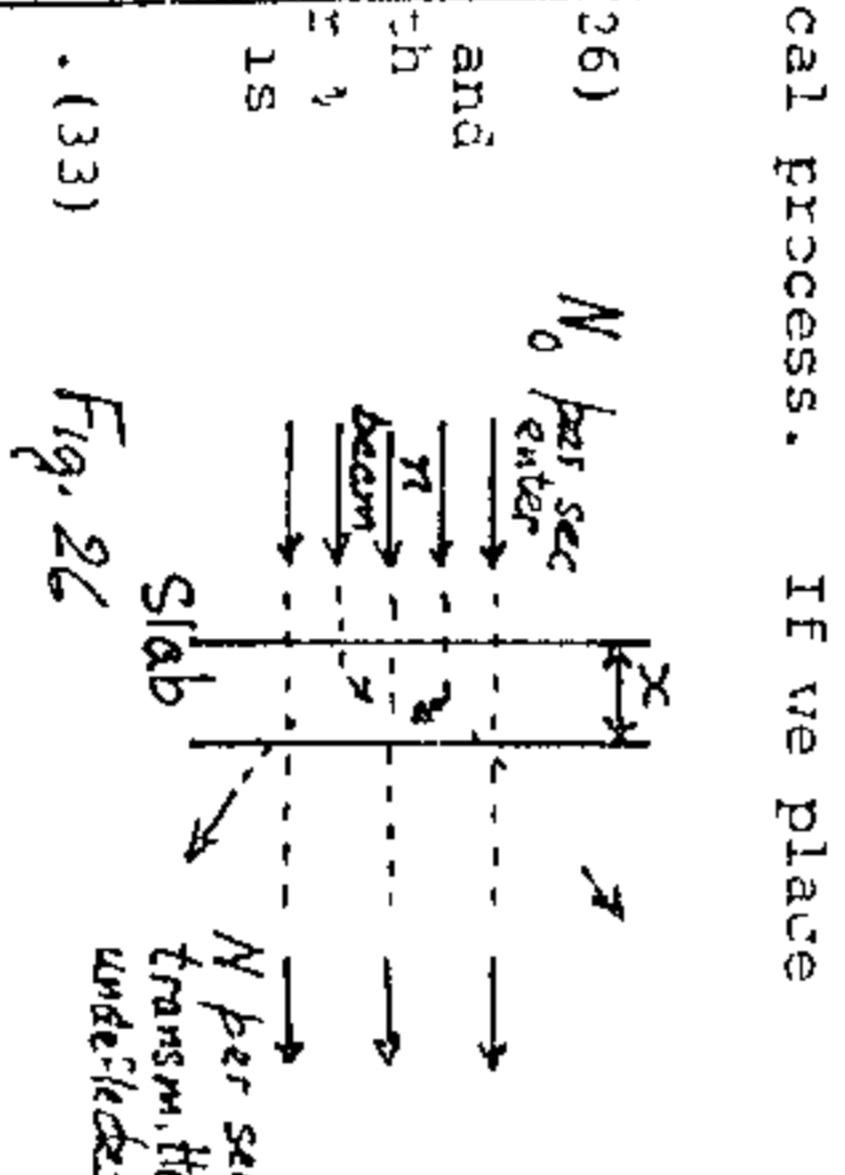
The second was the recent Volkswagen strike in Uitenhage where workers held out for a doubling of their minimum wage.

POST is informed that Ford introduced the first three full-time shop stewards on the company's payroll at the beginning of this month.

The eventual target is six full-time shop stewards and 18 part-time shop stewards at all of Ford plants

The full-time shop stewards will be paid at the rates of pay they received before their appointments. They will qualify for all general pay increases and normal benefits

tion is either a nuclear neutron transfers some of its recoil nucleus, or a nuclear the emission of charged the secondary particles ions in matter are often circles they interact with the hydrogenous media such as wax, far interest because a neutron of its kinetic energy in a



the nuclei in atoms and cal process. If we place

single elastic collision with a proton. The maximum nuclear recoil energy  $E_{nr}$  resulting from elastic scattering of neutrons (of mass  $m_n$  and energy  $E$ ) on a nucleus of mass  $M$ , is given by

$$E_{nr} = 4 M m_n E / (M + m_n)^2 \dots (34)$$

Thus  $E_{nr}$  is much smaller for heavy nuclei than for hydrogen

three most important effects in the interaction of gamma rays with matter are the photoelectric effect (described in section 2.1), the Compton effect (section 2.1.5) and pair production (section 2.3.8). Energy is transferred to the incident gamma photon to a photoelectron, a neutron electron or an electron-positron pair respectively. As charged secondary particles they interact with the medium as described in (a). As in the case of neutrons, the interaction of gamma rays with matter is a statistical process governed by an exponential absorption law of the form  $I = I_0 e^{-\mu x}$  (eq. (33)) but with  $\mu$  representing the gamma ray absorption coefficient. This coefficient can, in turn be considered as the sum of components  $\mu_{pe}$ ,  $\mu_c$  and  $\mu_{pp}$  corresponding to the photo-, Compton and pair effects. Thus

$$\mu = \mu_{pe} + \mu_c + \mu_{pp} \dots (35)$$

The absorption coefficients are largest for the heaviest elements (e.g. lead) and  $\mu_{pe}$  usually dominates for gamma energies below 0.5 MeV,  $\mu_{pp}$  for energies above 1.0 MeV and  $\mu_c$  for energies around 1 MeV.

A convenient measure for gamma interaction calculations is the half-thickness, analogous to the half-life in radioactive activity. This is defined as the thickness  $x_{1/2}$  of the particular medium required to reduce the fraction  $N/N_0$  (eq. (33)) to one half for a particular gamma energy

$$\text{Thus } N/N_0 = \frac{1}{2} = \exp(-\mu x_{1/2}) \dots (36)$$

Some values of  $x_{1/2}$  are given below (in cm)

Energy	Lead	Concrete
1 MeV	9.0	47.0
5 MeV	14.5	103.0



# Containing strikes

STAR editorial

9/1/52

LIKE the countries of the industrialised West half a century ago, South Africa is learning by hard experience about labour relations. It is likely to be a bumpy ride. But the rough passages can be made smoother if the right lessons are being absorbed.

The first basic lesson is that unions are an aid and not a hindrance to handling industrial unrest. The Ford Company suffered a damaging work stoppage late last year, and it was made worse because the union lacked standing. Leadership of the strike was taken over by a political organisation, the Port Elizabeth Civic Organisation; thus the issues became more complex and more heated.

Now the company has taken significant steps which should help defuse future confrontations. It is keeping trade union officials on its payroll while they work full-time as shop stewards; it is involving them in dispute procedures at all levels, and it is allowing union representation at all formal disciplinary hearings.

A second motor firm in the area, Volkswagen, is busy negotiating similar agreements following a strike of 3 500 black workers at mid-year.

The experience of both companies was that continuing negotiation, carried out through experienced and recognised unions, was the best means of keeping the strikes orderly and preventing the spread of more generalised and dangerous unrest.

This is in sharp contrast to the rough treatment meted out to workers during the recent Johannesburg municipal strike. South Africa's wealthiest city chose the path of threats, ultimatums and mass dismissals: the injustice of just one case (a man who was not even on strike, arbitrarily fired after 42 years' service) was recounted in *The Star* yesterday. Police were called in, trade union leaders are facing sabotage charges and the City Council recognises a "tame" rival union which lacks popular support.

Johannesburg seems intent on learning its lessons the hard way.

# Union goes to aid of workers left destitute by strike

1051 10/15

THE Black Municipality Workers Union yesterday started distributing some money to workers left destitute after the recent massive strike.

Within hours 30 workers had received R10 each from the R5 000 donated by the Johannesburg diocese of the Catholic Church. "We know they can-

not survive on this," a union spokesman said. "But it is better than nothing."

In the picture on the right two members from Mzinkulu in the Transkei, Mr Dalton Ntleko and Mr Martin Jaca, get money from the union's secretary, Mr Philip Dlamini (left), at the union's office.





# Cannery 919180 <sup>ACUWS</sup> men still 152 on strike

## Labour Reporter

MOST of the 400 workers of the Collondale Cannery near East London were still on strike today, two weeks after they downed tools in a dispute over the retrenchment of six workers.

All but six of the workers ignored a management call to apply for re-employment yesterday, a spokesman for the Food and Canning Workers' Union said.

Workers refused to accept their dismissal by management at the end of August and consider themselves still employed by the firm.

They see the retrenchments including that of the chairman of a recently-elected union committee as an attempt by management to force liaison committee representation upon workers.

Members of the union committee and local union officials were expected to meet the firm's managing director Mr Corder Tilney, today.

Neither Mr Tilney nor manager Mr G Ciamforlini was available for comment.

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152 = 11  
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# Cannery and union fail to end dispute

DAILY DISPATCH  
10/9/80  
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1729

EAST LONDON — The African Food and Canning Workers Union (AFCWU) has been unable to resolve a dispute with management after a walkout at Collondale Cannery here

The dispute centred around the retrenchment of five men two weeks ago, some of whom are union members

Management has refused to rehire the men and union members feel they are being victimised

The acting secretary of the AFCWU, Mr Thozamile Gqweta, met with the managing director of Collondale Canneries, Mr Corder Tilney, on Mr Tilney's farm near here yesterday

Mr Gqweta said they had "frank discussions" but could not come up with a "constructive resolution"

Mr Tilney was not available for comment

The only actual point of deadlock is the reinstatement of the

workers," Mr Gqweta told the Daily Dispatch last night

"Mr Tilney said he had already employed new people and could not dismiss them to take on all the old staff

Mr Tilney told them the five men in question had been dismissed because the firm was cutting staff — the recent drought had greatly affected the number of pineapples they were handling

"Workers took the dismissals as union victimisation," Mr Gqweta said

They said Mr Tilney failed to explain why the men were dismissed "

Mr Tilney admitted he had "learnt a lot" and in future he would be more open to discussion with workers committees, according to Mr Gqweta

However, he had stopped short of actually recognising AFCWU as the workers' representatives

"He will allow the union to collect subs on factory premises and to hold meetings, and if the workers indicate they want the union to act as their representatives, he will acknowledge this," Mr Gqweta said

He was told there were about 250 people working at the cannery now, which was enough to cope with the supply of pines

Thirty-five new workers were apparently hired yesterday, he said

Mr Gqweta said the union had loaned more than R2 000 to the former cannery workers who had refused to be paid off on August 29

Mr Gqweta said Mr Tilney told him that if workers went back today, he was prepared to rehire some of them

"But after we told the workers this, they repeated that they would not return until the retrenched men were taken back" — DDR



LAPC TIMES 10/9/80

# Workers won't go back, says union

Own Correspondent

JOHANNESBURG — Striking workers at an East London pineapple canning factory have rejected a management invitation to return to work and would remain on strike till their grievances were dealt with, a spokesman for the African Food and Canning Workers Union said yesterday.

However, a spokesman for the company, Colloidal Canners, claimed yesterday that production at the factory had returned to normal.

He said that many of the strikers had returned to work and the others had been replaced by unemployed workers in the area.

Labour unrest has increased sharply in East London and several companies have been affected by strikes. In a number of strikes, workers have demanded recognition of trade unions and have rejected the government's liaison committee system.

Trade unions in the area re-

port a rapid growth in membership.

Last month about 400 workers at the cannery, its entire black workforce, stopped work. The stoppage was sparked by the retrenchment of five workers, including a leading member of the AFCWU.

The company said that the workers were laid off because there was insufficient work at the plant. The union disputed this and said that workers believed the retrenchments were a 'subtle form of intimidation'.

As a result of the brief stoppage, all 400 workers were fired. The company later said that all the dismissed workers, with the exception of the five who were retrenched, could re-apply for their jobs on Monday.

Workers said that they were prepared to do this if the company agreed to reinstate the retrenched workers. According to the union, only a small number of workers re-applied for their jobs on Monday.

152-251 (152-251) (152-251)

EAST LONDON — The work force at a pallet-making company here was ordered out of the factory yesterday after they refused to work.

This was confirmed yesterday by the director of Border Boxes, Mr Mike Cahill, who refused to discuss the reason for the work stoppage. However, one of the employees, Mr Amos Mfamana, claimed the 62 workers walked out because he had been dismissed earlier in the morning.

Mr Mfamana is the chairman of the workers' committee at Border Boxes appointed by members of the South African Allied Workers' Union (SAAWU) last month

He claimed he was manhandled by one of the foremen at Border Boxes after an argument over how many pallets he had made on Tuesday.

The foreman grabbed me by the front of my jacket and started shaking me around, asking why I had only made 45 pallets that day," Mr Mfamana said yesterday. "I managed to get loose but then he came over and told me I was going to be fired on Friday for disobeying him."

Mr Mfamana said he wouldn't go, and was taken to see management. "They told me not to argue with the foreman and said I was dismissed." When they went outside said Mr Mfamana,

# EL workers ordered out after refusing to work

workers confronted Mr Cahill and asked him why their committee chairman was being dismissed (Mr Cahill told them Mfamana had not been dismissed, so they went back to work.

Later, Mr Mfamana said, he was called aside and told a second time that he was dismissed. However, he refused to sign off or accept his pay. Yesterday morning he reported for work as usual, and was taken to see management again.

"They told me to take my money and sign off," he said.

"When I walked out the workers stopped again and asked Mr Cahill why I had been dismissed and why I was manhandled."

"Mr Cahill told them I was fired for arguing with the foreman." Workers told the Daily Dispatch they were not satisfied with the explanation and felt their union leader was being victimised.

They said the Security Police arrived soon after 8 am and at 10 am Mr Cahill told them to leave the plant.

Mr Cahill told the Daily Dispatch the workers could return today and he would rehire the workers he wanted. "If I haven't got enough people, I'll employ new workers or bring them from our other branches," he said.

Mr Cahill refused to discuss the allegations made

by Mr Mfamana and accused the trade union of "trying to make some mileage out of this".

"Mr Mfamana can make whatever allegations he wants," Mr Cahill said. He said he would be prepared to discuss the matter this morning "after this has been resolved".

Workers interviewed at the SAAWU offices yesterday lunchtime said they would not go back to work if Mr Cahill was going to

be selective.

"We feel management is discriminating against the trade union," Mr Mfamana said.

Three committee members, Mr Vusumzi Mqhele, Mr Mqokeleli Luvuno and Mr Johnson Pute, claimed they had been warned by their foreman that they were going to be fired because of their union affiliation.

Mr Cahill refused to discuss the trade union's position in the factory or any claims made by workers.

"This trade union business has been brewing and it has now reached a head," he said.

"Everything will be sorted out eventually." — DDR

MR MFA



# Ford's deal with unions praised

12/11/76

London Bureau

LONDON - The agreement between Ford South Africa and trade unions, permitting the appointment of full-time shop stewards has been hailed as a significant development by the powerful International Metalworkers' Federation

The IMF, based in Geneva, played a key role in the three-week strike by black workers at the Volkswagen Uitenhage factory earlier this year, a spokesman said yesterday

All the Ford unions involved are affiliated to the IMF, the umbrella body for metal workers throughout the world except in Communist bloc countries

The IMF general secretary, Mr Herman Rebhan, said in Geneva yesterday "The Ford agreement is an important advance for the South African workers and their unions. Active shop stewards accountable to workers and provided with facilities inside a plant, are the bedrock of trade unionism

"They give workers a real sense that their grievances can be swiftly and directly taken up with management without having to wait for an outside official to intervene"

Mr Rebhan said the unions were to be congratulated on this achievement. It marked a breakthrough for trade union

organisation in South Africa. Ford understood the importance of recognising the rights of workers -- no matter what the colour of their skins -- if peaceful change were to come about in South Africa

Mr Rebhan added "Unfortunately the majority of other employers and the Government itself are still blind to the need for independent trade unionism in South Africa. I think they should draw the appropriate lessons from Poland"

This is significant coming from a man representing trade unions in the Free World

The IMF is not extremist and its views are highly respected in the Western world

The IMF has been deeply involved in supporting trade unions in South Africa, a spokesman said. In July an IMF assistant general secretary spent two weeks assisting black and coloured unions -- the United Automobile Workers and the National Union of Motor Assembly and Rubber Workers -- during the Volkswagen strike

Pressure by the IMF and its major affiliates in the United States and West Germany has forced multinational automobile companies to negotiate with unions representing black workers in South Africa, the representative said

DAILY DISPATCH 12/9/80

152

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# 32 workers back on job at box factory

**EAST LONDON** — Half the work-force at Border Boxes here started work again yesterday after being ordered off the premises on Wednesday

The other workers were paid off

The director of Border Boxes, Mr Mike Cahill, said all 64 workers who downed tools had reapplied for work yesterday morning

More than 40 of them were rehired and entered the factory, but 15 left the factory minutes later after they were allegedly intimidated by those outside the gate

"We were left with 32 of the former staff, a group of new workers, and a crew from our Mooiplaas factory," Mr Cahill said yesterday.

Wednesday's strike followed the dismissal of Mr Amos Mfamana, chairman of a workers committee at Border Boxes elected by members of the South African Allied Workers Union (SAAWU)

Mr Cahill said yesterday Mr Mfamana was dismissed because of insubordination when he was asked to

explain an argument with his foreman

"I told Mr Mfamana the only way we could sort out the problem would be for him to get out"

Mr Mfamana refused to accept his pay and refused to sign off

"The next thing, all the workers downed tools"

Mr Cahill spoke to the workers and they eventually went back to work

However, on Wednesday morning Mr Mfamana again refused to accept his pay and was asked to leave. As he walked out of the office block, one of the workers asked him what had happened and ran into the building to tell the others

When they heard what had happened, the workers downed tools

Mr Cahill said he gave them a choice either go back to work or go

"At last I lost my patience and told them to clear the premises. A lot of them didn't want to go, but eventually they all left and we shut the factory down"

Yesterday, Mr Cahill

said, he told workers at the outset that he would not recognise SAAWU or the people elected to the workers committee at SAAWU's offices

"The staff can elect who they like as their representatives — as long as it is done on the premises"

He rejected the committee put forward by SAAWU and said most of the members and shop stewards had only been with the company for a short while

At least nine staff members had not attended the meeting, Mr Cahill said, so the committee was not democratically elected

He pointed out that he was not happy with the fact that Mr Mfamana was elected committee chairman after only working for the firm for two months

He had given the workers an opportunity to elect a new committee to represent them on August 30, but fewer than 50 workers had arrived so there was no election

Most of the absentees were on the committee or had been nominated as shop stewards, he said

However, he was grateful to SAAWU for getting rid of the "dead wood" at the pallet-making company

"The factory is running like a dream now. I have got better people who are prepared to do an honest day's work"

He claimed the committee and shop stewards had become insubordinate since the union started to make its presence felt at Border Boxes, and had only needed a small excuse to spark off confrontation

Mr Cahill said he had given names to the police of the 32 workers who were paid off yesterday, and would not hesitate to call in their help if there was any intimidation

The branch secretary of SAAWU, Mr X Kota, denied Mr Cahill's claim that workers were intimidated

"We do not do this kind of thing," Mr Kota said

"If people want to work for them, we will not interfere"

He said the dismissed workers, including Mr Mfamana, would start looking for new jobs — DDR

## NOTE CAREFULLY

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

## WARNING

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

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



574/2 12/8/80 (154)

# Johannesburg's strike action commended

By Lynda Loxton,  
Municipal Reporter

The Johannesburg City Council yesterday commended the management committee for its handling of the recent strike by municipal workers despite scathing criticism from opposition councillors.

Members of the ruling Independent National Party coalition, headed the management committee had saved the city from a dangerous situation.

They claimed Progressive Federal Party councillors were 'looking for trouble' by siding with the strikers and, in particular Mr Joseph Mavi's Black Municipality Workers Union (BPMU).

## SPEECH IN BOOK

Mr J F Oberholzer NPC, chairman of the management committee, was the first to speak during yesterday's special council meeting. He gave a run-down of the background to, and the incidents during, the strike. Detailed, specially prepared copies of his speech — in book form — were handed out to the public and councillors.

Mr Oberholzer slammed the BMWU for being unregistered, militantly aggressive, and for representing the interests of a few privileged employees.

Municipal Reporter

**Opposition councillors in the Johannesburg City Council yesterday walked out of the special council meeting called to discuss the recent strikes by municipal workers.**

After five hours of bitter debate, the PFP councillors walked out after what they called "disgusting and infamous remarks" by the chairman of the management committee, Mr J F Oberholzer NPC.

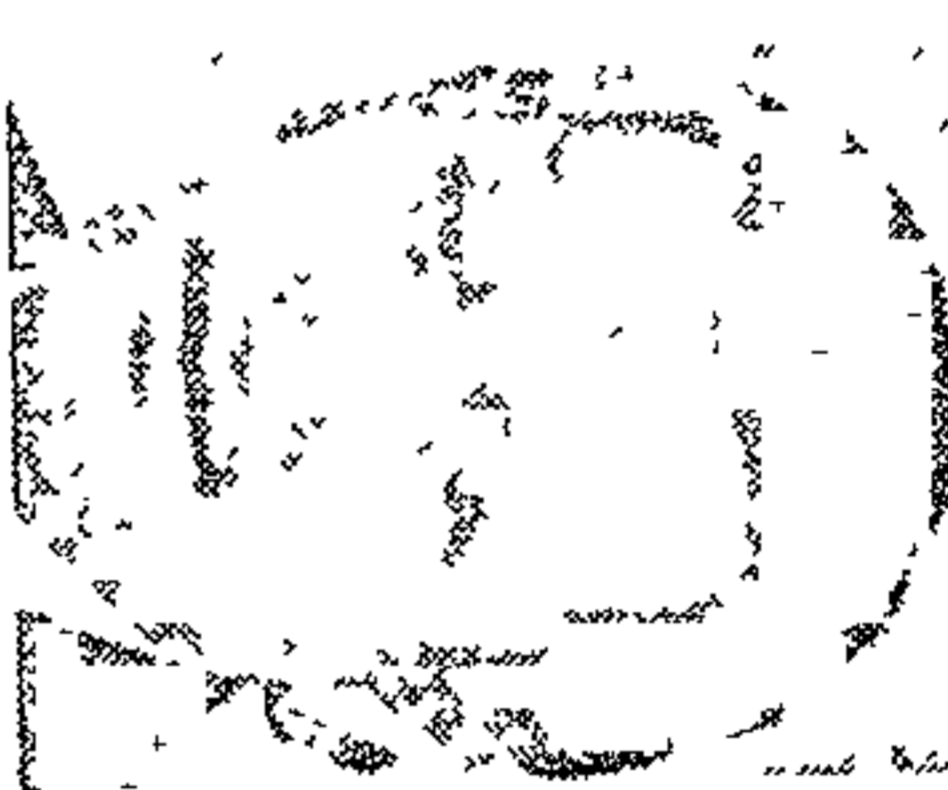
Mr Oberholzer said that the PFP councillors and their "fellow travellers" were disappointed that the strike had been broken and that "the city was not in flames and the blood was not flowing". Mr Harold Rudolph (PFP, Hospital Hill) immediately called him "a filthy liar" — and during the next few minutes insults flew. The chairman of the council, Mr J S J Burger, called for order repeatedly and both sides demanded that the other



Mr Oberholzer . . . withdrew his comments

clash that some powerful organisations was behind the strike.

"It was as if the council employees were being forced into a strike which would, in turn, force the council into a position where it would, in the future, be subject to the



Mr Rudolph . . . ordered to leave chamber.

dictates of an organisation which certainly had no intention of moving into the legitimate and recognised trade union field," he said.

He noted the "unfair approach with which the strike was planned." "The strikes spread from the Orlando power station to

tion" still applied to PFP members outside the council.

Mr Rudolph refused to withdraw his remarks about Mr Oberholzer, and he was ordered to leave the council chamber.

Mr Sam Moss MPC, leader of the PFP in council, said that either the remark had to be withdrawn "totally and unreservedly" or the PFP councillors would walk out.

Mr Oberholzer said he did not imply that the PFP wanted to see the city in flames. But its fellow travellers did, as long as they could bring down the Government.

The PFP councillors then stormed out of the council chamber

the power distribution workers at the Van Beek compound. The strikers then gathered at the Seiby (compound, "an important nerve centre of the city," hitting the city's cleansing services, the pay administration of black workers and black bus services

Mr Oberholzer claimed that "no striker had been injured," but listed several examples of intimidation of workers. These included the stabbing of a black bus inspector, the petrol bombing of a non-striking bus driver's house in Soweto and "intimidators going about Johannesburg in motor cars."

He said the total number of black employees on strike at no time exceeded 3 500 (several newspapers were told by officials during the strike that the figure was closer to 10 000).

## SEEDS OF TROUBLE

Mr Gerrit Borman NPC, leader of the NP in council, accused the PFP of trying to "sow the seeds of trouble" and of being upset that the strike was over.

"As far as I can see, the main crime we are accused of is not having talked to Mr Mavi. But we were not approached by him directly and the workers did not, in the compound, elect him as their representative to speak to us," he said.

He said Mr Mavi had not been the workers' true representative and had a history of going to any lengths to get what he wanted.

"The situation becomes even more ironic when one remembers that, in the final analysis, you will be called on to negotiate with the Mavis of the future."

He urged the council to bring the two groups claiming to represent its workers together into one body.

Mrs Janet Levine (PFP, Orchards/Oaklands/Norwood) told the council that many workers had been with the council for over 20 years. "Does their loyalty count for nothing? They have been dismissed with no prospect of em-

## PFP Sidwicksouth in strike meeting

than approaching council officials.

He said the strike had not been based on any important grievance or set of grievances.

"It was, however, associated with such strong and well-organised intimidation that one could con-

# Confidence of workers shattered?

Municipal Reporter

Opposition city councillors yesterday warned that the way the recent Johannesburg municipal strike had been handled could jeopardise the future of the city.

The councillors, who walked out towards the end of the bitter five-hour debate on the strike, were "totally opposed" to a motion commending the management committee's handling of the strike.

Mr Sam Moss MPC, leader of the IFP in council, said the city had not yet realised the cost of the strike in terms of good race and labour relations.

Instead of accepting the PFP's offer to arrange a meeting with Mr Joseph

employment. You, by your crass insensitivity, have condemned them to an old age of starvation in the homelands."

Mrs Levine has signed affidavits from the workers and Mr J F Oberholzer MPC, chairman of the management committee, promised that he would have their cases investigated.

She called on the council to reinstate, unconditionally, all the workers and begin negotiations with elected representatives Mr Les Dishy (PFP, Sydenham/Sandringham) accused the management committee of "arrogance and complete disregard for the council's employees."



# Meat <sup>pos 1</sup> workers fund <sup>14/9/40</sup> runs <sup>dry</sup>

Reporter

THE Cape Town meat workers' strike fund has run dry. This week the fired workers, who abandoned their strike four weeks ago, received the last of a weekly payout from their union. And the chances of many finding jobs soon are slight.

But, says a Western Province General Workers Union (WPGWU) spokesman, "the workers' spirits are still high — although they are obviously disappointed that their demands were not met."

"They did what they had to do, and stood unflinchingly together. They also aroused an awareness in the community of the black workers' struggle in South Africa."

Since the 800 workers downed tools in May, the WPGWU, with the help of the community, gave each striker R15 subsistence pay a week.

The total payout to the strikers amounted to R150,000. But says the spokesman, "We have now run out of money."

The coloured and black communities in Cape Town fully supported the strikers' call for a red meat boycott.

A month ago the workers called off both the boycott and the strike, because, as they said at the time, "it is clear that the meat bosses, with the support of the Government, are not prepared to give in to the reasonable demands for the reinstatement of the striking workers and the recognition of democratic workers' committees."

The two-month strike began when meat workers staged a one-day work stoppage in sympathy with strikers at Table Bay Cold Storage, which had refused to recognise a "democratically worker-elected committee." The 18 or so meat firms locked out the sympathisers when they returned to work the next day.

The meat bosses persistently refused to negotiate with the workers. And the State clamped down on union organisers and helpers, detaining a number of them for the length of the strike.



By Z B MOLEFE

THE Black Municipality Workers' Union is enraged at the treatment being meted out to dismissed Johannesburg municipal strikers.

The union alleges that its 1500 or so members, who were discharged and endorsed out of Johannesburg after the strike are keen to return to their jobs, but are coming up against all sorts of obstacles.

A number of workers allege that they have been told by a white compound manager that the city council is no longer keen to employ strikers.

A group of the men from the Transkei's Umzimkulu district met SUNDAY POST at the union offices this week.

They said on Friday last Mr Aubrey Kheswa was sent to Umzimkulu with a list of names of former council employees. The men were told to return to Johannesburg because their jobs were waiting for them. On Wednesday the men reported to the Orlando Power Station.

The department head was keen to have them back, but was blocked by Mr Kleynhans, who is alleged to have said he was not interested in strikers. Mr Kleynhans denied knowledge of the list given to Mr Kheswa, according to the workers.

"We just don't know what we will do now," lamented one of the

# Times are hard for fired council men

S. Post

4/7/80



Waiting for work... an ex-municipal employee stands idle

men as he showed SUNDAY POST his Transkei travel document which had a July 31 endorsement that read, "Ordered to leave the prescribed area of Johannesburg within 72 hours." The endorsement had the signature of the Municipal Labour Officer.

Mr W Barnard, the Council's Chief Electrical Engineer, was not available for comment. His office also told

SUNDAY POST: "Unfortunately he is the only person who has authority to talk to the Press."

An unconfirmed allegation from a union source is that another dismissed Council striker found a job with the railways, but the West Rand Administration Board's Labour Bureau refused to register him. He was told machines were broken.

This continued until the union's legal representatives took the matter up with the Board. The union was informed that the machines had been fixed.

Commented the union's assistant secretary, Mr Gatsby Mazwi: "Some of our members, who lost their jobs after the strike, do find employment. But it is when they report to the Board's Labour Bureau they are told to go back to the Council. These are some of the things which are causing frustration."

When SUNDAY POST contacted Mr Armand Steenhuizen, the Board's Director of Labour, we were referred to the Chief Labour Officer. His office would not give a statement to the Press, and referred us to Mr Steenhuizen.

Added to this is the depletion of the R5000 relief fund for dismissed council workers donated by the Diocese of the Catholic Church (Johannesburg). In two days the union paid out over R1500 at the rate of R10 per member.

"And mark you," said Mr Mazwi, "we don't know how long our members will be out of jobs. We are hoping for the best, in any case."

Meanwhile, in just two days last week the union attracted over 102 new members.

# African women's attitude to strikes

IN SPITE of black women's feminist consciousness remaining overshadowed by the more immediate issues of survival, there has been a dramatic increase in their resistance to oppression as evidenced by the numerous strikes in which they have been actively involved over the last decade

In an article in *African Perspective*, Miss Janet Shapiro, of Rhodes University said that black women in South Africa were being forced into a role independent of men

The resistance by women is increasing in the workplace as is evidenced by the numerous strikes in which black women have been actively involved over the last decade from the Durban textile strikes of 1973 to the Eveready and Fattis and Monis strikes of the past two years, she said

At one strike last year, women who could not manage the long walk to work slept on plastic sheets outside the factory gates, she said

Studies showed that the consciousness of women in and out of the workplace was becoming increasingly feminist. But the feminist consciousness remains overshadowed by the more immediate issues of survival, she said

Contact with the majority of white women had given black women very little reason to feel a shared sense of oppression, and studies revealed that the black domestic workers were acutely conscious of how different the experiences of their 'madams' and themselves were

Similarly, for most white women the large social and economic distance between themselves and black women whom they mostly encounter in the servant role, their own good life and their fear engendered by membership in a minority oppressor group does not allow for much feeling of shared womanhood, she said

'There does certainly not seem to be much basis for sisterhood, and until such times as black and white women share the same economic reality I cannot see much hope for any movement in South Africa that has universal sisterhood as its starting point', she said

Alison Gillwald



By STEVEN FRIEDMAN  
Labour Reporter

JOHANNESBURG's town clerk has turned down a request for an inquiry into the city council management committee's handling of the recent municipal strike, in particular into claims that non-strikers were 'unfairly dismissed'.  
However many of those who alleged unfair dismissal have now been reinstated by the council.

A number of skilled workers who did take part in the strike have also been reinstated, according to a Progressive Federation councillor Mrs Janet Levine. The council was apparently unable to replace these workers.

Mrs Levine requested an official inquiry into the recent strike. Yesterday she received a letter from the town clerk,

Mr Alwyn Burger in which he refuses to appoint a commission.

Mrs Levine made the call after gathering affidavits from eight workers who alleged they had been fired during the strike but had not taken part in it. They claimed the council had made no effort to distinguish between strikers and non-strikers when dismissing workers. She had also asked for a

general inquiry into the management committee's handling of the strike and had pleaded for the development of effective grievance procedures to handle municipal workers' complaints.

In his letter, Mr Burger says he has no power to appoint a commissioner beyond certain "watchdog" powers in terms of the local government ordinance, which entitle him to

submit a full report on an issue to the council, which can then request the Administrator of the Transvaal to appoint a commission.

According to Mr Burger these powers would not be applicable in this case. Mr Burger says, however, that he referred the points raised in Mrs Levine's original request to the management committee, which replied that

striking by local government employees "is a criminal offence".

On the request for grievance procedures, the committee said these already existed within the framework of the law, according to Mr Burger's letter.

Despite the refusal to appoint a commission, Mr Burger's letter reveals that seven of the eight workers whose affidavits

were forwarded to the council have been reinstated.

Mrs Levine said yesterday that she knew of another 60 workers who had alleged unfair dismissal and about 40 of these had been reinstated. In the cases of workers not reinstated the council had said their disciplinary records were not satisfactory.

A number of skilled workers who had taken part in the

# Joburg refuses inquiry into handling of strike

strike had also been reinstated, Mrs Levine said. She accused the council of discriminating in favour of skilled workers.

She said that the management committee's response to her queries about grievance procedures "seem to indicate that they are sticking to the industrial council system and the strict letter of labour law".

However she added "This makes it apparent that there are glaring omissions in our labour law which make it unable to stop strikes. The committee should go further and structure grievance procedures so that the strike weapon is not used".

Mrs Levine also said that she saw no reason why municipal work should be regarded as an "essential service", thus barring legal strikes.

# Worker fired others strike

WORKERS at a pottery firm in Lea Glen near Roodepoort went on strike yesterday protesting the 'unfair' dismissal of a co-worker

But the group which work for Majolica Pottery on the Main Reef Road went back to work when management changed their minds an hour later and quickly reinstated Ms Ivy Masigo who according to worker spokesmen had been sacked for 'staying away from work for a week'

When POST telephoned the firm yesterday the managing director Mr Paul Torrente was said to be busy at a meeting but the production manager Mr Stevi said the problem was over

The problem at Majolica started last week when Ms Masigo suddenly became sick and was sent home. She went to a doctor who treated her and then decided to lay her off for a week.

But when she arrived at work on Monday she was told 'No more work for you finished. Nothing'.

Although she produced a doctor's certificate she was still told 'finished'.

Other workers in her despatch department took the matter up with the managing director but were instead given five minutes to get back to work or clear off. They were later told to go and stand outside the firm and not inside.

According to Mr Frank Mohlala secretary of the Building Construction and Allied Workers Union (BCAWU) which represents the Majolica employees workers in other departments also decided to walk out when they realised what was happening.

Mr Stevi told POST later that the employees had misunderstood the whole thing. They did not ask but just decided to strike. But they came back when ...

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# Union meets Putco bosses over strike

By JOE THOLOLO.

(52)  
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15/9/80

THE recent strike by Putco drivers will be among the things discussed at the annual general meeting of the Transport and Allied Workers' Union in Poksburg on Sunday.

The union meets the Putco management next Wednesday to continue discussions on recognition.

The unregistered union which has a signed-up membership of 5500 according to the secretary, has been prominent in the Putco dispute which started in June when hundreds of drivers went on strike for two days and brought bus traffic to a halt.

At the start of the strike the Putco workers demanded increases of R35 a week each but, la

ter, they added a demand that the company should recognise their union.

Transport and Allied is now one of two unions that have asked the company for recognition. The other is affiliated to the Federation of South African Trade Unions.

The AGM will be at the Vosloorus Clubhouse and registration will be at 9 am.

# Plea for labour peace in transport

## Labour Editor

A call for sound labour organisation to avert the risk of serious disruption in passenger and goods transportation was sounded yesterday by the South African Council of Transport Workers.

Mr D C Benade, president of the council, pleaded for national industrial councils to promote labour peace in an industry where unrest and instability could have a ripple effect far beyond its own sphere of activity.

Addressing the council's annual meeting in Durban he revealed preli-

minary steps had been taken with the creation of national employers' associations for bus operators and goods transporters.

Transport unions were directing their energies in the same direction, he said.

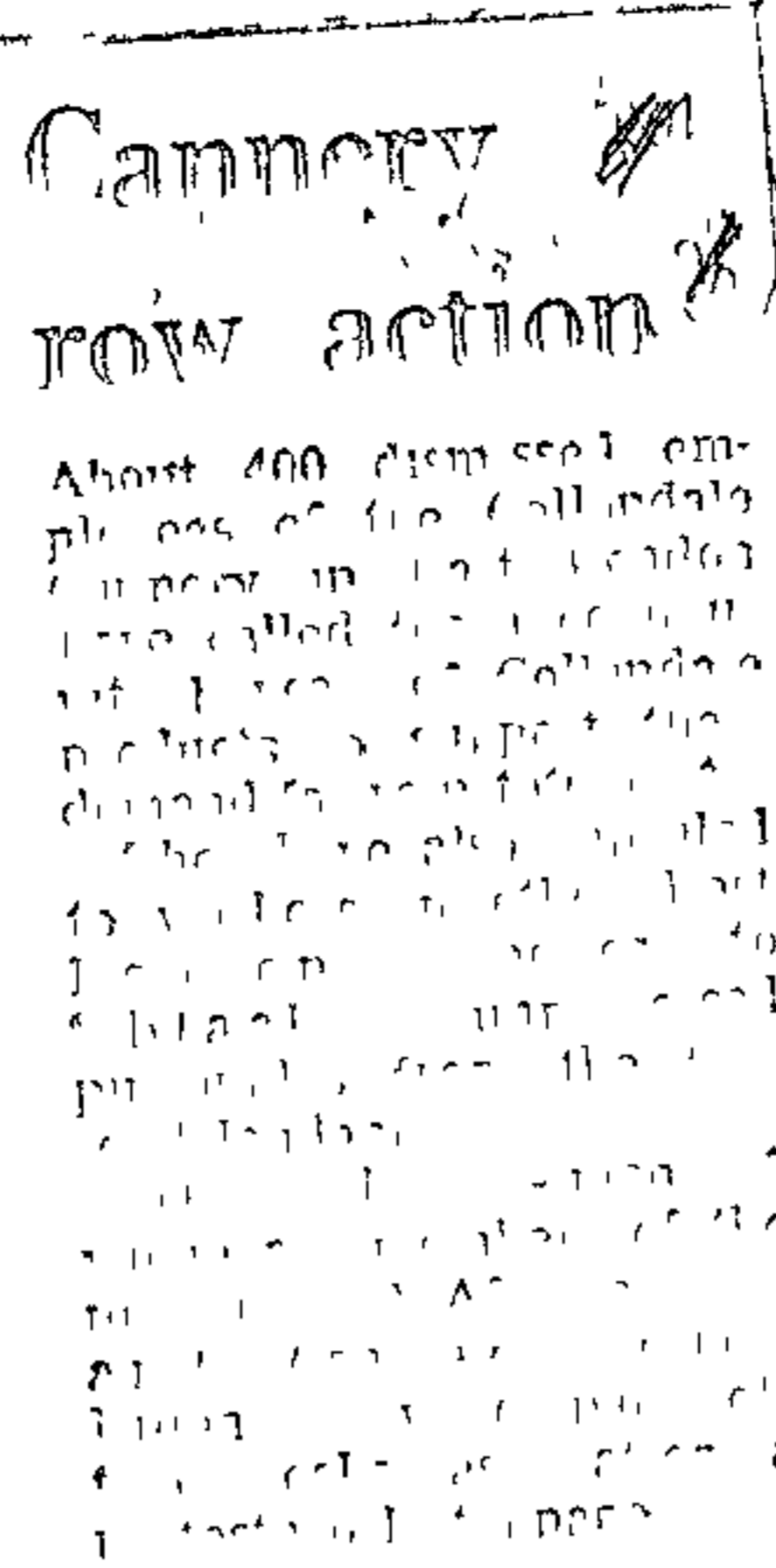
Mr Benade welcomed moves to set up a Road Transport Industry Training Board which would be concerned with the training of at least 55 000 employees in 8 000 firms.

The board would be financed from a levy based on a percentage of the payroll which could be expected to raise an income of R51-million.



increases, as the particle penetrates deeper into the medium. The density of energy deposited  $(-dE/dx)$  is therefore highest at the end of the range (fig. 25).

Relatively heavy particles such as the p or  $\alpha$  are not significantly deflected in their collisions with the much lighter electrons in matter and the maximum energy lost per collision is only a tiny fraction of the p or  $\alpha$  energy. These heavy particles therefore retain their original directions throughout the slowing down process and their ranges are well defined - do not vary much from one particle to another of the same energy (fig. 24(a)). Incident electrons, however, can scatter through large angles in their collisions with atomic electrons (of similar mass) and can lose a large fraction of their energy in a single collision. Therefore their trajectories are another and their



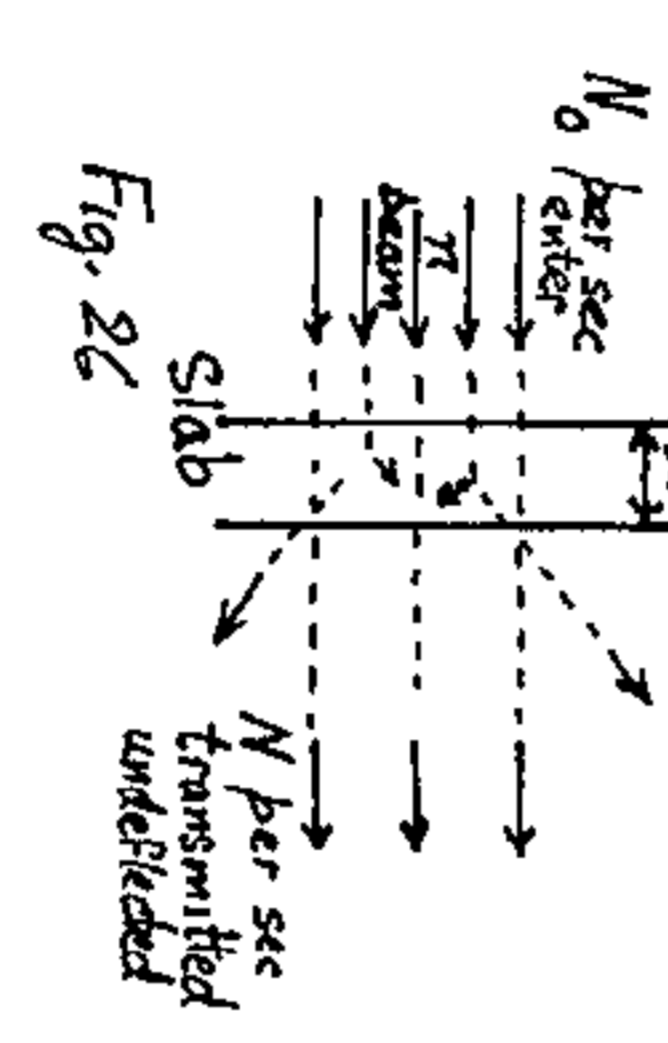
fraction  $N/N_0$  of the beam is transmitted without interaction and a fraction  $(1-N/N_0)$  interacts with nuclei in the slab. The number  $N$  of neutrons emerging per second is given by

$$N = N_0 \exp(-\alpha x) \dots \dots \dots (33)$$

where  $\alpha$  is the neutron interaction coefficient of the slab and depends on neutron energy and on the species and density of nuclei in the slab.

The neutron-nucleus interaction is either a nuclear scattering process, in which the neutron transfers some of its energy to the resulting (charged) recoil nucleus, or a nuclear reaction which usually leads to the emission of charged particles or gamma rays. Thus the secondary particles resulting from neutron interactions in matter are often charged particles and these particles then interact with the matter as described in (a). Hydrogenous media such as wax, water or plastic are of particular interest because a neutron can lose any fraction (0-100%) of its kinetic energy in a

of 1 Mev protons in  
at media (in mm)  
Aluminum Lead  
0126 0 0106



single elastic collision with a proton. The maximum nuclear recoil energy  $E_{max}$  resulting from elastic scattering of neutrons (of mass  $m_n$  and energy  $E$ ) on a nucleus of mass  $m_N$  is given by

$$E_{max} = 4m_n m_N E / (m_n + m_N)^2 \dots \dots \dots (34)$$

Thus  $E_{max}/E$  is much smaller for heavy nuclei than for hydrogen.

(c) Gamma rays  
The three most important effects in the interaction of gamma rays with matter are the photoelectric effect (described in section 2.1), the Compton effect (section 2.1, p.5) and pair production (section 2.3, p.8). Energy is transferred from the incident gamma photon to a photoelectron, a Compton electron or an electron-positron pair respectively. These charged secondary particles then interact with the medium as described in (a). As in the case of neutrons, the interaction of gammas with matter is a statistical process and is governed by an exponential absorption law of the form given by eq.(33) but with  $\alpha$  representing the gamma ray absorption coefficient. This coefficient can, in turn be considered as the sum of components  $\alpha_{pe}$ ,  $\alpha_c$  and  $\alpha_{pp}$  corresponding to the photo-, Compton and pair effects. Thus

$$\alpha = \alpha_{pe} + \alpha_c + \alpha_{pp} \dots \dots \dots (35)$$

The absorption coefficients are largest for the heaviest elements (e.g lead) and  $\alpha_{pe}$  usually dominates for gamma energies below 0.5 MeV,  $\alpha_{pp}$  for energies above  $\sim 10$  MeV and  $\alpha_c$  for energies around 1 MeV.

A convenient measure for gamma interaction calculations is the half-thickness, analogous to the half-life in radioactivity. This is defined as the thickness  $x_{1/2}$  of the particular medium required to reduce the fraction  $N/N_0$  (eq.(33)) to one half for a particular gamma energy.

$$\text{Thus } N/N_0 = \frac{1}{2} = \exp(-\alpha x_{1/2}) \dots \dots \dots (36)$$

Some values of  $x_{1/2}$  are given below (in mm)

Energy	Lead	Concrete
1 MeV	9.0	47 0
5 MeV	14.5	100 0

152  
251  
19/9/80  
19/9/80  
19/9/80

# Workers' leaders: mixed reaction

**EAST LONDON** — There was mixed reaction yesterday from East London employers to the call by the Minister of Manpower Utilisation, Mr Fanie Botha, that employers deal with workers' own leaders.

Employers agreed there was a need to find some form of communication with employees but were generally guarded on dealing with unregistered trade unions.

The national organiser for the South African Allied Workers Union (SAAWU), Mr Thozarile Gqweta, welcomed Mr Botha's statement but pointed out he did this with some reluctance.

The managing director of Raylite Batteries which was hit by a walkout last month, Mr D Saunders,

said speaking from my company's point of view, union representation must be accepted as a human right.

However, he pointed out it was important to establish that a proper consultation and proper books were maintained by any body that dealt with workers.

One is here looking for some form of statutory control which our companies are also subject to. That's the whole criterion of the issue."

He said it was important to be assured the bargain would be kept by both sides if one drew up an agreement with a union.

Mr Saunders emphasised that the advent of trade unions for blacks was an inevitable development.

The managing director

of SATV, Mr M Bosworth, also agreed there was need to establish some form of communication with workers.

"I believe that even if a trade union were unregistered one would work with it after taking a good look at it," Mr Bosworth said.

His company had a works committee elected in a 98 per cent poll. The poll had been taken after some problems with trade union recognition at the factory.

"Of the 13 people on the works committee only one was on the trade union committee brought to us and he has since resigned."

Mr Bosworth said there was some learning to be done by all concerned.

Management had to

learn that black workers had to be represented by people of their choice. Black workers had to learn about the intricacies of worker organisation and white workers had to understand that black workers had to be brought into the same conditions applying to all workers.

The managing director of Turner Bros, Mr Peter Turner, said he would never recognise an unregistered trade union.

"I have a liaison committee with my boys -- it is a case of them and myself when it comes to discussing things," he said.

"There is no way I will recognise an unregistered trade union. Nobody outside can tell me how to run my business."

Mr Turner said he discussed problems with his

workers who had realised after a strike three weeks ago that strikes did not solve problems.

He said the liaison committee system had been a success.

"Africans like it," he added.

Asked what he would do if the union had support from his employees, he said: "If they want to work with the union they must go and work elsewhere."

Mr Gqweta said Mr Botha would have done well to have adopted the attitude he displayed in his recent speech when the Municipal Workers Union members downed tools in Johannesburg earlier this year.

"Employers might have adopted a much more realistic attitude in dealing with the workers,"

grievances and representations," he said. "Instead of bringing black trade unions under state control the minister should see to it that employers and local authorities are brought under statutory control to protect workers."

He said mass dismissals, substitution of skilled labour by scab labour and accusing trade unions of being inciters were no answer to the present labour situation.

"All such measures to bring the situation under control, only prove counterproductive and lead to more strained employer-employee relationship."

Complete recognition of unregistered and non-racial trade unions is the only answer, Mr Gqweta said — DDR



# Workers not helped on rights, says Sash

By DIAGO SEGOLA

MANY black Johannesburg City Council workers, who lost their jobs in the strike recently, had been denied a better chance of stability and permanence, despite having worked for the council for a long-enough period to entitle them to legal status in the area.

The Black Sash said this yesterday in a report on the strike. It was compiled by Mrs Sheena Duncan, director of the Sash's Advice Office.

The report said men had also been denied the benefit of contributing to the Unemployment Insurance Fund "through lack of concern shown by their employers".

Several had been endorsed out of Johannesburg even though they had worked for the council for more than 10 years, and had lived in the same area for more than 15.

The report cites cases of men who were sacked and sought advice from the Black Sash. Several were endorsed out though they had not been involved in the strike, or had wanted to continue working.

"Because the council did not help them to establish their rights under Section 10 (1) (b) of the Urban Areas Act after they had completed their 15 years' lawful residence, they have continued to be registered on annual contracts," said the report.

"It is a pity that council personnel workers have not spent time over the years helping workers to establish their rights so that they can escape from migrancy and the compounds and establish themselves in some sort of family stability."

The report also hit at the council's wage structure which, it said, because of the grading system, kept many workers 'perpetually at the R33 a-week minimum even after 20 years or more in the council's employ'.

"The council's wage structure for those who are not migrants and those who are, is dictated by the plentiful supply of cheap labour and not by any other considerations."

The council increased the minimum wage from R30 to R33 last month.

The report also says migrant workers (about 12 500 of the council's 15 000 workers are migrants) must live in compounds and hostels "with no privacy".

"They may not bring their families with them to town. For many men, the hostels are 'home' for their entire working lives, and family is something they meet with once a year when they have to go back to attest a new contract."

The migrant labour system was largely responsible for the "unacceptable conditions of employment and low rates of pay exposed by the strike", the report said.

"The only way in which men who live in the overcrowded poverty-stricken Bantustans can obtain legal employment is to wait at the labour bureau in their home district until a requisition comes through from a labour bureau in the so-called white area."

"There are always more job-seekers than there are jobs offered. If a man is lucky enough to be offered work he attests a contract (usually for a year) with his unseen, unknown employer and only then may he proceed to town to take up the job."

He is in no position to bargain for better pay before he signs the contract. If he tries to do so the job is immediately offered to someone else.

Mr Jan Bosman, public relations officer for Wrab, said yesterday that annual contract workers operating on the "calling card" system (they must return to their homelands each year to re-register) were not entitled to Section 10 rights.

He denied the Sash allegation that Wrab had seemed to be

acting as agents for the council.

"Wrab labour department officials were sent to the premises instead of thousands of workers coming to the bureau. They went through the individual cases, registering those who wanted to remain employed and endorsing out those who did not."

"They acted strictly in accordance with the regulations."

"I do not want to comment on the tone of the allegation," said Mr Bosman.

Mr Francois Oberholzer, chairman of the Johannesburg City Council management committee, said the council had not helped workers to gain Section 10 rights because it was not the council's function.

"We don't help our white employees to apply for passports. Besides, every black person knows what his rights are under Section 10. Nobody needs to be told."

Commenting on the other Sash claim that the council was exploiting a plentiful supply of cheap migrant labour, he said: "When our recruiting teams go to Transkei, they have to ask for police protection because they are mobbed by so many work-seekers eager to work for the council."

The council also says the Department of Manpower Utilisation has credited it with one of the best minimum wage levels in South Africa.

Mr Oberholzer doubted that any workers had not been permitted to join the UIF but referred the Rand Daily Mail to the chairman of the Staff Board Mr J C de Villiers.

Mr de Villiers declined to comment.

Mr Oberholzer said department heads were already screening applications by sacked municipal strikers who wished to return to their jobs, and many were being re-employed.

# POST

Telephone 27 6091

THE Johannesburg City Council continues to lose respect and credibility in the eyes of most Johannesburgers, because of its narrow mindedness

It is most certainly cause for us in this city to hang our heads in shame when the fathers of the town are even bettered by architects of a policy that has dragged the country into a morass of confusion and unhappiness

To add to the unreality of the situation we have heard almost strange noises from the Prime Minister towards a verlig stance and by the Minister of Manpower Utilisation, Mr James Botha. Mr Botha has in the past shown he has a level-headed approach to the very difficult problems of the country, even if he has to strain at the leash of verkramptheid in his own laager

The Johannesburg City Council is completely out of step with the march of events in the country and within the boundaries of the richest and largest cities in the country

There is some comfort from people like Mrs Janet Levine who is becoming particularly vocal in her criticisms of the City Council under which she serves. The pity is that hers is a lone voice

The council did not endear itself with the jackboot handling of the municipal strike and its off handed manner of treating the Black Municipality Workers Union (BMMWU). Now the council says it will only deal with a union that has credibility but is deliberately vague

We all know only the BMMW has credibility in the eyes of the workers. We suspect the union has no credibility in the eyes of the Council

In truth this City Council is becoming just like Sorelo's Council, in its complete inability to grasp current political currents. Johannesburg is supposed to be the most progressive city in South Africa, but with a Neanderthal civic body at its helm, we are certainly headed for stormy times, unless wiser voices at the head of the power structure in the country whisper to these men that they are playing with the



# WINNY THEY WANT MORE

JOHANNESBURG MUNICIPALITY MINIMUM WAGE LEVEL

	1 7 7 0	1 7 7 1	1 7 7 2	1 7 7 3	1 7 7 4	1 7 7 5	1 7 7 5	1 7 7 6	1 7 7 7	1 7 7 8	1 7 7 9	1 7 7 9	1 1 8 0	(June 1980)	1 7 8 0
Min Wage A per week (Rands)	9 68	10 12	1 1 00	14 08	16 72	20 68	20 68	23 32	25 08	26 40	26 84	29 04	30 36	30 36	33 00
Per week B (K4,33) (Rands)	41 91	43 82	47 63	60 97	72 40	89 54	89 54	100 98	108 60	114 31	116 22	125 74	131 46	131 46	142 89
% Change C		. 4 56	. 8 69	. 28 01	18 75	. 23 67		. 12 78	. 7 55	. 5 26	. 1 67	. 8 19	. 4 55		+ 8 69
Minimum D Living Level ** (Rands)									Nov 76	Nov 76	Nov 79	Nov 79			May 80
Consumer Price Index E 1970 = 100	100(2)	106 4	113 3	124 1	138 5	157 2	100(4)	111 2	117 5	138 3	144 5	156 1	164 5	174 6	177 8
Real Wages F per month (Rands)	41 91	41 18	42 04	49 13	52 27	56 96 (56 10)	89 54	90 81	92 43	82 65	80 43	80 55	79 91	(75 29)	80 37
% Change G, in real wages		- 1 74	+ 2 09	+ 16 86	+ 6 39	+ 8 97 (+ 7 33)		+ 1 42	+ 1 78	10 58	2 69	+ 0 15	09 79	( 5 78)	+ 0 58

#### SOURCES

- 1) Councillor Janet Levine
  - 2) Department of Statistics
  - 3) Afrikaanse Handelsinstituut (S.A.I.R.R. p 194)
  - 4) S.A. Reserve Bank
- \* Estimate  
 \*\* Johannesburg Chamber of Commerce Black family of 5 — Soweto Excludes Writng materials etc Amusement & Sport Personal care Savings and expenses

Throughout the municipal strike, officials of the Johannesburg City Council argued that workers' wage demands were unjustified. But recent research indicates that the buying power of the council's black workers has been dropping sharply for the past few years. The author of this research, DR JEREMY KEENAN, of the University of the Witwatersrand's social anthropology department, discusses his findings.

It can be seen from the following figures that the council's minimum wage from 1970 to 1975 was more or less the same as the average wage paid to blacks in all sectors of the economy with the exception of agriculture and domestic service.

YEAR	MONTHLY EARNINGS
1970	R39,62
1971	R43,27
1972	R48,54
1973	R57,13
1974	R72,05
1975	R91,41
1976	R106,06
1977	R119,40
1978	R136,22
1979	R156,41

(Source: Department of Statistics)

However, since 1975 the wages paid by the Johannesburg Municipality have fallen further behind the national average each year. By 1979 the average national monthly earnings of blacks were 25% higher than those of blacks employed by the Johannesburg Municipality on the minimum starting wage. This is not to suggest that the national "average" wage should be seen as some sort of guide of standard. Far from it. As can be seen from row D in the table, the national average wage is considerably lower than the Minimum Living Level calculated by the Johannesburg Chamber of Commerce

for blacks living in Soweto, as well as other "Poverty Datum Lane" measurements that have been calculated by various other bodies both for various regions and the country as a whole. These measurements are only a rough measure of the basic minimum needs required to live, and cannot be equated in any way with what may be regarded as a "decent living wage".

But, when we look at the real wages of Johannesburg's black workers that is after inflation has been taken into account, the picture is even grimmer. Row F shows that a monthly

wage of R89,54 in 1975 had been reduced to R75,29 by June 1980 a decline of 15,9%. Between January 1977 and June 1980 the decline in real wages was even more dramatic — 18,5%.

To what extent has this year's wage increase modified this picture? It hasn't. The wage increase granted in this year's council budget, and brought into effect this July has led to a further decline on last year's wage levels. Admittedly the year on end figure showed a decline of only a few cents and less than 1% but it is nevertheless a real decline. Supporters of the council's wage policy will immediately argue that I

have not recognised the '13th cheque' introduced this year. If this is taken into account then the year on end figure does show a real gain of about 8%. But, at the present rate of inflation this gain will almost certainly have been eroded altogether by the time it is paid. The increased monthly wage is still more than 10% less than its 1975 value and 13% less than its value in January 1977.

These figures do not tell the full story. There are further important qualifications. Firstly, the Consumer Price Index is not the ideal deflator for black wages. It is based on the consumption pattern of white fam-

marked decline in the real wages of Johannesburg's black workers over the last three years must be seen against this background of increasing black unemployment.

The implications of this situation for the homeland areas and migrant workers such as those employed by the Johannesburg Municipality are critical. Only a very small proportion of the population in the homelands can maintain itself from the land or through access to wage employment in the homeland itself. The population in the homelands has thus become progressively more dependent on other forms of income for its survival notably pensions and the earnings of migrant workers. But with the increases in black unemployment and the relocation of the unemployed back to the homeland areas, the earnings remitted by migrant workers are having to be stretched further and further. The intensification of this combination of factors has led to an increase in morbidity, poverty and infant mortality in the homelands. By 1978 parts of certain homelands were experiencing in the region of 300 deaths per 1 000 in the first twelve months of life as a direct result of malnutrition and related poverty induced diseases. The present drought in parts of Kwa-Zulu has merely exacerbated and drawn attention to what was an already critical state of affairs.

It is therefore quite evident that there is a direct causal relationship between the earnings of migrant workers and the living conditions ('quality of life') of the homeland populations. Decreases in the wage levels of migrant workers have a direct effect on the rate of infant mortality in the homelands.

Not only has the Johannesburg City Council succeeded in crushing the demands of its black workforce, for the time being, but its actions and wage policy cannot be divorced from the chronic conditions in the homelands. It is difficult to imagine that Johannesburg's ratepayers will be cheered by the real savings that the management committee claims to have made on their behalf.



# Cannery

## strikers

19/9/80

## call for

ARCMS

## support

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### Labour Reporter

FOOD and canning workers in East London have called for a boycott of products from Collendale Cannery in support of demands by the factory's 400 striking workers for reinstatement.

The strike, in its fourth week, began on August 27 after management re-trenched workers who included the recently elected workers' committee man, Mr Lordner Njozela.

'Workers took it that the retrenchment was a disguised form of victimisation,' the Food and Canning Workers' Union says in a memorandum on the dispute.

Mr Njozela had a responsible job and eight years' service, and the five workers were retrenched at the start of the pineapple season when all workers were needed.

### DISMISSED

The memorandum claims management acted in a high-handed fashion, failing to negotiate with the workers. It insisted on talking only to the liaison committee, which the workers rejected.

Management told workers on August 29 that they were dismissed and could reapply for work on September 8. Workers have refused to collect their pay and have not accepted dismissal.

'The workers decided they would not apply for re-employment, if that meant management picking and choosing from among them,' the memorandum says.

Noting that R2 000 had already been paid out to workers from union funds, it called for 'solidarity and support on any level'.



# Sacked workers: We are kept out of jobs

By HARRY MASUABELA

BLACK workers dismissed by the Johannesburg City Council during the recent municipal strike claimed yesterday that the council and the Post Road Administration Board were making it impossible for them to obtain other employment in the city.

The workers' claims have been rejected by both Wrab and the council.

Mr Jan Bosman Wrab's public relations officer said yesterday that it was not the board's policy to 'harass' workers simply because they were involved in a strike.

If they qualified under Section 10(1)(a) or 10(1)(b) — of the Urban Areas Consolidation Act — they would have no problem entering other jobs. People with Section 10(1)(d) qualification have to apply for permission to remain in the city or to take up new employment. Mr Bosman said.

Told of the allegation that the city council was black-listing workers involved in the strike who applied for other jobs, Mr Francois Oberholzer chairman of the council's Management Committee said: 'We don't do things like that. It's a lot of nonsense.'

Mr Sinama Mahlamula, a 51-year-old father of five from Transkei, said he had worked for the council as plant operator in the cleansing department for 15 years.

He was dismissed along with thousands of other workers during the strike. He was among the sacked municipal workers sent back to Transkei.

When I returned to the city recently I got another job through Wrab but after discovering I had been involved in the strike, the labour office refused to register me.

I was told to get back to the city council. Put the foreman at the cleansing department tunnel in away. Mr Mahlamula said.

Another sacked municipal worker Mr Albert Ngwenya a 35-year-old trained electrician with an electrical wireman's licence said he had worked as an electrician at the Orlando Power Station for the past 10 years.

He was born and grew up in Soweto.

After losing my job with the council I got another also as an electrician with a company in Braamfontein.

The company telephoned the council's electricity department, but officials there refused to give me a recommendation.

As a result of this refusal the Braamfontein company decided not to take me on. Mr Ngwenya said.

He approached the Black Sash for help.

Mrs Sheena Duncan director of the Black Sash advice office, said that when she approached the Orlando Power Station about Mr Ngwenya's case, a Mr Doyle said he could not recommend Mr Ngwenya because he was involved in the strike.

Mr Daniel Mahuleke, 22 said that after losing his job with the council's transport department he had a job with the railways.

On August 21, the railways sent him to Wrab's offices to register. They gave him a letter requesting the registration.

Mr Mahuleke said the registering officer told him the law did not allow workers to move 'from one Government department to another' and asked him to go back to the council.

Then he was offered a job with an engineering firm in Jeppe. His attempt to register for the job was refused by the Wrab registering officer on September 8, he said.

This time I was told I could not work in the city because I had been involved in the strike.

# SP tries to get strikers to return to work

By STEVEN FRIEDMAN  
Labour Reporter

SECURITY police have been approaching workers who are on strike at an East London factory and urging them to return to work.

The strike, at Ray-Lite Batteries, has also led to the arrest of four of the company's workers and two officials of the South African Allied Workers' Union.

The strike remains unresolved after two weeks.

The SAAWU, which says it represents all the strikers, claims 90% of the firm's workers have refused to return.

The Ray-Lite action followed several other strikes in East London, which is fast becoming a centre of black worker organisation.

Although Ray-Lite spokesmen were unavailable yesterday, management has said the factory is back to full production because strikers have been replaced by new recruits from neighbouring townships.

Both the visits by police and the arrests have become major issues in the strike, and workers are demanding an end to the police approaches and the release of those being held, before they return to work.

They are also demanding company recognition of SAAWU.

The "Mail's" East London correspondent reports that police have confirmed that Security Police visited 58 strikers and told them it was now safe to return to work because "intimidators" had been arrested.

The union claims that workers feel intimidated by these approaches.

In another development in East London, 128 workers from a plastics factory, National Converter Industries, are to appear in court today, charged with contravening the Riotous

Assemblies Act

The charges follow an incident at the company after workers had demanded the recognition of a committee elected under the auspices of SAAWU.

The strike at Ray-Lite was sparked by management's refusal to recognise a committee elected under SAAWU's auspices and to deal with the union. SAAWU claims the company refused because the union is not registered.

However, management says it took this step because the union "could not provide evidence of its *bona fides*" and because it could not allow "a committee to be elected from outside the factory."

Shortly after the strike, two union officials, Mr Richard Gqweta and Mr Sifa Njikalana, were arrested. Mr Njikalana has been released, but Mr Gqweta has been charged under the Riotous Assembly Act.

He is still in police custody, but is likely to be released on bail when he next appears in court on August 28.

Four workers — three members of the worker committee and a union shop steward at Ray-Lite — were arrested last week and have also appeared in court, with the State alleging they "intimidated" workers.

Bail has been refused, but it is understood that the four will be released on R100 bail later this month.

Workers are now demanding the release of their colleagues, an end to police approaches and the recognition of SAAWU before they return to work. Negotiations with management have been "inconclusive", according to a union spokesman.

He rejected claims that production was back to normal. "Most of the workers are fairly skilled and can't be replaced that quickly," he said.

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MSB

UBA

WDM 20/7/80

20/8/7



# Prof urges greater SA right to strike

20/9/80  
pom  
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Labour Reporter

A STELLENBOSCH academic has called for the right to strike in South Africa to be "brought more closely into line" with practices throughout the West.

He also suggests that official elections be held in factories to allow workers to choose which trade union should represent them.

Mr Jeffrey Lever, of Stellenbosch University's department of sociology, was speaking in Pretoria this week at a seminar organised by the University of South Africa's sociology department.

His address contains strong criticism of the Government attitude towards trade unions

and the Government's registration system for unions.

He delivered it shortly after the Minister of Manpower Utilisation, Mr Fanie Botha, warned employers of "disaster" if they dealt with unions which did not enjoy credibility among their workers.

Mr Lever said the idea of collective bargaining included the right to strike. However, this was "problematic" in South Africa today.

All but a handful of strikes by black workers since 1973 had been illegal and "numerous convictions of strikers have occurred".

It seemed "anomalous, to put it mildly" that "African workers can be fined or impris-

oned under an industrial relations system over which they have had minimal say".

Mr Lever added "A law which has been flouted so often is not an effective law".

He also pleaded for trade unionists to have "freedom of action within the law", noting that at least 90 people associated with the black trade union movement had been banned since 1950.

"African trade unions can hardly come in from the cold until this position is clarified".

Turning to the issue of union recognition, Mr Lever criticised the registration system.

He said it could "all too easi-

ly lead to unions being granted State registration (which then places the onus on employers to recognise them) — unions which clearly do not represent the majority of employers".

The Johannesburg municipal workers' dispute was a case in point.

The union recognition issue had "explosive possibilities" and this had been recognised throughout the world.

In some countries, such as the United States, the authorities arranged elections for workers to choose "which union, if any" would represent them.

South Africa should consider similar procedures, Mr Lever suggested.

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# Wage Board may settle Putco dispute

By STEVEN FRIEDMAN  
Labour Reporter

THE wage dispute at the Putco bus company is to be referred to the Minister of Manpower Utilisation Mr Fanie Botha who is certain to order a Wage Board investigation into drivers pay claims

This emerged yesterday from a meeting between the Putco drivers action committee and the Central Black Labour Board

In another development yesterday it was announced that officials of the department had agreed to address a meeting of Putco drivers in Orlando Soweto, this morning

An action committee spokesman said yesterday that a permit had been obtained to hold a meeting at the Orlando DOCC hall this morning. He urged all Putco drivers to attend

Officials of the department had been asked to attend so that they could explain the workings of the official disputes' settling machinery to drivers, he added

There have been warnings of a new strike at the company, partly because drivers are dissatisfied with the fact that the dispute remains unresolved despite being referred to the department six weeks ago

Drivers are demanding a R35-a-week increase and are unhappy with a recent 15% wage increase

In terms of existing labour

legislation a dispute involving black workers must be settled by the Department of Manpower Utilisation within 30 days

In most industries, workers are entitled to strike after that period has elapsed if no settlement has emerged

However, Putco drivers are employed in an essential service in which strikes are illegal and a deadlocked dispute in the industry must be referred to compulsory arbitration by the Minister if no settlement emerges

In the case of black workers who are not members of a registered trade union, compulsory arbitration takes the form of a Wage Board investigation

Meanwhile, the Rand Daily Mail's Pretoria Bureau reports that the National Transport Commission which has been hearing an application from the Putco bus company for an increase in its tariffs on the Witwatersrand to pay for the increase in the price of fuel, was adjourned yesterday

The commission has been hearing arguments in Pretoria from representatives of the bus company and objections from prominent black civic leaders to an application to increase bus fares 7% for season ticket holders and 13,6% for cash-paying passengers

Chairman Mr B Slabbert said it would take some time for the commission to consider all the evidence



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RDM 21/9/50

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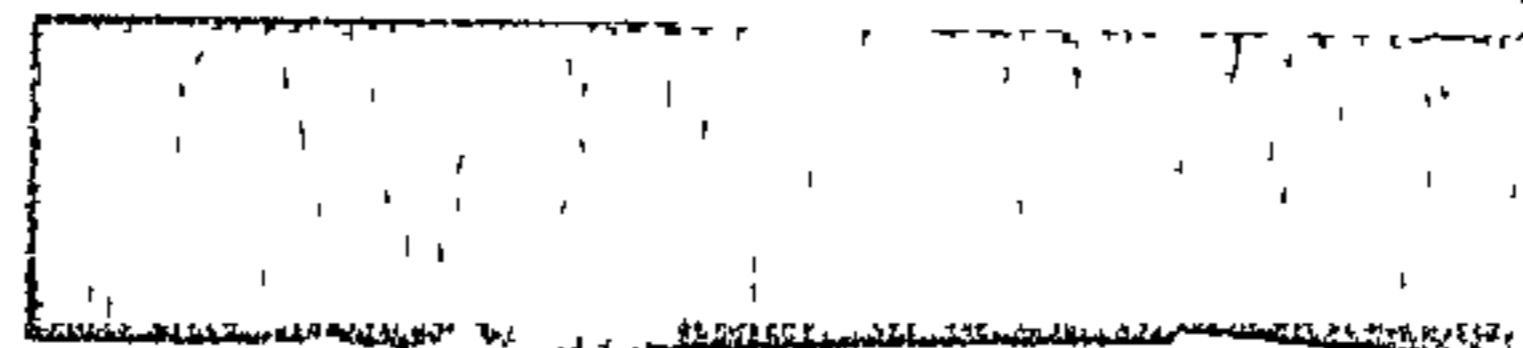
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Fourth <sup>246</sup>  
<sup>329</sup> <sup>152</sup> <sup>139</sup>  
municipal

union  
(M) 21/9/80  
man held

**Staff Reporter**

SECURITY Police yesterday detained the acting secretary of the Black Municipality Workers' Union, Mr Gatsby Mazwi, at the union's offices in Sauer Street, Johannesburg.

He is the fourth union official to be held since the recent strike by municipal workers.

The union's lawyers said yesterday that they had established Mr Mazwi was being held under Section 50 of the Criminal Procedure Act.

The union's president, Mr Joseph Mavi, and its secretary, Mr Philip Dlamini, are in police custody and have been charged with contravening Section 21(d) of the General Law Amendment Act of 1962, commonly known as the "Sabotage Act".

A third executive member, Mr Hope Mamabolo, was taken away from his work at the city council's traffic department last week by men who said they were from the Security Police. Yesterday four policemen took Mr Mazwi to John Vorster Square for questioning.

When Mr Mazwi arrived at the union offices he found two Security Policemen waiting for him outside. They asked him who he was and told him they were from John Vorster Square and that they were looking for him.

A "Mail" reporter who was present was also asked who he was and when he identified himself, was asked what he wanted from "this man".

They then said to Mr Mazwi "Let's go for a short break," and told him they would take him to John Vorster Square. They searched him and the office, and told him to lock up because he would "be away for a while".



# Tawu's

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22/9/80  
152  
AGM

## deferred

By CHRIS MOFF

THE annual general meeting of the Transport and Allied Workers Union (Tawu) was yesterday postponed to a later date to give the executive more time to prepare for the important talks with the Putco management on Wednesday.

About 100 members of Tawu agreed that the talks with Putco were more vital to the union and should thus be given preference over other activities. The meeting, held in Vosloorus, Boksburg, thus concluded that the executive prepares for a full scale "attack" on the Putco management. There was near-disorder when a speaker from the floor suggested that the meeting continue as scheduled. The house felt that if the meeting was continued and a new executive committee elected, the latter would be jeopardised at the Wednesday talks as they would not be on the same level with the Putco management regarding the negotiations.

Mid-way the scheduled agenda, it was moved that the present executive committee remain to continue discussions with Putco. This came as matters arising from the minutes of the last annual general meeting were discussed and the Putco affair was raised.

The new date of the AGM has not been set. Members will be notified through branch leaders. The chairman of the union, Mr Johannes Monamo made a request to all shop stewards to present their books before Wednesday as they have to be analysed before the meeting with Putco.

## Erab elections

THE East Rand Administration Board (Erab) hold the first community council elections in Wat

Mavi is  
freed  
on R500  
bail

#### Staff Reporter

MR JOSEPH MAVI, the president of the Black Municipality Workers Union (BMWU) who is facing a charge under the Sabotage Act, was allowed bail of R500 by the Johannesburg Magistrate's Court yesterday.

The charge stems from the recent municipal strike.

The prosecutor, Mr A du Plooy, told the court that although investigations were not complete, the damage resulting from the strike was estimated at between R300 000 and R400 000. He said that Mr Mavi was facing a serious charge.

Mr Phillip Dlamini, of Soveto, the BMWU secretary, is appearing with Mr Mavi.

Earlier yesterday Mr Dlamini was released on R1 000 bail. Mr R Mokgotheng, appearing for him, did not oppose the amount.

Mr Mavi's bail was at first fixed at R1 000, but Mr M Basson, representing him, asked for it to be reduced to R500 because Mr Mavi could not afford more.

The State opposed this, saying the police had information that the Black Consciousness Movement of Azania had R5 000 available for his bail.

The magistrate, Mr P C van der Merwe, said the amount would make no difference to whether or not Mr Mavi would stand trial.

Mr Mavi and Mr Dlamini, who have not yet pleaded to the charges, have to report daily to Jabulani Police Station in Soveto, and surrender any travel documents they have.

The hearing was postponed to August 28.

'It's great  
to be in  
the fresh  
air again'

#### Staff Reporter

MR JOSEPH MAVI, freed on bail, said: 'It's great to be out in the fresh air' as he walked from the Johannesburg Magistrate's Court yesterday afternoon.

He is the president of the Black Municipality Workers' Union — which led the week-long strike by 10 000 men in Johannesburg last month.

The trade unionist walked from the cells to the courts exit, chatting to his attorneys.

assistant. When he emerged he could not conceal his joy; he smiled at relatives, friends and newsmen.

Asked how he felt about being on bail, Mr Mavi said: 'I'm very happy to be outside. I look forward to seeing my family. I've missed them for three weeks.'

Mr Philip Dlamini, a co-accused also released on bail, was met by his wife. He also seemed in high spirits.

Mr Mavi, a father of seven, was detained by Security Police in the corridors of the Rand Supreme Court on July 31, minutes before his union brought an urgent interdict against the Johannesburg City Council and the Minister of Police to prevent the council and police taking action against union members.

Mr Mavi came to Johannesburg from Fransker in 1957, soon after matriculating. He joined the Johannesburg City Council in 1964 as a bus driver.

In 1973 he was elected to the executive of the then African Transport Workers Union. He resigned from the council twice, then rejoined in 1977.



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# Tawu to meet Putco for nod

By KINGDOM  
LOLWANE

THE Transport and Allied Workers' Union (Tawu) meets Putco tomorrow for talks on its recognition.

The meeting will be held at the Putco depot in Wynburg and discussions might include other issues relating to the general working conditions in the company, according to the union's general secretary, Mr Michael Mokatla.

The union's meeting with Putco comes during a proposal by the Department of Transport that the Carleo family — proprietors of Putco — relinquish their control of the big bus company.

The proposal was made following growing con-

cern over public money being poured into the company as subsidies. Putco has received over R70-million from the Government — in the last three financial years — to subsidise black and coloured fares.

And during the past six weeks various black organisations have called upon people to reject the bus fare increases and have threatened to walk to and from work if these are put into effect.

While negotiations for

the recognition of Tawu continue on one hand, Putco drivers — with the help of the Department of Manpower Utilisation — still press for a wage increase.

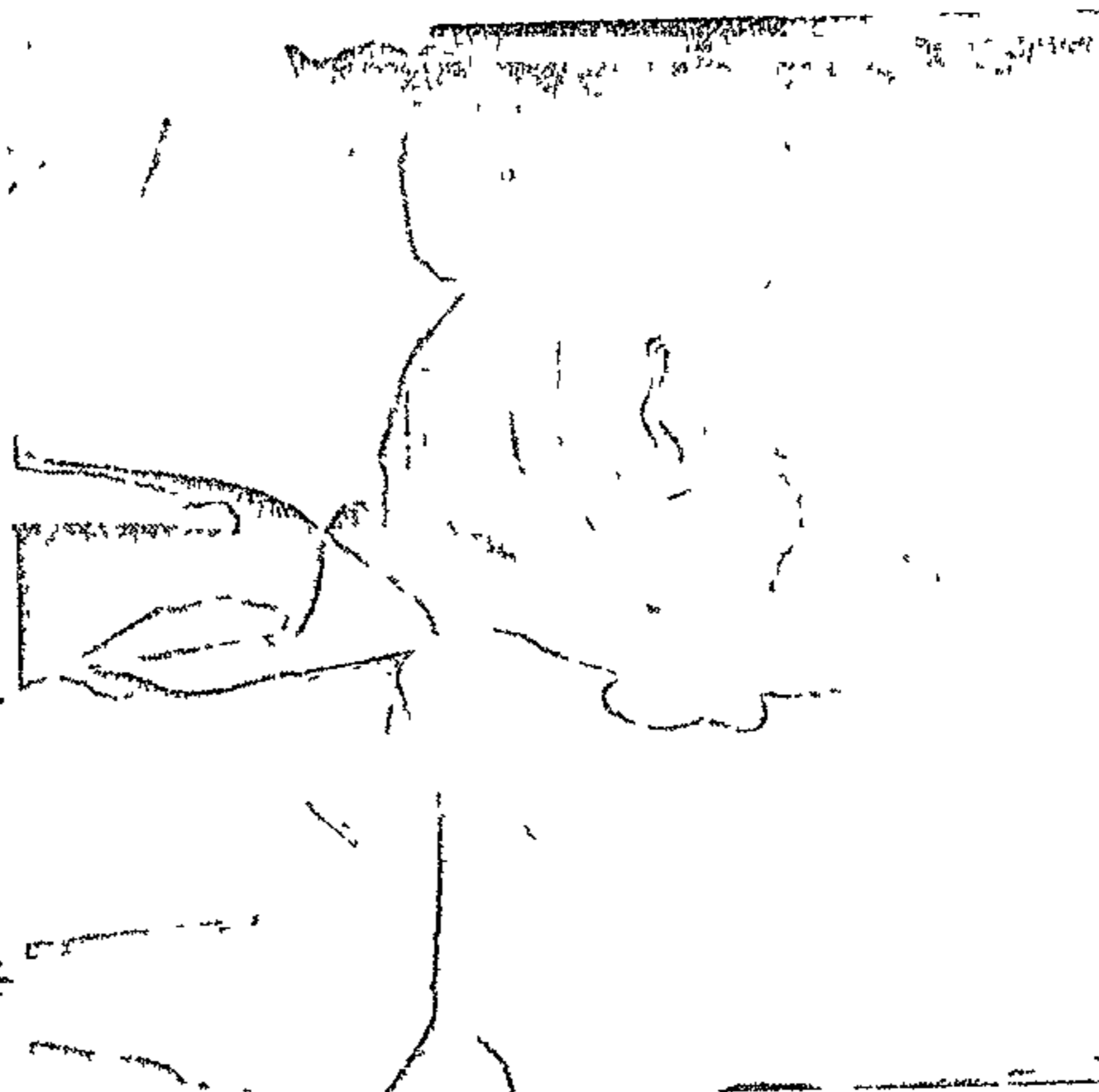
Two months ago the drivers downed tools for three days after Putco had refused to meet their demand for a R35 a week wage increase.

The company had offered them a 15 percent wage increase which they rejected.

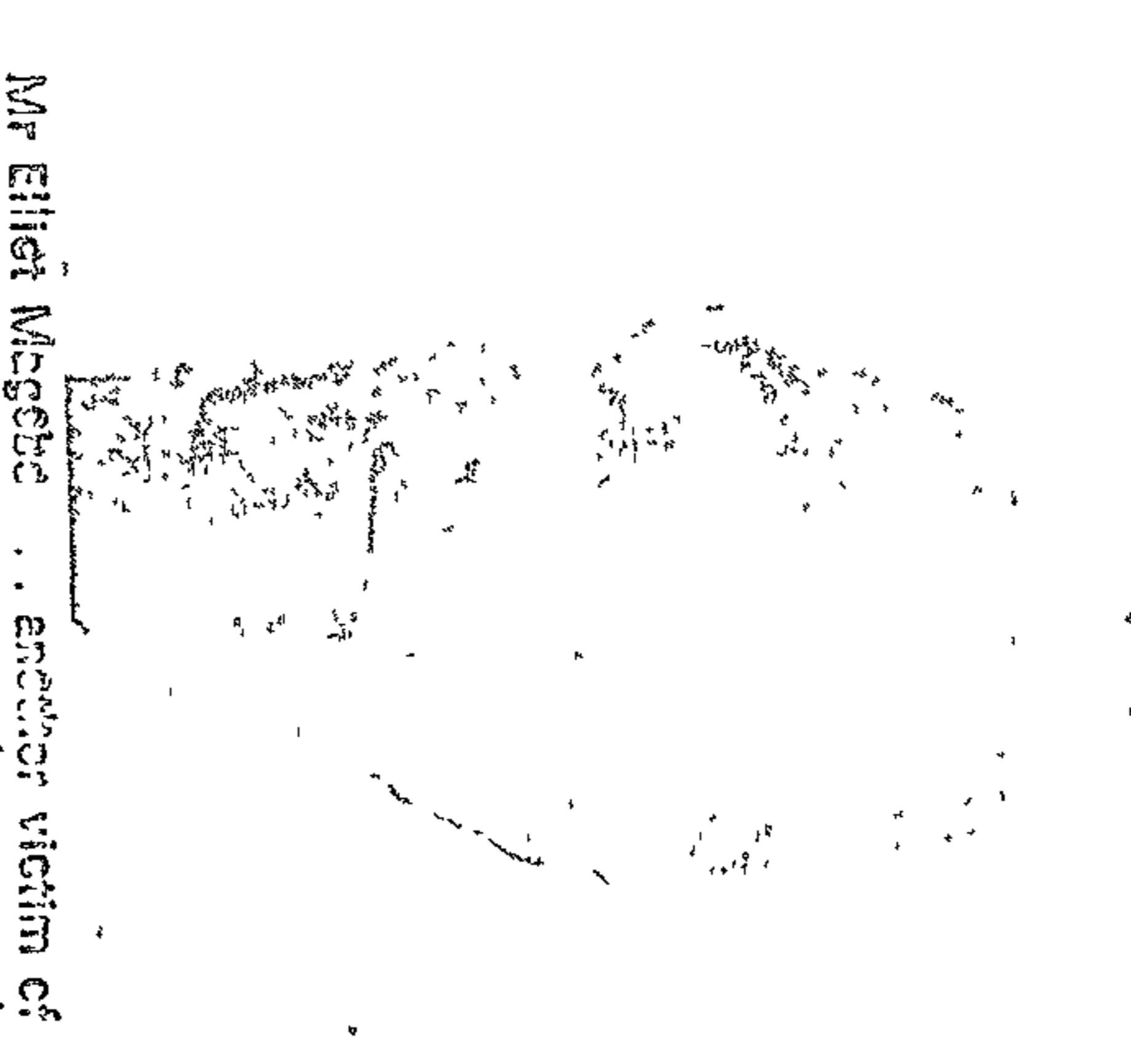
# Still unemployed



Mr. Simon Fihla . . . Council gave him R36.64 as benefits.



Mr. Willie Ekloy . . . 34 years' serv. co with the City Council.



Mr. Elliot Mageshe . . . another victim of the eviction from the council compound.

Pictures by Len Kumalo

THE more than 1 000 Black contract workers who last month went on strike and were fired by the City Council, still have problems in finding jobs with other companies.

The workers, who this week gathered at the Black Municipal Workers'

Union office in Johannesburg to collect their gratuity payment, accused the West Rand Administration Board of colluding with the council and preventing them from being employed by other firms.

They claim that Wiab refused to register them even when they have elsewhere to go for employment.

"We have also been evicted from the com-

pounds in which we lived during our employ with the council," one said, "and we now fear arrest for vagrancy and for being in Johannesburg illegally."

The workers, most from Natal and the Transkei, claim that the council did not give them all their employment benefits after terminating their services.

Mr. Zebulun Mbanzela (34) who had been with the council for 10 years,

said he was only given R21 and told to go away.

He earned R43 a week.

Mr. Simon Fihla (45), who was attached to the electricity branch of the council, said he earned R20 a week and was even R20.64 when he was sacked. Mr. Fihla is from Bama in the Transkei and had been working for the council since 1957.

## LONGEST

Mr. Willie Jalooy, one of the council's longest employees (he started working in 1929), was paid R60.19 as benefits. He earned R33 a week.

Mr. Jalooy's PRO, Mr. Jan Bosman, said this week that the workers would not be allowed to register as work-seekers.

"They are contract labourers," he said, "and they were only allowed to remain in Johannes-

burg while employed by the City Council.

"It would have been a different case if a worker was recruited from the homeland by another employer, we would then have registered him under a new contract — Section 10 (1) D. There would have not been any problem in that," Mr. Bosman added.

Neither Mr. De Vinders, chairman of the council's staff board, nor Mr. Oberholzer, chairman of the management committee, could be reached for comment. But according to reports, they have denied the allegations.

**Fired workers  
fear arrest  
for being  
here illegally**



# Sacked workers' fund running dry

STAR 24/9/80 (152) ~~153~~ ~~154~~

The "survival fund" set up by the Black Municipality Workers Union to aid dismissed Johannesburg municipal workers flooding back to the city from the homelands was "almost exhausted," union president Mr Joseph Mavi said today.

Four hundred of the workers — who were dismissed during the recent municipal strike and deported to the homelands — had visited the union offices in the past three weeks, he said.

The BMWU paid them close to R3 500 from its fund, which had been

established to sustain them while they are seeking employment. Only R1 500 of the sum recently donated to the union by the Roman Catholic Church remained.

"The fund will be finished by the end of next week," he said. "Then we will have to use our union subscriptions to keep the people from starving."

No final solution to the difficulties of the returning workers would be found, he stressed, without the co-operation of the Johannesburg City Council.

STAR 25/9/80 (152)

# Putco wages hearing

The Putco dispute came a step nearer resolution today with the announcement of a date for a Wage Board hearing to consider the drivers' three-month-old pay demand.

Drivers in Johannesburg and the Reef struck in July in rejection of management's offer of a 15 percent increase in the

basic wage. They wanted a R35 weekly increase.

The dispute was referred to the Wage Board for compulsory arbitration after subsequent wage talks ended in deadlock.

According to a spokesman for the Transport and Allied Workers Union (TAWU) a Wage Board hearing has been announced

by the Department of Manpower for October 20.

The union was preparing to give written and oral evidence to the board, the spokesman said.

In another development which may lead to sharp inter-union rivalry, the TAWU took up a management offer, made at a meeting today, to organise access to all Putco depots

on the Reef.

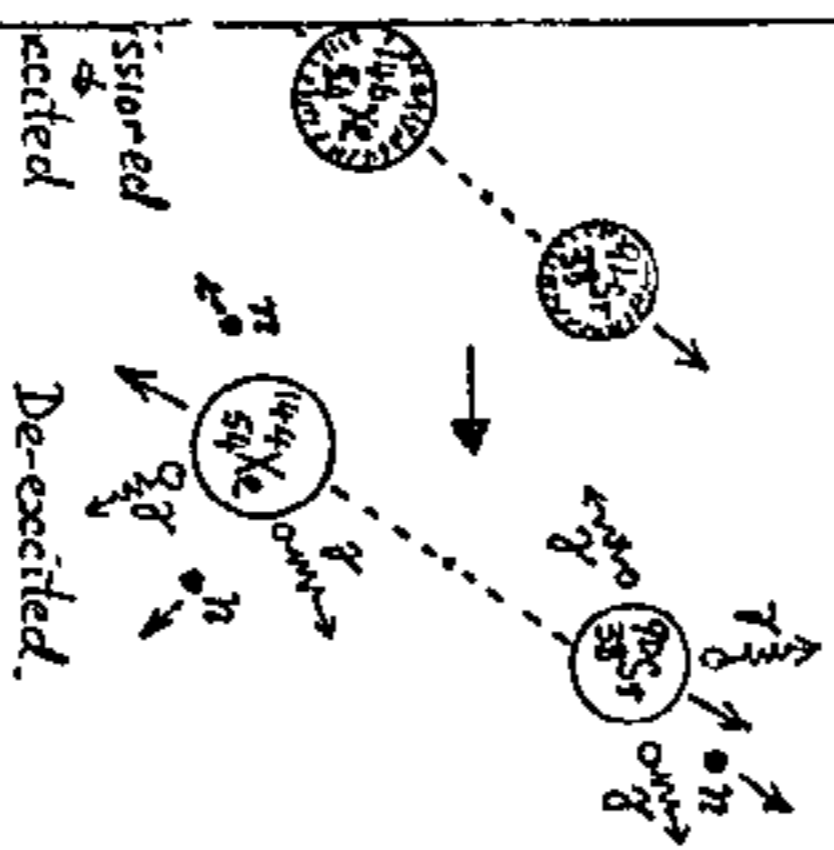
The union would take advantage of this offer to "intensify" its recruitment drive on the East Rand. TAWU secretary Mr Mike Mhohatla said today.

The East Rand and specially Springs, had been claimed as a stronghold by the rival Transport and General Workers Union.

Mr Mhohatla said a draft recognition agreement covering all Putco depots in the Transvaal and Natal had been tabled at the meeting.

According to sources, the TGWU is also in the process of negotiating a national agreement.

Against a background of mounting conflict between unions in Putco and in other industries on the Reef, the Transvaal secretary of Fosatu, Mr Taffy Adler, has pleaded for greater inter-union consultation.



heavy nuclei or if we split them nuclei our final end than the initial will be a further release of energy as the neutrons are liberated. In order to produce a self-sustaining chain reaction, the neutrons must have sufficient energy to overcome the repulsion, so as to reduce the probability of the nuclear force. Heavy nuclei and is thus induced as a result of a heavy nucleus such as Uranium-235. Fission products nuclei (fission products) have mass numbers, average  $A = 117$ , and are generally unstable in their own right. Two or three neutrons are released in each fission and these are important in the chain reaction process. The energy released in a fission reaction ( $\sim 200$  MeV) appears as follows.

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5.1

## Interactions and Measurements of Nuclear Radiations

We consider only radiations (particles) having kinetic energies in the energy range (between  $\sim 0.1$  MeV and a few  $\times 10$  MeV) typical of nuclear physics. The interactions of these radiations with matter are basic to many phenomena and to many aspects of nuclear technology. Examples are the detection of nuclear radiation, the design of radiation shielding and the assessment of radiation dose.

### Interaction of radiation with matter

As a representative group of particles (radiations) we will consider the electron, proton, alpha particle, neutron and gamma photon ( $\gamma$ ,  $\beta$ ,  $\alpha$ ,  $n$ ,  $\gamma$ ). Within these the charged particles form a natural group or subset which it is convenient to consider together.

(a) Charged particles (e.g.  $e$ ,  $p$  and  $\alpha$ ) interact predominantly with the atomic electrons in matter. Their interactions with nuclei are extremely rare, in comparison, at the energies we are considering. The interactions lead to the ionization and electronic excitation of the atoms in matter in a process which can be viewed as a series of collisions between the incident particle ( $e$ ,  $p$  or  $\alpha$ ) and the electrons of the absorber atoms. The particle loses kinetic energy in these processes and it will carry on losing energy until it is brought to rest (assuming that the absorbing medium is thick enough to completely stop the particle). The distance (thickness) required to bring the particle to rest is called the range of that particle (in that particular medium) at that particular incident energy.

The range of the particle therefore depends on the rate at which it loses energy along its path of travel, that is on the energy loss per unit distance ( $-dE/dx$ ) along this path. The energy loss ( $-dE/dx$ ) depends on the density of the medium and the charge and the velocity of the particle. It is higher for a higher charge or a lower velocity. If we compare alphas and protons at the same energy, for example, the alphas have a higher charge and (owing to their larger mass) a lower velocity. Therefore, in a given medium, ( $-dE/dx$ ) is larger for alphas than for protons of the same energy and the alpha range is less than the proton range for the same incident energy (see tables below and Fig. 24(a)). Furthermore, ( $-dE/dx$ ) for either particle, the velocity decreases, and hence

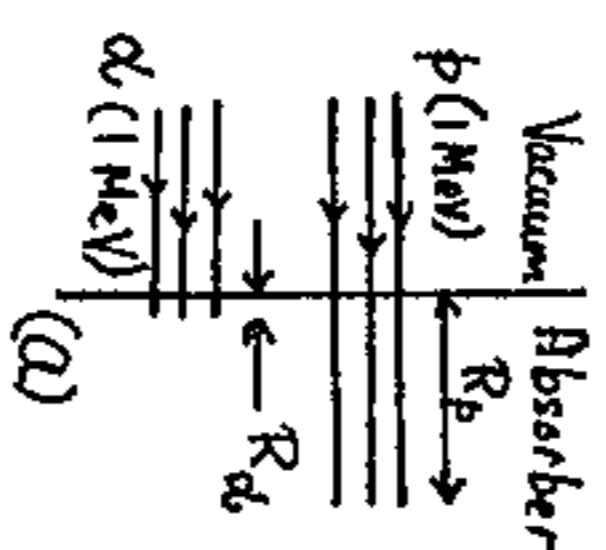


Fig. 24

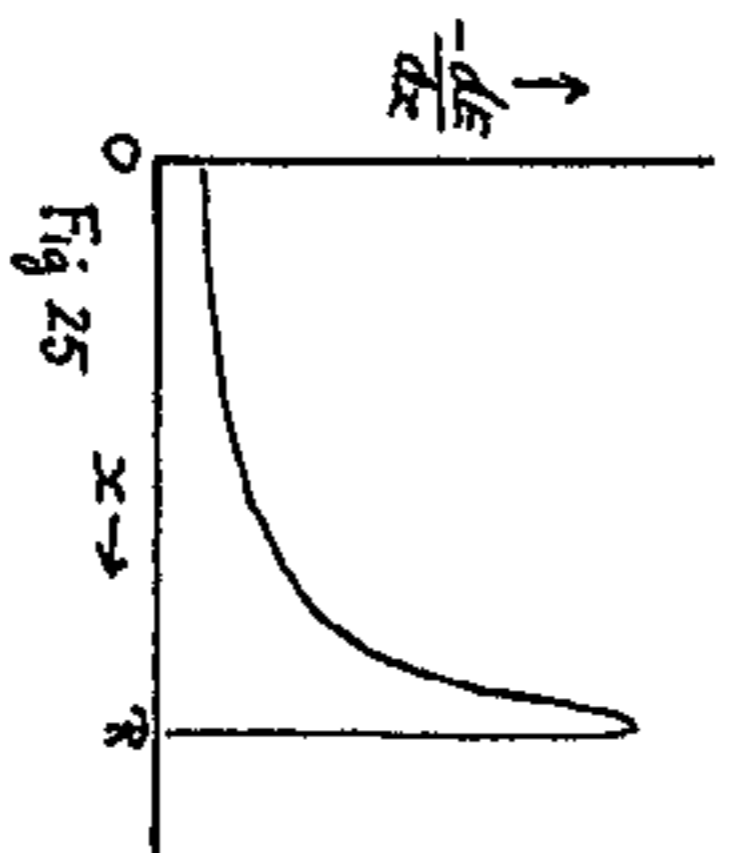
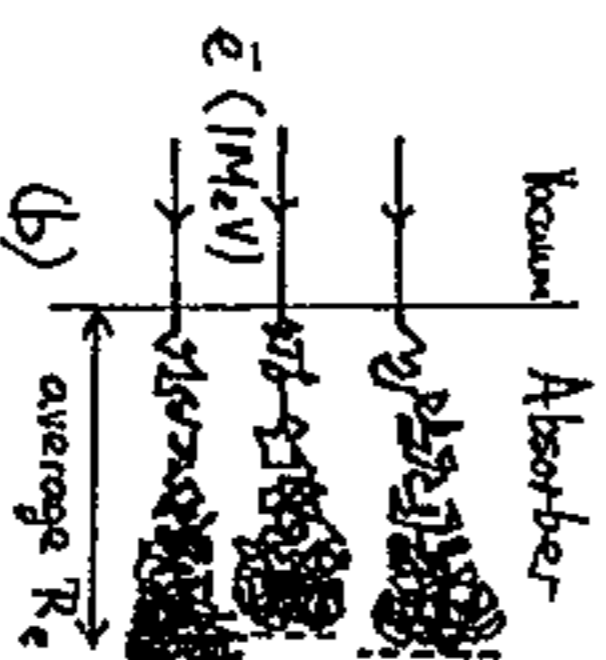


Fig. 25



ST/72 26/9/80 (2/26) (2/23) (137) (152) (143)

# Mavi to charge council

The president of the Black Municipality Workers' Union, Mr Joseph Mavi, is to lay a charge of contempt of court against the Johannesburg City Council.

The charge arises out of a controversial "newsletter to the City of Johannesburg" distributed by the council this week, in which its handling of the recent municipal workers' strike is strongly defended.

Describing the document as 'outrageous,' a spokesman for the union's lawyers said today it could prejudice

the outcome of the forthcoming State case against Mi Mavi.

Mr Mavi is charged under section 21 (1) of the General Law Amendment Act of 1962 — commonly known as the "Sabotage Act" — for his alleged role in the municipal strike.

Two other executive members of the BMWU face charges under the Act, which carries a minimum penalty of five years' imprisonment and a maximum penalty of death.

● Page 7 Lesotho slates SA at UN.

# Pineapple

## strikes

# Call for boycott

# Phatudi Tribunal Ruled Wretched

**THE** Chief Minister of Lebowa, Dr Cedric Phatudi, 'wrongfully and unlawfully' took possession of the corpse of a tribal chief, it is alleged in the Pretoria Supreme Court.

Dr Phatudi is being sued by Leobu Harrison Mphahlele, the eldest son and heir of a tribal chief, and by Sekgolo Selina

Mphahlele, the widow of the chief, for R2 506 each.

It is the body of this chief that Dr Phatudi allegedly took possession of against the instructions of the son and widow to whom he allegedly refused to deliver it and buried it 'contrary

to the wishes' of the two of them.

In papers before the court, it is alleged that Avhob held the corpse on behalf of the widow and son and that Dr Phatudi had no right to remove the body from their possession or from Avhob, or to bury the corpse.

The widow and son claim that as a result of all this 'their rights were aggrieved and their dignities impaired.'

Dr Phatudi, through his counsel Mr I W Schwartzman, states that the son is a minor and therefore has no legal standing to bring the claim.

According to expert testimony set out in the papers, 'it would have been contrary to custom and a disgrace and a scandal for the tribal inner circle to hand over control of the body and the responsibility for arranging the funeral' to the son and widow.

**STRIKING** workers at an East London pineapple factory have called for an international boycott of the company's products.

Four hundred members of the African Food and Canning Workers' Union have been on strike at the Collondale Canning Factory since August 27 following the retrenchment of five colleagues.

The boycott has been called after the factory refused to negotiate with the strikers.

Collondale, which exports extensively to Europe, produces under the labels Western Pride, John West and Sainsburys.

The strikers have also asked workers at other factories not to process Collondale Cannery's products.

Since the strike started each worker has been paid R15 by the East London branch of the union.

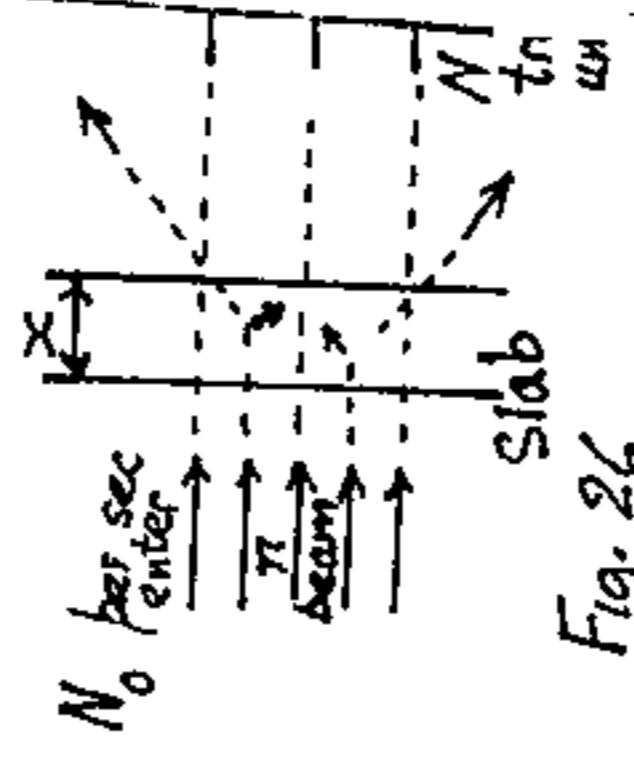
### SUPPORT

A memorandum from the union calls on workers to support the struggle of the Collondale workers of East London. An injury to one is an injury to all.

One of the strikers retrenched, Mr Lordiner Njozela, had recently been elected chairman of the union committee at the factory. He had a responsible job after eight years' service.

The secretary of the union, Mr Jan Theron, said the sackings were

Fig. 26



neutrons emerging per second from the slab. The number  $N$  of neutrons in the slab. The number  $N_0$  of neutrons entering the slab. The number  $N_1$  of neutrons emerging from the slab. The number  $N_2$  of neutrons interacting in the slab. The number  $N_3$  of neutrons absorbed in the slab. The number  $N_4$  of neutrons scattered in the slab. The number  $N_5$  of neutrons reflected in the slab. The number  $N_6$  of neutrons transmitted through the slab. The number  $N_7$  of neutrons stopped in the slab. The number  $N_8$  of neutrons captured in the slab. The number  $N_9$  of neutrons fissioned in the slab. The number  $N_{10}$  of neutrons produced in the slab. The number  $N_{11}$  of neutrons lost in the slab. The number  $N_{12}$  of neutrons gained in the slab. The number  $N_{13}$  of neutrons conserved in the slab. The number  $N_{14}$  of neutrons destroyed in the slab. The number  $N_{15}$  of neutrons created in the slab. 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Energy (MeV)	$\alpha$	$\beta$	$\gamma$	$\delta$	$\epsilon$	$\zeta$	$\eta$	$\theta$	$\iota$	$\kappa$	$\lambda$	$\mu$	$\nu$	$\xi$	$\omicron$	$\pi$	$\rho$	$\sigma$	$\tau$	$\upsilon$	$\phi$	$\chi$	$\psi$	$\omega$	
10	0.00356	0.0126	0.011	0.0196	0.0156	0.011	0.0196	0.0156	0.011	0.0196	0.0156	0.011	0.0196	0.0156	0.011	0.0196	0.0156	0.011	0.0196	0.0156	0.011	0.0196	0.0156	0.011	
1	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000
0.1	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000

Some range data are listed below:

Relative heavy particles such as the p or  $\alpha$  are significantly deflected in their collisions with light electrons in matter and the maximum energy lost per collision is only a tiny fraction of the original energy. These heavy particles therefore retain their original directions throughout the slowing down process and their ranges are well defined - do not vary much from one particle to another of the same energy (fig. 24 (b)). Incident electrons, however, can scatter through large angles in their collisions with atomic electrons and can lose a large fraction of their energy in a single collision, therefore their detailed trajectories vary a great deal from one electron to another and their ranges are not well defined (fig. 24 (a)).

Increases, as the particle penetrates deeper into the medium. The density of energy deposited (-dE/dx) is therefore highest at the end of the range (fig. 25).

for heavy nuclei than for hydrogen. The maximum energy  $E$  on a nucleus of mass number  $M$  resulting from elastic scattering is

$$E_{max} = \frac{4Mm_p}{(M+m_p)^2} E \quad (34)$$

Effects in the interaction of gamma rays are described in section 2.1.1, p. 5 and 2.1.2, p. 8. Energy is transferred to a photoelectron, a positron pair respectively, or to a neutron, a proton or a deuteron. The interaction of gamma rays with matter is a statistical process and the law of the form  $\mu = \mu_0 \rho$  representing the gamma ray absorption coefficient can, in turn be applied to the interaction of gamma rays with matter. The components of the total cross-section are the photoelectric effect, Compton and pair effects. Thus  $\mu = \mu_{pe} + \mu_c + \mu_p$  and usually dominates for gamma rays above  $\sim 10$  MeV and

$$\mu_{pe} \propto Z^5 E^{-3.5} \quad (35)$$

are largest for the heaviest elements.



# A working class hero

JOSEPH MAVI, the president of the Black Municipality Workers' Union, will be appearing in court tomorrow to face charges under the Sabotage Act in connection with the recent Johannesburg's municipal workers' strike.

Although he shot to prominence two months ago as a leader of the strike, he is still an unknown quantity to most people.

Mavi was in the public limelight once again last week at the funeral of the Soweto leader Reverend Mashabada "Castro" Mayathula.

There the lanky 42-year-old labour leader, clad in an Afro shirt, stood before the hundreds that packed the Regina Mundi Catholic Church and laid bare his soul. Still many mourners did not understand the champion for justice that is Mr Mavi.

This week SUNDAY POST met Mr Mavi at his humble but neat Soweto home and a story of dedication and sacrifice unfolded — the story of the Transkei-born young man who, 23 years ago, decided to come to Johannesburg to work and seek his fortune.

The first job he landed was that of a recorder with the City Council's Water Branch at the Nancefield depot in Soweto, little knowing that it would be in a fight against this, his first employer, that he would establish himself as a fighter for his people years later.

Like all young men hungry for adventure and fortune in the city of gold, Mr Mavi had to move. In 1959 law him working as a clerk for National Cold Storage in Doornfontein.

After nine months with the company he joined the Central News Agency. Still, this was not enough for the hungry soul that was Mr Mavi. "In 1960 I enrolled for a driver's licence course. At the same time I was saving every penny I could lay my hands on and accumulating lobolo."

Two years later Mr Mavi was the proud owner of a driver's licence and he again moved to another job, this time working for cartage company as a truck driver.

Again the city council played a part in Mr Mavi's life. In 1963 he was back with the council's water branch and the following year he notched an "historic" job with the council's Transport Department.

"Historic" in the sense that he and a few

blacks were the first to be employed as drivers in the Transport Department in the scheme which saw much of the council's "apartheid" system crumble.

He fondly remembered the occasion this week. "The late Casey Motsisi of the now-banned World newspaper interviewed us on how we felt about our jobs."

"And," Mr Mavi's face lighted up, "my colleagues had chosen me to be their spokesman to give the interview to Casey."

In 1968 he resigned from his, new-found "prestige" job and threw himself full time into working for his people — he joined the Bantu Federation of South Africa.

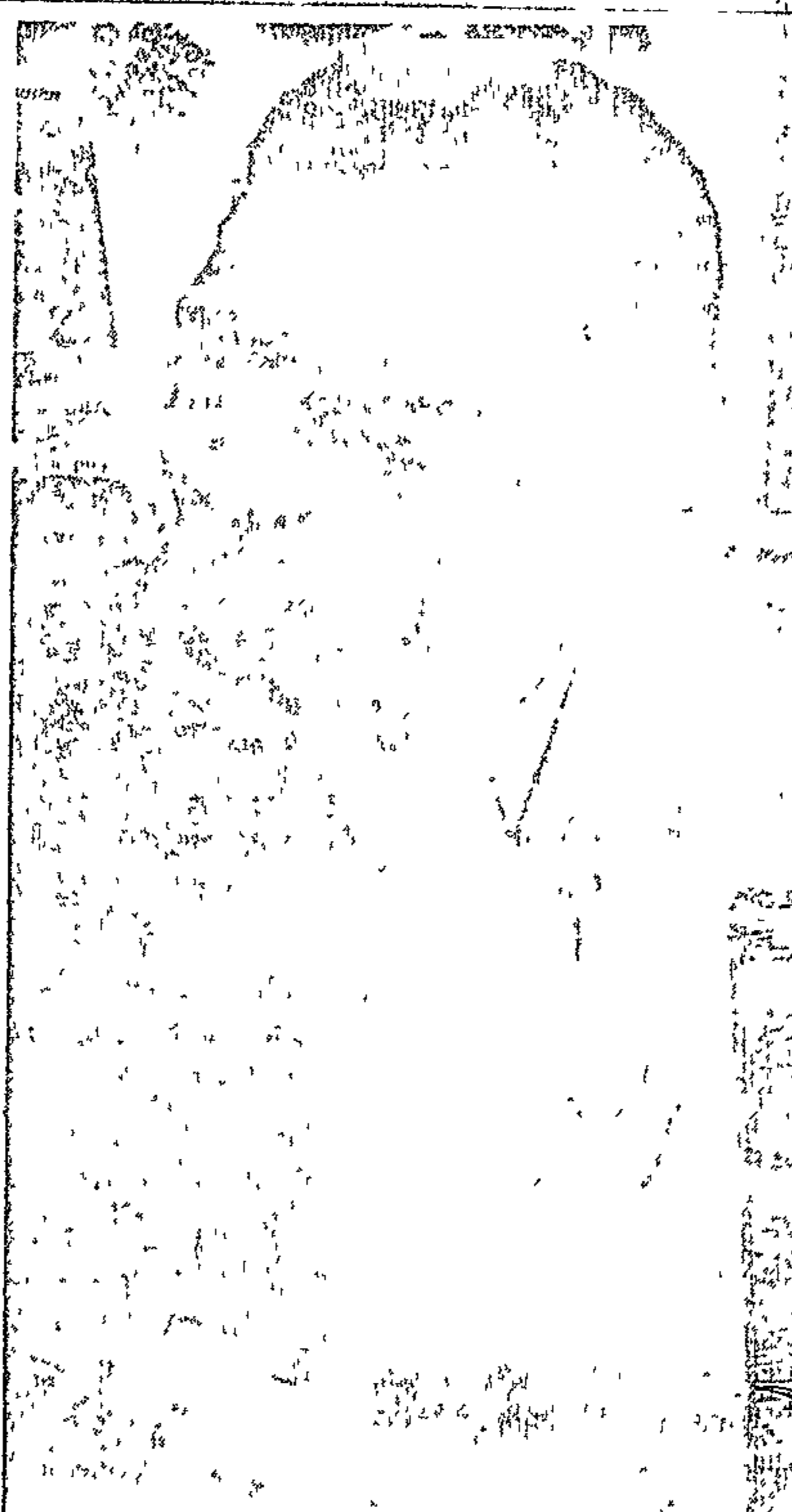
The federation another, indelible mark on Mr Mavi. This was the era of that fiery champion in black civic politics, Mr James "Sofasonke" Mpanza. Mr Mavi rubbed shoulders with the great "Sofasonke" in the federation.

But a test was coming for the never-say-die Mr Mavi.

Federation members in the Orange Free State's Bethlehem township were up in arms. Their houses were being demolished by the local authority without any compensation. Mr Mavi with a 21-man delegation, including the federation founder Mr G Ndawo, went to Bethlehem to tackle the problem.

Arriving at Bethlehem, the delegation found the location residents congregated at the local square. The town clerk who had arranged to meet the residents was not there. Mr Mavi and few of his colleagues had to dash to the town and approach the town clerk at his house and remind him of his obligation.

Warming to the interview, Mr Mavi gave a smile of satisfaction. "That is water under the bridge now. We won the battle and the residents were finally paid their compensation when



Z B Molefe tells the story of Joseph Mavi, the man who led the recent municipal workers' strike, and of his dedication to the cause of the worker in SA.

they were needed.

In 1970 Mr Mavi went back to work, working for a large furnishing company as a long-distance driver. It was here that he had his first taste of trade unionism.

He was voted onto the executive of the African Transport Workers Union. But this was to cause him pain. "I discovered that the union's executive had no real power in

the running of the union. Some whites were running the show," continued Mr Mavi.

More problems surfaced. One white official resigned from the union and another was introduced as a general secretary. At the same time Mr Mavi was elected vice-president. In 1975 he was voted president and the power struggle was now becoming a reality.

Mr Mavi, an unrecitable force, was meeting the immovable object which was the white officials in the union, and something had to give. Matters came to a head during a Trade Union Council of South Africa (TUCSA) conference in the Cape.

According to Mr Mavi, "One delegate at the conference moved that a motion supporting human rights in South Africa be adopted by the conference. The white members of our union were not keen that I vote in favour of the motion. These were the days when the black struggle was being suppressed in our land."

April 1977 saw Mr Mavi elected to the Council's transport department as a driver agent and was voted secretary of the Johannesburg department's work committee. After 1978 the country was living the Apartheid Commission findings, and recommendations as a breakthrough in industrial relations.

He told the story of how he later that the city council introduced the Union of Johannesburg Municipal Workers. This embraced all liaison committees in the council.

"We in the transport department were the last to be consulted on the formation of the union. At a meeting with this union we asked a number of pointed questions for the questions bordered on 'What was their motive and their constitution? There was a breakdown in the talks'."

At another meeting with the union at the council's Selby depot, there was another breakdown in talks. "In fact, the union told us in no uncertain terms that it would do without us."

On January 23 this year a crucial meeting was called at the Johannesburg City Hall by the union to officially adopt the constitution. It

there were questions from the floor. A number of those present wanted to clarify a number of points in the constitution.

Mr Mavi's features became tense and his voice rose to a crescendo. "I was the fourth speaker when the chairman refused me permission to speak. He told me that he could not allow that because all along I had dissociated myself from the union. I had no choice but to walk out of that meeting."

But Mr Mavi was not alone in the walk-out. Something like 113 of those in the meeting followed him out of the hall. After that he and those who followed him out of the meeting decided to form another union. But the road was strewn with thorns.

According to Mr Mavi, when they approached the council on their intention to form a union, the council ruled that only the new union could cater for its transport department employees.

But they were not deterred. On June 13 this year, over 100 months after the city hall meeting which he walked out of, Mr Mavi and others called a meeting at the city hall to formally launch the Black Municipality Workers' Union.

At this meeting Mr Mavi was elected president of the union, and five other members were elected to the executive.

The police well known — the clash with the city council that led to the largest strike by workers under one employer in South Africa. History, the shipping out of these workers who did not accept the council's terms and the arrest of Mr Mavi, who now faces a number of charges under the Criminal Law Amendment Act, commonly known as the Sabotage Act. He appears tomorrow in the Johannesburg Magistrate's Court with two of his union colleagues.

It is the unwavering dedication of this man to the cause of the worker in South Africa that has made him such a hero. He has a voice from which are likely to be heard more.



By VICTOR TSUAI

MR DUMILE Makhande, chairman of the Ford Workers' Action Committee has condemned a recent accusation by the executive committee of the Port Elizabeth branch of the United Automobile Rubber and Allied Workers of South Africa (UAW) that the Action Committee is misleading workers and the public.

The accusation follows the split after a five months dispute between the Port Elizabeth branch and the Action Committee which consequently formed the Motor Assemblies and Component Workers' Union of South Africa (Macusa).

In a hard-hitting statement, the UAW had condemned the "misleading statements of the so-called Action Committee chairman, Mr Dumile Makhande".

"It is astonishing that

# Ford Action Committee slams union

after I was elected by 1000 people in a general meeting in the presence of Mr John Mke, he could today call me 'the so-called chairman.'" Mr Makhande replied.

"They are organised on a national basis to deprive the workers of their rights. They are not fighting for a free labour movement, but are there to enforce and endorse the labour restrictions," Mr Makhande said bitterly.

"Mr Mke failed to negotiate effectively with the Ford management about annual bonuses and reinstatement of workers af-

ter the workers strike, but the Action Committee did it successfully.

"Mr Mke should cook his own pot and leave us alone," he said.

UAW said this week that unsubstantiated allegations were also made that the union had been pro-management.

The UAW has challenged people making what it claims to be "wild and vague accusations" against it to openly substantiate them.

"They must show us they are more militant than the union officials, not by singing freedom songs in the company and

protection of the workers' rights by all their firms' version. The protection of the Ford workers' rights can better be achieved by the leadership of the Ford Employees' Union in South Africa.

"Let us then see who is pro-management," the union statement said.

"The same people who criticise so much are more management orientated than the executive of the Port Elizabeth branch ever will be.

"What is clear to us is that the Action Committee deliberately gave misleading statements to the Press regarding meetings and the dispute.

"We can only come to the conclusion that there is a deliberate attempt by the so-called Action Committee to undermine the executive union and its officials and to mislead the workers, the public and sympathetic organisations."



# Council strike — 3 <sup>STAR</sup> 29/9/80 face sabotage charge

Mr Joseph Mavi and two executive members of the Black Municipal Workers' Union appeared briefly before a Johannesburg magistrate today on a sabotage charge.

The hearing was adjourned to October 17 for further investigation by security police. The men were not asked to plead

and no evidence was led. Bail for Mr Mavi (42), of R500, Mr Phillip Dhlamini (29), of R1 000, and Mr Gatsby Mazwi (29), of R500 was extended by the magistrate, Mr J. V. Myburg.

The allegation of sabotage arises from a strike by workers of the Johannesburg City Council in July.

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By Sieg Hannig,  
Labour Editor

No instant solutions to the recent run of "new era" strikes were offered at last week's annual conference of the 283 000 - strong Trade Union Council of South Africa.

On the contrary, the conference showed that Tuésa was at war with the very organisations that have given employers the worst headaches.

One speaker described it as a total war among black trade unions. Another said the division was one between responsible and irresponsible trade unionism.

Specific allegations that pinpointed some of the ideological differences were:

- Unions that resorted to strike action as a weapon of first recourse instead of as a last resort

- Black workers' bodies dominated by white students and academics.

- Unions that did not confine themselves to any industry or sought to represent workers in industries in which they had no previous interest.

- Unions that claimed to be independent but belonged to bodies that allowed little independence to member unions and had a foreign "pay-master."

- The "strange motives" of a union that did not seek recognition for itself from employers or the Government.

Several speakers pointed out that the workers were the losers in the union conflict which was giving the whole labour movement a bad name and which played into the hands of the employers.

They won acceptance of a resolution calling for efforts to settle these differences. But no one seemed to have any real hope that this could be done.

It was clear that many

# Tucsas hits at outlaw unions

STAR  
29/9/80

~~#5~~  
~~#27~~  
~~#9~~  
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Tucsas unions shared the employers' hostility towards the groups on the other side of the fence.

The conference gave no impression of sharing what the British Trades Union Congress (TUC) called "concern about the recent wave of repression against independent trade union organisations of black workers."

Indeed it ignored the TUC's call that the conference should address itself urgently to this problem.

Far from feeling repressed, Tucsas' black and non-racial unions expressed satisfaction with their newly found rights and liberties.

Clearly they did not identify with the policies and tactics of those unions that suffered from the "wave of repression."

It wasn't that Tucsas had abandoned any of the old principles on which it was founded and for which it incurred the wrath of the Government in past years.

Yet there was no doubt

that Tucsas had achieved respectability in the eyes of the authorities and the establishment.

The conference reiterated previous calls for a national minimum wage and for a national contributory pension scheme with somewhat less vigour than before. There was even some opposition.

Some observers will call this a sign of realism that is sure to win Tucsas new members from the white labour movement.

Others will say that the true relevance of a trade union federation in South Africa at this stage depends on its growth in black membership.

The question is whether Tucsas unions, will be able to enrol and retain more black members than unions outside Tucsas.

The answer could well depend on whether black workers find it profitable to belong to unions that are prepared to work within tried structures.

At this stage it is not clear how many will join less patient unions which resort to unorthodox methods to overcome the inequities inherited from a generation of apartheid.



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INDUS. RGL, - Strikes

1-10-80 - 31-10-80





1/10/80

# Turfloop workers strike

By MATHATHA  
TSEDU

THE catering staff at the University of the North yesterday went on strike over a pay dispute and hungry students looted the kitchen.

By late yesterday afternoon the students were carting bags of mealie meal, salt and other food stuffs to their hostels on trolleys while others had opened "shops", with 20 litre of cooking oil going for R3.

One of the workers, who are employed by Ferdics, told POST last night that they were paid R50 a month and worked seven days a week.

University officials and Ferdics management could not be reached for comment.

# Striking 'varsity workers go back

POST  
2/10/80

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THE CATERING staff at the University of the North, which went on strike on Tuesday, returned to work yesterday after an assurance that their grievances would be considered.

The strikers, who said they earned R50 per month, and worked seven days a week, are employed by Fedics Food Service.

The strike brought chaos to the campus with over 2 000 students going hungry. The students helped themselves to the main kitchen and looted it, causing damage and loss of about R30 000, according to the Rector designate, Prof P C Mokgokong.

The workers had downed tools after serving breakfast on Tuesday and hungry students were surprised to find the dining hall empty at lunch time. They then went to the main kitchen and took everything they could lay their hands on, from uniforms to bags of salt and wheat grain.



Workers <sup>(152)</sup> firm on demand for jobs

3/10/30

CAPE TOWN — Apart from a handful of workers, the 400 former employees of the Collondale Canneries are remaining resolute in their refusal to collect pay until they have their jobs back

The secretary of the African Canning Workers Union, Mr Jan Theron, said the workers, who

were dismissed when they stopped work and asked for a meeting with the management concerning the retrenchment of five colleagues including a union leader, had been questioned by two security policemen as to their reasons for the strike and refusal to collect pay

"It seems the management hopes the issue will

be forgotten, but the workers are still jobless and remain resolute," said Mr Theron

The International Union of Food and Allied Workers, based in Geneva, sent a message of protest to the company against "the massive lockout of workers exercising their legitimate right to inquire about the

dismissal of fellow workers"

"We support the demand of the ACWU for reinstatement of all Collondale workers and urge you to do so immediately. Our affiliates will be made fully aware of your company's attitude," was the message from the general secretary of the IUFAP  
— DDR

# Cannery risks overseas union action

By STEVEN FRIEDMAN,  
Labour Reporter

AN EAST London pineapple cannery could face international trade union action following a five-week labour dispute at its plant.

At the same time, more than 1 000 union members in East London have called for a boycott of the company's products and are refusing to handle any goods which are destined for the cannery.

The company is Collondale Cannery, which dismissed its entire black work force — about 400 workers — after a brief work stoppage five weeks ago.

The stoppage occurred when workers demanded a meeting to discuss the retrenchment of five workers, including a leading member of the African Food and Canning Workers Union at the plant.

All were dismissed and only a few have been re-employed.

A spokesman for the AFCWU said yesterday that workers were refusing to collect their pay because they still regarded themselves as Collondale workers.

According to the company's management, all workers have been replaced and production is back to normal.

Yesterday, the union released the text of a telegram sent to the company by the Geneva-based International Union of Food and Allied Workers (IUF), which has affiliates throughout the Western world.

The telegram "sharply protests" against "the massive lock-out of workers exercising their legitimate rights". The IUF, it adds, supports the demand for the reinstatement of all Collondale workers.

The IUF also hints at action against the company. "Our affiliates will be made fully aware of the company's attitude" to the dispute, the telegram adds.

And in Johannesburg, yesterday, two unions, the AFCWU's Transvaal branch and the Commercial Catering and Allied Workers Union, revealed that they had held a joint meeting earlier this week to discuss the dispute.

According to a joint statement, the two unions expressed "dismay at the manner in which management at Collondale had summarily dismissed over 400 workers at the plant," and backed the call for reinstatement.



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# Support mounts for dismissed cannery workers

SUNDAY POST Reporter

SUPPORT is mounting for the 400 strikers dismissed from an East London pineapple canning factory.

Trade unions throughout the country and the International Union of Food and Allied Workers have strongly condemned the Collondale Cannery for its treatment of the strikers. Durban's Release Mandela Committee has also pledged its support for the workers, who have called for a boycott of Collondale's products.

Five weeks ago the Collondale workers downed tools in protest against the retrenchment of five colleagues, one of whom was a leading member of their union, the African Food and Canning Workers Union. The workers saw this as a form of intimidation by management, who has refused to have any dealings with the union or the committee elected by the workers.

Collondale is among a number of factories recently hit by strikes in East London. The AFCWU and the South African Allied Workers Union (SAAWU) have been involved in the strikes, most of which have been over union recognition.

The police have played an active part in the strikes. Union officials complain of police harassment and detentions under the security laws. Strikers are met by police at their factory gates. And recently 128 workers were convicted under the Riotous Assemblies Act.

This week the Federation of South African Trade Unions (Fosatu), the largest umbrella body for unregistered trade unions, said: "Fosatu fully supports the Collondale strikers' demands and condemns management for handling the strike in the worst possible way."

The fired workers, who have refused to collect their pay, are demanding reinstatement.

And in a joint statement, AFCWU's Transvaal branch and the Commercial Catering and Allied Workers Union, which is affiliated to the new black union body, the Council of South African Trade Unions, condemned "management's refusal to negotiate reinstatement of the workers, and also the intervention by riot police in the dispute."

They added: "This is a direct contradiction of the Minister of Manpower Utilisation's statement that management should recognise representative trade unions and appears to be an escalating trend in the settling of labour disputes."

Others that have come out in support of the strikers are the Western Province General Workers Union — also a victim of police harassment — and SAAWU.

RDM 7/19/80

# Meatworkers' thanks 152

FOUR months after the dispute in the meat industry began with the walkout of the workers from Table Bay Cold Storage on May 5, the final relief payments to the meatworkers were made by the Union three weeks ago.

During this period R159 765 00 was paid by the Union to the 800 workers to help them and their families. Of this amount a total of R100 323 54 was donated by the public from community organisations all over the Cape Flats, from schools and churches, from UCT and UWC, from fellow trade unions, and factories and from individuals. Donations were received not only from Cape Town, but from Johannesburg, Durban, Pietermaritzburg and the towns of the Western Cape

On behalf of the meatworkers and the members

of the union we wish to make use of your columns to thank all those people who supported the workers in this way. The extent of the financial support given by all sections of the community to the struggle of the meat workers is unprecedented in South Africa's labour history and demonstrates to all the depth and breadth of support which exists for the reasonable democratic demands made by the workers

We further wish to take this opportunity to thank all those who supported the workers in many other ways, the people who boycotted red meat products, the representatives of organisations who attempted to mediate in the dispute, and the leading public figures and the Press who continually urged the management of the meat industry and the State to heed to calls made by the workers

for democratic representation.

While the immediate aims of the meatworkers were defeated by the combined strength of the State and management, the struggle of the meat workers has shown to all that those days are over when the workers would accept undemocratic racist bodies forced upon them by management or the State as instruments of control. In this, the workers and the community have demonstrated their unity.

We are confident that in demonstrating this unity and in showing to all the depth of the commitment of the workers and the people to this united demand for democratic representation, the sacrifices of the meat workers will not have been in vain. — BARNETT NTSODO, Secretary, Western Province General Workers' Union, Athlone.



# R5 000 aid to the unemployed

THE SOUTH African Council of Churches has granted R5 000 for the relief of unemployed workers sacked after the recent, Johannesburg municipal strike.

The grant will be administered by the Black Municipality Workers Union, SACC General-Secretary Desmond Tutu announced yesterday.

The money will be used to feed workers dismissed and deported to the homelands for their alleged role in the muni-

pal strike. More than 400 have since drifted back to Johannesburg in search of work, say MBWU officials.

Many workers remain unemployed, the officials claim, because the Johannesburg City Council has refused them letters giving them permission to serve the rest of their migrant labour contracts with other employers.

Bishop Tutu said it was SACC policy to help workers who had fallen victim to the "system."



Bishop Desmond Tutu

5197  
Putco 8/10/80  
conflict  
at end?

By Langa Skosana

All areas of conflict with the Putco drivers' union had been eliminated and recognition of the union should be given soon, according to a company spokesman

The only remaining hurdle is proof of numbers of drivers backing the union, and the union is confident it has all the numbers it needs for its meeting with Putco.

A union spokesman said 1 640 members in the West and East Rand area, which includes Johannesburg, had paid their dues.

He said the Transport and Allied Workers' Union (TAWU) — to which the Putco bus drivers' action committee is affiliated — was confident the company would sign an agreement recognising the union.

The company management, at previous meetings with the action committee, had expressed acceptance in principle of the union.

Putco spokesman Mr G R Hall said that all the company needed was proof of numbers.



STAR 9/10/80 (153) (196) (152) (345)

# Unregistered union breaks new ground

One of the most extensive recognition agreements in recent labour history has been negotiated by an independent trade union

It is the Metal and Allied Worker's Union (Mawu), an unregistered affiliate of the Federation of South African Trade Unions (Fosatu)

The agreement has been reached with the Tensile Rubber Company, Wynberg, Johannesburg which is a subsidiary of the powerful General Tire Industrial Rubber Products

group

The managing director of the company, Mr H Schultz, announced today that negotiations were completed and the agreement would be signed in the near future.

The agreement went 'far beyond' those negotiated at house and industrial council level by registered unions, a Mawu spokesman said today

Its unusual features include

● Full recognition of a shop stewards' committee,

which will have negotiating rights on 'all aspects of working conditions,' including wages

● The right to hold shop stewards committee meetings in company time

● Report-back facilities for shop-stewards in the factory itself

● Guaranteed consultation with the union on retrenchments

● A health and safety shop-steward, who will liaise with management on factory conditions

The union spokesman praised the company for its willingness to negotiate with Mawu in 1979, before the latter had applied for registration

Other sources say negotiations were given added impetus in August this year by a two-hour stoppage over wages by the 200-strong Tensile Rubber workforce. A satisfactory wage-agreement has since been reached, the sources said

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# Union squabble looms in Springs

Puteo could be in for inter-union trouble after yesterday's meeting between the Transport and Allied Workers Union and the company's management

Describing the talks as "fruitful," TAWU secretary Mr Mike Mohatla said they had paved the way for a recognition agreement between the company and the union covering the entire Reef.

One of the outstanding obstacles to agreement, he said, was the Springs depot — which the rival Transport and General Workers Union (TGWU), a Fosatu affiliate, has claimed as a stronghold

But TAWU had a big "lapsed membership" in Springs, said Mr Mohatla, and was in the process of reviving it

By November 5, when the next negotiations with Puteo begin, TAWU would be able to show majority support among the Springs drivers

"The TGWU will need magic to keep us out," Mr Mohatla said.

But his claims have been branded as nonsense and propaganda by Mrs Lydia Kompe, Transvaal secretary of the TGWU

"The fact is that Mr Mohatla's union has neglected its members on the East Rand," she said "If they have

four members at the Springs depot I would be most surprised."

TGWU shop stewards last week invited Mr Mohatla to the depot to ask him not to create confusion among the drivers, Mrs Kompe said

"The stewards are still waiting for him.

"The independent union movement is still too weak for this kind of unnecessary conflict," Mrs Kompe concluded "The only group that benefits from it is management."



# Unregistered trade unions — crackdown seems likely

By Sieg Hannig  
Labour Editor

SPECULATION about the chances of a Government crackdown on unregistered trade unions mounted today after a meeting between top Government representatives and employers in East London yesterday.

Asked about the Government's attitude towards unregistered unions, the Minister of Manpower Utilisation, Mr Fanie Botha, said today.

"We cannot have two different systems in South Africa. If we want to have order, we must have one system for all people.

"Over the years, there were calls for black trade unions to be recognised and become part of the system.

"Now it is interesting that there are bodies which don't want black trade unions to become part of the system."

Mr Botha confirmed that he met employers in East London yesterday together with the acting head of his department, Deputy Director General Dr P J van der Merwe.

He said the meeting had been called by his department. But he declined to comment on it beyond saying that it was his normal duty to speak to people with labour problems.

Six or more East London companies were involved in labour unrest in East London a few months ago and nearly 1 000 black workers were dismissed.

## "VICTIMISATION"

The unions associated with the unrest — the African Food and Canning Workers' Union and the South African Allied Workers' Union — have not sought registration.

Distinguishing features of the East London unrest were that it occurred in the presence of large-scale unemployment and that most of the unrest was not a result of wage demands.

Much of the unrest resulted from alleged employers' victimisation of trade union representatives.

Only a few East London employers are reported to be dealing with the unregistered unions. Most are reported to be siding with the authorities in an alleged common stand against the unions.

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# Optimism over Putco union talks on wages

THE Putco — Transport and Allied Workers Union talks may ultimately end with the two bodies entering into an agreement, another round of talks revealed yesterday.

All areas of conflict with the Putco Drivers Union have been eliminated and recognition of the union should be given in future. The next meeting is

on November 5, where an agreement may be reached. This assessment follows the optimism of both parties about the talks.

A Putco spokesman said no agreement was reached yesterday but a lot of progress had been made. The company management, at previous meetings with the committee,

had expressed acceptance in principle of the union. The union was allowed to organise members at all depots. The company wanted the number of drivers backing the union.

If the drivers' union gets recognition, negotiations will be made easier on issues such as wages and dismissal "for petty reasons." The major issue facing

the drivers is the Wage Board hearing on October 20 to consider the union's demand for an increase of R35 a week.

The company has offered a 15 percent pay rise but at their last meeting, the drivers decided to stick to the R35 increase.

The Wage Board will submit its recommendations to the Minister of Manpower in November.

1980 THE PUTCO BOARD... MINISTER OF MANPOWER.



# Mavi to apply for passport

Sunday Post  
12/10/80

(152)

**SUNDAY POST** Reporter

MR JOSEPH Mavi, president of the Black Municipal Workers Union (BMWU), who is presently facing charges under the Sabotage Act, has been invited by the African-American Institute to speak at a conference to be held in Sierra Leone in December

The conference, which will focus on major policy issues in the 80's between the USA and Africa, will be addressed by African cabinet ministers, MPs, media representatives and leaders of various southern African liberation movements.

From America, participants will include among others, senators members of Congress, trade unionists and representatives from black community organisations

This will be the 11th of a series of conferences organised by the African-American Institute which since 1968 have been held in various African countries, including Lesotho in 1976. Mr Mavi will be among about 125 African and American leaders expected to attend the conference

Yesterday Mr Mavi told **SUNDAY POST** that he was keen to attend the conference but did not know if the Government would allow him to attend it. He is on R500 bail

He said, "I have these bail conditions on one hand and a passport application on the other. I may succeed with one and not the other, but I am definitely going to apply for a passport and I see no reason why the authorities should not grant it."

# New bus strike looms

**ANOTHER bus drivers' strike is looming — this time in the East Rand.**

At an emotional meeting of Daveyton's bus drivers their chairman, Mr Lucas Skhosana, announced that the drivers' committee had written to management saying that

they wished to join a Union. Among the main grievances listed by Mr Skhosana, are:

- the drivers are not paid for working on Sundays and on public holidays.
- they want a six day week, and in case of accidents, drivers are left to deal with the case alone.

They further allege that during school holidays and other public

holidays they are told that students have to pay the adults' fares, 15 cents, instead of the usual seven cents. This is seen by some parents as robbery by the drivers and they feel management has to do something about it

"We have a lot of grievances which are never attended to by management.

The head office has agreed to our joining a union but they

have told us they first have to see the particular union's constitution and then they would arrange for a meeting with the union's officials," said Mr Skhosana.

"After the drivers had decided to form this committee, I was called in by our manager, Mr Kooß Geyser, and told that as I was no longer a driver but an inspector I should resign as chairman of the committee. This has

been rejected by the drivers and as they are the people who elected me, I am not going to resign," Mr Skhosana added.

Manager of the Daveyton Bus Services, Mr Kooß Geyser was not available for comment.

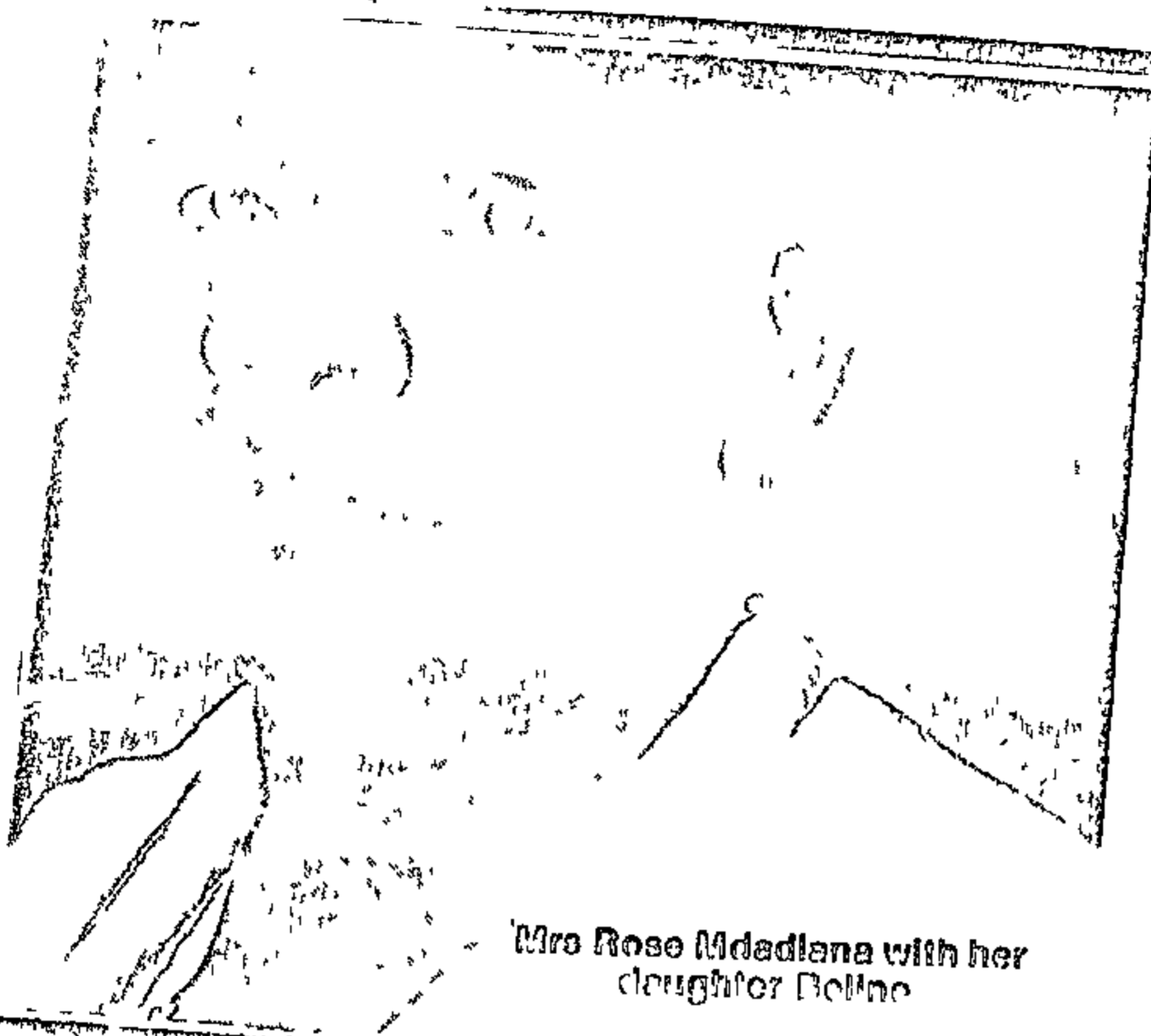
The dissatisfaction by the Daveyton bus drivers comes just three months after the Putco bus drivers went on strike, demanding wage increases



Chairman Lucas Skhosana

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Mrs Rose Mdadlana with her daughter Belma

# Girl (15) held - 'Why must they keep her so long?'

FIVE Cape Town children, younger than 18, are being held under Section 6 of the Terrorism Act. Our Cape correspondent tells of the misery surrounding a home where a daughter is detained.

1980 has not been an easy year for Mrs. Rose Mdadlana of Guguletu.

Her husband is still out of work after he went on strike with 800 other meat workers and her eldest daughter is being detained under Section 6 of the Terrorism Act.

Mrs. Mdadlana cannot stop the tears when she talks about her daughter, Ethel Nomane (15), who she has not been able to see after she was detained at her home in Guguletu on August 19.

'Is that the law?' she asked when POST asked her about her daughter.

'She is still so young. Why must they keep her so long?' she asked, crying.

Mrs Mdadlana was at the hospital when Nomane was taken away.

Neighbours say the security police took her away from home at about 2 pm.

### COLLAPSED

'When I arrived home, I was told of my daughter's detention. I just collapsed because I could not believe it.' Mrs Mdadlana said.

Nomane is the eldest of three children. Gladstone (9) is a pupil at Bonga Lower Primary while there is also Belma (5).

Nomane, a pupil in the Transkei, came home in June to get money from her father, Mr Goodman Mdadlana.

'When she came here, he was not working. He had been on strike with his fellow meatworkers since May.

'Obviously he could not give her any money because we were only surviving on this a week - strike money that he was getting from the union - Mrs Mdadlana said.

### NO REGRETS

Mrs Mdadlana said she has no regrets that her husband went on strike.

'Now that the strike has been called off, and we do not get money from the union anymore, it has been going tough.

'Goodman was the only one in the family who was working. Now there is nobody.

'We have only been living off donations and with the help of relatives and friends,' she said.

Nomane is one of several young people being detained in the Western Cape.

Carol Plaatjes (14), Nancy Nomvuyo Quika (14), Nokuzola Joyce Daniso (15) and Mildred Maxhama (15) are the youngest of more than 20 people known to be held under Section 6 of the Terrorism Act.

# 17 council 'strikers'<sup>9</sup> <sup>STAR</sup> 10/10/83 back after three months

By Marion Duncan

Seventeen city council workers fired during the July strikes have been reinstated — three months later — after repeated politicking and lobbying by PFP councillors Mr Harold Rudolph and Mrs Janet Levine

This brings the estimated total of labourers

accepted back at work to between 150 and 200 11 to 15 percent of the estimated 1300 dismissed for striking

Accurate figures are not available. The council steadfastly refuses to release the information

Mrs Janet Levine said the council had been slowly reinstating and re-

engaging skilled and semi-skilled workers

Among this latest batch of returned labourers is 64 year old Mr Mdakana Nadopi, whose case was taken up by The Star in August when it was discovered that he had been fired "by mistake"

After publication of the story Mr Madopi's cause

was championed by Mr Harry Rudolph, who took a detailed statement to the council and lobbied for reinstatement

Harry Rudolph has tabled 10 questions which will be put to the next Council meeting on October 28

They include

① How many men were dismissed during the strikes?

② Have any dismissed workers applied to be reinstated?

③ What procedure should be adopted for such applications?

④ How many workers have been (a) reinstated (b) re-engaged, (c) refused permission to be either reinstated or re-engaged (d) why have they been refused such permission?



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# Union seeks recognition

The unregistered Transport and General Workers' Union has presented a draft recognition agreement to the Putco management — bringing the union a step nearer recognition at the disputed Springs depot.

Only two obstacles now stand between the TGWU and formal recognition, union secretary Mrs Lydia Kompe said yesterday.

A first requirement would be the ratification of the agreement by the executive committees of Putco and the union, she said.

Putco's suggested amendments to the draft would be discussed at a further meeting and the final agreement submitted to the company's executive committee next Wednesday.

# Pensions: new plan blamed for strike

STAT  
16/10/80

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By Drew Forrest

A proposed change in the law governing pension schemes could become a major cause of industrial unrest says a senior executive in the Union Carbide mining company

Mr W H McGruder the company's regional director, was asked to comment on reports of a strike at Tubatse Ferrochrome Ltd at Steelpoort on the Lebowa border. The plant is owned jointly by Union Carbide and General Mining

Mr McGruder confirmed that there had been a strike involving Tubatse's entire workforce of 400 on September 16 and 17. It was sparked he said by workers' fears that proposed changes in the law might prevent them from withdrawing their pensions on premature termination of service.

He denied independent reports that the workers struck in sympathy with 10 colleagues who had resigned so as to cash in their pensions and whom the company had refused to rehire.

Mr McGruder said concern over the pension issue had been building for some months among Tubatse workers, most of whom viewed their pen-

sion contributions as a form of saving

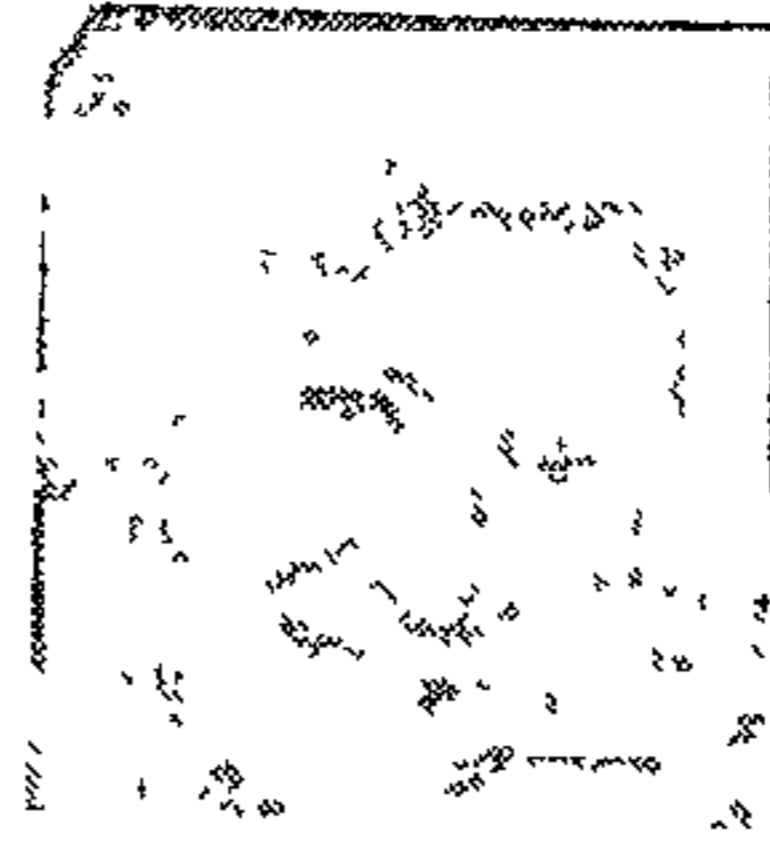
Concern reached a peak in June this year with the tabling of the Louw Commission report in Parliament. The report — on which new legislation will probably be based — recommends the freezing of pension fund contributions, to preserve them for the workers' retirement, he said.

A specially disturbing feature of the proposed legislation, Mr McGruder said, was its retrospective nature. Workers who had joined pension schemes expecting to recover their contributions might be denied this.

"On the surface, this seems grossly unfair," he said, "and it could lead to considerable worker unrest"



Labour  
liaison <sup>STAT</sup> 16/10/80  
plan is <sup>(120)</sup> <sup>(152)</sup>  
condemned



Mrs Levine " . . .  
It's irrelevant "

Johannesburg City Council plans for the appointment of a "labour liaison officer" have come under fire from PFP councillor, Mrs Janet Levine

The plan will go before the council at its next full meeting on October 28, town clerk, Mr Alewyn Burger announced yesterday.

Providing for "a liaison figure" who will act as an information officer and a channel for worker grievances, it has been denounced as irrelevant by the Black Municipality Workers' Union

Mrs Levine said the creation of the post "would not solve anything

#### REPRESENTATIVES

"If this is to be the management committee's only concession they have missed the whole point of the strike," she said

Rather than impose a system of communications from above, she said, the management committee should enable the city's black workforce to elect its own representatives and be prepared to deal with them

Nothing short of this would be credible to the workers, she said

A further weakness was the management committee's apparent desire to give the post to a white. The appointment of a black might go some way towards demonstrating the council's sincerity in seeking closer contact with its workforce, she said

DDC. DD 17/10/80

160 workers

down tools

PINETOWN — About 160 workers at Mintex SA Ltd in New Germany near here, downed tools yesterday in protest against the dismissal of a staff member.

The Johannesburg-based firm manufactures brake and clutch facings



# Victory for bus drivers

SUN POST  
19/10/80

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DAVEYTON bus drivers can board their buses feeling satisfied.

This week most of their grievances were solved at a meeting attended by the Daveyton Bus Drivers Committee, senior officials of the East Rand Administration Board (ERAB) and members of the Daveyton Community Council.

The drivers were threatening to strike, if their problems were not dealt with.

The drivers grievances included the following:

- They are not paid for working on Sundays and public holidays;
- They want a six day week;
- In the case of accidents, drivers are left to deal with the cases alone;
- During school holidays and other public holidays, they are told that students have to pay the adults' fares, 15c, instead of the usual 7c. This has angered the community.
- They wished to join a union.

A statement released by the drivers committee's vice-chairman, Mr G Nkeane, said ERAB officials told them at the meeting that they were not against the drivers joining a union.

The bus drivers have joined the Transport and General Workers Union, which is affiliated to the Federation of South African Trade Unions (Fosatu).

The statement further said that ERAB would not recognise the union until it is registered and that ERAB was still studying the union's constitution, which they received a week ago.

By STEVEN FRIEDMAN  
Labour Reporter

PUTCO worker spokesmen are confident the Wage Board will award workers a new wage increase after yesterday's sitting at which the Board heard oral evidence on the wage dispute at the company

"Something beneficial to workers will definitely come out of this," a worker spokesman said yesterday after the hearing

Yesterday, the Wage Board sat in Johannesburg to hear evidence from worker and Putco representatives on the dispute, in which workers have rejected a 15% wage rise introduced by the company and have demanded a R35-a-week increase

This demand, together with demands for the recognition of the Transport and Allied Workers Union, sparked a strike at the company in early July which brought black transport services in the Johannesburg area to a virtual halt

However, workers have decided to lower their original

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# Putco workers hopeful of new wage increase

demand

A memorandum submitted to the Board before yesterday's sitting by the drivers' action committee and the union asks for a R25 per week raise to be back-dated to July

If Putco cannot afford this, it argues, "the State should step in"

The sitting took place against a background of driver discontent at the slow pace of official attempts to settle the dispute. Tension was rife over this issue and a second strike was narrowly averted

In their memorandum, the union and committee repeat their rejection of a wage increase measured in percentage terms, arguing that this would mean "the lowest paid workers

lose out, and they are living on starvation wages"

It argues that the R35-a-week demand is "not excessive". Such an increase would bring the lowest paid Putco workers a wage of R67,50 per week, only slightly above the Household Effective Level, calculated as the minimum a black Johannesburg family needs to live

The Wage Board gave no indication yesterday of when it would reach a decision on the drivers' claims

● Putco will meet representatives of the Transport and General Workers Union, a Fosatu-affiliated union, to continue discussions on a union recognition agreement today



# Putcoworkers demand pay increase

POST 21/10/80

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MEMBERS of the PUTCO Drivers' Action Committee reiterated their demands for a R35 across the board weekly increase at today's wage board meeting

But in their written evidence to the board, they indicated a willingness to compromise on a R25 figure

Among the committee's grounds for its demand were the superior rates for drivers/conductors employed by the Johannesburg Municipality and impending rent increases in the black townships

The drivers struck in rejection of a PUTCO offer of a 15 percent increase earlier this year

The dispute was referred to the wage board for a determination after subsequent wage talks broke down

A R35 increase would give the lowest paid PUTCO employees a starting wage of R75. Drivers/conductors would receive a starting minimum of R101 per week

PUTCO management indicated in its oral evidence to the board that the company could not afford more than the 15 percent originally offered. The offer was in line with that given by other bus companies on the Reef

Any increase over the 15 percent would be passed onto the great mass of black people in the form of higher fares



Workers outside the offices of the Black Municipal Workers' Union yesterday. There was hardly standing room in the office.

Picture: BONGANI MNGUNI

# Aid for former municipal men

TWO more churches and the Institute of Race Relations have donated money to help workers left destitute by the Johannesburg municipality workers' strike in July.

The Evangelical Lutheran Church in Southern Africa donated R2 000; the Federated Evangelical Church of South Africa, R1 500; and the Institute of Race Relations, R150.

The Johannesburg diocese of the Roman Catholic Church led the way with a donation of R5 000 early in September. This was followed by another R5 000 from the South African Council of Churches.

The money is distributed among the workers by the Black Municipality Workers' Union, led by Mr Joseph Mavi.

In a letter signed by the assistant general treasurer, Mr R Schultz, the Evangelical Lutheran

**By Joe Thloloe**

Church says: "We were very much disturbed by the way in which the authorities dealt with the whole issue, leaving hundreds of families without incomes, not to mention the inhuman way in which the strikers were treated by the authorities, including the police."

Since the first donations, the BMWU has been giving about 400 workers subsistence allowances of R10 a week.

"These are the workers who have come back to Johannesburg looking for work," secretary Philip Dlamini said.

"We have now written to magistrates in the areas where we have more members who are destitute and asked for their postal addresses so we can send them money too."

The union believes that there are 800 other workers who have not received help of any kind.

The union's offices in Cambridge House, Johannesburg, yesterday were a hive of activity. Workers come to report that they had not got jobs yet, others come for their subsistence allowance, more come to be with other union members. There was hardly standing room.

"Since the strike, we have signed on another 5 900 workers as members," Mr Dlamini said.

"We lost a carton with about 4 000 membership forms during the strike."

"Of these 2 000 are fully paid up."

In the meantime the executive of the union meets this weekend to decide whether to register under the Industrial Conciliation Act or not.

A rival union, the Union of Johannesburg Municipal Workers, was registered when it had a paid up membership of

21/6/81

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POST 22/10/80



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# Still some rumbles from workers

By STEVEN FRIEDMAN  
Labour Reporter

WORKER militancy in Uitenhage is continuing despite the settlement which ended the strike wave there.

The giant Volkswagen motor company has been hit by sit-down strikes in one of its departments "virtually every week" since the labour unrest earlier this year, according to Eastern Cape sources.

According to unconfirmed reports minor stoppages have taken place at one other plant as well.

However, a Volkswagen spokesman, Mr Ruben Els, denies this. He told the Rand Daily Mail this week that the company had been affected by only one stoppage which had lasted only an hour or so.

Mr Els said the stoppage had affected one department only and had been resolved successfully.

"We have not had any major problems since the strike," he added.

Volkswagen was the first company to be affected by the strike wave earlier this year which involved about 70% of Uitenhage's black workforce.

According to East Cape sources, the sit-downs at Volkswagen have affected one department only. They have usually lasted only an hour or two.

However they have occurred on a regular basis, according to these sources, and are seen as an indication of continued worker militancy in the area.

"Not a week has gone by without a stoppage of some sort," says one source.

Fosatu-affiliated unions in Uitenhage report a substantial growth in membership since the strikes. Even at companies like Goodyear, where strikers were fired, union membership continues to grow, according to motor unionist Mr Fred Saul, and other unionists in the area.

Many employers in the area are reacting to the growth in union membership by recognising the Fosatu-affiliated United Automobile and Rubber Workers Union, and other Fosatu unions in the area are confident of winning recognition from employers.

"Uitenhage has become a union stronghold. Workers are acting to join by the score," Mr Saul said.

He confirmed that there had been a series of stoppages in one Volkswagen department. "Workers have become more impatient since the strikes," he said.

He added, however, that the situation was likely to improve after the introduction of full-time union shop stewards at Volkswagen, who are expected to strengthen communication on the shop floor.

Volkswagen's first full-time shop stewards were elected earlier this month after the Ford company had become the first to agree to the appointment of full-time union representatives in its plant.

# Funds fall short of workers' need

STAR 23/10/50, (152) 265

Only five local organisations have responded to the Black Municipality Workers Union's appeal for funds. The money raised is not enough to support the 1200 workers left unemployed by the July strike.

Mr Philip Dlamini, secretary of the BMWU, said slightly more than R11 000 had been raised and only 400 workers had been catered for since the first donation. They were being given an allowance of R10 a week.

These, he said, had come back to Johannesburg looking for work. There are 800 others in

homelands who have not been provided for.

Mr Dlamini said some of the workers in Johannesburg were asking for money to go back home as they did not have accommodation.

The first donation came from the Johannesburg Diocese of the Roman Catholic Church and the next from the South African Council of Churches. Each gave R5 000. The latest donations are from the Evangelical Lutheran Church in Southern Africa (R2 000), the Federated Evangelical Church of South Africa (R1 500) and the Institute of Race Relations (R150).



Some years ago, an ad man came up with the slogan "there's a Ford in your future". He might well have been talking about South African labour relations.

For Ford has a habit of being the first to experience new labour trends. And, just as that company's strike last year heralded strikes throughout the country, so a battle raging now between two unions at Ford's Port Elizabeth plant may provide pointers for other factories and the country as a whole.

The battle is heated and has sparked claims on both sides. It is being watched with interest, for it may well point to a new union militancy.

One of the unions is the United Automobile and Rubber Workers Union (Uaw), which is affiliated to the Federation of SA Trade Unions (Fosatu). It was recognised by Ford some years ago.

For long, this union, like other Fosatu unions, was regarded as dangerously radical. Ford's decision to recognise it was hailed, however, as a sign of the company's willingness to deal with genuine worker representatives.

The other union is the Motor Assembly and Component Workers Union (Macwusa), which was officially launched at a meeting earlier this month.

It was formed by disenfranchised workers at the Ford Cortina plant, who felt that the Uaw was too "pro-management" — a charge that Uaw men hotly deny.

Its chairman, Mr Dumile Makhanda, a clerical worker at Ford, claims that the Uaw "simply translates management's decisions to the workers".

Most of Macwusa's office-bearers are members of Pecco, which sprang to prominence last year, died down and is now in the process of being revived.

But Macwusa men stress that Pecco played no part in launching the union.

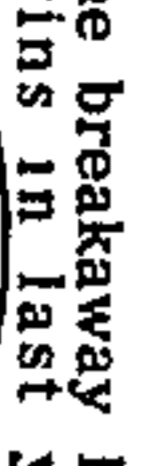
An important feature of the new union is its stated belief that unions must be involved in "community issues", that they must look beyond the factory floor and take an interest in township conditions.

Thus far, Macwusa has recruited about 600 of the 900-odd black workers at Ford's Cortina plant, about 500 of whom have resigned from the Uaw.

It has also been active at two other neighbouring plants, General Motors (which also deals with Uaw) and Feltex, a textile company which makes motor car fittings. Both companies have representatives on its interim executive.

It aims to win recognition at Ford, thus supplanting the Uaw, and then to go on to other motor and component plants and perhaps to other industries.

For its part, Ford has prudently opted to stay out of the battle. It has said it will recognise any union with majority membership and has withdrawn to watch from the sidelines. Company spokesmen refuse to discuss the dispute.



The breakthrough has its origins in last year's strike, which threw up tensions between the Pecco-linked Ford workers' committee and the Uaw.

It is generally acknowledged that one reason for the strike was

# Ford's militants of yesterday become moderates of today

**STEVEN FRIEDMAN** examines the claim that Ford in Port Elizabeth has a habit of being the first company in South Africa to experience new labour trends.

The fact that Ford's recognition of the Uaw had been channelled, by mutual consent, through the government's liaison committee system

The union remained weak on the factory floor and the workers' committee saw it as "pro-management".

The union's image was dented when its president, Mr John Mke, agreed to interpet for management during the strike — a move which the Uaw now concedes was a mistake.

Macwusa men charge the Uaw with not negotiating toughly enough during the strike and of not winning back strikers' bonuses when they returned to work.

Uaw spokesmen insist they intervened only when requested to do so by workers and that the union played a significant role in hammering out the settlement that brought workers back to work.

The post-mortem after the strike led to significant changes at Ford. Both the company and the Uaw recognised the need for a strong union presence on the factory floor and both worked to bring this about.

Several changes were introduced, culminating in an agreement that the union's members could elect full-time shop stewards, whose job it would be to take up worker grievances and do union organising work at the plant.

But the dispute between the two factions continued.

Earlier this year, a Uaw meeting, attended chiefly by Cortina plant workers, voted Mr Mke and his Port Elizabeth branch executive, out of office and elected their own committee, made up of worker committee representatives.

But the meeting was unconstitutional and the executive remained in office.



The dissidents left to form Macwusa. The "militant" Uaw was now challenged by a "more militant" union.

Thus far Macwusa has recruited a majority of Cortina plant workers and

has made some headway at GM and Feltex. It believes it can expand further.

The Uaw concedes Macwusa has support in the Cortina plant, but insists it has little worker backing outside it.

"At best, they could win a majority in Ford as a whole. That would make them, in effect, a company union. But they have little support outside Ford and they aren't likely to gain any," says Mr Veefoot Ah Shene, a Uaw organiser.

Labour observers in the area are not so sure. They see Macwusa as a growing force and expect it to win majority support at Ford. This support, they argue, could spread to other companies in the area.

Ford has two plants in Port Elizabeth besides Cortina. But worker militancy has always stemmed chiefly from Cortina.

The reasons for this are significant. "Cortina plant workers are younger and have a higher standard of education. We are more worried about exploitation," say Mr Makhanda and members of his executive.

In other words, younger, more articulate, workers with higher expectations are coming into the factories and they are

that they want to negotiate, that they want to fulfil all the traditional functions of a union. Their complaint, they say, is simply that Uaw hasn't been tough enough.

Their union, they claim, is non-racial, a "people's union". But Macwusa members say tension between black and white workers at Ford is high and they have doubts about coloured workers.

"We're not sure whether we can trust them. They have been given some of the crumbs of apartheid and they don't always identify with us."

But they stress that they are prepared to recruit workers of other races who "identify with the struggle".

Macwusa rejects also government registration, which Uaw has accepted. "Registering means becoming part of the system," its executives say.

But one of the chief divides remains the issue of community involvement. Uaw men argue that unions cannot be involved in community political issues. Their role lies in the factory, they say.

But Macwusa men want their union to be actively involved in community issues. "You can't separate a worker's work life and his home life. Everybody who pays rent in the township is a worker," says Mr Makhanda. Organisations like

Pecco "need a helping hand" from unions.



The government, of course, is concerned to prevent unions from community involvement, although only direct links with a political party are

illegal. But community involvement is regarded as important by a growing number of black unions. Not that they want to be directly involved, but they do believe in co-operation with community organisations.

Indeed, Mr Brian Mathew, director of the Midland Chamber of Industries, argues that some level of community involvement by unions is inevitable, and employers will have to come to terms with it.

The Law's leadership are skilled unionists, and there's no doubting their commitment to unionism. Interestingly, the union is making significant strides in Uitenhage, where it enjoys the support of key Ubo members.

Macwusa has no traditional union background, but it has support. Whatever its future, its emergence is important.

Labour relations take place in a political context and, particularly in South Africa, political tensions are felt on the factory floor.

In such a situation what appeared to be militant yesterday is likely to seem moderate today. The backing of black worker grievances is sufficient to ensure that

As black workers become better trained, better educated, and as they win rights in the factories, militancy seems certain to increase. Other new and more militant unions have shown remarkable growth — in East London for example.

Letters — Page 2



# Charges NM. 24/10/80 against workers withdrawn

**Mercury Reporter**  
CHARGES against 298 workers who allegedly participated in the Frametex strikes in May have been withdrawn  
Pinetown's senior public prosecutor, Mr J. W. Trengove, said representations on behalf of the workers had been made to the Attorney-General for Natal, Mr Cecil Rees.  
'I was informed yesterday by the chief clerk for the Attorney-General that the State has declined to prosecute the men.'

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# EL workers in mass dismissal

STAR 25/10/80  
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By Drew Forrest

EAST LONDON — Strike-torn East London was hit by further labour unrest yesterday with the mass dismissal of 1 200 black food workers.

The management of the affected company — Wilson-Rowntree (Pty) Ltd — could not be contacted today. Union sources in the Eastern Cape described the dismissals as a "lock-out". The dispute comes after three major strikes in the East London area in the past six months.

The trouble began on Thursday when 60 black workers in the chocolate moulding department presented management with a letter complaining of maltreatment by their foreman, a Mr Strunk

According to Mr Sisa Njikelana, branch secretary of the South African Allied Workers' Union and acting branch secretary of the closely linked African Food and Canning Workers' Union, Wilson-Rowntree management refused to deal with the workers' elected representatives.

One worker was singled out as an "instigator," he said, and was asked to complete a grievance form. This he refused to do without a mandate from his colleagues.

Dissident workers were yesterday assembled by the company's personnel manager, Mr A Lightbody, who told them he was "tired of people who made a nuisance of themselves". He gave them a minute to return to work.

Coloureds and whites complied, but the blacks refused and were paid off, said Mr Njikelana. "The workers were still at work when given the ultimatum. They were locked out."

Then the entire, 1 200-strong black work force — most of them union members — met to demand an explanation. They were given a minute to return to work, refused and were paid off.

Mr Njikelana said workers were told to collect their benefits from police stations in the Mdantsane and Duncan Village townships. Wilson-Rowntree had offered to re-employ on a selective basis, but dismissed workers wanted a prior guarantee that their grievances would be heard.



# Workers spell out their grievances

25/10/80  
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D/S

EAST LONDON — The workers who were paid off at Wilson-Rowntree here yesterday said the main grievance of workers at the chocolate moulding department was discrimination against blacks and in favour of coloured workers by the foreman, Mr Donald Strunk

Grievances put forward against Mr Strunk were

- That he was totally against workers from other departments visiting the chocolate moulding department

- That this practice applied only to black workers and coloured workers were free to visit as they pleased

- That telephone calls to workers in the department were not channelled through as in other departments

- That whenever Mr Strunk had an argument with a worker he threatened him with dismissal or demotion

- That Whenever there was overtime work to be done in the department he would use coloured workers from other departments and send the black workers home
- That there were no proper eating facilities in the department and workers had to have meals near toilets and

- That until Thursday this week black workers had to sign off and on when they went to the toilets and

anything about it because the whole matter had been handled by workers in the moulding department

The workers said they were told by assistant production manager, Mr Beatridge, that senior management would not allow Mr Strunk to address the workers or discuss their grievances

This message had been conveyed to Mr Mahlangen to convey to workers in the department

They said later they were addressed by Mr A Lightbody, the personnel manager, and Mr P Preston, the managing director. When they were told to return to work if they wanted to remain with the company, white and coloured workers had left but blacks had remained

They were then given 60 seconds to return to work and then 30 seconds after which they were told they were dismissed and should wait for their pay. All got told they would get other pay in lieu of leave and pension from Police stations in Duncan Village and Mdantsane depending on where they live

Other factory workers had walked out later in sympathy with those dismissed

They had been told they could return and be rehired on Monday but had also been told 15 workers who had been paid off before the rest would not be rehired

The workers said they were still willing to work for the company if their grievances were handled in a reasonable manner — DDR

# Factory alleges intimidation

EAST LONDON — Management at Wilson Rowntree believes yesterday's strike was the result of intimidation by a group of workers deliberately disrupting production

Relations with unions at the factory have been cordial, they said, and though the South African Allied Workers' Union (Sawu) officials are believed to be among those who orchestrated the strike, management does not believe the union itself was behind it

In a statement issued last night the factory's personnel manager, Mr Alhstair Lightbody, outlined the background to the strike

The statement reads

We have 1 580 weekly paid factory employees of whom 1 140 are black, 260 are coloured and 130 are white

A Sweet Workers' Union, which is not a company union, is a registered union which has been in existence since the 1940s and represents our employees. This union has applied for registration as a multi-racial union. For all practical purposes its application has been accepted

It has 195 coloured, 35 white and 300 black members

A black liaison committee has operated since 1973

During the past six weeks we have had discussions with Saawu which represents 753 of our employees. We believe the 753 members claimed are all blacks. Our discussions and correspondence with Saawu have been most cordial and we believe fruitful

An official workers' committee acting under the auspices of Saawu is active in our factory. However, Saawu appears to have lost control of the executives of this workers' committee who are acting in an irrational, provocative and amateurish way. We have asked Saawu on many occasions to bring them into

line as their actions are jeopardising further discussions between Saawu and ourselves. Saawu have not been able to discipline them

A further worrisome aspect is that our employees are being encouraged by officials of the proposed workers' committee to terminate their membership of the pension fund and sick benefit group life scheme

We are currently experiencing problems in one of our manufacturing departments where we have been faced with unrest and work stoppages. A coloured woman in the department has been threatened at knife point and the black chargehand, who is the centre of the controversy in the department, has been threatened with assassination. These incidents have been reported to the police

It was particularly noticeable that the employees in the department wanted, and we allowed them, to talk to management representatives en masse. Originally four executives of the unofficial workers' committee spoke on their behalf, but the employees turned against this form of dialogue, because they did not trust the workers' committee representatives

It is of interest that the chairman of the proposed workers' committee, at his own request, made himself available for election to fill a vacancy in the liaison committee last week. He was resoundingly defeated — obtaining only three votes

Sawu advised us that the same person's election as chairman of the workers' committee was carried out outside the company's premises, that voting was by show of hands and that his appointment was unanimous

We are inclined to doubt whether election by show of hands, in the

current climate of intimidation, is the best means of electing office bearers or spokesmen

To sum up, we have two unions — one a registered multi-racial union operating under the Industrial Conciliation Act, the other a non-registered union. The two unions are apparently not speaking to each other

One unofficial workers' committee, ostensibly supported by Saawu but apparently out of control

A liaison committee which does not countenance the action of the unofficial workers' committee

Workers' rejection of both the unofficial workers' committee executives and official liaison committee

The overall aim of certain of the executives of the workers' committee however, is, we think, self evident. Attempts have been made, almost on a daily basis over the last five weeks, to provoke and confront management so that a strike can be instituted with resultant publicity

Today one department flatly refused to follow laid-down company procedure, stopped work and gave the company an ultimatum, leaving us with no option but to discharge them

It is interesting to note that this company has never suffered industrial unrest in the 90 years of its existence. We have dealt with trade unions at Wilson-Rowntree since the 1940s. We believe that a trade union should be fully representative of all races and we believe inter alia that we have a special responsibility towards our 260 coloured employees. We have yet to determine which of the two unions is really representative of our multi-racial workforce, has been democratically elected and will not polarise the various races in our company's environment — DDR



# Strike hits EL sweet factory

DAIKY DISP 25/10/80  
152 151

EAST LONDON — Production was halted at Wilson-Rowntree (Pty) Ltd yesterday, the giant sweet and chocolate factory in East London, following what appeared to be a wildcat strike.

Initially, about 50 workers were paid off yesterday morning after they had downed tools. More workers later joined the strike and eventually management dismissed the entire labour force of 1 530 because they said there had been threats against workers who elected not to strike.

Management was adamant workers left only because they had been intimidated. In some cases, they said workers were threatened with death if they did not join the strike.

Workers, on the other hand, claimed there had been a breakdown in communication with management over the grievances of workers in the chocolate-moulding section of the factory.

They said the foreman in the department, Mr Donald Strunk, discriminated against blacks in favour of coloureds.

This was dismissed as "ridiculous" by management.

The company's managing director, Mr Peter Preston, said while it appeared workers had been brought out on strike by South African Allied Workers' Union (Saawu) officials at the factory, in the light of the cordial relationship the company had established with Saawu, he did not believe Saawu were behind the strike.

Mr Preston added he was convinced the strike had been orchestrated and deliberately provocative.

Mr Preston had to cancel a flight overseas yesterday as a result of the strike. He was to have flown out of East London at noon yesterday on his way to England for discussions with Wilson's parent company — discussions which would confirm considerable expense at its East London factory.

The strike may have jeopardised talks which Mr Preston said would have seen considerable factory expansion and which would have given employment to a lot more people.

The strike was bound to adversely affect production at the factory, Mr Preston said. The sweet industry was a seasonal trade and work would be lost, with a resulting loss of employment opportunity.

Workers who did not want to join the strike — and Mr Preston believes that to be most of the work force — have been told they will be rehired on Monday without losing pension benefits.

Mr Preston emphasised not all the strikers would be rehired. "We will be selective," he said.

He added that what had distressed him was that many of the workers had been told they must withdraw from the company's pension scheme, though that was a condition of employment.

"I personally saw many workers with tears in their eyes leaving the premises. It was obvious they did not want to lose their pension benefits or join the strike, but feared for their lives if they didn't," he said.

"A man with only two years to go before retirement was also forced to withdraw from the pension scheme."

"He stood to receive two-thirds of his salary as a pension when he retired. Now all he will receive is his own contribution plus three per cent interest."

— DDR

What workers say;  
management reply, page  
7.

SUN POST  
28/9/80

# A group of black workers stage a strike

152

A GROUP of factory workers have brought their grievances under the spotlight.

On Saturday, they took to the stage and acted out a story many black workers are familiar with.

The setting is Rely Precision Castings in Boksburg. Police arrest 55 workers after they down tools in sympathy with a colleague, who they considered unfairly dismissed.

The workers' foundry manager called them in to cope with "rioting".

All the workers are fired.

Management claims the first worker was sacked for loafing outside the workshop. Fellow workers say this is not so — he merely wanted to speak to his Induna about a difficult casting he had to grind.

The workers appeared in court. Each is fined R60 or 60 days imprisonment, with a six-month

suspended jail sentence. This unique production of "workshop theatre" is a dramatisation of a true story.

The play, *Ilanga Lizophumela abasebenzi* (The Sun Shall Rise for Workers) is mainly in Zulu. It was produced with the help of an acting group, the Junction Avenue Players Company, and the Federation of South African Trade Unions (Fosatu).

Two of the actors in the production were involved in the original strike.

Eighteen of the 55 sacked workers have returned to their jobs since the strike early this year. All are members of the Metal and Allied Workers Union, a Fosatu affiliate.

Mr Taffy Adler, Fosatu's Transvaal regional secretary, said the play has come about spontaneously and was arranged — SUNDAY POST Correspondent



SUN POST  
26/10/80  
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# Journalists on strike over pay

## SUNDAY POST Reporters

STAFF members on the weekly newspaper, The Cape Herald, went on strike on Friday, and other workers employed by the Argus and South African Associated Newspapers (SAAN) have also demanded salary increases.

Twenty-three of the 27 staff members on the Cape Herald, including typists, drivers and messengers, went on strike after their pay demands were not met.

The Herald strikers say they will continue to stay out until they get a response from management.

According to a spokesman for the strikers, "We were told that the manager could only respond on Tuesday after discussing the matter with Argus head office."

This is the second strike this year at an Argus newspaper. In August POST and SUNDAY POST was hit by an eight-day strike.

Late yesterday members of the action committee met with the editor, Mr Ted Dorman, who suggested that the staff members should continue working while waiting for a decision on Tuesday. But the proposal was not accepted.

According to informed sources, if staff members continue the strike today, Mr Dorman will not assist in the production of the newspaper.

The Cape Herald chapel is an affiliate of the Media Workers Association of South Africa (MWASA).

The manager of the Cape Herald, Mr L P Willis, was not available for comment last night.

In another development, editorial staff members of Post Natal have also given their management until Tuesday to improve salaries.

On Tuesday about 60 members of the largely white South African Society of Journalists (SASJ) will gather at the Star building to picket the start of wage negotiations with SAAN and Argus.

The SASJ are demanding a 16 percent minimum wage increase. Management has offered a mere six percent across-the-board and a further six percent on merit.

Said a journalist: "This is an outrageous offer. The cost of living has gone up 14 percent, and an 18 percent rise is predicted for next year."

What's more, Argus and SAAN have reported outstanding increases in profits this year.

Many journalists say they are prepared to strike if management doesn't meet their demands. Others are talking of a go-slow on Wednesday. If a strike is called newspapers around the country will be affected.

Last year the SASJ went to arbitration, after a deadlock in wage negotiations. They were awarded a 13,5 percent increase.

Said a journalist: "Our negotiations were worthless. Look what they're offering us now."

Said another: "Arbitration was for nothing. Management has totally disregarded the rulings. Therefore management, by their attitude, are inviting a strike."

The salaries being demanded by the Herald staff are basically the same as those received by POST and SUNDAY POST workers after their strike.

## MD Miller expresses regret

Mr Hal Miller, managing director of The Argus Company, issued the following Press statement in Johannesburg today

"We regret that the staff of the Cape Herald have decided to strike

"The newspaper is a signatory to the agreement with the South African Society of Journalists which is at this moment negotiating new salary scales to apply from January 1 1981.

"Whatever those new scales are they will, of course, apply fully to the editorial staff at the Cape Herald and they will set the pattern for the rest of the non-editorial staff of the newspaper

"In the meantime, the staff are not at work and until further notice, the newspaper will not be published

"The staff are being paid up to the date they went on strike

"Their employment will be resumed and their salaries paid from the moment they return to duty

"We are ready to continue discussion of their complaints with the staff as soon as they return to duty"

## Cape Herald hit by costly strike

Own Correspondent

CAPE TOWN — The Cape Herald will not be on the streets today because its staff is on strike

And this will mean a loss substantial to its proprietors, the Argus Company, because the newspaper would have published today its largest issue this year — 40 pages

The editor of the newspaper, Mr Ted Doman, said he was not on strike

"I have no further comment to make about my feelings on the strike"

A spokesman for the strikers said there was no chance that the paper would appear

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243  
139  
152  
The spokesman said the Cape Herald had the support of various organisations and other newspapers

"Post in Johannesburg will meet tomorrow to discuss management's response to us.

"The Southern Transvaal Chapel of Media Workers Association of South Africa (MWASA) has also expressed sympathy

"The Post Natal have given management an ultimatum to meet demands or it too will go on strike" the spokesman said

The Cape Herald staff are striking for better working conditions and higher salaries



Cape Times 27/10/80 (152) 123 243  
**Cape Herald strike in 4th day**

**Staff Reporter**

ALTHOUGH the striking staff of the Argus-owned weekly newspaper, The Cape Herald, will be at their desks today, they will not be working.

A spokesman for the staff action committee yesterday reaffirmed the strikers' "non-negotiable stand" on salary demands, saying they would not return to work until the demands were met.

The strike, which enters its fourth day today, comes on the eve of a second round of wage

talks between the South African Society of Journalists (SASJ) and the managements of Argus and South African Associated Newspapers (SAAN).

The first round of salary negotiations two weeks ago ended in deadlock.

The Cape Herald strike was called after management failed to respond positively to a memorandum detailing grievances about working conditions and asking for reviewed salary scales for all departments.

# Tension high at EL sweet factory

STAR 27/10/80

**Staff Reporters**  
Tension remained high at the East London sweet factory of Wilson Rowntree as today as management reported that more than 1 000 workers were on duty after Friday's complete work stoppage.

About 2 000 more were jostling outside the factory — at least half of them work seekers and the remainder intimidators, said Mr Alistair Lightbody, the firm's personnel manager.

## INTIMIDATION

He said the factory's staff of about 1 500 was cleared on Friday after a work stoppage by about 800 led to "gross intimidation" of other workers.

People were running around the factory threatening workers," he said.

Many of those who started work this morning have asked for permission to leave early because of fear for the safety of their families," he added.

Others wanted to sleep at the factory.

He said 100 to 200 of

the more than 1 000 who were at work today were casual workers.

Mr Lightbody denied allegations that all the workers were fired on Friday.

He also denied that the firm had offered to re-employ them selectively.

"Not a single worker has been dismissed," he said.

A spokesman for the South African Allied Workers Union (SAAAWU) said today that a mass meeting of workers decided on Saturday that no one would reapply for work unless the entire staff was reinstated.

He said the firm had signed on unemployed people about two weeks ago as stand-by labour for the kind of crisis it faced on Friday.



Wage inquiry  
can now <sup>5/1/27</sup> 27/10/10  
be pressed (132)

**Municipal Reporter**

After a month's delay, Mrs Janet Levine will tomorrow be able to press for an inquiry into the Johannesburg City Council's wage structure for its black staff.

An apparent reluctance by the management committee to discuss the issue so soon after the strike by municipal workers and the (some think) more pressing desire to cut short the council meeting so that councillors could see the last episode of "Dallas," resulted in Mrs Levine's motion being postponed at the last council meeting.

It is believed that the management committee also did not want the motion put to the floor because of certain legal action pending against the council at the time because of its handling of the strike.

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# Staff strike keeps biggest Herald of year off the streets

27/10/80

(52)

AR Cms

THE LARGEST newspaper of the year for The Cape Herald — a 40-page paper — will not be on the streets today

The editor of the newspaper, Mr Ted Doman, said he was not on strike.

'I have no further comment to make about my feelings on the strike, and at this stage I cannot say whether the paper will be on the streets today', he said

A spokesman for the striking staff said there was no chance that a paper would appear today

'No pages have been made up yet. They have set copy for 15 pages and there are supposed to be 40 pages. By Friday there were very few advertisements,' he said

The spokesman said The Cape Herald had the support of various organisations and other newspapers

'The Post in Johannesburg will meet tomorrow to discuss management's response to us. They were to have had a meeting today but postponed it

The Southern Transvaal chapel of Media Workers Association of South Africa (Mwasa) has also expressed sympathy. The Post, Natal, has given management an ultimatum to meet demands or they, too, will strike,' the spokesman said

### REJECTED

The manager of Post Natal, the Sunday Tribune and the Daily News, Mr Jolyon Nuttall, has reported that Post editorial staffers met Post editor Mr Gary Brennan on Friday and indicated in a statement that they rejected the signatories proposals

They threatened that they would go on strike after 24 hours if their counter demands were not accepted

This 24-hour deadline was understood to apply to the time of any rejection by Argus management of the demands. Mr Nuttall said management had only just received notice of the demands

All staff at The Cape Herald came to work to-

day and sat at their desks

'As little as possible use will be made of the company's facilities. One phone will be used. The rest have been unplugged and we will take it in turns to answer it in hourly shifts,' the spokesman said

The staff are striking for better working conditions and higher salaries

The salaries being demanded are basically the same as those received recently after a strike by the staff of the black Transvaal newspaper, The Post

These included R320 starting salary for a journalist, R425 for an advertising representative and layout artist and R355 for sales representatives in the classified department

The staff has been on strike for four days

The Senior Assistant Manager of The Argus and Cape Herald, Mr Jenman, said that the manager, Mr Willis, was in Johannesburg for discussions with

the Argus Printing and Publishing Company head office

He emphasised, however, that the meeting was not a result of the decision by the Herald staff to down tools. The meeting had been arranged to discuss The Herald among other matters before the staff had made their intentions known

The next edition of the newspaper, due to be published today, would not appear on the streets, Mr Jenman said

The Herald circulation is about 69 000

The Plainsman, circulated in Mitchells' Plain, will appear as usual

Mr Jenman would give no indication of what steps were being taken to end the stoppage, except to say that the situation would be discussed in meetings between Mr Willis and top management in Johannesburg

The stoppage and the overall situation at the Cape Herald was only one of the items on Mr Willis's agenda, Mr Jenman said



RDM 28/10/80 (152) 129

# Crowded meeting shows union power

By STEVEN FRIEDMAN  
Labour Reporter

IN A demonstration of growing trade union support in the East London area, between 2 000 and 3 000 black workers crowded into the city hall at the weekend to discuss negotiations with managements at four strike-hit factories

The meeting was called by the SA Allied Workers' Union, to report back on union attempts to secure the reinstatement of strikers in the affected factories Ray-Lite Batteries, National Converter Industries, Border Boxes and Wilson-Rowntree

The meeting was given added immediacy by the strike at Wilson-Rowntree, which occurred on Friday, the day before the

meeting

East London has been hit by several strikes this year, and Saawu has shown dramatic growth — it claims to have recruited 10 000 workers in five months

Strikers at all four factories were dismissed by the managements, and all except Wilson-Rowntree have said they refuse to reinstate all dismissed workers,

Saawu has been negotiating with the firms in an attempt to secure the reinstatement of its members

Saturday's meeting is seen as an indication of the union's continued strength in the area — despite the dismissals

According to Saawu's national organiser, Mr Thoza-

mile Gqweta, only one of the four companies, National Converter Industries, has refused to hold talks with the union on the issue

At the meeting, Wilson-Rowntree workers voted not to return to work "until all workers are reinstated" No other decisions were taken

"Negotiations on reinstatement are still under way and we called the meeting simply to inform workers of the progress we have made As soon as the position becomes clearer, we will call another meeting and ask workers to decide what action we should take," Mr Gqweta said

The meeting was the first the union has been able to hold in several months

Mdantsane, the black township bordering East London, is controlled by the Ciskei Government, which is opposed to trade unionism Meetings of the union have, therefore, been banned in Mdantsane by the local township council

Saawu initially responded to this ban by holding meetings in Duncan Village township, which falls outside Ciskeian jurisdiction, but the union claims halls in this township have been closed to it because of "pressure from the authorities"

According to Mr Gqweta, the union has been particularly affected by the meeting ban because its strategy is built around the holding of regular mass meetings of union membership



# Uitenhage unions volatile

The strikes which rocked Uitenhage earlier this year are over. But their effect is still felt.

Union membership has risen sharply since the strikes. The tamer "parallel" and established unions who have opened to blacks, are losing ground steadily.

A growing number of employers are responding by recognising unions affiliated to the non-racial Federation of SA Trade Unions, Fosatu. — bodies which many of them were desperately shying away from only a short time ago.

Labour events in the Eastern Cape often foreshadow events elsewhere. And there is no better place to look at the growth of unionism and of worker action than in the small but heavily industrialised town of Uitenhage.

Four Fosatu unions, in the motor, textile, chemical and food industries, are active there and the United Auto Workers, Law are obviously the major union in an area dominated by motor assembly and component plants.

All the unions report growing membership since the strikes. Even at plants like Goodyear, which fired workers during the unrest, membership continues to rise, according to Fosatu unionists in the area.

"It's slower here than at other companies. But workers are angry and don't seem to have been scared off by the firings," says a Goodyear shop steward. Both union and employer sources agree union activity is on the increase.

"Workers are coming to us asking to be organised," says Fosatu's Mr Fred Sauls. Recently, scores of black and coloured workers, resigned from "parallel" unions to join the Fosatu unions. In a ballot at Veldspun, a local textile plant, workers chose a Fosatu union and rejected a

rival affiliated to the Trade Union Council of South Africa.

Fosatu and other independent black unions have consistently charged that employers favour the established unions and help them to organise.

Some in Uitenhage and elsewhere in the area still deal with these unions, but others are turning away and negotiating with more "militant" unions (although Fosatu is certainly not militant in the Eastern Cape union spectrum).

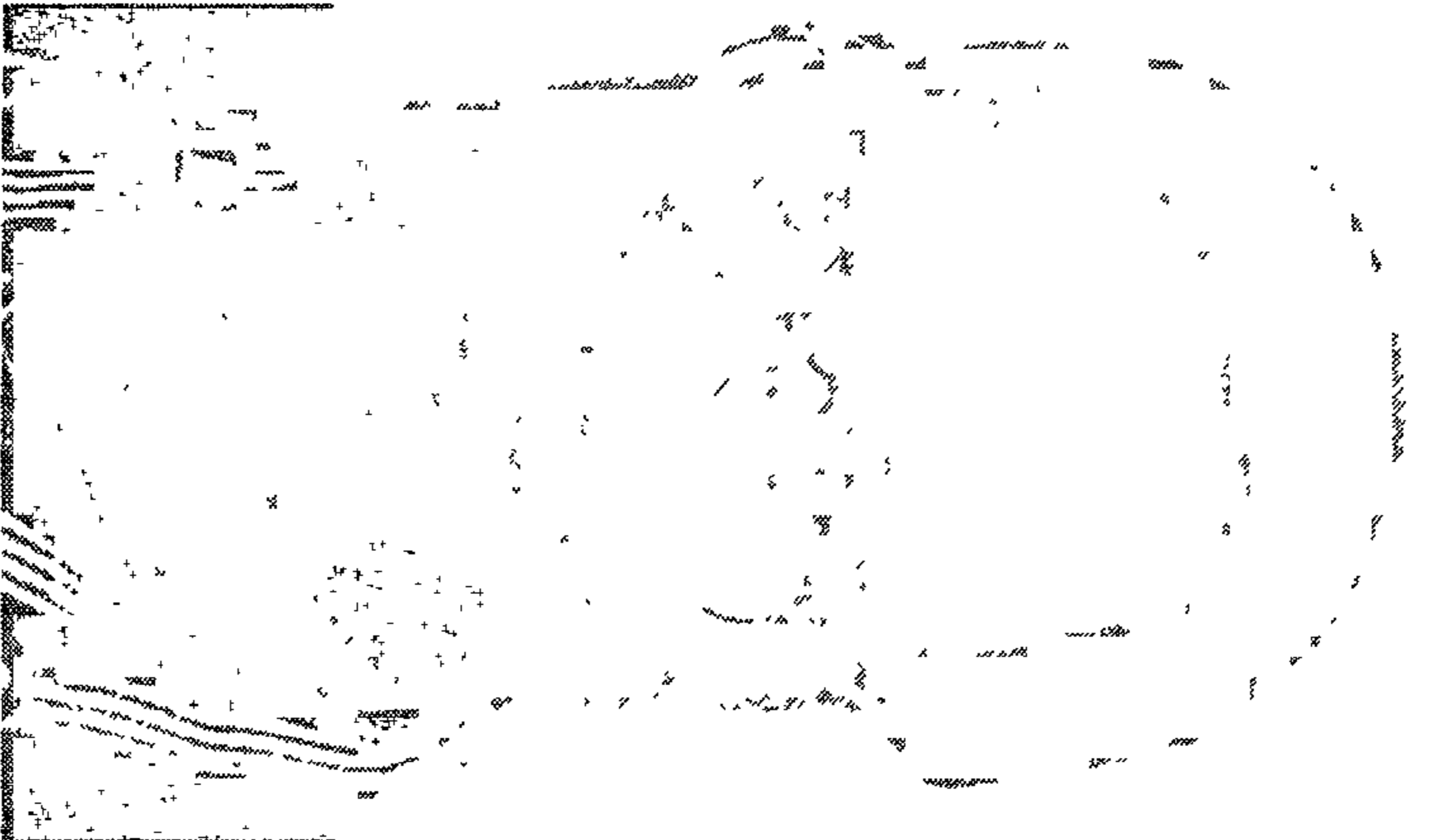
Elsewhere an attempt to introduce a "parallel" met with unanimous worker rejection and the company is now negotiating with UAW, says Mr Veefoot Ah Shee, a Law organiser.

"The parallel unions and their equivalents are dying out here. This is becoming a Fosatu stronghold," smiles Mr Sauls, as he produces a wad of about 100 Fosatu applications from members of a "parallel" at one plant.

"Workers see these unions as glorified benefit societies. They offer workers benefits, but when negotiating time comes along, they keep on talking about management's prerogatives," says Mr Ah Shee.

"We don't believe in management prerogatives, only in management-worker prerogatives. Workers are demanding to have the same say as shareholders."

He claims also that Law is more democratic than its established rivals. Another factor in the decline of "benefit society" unions, as their critics dub them, is that some are introduced to workers by management. "Workers here won't



Fosatu's Mr Fred Sauls

tolerate that they see a union being introduced by management and they want nothing to do with it," says Mr Ah Shee.

Employer sources confirm this trend. "Unions we expected to see take off here, haven't — perhaps because they weren't very active here before now," says Mr Brian Mathew, director of the Midlands Chamber of Industries. One factor will be un-

deal with the more "militant" unions.

Unionists say some managements originally took a tougher line after the strikes, but attitudes have softened. "Employers are realising that workers demand to participate in decisions," says Mr Ah Shee.

Companies which are dealing with Fosatu unions in Uitenhage and elsewhere in the area include Willard Batteries, Borg-Warner, UKV, Bosal Batteries, Veldspun, Industex, and Cape of Good Hope Textiles.

The unions also have long standing agreements at Volkswagen and SKF in Uitenhage and with the Port Elizabeth motor giants. Management accept that we must deal with those who have credibility. Companies are turning to leaders who have support, and can control their members," says Mr Mathew.

The Midlands Chamber itself has played a role. Its labour guidelines stress the need for employers to recognise workers' freedom of association.

Mr Fred Ferreira, industrial relations director at Ford, agrees that there has been a change in management attitudes. "Not only are more companies talking to unions, but some are raising minimum wages sharply," he says.

One reason is that many companies in the area are multinational, with a high international profile. The pressure on them to move ahead is greater. But, in Uitenhage as elsewhere in the area, employers are faced also with a sharp growth in worker militancy. They thus have a greater need to seek ways to channel worker grievances onto the negotiating table.

Indeed, unionists in the area say a major factor in the growth of union recognition is the fact we showed that the unions are disciplined.

While we demand to negotiate on a wide range of issues in the factory, we

Since the strikes in Uitenhage factories earlier this year, trade union action is on the increase and some employers are moving to recognise the growing unions. At the same time, workers are leaving the more conservative "parallel" unions for "militant" rivals. Labour reporter STEVEN FRIEDMAN examines this trend.

are able to control our members where we can get what we want by negotiating, not striking," says Mr Ah Shee.

An interesting feature of the Uitenhage area is the co-operation between black and coloured workers. Both participated in the strikes and Law shop stewards co-operate closely with those in Fosatu's registered motor union in the area.

The doubts which Port Elizabeth black workers voice about co-operation with their coloured colleagues seem less of an issue in Uitenhage. Another key difference, which plays a role in union growth in Uitenhage, appears to be the dovetailing between the unions and Ubcu, Uitenhage's Pecco. While a battle rages in Port Elizabeth between Pecco supporters and the

Law, in Uitenhage several key Law officials are also senior Ubcu men. There appears to be no conflict between the two organisations.

Attempts by the break-away Motor Assembly and Component Workers' Union, in Port Elizabeth to woo unionists away from Law in Uitenhage appear to have been unsuccessful.

Unionists say there is no conflict because Ubcu men are involved in Law. Some link between black unions and community groups is a growing factor in labour relations. Fast-growing unions in several areas make no bones about their belief that unions must not isolate themselves from community issues.

Not that Law in Uitenhage actively involves itself in community issues. It insists that this is not a union's job. But the coincidence of office bearers means that the two organisations' activities dovetail to some extent.

In the inter-union battle at Ford, one side has the skills, the other substantial support. In Uitenhage, the skills and the support coincide.

Black observers in the Eastern Cape argue that Fosatu's hold over the Uitenhage area is weakening as worker militancy proceeds apace.

This could occur, but there are few signs of it. One reason is clearly the dovetailing of union and community groups. This obviously has implications for the government's determination to keep unions "out of politics." That may simply mean a bar on links with political parties. But if it means that unions must isolate themselves from the townships, its prospects of defusing conflict are slim. Few people in the area,

employers and workers alike, believe labour and community issues can be separated.

Indeed, while arguing that many of the problems in the area are merely the result of "feeling troubles" as black unionism takes off, Mr Mathew stresses that one cause of labour unrest is that "we have had progress in the labour field which hasn't been matched in other areas."

Local employers, he says, recognise this and are involved in housing and education projects in an attempt to defuse political tensions.

And, while labour relations in the area appear to be developing fast, there is a growing realisation that there will be more industrial upheavals.

First, as one local man puts it, strikes are a factor of industrial life. "No industrialised western country has avoided strikes, and they've learned to live with them. Why should we be any different?" he asks.

But, more importantly, the Eastern Cape remains a volatile political area. Black militancy continues to grow and black demands are not being rapidly met.

"I don't believe we're going to convince blacks of anything until they occupy senior positions themselves. We're particularly concerned about education as a means of bringing that about," says Mr Mathew.

But improved black education and status for black workers in industry, are likely to increase demands for change — as Ford has found in Port Elizabeth.

Employers, argues Mr Ferreira, must adapt to the situation. But more upheavals are probably unavoidable.

That is why unionism is making progress in Uitenhage. And that is why tensions on the factory floors are going to be with us for a long time.



# Workers return after stoppage

A CROWD of about 2 000 workseekers and intimidators jostled outside an East London factory yesterday after more than 1 000 workers had returned to their jobs following Friday's complete work stoppage.

All of the 1 530 workers of the Wilson Rowntree sweet and chocolate factory stopped work on Friday after a stoppage by about 800 workers at mid-day.

Management asked many of them to go home because of intimidation, said Mr Alhtar Lightbody, the firm's personnel manager.

"People were running around the factory threatening workers," he said yesterday morning more than 1 000 resumed

work, many of them arriving early by unusual means of transport to avoid intimidators.

"Many of those who started work this morning have asked for permission to leave early because of fear for the safety of their families," Mr Lightbody said.

He said "not a single worker" had been dismissed and the firm was anxious to return to normal operations because the work load was at a peak.

Mr Lightbody estimated that at least half of the crowd of 2 000 outside the factory yesterday represented workseekers. Others were imitations.

Many were so keen to get work that it was difficult to control them. The company called on the crowd to go home.

Mr Lightbody said Friday's stoppage was only

one of many such disruptions which had occurred since the South African Allied Workers Union (Saawu) had appeared in the factory about five weeks ago.

He said the firm had "very cordial" relations and discussions with Saawu but the union appeared to have lost control over the executives of the workers' committee which operated in the factory under the auspices of Saawu.

Management repeatedly asked workers to appoint their own spokesmen to discuss various grievances. But after two or three hours of discussions with these spokesmen, the workers invariably insisted on being addressed at mass meetings instead.

There was no racialism whatsoever at the factory, Mr Lightbody said.

# No Herald for first time in 15 years

Cape Times  
28/10/80

152

Staff Reporter

FOR the first time in its 15-year history, the Argus-owned newspaper, the Cape Herald, yesterday failed to appear. It will not be published till further notice.

The non-appearance of the Cape Herald — which has a circulation of 69 000 — was the result of a strike after a breakdown in salary talks with the management.

The strike entered its fifth day today with no settlement in sight.

Yesterday, in the first response to the strike, the Argus management withheld salary cheques.

He said messages of support and solidarity had been received from editorial chapels of Argus and South African Associated Newspapers (SAAN) throughout the country.

The managing director of the Argus Group, Mr Hal Miller, said yesterday that management was ready to continue discussion of the staff's complaints as soon as they returned to work.

The strikers say they will not return to work until their salary demands have been met.

The Cape Herald staff spokesman said that the Argus-owned Post in Natal had given management an ultimatum to meet salary demands by midnight tonight or they would go on strike too.

## Second round of talks

Staff on the Post in Johannesburg meet today to discuss management's response to the Cape Herald strikers.

Mr Miller said in a statement: "We regret that the staff of the Cape Herald have decided to strike. The newspaper is a signatory to the agreement with the South African Society of Journalists (SASJ) which is at the moment negotiating new salary scales to apply from January 1, 1981."

The SASJ and the managements of Argus and South African Associated Newspapers (SAAN) meet today in Johannesburg for a second round of wage talks.

Mr Miller said: "The staff are being paid up to the date they went on strike. Their employment will be resumed and their salaries paid from the moment they return to duty."

The management was given till last Friday to respond positively to a memorandum detailing grievances about working conditions and asking for reviewed salary scales for all departments.

● Sapa reported from Johannesburg last night that the Media Workers Association of South Africa (Mwasa) has declared its support for their striking Cape Herald colleagues.



# Scars may be from shocks, court told

C. Temp 2.8 (R/A) Staff reporter (152)

SCARS found on the fingers of a number of youths charged with public violence were consistent with injuries resulting from electric shocks, a doctor told a Strand magistrate yesterday.

He was giving evidence in a hearing to determine the admissibility of statements made by 15 young men charged with public violence. The men originally all pleaded guilty and were convicted but their convictions were withdrawn after they claimed that the police administered electrical shocks to obtain statements from them.

The accused were all arrested in connection with incidents of stone throwing during a strike at the Kromrivier Agricultural Co-operative Ltd in Grabouw on April 25 this year. They are among the 700 seasonal employees of the co-operative who went on strike to demand a minimum weekly wage of R40.

The men who appeared in the Strand Magistrate's Court yesterday were David Damon, 18; Neville Boovsen, 20; Ebp Stuurman, 20; Ronnie Claasens, 18; Benjamin Sauls, 21; Sidney Adendorp, 18; Willem Sauls, 18; Moos Konstabel, 18; Jan Palmot, 18; Lunel Koert, 18, and five youths under 18 years.

About 40 people were originally charged. Some have been acquitted and others are due to appear in court on November 10.

The doctor told the court that he had examined a number of the men at a house in Bot River after they were pinned back at a preliminary hearing. He listed their complaints of torture at the hands of the police and the injuries he found on their bodies.

## 'Tied two wires to my fingers'

He found lesions on the insides of the little fingers of 16 of the 21 men examined. The lesions were consistent with those caused by electric shocks. He could think of no other possible cause of the scars.

Neville Boovsen told the court that he had been arrested in Grabouw on April 25 and taken to the police station.

"That (Friday) night, I was taken to an office where two detectives and two (uniformed) policemen sat. They handcuffed my hands behind my back and tied two wires to my little fingers. One of the policemen said I must say that I threw stones. He turned a handle on a machine and I got a shock. I said that I threw stones," he said.

Mr Boovsen pointed out a Lieutenant Retief as the policeman who had administered the shocks. He said he had been told by another policeman and by the prosecutor to plead guilty when he appeared in Grabouw Magistrate's Court on April 28. He had then pleaded guilty but had later changed his plea.

Mr Keith Engers, for the accused, challenged the prosecutor's claim that Mr Boovsen had made his statement before being shocked. He said the statement was dated April 27, the Sunday following the alleged torture on April 25.

David Damon, 18, told the court that he had been arrested on April 26 and was taken to Grabouw police station. Wires had been tied to his fingers and he had been asked whether he had thrown stones. When he had said "no," an electrical current was passed through the wires.

The hearing continues today. Mr Stuurman was remanded in custody. The other men are on bail of R50 each.

The matter is being prosecuted by Mr A Lemmer. Mr G.P. Jordaan prosecuted Mr Engers. He is being instructed by Frank Bernhardt and Joffe.

# Saawu officials to address workers today

JALU JSP  
28/10/80  
152

EAST LONDON — Officials of the South African Allied Workers' Union (Saawu) will address Wilson Rowntree workers at the main highway terminal in Mdantsane this morning.

This was announced here yesterday by Saawu's national organiser, Mr Thozamile Gqweta, following three-hour talks with the management of the strike-bound sweet factory.

"The negotiations for the reinstatement of the sacked workers were concluded to our satisfaction and we have the assurance that all workers should return.

"We have also been assured that the scab labour employed had not been taken on a permanent basis but merely to clean up the mess left by the strike.

"We are thus happy with the situation and will monitor to see whether any worker will be victimised."

The company's personnel manager, Mr

Allistair Lightbody, said after the talks.

"As far as we understand the strike had nothing to do with Saawu and we would be surprised if it had.

"Management under no circumstances asked Saawu to intervene or negotiate on its behalf."

Mr Lightbody said Saawu had at no stage denied they were unable to control an alleged splinter group, whose conduct had been "grossly unacceptable."

"As the day passed we gathered evidence that many members of the executive committee had been intimidating workers. As we would normally do with problems at the factory, this will be investigated."

"I can't guarantee the outcome of these investigations. If the claims of intimidation are substantiated we have little option but to act in the interest of justice."

Mr Lightbody stressed the gates of the factory

were still open for all those wishing to return to work.

Meanwhile, about half the 1 530 weekly paid workers dismissed following Friday's strike returned to work yesterday.

They were all re-hired and a further hundred casual workers were also taken on, enabling the factory to resume a limited production.

Mr Lightbody said the factory had opened its doors to the workers waiting to be re-hired at about 5 am. About 750 had re-applied for their jobs, but administration had been hampered by a crowd of about 1 000 other people seeking work at the factory.

At about 8 30 am 100 casual workers were taken on to help with cleaning up operations resulting from Friday's sudden disruption of production, Mr Lightbody said.

During the course of the morning it became apparent there was still in-

timidation and by about 2 pm we were approached by a number of workers asking if they could go home early as they feared for the safety of their wives and their homes," he said.

Buses were laid on for the workers to return home and the factory closed early.

Friday's strike started after a dispute in the chocolate moulding department of the factory.

Workers alleged the foreman of the department, Mr Donald Strunk, discriminated against blacks in favour of coloureds, but this was dismissed as "ridiculous" by management, who claimed the strike had been orchestrated by intimidators, some of whom were officials of Saawu.

Management stressed, however, that they did not believe the strike to have been the responsibility of Saawu itself, but of a group of individuals set on disrupting production. —  
DDR



# News demos salary demand

152 242 28/10/80 ARGW

Argus Correspondent

**JOHANNESBURG**  
Journalists became a focal point of the media in their own right today when television and newspaper photographers zoomed in on at least 60 picketing newsmen in Sauer Street here.

The demonstrations coincided with the latest round of wage negotiations between executives of most of the English-language Press and the Southern African Society of Journalists (SASJ).

In their preview negotiations the journalists demanded a 14 percent pay increase across the board. But the employers offered six percent across the board, with a further six percent rise in the payroll for distribution at the discretion of editors.

SASJ chapters throughout the country have discussed what further action should be taken if management adopted a hard line at today's meeting.

But the placards carried by the picketers conveyed the feelings:

'Reporters earn less than teachers,' said one.

'Low wages killing the English Press,' said another.

'Post showed the way,' said a third.

The demonstration followed a recent strike at the Post newspaper in Johannesburg and a strike which erupted this week at the Herald in Cape Town.

Senior journalists said it was the first time they

had heard of newspapers being picketed in this country.

Work inside The Star building continued as usual.

In Durban 80 journalists picketed the Daily News building in a show of support for their delegates negotiating with newspaper managements in Johannesburg.

The SASJ is calling for a 16 percent across-the-board increase.

● See Page 3.

THE Cape Herald strikers, who stayed out for the fifth day today, were paid their salaries today at 9 am, up to the day they went on strike, Mr L P Willis, manager of The Argus and the Cape Herald, said today

The spokesman for the strikers said that about R2174 was deducted from the pay cheques of 28 employees

He said 'We read with dismay the Press statement made by Mr Hal Miller in the paper yesterday because we have respected the channels of communication

'We find it disappointing that management found it necessary to respond in a Press statement. We reject this and demand the respect we have shown them by observing the correct channels of communication'

#### DISCUSSION

Mr Willis said, the statement by Mr Miller, the managing director, that discussion could only take place when the strikers were back at work, stood

'We would be happy to discuss their position, but only once they have returned to work,' he said

Mr Miller said in Johannesburg today that the

28/10/80  
Herald <sup>KRCWS</sup>  
152  
strikers  
get their  
cheques

striking journalists had been paid for the time they had worked this month but not for the days they had been on strike

They were paid up to and including last Friday, when they announced they would strike for higher salaries

Reports that their October salary cheques were being withheld were incorrect

Because of the strike, yesterday's edition of the Cape Herald failed to appear

● A spokesman for the national executive of the Media Workers' Association of South Africa said the Post, Star and SAAN chapels would meet today to discuss the Cape Herald strike



# Herald staff out on strike

20/2/80  
ARW:MS  
(15)

TWENTY-TWO of the 24 staff members of the weekly newspaper The Cape Herald including typists and messengers, went on strike yesterday afternoon after their pay demands were not met.

A spokesman for the staff association, said a memorandum was sent to the manager of the newspaper last week detailing a comprehensive list of working conditions and asking for the implementation of reviewed salary scales for all departments.

Management were given until yesterday to respond positively to the wage demands, though the staff association was prepared to negotiate over a couple of weeks about working conditions.

## SALARIES

The salaries being demanded are basically the same as those received recently by staff at the black Transvaal newspaper Post. These included R320 as a starting salary for a journalist, R425 for an advertising representative and layout artist and R355 for sales representatives in the classified department.

The spokesman said the Herald staff would strike until the wage demands were met, 'which if brought into effect would mean automatic increases for everybody'.

Mr L P Willis, manager of The Argus and The Cape Herald, said he had no comment to make at this stage.

# Security police tortured workers, court told

Cape Times  
29/10/80  
(15'2)

A SECURITY POLICEMAN forced a 17-year-old youth to stand barefooted on a set of wires while an electrical current was passed through them, a Strand magistrate heard yesterday.

The youth told the court he was shocked for about 10 minutes continuously. When he jumped off the wires, the policeman held him back on them. The shocks were stopped when he said that he had thrown stones during a strike at a Grabouw factory.

The youth and 14 others are charged with public violence following incidents of stone-throwing during the strike at the Kromrivier Apple Co-operative Ltd near Grabouw on April 25 this year. They pleaded guilty and were convicted, but the convictions were overturned following claims that they were tortured by the police to make statements admitting guilt.

The youth said he later made a statement after another policeman told them that those who continued to plead not guilty would "climb the walls". At a hearing in the Grabouw Magistrate's Court on April 28, the prosecutor, Sergeant Christoffel Otto, told him to plead guilty as this would "make things easier for me", he claimed.

The accused, who appeared in a "trial-within-a-trial" to determine the admissibility of their statements to the police, are Dawid Damons, 18, Neville Booysen, 20, Flip Stuurman, 20, Ronnie Claasens, 18, Benjamin Sauls, 21, Sidney Adendorf, 18, Willem Sauls, 18, Moos Konstabel, 18, Jan Palmer, 18, Leon Koert, 18 and five youths under 18 years.

A security policeman stationed at Stellenbosch, Lieutenant Marius Gerhard Retief, who was pointed out as the alleged torturer by several of the accused, denied administering shocks to any of them and said he did not know of scars on their fingers.

Dr Jonathan Myers testified on Monday that most of accused had lesions on their little fingers which were consistent with injuries caused by electricity burns.

Lieutenant Retief said the security police's interest in the case was to determine "who was behind the strike" and he did not find it necessary to take written statements.

He said he had questioned nearly all the men in an office at Grabouw police station throughout the night of April 25. He had no apparatus with which shocks could be administered and there were no "wires". The only source of electricity was the wall plug.

Asked by Mr Keith Engers, for the accused, whether he had done a course in basic electricity during his police training, Lieutenant Retief turned to the magistrate and asked whether he had to answer the question. He later said "My training does not include any course in electricity."

Sergeant Hugo Lamprechts, who took statements from some of the accused at Grabouw police station, said he could not explain why the times on several statements were the same. The statements of Benjamin Sauls and Ronnie Claasens were both marked "2:30" and those of Leon Koert and Moos Konstabel "2:45". Sergeant Lamprechts said he had read out their rights to the accused and told them that they had the choice of whether to make a statement. He denied that details on the statements were filled in previously and that the men were only asked to sign. No one was forced or threatened to make a statement, he said.

Dr Francois Badenhorst, a district surgeon from Stellenbosch, told the court that if an electrical current strong enough to cause visible lesions was passed through a human body from a point on the left to a point on the right, the current would pass through both the heart and brain and the person would die. He said this would depend on the voltage and whether the shock was by direct or alternating current.

Dr Badenhorst conceded that a person could survive a shock by alternating current (AC) of a very high voltage and that the voltage of alternating current — always installed for domestic use — could be altered by using a transformer.

The hearing was postponed to December 18. Mr Stuurman was remanded in custody. The others are on bail of R50 each.

The magistrate was Mr J M Lemmer, Mr G P Jordaan prosecuted. Mr Engers was instructed by Frank, Bernardt and Joffe.



SA paper  
staffs to  
get rise  
of 12 pc

About 1 100 editorial staff on newspapers around the country have been guaranteed 12 percent pay rises.

Workers at the newspaper Post (Transvaal) have threatened to strike tomorrow in sympathy with colleagues on the Cape Herald

In spite of the new salary scales, the Cape Herald strike entered its sixth day today in support of higher salaries for all categories of its workers

After negotiations yesterday between the Southern African Society of Journalists and managements of 19 newspapers and the SA Press Association, the chairman of the SA Newspaper Press (Editorial) Conciliation Board, Mr Jon Beverley, announced a 16 percent pay increase package

#### PICKETS

All journalists who have remained in the service of the same employer for a year will get 12 percent increases from January

Another four percent will be distributed at the discretion of individual editors

A matriculant will now have a minimum starting salary of R350 and a graduate R525. Minimum starting salaries were boosted by 40 to 50 percent.

About 180 journalists picketed outside the Johannesburg and Durban offices of the Argus Company yesterday.

# Strike: Threat to boycott Argus papers

C. Times  
29/10/80  
152

Staff Reporter

THE striking workers at the Cape Herald are receiving mounting support not only from newspaper editorial chapels throughout the country, but also from advertisers, a spokesman for the staff action committee said yesterday.

And in a new development yesterday, the Argus Group newspapers throughout the country were threatened with a community boycott if the Cape Herald staff demands were not met.

The threat to take "appropriate action" against the Argus Company was made by the Western Cape regional council of the Media Workers Association of South Africa (Mwasa).

In a statement, the Western Cape Traders Association (WCTA) said it would recommend to the 2 000 businesses which belonged to the association, not to sell the Cape Herald and to refuse to place advertisements if the newspaper was produced before an early settlement was reached.

Pledging its unqualified support, the WCTA said it understood that the strikers who did similar jobs to their Argus counterparts, were paid less.

The Cape Herald staff action committee spokesman said messages of support had been received from advertisers and a clothing chain had cancelled its existing advertisement in solidarity with the strikers.

Mwasa said in a statement that it had noted "with dismay" the arbitrary actions of the management against "our colleagues at the Cape Herald".

Journalists, classified staff, advertising, messenger and secretarial staff downed tools last Friday after the management failed to meet a deadline stipulated in a memorandum detailing the staff's dissatisfaction with salaries and working conditions.

## 'Hard-line attitude will be met in kind'

Mwasa said the management responded by ignoring the lines of communication opened by the Cape Herald staff and issued a press statement which showed complete insensitivity.

"The Argus management further took the deplorable step of deducting a week's pay without consulting our colleagues. This hard-line attitude can and will be met in kind," the Mwasa statement said.

The Cape Herald staff action committee spokesman said the workers who received their salary cheques yesterday, were angry that they had got them a day later than staff at the Argus.

"We regard this to be a petty step taken by management in their efforts to stifle our fight for a better deal."

A lunchtime meeting yesterday between the staff action committee and the manager of the Argus, Mr L P Willis, ended in deadlock. Mr Willis said the company's attitude was clearly covered by the statement made in Johannesburg by the managing director, Mr Hal Miller, in which he said there would be no negotiations until the strikers returned to work.



## Smell of success in sweet factory strike

THE DISPUTE at the Wilson-Rowntree sweet factory in East London seemed on the point of resolution yesterday, with management agreeing to re-hire the entire 1 000-strong black work force.

This concession is in marked contrast with the policy of other strike-hit East London companies, which have insisted on the selective re-employment of strikers, and the use of "scab labour" to replace them.

According to Mr Thozamile Gqweta, national organiser of the South African Allied Workers Union (SAAWU), agreement was reached at a meeting between the union and

management on Monday.

Management have also agreed to look into the grievances of workers in the factory's chocolate moulding department, he said. Their dismissal last Friday apparently sparked a sympathy walkout by the rest of the black workforce.

The company offer of general re-instatement had been accepted at a mass meeting of workers in Duncan Village township yesterday, Mr Gqweta added.

Their only condition was that the huge crowd of police and unemployed work-seekers at the gate of the Wilson Rowntree plant should disperse.

## Youths claim police torture

# Court told of shocks

1051 29/10/80 (152)

SCARS found on the fingers of a number of youths charged with public violence were consistent with injuries resulting from electrical shocks, a doctor told a Strand magistrate yesterday.

He was giving

### SA Press Association

evidence in a hearing to determine the admissibility of statements made by 15 young men charged with public violence.

The youth originally all pleaded guilty and were convicted, but their convictions were withdrawn after they

claimed the police had administered electrical shocks to obtain statements from them.

The accused were all arrested in connection with incidents of stone-throwing during a strike at Kromrivier Apple Co-operative Ltd in Grabouw on April 25 this year in Cape Town.

They are among the 700 seasonal employees of the co-operative who went on

strike to demand a minimum weekly wage of R40

The men who appeared in the Strand Magistrate's Court yesterday are Mr David Damons (18), Mr Neville Booysen (20), Mr Flip Sturman (20), Mr Ronnie Claassens (18), Mr Benjamin Sauls (21), Mr Sidney Adendorf (18), Mr Willem Sauls (18), Mr Moos Konstabel (18), Mr Jan Palmer (18), Mr Lunel Koert (18) and five youths under 18 years

About 40 people were originally charged. Some have been acquitted, while others are due to appear in court on November 10

## Doctor tells of scars

(152)

### • From Page 1

the police and the injuries he found on their bodies.

On 16 of the 21 men examined, he found lesions on the insides of their little fingers which were consistent with electrical shocks. He could think of no other possible cause of the scars.

Mr Booysen told the court he was arrested in Grabouw on April 25 and taken to the police station, where he made a statement.

"That night I was taken to an office where two detectives and two (unformed) policemen sat. They handcuffed my hands behind my back and tied two wires to my little fingers. One of the policemen said I must say that I threw stones.

"He turned a handle on a machine and I got a shock. I said that I threw stones," he said.

Mr Booysen pointed out a Lieutenant Retief as the policeman who administered the shocks. He said he was told by another policeman and by the police prosecutor to

plead guilty when he appeared in Grabouw Magistrate's Court on April 28. He then pleaded guilty, but later changed his plea.

Mr Kerth Engers, for the 19 accused, challenged the prosecutor's claim that Mr Booysen had made his statement before being shocked. He said the statement was dated April 27, the Sunday following the alleged torture on April 25.

The hearing continues today. Mr Stuurman was remanded in custody. The other men are on bail of R50 each.



THE  
 DAILY  
 HERALD  
 JOHANNESBURG  
 1952

POST BY JOE (18)  
 21/10/52  
 JOURNALISTS YES-  
 terday turned into  
 newsmakers when  
 the strike at the Cape  
 Herald completed its  
 fifth day and journa-  
 lists in Johannes-  
 burg and Durban pic-  
 keted newspaper of-  
 fices before being  
 granted pay increases  
 from January 1 next  
 year.

Last night as fears of  
 newspaper strikes sprin-  
 gling mounted, manage-  
 ment in the Newspaper  
 Conciliation Board agree-  
 ed to give the Southern  
 African Society of Jour-  
 nalists pay increases of  
 12 percent across the  
 board plus four percent

One placard that threatened a strike  
 by referring to the one by workers on  
 POST earlier this year.

Management also  
 agreed to pay a mini-  
 mum of R350 to a jour-  
 nalist in his first year,  
 rising to R700 in the  
 fifth year.

The management at  
 the Herald, a unit of  
 the Media Workers As-  
 sociation of South Afri-  
 ca (Mwasa), still refus-  
 es to talk to the strik-  
 ers until they go back  
 to work.

Strikers got their pay  
 cheques for October Ses-  
 terday but R2174 was  
 deducted from the thou-  
 sand of 28 workers. The  
 workers have been ex-  
 pecting their pay on  
 Monday.

The manager of the  
 Argus and the Cape

Herald, Mr L WHIMS,  
 said up to the day they  
 went on strike.

The staff at POST in  
 Industria will hold eme-  
 rgency meeting this mor-  
 ning to discuss the situ-  
 ation at the Cape Her-  
 ald

In Johannesburg,  
 where the Newspaper  
 Conciliation Board was  
 sitting to discuss next  
 year's pay for SASJ  
 members, nearly 100  
 white journalists picket-  
 ed in front of the of-  
 fices of the Star in  
 Sauer Street

More placard-carrying  
 journalists were in the  
 basement and on the  
 6th floor of the build-  
 ing — waylaying man-  
 agement representatives  
 on the Conciliation

Board.

The SASJ had origin-  
 ally asked for a 14 per-  
 cent across the board  
 increase for all journa-  
 lists — but this is be-  
 lieved to have gone up  
 to 16 percent.

Only one journalist  
 carried a placard refer-  
 ring to the Herald  
 strike in Cape Town. It  
 read: "Don't Starve Out  
 Cape Herald".

In Durban 80 journal-  
 ists also picketed in  
 front of the offices of  
 the Daily News.

Sources close to the  
 SASJ said they believe  
 if there was no satis-  
 factory agreement with the news-  
 paper it was produced  
 before an early settle-  
 ment is reached

To Page 5

## Wage rise to striking newsmen

Page 1

factory settlement, POST Natal might have gone on strike today; Daily News and Sunday Tribune started a go-slow strike; and other chapels were getting ready for emergency meetings.

Major shareholders in the Argus and the South African Associated Newspapers yesterday got telegrams asking them to support the journalists' pay demands.

The Action Committee at the Herald met the manager briefly yesterday morning, but the discussions ended in deadlock.

Support for the workers on the Herald,

which is owned by the giant Argus company, is mounting. The Action Committee has received several letters and telegrams of support from all over the country.

The Western Cape Region of Mvusa, as well as the association's national executive committee, also expressed their solidarity.

The regional council of Mvusa said it had noted with dismay the arbitrary actions of the Argus management "against our colleagues on the Cape Herald."

"Our colleagues submitted a memo which detailed their dissatisfaction with the low salaries, wages, and the poor working conditions.

"They were forced to go on strike when the management failed to meet the deadline stipulated in the memo.

"Management responded by ignoring the lines of communication opened by our colleagues and issued a Press statement.

"We trust that the management will meet the demands of our colleagues immediately and as set out in the memo."

In a strongly-worded statement, the Western Cape Traders' Association said they would recommend that all businesses under their control (numbering about 2000), would not sell the Herald and would refuse to place advertise-

AC 2 (continued)

2. To draft journal entries dealing with the capitalisation of the lease for the financial year ended 30th June 1977. All payments have been debited to "leasing charges" and no other entries have been made. Full narrations should be given.

(12 marks)

3. To draft the accounting policies, long term liabilities and fixed assets notes to the financial statements in so far as they appertain to the above lease specifically.

(14 marks)

4. (a) To discuss the tax implications of this transaction, and

(b)

calculate the amount on which a deferred tax asset or liability may arise at 30th June 1977.

(12 marks)

(F.Q.E. - 1978)

(50 marks - 60 minutes)



# Council mum on strike <sup>RDM</sup> probe <sup>29/10/80</sup> <sup>(152)</sup>

By SEAN O'CONNOR  
City Editor <sup>(15)</sup>

PROBING questions about the recent municipal workers strike in Johannesburg were disallowed yesterday at the monthly meeting of the Johannesburg City Council.

The questions, aimed at the city's management committee, could not be answered because of a ruling by the council's chairman, that they contravened a council standing order.

The order prevents the publication or disclosure of information about any legal proceedings in which the council is involved or any matter which might be prejudicial to the council.

At present, the council faces a contempt of court charge arising from the distribution of its September newsletter, "Our City, Johannesburg", in which the council defended its role in the recent strike.

When the newsletter was distributed, there were charges pending against Mr Joseph Mavi, the leader of the Black Municipal Workers Union, and two other union officials.

Mr Mavi and the two other union office bearers Mr Philip Dlamini and Mr Gatsby Mazwi, are still awaiting trial on charges arising from the strike.

They are accused of contravening the General Law Amendment Act of 1962, known as the Sabotage Act, and Mr Mavi's lawyers believe allegations contained in the council newsletter deal directly with issues which may be raised at the trial.

The questions which were to have been put to the management committee yesterday were drawn up by Progressive Federal Party city councillor Mr Harold Rudolf.

Mr Rudolf, councillor for Hospital Hill and a lecturer in law at the University of the Witwatersrand, was to have asked, among other things, how many council employees were dismissed during the strike which almost brought the city to a standstill for nearly a week.

He also wanted to know if any of the dismissed workers had since applied to be reinstated by the council and, if so, how many.

# Workers set to end strike at Rowntree

By STEVEN FRIEDMAN  
Labour Reporter

THE strike at Wilson-Rowntree in East London appears set to end today

Strikers have decided to report to work today and the company says it will unconditionally re-employ all workers who are at work by clock-in time

However the strike may have promoted a hardening of management attitudes towards the South African Allied Workers Union, to which most Wilson-Rowntree black workers belong

Yesterday the company's personnel manager, Mr Alistair Lightbody, accused the union of "interfering" in the strike and of "inciting" workers not to return to work yesterday

He claimed Saawu had played no role in negotiating an end to the strike

He said management had made it clear to Saawu that the company was not negotiating with it because Wilson-Rowntree already had in its plant a rival Tucsa-affiliated union which it recognised

However, Saawu denied that the union had been instru-

tal in prolonging the strike and said that the decision to return to work had been taken democratically by workers after successful talks between Saawu and the company

On Monday, Saawu representatives met Mr Lightbody to discuss the strike. The unionists were told that the company was prepared to unconditionally re-employ all the strikers

Saawu said this had occurred because "management were convinced of our view" that workers should be re-instated

According to a Saawu spokesman, Mr Xolani Kota, Saawu communicated this to the company's worker committee at a meeting on Monday night. It was decided to hold a worker meeting in Mdantsane early yesterday to discuss this

According to Mr Kota, the meeting was unable to take place because of the presence of a large contingent of Ciskeian police. Union representatives, however, were allowed to address the meeting briefly, he said

Because the meeting was dispersed by police, it had been left to the worker committee to

communicate with workers, Mr Kota said. The committee had done this and workers decided to return to work at 7am today

Mr Lightbody denied that a settlement had been negotiated with the union. He said the company had made it clear at Monday's meeting that it was not negotiating with Saawu and had asked the union not to intervene in the dispute

He claimed, however, that union officials addressed workers in Mdantsane yesterday morning and advised them to stay out until today

According to Mr Lightbody, about half the company's 1 500 black weekly-paid workers had reported for work again yesterday morning. A crowd of about 2 000 people had gathered at the company's gates to seek work

At 10 30am, he addressed the crowd and unsuccessfully invited ex-strikers to return. He then told workers the company was returning to full production and all strikers who did not report for work today would be replaced

"We have tried to be patient, but the union has not acted in good faith, Mr Lightbody claimed



# Gqweta blamed for stayaway

**EAST LONDON —** Management of Wilson Rowntree yesterday blamed the South African Allied Workers Union (Saawu) for the fact the full staff compliment did not return to work at the factory.

The personnel manager,

Mr Alistair Lightbody said the general secretary of Saawu, Mr Thosamile Gqweta had played an active role in preventing some of the workers returning to their jobs.

This contradicted the stand he had taken at a meeting with manage-

ment on Monday night when he gave the assurance Saawu would not become involved in the dispute

"Mr Gqweta addressed a meeting of about 300 of our workers at Mdantsane this morning and urged them not to come to work

today but only to return to work tomorrow morning," Mr Lightbody said.

"He initiated a stay-out. We are justifiably upset as this is a total departure from the cordial relationship we believed we had established with the union".

"During Monday's meeting Saawu had not refuted allegations of intimidation by members of their committee at the factory. From statements Mr Gqweta made today, it is clear Saawu is involved," Mr Lightbody said.

He claimed that had it not been for Saawu in-

terventions the factory would have had a "full house" yesterday. By 6 30am 750 workers had reported for duty.

About 2 500 work seekers were waiting outside the factory and were dispersed by the authorities at 10 30 am, Mr Lightbody said. — DDR

# Managers blamed for walkout

**EAST LONDON —** There would have been no walkout at Wilson-Rowntree if management had listened to and investigated grievances of workers, the national organiser of the South African Allied Workers Union (Saawu), Mr Thozamile Gqweta, said yesterday

Mr Gqweta was reacting to a claim by the personnel manager of Wilson Rowntree, Mr A. Lightbody, that the strike had been orchestrated by the trade union committee at the factory without the knowledge of Saawu

Mr Gqweta said that according to reports from the workers, trouble had been brewing since 1978 at Wilson-Rowntree

He said the reports stated that there had been four workers who drove trolleys around the factory supplying material to various machines

One of the men retired in 1978 and no one was employed to replace him. The workers complained and management brought in a work study man who said the job should be done by two and not three men, Mr Gqweta said

"The workers felt they were being overworked and felt they needed a fourth man on the job but

management refused to co-operate," he added.

"It seems that whatever these three men do affects a large part of production in the entire factory

"Just when there was still this ill-feeling about how this whole matter was handled, some foreman in one department would run the machines faster so that any one of these men bringing in the material required would have to run around to cope with the fast machines," he said

The complaint had gone on through 1979 into 1980 and during the two-year period representations had been made on eight occasions on the issue, Mr Gqweta said

He said that on October 7 trouble over this shortage started in the toffee department and spread to the gum department on October 8.

"All this had nothing to do with Saawu. It was just a grievance by workers who felt they were not being treated reasonably"

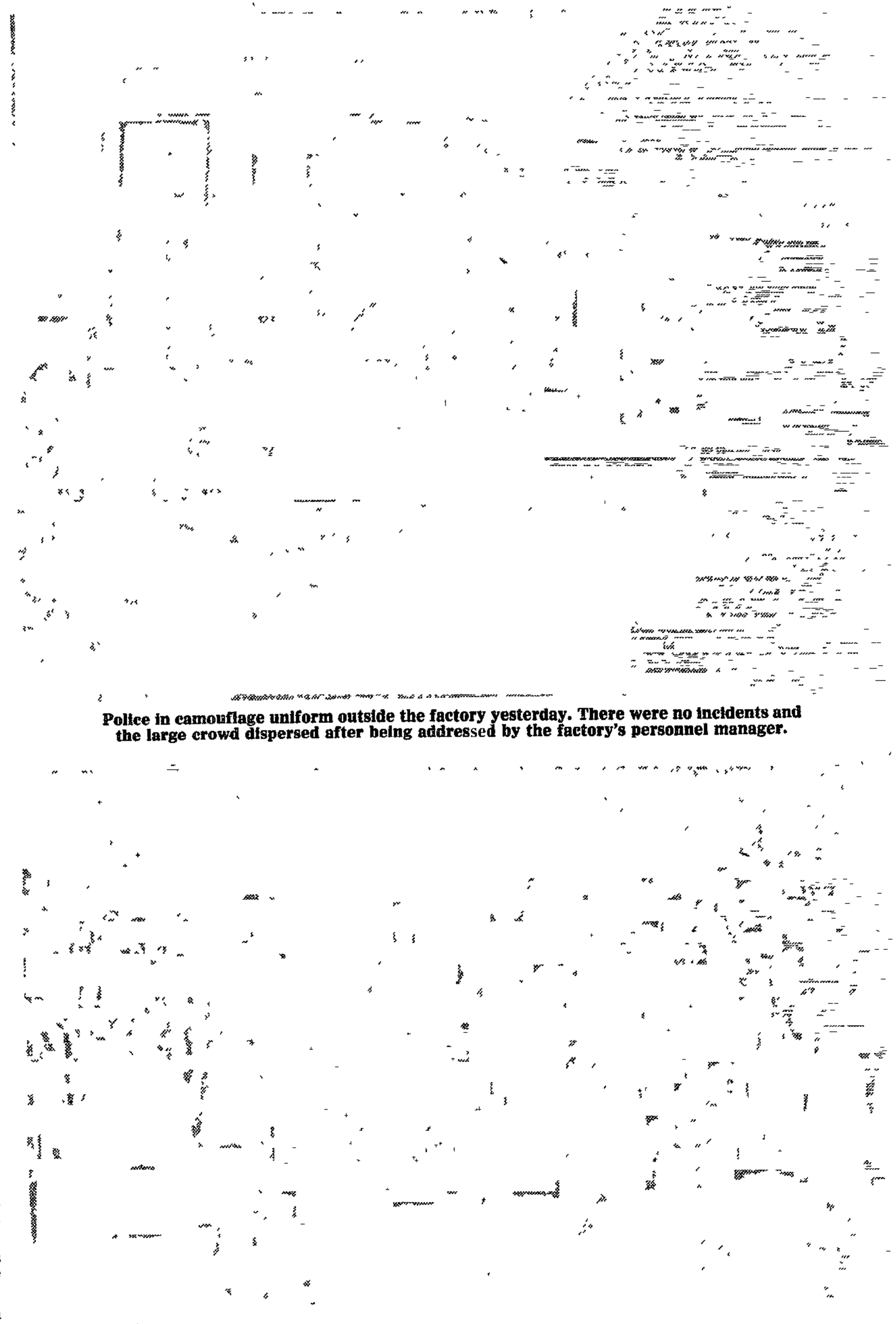
On the question of Saawu having no control over their officials at the factory, Mr Gqweta said they were satisfied the works committee there was competent and management had not asked Saawu to intervene when they had problems

"The only time we were asked to help was when Mr Lightbody wrote us a letter about the toffee department.

"When we took the matter up and wanted to assist he would not let us talk to the workers because he claimed Saawu was not recognised

"This obviously raises the question of why he ever wrote the letter to us

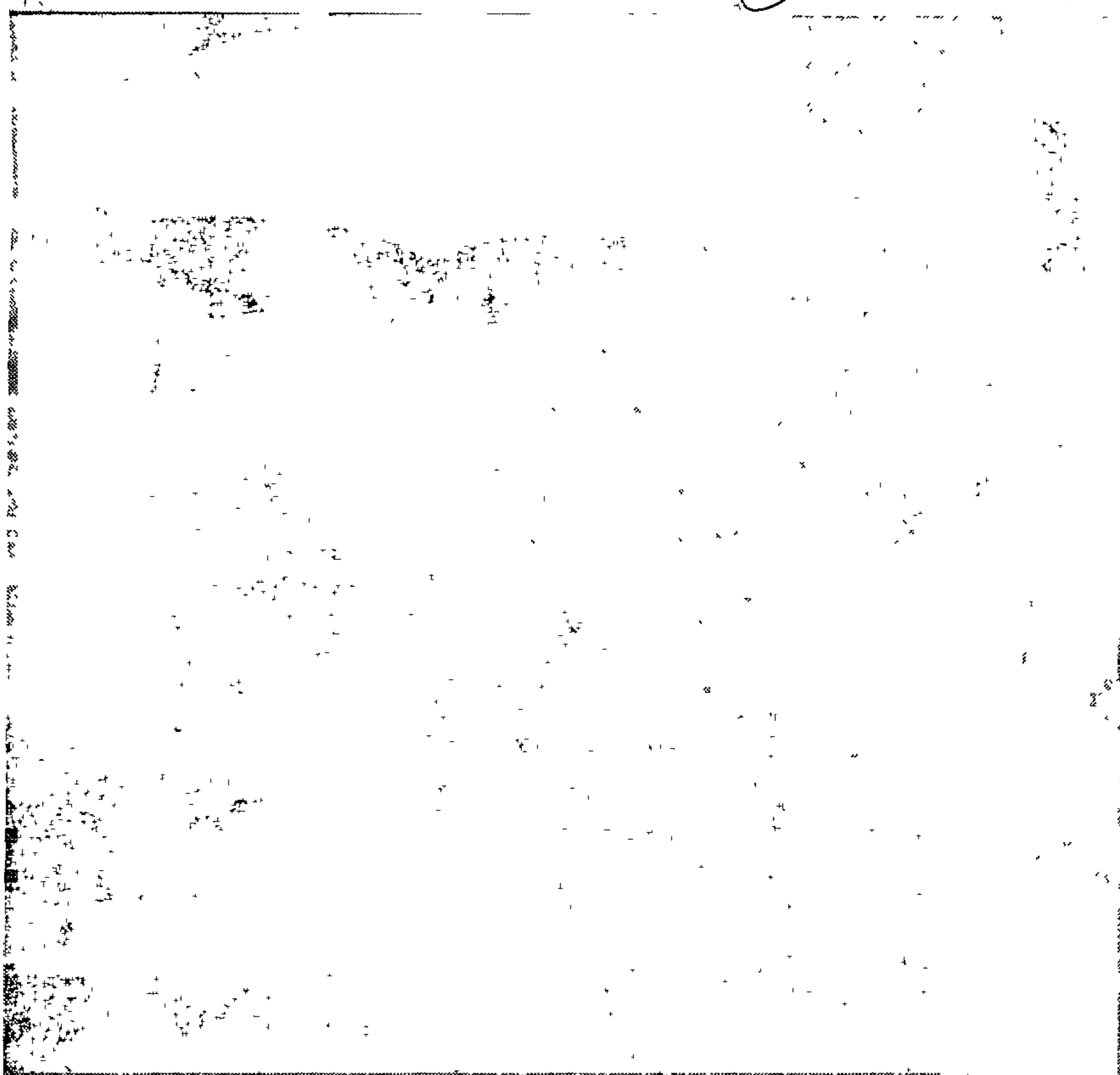
"If he had given us a chance we would have shown him our ability to control our members," Mr Gqweta said. — DDR



Police in camouflage uniform outside the factory yesterday. There were no incidents and the large crowd dispersed after being addressed by the factory's personnel manager.

Wilson-Rowntree personnel manager, Mr A. Lightbody (left front) addresses a large crowd outside the factory yesterday.

(152) (152) (152)



Workseekers wait in the sun near Wilson-Rowntree yesterday morning.



# Strikers decide to return to work today

DAIC 7 29/10/80  
152

EAST LONDON — The strike at Wilson Rowntree here, which has affected production since last Friday, should be over this morning

This follows a decision by workers to return to work at 7 am and an offer by management to keep all jobs open until starting time today

Workers met early yesterday morning and resolved to return to work. When they met South African Allied Workers Union (Saawu) officials later they communicated their decision.

On Monday Saawu officials met with the management of Wilson Rowntree and issued a statement indicating their intention to meet the workers and arrange for their return to work.

A large crowd had built up near the factory in St Paul's Road yesterday morning and the area around the factory was cordoned off from traffic.

At 10 am the personnel manager of Wilson Rowntree, Mr A Lightbody, addressed a crowd of almost 2 000, most of whom were workseekers.

Speaking through loudhailers and assisted by an interpreter, Mr Lightbody assured all workers their jobs were waiting for them and that they were free to go in and work.

He would give them until 10 30 am to do so and their jobs would still be available until normal starting time today if

there are any vacancies after starting time tomorrow, they will be filled, he said.

He hoped the workers had witnessed by the actions of management that they had tried to be fair to all employees.

At the end of his speech, he repeated "Wilson Rowntree employees in the crowd, if you want to be assured of your position, please remember the gates close at 10 30. No one will be allowed in after that. We have our duties to perform."

"The company has got to get back to full production and we intend doing so as from tomorrow," he said.

He thanked the large crowd for their good behaviour and urged them to disperse — DDR —

Statements, pictures  
page 16.

DATE 30/10/80 (152)

# Sweet factory strike ends

EAST LONDON — The strike at Wilson-Rowntree's plant here ended yesterday.

According to Mr Thozamile Gqweta, national organiser of the South African Allied Workers Union, all strikers returned to work yesterday and were unconditionally re-employed.

The company's personnel manager, Mr A.

Lightbody, confirmed that everything was back to normal.

On Tuesday, the company's management said that any worker who had not returned by clock-in time yesterday would be replaced.

At the same time, Saawu reported that workers had agreed to return to the factory and begin work yesterday. — DDR



# Workers return after guarantee of reinstatement

POST Reporter

WORKERS at Wilson-Rowntree in East London who were dismissed on Friday returned to work yesterday. This decision was taken at a meeting at Mdantsane on Tuesday after they had been told by officials of the South African Allied Workers Union (SAAWU) that management had agreed to reinstate all the workers.

The workers were supposed to go back to work on Tuesday but decided to go back yesterday because some of them were not present when the management's decision was made.

The national organiser of SAAWU, Mr Thozamile Ggweta, said his union had been assured that all the workers would be reinstated. He said

negotiations were cordial.

They had also been assured that the scab labour had not been employed on a permanent basis, but merely to clean up the mess left by the strike.

The union would see to it that no workers would be victimised, he said.

Mr Ggweta added that management had also agreed to look into the grievances of workers in the factory's chocolate moulding department.

The company personnel manager, Mr A Lightbody, confirmed that the workers would be reinstated. He said the workers' jobs were still there for them until yesterday. If some workers did not return by the morning the company would employ new workers to fill the vacancies.

POS 7  
30/10/80  
42  
52  
12

# Colleagues show solidarity with newsmen

POST  
30/10/80  
(152) (173)  
(174) (175)

By CHRIS MORE  
THE STRIKE by the Cape Herald journalists yesterday gained momentum as solidarity meetings were held in various newspaper units throughout the country in support of colleagues.

A supporting message was also received from the International Federation of Journalists (IFJ) to the Western Cape region of the Media Workers' Association of South Africa (Mwasa) and in particular, the Cape Herald unit

## DEMANDS

By late yesterday, the Action Committee representing the newsmen at the Cape Herald had not reached an agreement with management on their pay demands. The talks resume this morning at 8 am

"After several rounds of intensive talks with management we reached no agreement," a spokesman of the committee told POST. The talks began at 11.30 am and were only adjourned at 6 pm

The Herald management has already taken punitive action against the strikers. A total of R2 174 was deducted from the pay of 28 workers in the October pay packets. This action was strongly criticised by newspaper workers at other establish-

ments and they urged the management to repay the workers their money

At a 'solidarity' meeting held at POST, the unit sent urgent messages to the Managing Director of the Argus Company, Mr Hal Miller, urging the company to pay the striking newsmen for the time they have been on strike and also gave an ultimatum that the demands be met by 8.30 this morning

## WARNING

The POST unit also called on the Argus Company to improve the salary, wages and working conditions of all black workers throughout the company. Another meeting at POST is scheduled for this morning at 8.30

At The Star, messages were sent to the Argus management warning of the action the unit would take if the demands of the Cape Herald workers were not met. The Star is also in the same group as the Cape Herald under Argus management

The South African Associated Newspapers (SAAN) held a meeting yesterday morning after which a letter was written to the Cape Herald management asking them to talk to the workers to avoid confrontation. The SAAN unit expressed solidarity with the striking workers and promised their support throughout their fight for a fair deal



# No statements on strike by Herald

THE Cape Herald strikers will not issue any Press statements while their talks with management are in progress, a spokesman for the action committee of the Herald said today.

The spokesman said they had given this undertaking to management yesterday.

## FULL SUPPORT

He said, however, that their strike had received full support from the International Federation of Journalists and had been offered more than verbal assistance.

'We believe, too, that Argus employees in Zimbabwe have noted our strike and have expressed sympathy and will issue a statement later', he said.

Meanwhile all black journalists on the Star and Post Transvaal have gone on strike in support of Cape Herald.

A spokesman for the Media Workers' Association of South Africa (MWASA) on the Sunday Tribune, Durban, said that as the group was in the minority in Durban, jour-

nalists were waiting for a directive from MWASA'S national executive.

'Our position is quite clear whatever their decision, we will abide by it,' the spokesman said.

## MEETING TODAY

The Western Cape region of MWASA will meet later today to discuss what steps they will take on the Cape Herald strike.

The editor of the Cape Herald, Mr Ted Doman, said that although he was not on strike and did not support the strike, he did support some of his staff's demands.

'I have tried to get my staff to go back to work. But there is no change in the situation and negotiations with management are continuing,' he said.

## NOT AFFECTED

Cape Herald's advertising manager, Mr Keith Steele, who was not on strike, said he too supported the staff's demands.

'The journalists have already got what they

wanted I think my staff, who are unaffected by the SASJ agreement, are still striking for higher salaries,' he said.

'I have indirectly tried to make them go back to work but they stand firm.'

Toyota  
denies  
firing all  
workers

Labour Reporter

THE Toyota Marketing Company last night claimed that only half its workforce had been fired after Tuesday's strike at the company.

The company's managing director, Mr Colin Adcock, also denied the strike had been caused by worker protests at a company instruction that they meet work quotas or be fired.

He confirmed, however, that a group of workers, whom he claimed had been on a "go slow" strike, had been told that they would have to meet their quotas or "face dismissal".

Earlier this week, Toyota Marketing's Sandton warehouse was hit by its second strike.

Both strikes centred around company instructions that workers meet work quotas or face being fired.

Worker sources told the Rand Daily Mail that all 200 of the company's workers had been fired without warning after stopping work in protest at the quota ruling.

The plant has closed until Monday.

Mr Adcock told Sapa last night that only half the men — about 95 — had been involved in the strike and discharged. He said the company's new work quotas had been negotiated through its liaison committee and workers approved them.

He claimed that "a certain group of workers" had started a "go-slow". They had been told to meet their quotas or be fired.



# Strike by black journalists

## — statement by Argus MD

5/10/80  
3/10/80

The strike by black journalists, members of the Media Workers' Association of SA (MWASA) continued today at the Cape Herald, which is not publishing, at Post (Tvl) and at The Star Post appeared today but will not be published tomorrow Sunday Post will not be published, nor will a Monday edition of Post

Mr. H W Miller, managing director of the Argus Company said today. "It seems that management is being accused — wrongly — of refusing to negotiate and thus causing the strike. Yet management was never given time to negotiate — and is in fact

offering more pay than the strikers are demanding."

Explaining the background to the strike he said

"Cape Herald has been a signatory to the SA Newspaper Press Editorial Conciliation Board for some time. It became a signatory at the request of its editorial staff who, at that stage, wished to obtain the benefit of the SASJ scales of pay. Both the newspaper and its staff have since been bound by the terms of the Conciliation Board agreement

"The staff received the benefit of a recent arbit-

ration award to all SASJ journalists and they will benefit from the new higher salary scales and the minimum general increase of 12 percent which will apply from January 1, 1981.

"On October 17, while the Conciliation Board was itself preparing for a salary negotiation, the manager of Cape Herald received a letter from Cape Herald's staff demanding considerable improvement in salaries and working conditions. Arrangements were made to discuss the matter at Head Office with the Cape Herald's manager on October 27. Before that

could happen the Herald staff went on strike on October 24

"In essence, they are seeking salary adjustments similar to those made at Post Transvaal earlier this year after a strike at that newspaper. It is necessary to emphasize immediately that, in line with the wishes of its staff, Post Transvaal has never been a signatory to the Conciliation Board and no formal agreement has ever governed the salaries and working conditions of its editorial employees

"The new scales negotiated for Post Transvaal in the middle of this year were based on salaries actually being paid in this expensive Transvaal labour market. They were somewhat higher than the existing basic SASJ scales but are a good deal less than the new levels which have been negotiated by the SASJ for next year

"We have said clearly to the staff at Cape Herald that the new SASJ scales and the general increase will apply fully to the editorial staff from January 1 1981, that we are ready to adjust other salaries and wages at Cape Herald in that pattern from the same date and will discuss this in detail when they return to duty, and, finally, that we will not pay them while they are on strike. We have added that, if they wish, their absence during the strike may be offset

against the leave which they have due to them

"The Herald staff are insisting on being paid while they are on strike and on an immediate increase in addition to the increase they will receive in January. We have said that we cannot do this. It is not for management to pay those who strike

"We have emphasised to them and to MWASA members at Post Transvaal that the newspapers of the Argus Company other than Post Transvaal are at this moment governed by the Conciliation Board agreement and that we and the staff cannot escape the obligations of that contract while it is in operation. If a majority of the editorial staff of these newspapers wish to withdraw from the Conciliation Board agreement and replace it with some other sensible negotiating mechanism we would recognise their wishes but would need to give appropriate notice to the Board

"In the meantime, the editorial staff on Cape Herald have received the benefit of the arbitration award and, most important, the salaries which have been fixed for January next year are a good deal higher than they are seeking at the moment"



# The dramatic growth of union activity in East London has startled many observers

## Companies and the Government, and may set important future trends, reports Labour Reporter STEVEN FRIEDMAN

NOBODY in East London took terribly much notice this March when Mr Thozamile Gweta, a former furniture salesman, moved his branch of the South African Allied Workers Union into offices in the city.

By August, many people, including the Minister of Manpower Utilisation and most employers, were taking a great deal of notice.

In those five months, the union's membership had grown from 5,000 to 15,000, according to Mr Gweta. Employers' concern that it has grown at a "flabbergasting" rate.

And East London, never a centre of worker action, had seen a spate of strikes in factories in which employers resisted the union.

Suddenly, East London had moved to labour's centre-stage. It had seen one of the most startling growths in worker militancy in many a year.

This was all the more remarkable in an area which had hardly experienced unionism and where unemployment in Mdantsane township runs at an estimated 30%.

To some, it quickly became labour's siege city, with a rapidly growing and "militant" union on one side and nervous employers and the Government on the other, determined to keep it out.

Certainly the authorities "hold out" against SAAWU until March, when a law would be introduced to assist them.

For their part, most employers initially refused to talk to the union, branding it "radical" and "political". None has yet recognised it.

And virtually all employers reacted to the strikes by firing the strikers.

To many, East London is the soft under-belly of the Government's new labour dispensation. It is here, they argue, that the willingness of the authorities and employers to deal with black unions will really be tested.

SAAWU is different from most other black unions. It is as much a spontaneous mass movement as a union.

It rejects Government registration, not only because it fears the controls in the official bargaining system but because it believes that unions should not register until "all other discriminatory laws" such as influx control and the Group Areas Act are removed from the statute book.

In essence, it argues there can be "no normal unionism in an abnormal society". Employers and officials see this as a "political" demand.

# Labour's 'Siege City'

— perhaps for something more militant, argues an East Cape worker.

None of this is likely to please companies or Government authorities. The Government obviously believes that SAAWU is beyond the union pale and many employers see it as a dangerous mass movement with a distinct tinge of black militancy.

Mr Gweta rejects these assertions. He doggedly insists that "our prime goal is the security of the individual worker on the factory floor".

And he adds that SAAWU wants to negotiate with employers, not confront them. The way to achieve worker security is to achieve recognition, he says.

He goes on to blame the strike wave on Government and employer hostility. "There would be no trouble here if employers were prepared to negotiate with us".

SAAWU is one of the new breed of black union which have recently sprung to prominence. It has sprung from no-where and, like Macwusa in Port Elizabeth, it is not a product of years of careful study of Western European and American union tactics and strategy.

The Government appears determined to resist the union, certainly if it remains unregistered.

Department of Manpower Utilisation's divisional inspector in East London, Mr J Bam, says his office has urged SAAWU to register.

He is obviously concerned that the union isn't registered and that concern is shared by his Minister.

He adds that his staff are actively engaged in trying to encourage employers to use liaison committees, a move which, unintentionally or by design, would weaken the union.

"If there is a strike we go in and tell the employer to improve communication through his liaison committee," he says.

Many employers are also alarmed, more so because the union's emergence has coincided with a rash of strikes.

While they never spread into the sort of strike wave which hit Uitenhage this year, an increasing number of companies were affected. At least 10 East London companies have experienced strikes this year.

The most recent occurred last week at Wilson Rowtree, where about 1,500 workers downed tools.

Some, like National Converter Industries, simply take a hard line. They say the union "promised its members the earth" and lost out. That, the company argues, is the end of the matter.

Others insist they are prepared to talk and have shown "patience and restraint" in dealing with it. But they say that a "militant splinter group" in the union is provoking confrontation.

Mr Gweta denies these charges. The union leadership, he insists, does not fall workers what to do. It merely informs SAAWU committees of the progress of negotiations at their plants and, while it offers advice, it leaves it up to them to decide what action to take.

The union is democratic, he says, and besides, a man with two increment charges over his head is not terribly eager to go looking for a third.

The union plays no role in urging workers to strike, he says.

But he insists that SAAWU does control its members. "We insist on discipline. Our workers have many grievances and the situation is tense, but we tell them these must wait until we win recognition and they must be patient."

"If we are negotiating with a company we tell them that they must not arrive late for work, they mustn't get drunk and they must accept instructions."

Not all employers see SAAWU as a menace. Says one: "I can't buy this

talk about the union being destructive. "We've had no problems and it's too much of a coincidence that the companies which are getting along with SAAWU are managing fine and those who aren't are in difficulties."

Employers in the area insist there is no common hard line. Some also deny that there is official pressure to take one.

But one senior management man, who is talking to SAAWU, says employers are certainly aware of Government pressure not to deal with the union.

"We are in a dilemma. Sound business sense tells us that we must talk to anybody who has majority support. But we are being officially encouraged to take a hard line. We don't have to listen, but obviously the official line influences many employers."

Some also say that more companies are willing to talk to the union — that attitudes have softened.

Certainly, many employers are now talking to SAAWU. Some of the strike-hit factories have opened talks on reinstatement of strikers. A few companies are discussing the recognition of SAAWU committees.

The union believes this has occurred because "employers have learned from the strikers". There are less strikes now because companies are talking, it says.

But, while companies are prepared to talk to the union, East London now. But conflict may well continue until it becomes one

prepared to recognise it. Only a couple are thinking seriously of that option. "I obviously have to talk to anybody who represents the majority of my workers," says one.

But some sources in the area fear that most employers' willingness to talk is merely a delaying tactic in preparation for Government intervention.

"If they are their way of holding out until March, as the Minister asked them to," says one local man.

He believes that the "common front" against SAAWU is alive and well in East London. Time will tell. What is certain is that there is still deep antipathy to SAAWU.

It is easy to see why a union like SAAWU should be strong meat for East London employers, particularly as many have never dealt with strong unions.

It may well be true that relations in many factories have soured since SAAWU came onto the scene.

But some sources in the area insist that this is inevitable when pent-up grievances find expression.

And they argue that the indisputable fact of industrial life in the area is SAAWU's support. "Any manager can come to terms with a union he likes to terms with a union he likes to come to terms with one he doesn't," says one employer.

That isn't a popular view in East London now. But conflict may well continue until it becomes one



Gqweta has been arrested twice — once by Ciskean and once by South African authorities

Worker leaders at three other factories face charges in the courts and recently 126 workers at National Converter Industries were convicted of attending an illegal meeting after a strike there

At one strike, police took it upon themselves to call individually on strikers at one firm, exhorting them to return

And Minister Fanie Botha was moved to fly to East London for urgent talks at which he urged employers not to deal with unregistered unions and to

ker-controlled, Mdantsane. If nothing else, this would make it easier for the union, which is banned in Ciskei-controlled Mdantsane, to operate there, he says

Much of SAAWU's operations directly challenge the Government's liaison committee system and several strikes in the area have been sparked by worker opposition to this system.

Once a SAAWU committee is elected, workers demand the disbandment of the committees — "they are totally ineffective and overall," says Mr Gqweta

Important new trend — the sudden rise of seemingly untrained, but effective, mass unions

"Mainstream" black unions have always operated according to a carefully-laid down strategy. They have battled manfully in terms of this strategy, to carefully build up support on the shop floor

They stress the need not to spread their meagre resources too thinly and to fight those battles which the unions have some prospect of winning

Workers will only stick with a union if it offers them concrete gains. If they continue to lose, they will ditch the union

that clear and the police within-gess to intervene has strengthened the impression

all strikers and replacing them with new recruits from the Mdantsane unemployment queues

There are certainly enough Sente employers blame

WHAT is SAAWU? The organisation is a new factor on the labour scene and some explanation is in order.

The union was born out of a split in the Black Allied Workers Union (BAWU), a black-consciousness oriented organisation, towards the end of 1978.

The split occurred when a substantial number of BAWU members rejected the union's "blacks-only" constitution and decided to form a non-racial union.

"We believe the country has a non-racial future and we must therefore be totally non-racial," says SAAWU national organiser Mr Thozamile Gqweta.

It is a general union organising everyone from steel workers to domestic servants, but plans to split into separate individual unions in time.

From the time of the split until early this year, the union was active in East London but was not a significant force. By March this year it had accumulated about 5 000 members, according to Mr Gqweta. Its chief problem was that it could not find an office in which to meet workers

The turning point came in March, when the union finally found offices. It was then that "workers began flocking to us," he says.

Soon afterwards, SAAWU formed a close working relationship with the African Food and Canning Workers Union, a Cape Town-based union which had opened a branch in East London

Co-operation grew when AFCWU's branch secretary, Mr Bomisile Norushie, was detained by police. SAAWU office-bearers stepped into the breach and temporarily took over administering the union.

Mr Norushie is still in detention and the links have grown. Employers complain that "we can't distinguish between the two unions".

Soon after the union found its offices, Mr Gqweta was joined by two workers, Mr Sifa Njikalana and Mr Xolani Kota, who were fired from SATV, a local company — for union activities, they allege

The union has few of the trappings of other unions, with their sophisticated bargaining

all strikers and replacing them with new recruits from the Mdantsane unemployment queues

There are certainly enough Sente employers blame

handbooks and other worker education material. But it is certainly a force to be reckoned with

Mr Gqweta says he began his union work by standing outside factories, urging workers to join

But, after a while, "workers began coming on their own" It is now up to a core of SAAWU members in each plant to organise their fellow-workers

The union does not ask for recognition from companies until it has organised 60%-80% of the plant's workers.

At that stage a SAAWU committee is elected at the plant and management is sent a letter asking it to recognise this committee. The fact that some 20 firms have received letters is a clear indication of union growth.

Unlike most other unions, SAAWU does not raise worker grievances with management until it receives recognition. Workers, says Mr Gqweta, are urged to "be patient" about grievances until employers are prepared to talk

SAAWU's chief method of sustaining membership interest is the holding of mass worker meetings. These are used, says Mr Gqweta "to educate workers on the purpose of a union and to increase their commitment"

But union meetings are now rare because of official disapproval and the union relies on meetings with its committees in the various plants to maintain communication.

Committees come into the union offices regularly, are briefed and return to inform their members of developments and ask them to decide on action.

One important aspect of the union is its links with the East London black community and its emphasis on "mass participation."

Union officials ride on buses encouraging workers to sing union songs and workers are encouraged to drop in on the office during weekends — many do.

It is this union, which seems amateurish and doomed to immediate failure at first glance, which prompted Minister Botha to fly urgently to East London this month.

RJL 3/10/80 (137) (138) (140) (152)

SAAWU: the tough new breed

1976 6/23 152 17057 31/1/80

# Post strike

EDITORIAL AND other staff members of POST yesterday went on strike after demanding that the Argus Company management meet the demands of staff of the Cape Herald, who have been on strike since last Friday.

The staff at POST said that they would "wait" for management and "our colleagues" to inform them of a settlement.

The strike in Cape Town was sparked off by demands for increased salaries and improved working conditions.

Yesterday, a spokesman for the Herald staff said that they had received full support from the International Federation of Journalists.

"We believe, too, that Argus employees in Zimbabwe have noted our strike and have expressed sympathy and will issue a statement at a later stage," he said.

Yesterday, black journalists on The Star also went on strike in support of the Cape Herald staff.

The Editor of Cape Herald, Mr Ted Doman, said while he was not out on strike and did not support the strike, he did support some of the demands which were made by his staff.

"I have tried to get my staff back to work. But there is no change in the situation and negotiations are continuing," he said.



# Busmen on strike

NM 31/10/80



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44 drivers arrested,  
thousands of workers affected

## Pietermaritzburg Bureau

FORTY-FOUR Hammarsdale bus drivers were arrested and detained after they refused to put their vehicles on the road yesterday

At least 4 840 workers in the industrial areas of Hammarsdale, Pinetown, New Germany and Westmead were affected, according to Mr C J Peckett, group manager of the KwaZulu organisation, Mpumalanga Transport

The strike apparently was sparked when one of the drivers was fired on Wednesday

'Only 10 of the 44-strong fleet were on the road during peak hours,' said Mr Peckett

Bus inspectors and drivers of other KwaZulu bus companies were called in to drive the vehicles

The starters of a number of buses had been tampered with, according to police

Mr Peckett was not prepared to discuss the drivers' grievances and would not say why the driver was fired

'Neither am I prepared to say whether any of the men arrested will be fired. Our main priority is to maintain the bus service and if this means recruiting more drivers, we will do so,' he said

'The drivers were arrested by police for not carrying out essential services and because they did not negotiate through the proper channels'

No charges had been laid, according to a senior police spokesman

Mr Peckett said the company would not lay charges. He expected the bus service to be restored to normal today

Post  
joins  
Herald  
strikers

SASJ  
Times  
31/10/80  
(2) 1122

JOHANNESBURG — Mem-  
bers of the Cape Herald staff  
were still on strike and the edi-  
torial staff of Post-Herald  
had decided to strike in soli-  
darity with them. The managing  
director of the Argus Publish-  
ing and Printing company, Mr  
Hal Miller, confirmed here  
yesterday.

He said in a press release  
that as he had explained in a  
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Cape Herald had been signa-  
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Press Editorial Conciliation  
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"It became a signatory at  
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The staff received the bene-  
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from January 1, 1981."

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#### No pay

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We have said clearly to the  
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the strike may be offset against  
the leave which they have due  
to them. — Sapa



5. 27. 31/10/80 (122) (122) (122) (122)

# Workers allege 'planned' sackings

Warehouse workers of the strike-hit Toyota Marketing Company in Sandton believe some of their dismissals were "planned" by management.

More than 100 were sacked on Tuesday after downing tools in protest against the alleged imposition of unreasonable work

quotas on the picking department. Toyota management claims the dismissals were the outcome of a two-week "go-slow" by workers.

In a statement released yesterday by the Metal and Allied Workers Union, the workers said "they believe the company had planned

to cut down on the picking department."

Reports had reached them some time ago that the plant manager was intending to "remove union members and hire new staff."

In support of their claims, the workers allege

○ About 20 new workers — registered with the Sandton administra-

tion board as "security guards" — had recently been hired to join the pickers.

○ Sales staff had been trained as pickers.

○ Some of the new workers had been told to wait at home until they were needed.

Management comment on the allegations could not be obtained.

FM 31/10/80

STOP PRESS

152

Passers-by in Sauer Street on Tuesday morning were startled to see journalists picketing the entry to *The Star's* building. The normally passive white journalists were catching up with their black colleagues in trade union militancy.

And militancy obviously pays. Before the day was out, previously deadlocked pay talks between employers (basically *Saan* and *Argus*) and the Southern Africa Society of Journalists (SASJ) had been concluded — very much to the SASJ's satisfaction.

Management conceded across the board increases of 12%, plus an additional 4% in merit increases to be distributed at the discretion of editors. "I think this is the best agreement we have ever got out of management," a member of the SASJ negotiating team told the *FM*.

The SASJ is a relative newcomer to

militancy. For years, it was noted more for panicky retreat under management pressure. But with a new and younger breed of leader the attitude has changed.

Black journalists led the way. The *Argus* group was faced with a strike at the *Cape Herald* this week (which is basically a black Media Workers Association of SA shop, though with some SASJ members) and there were strong strike rumblings from *Post* (Natal), where the SASJ has a strong presence.

Management obviously felt it was time to cool things down — and the balance sheets appear strong enough to stand it.

The danger for the journalists is that by insisting on high "across the board" increases as against merit increases they may be creating a structure which rewards mediocrity at the expense of excellence.



31/10/80 ARGUS  
 152 245 415  
**Argus position  
 on Herald strike**

MR Hal Miller, managing director of The Argus Company, confirmed yesterday that members of the staff of Cape Herald were still on strike and that the editorial staff of Post Transvaal had decided to strike in sympathy with them.

He added:

'As I explained in a statement some days ago, Cape Herald has been a signatory to the SA Newspaper Press Editorial Conciliation Board for some time'

It became a signatory at the request of its editorial staff who, at that stage wished to obtain the benefits of the SASJ (South African Society of Journalists) scales of pay. Both the newspaper and its staff have since been bound by the terms of the Conciliation Board agreement. The staff received the benefit of a recent arbitration award to all SASJ journalists and they will benefit from the new higher salary scales and the minimum general increase of 12 percent which will apply from January 1, 1981.

On October 17, while the Conciliation Board was itself preparing for a salary negotiation, the manager of Cape Herald received a letter from Cape Herald's staff demanding considerable improvement in salaries and working conditions. Arrangements were made to discuss the matter at head office with the Cape Herald's manager on October 27. Before that could happen the Herald staff went on strike on October 24.

In essence, they are seeking salary adjustments similar to those made at Post Transvaal earlier this year after a strike at that newspaper.

It is necessary to emphasise immediately that, in line with the wishes of its staff, Post Transvaal has never been a signatory

to the Conciliation Board and no formal agreement has ever governed the salaries and working conditions of its editorial employees. The new scales negotiated for Post Transvaal in the middle of this year were based on salaries actually being paid in this expensive Transvaal labour market. They were somewhat higher than the existing basic SASJ scales but are a good deal less than the new levels which have been negotiated by the SASJ for next year.

'We have said clearly to the staff at Cape Herald that the new SASJ scales and the general increase will apply fully to the editorial staff from January 1 1981, that we are ready to adjust other salaries and wages at Cape Herald in that pattern from the same date and will discuss this in detail when they return to duty and, finally, that we will not pay them while they are on strike. We have added that if they wish, their absence during the strike may be offset against the leave which they have due to them.'

The Herald staff are insisting on being paid while they are on strike and on an immediate increase in addition to the increase they will receive in January.

We have said that we cannot do this.

It is not for management to pay those who strike.

**OBLIGATIONS**

We have emphasised to them and to MWASA (Media Workers Association of South Africa) members at Post Transvaal that the newspapers of the Argus Company other than Post Transvaal are at this moment governed by the Conciliation Board agreement and that we and the staff cannot escape the obligations of

that contract while it is in operation. If a majority of the editorial staff of these newspapers wish to withdraw from the Conciliation Board agreement and replace it with some other sensible negotiating mechanism we would recognise their wishes but would need to give appropriate notice to the Board.

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ADMISSION: 500  
 VENUE: ZIMASA HALL, 1  
 TIME: 6.30 p.m.  
 DATE: 27th September 1980

INVITE

ADMISSION: 500  
 VENUE: ZIMASA HALL,  
 TIME: 6.30 p.m.  
 DATE: 27th September 1980

31/10/80 152 245 415



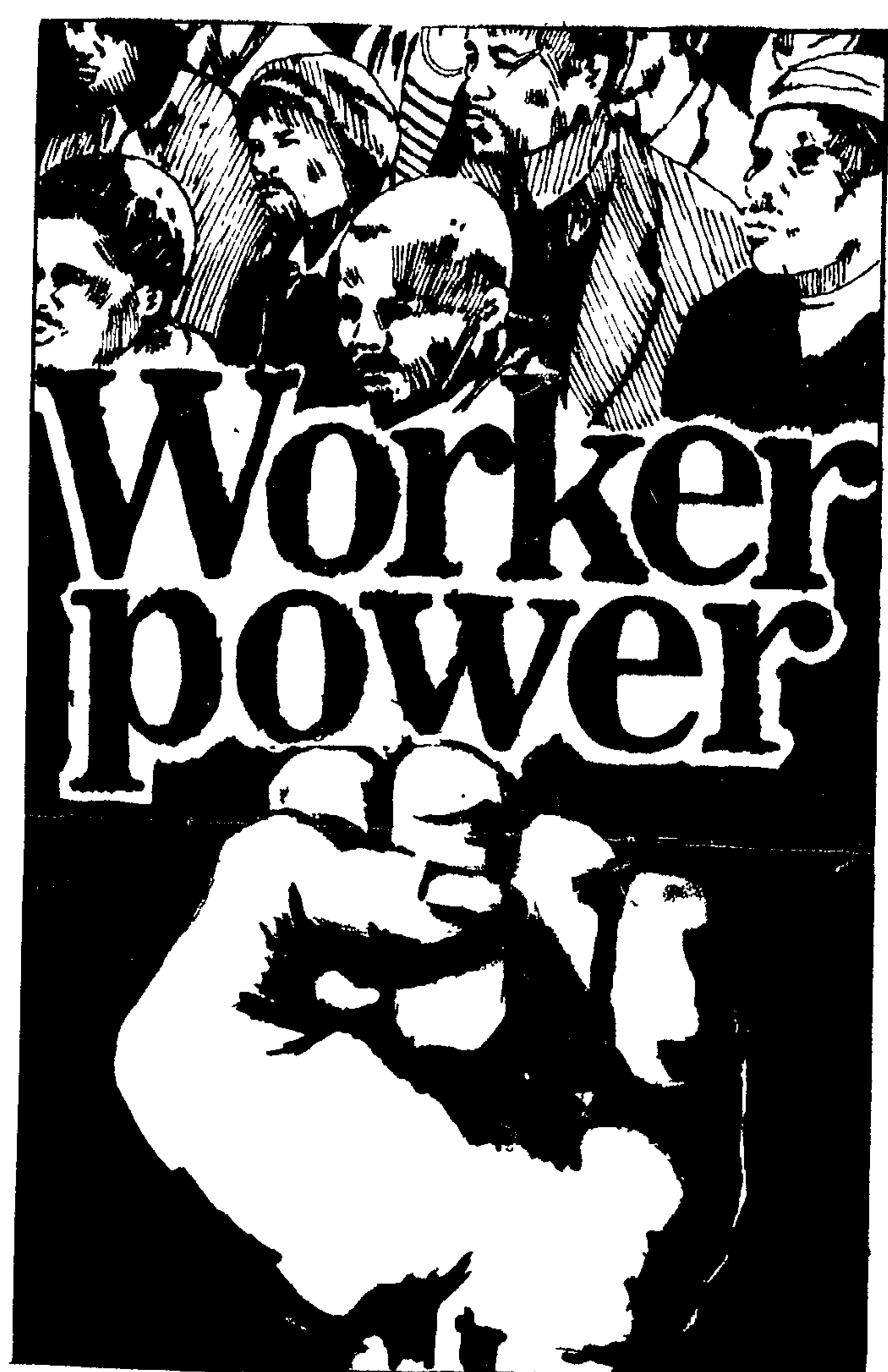
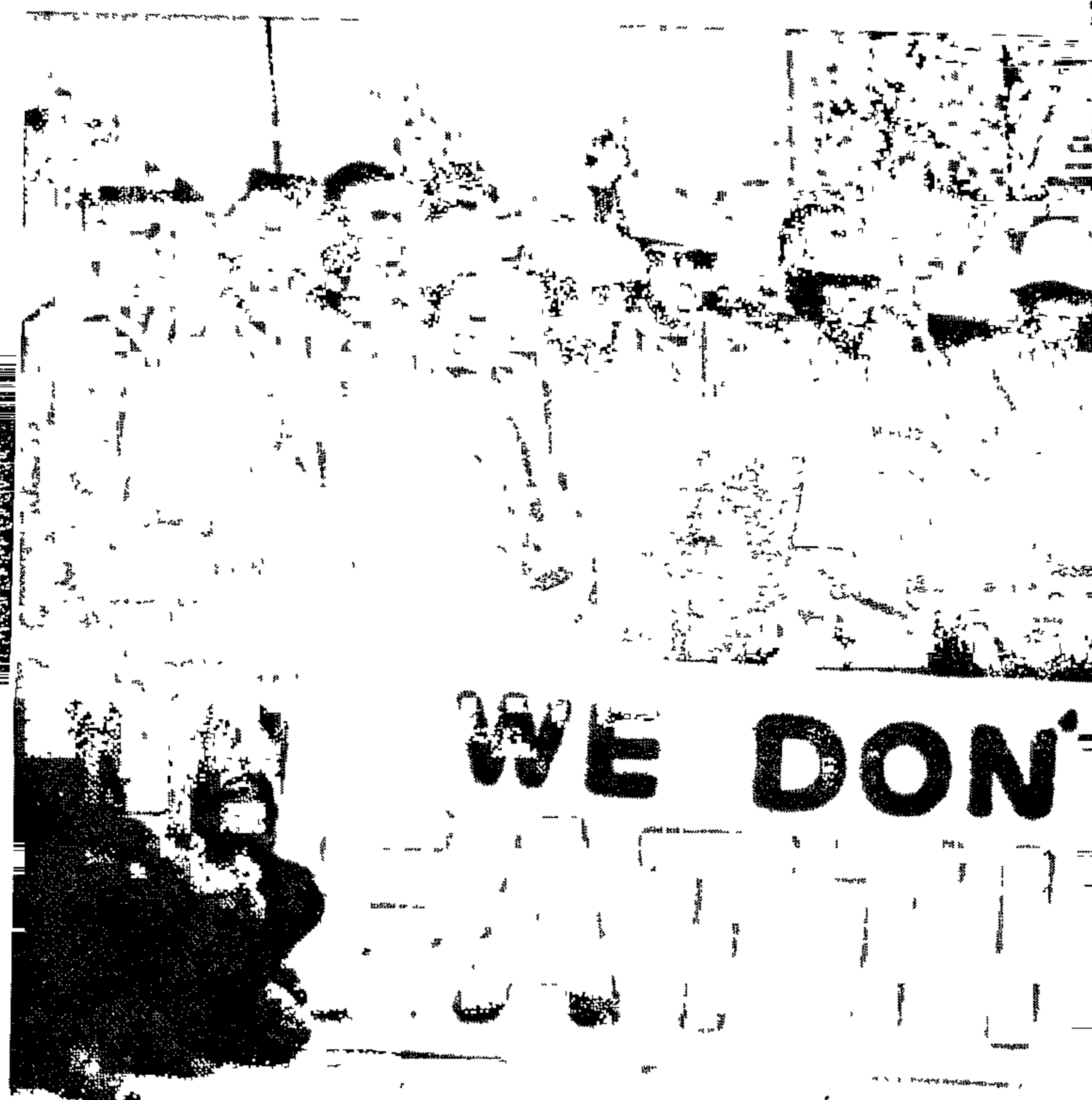
# STR

DATE	INDUSTRY	COMPANY	AREA	NO OF WORKERS	GRIEVANCES/DEMANDS	UNION	STATE INTERVENTION	OUTCOME	NOTES
2/1/79	Food	Rainbow Chickens	Hamarsdale	1000	Wage increase of 10c per hour	-	-	Received increase of 7c per hour	Weekly wage R15,57 Management first offered workers increase of 2c per hour
31/1/79	Textile	Pep Textiles Ind (Pty) Ltd	Umtata	-	Wage increase	-	Re-employed	Workers were paid off to 2/2/79 but re-employed at basic rates	Basic Rates - Males - R10,12 per wk Females - + R8 per wk
February	Fishing		Durban	150	150% wage increase i.e. 20c - 50c	-	-	Workers replaced	
5/3/79	Mining	O'Kiep Copper Co	N Cape	White Union Memb	Protest against employment of coloured skilled workers	Mine Workers Union	-	Coloured workers remained employed	Strike crumbled on 15/3/79
8/3/79	Municipal	Van der Byl Park Town Council	Van der Byl Park	300	Confusion over 4% increase in wages	-	-	Increase granted	
14/3 - 15/3/79	Transport	Botswana Hare Transport Co	Bophutatswana	200	Reaction against dismissal of 10 workers attitude of 4 members of management committee, wage increase from R42 per week, poor working conditions, unroadworthy buses	-	Mr Amos Kgomoqire, Bophutatswana Minister of Internal Affairs & Labour Relations, ended the strike	Drivers resumed work after 3hour meeting with management 4 officials suspended	Dispute not settled A further strike occurred in Nov when 140 workers were paid off
27/3/79	Food	Nel's Dairy	Victory Park, JHB	200+	Dissatisfaction with working conditions: pensions, leave, overtime pay, sick leave, formulation of 5 member committee when workers wanted to elect a works comm	-	60 police called to disperse workers	Unknown	
2/4/79	Meat	Slaughtering services Co Op	Transvaal	1000 white workers	Take over of slaughtering services on op ltd's functions by the 'semi-state' S A Abattoir corporation and the cancellation of contracts between the abattoir corporation & the Co Op	S A Agricultural Union	(Government supported abattoir Corporation)	125 men from other abattoir brought in to maintain level of production during the strike as best they could Corporation willing to re-employ co op men Strike called off on 5/4/79	Workers did not want to work under the corporation as they feared that they would eventually be replaced by African workers
9/4/79	Mining	Elandsrand Gold Mine	Near Carltonville	400	Refused to go to work because of too little pay and too little meat in meals	-	Potchefstroom Police were called in and placed on standby	1000 workers dismissed	
17/19/4/79	Mining	Consolidated Diamond Mines	Oranjemund	5200	Workers thought that an attempt had been made to poison them	-	-	Strike ended after 3 days	An empty container used for packing phosphine was found in a bag of meal-meal
24/4/79	Food	Pattis & Monis	Bellville Cape Town	78	Ten workers unfairly dismissed 5 coloured workers dismissed apparently because of their contact with the union 5 black workers dismissed when they demanded to know why the others were dismissed Union had been contacted about wage increases with the request for a minimum wage of R40 per week as against the R27 50 wage which they were being paid	Food and Canning Workers Union	Police raided Pattis & Monis house were workers lived - Early in July, 20 unemployed and plain-clothes police questioned several workers about their daily meeting in a Bellville Hotel Police harassed workers living in F & M houses - 40 contract workers from the Ciskei lost their right to live in Peninsula longer than 72 hours - One worker was a Special Branch agent	Community boycott of F & M products - All workers re-employed - Promised original jobs as soon as possible - Wages were started as being the same as those before the dispute but were increased by 14% within a month - Contracts of contract workers were renewed - Strike period was not regarded as broken service - F & M provided transport for Ciskei workers to go home over Christmas - No workers were fired for 1 year except for theft or drunkenness - Union agreed not to press wage demands for 1 year - Union agreed to inform organisers of boycott when dispute concluded	Victory for both workers and union - Workers were supported by union for 7 months during which strike took place - Solidarity shown between African and coloured workers - Community support shown in successful boycotts of products - Recognition of unregistered union
27/4/79	Municipal	Post Office	Mobeni, Durban	300	Confusion about wage increase (heard about 15% increase, but received increase of 10%)	-	-	Strike ended when wage dispute was resolved	
April, 1979	Agriculture	None Naude's Hoek Farm	Near Alice	-	Wage dispute - demanded higher wages	-	-	Workers promised R10 per month increase, but were then fired or were ordered to leave the farm	
2/5/79	Food	Lanko Co Op	Langkloof	50	Workers resigned because they were "presumably dissatisfied"	-	-	A fellow worker died	The worker died after being kicked and beaten by a white manager who claimed that the worker had wrongly switched a machine on and allegedly put another man's life in danger Management reported that workers were not dissatisfied but that it was normal that blacks came and left the company
9/5/79	Transport	Stuttafords van Lines	Wynberg, JHB	Entire Staff	Reinstatement of six workers who were fired	-	Police called in during strike	Worker committee called for workers to return to work	
June '79	Packaging	Tony Rabine	JHB City Deep	70	Wage dispute R11 per week	Industrial Aid Soc. intervened	-	Minimal wage of R17,20	
2/6 - 3/6/79	Mining	Cooke 2 shaft, Randfontein	JHB	-	Kept underground later than usual	-	-	Workers not dismissed No more information available	
20/6/79		Corobrik TVL	Edenvale,	-	Wage dispute Demanded increase	-	Police called in	Management promised to look into the issue	
29/6/79	Mining	Framatite Mill	New Germany, NTL	800 - 1000	Wage dispute demanded 25% increase	-	-	Workers returned to work when threatened with dismissal	
June '79	Mining	Randfontein Estates Gold Mining Co		2510 members of TOA	Wage Dispute Demanded 16% increase	Technical Officials Assoc	-	Only granted 10% increase Pretoria Supreme Court granted an interim order preventing TOA from continuing with go-slow	
3/7/79	Building	S M Goldstein & Co	Wynberg, JHB	131	Wage dispute Demanded increase	Building Construction and Allied Workers Union	-	Workers dismissed 44 re-employed, others sent back to homelands	
11/7/79	Motor	General Motors, Ford, V W	E Cape	-	Wage increase Job security	National Union of Motor Assembly & Rubber workers S A Iron & Steel workers African Union United Automobile Rubber & Allied Workers Union	-	Across the board 8% increase	
Aug '79	Food	Clover Ice Cream	Pretoria	-	Worker dismissed when he complained of threats of shooting and racism from a mechanic	-	-	-	
10/8/79	Coal	Wolpert Coal Merchants	Booyens	4	Workers dismissed after newspaper report of non-existent cleaning facilities	-	-	-	
17/8/79	Transport	Doreen's Transport	JHB	30	R10 per week increase on wage of R20	-	Police watched	Returned after winning R4 increase	
18/8/79		Carborundum Universal	-	-	7 resigned Union committee had not been consulted in dismissals of 5 who had been fired for alleged theft	-	-	-	
27/8/79	Transport	OTS Cartage (Pty) Ltd	Durban	200	Wage dispute were receiving R15 - R22 weekly Demanded R50 weekly	-	70 police present Security police arrived on first day of strike	A number of workers dismissed, 47 of dismissed workers re-employed following day, 38 new workers were employed from labour bureau	Director denied workers' accusations about wages and increases
28/8/79	Transport	SAR Kas-erne Depot	Jeppe, JHB	1000	Not paid on usual day of month (27/8)	-	-	Returned to work the following day	





# KES



esque plus 10 000







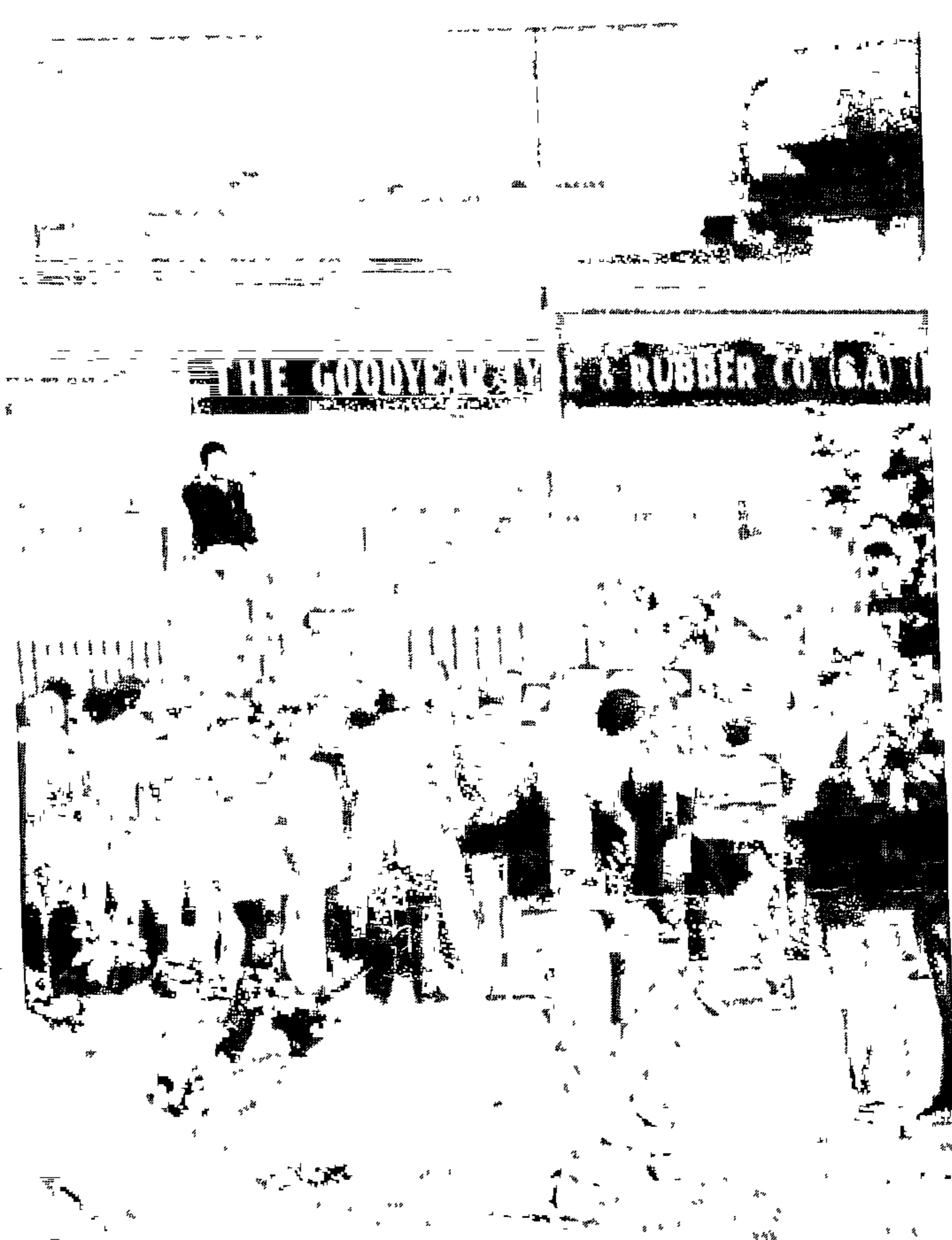


# STRIKE

DATE	INDUSTRY	COMPANY	AREA	NO OF WORKERS	GRIEVANCES/DEMANDS	UNION	STATE INTERVENTION	OUTCOME	NOTES
9/1/80	Dairy	Transvaal Dairies	Malvern East, JHB	270	Dissatisfaction with work committees for failing to convey worker's grievances - Pay increases	-	-	Management paid pay issue would be discussed with a new works com elected from 14 people nominated by the workers	-
9/1/80	Mining	Black Mountain Miner- opment Co	Aggenais, M W Cape	200	Across the board wage increase	-	-	200 sacked, endorsed out to Transkei 900 given ultimatum - Return to work or else	-
15/1/80	Pipe Factory	Pilelok (Pty) Ltd	Germiston	60	Delay in wages	-	'Police attended'	Unknown	-
25/1/80	Meat	Butchery owned by S A Meat Supply	Eastgate, TVL	10 (women)	Extent of workers duties	-	Police informed in case of further trouble	Workers fired	-
31/1/80	Engin	Stratford Eng Co	Ophirton	11	Only one worker received pay increase Demand for standard wage rate	UTP	-	Workers 'signed off' Replacements found immediately	-
January	Shipping	African Shipping (Natal) Ltd	Durban	-	Pay Dispute Racist management insulting workers	S A Allied Workers Union	-	Union threatened court action Management publicly apologised	No strike action
2/2/80	Trucking	Sunrape Fruits	Wadeville	28	Retrenchment of workers Demands works Comm	Transport & Allied Workers Union	-	Management agreed to committee nominated by management Rejected by workers	No strike action
Early Feb	Eng	CMGW	Saldanha	500	Dismissal of 1 worker for allegedly threatening a foreman Demands reinstatement of all workers Election of worker's Committee	WPGWU	Riot Police and dogs escorted workers to the station	8 initially dismissed 500 bussed back to C T 280 endorsed out to Transkei Workers committee elected	-
6/2/80	Motor	Kalber Automotive Products	Rooyen's Reserve	27	Non-payment of monthly bonus	-	-	19 returned as 'new workers' after dead-lock with management	-
12/2/80		Reliable Prod Co	Steele Dale	7	Refusal to work in bad conditions	-	-	Workers dismissed and replaced	No strike action
14/2/80	Hotel	Holiday Inn	Jan Smuts Airport, JHB	7	Management threatened R50 pay deduction for 'stealing' Workers demanded that their names were cleared	-	-	Workers dismissed	-
19/2/80 -29/2/80	Fruit	Fruit Grower's Co-op	Ceres	750	Dismissal of worker involved in wage negotiations	Food & Canning Workers Union	-	Striking workers replaced 700 returned on 29 Feb FCWU said management agreed to reinstate workers	-
22/2/80	Clothing	Elmar Underwear	Fordsburg JHB	200 (w.o.n.)	Unreasonable demands by management	Garment Workers Union	-	Agreement between union and management situation resolved	-
22/2/80 (Punch Operators)		FUTCO	Wynberg, JHB	11	Wage increase demanded	-	-	Workers dismissed	-
		Kleenen Brushworks	Nowlands, JHB	29	Wage increase demanded (Wages R15 to R18)	-	-	Workers dismissed	No strike action
4/3/80	Textile	Ultratex	Joburg	8	Unloading trucks Low wages Not paid out for Med costs while injured on duty	-	-	Workers dismissed	Workers allegedly absent without leave for 2 days
Early March	Glass	Coca-Cola Vaal Bottlers	Transvaal	+100	Pay deductions No bonus at end of 1979 Assaults Slow registration of workers	-	-	Unknown	-
24/3/80	Meat	Karoo Meat	Cape Town	59	Dismissal of unregistered worker without consulting worker's committee	WPGWU	-	Workers reinstated with a week's back pay Management agreed to consult worker's committee in future	-
2/4/80	Fencing	African Gate & Tasher	Elandsfontein	21	Low wages Demanded wage increase	-	-	Workers dismissed	-
4/4/80	Hotel	Sun City	Bophuthatwana	Cleaning staff	Wage dispute Demanded wage increase	-	-	Received wage increase	-
7/4/80	Textile	Veldrun	Uitenhage		Management refused to comment on nature of grievances	-	-	Unknown	-
9/4/80	Cable	African Vereeniging	Calder Ltd	1100	Premature retirement of managing director	-	-	Unknown	Managing director clashed with conservative board of directors
25/4/80	Fruit	Kromriver Apple Co-Op (Kromco)	Grabouw	42	Wage dispute Demanded higher wages	Demanded F & CWU	-	All coloured workers reinstated \$5 contract workers re-employed then or during next season Wage increases granted	-
28/4/80	Timber	North-west Timber and Hardware	Joburg	8	Wage dispute Demanded higher wages	-	-	Workers dismissed	-
April		Kleenen Brushworks	Nowlands Joburg	29	Low wages Demanded wage increase	-	-	Workers dismissed	Women paid R15,00 Men paid R18,00 per week
Early May	Food	Damson Dairies	Turfontein, JHB	45	Wage dispute Demanded higher wages	-	-	Management promised wage increase by July and ratification of wage errors allegedly caused by computer	-
14/5/80	Transport	Ullman Bros Cartage	Industria Joburg	120	Odd working hours Overtime pay Non-registration of workers Demanded R30 wages per week	-	-	Unknown	-
17/5/80	Meat	Table Bay Cold Storage & Meat Supply plus 20 factories	Cape Town	800	Refused to recognise worker's committees Demanded unconditional reinstatement of all workers and recognition of unregistered worker's committees At Table Bay & Nat Meat	WPGWU	Detention of 7 union organisers/helpers Government supported management Union pamphlets banned 9-15 June several arrests relating to meat strike 12 June 42 workers arrested for pass offences during police raid on TBCS hostel 19 June 42 workers deported to Transkei 2nd June State raised floor-price of meat by 25% to alleviate pressure on management	Scab labour employed during strike Workers dismissed and paid off	Wide-spread community support shown by boycott of all red meat products during strike and collection of R100 from the community
22-27 May '80	Textile	Frans Group Frametex, Nortex and Feltext	New Germantown, NTL	6000	Demanded 25% wage increase	National Union of Textile Workers	3 representatives of workers arrested and charged for promoting illegal strikes Union meetings banned Riot police used tear gas to disperse meetings	6000 workers fired but refused to accept their dismissal All workers except 117 returned to work Management promised 15% rise from July & 10% from January Also promised a pension scheme identical to that of whites	-
22/5/80	Textile	Het Trueform	Cape Town	3000	Wage increase because of bus fare increase	Garment Workers Union	-	Management agreed to wage increase within 48 hours	-
27/5/80	Textile	Tej Ltd	Steenberg	200	Wage dispute Demanded R3 a week increase for attendance allowance	Garment Workers Union	-	Union appealed to the Industrial Council	-
27/5/80	Services	Scooter-delivery men	Joburg	200	Low wages High risks of job	-	Police forced protesters to disperse	Unknown	-
28/5/80	Metal	Roly Precision Castings	Boksburg TVL	55	Dismissal of worker	Metal & Allied Workers Union	55 workers arrested and charged with striking illegally	Released on bail 11 12th charges against the police Bail withdrawn in 3 cases No more information	-
2/6/80	Construction	IFA	Blackheath Cape	400	Wage dispute Demanded wage increase and union representation for coloured and african workers	-	-	Miners returned the next day Management tried to set up a representative committee	-
2/6/80	Mining	Stilfontein W-TVL Gold Mine		4500	Wage dispute	-	Teargas and baton charges by police	Unknown	-
2/6/80	Advertising	Afric Mail	C T	28	Higher Wages to accommodate transport costs Wages from R5 to R18 per week	-	-	Management denied grievances Scabs employed Some workers returned	During bus boycott workers wanted transport assist
3/6/80	Construction	Dura	Diep River	600	Wage dispute Demanded higher wages and union representation	-	-	Unknown	-
7/6/80	Metal	Steel Pipe Industries	Elandsfontein	300	Dismissal of a worker Demanded recognition of worker's committee	FOSSMU Workers Project	-	28/300 dismissed Management promised recognition of worker's committee	-



# VIES



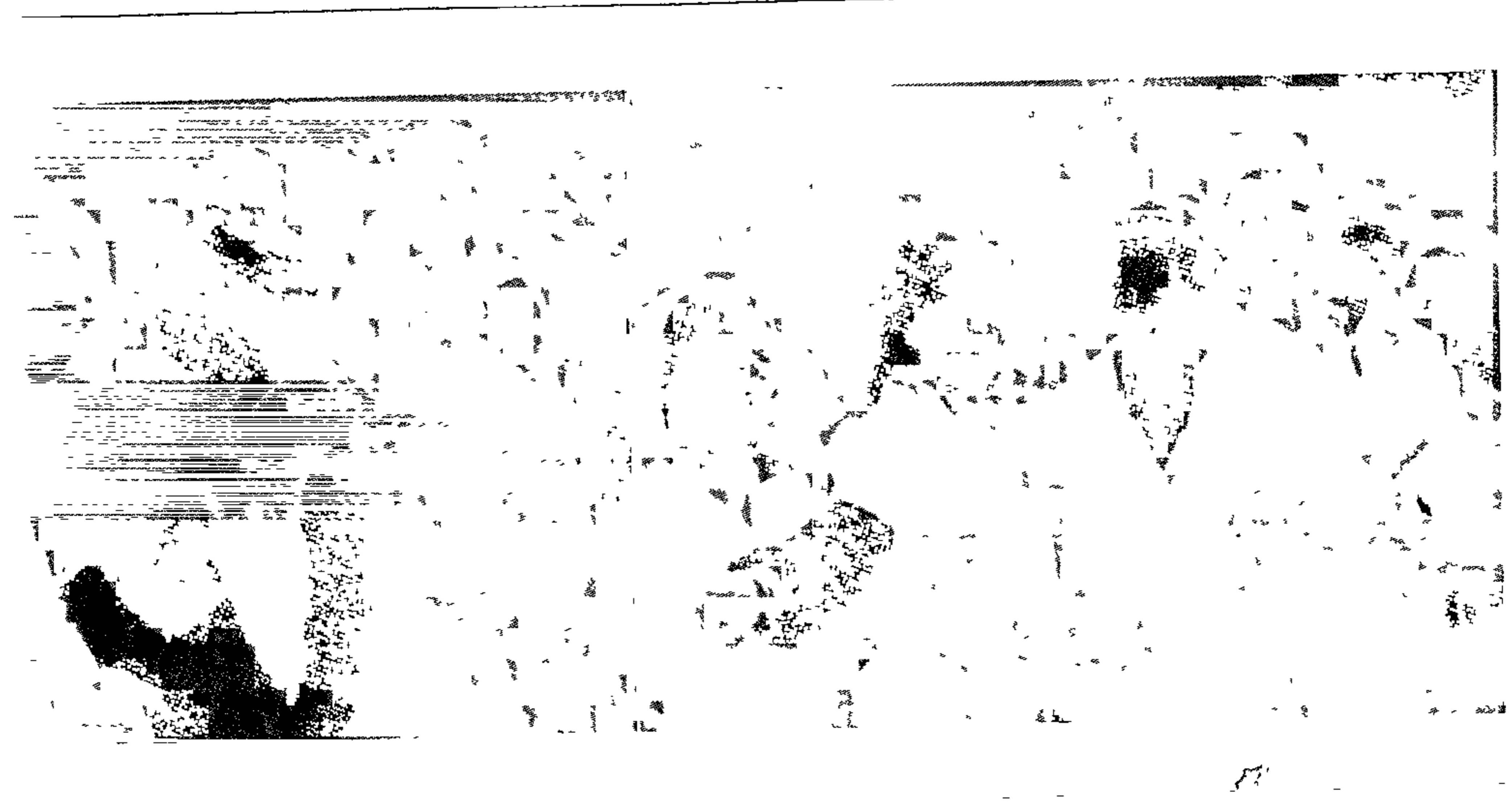
**THE UNION IS STRENGTH**





# 1980

DATE	INDUSTRY	COMPANY	AREA	NO OF WORKERS	GRIEVANCES/DEMANDS	UNION	STATE INTERVENTION	OUTCOME	NOTES
8/6/80-10/6/80		City Market	Clarwood Durban	240	Wages - R17,12 p/w Demanded R15 increase	-	Returned 10/6 having been promised inc	-	-
13-17/6/1980	Food	Western Province Preserving Co	East London	650	Management refused to disband liaison committee Demanded recognition of union reps	African F & C&U	Two union shop stewards arrested by police	Returned to work gains	No
16/6/80 to 7/7/80	Motor	Volkswagen	Uitenhage	3500	Minimum wage of R2 and R4,6t for drivers	United Automobile Workers Union National Union of Motor & Rubber W	1 worker killed and 1 wounded by police in township	80% wage increase guaranteed by 1982 Immediate increase from R1,15 to R1,40	Strike seen as result of Pabco infiltration into unions Strike not primarily over wages and conditions but to draw attention to political, economic and social grievances IMF sent R25 000 to support striking workers
17/6/80	Motor	Hella Lighting Equipment	Uitenhage	700	Demanded increase from 65c to R1,50 an hour	-	Twoigas to disperse women 7 attacks in 18hr period especially in Awantobule township	Majority dismissed 35 women returned on 23/6/80	-
17/6/80	Motor	SKF Wheel-bearings	Uitenhage	130	Demanded minimum wage of R2 per hour	-	-	Strikers paid off	Striking black workers not supported by fellow coloured workers
18/6/80	Construction	Link	Uitenhage	500	Wage dispute Demanded higher wages	-	-	Unknown	-
18/6/80	Milling	UCM Milling	Uitenhage	250	-	-	-	250 dismissed labour employed	Scab
18-0/6/1980	Transmission Plant	Borg-Warner	Uitenhage	Entire Work Force	Minimum wage of R2,50 an hour	-	-	Shop stewards asked workers to return Firm offered increase in terms of Steel & Engineering I C agreement	-
19/6/80	Motor/Rubber	Goodyear Tyres	Uitenhage	600+	Minimum wage of R3 an hour from R1,10 an hour	-	Escorted by riot police to townships Teargas used to prevent gatherings Teargas dispersed 1200 workers who would not accept payoff	Plant closed until 23/6/80 Management threatened dismissal if workers did not return on 23/6/80 600 paid off on 20th 1000 paid off on 26th	-
19/6/80	Steel	National Standard	Uitenhage	120	Demanded minimum wage of R2	-	-	Management agreed to negotiate with worker's committee	-
19/6/80	Clothing	Gubb and Inggs	Uitenhage	700	Unknown	-	-	Unknown	-
20/6/80-22/6/80	Manufacturing	NW Valves	Durban	80	20% wage increase from R41 to R70 demanded	-	Entire staff paid off after 2 days	-	Company only prepared to negotiate with Industrial Council
21/6/80	Power	Koeberg Nuclear Power Station	Cape	60	Higher wages	-	Unknown Negotiations underway	-	-
1/6	Shipping	-	Durban	-	Higher wages	Creole Union of Merchant Marine Eng	No problems for Durban harbour	-	World-wide strike
8/7/80	OK Bazaars	Pretoria	200	Rejection of 'ineffective' works committee Pay increase of R60 per month	-	-	Return under protest Negotiations continued	-	-
8/7/80	National Converter Industries	East London	200	Recognition of workers comm demanded	S A Allied Workers Un	3 union members fired Liaison committee rejected by workers	-	-	-
9/7/80	Transport	Putco	Joburg	80	Lack of adequate bargaining structure Bad working facilities No security of employment R35 weekly wage inc, reinstatement of dismissed workers, recognition of TAWU, disbanding of liaison committee	Transport & Allied Workers Union	Baton charge of crowds of stranded commuters	Putco management recognised TAWU Wage increase of R15 accepted under protest	Strike affected 150 000 workers
17/7/80	Masonite (Africa)	Estcourt	200	Protest against Patterson grading system	-	-	Production resumed after 3 shifts disrupted	-	-
18/7/80	Engineering	Bilger TVL	Meyerton, TVL	8	-	-	Dismissed for 'pure misconduct'	-	Not a strike
22/6/80	Eng	WGM Valve Factory	Natal	80	20% increase including shift allowance payment Grieved about refusal of representation of industrial committee	-	-	75 workers returned after two days	-
24/6/80	Textile	African Cotton Manufacturing Co	Isipingo Natal	11	Racist management Demanded wage increase from R18 or R23 to R50 weekly Also recognition of the union	Textile Workers Union	-	Unknown	-
27/6/80	Basket	Itereleng Workshop for the Blind	Pretoria	300	No worker representation Also low wages R11 weekly on piece-rate system	-	Police called in - workers allegedly threatened to set fire to institute	Institute closed 300 workers dismissed	-
June	Clothing	Unnams Lingerie factory	Joburg	100	12% wage increase	GWU	-	12,5% increase for most of TVL's 23 000 workers negotiated by union	-
June	Paper	Premier Paper Mill	Klipriver	7	Wage dispute	-	-	Unknown	-
end of June	Textile	Natal Thread Co	Hammersdale, WZL	7	New shift system and a pay increase	-	Riot police dispersed the crowd	Unknown	-
21/7/80	Paint	Imperial Paint Prod	Industrial North TVL	80	Pay increase of R15	-	-	Workers would not accept 10% increase, left company	-
21/7/80-23/7	Textile	Veka Clothing	Newcastle	1021	Wage increase	Black Allied Workers Union	-	861 re-employed after 2 days	BAMU claimed remaining workers not re-employed because of BAMU membership Company favoured Workers Union of Natal (WUNA) Newcastle a 'border area' no minimum wage legislation
23/7/80	Mining	Kriel Colliery (Anglo Amer)	E TVL	7	Dissatisfaction over changes in shift times	-	-	Most Workers returned 24/7/80	-
24/7/80	Municipal Council	Joburg City Council	Joburg	10000	Wage dispute	BAMU (un-registered) MUCSA BAMU, detained after which strike collapsed (registered during strike)	Management dismissed workers and deported them to the homelands	Strike affected all municipal departments Military and organisation displayed by migrant workers in the compounds Support of BAMU Rejection of UTMU	-
25/7/80	Food	Union Steam Bakery	Kroonstad	80	Wage increase from R15 to R25 per week	-	5 workers fired, then detained 3 released	-	-
26/7/80-29/7/80	Textile	Van Neth Clothing	Fordsburg	7	Protest against fellow worker supervising them	Nat Union of Clothing workers	All returned by 29/7/80	-	Management co-operate
29/7/80 to 7/8/80	Press	Post and Sunday Post	Joburg	4-50	Improved working conditions Renewal of salary scales Formal acceptance of WASA	Water's Assoc of S A	-	Returned on 7/8/80 Wages increased	-
July	Construction	(Sasol III) Fluor Cons	Secunda	18000	Objected to security arrangements curfews and harassment by security and military personnel	-	2 coloured workers shot during riots Stoning and arson	Management sent workers home for the weekend 111 workers dismissed	R240 000 damage done
1/8/80	Food/Meat	Eskort Bacon	Estcourt	500	'Work or be fired' ultimatum Most returned 4/8 A 'handful of agitators' fired	-	-	Wage increase	Took place during Wambuzi townships bus boycott
4/8/80	Construction	(Sasol III) Plant) CNGM	Secunda	750	Demanded higher wages	-	-	70 dismissed and sent to KwaZulu East received R4,80 weekly increase	-
5/8/80-9/8/80 (Fruit)	Agriculture	Zebediele Citrus Estate	N E TVL	1500	Wage increase of 80c per day increase of wage Minimum of R25 to R41 per month	-	-	Workers paid off 9/8 and replaced	Seasonal agric Labour involved
6/8/80-22/8/80	Batteries	Ray-Lite	East London	250	Rejection of Liaison Committee Demanded acceptance of workers' committee Recognition of SAAWU Reinstatement of all workers Release of Union officials	S A Allied workers' Union	Baton charge by police Union leaders Gqweta and Nyikalama charged under Riotous Assemblies Act, and imprisoned Security Police urged workers to return to work	Unknown	-
0/8/80	Food	Collondale Cannery	East London	400	Retrenchment of 6 colleagues incl chairman of worker's comm Demanded reinstatement of all workers	AF & CWU	-	400 fired but refused to be paid off Workers still striking	-



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INDUS. REL. - Strikes

1-11-80 - 31-12-80

H. H. ...



# Black journalists' strike hits SAAN

STAR 3/11/20 (195) (152) (157)

The black journalists' strike today spread to another major newspaper company

A spokesman for the Media Workers' Association of South Africa (Mwasa) said journalists employed by SA Associated Newspapers would refuse to work when they reported to their offices today

This followed a call by the Southern Transvaal region of Mwasa yesterday for a national strike by black journalists.

Natal members of (Mwasa) also joined fellow members in the decision to strike

No details have been given on which newspapers were affected.

At the same time, newspapers of the Argus Printing and Publishing Company — where strike action started — were faced with a boycott threat.

Pamphlets urging a boycott of all Argus group newspapers, including The Star, Post (Transvaal) and Sunday Post, have been distributed at railway stations and at the Orlando Stadium, another Mwasa spokesman said.

Yesterday's Mwasa meeting called for the boycott and said it might be extended to other newspapers

The meeting also resolved to seek the support of other black community organisations — which the

spokesman would not name.

Striking journalists at The Star were today told to hand in their company security cards and to leave the building until the dispute had been settled

The Mwasa demands, listed in a statement issued after yesterday's meeting, are that.

- Salaries, wages and working conditions of all black media workers be improved.

- The situation at the Cape Herald be resolved. Cape Herald workers have struck in support of a demand for the extension of wage scales negotiated at Post (Tvl) after a stoppage earlier this year.

- All salaries be paid for the time they have been on strike because management is responsible for the dispute

- Management talks to Mwasa's elected representatives.

Argus management has said it was never given time to negotiate, and that it is, in fact, offering more pay than the strikers are demanding

As a signatory to the SA Newspaper Press Editorial Conciliation Board, the Herald is bound by the terms of an existing Conciliation Board agreement, management holds

Management has also stated that it will not pay strikers for the time they have been off work.

CAPE TIMES 1/11/80

# Herald: Public 'misled'

Staff Reporter

THE Cape Herald staff association yesterday noted "with regret" what the association saw as an attempt by the managing director of the Argus Company, Mr Hal Miller, to "deliberately mislead the public" about the reasons for the strike at the newspaper.

Mr Miller said yesterday that

- The Cape Herald became a signatory to the SA Newspaper Press Editorial Conciliation Board at the request of its editorial staff who wished to obtain the benefits of the SASJ scales of pay;

- The staff received the benefit of a recent arbitration award to all SASJ journalists and would benefit from the new increases to be implemented from January 1, 1981

The association said yesterday that Mr Miller had created the wrong impression that only journalists, for whom a new salary agreement had been reached — were on strike

"He has done this knowing that the clerks, telephonists, advertising and tele-ad salespeople are also on strike"

These categories were not represented on the SA Newspaper Press Editorial Conciliation Board



11/18/80  
Newsmen  
strike: (152)  
no Post  
today

THE strike by black journalists, members of the Media Workers' Association of South Africa, continued yesterday at the Cape Herald, which is not publishing, at Post (Transvaal) and at the Star.

Post appeared yesterday, but will not be published today. It is understood Sunday Post and Monday's edition of Post will also not be published.

Mr H W Miller, managing director of the Argus Company said yesterday. "It seems that management is being accused — wrongly — of refusing to negotiate and thus causing the strike. Yet management was never given time to negotiate — and is in fact offering more pay than the strikers are demanding."

In a statement released in Cape Town yesterday, Mr A Salie, convenor of the action committee of the Cape Herald Staff Association, said Mr Miller had tried to create the wrong impression that only journalists, for whom a new salary agreement had already been reached, were on strike.

The statement said clerks, telephonists and advertising salespersons were also on strike and these people were not represented on the SA Newspaper Press Editorial Conciliation Board. — Sapa

# Toyota workers can go back to work

WORKERS at Toyota's marketing warehouse in Sandton, who refused to continue to accept the company's normal work standard, would be offered re-employment, without a break in their service, if they report for work on Monday, Mr Colin Adcock, the managing director of Toyota South Africa, said yesterday.

Reacting to a "wild accusation" about a "purge plan", made by the Metal and Allied Workers' Union, Mr Adcock said the workers involved were pickers, whose duty it was to pick lines of motor parts.

A computer system, introduced last year had increased the possible efficiency of pickers from 230 to 260 lines a day.

All 20 pickers involved in the dispute were picking at least 280 lines a day by the week ending September 16, and 14 of them averaged 307 lines a day while the best managed 3 800.

Then the average began to drop, and by October 21 absenteeism had increased alarmingly and productivity had dropped by 33% overall, Mr Adcock said.

Of the original 20 pickers one had been arrested and charged with theft, two had been discharged for fighting on duty, one was on leave, one was absent, one had deserted and had been discharged and one had been reassigned.

On October 27 the 13 remaining pickers were told that if they failed to achieve 260 lines a day they would be warned, and after two warnings they would be dismissed if they still failed to reach 260 lines. The next day they told the management they would not work until the warning was withdrawn.

The management refused to withdraw the warning, and after repeated requests to the workers to resume work a total of 97 were dismissed —

Sapa



**Post strike**  
*S. A. 1/1/80*  
**in third day**

There was no Post (TV) on the streets today as strikers entered their third day of their most recent strike. Black journalists demand the recognition by newspaper managements of the Media Workers' Association of South Africa (MWAS) as the mouthpiece of black newspaper workers.





JOHANNESBURG — The black journalists' strike today spread to another major newspaper company

A spokesman for the Media Workers' Association of South Africa (Mwasa) said that journalists employed by SA Associated Newspapers would refuse to work when they reported to their offices today

This followed a call by the Southern Transvaal region of Mwasa yesterday for a national black journalists' strike

#### HERALD

As the Cape Herald strike entered its 10th day today, a memorandum, containing the demands made by the newspaper's staff, was issued

The demands were made to The Argus management on October 17 but were not available to the public

They include:

Salary scale for all secretaries, typists, clerks and switchboard operators

# Press strike spreads

to start at R225 a month. By their fifth year they should earn R425

Scale for sales representatives to start at R355, by their fifth year they should earn R540

Scale for telead sales employees to start at R285. By the fifth year they should earn R500 a month

#### LOWER

The demands made for their reporters were lower than those offered to the Southern African Society of Journalists recently

The Cape Herald's demands were R320 for a first-year journalist, with a fifth year salary of R600.

The SASJ received R700 for fifth-year journalists.

In a statement issued today by the Western Cape Traders' Association, it was alleged that the black staff of The Cape Herald were lower paid than their white counterparts on The Argus

The manager of The Argus, Mr L P Willis, declined to comment

● The Argus Group's head office has said it was never given time to negotiate, that it is in fact offering more pay than the strikers are demanding and that as a signatory to the SA Newspaper Press Editorial Conciliation Board, the Herald is bound by the terms of an existing conciliation board agreement

● A spokesman for the Cape Herald action com-

mittee said they had met the managing director of The Argus Company, Mr Hal Miller, today.

'Mr Miller repeated the company's attitude towards the strike, saying we would not be paid while on strike and that our demands would not be negotiated until we returned to work'

The spokesman said the strikers would not go back to work until their demands for new wage scales had been accepted in principle

Mr Miller was not available for comment — Argus Correspondent and Staff Reporter

152 kom  
3-11-80

# Black media workers to go on nationwide strike

Staff Reporter

MEMBERS of the Media Workers' Association of South Africa (Mwasa) will go on a countrywide strike this week and will not return to work until managements meet their demands

The decision was taken at a meeting of the Southern Transvaal Region of Mwasa in Soweto yesterday

The four-hour meeting follows the strike called last week by the black staff of The Star and Post (Tvl) in solidarity with striking journalists on the Cape Herald. The Cape Herald staff have been on strike since October 25

The Argus management has

refused to meet demands by Herald staffers for an immediate increase and for pay while they strike

The Argus group has said that the Herald journalists would benefit from the 12% across-the-board increase awarded last week in negotiations with the South African Society of Journalists (SASJ)

The Star's black editorial staff joined Herald staffers asking for similar wage increases to those gained by Post (Tvl) staff after their August strike

A statement released after yesterday's meeting read "Mwasa has decided to go on strike. All our members throughout the country will go

on strike this week and will not go back to work until managements meet our demands'

Mwasa is demanding that

- o Salaries, wages and working conditions of media workers be improved

- o The situation at the Cape Herald be resolved

- o All the workers be paid for the time they have been on strike, because managements are responsible for the situation

- o Managements talk to Mwasa's elected representatives

Meanwhile, thousands of Mwasa pamphlets were distributed in Soweto yesterday urging the black community to support the strikers by boycotting Argus newspapers



132 ROOM 4 11-80

# Black newsmen's strike spreads

Staff Reporter

THE strike by black, coloured and Asian journalists spread yesterday to the Rand Daily Mail, the Financial Mail and at least two Natal newspapers

This brings to seven the number of papers affected and the number of newspaper workers on strike to about 100

Besides the "Mail", papers affected yesterday were the Daily News and the Sunday Tribune, both based in Durban

The "Mail" and the Financial Mail are owned by South

African Associated Newspapers All other strike-hit papers are owned by the Argus Company

The strikes are chiefly aimed at expressing black journalists' support for striking workers at the Cape Herald

Journalists at the Herald are striking in support of wage demands

All the strikers are members of the newly-formed Media Workers Association of South Africa, which aims to represent all black, coloured and Asian

media workers, including messengers, cleaners and other non editorial staff

Late yesterday strikers at the "Mail" were still having talks with the managing director of South African Associated Newspapers, Mr Clive Kinsley SAAN has said it is prepared to hold discussions

However, a spokesman for the Argus Company, Mr Peter McLean, said yesterday his company's stand that it would not negotiate with striking journalists was unchanged

SAR 4/11/80

Newsman (152)

## still strike

By Mike Derry

The black newspaper workers' strike continued today as members of the Media Workers' Association of South Africa (M.W.A.S.A.) supported their colleagues on the Cape Herald.

About 100 black newspaper workers, on seven newspapers, are on strike in support of the Cape Herald strike.

Journalists and other workers at the Herald are striking for better wages and working conditions.

Talks between strikers at the Rand Daily Mail and the newspaper's management are expected to continue today.

The Argus Company is talking, almost on a daily basis with Herald staff to keep channels open, but will negotiate when strikers return to work.



152  
Media  
men NM  
4/11/52  
join  
strike

**Mercury Reporter**  
THE Natal Branch of the Media Workers Association of South Africa yesterday decided to join the black journalists strike, according to branch chairman Mr George Luse.

This is in line with the national executives call for all members of the association working for the Argus or South African Associated Newspapers groups to strike, he said in a statement to the Press.

According to Mr Luse the strike will involve Tribune Herald journalists and a Daily News journalist.

# Strike: Call for pressure on Argus

A PUBLIC MEETING in support of striking staff at the Cape Herald last night called for a co-ordinated campaign to bring pressure to bear on The Argus Company to settle the strike.

The meeting, in Klip Road, Grassy Park, was organised by the Lotus River Residents' Association and attended by about 60 people. It was addressed by a member of the Cape Herald action committee.

The Western Cape region of the Media Workers' Association of South Africa (Mwasa) is holding a meeting today to decide on a course of action.

## STRIKE CALL

Members of Mwasa in Johannesburg and Durban have gone on strike following a call by the Southern Transvaal region of Mwasa for a national black journalists' strike.

A meeting yesterday between the Herald's action committee and Mr Hal Miller, managing director of The Argus Group was inconclusive.

In Johannesburg, members of Mwasa had a 4½-hour meeting with the management of SA Associated Newspapers last night without reaching agreement.

The Mwasa chapel at SAAN decided on Sunday to refuse to work.

## IN SUPPORT

Last week black journalists employed by Post (Transvaal) and the Star's Africa edition went on strike in support of the Cape Herald black staff's stand.

Natal members of Mwasa have joined in the strike decision. Both Argus Group newspapers in Durban — the Daily News and the Sunday Tribune — are affected.

A secret ballot supported by 123 of the 165 Star editorial staff in Johannesburg decided yesterday against any strike action or moves contrary to their conditions of employment.



37K 5/11/80  
Media ~~workers~~ ~~strike~~ ~~is~~ ~~spreading~~

(152)

By Mike Derry

Representatives of striking black media workers and the Argus and South African Associated Newspapers groups met today for talks

As the strike by members of the Media Workers' Association of South Africa (Mwasa) spread throughout the country, six members of the Argus staff in Cape Town stopped work today in sympathy with striking workers on the Cape Herald

Three journalists, two reporters and a sub-editor said in a statement that they would be on strike until the dispute at the Cape Herald was satisfactorily settled

Mwasa members at 12 newspapers, the Financial Mail magazine and the national news agency are now striking for higher salaries and better working conditions

75 striking  
STAR 5/11/80  
bus drivers  
dismissed in  
Bloemfontein

Own Correspondent

BLOEMFONTEIN

Seventy-five of the Bloemfontein municipality's 95 black and coloured bus drivers were dismissed today after they went on strike for higher wages.

The black drivers, who are paid a maximum of R3 806 a year, and coloured drivers, who are paid a maximum of R5 102 a year, asked for a 75 percent increase.

Mr P H J Claassen the deputy transport manager, said the municipal officials had asked the drivers to give them time to discuss matters, because they formed only a small proportion of a large number of drivers employed by the municipality.

"They did not want to wait," he said. "We have paid off all 75 who were supposed to report for duty today."

He explained that the remaining 20 drivers were either off duty, ill or on leave.

Mr Claassen said that substitute drivers, including black inspectors, white drivers and new recruits from the waiting list would be used to keep the service running.

Asked if the dismissed drivers would be reappointed, Mr Claassen said it was negotiable and that he was not in the position to comment further.

Among the drivers' complaints are

① They are not insured.

② No transport is provided for drivers who start work as early as 4 am.

③ Allowances for using their clothes before uniforms were issued were promised but have not been received.



STAR 5/11/80

## Talks with unofficial unions <sup>(52)</sup> sanctioned

EAST LONDON — Employers have agreed to negotiate with the unregistered trade unions which have been at the centre of the recent labour turmoil in the area.

This radical change in policy was disclosed yesterday by the secretary of the East London Chamber of Commerce, Mr R Alison. Representations by the chamber also prompted Assocom's policy statement issued last week, which advised employers to negotiate conditionally with representative unregistered unions, he revealed.

Mr Alison agreed that most East London employers had taken a hard line with the unregistered South African Allied Workers' Union and the African Food and Canning Workers' Union, whose members have brought at least five factories to a standstill in recent months.

But he said, employers had been following guidelines laid down by the Minister of Manpower Utilisation, Mr Fanie Botha, who had publicly advised them to have no dealings with unregistered bodies.

Employers now recognised that in the interests of industrial stability, they should talk to these unions, Mr Alison said.

He said there had been no official response to the policy change. "We are still waiting for some guidance from the Government on this one."

A spokesman for the South African Allied Workers' Union said employers were already taking "a more reasonable line."

DD 5/1/80.

# Workers vote on Saawu today

**EAST LONDON** — Chloride SA and the controversial South Africa Allied Workers' Union fighting for recognition as the premier union body representing black labourers here, are confident a referendum at the company's East London factory today will lead to a disciplined agreement acceptable to both sides.

The referendum is being held to determine the extent to which Chloride workers support Saawu being the representative body of employees at Chloride's battery-manufacturing factory in East London.

The company's managing director, Mr Don Searle, who was born in King William's Town and educated at Dale College, speaking from Chloride's head office in Benoni, and two senior Saawu officials in East London, Mr Sisa Njikelana and Mr Kolani Kota, issued a joint statement yesterday outlining the events leading up to today's historic referendum.

The statement said the decision to hold the referendum followed a series of discussions between Chloride and Saawu which started in

May this year when Saawu approached Chloride to recognise their workers' committee as the factory's representative employee body.

The statement added "Chloride and Saawu have conducted the discussions in a spirit of co-operation although there were many points which had to be clarified and conditions met to accord with the company's predetermined industrial relations policy.

"In addition, a workable structure acceptable to both workers and management had to be agreed to.

"Chloride and Saawu feel that the time taken has been worthwhile in the light of the relationship which has been built up since May.

"Both parties see recognition of a union by any company as being a developing process whereby a relationship is built up in which the rights and obligations of both the employer and employees' party are established.

"Since there is a high degree of consensus on fundamental principles, the parties are confident of the relationship leading

to a disciplined agreement to which both parties will adhere.

"Saawu's principle of achieving security for the individual worker on the factory floor through a democratic system, with decisions taken by the workers themselves, is compatible with Chloride's basic policy of dealing with whatever leadership group holds credibility among the workers," the statement said.

It added that in order to allow all workers the opportunity to vote, the referendum would also cover shifts.

The statement said Saawu and Chloride had agreed not to make further details available until after the result of the referendum was known.

The result would not be known until tomorrow, the statement concluded.

— DDR



# Gqweta detention stated

**EAST LONDON** — The detention of the national organiser of the South African Allied Workers Union (Sawu), Mr Thozamile Gqweta, by the Ciskei security police, was yesterday condemned by Saawu's general secretary, Mr S. B. Kikine.

In a telephone interview from Durban Mr Kikine said his information was that Mr Gqweta's detention had nothing to do with his trade union activities.

"I find this surprising because Mr Gqweta is such a dedicated trade union worker that it is hard to believe he can find time to do something else," Mr Kikine said.

When he was told that the Secretary for the Central Intelligence Services, Brig Charles Sebe, had said Mr Gqweta had been detained in connection with student disturbances, Mr Kikine said, "We challenge this claim about student disturbances and we believe it is unfounded."

"This man spends all his time on trade union work. He gets to the office at 7 am every morning and is there until 9 pm on some days."

"With the full commitment he has on trade unionism he can hardly find time for other activities. In fact he has no connection with students," Mr Kikine said.

The claim that he was involved with students could have no firm basis, he added.

"We suspect they have taken him because of the recent publicity enjoyed by Saawu and the union's success in the Eastern Cape."

"What is happening is that workers in the Eastern Cape are showing their interest in trade unionism and the Ciskei Government has no way of countering the support Mr Gqweta and Saawu enjoy in the area," Mr Kikine said.

An indication of this was when some women hawkers demonstrated against him and the arguments he had against Brig Sebe when the latter said trade unions were not required in the Ciskei as the government looked after the interests of all workers," Mr Kikine said.

Mr G. M. Mxenge, a Durban attorney acting for Mr Gqweta on the matter, said he had been told Mr Gqweta was likely to be released from detention before the end of the week.

Brig Sebe said he did not know how long Mr Gqweta would be detained — DDR

... mention / ... not stood up to empirical tests. This technique, called glotto-chronology, so promising at first, has constant to obtain an absolute chronology within a margin of error.

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8. CHRONOLOGY  
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7. ZOOLOGY  
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# Mwasa group to meet bosses today

Staff Reporter

WHILE the strike by black newspaper workers spread yesterday, representatives of the workers and managements of the Argus and SAAN groups agreed to meet this afternoon.

"This represents progress," said Mr Clive Kinsley, managing director of South African Associated Newspapers.

Black journalists from the South African Press Association yesterday joined the strike by colleagues from 12 newspapers throughout the country.

The newspapers are the Argus-owned Post (Tvl), Sunday Post, the Star, the Cape Herald, Sunday Tribune, Daily News and Sowetan, and the SAAN's Rand Daily Mail, Financial Mail, Sunday Express, Sunday Times and Soweto News.

The strikers are members of the newly-formed Media Workers Association of South Africa (Mwasa), which aims to represent all black, coloured and Asian media workers, including non-editorial staff.

The decision by Mwasa and the two managements to meet today emerged after two days of talks between SAAN management and the SAAN unit of Mwasa.

And the SAAN chapel of the Southern African Society of Journalists — a nonracial union with predominantly white membership — decided yesterday not to fill in on jobs normally done by their Mwasa colleagues.

The chapel also decided to meet today to consider further action in the light of negotiations then in progress between strikers and SAAN management.

The strikes were sparked off by wage demands at the Cape Herald.

Meanwhile, Sapa reports that five striking Daily News and Sunday Tribune Herald journalists were yesterday banned from the Daily News building by the management, and their pay has been stopped until the strike ends.

At a meeting yesterday, the Sunday Tribune's SASJ chapel affirmed its support for its Mwasa colleagues and, according to the deputy chapel father, Mr Darryl Balfour, has taken a resolution that

"Reporters will dissociate themselves from assisting in the production of the Tribune Herald; and that sub-editors will work to rule on Tribune Herald copy. No copy other than that written by Tribune Herald staff will be accepted."

Mr Peter Davis, editor of the Tribune Herald, said the newspaper would still come out this weekend. As he is the only member of the staff left he will write all the copy — Sapa



# No agreement as Mwasa meets bosses

By ROB MEINTJES

REPRESENTATIVES of striking black workers in the newspaper industry failed to reach agreement yesterday with employers at a meeting in Johannesburg.

And a warning that the dispute could have "long-term and destructive" repercussions on the newspaper industry has come from the national council of the Southern African Society of Journalists, a non-racial union with predominantly white membership.

The council said it would call for an emergency meeting of the Conciliation Board — the body which regulates relations between managements and members of the SASJ.

The dispute could jeopardise the future of newspapers aimed at black readers, the council said in a statement yesterday.

It could also disrupt relations between all black newspaper employees and employers and permanently damage relations between black journalists and the established English-language Press in South Africa, the statement said.

Mr Clive Kinsley, managing director of South African Associated Newspapers, who chaired the meeting, said no "firm arrangements" had been made for another meeting between the parties.

"We are disappointed that we failed to reach agreement

and will pursue every opportunity available to us to resume negotiations as soon as possible," Mr Kinsley said.

Black journalists and other media workers are on strike at 12 newspapers and at the South African Press Association.

The strikes were sparked off by wage demands at the Argus-owned Cape Herald and spread to other newspapers as an expression of solidarity with the Herald staffers.

The strikers are members of the newly-formed Media Workers Association of South Africa (Mwasa) and one central demand has been that newspaper managements should recognise Mwasa.

One of the earlier demands made by strikers was that Argus management should pay Herald employees while they were on strike and grant them immediate pay increases.

At the time Argus spokesmen rejected these demands.

The national council of the SASJ said yesterday the "unprecedented nation-wide strike of black journalists" was largely due to a lack of real management responsiveness to the needs and wishes of black journalists over a long period.

"The Society has for a number of years warned newspaper managements through the SA Newspaper Press (Editorial) Conciliation Board of the justifiable dissatisfaction of black

journalists," the statement said.

"It specifically called attention to high levels of staff discontent at the Cape Herald — where the current strike began — two years ago.

"Before that it had been warning employers of the dangers of alienating black journalists.

"The Council fully supports the right of Mwasa to recognition by newspaper managements and efforts to improve the pay and working conditions of all newspaper employees.

"The current dispute is leading to grave discontent among SASJ members, both white and black. Numbers of members have threatened to take industrial action in support of their black colleagues.

"The SASJ Council advises members that it is strongly opposed to them doing the work of colleagues on strike.

"Before taking further action, the council will call for an emergency meeting of the Conciliation Board. This emergency meeting will not deal with issues which are the proper concern of Mwasa and managements. At the meeting the society will deal with the effects upon its own members of the dispute. The society will report back to members on the meeting."

● See Page 13

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Labour Reporter

NEARLY 80% of Bloemfontein's black and coloured municipal transport drivers struck yesterday -- and were fired

Bloemfontein is the latest city in South Africa to be hit by the wave of strikes this year

A spokesman for the Bloemfontein City Council said drivers in the Transport Department struck after demanding an immediate 75% pay rise

Buses in black townships were stoned, but the spokesman said the incidents had nothing to do with the strike

"Since the unrest here in May," he said, "buses in the townships have been stoned almost every day. There's nothing unusual about it"

Bus services for blacks were interrupted, but had returned to normal by late afternoon, he said. Other council staff, including whites, manned the buses

Strikes by black workers in Bloemfontein have been rare, and the drivers' move was the first indication of a spread of worker action to the city

The spokesman said the drivers had been demanding a 75% wage increase, and talks on this with the council's black liaison committee were still in progress

The drivers then gave the council an ultimatum that they would strike if they did not get an immediate rise. When this did not happen, 75 of the council's 95 black and coloured drivers stopped work

"We asked them to be patient, but they wouldn't," said the spokesman. "We are considering wage increases for staff throughout the council, and explained that we could not give them an increase before the others. If we did, we would have a strike on our hands from other workers"

He said all the striking drivers were dismissed, and said the council had already begun recruiting others

Asked if it would not be difficult to find replacements with the required driving qualifications, the spokesman said "There are obviously problems, but it is not that difficult"

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IN LESS than two weeks a strike by black journalists and workers at the Cape Herald escalated into a nation-wide dispute as black news men throughout the country launched solidarity strikes on major English-language newspapers.

Seen in broader context he then the extent of the strike nor the apparent seriousness with which it took root is surprising. As long ago as January 1973 black journalists gave notice of their intention to fight for their rights as they perceived them when they established the Umkhonto Black Journalists' (UBJ) Black Journalists were not isolated from the fringe. Many of the black workers then were part of it. The growth of black worker power was 'hand-fed' in recruiting strikes in major industrial centres, starting in 1970-73 but reaching new peaks in the past few months.

The UBJ, a black consciousness union which sought to mobilise black journalists and to synchronise their aspirations with those of the broader black community was banned in the October 10, 1977 crackdown.

Within a year a new union arose, phoenix-like, to fill the vacuum created by the banning of UBJ. Like the UBJ, the new union, the Writers Association of South Africa

(WASA) subscribed to the black consciousness philosophy. Wasa's constitution restricted its membership to black journalists and writers, black being used in the black consciousness sense to include Africans coloured and Indians.

The exclusion of whites led inevitably to the accusation that Wasa was racist. In October and practice Wasa rejected, in part, the racial nemesis faced by unique problems which could only be overcome by the mobilisation and application of collective black pressure.

Wasa's response reflected the black consciousness ethos. On the other hand, even if it were fellow journalists' subscription to liberal values could not solve black problems because they felt they were not felt deeply enough about them.

Flowing from this black consciousness premise was an important and controversial corollary. Wasa expected black journalists to give their first loyalty to their community and then only to their profession — to be black's first and journalist's second.

Success of black journalists have been on strike for days, forcing the temporary closure of three newspapers. The strikes underline the rise of black journalists as a major force in the newspaper industry. PATRICK LAURENCE examines the background to the strike and traces the genesis of Mwasa, the black-graded union at the forefront of the strikes.

# Black Journalists: A tough new force

become propagandist for black liberation and polemics for major trade union. Wasa president Mr Zwelakhe S. S. S. as a result of these cracks. He rejected the black consciousness ethos but gave them the choice of what course to make.

In our situation the question is not whether or not a propaganda or not, but whether or not a certain ideological propaganda or a revolutionary propaganda. He said at Wasa's annual congress last month.

"Because we have expressed a desire for radical change in the scheme of things we must be propagandists for change. If expressing the aspirations of the people is propaganda — if propaganda denotes one who opts for commitment as an alternative to non-commitment — then surely we are propagandists."

Given Wasa's perspective that black journalists have more in common with black workers than with white journalists, it seems inevitable in retrospect that they would try to broaden and strengthen their ranks by opening their membership to all black workers in the newspaper industry.

A decision to open their ranks to black newspaper workers from messengers to printers was taken in principle at Wasa's annual congress last year. In ideological terms it was justified as necessary to combat black elitism — and set the tone for the black consciousness movement to increase its involvement itself at grassroots level.

More important, at the practical level it gave Wasa a new potential as a political force. But the prospect of 'revolutionary' propagandists seeking recruits among black workers seemed desirable to bring Wasa into conflict with newspaper managements.

At its most recent congress in Cape Town, Wasa took the decisive step of changing its constitution to open its ranks to 'workers in the communications media and, consequently, of formally changing its name to the Media Workers Association of South Africa.

The Post strike, the first serious strike by black workers in the newspaper industry, contained all elements of a volatile situation. The Argus Company, which owns Post, reportedly threatened to close down Post and

on the Cape Herald. But the Herald strike was on behalf of media workers and not only journalists and the strike was unresolved. Within days the situation was exacerbated by solidarity strikes by black journalists. Starting at Post and Sunday Post last week, by Monday the strike had embraced a clear majority of black journalists in South Africa.

Negotiations between the Wasa executive and senior members of the Argus and SAAN managements were underway yesterday. Cardinal to them is the Mwasa drive for recognition of its right to speak for its members in the newspaper industry.

SAAN managements were unwilling yesterday. Cardinal to them is the Mwasa drive for recognition of its right to speak for its members in the newspaper industry. As newspaper companies' reputation as enlightened or liberal forces in South Africa, the companies are clearly under some pressure to resolve the issue, particularly as Mwasa has charged them with exploiting black journalists and denying them a fair deal. The companies deny these charges, but remain sensitive to being criticised for these reasons.

But the striking journalists are under pressure of a different but not lesser sort — they have been told they will not be paid while on strike, although they have been told they are welcome to return to work at any time.

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# 75 bus drivers fired

CAPE TOWN 6/11/80 Own Correspondent

JOHANNESBURG — Bloemfontein became the latest city to be affected by this year's strike wave yesterday when black and coloured drivers at the City Council's transport department struck in support of wage demands.

According to a spokesman for the Bloemfontein municipality, 75 of the council's 95 black and coloured drivers took part in the strike and all the strikers have been dismissed.

According to the spokesman, drivers have been demanding a 75 percent wage increase. Negotiations on their wage demands had been taking place with the council's black liaison committee.

He said that drivers had given the council an ultimatum and said that they would strike if they were not given an immediate wage increase. When no increase was granted, they stopped work.



5/11/80  
Violence  
at Datsun  
plant

Own Correspondent

Police were called to the large Datsun Nissan factory at Rosslyn, near Pretoria, today when violence flared after black workers had downed tools

The entire factory shut down for the day when white workers were told to go home after the strike by black workers in the car assembly section spread to other parts of the works

About 30 policemen with dogs, shotguns, rifles and teargas were rushed to the factory after Datsun reported the strike

Officials from Datsun were not available, but it was believed that the strike started over a misunderstanding over the amount which could be withdrawn from a savings scheme

About 200 black workers gathered at the main gate and held discussions with senior management officials while the police stood about 300m away

The situation was calm and police took no action.

CAPE TIMES 7/11/80 (128) (129) (131) (152) (184) (243)

# Dismissal threat to white newsmen

Own Correspondent

JOHANNESBURG — White journalists yesterday defied a warning from management of South African Associated Newspapers (SAAN) that they could be "dismissing themselves" if they refused to do the work of black colleagues presently on strike.

Journalists from SAAN newspapers resolved to continue their refusal to do work normally performed by their black colleagues till the strike had been settled.

The resolution passed by the SAAN chapel blamed the crisis in the newspaper industry on "the failure of managements to recognize the needs and aspirations of black journalists and to create adequate channels for black advancement."

Earlier Mr Raymond Louw, general manager at SAAN warned journalists that refusal to do the work of black colleagues could constitute disobedience of legitimate orders from their editors and be in conflict with the Conciliation Board agreement.

"I do not say that management would have dismissed you but you would have dismissed yourselves," Mr Louw told a meeting of the SAAN chapel of the SASJ.

Black members of the newly-formed Media Workers' Association of South Africa continued their strike yesterday at 12 newspapers and the South African Press Association. The strike was sparked off by wage demands at the Cape Herald on October 24, owned by the Argus company, and spread to other newspapers as an expression of solidarity.

Yesterday black journalists were still on strike at the Argus-owned Post, Sunday Post, Star, Cape Herald, Sunday Tribune, Daily News and Sowetan, and the SAAN's Rand Daily Mail, Sunday Express, Sunday Times, Financial Mail and Soweto News, as well as the South African Press Association.

Mr Louw said an emergency meeting of the Conciliation Board would be held on Monday.



<sup>5-702</sup>  
Datsun <sup>7/11/80</sup>  
factory (06)152  
still closed <sup>122</sup>

**Own Correspondent**

The giant Datsun factory in Pretoria remained closed today with police keeping a watch on the situation.

Thousands of the black workers who went on strike yesterday streamed back earlier today but there were no incidents, a police spokesman said.

Mr Loot Muller, managing director of Datsun, confirmed that the workers had gathered at the factory but that they were not working.

Mr Muller said about 3 000 workers received their savings — part of the cause of the strike — “in full plus interest” earlier today. He said the savings problem was a misunderstanding on the part of the employees.

Mr Muller also confirmed that Datsun had taken over the Fiat factory across the street, but denied claims that the transaction had anything to do with arrangements about the payouts of the workers' savings.

Some workers claimed that Datsun would not pay out all their savings because their money had been used to buy the Fiat factory.

Mr Muller said all the workers were expected back at the factory on Monday.

STAR 7/11/80

# Drivers (152) want their jobs back (310)

Own Correspondent

BLOEMFONTEIN — Police yesterday detained about 40 of the city's former bus drivers and the men may appear in the magistrate's court today.

On Wednesday, municipal officials dismissed 75 of the city's 95 black and coloured striking bus drivers. Yesterday's group of men were detained while holding a meeting in Bochemela.

The Free State's criminal investigation officer, Colonel F A Spies, said that if charges were brought they might be in terms of Section 14 of the Riotous Assemblies Act which dealt with workers in utility services.

A spokesman for the dismissed drivers said they had been shabbily treated.

The drivers stressed that they wanted their jobs back.





CURPICL

# 3,500 downed tools over cash dispute

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Pretoria Bureau  
ARMED police were called yesterday to the Datsun-Nissan motor factory in Rosslyn, north of Pretoria, when about 3 500 black workers struck over a pay dispute and in protest at the company's liaison system

Workers were under the impression that money paid into a special savings account during the year would not be paid out in full yesterday, Mr I. J. J. Muller, managing director of Datsun-Nissan, said after the dispute had been settled

Labour Reporter STEVEN FRIEDMAN reports that union sources said yesterday that another cause of the strike had been dissatisfaction at pay differentials between Rosslyn and the Eastern Cape

"This is a major cause of dissatisfaction in the Pretoria area and certainly contributed to the dispute," said a spokesman for the Fosatu-affiliated National Union of Motor Assembly and Allied Workers

He confirmed that a misunderstanding about savings had been the immediate cause of the strike

The union, which recently became the largest registered union in the country with a fully non-racial constitution, recently began organising workers at the Datsun plant

Yesterday management said it would welcome a "responsible" union at the plant

The Rand Daily Mail's Pretoria Bureau reported that workers said yesterday they were told to report to the factory at 6am to fill in claim forms for their annual savings. When they arrived at the factory gates they were told that they would receive only half of their savings

They then decided to stop work. The crowd threw stones at other factory employees who had fled on to the roof of one of the buildings. One employee, a store superintendent, was injured when he was hit on a knee with a hammer

Mr R. P. Whitfield, chairman of Datsun-Nissan, told a Press conference that no workers would be dismissed

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# Drivers to appear in court soon

**BLOEMFONTEIN** — Most of the 75 black and coloured bus drivers sacked by the Bloemfontein Municipality after they went on strike for higher salaries were arrested yesterday under the Riotous Assemblies Act.

A police spokesman said the Act prohibited strikes by people providing utility services such as supplying water, sanitation and transport. He said the drivers would appear in court soon.

The drivers went on strike on Wednesday when the municipality turned down their claim for an immediate 75% salary increase. All were dismissed.

The dismissal disrupted the bus service from the townships to white suburbs, and many workers arrived late for work.

The municipality's transport manager, Mr Chris Naude said his department was recruiting new staff and the service for blacks and coloureds should be back to normal next week. — Sapa

He has a degree in Operations Research from Tilburg, Holland. He has been with Shell International for 10 years and worked for that company as an international consultant in several countries around the world. His experience includes the design and development of systems for financial management, manufacturing control and production optimisation. He has taught courses in Management Information Systems and Operations Research at the Business Schools of the Universities of Cape Town and Stellenbosch. He is recognised as a member of the Consultants Group of the Computer Society of South Africa and specialises in requirements definition and design of industrial systems.

Klaas van der Poel

CURRICULUM VITAE

CAPE TOWN 7/11/80  
152 (152) (152)

# Police called in after 'go home' call

PRETORIA — Police were called to the Datsun-Nissan factory at Rosslyn yesterday when violence flared after black workers had downed tools. The entire factory was shut down for the day when white workers were told to go home after the strike by black-workers in the car-assembly section spread to other parts of the works.

The managing director of Datsun, Mr Loot Muller, said that the work stoppage was a result of a misunderstanding over the annual payout of the firm's savings scheme. Some workers had thought that they would be paid out at 6 am, and workers were asked to fill in forms stating how much of their savings they wished to draw.

A rumour started that they would not get paid, and workers demanded their money immediately. Mr Muller addressed the workers and said that they would be paid their savings as soon as the banks could arrange it.

According to Mr Muller, there were a few isolated instances of violence and a few cars were damaged, mainly by workers trying to see and hear him better.

He said that little damage had been done to the factory, and production was expected to be back to normal today — Sapa



# Dispatch staff join strike

EAST LONDON — The Daily Dispatch chapel of the Media Workers Association of South Africa (Mwasa) has answered a call from its national executive to come out in support of the striking Cape Herald workers.

This was resolved at a special meeting here yesterday which decided the strike was effective from 5 pm.

After the meeting the chapel issued the following statement. "The chapel wishes to state categorically that there is no dispute between its members and their employer.

"It is merely responding to a national call and the duration of the strike will be until such time as the issue has been resolved"

The Editor of the Daily Dispatch, Mr G. A. Farr, said last night the extension of the strike to newspapers not involved in the dispute was regrettable.

He hoped the issues, which relate only to conditions on one newspaper in Cape Town, would be resolved quickly — DDR

1:6:4 The S.A.C. has a Students' Assistance Fund which has been established to assist students who are unable to pay their fees. The fund is to be used for the purchase of books, stationery, and other educational materials. The fund is to be used for the purchase of books, stationery, and other educational materials.

1:6:5 Preliminary discussions have taken place between the S.A.C. and the S.A.S. regarding the proposed assistance fund. The discussions have been held in the presence of the S.A.C. and the S.A.S. and have resulted in a preliminary agreement.

1:6:6 The S.A.C. has been advised by the S.A.S. that the fund should be established as a trust. The S.A.C. has agreed to this proposal and will be taking steps to establish the fund as a trust.

1:7:1 Because of the large number of books being purchased, it is necessary to have a system of recording the books. The S.A.C. has decided to have a system of recording the books and will be taking steps to implement this system.

1:7:2 Besides SACHED staff, teachers from various schools and individuals from the community are also contributing to the fund. The S.A.C. is grateful for their contributions and will be taking steps to ensure that the fund is properly managed.

1:7:3 The following number of books has been received by the SACHED library:

- MAY : 619
- JUNE : 669
- JULY : 732

1:7:4 The author and subject catalogues are being triplicated so that a copy of each will be available at the Landak (Zama) Centre and eventually also at the Lotus River Centre (see 2:7).

1:7:5 Films of general interest have been screened on Saturday afternoons while films on relevant subjects are also shown during the week. The S.A.C. is grateful for the contributions of the community and will be taking steps to ensure that the fund is properly managed.

1:8:1 Donations: The S.A.C. is grateful for the contributions of the community and will be taking steps to ensure that the fund is properly managed.

1:6:7 The S.A.C. has indicated a willingness to assist students who are unable to pay their fees. The fund is to be used for the purchase of books, stationery, and other educational materials. The fund is to be used for the purchase of books, stationery, and other educational materials.

## 2: SKILLS AND RESOURCES

2:1 Foundation English Course: The first FELC has been completed. The tutors' assessment of the course is attached below as ADDENDUM I:

2:1 amount of money from the SACHED project. The fund is to be used for the purchase of books, stationery, and other educational materials. The fund is to be used for the purchase of books, stationery, and other educational materials.

1:8:1 Students' Medical Aid: The S.A.C. is grateful for the contributions of the community and will be taking steps to ensure that the fund is properly managed.

1:7:4 The number of books (purchases) and because of the focus on African studies, the library is being reorganised and rearranged.

1:7:2 Besides SACHED staff, teachers from various schools and individuals from the community are also contributing to the fund. The S.A.C. is grateful for their contributions and will be taking steps to ensure that the fund is properly managed.

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*Sun Times*  
**Black** 9/11/80  
**newsmen's**  
**strike:**  
**No end**  
**in sight**

By BEVIS FAIRBROTHER

NO end to the strike of black journalists is in sight

More than 100 black journalists on 11 newspapers, a magazine and a news agency are striking in sympathy with demands for better working conditions from the staff of the Argus-owned Cape Herald.

Negotiations between the black Media Workers' Association of South Africa (Mwasa) reached deadlock this week. Yesterday, management sources, asked if they thought there would be any change soon, said: "No." Mwasa refused to comment. Its president, Mr Zwelakhe Sisulu, said any information issued by Mwasa would facilitate the production of the publications against which they were striking.

Four newspapers, Post (Transvaal), Sunday Post, the Cape Herald and the Sowetan have suspended publication because of the strikes.

Others papers affected are the Star, Sunday Tribune, Daily News, Rand Daily Mail, Sunday Express, Sunday Times, Financial Mail, Soweto News and Sapa.

### Support

All strikers are members of the newly formed Mwasa, which aims to represent all black, coloured and Asian media workers, including messengers, cleaners and other non-editorial staff

Meanwhile, some white journalists have pledged support for their black colleagues by refusing to work normally performed by Mwasa members.

Mr Raymond Louw, senior general manager of SAAN, warned journalists that refusal to do the work of black colleagues could constitute disobedience of legitimate orders from editors.

This would be in contravention of the Conciliation Board agreement.

This agreement regulates relations between newspaper managements and members of the Southern African Society of Journalists (SASJ).

"I do not say that management would have dismissed you but you would have dismissed yourselves," Mr Louw told a SAAN chapel meeting.

He said an emergency meeting of the Conciliation Board, requested by the SASJ, would be held tomorrow



# Govt warned on strike law

By Drew Forrest  
The Government should not link improvements in the labour field with controls over areas essential to the effective functioning of trade unions," says a leading figure in the black trade union movement

Mr Alec Erwin, general secretary of the Federation of South African Trade Unions (Fosatu), was commenting on the proposed new labour legislation outlined last week by the Minister of Manpower Utilisation, Mr Fanie Botha

At a meeting of leading Johannesburg businessmen, Mr Botha promised tough measures to curb illegal strikes — bilateral agreements with independent black states providing for the deportation of striking contract workers, tighter State

control over union strike-funds and strike ballots, and an end to the "subsidisation of strikes by foreign bodies and forces." But he also promised reforms designed to make registration more appealing to black trade

unions, among them registered union rights for foreign contract workers and the right of unions to represent workers of all races without Ministerial exemption

Mr Erwin replied that he could not comment fully. But he warned that further control over strikes and other essential areas of union activity should not be linked with reforms

In another surprise development the Minister announced in his policy speech that the Government would not impose "across the board" training levies on commerce and industry.  
The proposal had proved unpopular the Minister said, and the Government would not implement it

# 6 Herald 10/11/52 strikers return to work

SIX Cape Herald staff members, who were on strike last week have gone back to work. This was confirmed today by the editor of the newspaper, Mr Ted Doman.

He said the six included sub-editors, reporters and commercial staff.

This means that 12 of the newspaper's 26 staffers are working.

One of the six, who does not wish to be named, said he had sent an urgent letter to the Cape Herald Staff Association last week but they had refused to read it to their members.

He said that in view of the latest developments he believed a new approach should be taken to solve the deadlock.

## PURPOSE

The letter said 'I don't believe our hardline attitude is going to bring us victory in the end — whenever that may be. What we should look at immediately is the purpose of the strike.'

He asked if its purpose was to cripple the company or to get more money for workers.

There was an alternative 'If we do not like the deal we are getting from the Argus Company, why do we not resign and find other jobs?'

He proposed that the action committee ask for an emergency meeting with management.

## A SIGN

'I believe that if it means going back to work to achieve our aims, then that is not a sign of defeat but of victory.'

'Management have given us the assurance that they are prepared to be generous in their offers.'

A spokesman for the Cape Herald action committee said the strike was still on. 'The demands made to management on Thursday still stand.'

The demands were that workers be paid for the period they had been on strike, that the new scales be introduced from November 1, and the messengers' scales be pushed up to their 13th year and not their fifth.

Meanwhile the standing committee of the South African Newspaper Editorial Conciliation Board met in Johannesburg today to discuss the strike by black journalists.



STAR 10/11/80  
**Workers  
end strike**

Own Correspondant

Thousands of workers at the Datsun factory in Rosslyn, Pretoria, were back at their jobs today.

"All is back to normal," said Mr Loot Muller, managing director of Datsun.

The giant plant closed down for two days last week following a strike over the pay-out of their savings by the 4 000 black workers.

# 4 Cape Herald workers go back

By Kevin Murray  
Four Cape Herald workers returned to their jobs yesterday and today as their black colleagues in other newspapers countrywide continued their stayaway. 13 of the Herald's staff of 37 are still on strike.

Those who returned to work in the past 48 hours are two members of the editorial department, one from the advertising department and a telephonist.

The managements of newspapers which are signatories to the SA Newspaper Press (Editorial) Conciliation Board were warned yesterday that there could be internation-

al repercussions if they were seen to be forcing white journalists to do the work of black colleagues on strike.

At a four-hour meeting with a delegation from the Southern African Society of Journalists, the managements were also warned that if their current dispute with black journalists was not speedily resolved, the long-term damage to the newspaper industry could be irreparable.

Mr. John Marquard, manager of The Star, and one of the Conciliation Board signatories, said today the meeting had been "worthwhile".



STRIKING workers on the Argus Company publication, Cape Herald, have begun to trickle back to work. Thirteen of the newspaper's staff complement of 37 are still on strike.

Strikers on SAAN and Argus publications elsewhere are continuing their stayaway in sympathy with the demands of the Cape Herald staff.

Three Cape Herald staffers returned to work yesterday and a fourth today. Argus management confirmed.

## 13 Herald staff still on strike

With the strike entering its third week, 24 of the 37 staff members are at work.

However, no confirmation could be received of reports which said that senior management staff would meet today to decide whether to start producing the newspaper again. The managements of

newspapers which are signatories to the SA Newspapers Press (Editorial) Conciliation Board were warned in Johannesburg yesterday that there could be international repercussions if they were seen to be forcing white journalists to do the work of their striking black colleagues.

At a four-hour meeting

with a delegation from the Southern African Society of Journalists, the management's were also warned that if their current dispute with black journalists was not speedily resolved, the long-term damage to the newspaper industry could be irreparable.

The black journalists on strike are members of the Media Workers' Associa-

tion of South Africa (Mwasa) and work for Argus Company and SA Associated Newspapers Publications throughout the country.

A statement issued by the SASJ after the meeting with the conciliation board yesterday urged managements to take far-reaching and imaginative steps to come to terms with Mwasa.

The society also placed on record its strong opposition to members being required to do the work of striking journalists.

Mr J M Arguard, manager of the Star, and one of the conciliation board signatories, said today the meeting had been worthwhile.

'As a result of the meeting we both came away with an understanding of each other's points of view. But I don't think we were required to reach any agreement at the meeting.'







12/11/89

# Unions to meet on detentions

Staff Reporter

THREE independent trade unions will meet in East London tonight to discuss the continued detention of 13 union officials and members arrested at a roadblock by Ciskei security police last Friday.

The African Food and Canning Workers' Union, the South African Allied Workers' Union and the Western Province General Workers' Union said in a joint statement last night.

"The Ciskei authorities have publicly stated that they don't intend charging our members and have no evidence of them having committed any offence, yet they continue to remain in detention.

"We can only repeat that we believe these people are being held in a deliberate attempt to smash these three trade unions as a direct result of the overwhelming support we enjoy from workers in East London."

"The minister would do better to reflect on the sorry state of industrial relations in

East London despite recent attempts at reconciliation by employers. It appears that the real content of the suggested reforms in the legislation presupposes repression of those unions who oppose the current dispensation.

Among the 13 trade unionists, who are being held under section eight of Ciskei's Proclamation R252 in Mdantsane, are the national president of the Food and Canning Workers' Union, Mr Manie van Graan, the national vice-president of the African Food and Canning Workers' Union, Mr Alfred Noko, the national organizer of the South African Allied Workers' Union, Mr Thozamile Gqwetha, the East London branch chairman of SAAWU, Mr Sisa Njikelana, the local chairman of the AFCWU, Mr Welile Mzozoyana, a member of the FCWU's management committee, Mr Kallie Schippers, a SAAWU organiser, Mr Xolani Kota, a WPGWU organiser, and Mr Wilson Sidina.

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## Starved dog ate bowl

LONDON — A couple who starved their pet dog so much that it ate its metal food bowl were banned from keeping a dog for 10 years yesterday.

Alan Martin, 30, and his wife, Sandra, 29, of Edenthorpe, Yorkshire, admitted causing unnecessary suffering to the animal and were fined R90 each by a Doncaster magistrate.

The court heard that when a veterinary surgeon examined the dog after it had died of starvation, pieces of aluminium were still lodged in its stomach.

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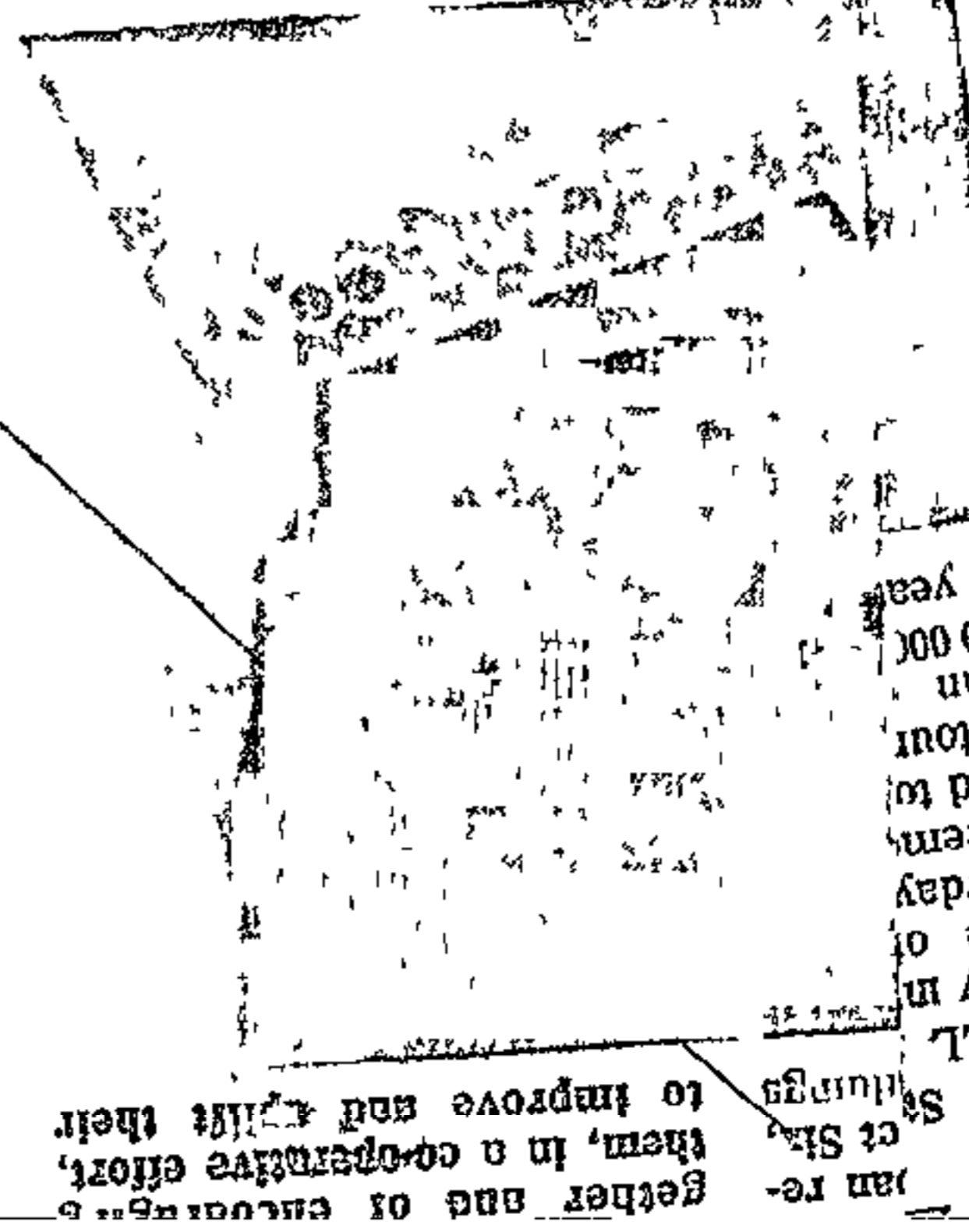
Information on what has been achieved there. But my point is that this concept could and should have been applied in District Six as well."

Mr Tian van der Merwe, MP for the area and the Progressive Cape chairman, described the Government booklet as a "party-political pamphlet" and said he deplored the fact that it had been produced at the expense of the South African taxpayer.

"I think it is an absolute disgrace. The government is obviously embarrassed over District Six and this booklet is a vain attempt to justify its actions in this sordid affair."

"The violent where townships like the removal in District Six it is a mention while the government does the well."

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# Herald strike could end today

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12/11/80

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Staff Reporter

THE Cape Herald strike could end today if proposals put forward by the staff association after a meeting yesterday with the manager of the Argus which owns the Herald, Mr L P Willis, are accepted by the Argus management.

This was contained in a statement released by the staff association after a 35-minute meeting with the Cape Herald manager Mr Willis could not be contacted last night.

The strikers said in the statement they believed they were close to reaching a settlement.

The strikers had already conceded to two of the three stumbling blocks standing in the way of a settlement and have asked management to concede to one.

It is understood that the stumbling blocks referred to include the date for the implementation of new salary scales and pay for the time they have been on strike.

## Black support

The Herald strike has subsequently been supported by the Media Workers Association of South Africa (Mwasa), which aims to represent all black, coloured and Asian media workers, including non-journalists.

The strike by black journalists at other newspapers throughout the country continued yesterday.

Meanwhile, the managements of newspapers which are signatories to the SA Newspaper Press (Editorial) Conciliation Board were warned that if the current dispute with black journalists was not speedily resolved, the long-term damage could be irreparable.

At a four-hour meeting with a delegation from the Southern African Society of Journalists in Johannesburg the managements were told there could be "international repercussions" if they were seen to be forcing white journalists to do the work of their striking black colleagues.

A statement released by the SASJ after the meeting urged managements to take "far-reaching and imaginative steps" to come to terms with Mwasa.



DD 12/11/50 (152)

# Strike may end today

CAPE TOWN — There is a possibility that the two-week strike by members of the Cape Herald newspaper may be called off today.

The staff association of the Cape Herald said in a statement released here last night that the action committee met the

manager of the newspaper, Mr L. P. Willis, yesterday afternoon. Certain proposals were put to Mr Willis and if these are accepted it is hoped to be able to call off the strike, not only in Cape Town, but nationally.

The association said the

action committee had conceded to two of the stumbling blocks standing in the way of a settlement and had asked management to concede to the others.

It added that the staff were eager to return to work — SAPA.

# Cape Herald strikers willing to return

13.11.80

CAPE TOWN — The majority of Cape Herald staff have said they are willing to return to work and production of next week's issue of the newspaper would resume immediately, the manager of the Argus and Cape Herald, Mr L P Willms, said yesterday.

The Plainsman, a section of the Cape Herald, would also resume publication, he said.

In the same statement, the managing director of the Argus company, Mr Hal Miller, said he had conducted extensive discussions with the Cape Herald action committee last week in an attempt to settle the strike.

During the course of the discussions he had reiterated that the wage and salary scales of non-editorial staff would follow the pattern of the editorial salary increases recently negotiated at the Editorial Conciliation Board.

A schedule of the proposed salary scales was handed to the committee which found them acceptable, subject to the following three conditions:

○ That the employees would be paid for the period they were on strike,

○ That they would apply from November 1, and,

○ That messenger scales be extended from five years to 13 years.

Mr Miller said these conditions were unacceptable to management.

"We said that we will not pay people who are on strike although we are prepared to regard the period of absence as leave if the staff so wish.

"Second, whatever increases are negotiated for the staff — editorial and non-editorial — will take effect from January 1, 1981.

This was the date on which all other employees of the Argus group would receive their normal annual increases.

He said that salary scales offered by management to the Herald committee were "considerably higher than those which they demanded".

"For example, the starting salary demanded for clerks/typists/ secretaries/switchboard operators was R225.

"Management have offered R275. The scales offered for other categories of employees follow the same pattern," he said.

The staff committee presented a memorandum to management in which they proposed, inter alia, that if management would pay the strikers they would concede the remaining two conditions.

But the management of the Cape Herald has said it "regrets that it cannot agree to pay those on strike for work which they are not doing".

○ Two black reporters on the Eastern Province Herald in Port Elizabeth have decided to strike in sympathy with other members of the Media Workers' Association of South Africa.

The editor of the newspaper, Mr Harry O'Connor, said the reporters told him they had no complaints about salaries or working conditions but were striking in support of their colleagues.

FOOTNOTE: Britain's National Union of Journalists has sent a telegram of support to striking black journalists in South Africa. Mr Francis Beckett, president of the union, said further action was planned on behalf of the journalists, but declined to elaborate — Sapa



STAR 13/1/80

# Eastern Province black newsmen strike

Own Correspondent  
**PORT ELIZABETH** —  
The strike of black jour-  
nalists at several news-  
papers has spread to Port  
Elizabeth where the only  
two black journalists on  
the staff of a morning  
daily are on strike

A spokesman for the  
Eastern Province Herald  
said that the two black  
journalists informed the  
company this week they  
intended to strike in soli-  
darity with those on

strike elsewhere.  
The only black journal-  
ist of an afternoon daily,  
The Evening Post, has said  
he would be on strike as  
of tomorrow Mr Jimmy  
Matyu said he had been  
asked by Media Workers'  
Association of South  
Africa officials to strike

Four students' or-  
ganisations of the Univer-  
sity of the Witwatersrand  
have expressed support  
for the striking black me-  
dia workers

# Bid to end press strike hits snag

CAPE TOWN — The prospect that yesterday would have seen the end of the three-week long strike at the Cape Herald disappeared when the Argus management rejected a proposal that the striking workers be given strike pay.

The Argus management also informed the Cape Herald workers that it had decided to proceed with the production of next week's issue of the newspaper.

The payment of salaries for the 14 striking Cape Herald members was the last remaining issue in dispute.

In a statement yesterday the Cape Herald Staff Association said the 14 striking staff members had asked that they be paid for the duration of the strike and were in turn willing to concede their two other demands.

These were that the new salary scales be implemented from November 1 and that the messenger scales should go up to the 13th year instead of the present five years.

"Management acceptance of the proposal could have ended the strike locally as well as nationally," the staff association statement said.

The management letter containing the rejection of the staff association proposals was signed by the manager of the Argus and the Cape Herald, Mr L. P. Willis.

It read: "We have studied your memorandum on the question of strike pay but we regret that it does not change our minds on the issue. As we have said on numerous occasions in the past we are

totally opposed to paying salaries to people who are on strike although we are prepared to regard their period of absence as leave if this is their wish.

"We hope it will not be too long before the 13 staff members who are on strike see their way clear to resuming their duties," the letter concluded.

A staff association spokesman denied yesterday that the majority of Cape Herald workers had indicated they wanted to return to work.

Turning to the refusal by management to accept the staff's proposal, the spokesman said this was an example of management's intransigence and management now forced the staff to take "appropriate action."

"We asked them to compromise on the strike-pay issue. Their acceptance of the proposal was the only way in which the strike could have been called off nationally," the spokesman said.

Meanwhile, two black reporters working for the Eastern Province Herald in Port Elizabeth have decided to go on strike in sympathy with other members of the Media

Workers' Association of South Africa.

The Editor of the newspaper, Mr Harry O'Connor, said the reporters told him yesterday they had no complaints about salaries or working conditions, but had been pressurised by Mswa to strike in support of their colleagues.

The Acting Editor of the other daily English-language newspaper in Port Elizabeth, Mr T. Bisseker, said the Evening Post employed only one full-time black reporter and he was not on strike.

In London, Britain's National Union of Journalists (Nuj) has decided to support the strike.

Members of the Nuj are to picket the London offices of Argus Newspapers and the South African Morning Group today. They will distribute pamphlets and parade with placards condemning aspects of "the white press".

"We want to bring public attention to the unjust way in which black journalists are being treated and the discriminatory wage scales," said an Nuj executive spokesman, Mr Ron Knowles — DDC-SAPA.



# Ciskei police free detained union officials

EAST LONDON — The 13 trade union officials detained by the Ciskei police at the weekend were released at midday yesterday. They had been held for four days. No charges were brought.

The men were all officials of the South African Allied Workers' Union (Saawu), the African Food and Canning Workers' Union, and the Western Province General Workers' Union.

All three unions are unregistered. They have refused to register under the Government's present Labour dispensation.

Reacting to the news of their release, Mr Jan Theron, acting as spokesman for all three unions, said the detentions were a "disgrace".

He said: "It is obvious that these men were arrested and held for four days for absolutely no valid reason."

"The fact that they were not questioned upon being detained, and the fact that while they were still being held the authorities were able to say that no charges would be laid against them, shows this was an attack on the trade unions and a misguided attempt to break the unions."

The men were arrested at a road block at the entrance to Mdantsane last Friday night.

They said yesterday they were told by the Ciskei police when they were released that those of them who did not live in Mdantsane were not to return to Mdantsane, but were to find accommodation in East London last night, which they did.

About 800 people packed into St John's church hall here last night, to hear first-hand accounts from the detainees about

their detention

Mr Robert Gqweka of the South African Allied Workers' Union said after being stopped at the road block, they were taken to the police station by the Ciskeian police. "While they were going through the formalities, Brigadier Sebe entered," he said. "Is this Saawu?" he asked. As we were not there as Saawu but as workers we did not give him a reply. Thereafter we were called before Brig Sebe one by one. He didn't bother to ask us but told us we were involved in the school disturbances and he immediately booked us under Proclamation R252.

"I do not know the limits and latitudes of this law but I know it is the one most commonly used in the Ciskei."

Mr Gqweta said the men were all locked up together which made them feel at home. He described their stay in detention as "tolerable."

The freed men are Mr Wilson Sidina, Mr Alfred Noka, Mr Welile Mzozoyana, Mr M. van Graan, Mr E. T. Qwasha, Mr Xolani Kota, Mr Lawrence Tulula, Mr Bangunzi Sifingo, Mr Humphrey Maxegwana, Mr September Mapakati, Mr Oria Ndingayi, Mr Kahe Scheepers, and Mr Gqweta.

There are six trade unionists still in detention in South Africa and the Ciskei. — DDR.

Cape union protests,  
page 2.

# Argus 'no' to call for strike pay

Staff Reporter

THE PROSPECT that yesterday would have seen the end of the three-week long strike at the Cape Herald disappeared when the Argus management rejected a proposal that the striking workers be given strike pay

The Argus management also informed the Cape Herald workers that it had decided to proceed with the production of next week's issue of the newspaper, as well as the Mitchell's Plain supplement, the Plainsman

The payment of salaries for the 14 striking Cape Herald members was the last remaining issue in dispute

In a statement yesterday, the Cape Herald staff association said the 14 striking staff members had asked that they be paid for the duration of the strike and were in turn willing to concede their two other demands — that the new salary scales be implemented from November 1 and that the messenger scales go up to the 13th year instead of the present five years

"Management acceptance of the proposal could have ended the strike locally as well as nationally," the statement said

The management letter containing the rejection of the staff association proposals was signed by the manager of the Argus and the Cape Herald, Mr L P Willis

It read "We have studied your memorandum on the question of strike pay but we regret that it does not change our minds on the issue. As we have said on numerous occasions in the past we are totally opposed to paying salaries to people who are on strike although we are prepared to regard their period of absence as leave if this is their wish"

The letter said this view was firmly supported by the managing director of the Argus Company, Mr Hal Miller, and added that production of the newspaper would proceed "now that the majority of Cape Herald staff have indicated that they wish to work"

"We hope it will not be too long before the 13 staff members who are on strike see their way clear to resuming their duties," the letter concluded

A staff association spokesman denied that most Cape Herald workers had indicated they wanted to return to work and said 14 members were on strike and not management's figure of 13

The spokesman attacked the way in which he said the Argus newspaper had been reporting on the strike and said it had been publishing "distorted reports"

## Strikers' plea for a compromise

"We asked them (management) to compromise on the strike-pay issue. Their acceptance of the proposal was the only way in which the strike could have been called off nationally," the spokesman said.

Responding to the claims of "distorted" reporting, the editor of the Argus, Mr J O'Malley, said last night "We merely reported the statements by the manager and managing director accurately and fully. Nothing has been distorted"

The manager of the Argus, Mr L P Willis, could not be contacted last night

● The Athlone Business and Professional Association, the president of the South African Council on Sport (Sacos), Mr Hassan Howa, and the Islamic Council of South Africa (ICSA), expressed their support for the Cape Herald strike

● Two black reporters working for the Eastern Province Herald in Port Elizabeth have decided to go on strike in sympathy with other members of the Media Workers' Association of South Africa

The editor of the newspaper, Mr Harry O'Connor, said the reporters had told him yesterday they had no complaints about salaries or working conditions, but had been pressurized by Mwasa to strike in support of their colleagues

● Britain's National Union of Journalists (NUJ) decided yesterday to support the strike by South Africa's black journalists.

Members of the NUJ are to picket the London offices of Argus newspapers and the South African morning group today. They will distribute pamphlets and parade with placards condemning aspects of "the white press"

● The chairman of the Western Cape Traders' Association (WCTA), Mr Dawood Khan, said late last night that the association's 2 300 members would refuse to sell the Cape Herald if it was published on Monday

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**Herald**  
**strike: New**  
**talks today**

19/11/80  
ARCMS

THE Cape Herald staff association and The Argus management met twice yesterday in attempts to break the Herald strike deadlock.

Another meeting will be held today.

In London, six journalists belonging to the National Union of Journalists (NUJ) picketed the offices of The Argus Bureau and South African Associated Newspapers yesterday in support of black journalists.



# Labour sceptical on all-race unions

STAR  
14/11/80  
152

By Drew Forrest

The Government's intention to give registered trade unions complete freedom to enrol members of all races will be "hollow" without far-reaching changes in union registration procedure

This was the feeling of a number of unionists who were briefed yesterday on proposed new labour legislation by the Minister of Manpower Utilisation, Mr Fanie Botha

In a series of closed meetings with leaders of registered trade unions, Mr Botha said the Government proposed to amend the present law in the interests of "trade union autonomy"

Unions would be able to enrol workers of all races and integrate their bran-

ches and executive committees without ministerial permission, he said

The Government would also amend the definition of "employee" in labour law so that "all people who work in South Africa" — including foreign contract workers — could be enrolled as members of registered trade unions.

But some of the trade unionists later interviewed by The Star said they feared these changes might be insufficient to ensure full union autonomy.

They pointed out that under present procedures, some unions wishing non-racial registration might be precluded from it

Established registered unions, with majority sup-

port among workers of a particular race, could block applications, they said

The unionists were satisfied that the provisions of the intended law designed to curb illegal strikes would not make legal strikes more difficult. The Minister had conceded that the power of unions rested on the strike-weapon, they said

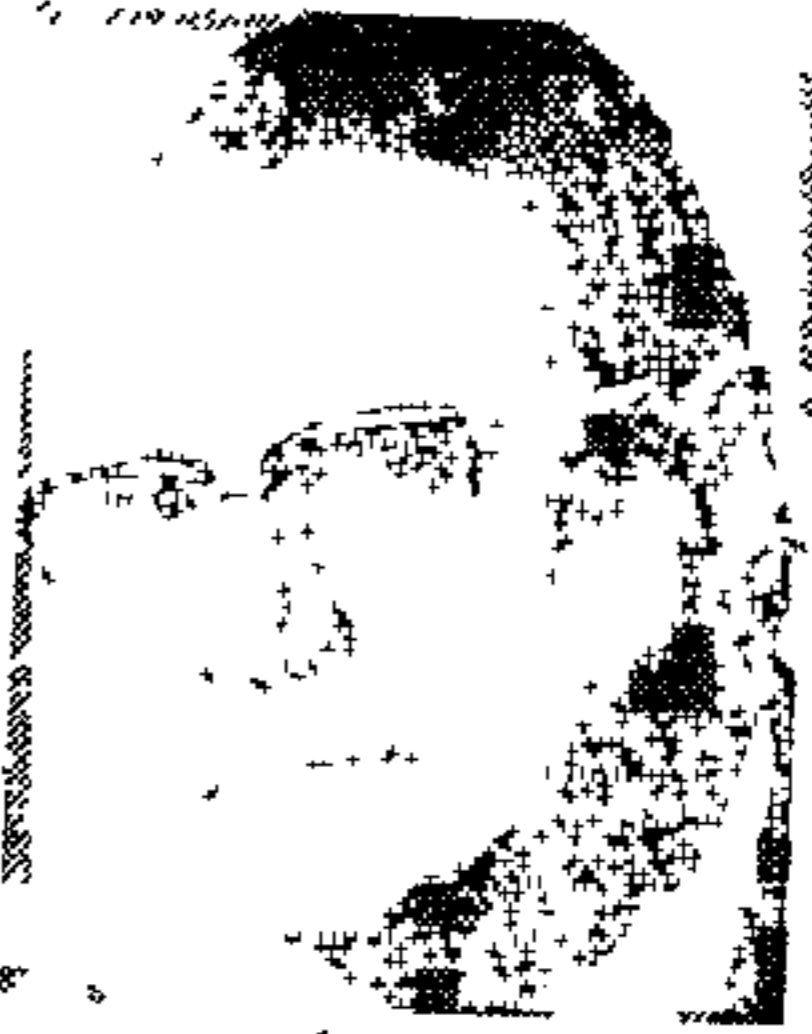
In what appears to be a concession to black unions, Mr Botha also announced that provisional registration would be abolished

Those of the Fosati grouping had rejected this procedure, introduced last year, because of the sweeping discretionary powers it gave the Registrar of Unions

# Unions to get choice on race

14/11/80 ARMS

152



Mr Fanie Botha

Mr Botha announced tough new measures to curb illegal strikes

There would be bilateral agreements between the Government and foreign governments that send workers to South Africa

These agreements will be made with Transkei, Bophuthatswan and Venda the homelands, as well as other neighbouring countries.

In terms of the agreements, any worker from a foreign country who took part in an illegal strike would be 'put on the first bus or plane home'

Any country that refused to sign the agreements could have its workers excluded. There are 63-million unemployed in Africa and it is very easy to get substitutes, Mr Botha said

No trade union would be allowed to operate offi-

(Continued on Page 3, col 2)

Argus Correspondent  
**JOHANNESBURG.**  
—Sweeping changes to labour legislation that will allow trade unions to admit all races and cripple illegal strikes were announced today by Minister of Manpower Utilisation.

The Minister, Mr Fanie Botha, made the announcement after divulging his plans to employers and trade unions.

Mr Botha said he had received almost unanimous support for his proposals, which he said would become law next year.

## Freedom

He proposed total autonomy for the trade union movement in South Africa. This, he said, would allow registered trade unions to admit whatever race they wanted and to exclude any race they wanted.

This, Mr Botha went on, would mean a dramatic change from the present system in which ministerial approval must be obtained for mixed trade unions.

Mr Botha added that his proposals of autonomy for

(Continued from Page 1)

ces outside South Africa. Any trade union which does so will be deregistered, he said.

The Minister added that funds from outside of South Africa would not be allowed in to aid strikers.

In future, strike ballots would be monitored and no longer a prerogative of strike leaders to organise.

He also announced that the country's entire training programme would be placed under his department, an controlled by a

## Unions

new national training council

Previously, the control of training was fragmented

Mr Botha said that his consultation with employers and trade unions was an enormous success. The proposals had been fully accepted by 98 percent.

However it is understood that conservative unions belonging to the Confederation of Labour have reservations







Mr Botha made the announcement after divulging his plans to employer organisations and trade unions during the past two weeks.

He said he had received almost unanimous support for his proposals which he said would become law next year.

He proposed total autonomy for the trade union movement in South Africa allowing every registered trade union to admit what ever race it wanted and to exclude any race it wanted.

He said this would mean a dramatic change from the present system in which ministerial approval had to be obtained for mixed trade unions.

Mr Botha added his proposals meant autonomy for trade unions and this differed slightly from the Wahahn Commission proposal.

Mr Botha announced tough new measures to curb illegal strikes. These include:

- Bilateral agreements between the South African Government and foreign governments of countries which send workers to South Africa.

In terms of these agreements any worker from a foreign country who takes part in an illegal strike will be "put on the first bus or plane home".

Mr Botha said any country which refused to sign such an agreement could have its workers excluded from South Africa.

These agreements will be arranged with independent homelands including Transkei, Bophuthatwana and Venda as well as other neighbouring countries.

Mr Botha said any country which refused to sign such an agreement could have its workers excluded from South Africa.

No trade union will be allowed to operate any offices outside South Africa. Any trade union which does so will be deregistered.

No funds from outside the country may be used to aid South Africa.

Mr Botha said it was untenable for such funds to be allowed.

In future strikes lots will be monitored and will no longer be...

Mr Botha said his proposal would be controlled by a new National Training Council.

Mr Botha said his consultation with employers and trade unions was "an enormous success" and he said the proposals had been accepted "in toto by 98 percent."

But it is understood conservative unions belonging to the Confederation of Labour have reservations.

Page 9 - Labour sceptical.



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14/11/50

# UK Pressmen picket to back SA strikers

London Bureau

LONDON — Members of Britain's National Union of Journalists (NUJ) yesterday formed picket lines in Fleet Street in support of the black journalists' strike in South Africa

About a dozen protesters, carrying placards calling for equal pay and conditions for black journalists, gathered outside the offices of the Argus group of newspapers and of the South African Morning Group

The pickets made no attempt to stop journalists entering the offices and emphasised their protest was meant only to draw public and Press attention to the plight of black journalists

They distributed a pamphlet demanding that

○ The Media Workers' Association of SA (Mwasa) be granted recognition,

○ Mwasa members receive pay rates prevailing within the media in South Africa and that; ○ Mwasa members be paid for the periods they had been on strike

Mr Francis Beckett, the NUJ executive spokesman, said the union had offered to take action by "blacking" — refusing to handle — copy sent from London to the Argus group and South African Associated Newspapers

He said Mwasa officials replied that such action was not necessary and would be counter-productive at this stage

"We remain in close contact with them and will continue to offer whatever support we can from Britain or on an even broader international basis"

The NUJ pamphlet distributed to people in Fleet Street said Argus and SAAN con-

trolled 65% of newspapers sold in South Africa and that the groups were financially interlocked. They were "massively profitable" and had ties with mining, finance and banking interests, the pamphlet said.

"Their newspapers are bought and read by the black community, but their interests serve the minority white population, who control the wealth of South Africa"

Meanwhile four South African student organisations yesterday declared support for Mwasa's strike demands

A joint statement, issued only to foreign correspondents in South Africa, was signed by the Congress of SA Students (Cosas), the National Union of SA Students (Nusas), the University of the Witwatersrand Black Students' Society and the South African Student Press Union (Saspu)

# SAAN denies NUJ claim of pay discrimination

15/11/80 152 10m

Staff Reporter

MR CLIVE KINSLEY, managing director of South African Associated Newspapers, yesterday categorically denied there was pay discrimination on grounds of race in SAAN newspapers

"Both pay and promotion are based solely on merit. There are black journalists in positions of seniority to white journalists. The reverse is similarly true," he said.

He was reacting to allegations of discrimination made by Britain's National Union of Journalists (NUJ), which were published in yesterday's Rand Daily Mail.

Mr Kinsley said "To quote an isolated example of a black fourth year journalist whose salary of R520 is less than the claimed average of R675 of white journalists of the same seniority, is both specious and misleading.

"In my own company, for example, we have white fourth year journalists whose earnings range from R445 to R605. The minimum for the grade is R425, and this is to be increased to R615 from January 1, 1981.

"While on the subject of salaries, it is interesting to note that in my company we have black journalists earning salaries in excess of R1 000 per month who were appointed to their positions entirely on merit.

"One such journalist with six years experience earned R200 four years ago, before joining us from another newspaper.

"I mention these examples simply to illustrate the point that merit is the sole criterion in judging the worth of an employee within our group.

"I can state categorically that there is absolutely no discrimination on the grounds of race on the Rand Daily Mail, or any other newspapers within

the company for which I am responsible.

"On September 20, 1979, Wasa (Writers' Association of South African), as Mwasa (Media Workers Association of South Africa) was then known, made a formal approach to the Conciliation Board for representation. The South African Society of Journalists responded by offering to share representation equally with Wasa.

"This was entirely acceptable to management, who asked the two parties to formulate demands and to make proposals for the reconstitution of the board and to submit these within three weeks.

"On September 24, 1979, Wasa wrote formally to the board, regretting their inability to formulate demands and proposals within the agreed time and sought an extension, which was granted.

"On November 19, 1979, Wasa wrote to the board informing them of their decision to withdraw and demanded a separate negotiating body. At the same time they claimed that the SASJ had abused their trust by using joint meetings to gain political capital overseas.

"Wasa's withdrawal was noted with regret at a meeting of the board on December 4, 1979, and an invitation was extended

to them to return at any time.

"These events clearly indicate management's willingness to include Wasa in the negotiating process. In the difficulties which have arisen during the past fortnight, Mwasa has again been invited to become involved in the conciliation machinery.

"They were invited to join the employers in creating a new structure for negotiating and regulating their future relationship with management. No constraints were placed on the form this structure should take and it certainly did not exclude the possibility of a separate body negotiating with Mwasa.

"Regrettably this proposal was rejected out of hand by Mwasa without discussion. It now appears that the only issue which remains unresolved and to which the NUJ have not referred is Mwasa's demand for payment for their members who are on strike. Such claims are not acceptable to employers anywhere in the world.

"Although they will not be paid for the period of their absence, we have attempted to persuade our journalists to return to work, and have offered to treat their time away as part of annual leave," Mr Kinsley said.

Has a degree in Operations Research from Tilburg, Holland. He has been with Shell International for 10 years and worked for that company as an international consultant in several countries. His experience includes the design and development of financial management, manufacturing control and He has taught courses in Management Information Research at the Business schools of the University of Stellenbosch. He is recognised as a member of the consultants Society of South Africa and specialises in requirements design of industrial systems.

Klaas van der Poel

CURRICULUM VITAE



# East London hit by another factory strike

from 15/1/16 152

## Labour Reporter

EAST London was hit by yet another strike yesterday when the entire workforce of about 170 workers at East London Furniture Industries downed tools.

A spokesman for the South African Allied Workers Union (Saawu), Mr Xolani Kota, said workers had been told to collect their pay and return to work on Monday when they would be re-employed selectively.

The company could not be reached for comment last night.

East London has been hit by a wave of strikes this year, many of which have been sparked by management unwillingness to talk to unregistered unions.

Mr Kota said the strike followed considerable tension at the factory after management had "introduced" a parallel furniture workers union.

He said management had been actively assisting this

union by calling workers in and asking them to sign membership forms.

However, most of the workers had resigned from this union and had joined Saawu. They had disbanded their official liaison committee, which they rejected.

Recently, management had asked workers to elect their own committee. When workers presented this committee to management, the company had refused to deal with it because it had been elected under Saawu's auspices.

"They said they did not want to deal with an outside organisation, despite the fact that they are prepared to deal with a rival union. Workers explained that the committee was democratically elected, but management did not react," Mr Kota said.

He added that management's decision to ask workers to elect a committee was "premature" because Saawu had been on the

verge of approaching the company and asking it to deal with a Saawu committee.

However, yesterday's strike appears to have been directly caused by a meeting at which worker representatives met management to complain about a company notice claiming that workers were being "intimidated" into joining "a particular one" and warning that those responsible would be dismissed.

Workers interpreted this as an attempt to dissuade workers from joining Saawu.

Management had said at this meeting yesterday morning that it was prepared to discuss worker grievances at 3pm. However, workers became angry when they were told they would lose half-an-hour's pay as a result.

"Management said workers were initiating the meeting and that they should be prepared to lose pay as a result. This appears to have made workers very angry," Mr Kota said.

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Klaas van der Poel

CURRICULUM VITAE

Govt

to crack  
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strikes

15/1/80

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By STEVEN FRIEDMAN  
Labour Reporter

ITS official — the Government is to clamp down drastically on strikes by negotiating agreements with Southern African states and homeland governments whereby any migrant worker taking part in an illegal strike will be immediately expelled from "white" South Africa

This move could have ticklish political implications for all Southern African states whose citizens work in South Africa

The Minister of Manpower Utilisation, Mr Fanie Botha announced this at a Press conference in Pretoria yesterday at which he also confirmed details of forthcoming changes in labour law designed to woo unions into the official bargaining system.

Mr Botha said key changes in labour law would include the right of all workers, including foreign black workers, to join registered unions and the right of unions to have fully non-racial constitutions. Trade union "autonomy" would also be guaranteed.

"Unions will be able to opt out who they like or 'mix up with' whichever other unions they like. After this nobody will be able to say that our legislation is designed to police unions," Mr Botha said.

It is not clear how far-reaching these steps will be, however, because Mr Botha said yesterday that the Government's existing registration system would not be changed.

Trade unionists believe that the Government's registrar will still have the power to prevent unions from registering in respect of particular race groups. If a uniraical union representing those workers objects.

Mr Botha declined to comment on whether legislation would be introduced to force unions to register. He said, however, "You do not get anywhere by threatening people. I prefer to negotiate with people on this first."

He also confirmed that new measures would be introduced to curb "foreign intervention" in South African labour affairs.

Mr Botha was speaking after holding talks with registered trade unions and employer associations on the new

legislation

Many of his remarks at these meetings have been "leaked" to the Press and Mr Botha yesterday confirmed Press speculation about the contents of the new legislation.

He said the new legislation had the support of all employers and "98%" of the registered union movement, including conservative unions.

"The trade unions are behind us — the situation is much better now than it was a year ago," Mr Botha said, referring to rightwing reaction to reforms introduced after the Wiseman Commission report.

He said he would soon begin negotiating with "Southern African States" on an agreement that any migrant strikers would be immediately deported if the strike they were engaged in was illegal.

Asked what would happen if these governments refused to accept such agreements, Mr Botha said the Government could react by refusing to allow their workers to work in "white" South Africa.

Mr Botha also confirmed that legislation would be introduced to prevent foreign money coming into the country "to finance strikes."



# East London hit by another factory strike

**Labour Reporter**  
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Klaas van der Poel

CURRICULUM VITAE

# Historic judgment on union rights

In a historic judgment handed down in the South Eastern Cape division of the Supreme Court a judge has ruled that trade unions have the right to bring legal actions in the protection of their members.

The legal rights of unions in such cases has been a burning issue in labour law since the "Bosman case," heard in 1978. Then Mr Justice Eloff ruled that a trade union had no "locus standi," or legal interest, in a dispute between its members and their employer.

Yesterday's judgment — handed down by Mr Justice de Wet in the Supreme Court in Port Elizabeth — is binding on courts in the South Eastern Cape and is likely to have a "persuasive" effect on courts in other divisions, lawyers said.

Mr Justice de Wet made his ruling on preliminary objections in a civil suit brought by the unregistered Transport and Allied Workers Union (Tawu) against a Port Elizabeth company, PE Tramways (Pty) Ltd.

The case will now go for trial, legal sources in Port Elizabeth said today.

Jubilant lawyers said the full implications of the ruling would be known only when the text of the judgment became available. But they described it as "historic" and "exciting."

Further labour unrest hit troubled East London yesterday when the entire black labour force of a furniture factory was dismissed after going on strike.

Almost 200 workers at East London Furniture Industries (Pty) Ltd were paid off after an involved dispute which lasted much of the day, said a spokesman for the South African Allied Workers Union (SAAWU).



# Doors open on strike

15/11/80  
NEGOTIATIONS to settle the strike at the Cape Herald remained deadlocked yesterday after management, printers and the newspaper staff association again failed to reach agreement over the strike pay issue.

A spokesman for the staff association said their proposals for a compromise on the pay issue had been rejected by management at a meeting yesterday but emphasised the door was open on both sides.

Mr L P Wilks, manager of The Argus and the Cape Herald, confirmed the meeting had not been successful but said he was willing to hold further discussions.

# Boycott firm recognises union

DA 15/11/80

CAPE TOWN — One year after the Fattis and Monis strike and boycott ended the firm has recognised the workers' unregistered union and negotiated an agreement with them.

In a statement issued at a press conference in Cape Town yesterday, Mr Jan Theron, Secretary-General of both the African Food and Canning Workers Union and the Food and Canning Workers Union, praised Fattis and Monis, and particularly Mr Peter Moni for their "brave step" in recognising the union.

The statement said the new agreement placed the pasta firm in the vanguard of progressive employers

It said the agreement recognised the union as spokesman of the coloured and black workers, not only at the company's Bellville plant, the site of the original dispute, but at Isando in Johannesburg

"No distinction is made between the registered union, legally for coloureds only, and the unregistered union, for blacks — a division forced upon the union by the

segregatory labour laws "

The statement said the seven-month Fattis and Monis strike and the boycott with which it was associated, has become a landmark in the union movement in South Africa

The strike was settled with an agreement by which the 56 strikers remaining were to return to work.

Fattis and Monis could expect criticism from reactionary employers and from the government, the statement said

"But what the boycott showed is that the masses of the people also have a say," it concluded —  
DDC



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11/11/80 SUN

# Deadlock over

By GRAHAM SPENCE

**STRIKING** black journalists are still deadlocked with newspaper managements over pay demands and a solution to the two-week dispute is not in sight.

The journalists, members of the blacks-only Media Workers of South Africa (Mwasa) are on strike on all SAAN and Argus owned newspapers in sympathy with staff of the Argus-owned Cape Herald.

Black journalists on the Herald went on strike last month for higher wages and better working conditions despite the increased salary scale for journalists to be introduced in January

Mwasa also approached black leaders in Soweto this week with requests not to speak to newspaper reporters since

154 152

# news strike

this would "facilitate the production of news"

Mwasa has, however, been in touch with the foreign Press The National Union of Journalists (NUJ) in England picketed the Fleet Street offices of the Argus and South African Morning Group newspapers this week

Newspaper managements of both papers are refusing to pay the journalists while they are on strike. Mwasa will not negotiate unless this is done

Managements of both groups have said that the journalists can return to work any time and that the strike will be regarded in salary terms as annual leave



# Bid to resolve Press dispute

By Kevin Murray

The standing committee of the South African Newspaper Editorial Conciliation Board met today to discuss the strike by black journalists — which spread still further at the weekend.

In East London, the Daily Dispatch's black chapel came out in support of colleagues on the Cape Herald — where the strike began more than a fortnight ago.

Black journalists of the Argus Company, and SA Associated Newspapers in Durban, Cape Town and Johannesburg are continuing their sympathy strike.

The Dispatch chapel stated that it had no dispute with its management but would strike until Herald grievances had been settled.

The editor of the Dispatch Mr George Farr, regretted the extension of the strike to newspapers not involved in the original dispute.

Today's conciliation board meeting was requested urgently by the national council of the SA Society of Journalists, a non-racial but mainly white organisation.

In Natal, 13 black organisations have expressed support for the Media Workers' Association of South Africa whose members are on strike.

The 13 organisations formed a media workers' support committee on Friday night. A spokesman said they would call on the "community as a whole" to take action against the newspapers if they did not negotiate with MWASA without prior conditions.

AD 17/11/80  
**Dispatch** (195)  
**Mwasa** (243)  
**staff end** (152)  
**stayaway**

**EAST LONDON** — The Daily Dispatch chapel of the Media Workers Association of South Africa (Mwasa) decided at a special meeting yesterday to return to work today following their ten-day stay-away in response to the national call to show solidarity with the Cape Herald striking workers.

"Our decision to return to work followed an evaluation of the situation in our region and the Eastern Cape and we feel we have contributed to the national effort to the best of our ability," the chapel said in a statement.

"We wish to thank the community for their understanding and support of our stand," the statement said — DDR



SAT 17/11/80

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# Press strikers back at work

The Daily Dispatch, East London, chapel of the Media Workers' Association of South Africa (Mwasa) today ended a 10-day stayaway in solidarity with Cape Herald strikers.

The group went back to work after saying they felt they had contributed to the national effort of striking black journalists.

The Cape Herald is today preparing to produce its first issue since the strike began on October 24. Thirteen of the total staff of 37 are still on strike.

A spokesman for the strikers said they were still deadlocked with the management over certain issues, but would hold further meetings to try

to resolve the dispute.

When members of Mwasa came out on strike in support of colleagues on the Cape Herald they demanded that the strike there be settled before they would return to work. They also demanded payment for all strikers for the time they were away and recognition of Mwasa

Management says all staff know they will be given substantially higher increases on January 1 than the strikers asked for. It has been pointed out that strikers are in breach of their legal contracts, but that they may return to work at any time.

"We have told Mwasa and explained carefully to the Cape Herald Action

Committee that we cannot pay those who are not at work that it is not for management to pay employees on strike," said Mr Hal Miller, managing director of the Argus Company.

"We believe this to be an absolutely vital principle in our industrial negotiation, not only for the newspaper and printing industry, but for all industry in South Africa," he said.

"We have told the Cape Herald committee that either the period of the strike may be written off against their leave entitlement, or that we will be prepared to let them meet the liability over a period of six months."

He emphasised that Argus management was prepared to discuss the recognition of Mwasa with the association. This was made clear in a meeting with Mwasa's head executive in Johannesburg two weeks ago.

17/11/80. Arcus 152

# Lerald reappears

The staff know that in January 1 1981, all editorial and non-editorial members will be in pay increases substantially higher than the rates they themselves demanded. We have pointed out that by refusing to take up their demands, the strikers are in breach of their legal contracts with us, but we said that they may not be able to return to duty at any time.

We have told Mswa we explained carefully to the Cape Herald Action Committee that we cannot

pay those who are not at work. that it is not for management to pay employees on strike. We believe this to be an absolutely vital principle in our industrial negotiations, not only for the newspaper and printing industry but for all industry in South Africa.

However, we have no wish to make its application more burdensome than it need be and we have therefore told the Cape Herald committee that either the period of the strike may be written

off against their leave entitlement, or that we would be prepared to let them meet the liability over a period of six months in the latter event, if the strike lasted, say, until the end of November, a man earning R600 a month would receive R500 per month over the next six months and would be paying back strike pay of R100 per month. By this means the burden would be spread to avoid serious difficulty in any one month, but the principle would be held intact.

Finally, I must emphasise that we are, of course, prepared to discuss with Mswa our recognition of them in a properly structured industrial agreement. We and SAAN (South African Associated Newspapers) made this clear in a meeting with Mswa's head executive in Johannesburg some two weeks ago.

● The Daily Dispatch, chapel of the Media Workers' Association of South Africa decided at a special meeting in East London to return to work today after their 10-day stayaway call to show solidarity with the Cape Herald striking workers. Sapa reports.



# Strike-hit Herald is back on the streets

By ROB MEINTJES

THE Argus Company yesterday brought out the Cape Herald for the first time since a strike by media workers brought publication to a halt on October 24.

And in the Eastern Cape, 14 black journalists at the Daily Dispatch and the Eastern Province Herald ended the strike they started as a gesture of solidarity with the Herald staff.

A 20-page issue of Cape Herald came out last night in the face of calls for a boycott of the bi-weekly.

The Western Cape Traders' Association is reported to have urged its members not to stock Cape Herald.

And pamphlets calling for a boycott were circulated in the Cape Peninsula by the Media Workers Association of South Africa (Mwasa).

Mwasa represents black me-

dia workers still on strike at newspapers throughout the country as an expression of solidarity with the Cape Herald workers.

The pamphlets also called for an end to cheap labour, and recognition for worker representatives.

The editor of Cape Herald, Mr Ted Doman, said it should be clear by tonight whether the call for a boycott had succeeded.

Yesterday 13 Herald workers continued their strike — now into its fourth week. Mr Doman said seven strikers had "filtered" back to work over the last 10 days.

In the Eastern Cape 12 journalists at the Daily Dispatch and two at the Eastern Province Herald ended their strike.

We feel we have contributed to the national effort to the best of our ability, the Daily

Dispatch members said in a statement after ending their 10-day stayaway.

Mr Hal Miller, managing director of Argus, has reiterated that the company refuses to pay media workers while they are on strike.

'We believe this to be a vital principle in our industrial negotiations, not only for the newspaper and printing industry, but for all industries in South Africa,' Mr Miller said.

The Cape Herald strikers have been told that the period of their strike would be written off against their leave entitlement or that they would be able to meet the liability over a period of six months.

The demand for strike pay has emerged as the key issue in the current deadlock between newspaper managements and Mwasa.

18/11/80 ARGUS

# Herald appears — first in 4 weeks

THE Cape Herald appeared for the first time in four weeks yesterday even though the dispute which caused it to disappear off the streets has not yet been resolved

An article on the front page described the course of the strike. On Friday October 24, many of the members of the Cape Herald staff went on strike. Since then some have returned to duty, leaving 13 still on strike.

The dispute began on October 17, after a seven-page memorandum was handed to the management demanding increased salaries and improved working conditions.

It was suggested a meeting with management on

Friday October 24 he held. On that date, the staff association was told that the manager of the Cape Herald would see them on October 28 after a visit to Johannesburg

Distressed by the reply from management, the staff association called a meeting and the production of the newspaper stopped

The strikers refused to return to work until their demands had been met. Meanwhile, management refused to negotiate with the strikers until they were back at work.

This stalemate was broken when the management actually agreed to and did negotiate salary scales — all except one were better

than the staff association had demanded.

The only exception was that the staff association asked for messengers' wage scales to run for 13 years. This would make a weekly wage of a 13th year messenger R110.

The management did not want the scale to run for more than five years (that is R71 a week).

The staff association then agreed to the salary scales proposed, but on three conditions.

The management did not accept these conditions which were new salaries to be implemented on November 1, strikers be paid for their time on strike, and messengers' salary scales to run for 13 years.

The management of the Herald has still not agreed to the principle of paying strikers, even when the strikers suggest a compromise of an ex-gratia payment, said the article.

The main leader in the Cape Herald this week said it was the duty of professional journalists to keep the public informed.

'In this, the Cape Herald staff have failed the public for the past three weeks,' it said.

The leader said the Cape Herald had not been published with the intention of undermining the efforts of their striking colleagues.

'But we do believe, that they have made their point — even won their battle,' it said.



AD 18(11) 80

EL firm

(13) (15)  
sacks 170

workers

**EAST LONDON** — About 170 black workers at East London Furniture Industries here were dismissed yesterday as a result of a strike on Friday, according to the South African Allied Workers' Union (Saawu).

Saawu said the workers downed tools after a dispute with management about attempts to make them join a parallel union to the Furniture and Allied Workers' Union initiated by Saawu. — (DDR)

Full report page 18.

STAR 18/11/80  
**Herald back  
 on streets (128)  
 but facing (152)  
 boycott (243)**

By Kevin Murray

The Cape Herald is back on the streets today facing community boycotts by supporters of the newspaper's striking employees.

The newspaper was produced yesterday after an absence of four weeks.

Only 13 of its staff of 37 are still on strike.

Members of the Media Workers Association of South Africa at Aigus and South African Associated Newspapers offices throughout the country are still on strike.

The editor of the Cape Herald, Mr Ted Doman, said: "The paper was produced under pressure and with less staff, but in my opinion it is still the normal Cape Herald."

**BOYCOTT CALL**

About 10 000 pamphlets calling on the public to boycott both the Herald and The Aigus were distributed at the weekend.

Traders organisations in the Cape have stated they will not sell, advertise in, or buy, the two newspapers until the dispute has been settled.

A spokesman for the Herald's staff association said today the strikers were still deadlocked with management over the issue of strike pay, but would hold further meetings this week.

The strikers want to be paid for the period they have been away from work, but management has refused on the grounds that "this was an issue vital to industrial negotiations."



# 4 SAAWU

STAR 18/11/80

members

arrested

Four more members of the South African Allied Workers Union (SAAWU) — an unregistered body active in the East London area — have been arrested by Ciskeian security police.

All were union organisers employed by Border Passenger Transport, of which the Ciskeian Government is a part-owner, a SAAWU spokesman said today. They are Mr Boyce Soco, Mr Sirking Goci, Mr Michael Ngesman and another whose name is not yet known, he said.

Thirteen unionists — eight of them SAAWU officials — were detained by the Ciskeian authorities last week in the East London township of Mdantsane, to be released five days later. SAAWU national organiser Mr Thozamile Goweta and East London branch secretary Mr Sisa Njikelana, detained two weeks ago, are still in Ciskeian police hands.

# Strike continues but paper back on streets

CAPE TOWN — After an absence of three weeks the Cape Herald resumed publication yesterday with one third of its staff still on strike

A brief statement yesterday by the Cape Herald Staff Association said there was still a deadlock between the strikers and the Argus management. Another meeting between the two parties will be held today.

In Johannesburg, Mr Hal Miller, managing director of the Argus Company, reiterated yesterday management could not pay workers on strike — the only outstanding demand blocking a settlement of the strike.

"We believe this to be

an absolutely vital principle in our industrial negotiations, not only for the newspaper and printing industry, but for all industry in South Africa," he said.

"However, we have no wish to make its application more burdensome than it need be and we have therefore told the Cape Herald committee that either the period of the strike may be written off against their leave entitlement or that we would be prepared to let them meet the liability over a period of six months.

"In the latter event, if the strike lasted, say, till the end of November, a man earning R600 a month would receive R500 a

month over the next six months and would be paying back strike pay of R100 a month. By this means the burden would be spread to avoid serious difficulty in any one month but the principle would be held intact.

"Finally I must emphasise that we are, of course, prepared to discuss the Media Workers' Association of South Africa (Mwasa) our recognition of them in a properly structured industrial agreement. We and the SA Associated Newspapers made this clear in a meeting with Mwasa's head executive in Johannesburg two weeks ago," Mr Miller said — DDC



# Herald back on the streets

Staff Reporter

AFTER an absence of three weeks the Cape Herald resumed publication yesterday with one third of its staff still on strike.

Approached for comment yesterday the editor of the Cape Herald, Mr Ted Doman, said:

"The paper was produced under pressure and with less staff, but in my opinion it is still the normal Cape Herald. There is nothing extraordinary about it."

He said that the Mitchell's Plain supplement of the Cape Herald, the Plainsman, would appear on Wednesday.

At the weekend 10 000 pamphlets calling on the public to boycott both the Cape Herald and the Argus were distributed by the Media Workers Association of South Africa (Mwasa). The pamphlets outlined the reasons for the strike and said that the public could support the strikers by not buying the Argus and Cape Herald, not advertising and not buying at the Central News Agency (CNA), "another Argus firm".

A statement yesterday by the Cape Herald staff association said there was still a deadlock between the strikers and the Argus management, which owns the Cape Herald. It said the Western Cape Traders Association had instructed its 2 000 members not to sell the Argus and Cape Herald and not to advertise in the publications.

Threats to boycott the Cape Herald and Argus have come from the Grassy Park Traders Association and the residents and ratepayers associations in Mitchell's Plain.

A spokesman for the strikers said that another meeting with the Argus management would be held today.

For the first time in its 15-year history, the Cape Herald failed to appear after workers went on strike on October 24.

In a statement in Johannesburg yesterday Mr Hal Miller, managing director of the Argus company, said that management felt it was necessary "to put the dispute into perspective by succinctly stating again the demands made by Mwasa and the action that had been taken to meet them."

"In the November issue of its bulletin Kwasa, Mwasa records these demands as settlement of the Cape Herald strike, payment for all strikers for the time spent away from work and recognition of Mwasa," Mr Miller said.

At the Cape Herald, only 13 of the total staff of 37 are on strike at this moment. The

staff know that from January 1, 1981, all the editorial and non-editorial members will be given pay increases substantially higher than those increases they themselves have demanded.

## Vital principle

"We have pointed out that by refusing to take up their duties, the strikers are in breach of their legal contracts with us, but we have said that they may return to duty at any time. We have told Mwasa and explained carefully to the Cape Herald action committee that we cannot pay those who are not at work, that it is not for management to pay employees on strike."

"We believe this to be an absolutely vital principle in our industrial negotiations, not only for the newspaper and printing industry but for all industry in South Africa."

"However, we have no wish to make its application more burdensome than it need be and we have therefore told the Cape Herald committee that either the period of the strike may be written off against their leave entitlement or that we would be prepared to let them meet the liability over a period of six months."

"In the latter event, if the strike lasted, say, till the end of November, a man earning R600 a month would receive R500 per month over the next six months and would be paying back strike pay of R100 per month. By this means the burden would be spread to avoid serious difficulty in any one month but the principle would be held intact."

"Finally, I must emphasize that we are, of course, prepared to discuss with Mwasa our recognition of them in a properly structured industrial agreement. We and SAAN (SA Associated Newspapers) made this clear in a meeting with Mwasa's head executive in Johannesburg some two weeks ago," Mr Miller said.

# Strike by Mwasas enters 20th day

STAR  
19/11/80

128 152

The strike by black journalists at newspapers throughout the country continued for the 20th day today as negotiations with management remained deadlocked.

In Johannesburg several journalists who tried to return to work have been intimidated.

They received threats from supporters of the Media Workers Association of South Africa (Mwasa), even though they themselves are not members of the association.

The journalists who are on strike work for Argus and SAAN publications in Cape Town, Durban and

Johannesburg.

They went on strike at the end of last month calling for a settlement of the Cape Herald strike, which began a week earlier, pay for the strikers while off work, and recognition of Mwasa.

The Cape Herald newspaper returned to the streets yesterday after an absence of four weeks, and management reports that sales appear to be normal in spite of threats of community boycotts in support of the strikers.

Certain traders have said they will not buy, sell or advertise in the Herald.



DD 19/11/80 (12) (13) (14) (15)

# EL firm says workers wouldn't allow meeting

**EAST LONDON** — The current stoppage of work at East London Furniture Industries had come about because of a refusal by the workers to allow a meeting to take place between their representatives and management, the managing director Mr P. W. Mackie said yesterday.

It was reported this week that about 170 workers had been dismissed following a dispute between the workers and the management.

In a written statement, Mr Mackie said. "For many years, we have operated within the framework of the Industrial Conciliation Act. This Act, which is designed to provide security for both employer and employee by means of open negotiation at Industrial Councils by both parties in arriving at a mutually acceptable agreement for the regulation of an industry, has resulted in many years of industrial peace in our industry in this area.

"During these years, we have dealt with registered unions, who represented

white and coloured workers, and with black labour officers, appointed by the Department of Manpower. These unions concerned themselves only with matters relevant to the furniture industry. They adopted a responsible attitude and, therefore, we were prepared to negotiate with them.

"Since it became legal as from August 1980 for black employees to join unions, we believe that, like any innovation, there will be a period during which both employers and employees will have to become accustomed to handling the new situation.

"As black employees were previously not allowed to be members of registered unions, they have not had the opportunity to develop such unions. We understand that, but we are not prepared to meet with unregistered unions that do not concern themselves with our industry only, or who have aims and objectives that lie outside our scope.

"During the period of adjustment mentioned

above, we are always prepared to meet representatives of our black employees to resolve difficulties that may arise, but for the sake of progress and good order, these meetings must be properly organised.

"It has always been our way to deal with problems as they arise. That is the reason we have had a Works Committee, meeting with management on a monthly basis, since 1973.

"The current stoppage of work in our factory, which constitutes an illegal strike, appears to have resulted from a complete refusal by the black workers to allow a meeting to take place between their representatives and management. The situation is inexplicable, for it has arisen despite two meetings of management with general meetings of all the black workers, and a similar meeting addressed by officials of the Department of Manpower Utilisation, at all of which they were requested to put forward their grievances through

representatives. On only one occasion was a list of grievances submitted. It was completely anonymous and could not be identified as being the grievances of the workers.

"When they were asked, through the Works Committee, to put forward an agreed list, the return of the anonymous list was demanded, and no further list was forthcoming.

"The management of this factory is extremely concerned, not only about loss of output and customer service, but also because of the effect this work abandonment will have on the lives of former employees. Many people in this area, who lost their jobs through strikes or walking off the job, are now not working and have no income.

"It was not our wish that such a situation should come to pass, and we believe that the situation has been manipulated to achieve aims outside the scope of our industry.

"It is not anticipated at this time that any further press statement will be issued," Mr Mackie said.  
— DDR

# No sabotage

STAR 19/11/30 (152)

## charges

The State has withdrawn sabotage charges against the leaders of the Johannesburg Municipality Workers' Union.

Instead, Mr Joseph Mavi, Mr Philip Dlamini, and Mr Gatsby Mazwai, officials of the Black Municipality Workers' Union, will be charged under the Riotous Assemblies Act.

In the new charge sheet it is alleged that they incited an illegal strike. This represents a substantial reduction in the seriousness of the offence.

The Sabotage Act, carries a mandatory minimum sentence of five years upon conviction, and a maximum sentence of death.



# Reports on unrest 'damage economy'

STAR 19/11/60

152  
167

The manner in which newspapers reported on labour matters did great damage to the economy, a spokesman for the Department of Manpower Utilisation told the Steyn Commission inquiring into the mass media today.

In situations of unrest, work stoppages and strikes, some newspapers "approached the leftist elements" and based their reports on "half-truths or certain facts, Mr J L Scheepers, undersecretary of the administration section of the department said.

Labour issues involving blacks were especially highlighted and presented in such a way that it appeared as if they were being unfairly treated by employers, a department memorandum said.

The agitating elements would run to the Press who in turn published sensation and thereby encouraged confrontation and revolution.

The SABC-TV was criticised for showing local and overseas incidents of unrest and sabotage as this could influence sections of the population.

STAR 19/11/80 (14A) 12 152  
**Putco recognition for  
unregistered union**

The long-awaited recognition agreement between Putco and the Fosatu-affiliated Transport and General Workers' Union was signed yesterday.

The conclusion of the agreement — which has taken close on four months to thrash out — represents a further victory for independent unions and their strategy of negotiation from shop-floor strength.

Its key provisions are:

● Recognition of the union at all Putco depots where majority worker

support can be shown.

● Negotiation on all matters, including wages

● Worker representation through union procedures rather than solely through traditional company "indabas."

● A commitment to continue negotiating with the TGWU, even if Fosatu-affiliated unions withdraw their applications for registration.

The agreement was "procedural," the Fosatu spokesman said, and a fuller accord would be negotiated at a later stage.



# Management 'running away'

Own Correspondent

CAPE TOWN — The management of East London Furniture Industries was yesterday accused of "running away" from negotiation after dismissing 170 black workers on Friday

The secretary of the South African Allied Workers Union (Saawu), Mr Xolandi Kota, said the union was trying to negotiate with management to get the fired employees

back to work. "I have been trying to put out feelers for two days now, but the managing director, Mr P W Makie, has been unavailable for this time

"We have telephoned, called and left messages, but management refuses to answer them"

Mr Kota said, the workers had refused to collect their pay because they did not regard themselves as dismissed He

denied the workers had gone on strike. They had only held a grievance meeting on the factory's premises

They were about to return to work, when officials from the Labour Department arrived and threatened them with prison or fines for striking illegally, he said

The workers then refused to return to their jobs

STAR 19/11/80

152 121 128

# Herald back on the streets

Staff Reporter

THE Cape Herald was back on the streets yesterday while discussions between Cape Herald strikers and the Argus management on new messenger scales were under way.

Even before the publication of yesterday's edition — brought out while one-third of the staff are still on strike — it was branded by community leaders last week as a "scab edition".

In an editorial headlined "Why you are reading this", the Cape Herald said: "The duty of professional journalists is to keep the public informed. In this, the Cape Herald staff has failed the public for the past three weeks.

"This week, even though some Cape Herald employees are still on strike, those of us who are at work intend to carry out our duty to the public.

"We do so not with the intention of undermining the efforts of our striking colleagues, but we do believe that they have made their point, even won their battle.

"Our colleagues are entitled to their opinions. We to ours. Ours is that the Cape Herald should appear and, as it has done faithfully since it first saw the light of day, keep the public informed.

"Here we are."

## No discrimination

The newspaper placed a chronology of the three-week strike and a statement by the managing director of the Argus Company, Mr Hal Miller, on its front page.

It was learnt that yesterday's edition was produced by the editor, Mr Ted Doman, two sports writers, a features writer and three sub-editors.

A spokesman for the staff association said that management had assured the strikers that they would not be fired or discriminated against for promotion, and that merit or discretionary increases would not be affected. Another meeting would be held today.

The spokesman reiterated the strikers' view that the strike had been caused by "the blunders of management".

The chairman of the 2 000-member Western Cape Traders' Association (WCTA), Mr Dawood Khan, reported a "successful" boycott of the newspaper by members. He said that shopkeepers were accepting the newspaper and then throwing it under the counter.

Copies would not be sold and would be returned when the next edition was delivered.



# Union leaders told sabotage claim altered

Staff Reporter

SABOTAGE charges have been withdrawn against three leaders of the Black Municipality Workers' Union (BMWU), whose members were involved in the Johannesburg municipal strike recently.

Disclosing this yesterday, lawyers for the men — Mr Joseph Mavi, the BMWU president, and executive members Mr Philip Dlamini and Mr Gatsby Mazwi — said they would face charges under the Riotous Assemblies Act instead.

The trial will begin in the Johannesburg Regional Court on February 16. A week has been set aside for it.

The State's decision to drop the sabotage allegations means the three men no longer face charges which carry a maximum penalty of death.

A charge sheet handed to the men's defence team by the State earlier this year said they were being charged under the 1962 General Law Amendment Act — formerly known as the Sabotage Act.

The charge sheet claimed they had disrupted certain "essential services" in Johannesburg because of the strike.

They were to face trial on these charges in the Rand Supreme Court.

It was the first known occa-

sion on which worker leaders were to be charged under the Act in connection with a strike.

Now it appears the men will face charges instead of "inciting an illegal strike" under the Riotous Assemblies Act.

Several worker leaders have been charged this year under the section of this Act dealing with strikes.

A court spokesman said yesterday that no charges have yet been formulated against the men. But he confirmed that they could "possibly" be charged with participating in an illegal strike or inciting people to strike.

Mrs P Janas is appearing for Mr Mavi and Mr Mazwi and Mr R Mokgoatheng for Mr Dlamini. The prosecutor is Mr A van Wyk.

# Deportation plan 'will be resisted'

By PATRICK LAURENCE  
Southern Africa Editor

NEIGHBOURING states are certain to resist South African plans to deport migrant workers who take part in illegal strikes, Dr Deon Geldenhuys, of the Institute of International Affairs, said yesterday.

His prediction was given immediate backing yesterday when Chief Gatsha Buthelezi, Chief Minister of KwaZulu and leader of the Inkatha movement, condemned plans to apply a similar policy to South Africa's black homelands.

Dr Geldenhuys made his forecast in response to intended changes in South African labour legislation which the Minister of Manpower Utilisation, Dr Fanie Botha, outlined to newsmen.

A key point related to migrant workers from neighbouring states and homelands.

The right of migrant workers to participate in trade union activities would be enshrined in

law, but in return, South Africa wants to persuade neighbouring governments to agree that migrant workers should not take part in illegal strikes — and if they did, they should be deported.

Dr Geldenhuys said "If the neighbouring states enter into the proposed agreements, it will imply approval of South Africa's labour legislation, which is seen as a vital element in the socio-economic order."

Rather than confer "legitimation on South Africa's labour legislation"; the neighbouring states — Botswana, Lesotho, Swaziland, Mozambique and Zimbabwe — would resist attempts to persuade them to sign formal agreements, he predicted.

But he conceded that, to the extent that they depended on South Africa to provide work for their growing populations, they would be vulnerable to South African pressure.

However, these states had

participated in moves to set up a counter-constellation to South Africa's proposed "Constellation States", he said.

Dr Gavin Maasdorp, of the University of Natal, described the relationship between South Africa and neighbouring suppliers of workers as one of interdependency, which meant the states could counter moves to get them to sign unwanted labour agreements.

Though there had been a sharp reduction in South Africa's dependence on foreign labour since the mid-1970s, it still relied on some foreign workers — particularly skilled Lesotho migrants on the mines, said Dr Maasdorp.

According to figures quoted by Dr G M E Leistner, of the Africa Institute, there were more than 327 000 registered foreign black workers in South Africa in 1978, of whom more than 250 000 were in mining and quarrying.

In briefing newsmen, Mr Botha made it clear that it was

the intention of his department to seek the same sort of "illegal strikers" agreement from leaders of South Africa's "homelands".

He has had a rebuff from Chief Buthelezi.

"I have applauded the formation of black trade unions, but under no circumstances will I be a party to any agreement which makes punitive deportation of members of these unions a matter of agreement between me and the South African Government," said Chief Gatsha.

"No member of any other race group is subject to deportation, and I do not see why Africans should be singled out for this kind of arbitrary action by the Government.

"It is iniquitous to try to use blacks who are heads of their governments against their own people. This deportation plan is a sting in the tail which will not help South Africa against the worldwide trade union movement."



CT. 20/11/80

# SAA face a ~~2-1~~ 152 holiday go-slow

Staff Reporter

SOUTH AFRICAN AIRWAYS flights might be grounded during the busy Christmas season. Disgruntled cabin crew staff are planning a go-slow and a mass resignation over poor working conditions.

SAA officials were yesterday investigating threats by cabin crew staff to stage a mass stay-away during the peak Christmas period. If carried out, the action could seriously disrupt many national and international flights.

Air hostesses and stewards are planning a one-day strike action in December that could affect the travel plans of thousands of holidaymakers. The cabin staffers have warned that the action is their final protest at over-long working hours caused by SAA's severe staff shortage. If the strike action does not bring about changes, there will be mass resignations, they warn.

A spokesman for the airline's management said yesterday that officials were unaware of the threat. "This comes as a surprise, but we will look into the threats immediately," he said.

With at least 30 resignations a month, including senior staff with more than 15 years' experience, more than 2 000 air stewards and air hostesses have started moves which could bring South African Airways flights to a halt.

To highlight their claims that they are "overworked and underpaid", cabin crews plan to apply for annual leave *en masse* and see their doctors, who will be able to book them off sick due to physical exhaustion. Several plan to give 24-hour notice.

Amongst the grievances listed by cabin crews are:

- Weeks of flying without being given days off, which has played havoc with family life and privacy.
- "Starvation wages" with promises of a career and the opportunity to see the world seldom materializing.
- Cabin crews are seldom relieved on external flights while the cockpit crew is changed at intermediate stops.
- Refusal of SAA management to grant holidays owed to staff due to a critical shortage. Some have not had leave for two years.
- Crews on internal flights are not provided with food on board the flight, although they sometimes spend 12 hours in the air. They seldom have the opportunity of eating, due to the lack of time between departures and arrivals.
- Hostesses are forced to push trolleys with a mass of nearly 100kg during flights because there is a shortage of stewards.
- Crews returning from flights sometimes have to wait three hours before transport is available to take them home.
- Cabin crew members on internal flights claim that SAA is "blackmailing" them to work without proper breaks. "If we don't, we miss the opportunity of flying on the external service. So if we refuse, we will not get promotion," several said.

Most cabin crew members work for periods up to 18 days without a break. A senior steward on the internal roster has just completed more than 45 days with one day off. A steward on the external service worked for 180 hours, of which 104 hours were spent in the air. Sapa, Own Correspondent

# Herald CT, 20/11/80 (152) STRIKERS return

Staff Reporter

THE Cape Herald strike is over. After a three-week pay dispute with the management of the Argus, which owns the newspaper, the strikers announced yesterday that they would return to work today.

Their decision came after negotiations yesterday with management on messenger scales. The two parties met for 1½ hours.

A statement by the Staff Association said that after initially agreeing to salary scales for messengers of up to five years, management had conceded to scales of up to 14 years. The staff had asked for scales of up to 13 years.

Adding that it found the scales to be low, the association said that it believed that the scales "could form the basis for future negotiations between management and the democratically-elected representatives of the messengers".

The dispute over messenger scales was one of three stumbling blocks to a settlement. The other issues were payment of salaries for the period of the strike and the implementation of salary scales for all Cape Herald staff on November 1. Management did not accede to those demands.

The statement said that on the question of strike pay, management was prepared to compromise by letting the strikers take the strike period as leave or to lose the pay deducted over a period of six months, or a combination of both.

"The Staff Association rejected these alternatives in principle, although we feel that some people, because of personal circumstances, would be forced to make use of the offer."

The Argus management gave the association the undertaking that no staff members who had struck would be victimized by being dismissed, by not being considered for increases, or by having their chances of promotion affected.

## Decision 'does not negate victories'

Management had agreed to recognize the Staff Association as the legitimate representatives of the Cape Herald staff and a meeting had been set up for November 25 to discuss improved conditions.

The association believed that the decision to end the strike had "in no way negated any of the number of victories gained". These included:

- "Salary scales with significant salary increases for all Cape Herald staff including non-editorial staff — a departure from previous newspaper practice in the Western Cape where only editorial staff had salary scales,

- "Recognition of the association as the legitimate negotiating voice of the Cape Herald staff,

- "Negotiation with newspaper workers who were out on strike (the Argus management initially refused to negotiate with the strikers unless they returned to work),

- "The Cape Herald strike precipitated awareness among all

☞☞☞☞

To page 2



From page 1

workers in the newspaper industry in the Western Cape and in other parts of the country, and workers in Cape Town and all other areas are now organizing themselves into democratic unions and associations.

- "The Media Workers' Association of South Africa (Mwasa) was recognized by the managements of both SA Associated Newspapers (SAAN) and the Argus and is now forced to be reckoned with in the newspaper industry. On November 5, at a top-level meeting between Mwasa and the two managements, *de facto* recognition was given to Mwasa."

The association said that it was indebted to colleagues at Post (Transvaal) and other newspapers who had expressed support.

The Cape Herald staff went on strike on October 24 when pay talks with management were unsuccessful.



# Herald strike over

Own Correspondent

CAPE TOWN — The Cape Herald strike is over. After a three-week pay dispute with the management of the Argus company, owners of the newspaper, the strikers said yesterday they would return to work today.

Two issues were payment of salaries for the period of the strike and the implementation of salary scales for all Herald staff on November 1.

Management was prepared to let strikers take the strike

period as leave, have lost pay deducted over a six-month period or a combination of both.

The Argus management had also given the association the undertaking that no staff members who went out on strike would be victimised. The Herald staff went on strike on October 24 when pay talks with management broke down.

Yesterday some black journalists employed by SAAN and Argus newspapers in Johannesburg were still on strike.

50 20/11/80 (145) (247) (125) (152)

# Cape Herald 3-week strike ends today

CAPE TOWN — The Cape Herald strike is over.

After a three-week long pay dispute with the management of the Argus, the strikers said in a statement yesterday they would return to work today.

Their decision came after yesterday's negotiations with management on messenger scales.

The Staff Association statement said that after initially agreeing to salary scales for messengers up to five years, management yesterday conceded to scales up to 14 years. The staff had asked for scales up to 13 years.

The association said it found the scales to be low but nevertheless they believed that the scales "could form the basis for future negotiations."

The dispute over messenger scales was one

of three stumbling blocks. The two were strike pay and implementation of the new salary scales for all Cape Herald staff from November 1. Management did not accede to the two demands.

The statement said management was prepared to compromise on strike pay by letting the strikers take the strike period as leave or to have the pay lost as the result of the strike deducted over a period of six months, or a combination of both.

"The Staff Association rejected these alternatives in principle although we feel that some people, because of personal circumstances, would be forced to make use of the offer," the statement said.

The Argus management had also given the under-

taking that no strikers would be victimised by being dismissed or by having their chances of promotion affected.

Management had also agreed to recognise the Staff Association as the legitimate representatives of the Cape Herald staff and a meeting had been set up for November 25 to discuss improved working conditions.

The association believed the decision to call off the strike had "in no way negated any of the number of victories gained."

The association said their action precipitated a tremendous union awareness among all workers in the newspaper industry and they were deeply indebted to colleagues on other newspapers who came out in support of them — DDC



DD 2011/52  
Strike trial  
(152) postponed

EAST LONDON. — Four Mdantsane men appeared briefly in the magistrate's court here yesterday charged with inciting workers to strike or to proceed with a strike.

Mr Ndiphiwe Makatala, 31, of Zone Eight, Mr Lancelot Boo, 30, of Zone Four, Mr Vuyisile Pato, 25, of Zone Three, and Mr David Tandani, 27, of Zone Eight, were not asked to plead and no evidence was led when they appeared before Mr N. R. Oosthuysen.

Their appearance is a sequel to a strike at a battery factory on the West Bank during August.

The matter was referred to the Regional Court for trial on February 2, 1981 and their R100 bail each was extended — DDR

# Herald <sup>STAR</sup> 20/11/80 strikers return to work

By Kevin Murray

The entire staff of the Cape Herald newspaper is back at work today, after discussions with management yesterday — but black journalists at other newspapers throughout the country are still out on strike.

The Herald workers decided to return to work today after reaching agreement with management on one of three issues they have been disputing — that of pay scales for messengers.

But they rejected in principle having their pay docked while away from work, even though some would be forced to accept a management compromise on the issue.

Management said strikers could take the strike period as leave, or have lost pay deducted over six months, or a combination of both.

A spokesman for the Media Workers' Association of South Africa — whose members are still out on strike — refused to comment on the decision by Herald employees to return to work.

Members of Mwasa at South African Associated Newspapers, and Argus Company publications in Durban, Cape Town and Johannesburg, are now in their fourth week on strike.

When they went out on strike they demanded settlement of the Herald workers' grievances, that workers should be paid for the time they were on strike, and that Mwasa be recognised as the negotiating body for black newspaper workers.



125 147 152  
STAR 20/11/85 128 129  
Nationwide boycott  
planned by union

By Drew Forrest

The South African Allied Workers' Union (SAAWU) is to stage a nationwide boycott of an East London furniture group which has refused to negotiate on the reinstatement of its black workforce, dismissed after striking last week.

Union members throughout the country would be asked to boycott the products of East London Furniture Industries (Pty) Ltd over the Christmas period, SAAWU general secretary Mr Sam Kikane said yesterday.

The union would also seek the support of community organisations, churches, trade unions and foreign labour groupings such as the Zimbabwe Congress of Trade Unions, Mr Kikane said. A large proportion of the furniture produced by the factory is exported to Zimbabwe.

Drastic measures had become necessary, he stress-

ed, to "show management that SAAWU is not a union to be fooled around with."

Mr Kikane said that since the 176 workers had been dismissed last Friday management had "dodged" all union overtures to discuss their reinstatement.

Central to the workers' grievances is the claim that they were forced to join the National Union of Furniture and Allied Workers' of South Africa (NUFAW) — a registered body affiliated to Tucsa.

In a Press statement, NUF AW assistant secretary Mr A J M Groenewald said that in terms of a registered "closed shop" agreement the company could employ only members of his union.

"The South African Allied Workers' Union has no legal right to approach any employee in the furniture industry to discuss terms with them," he said.

STAR 21/11/80

# Newspapers hit by distribution strike

By Kevin Murray,  
and Diew Forrest

The distribution of several Johannesburg and Pretoria newspapers, including The Star, was seriously disrupted today because of a strike by drivers, street-sellers and deliverymen.

The workers, who are employed by Allied Publishing Ltd, have taken action in support of striking black journalists throughout the country and over a number of

grievances with their own management.

At an urgent meeting with management this morning, several hundred workers decided not to return to work until the strike issues were discussed at a further meeting this afternoon.

Shop stewards of the Commercial Catering and Allied Workers Union of South Africa — of which the strikers are members — are being assembled

To Page 3, Col 7

# Newspapers hit by distribution strike

from Allied Publishing depots throughout the Transvaal for the meeting.

The union said yesterday that workers had decided to act in concert with the Media Workers' Association of South Africa.

Members of Mwasa, whose members include black journalists from Argus Company and SA Associated Newspapers publications throughout the country, have been on strike for three weeks.

This strike was partially resolved yesterday when workers at the Cape Herald, where the strike originated, returned to their desks.

Allied workers are also concerned about the dismissal of two colleagues this week and have demanded for the transfer of an area manager of the company.

Mr RC Alport, Transvaal provincial manager of Allied, said the two workers at the centre of the dispute would be suspended on full pay pending an investigation into their dismissal.

He also stressed that by undertaking a sympathy strike the workers were acting in breach of an agreement with the union.

The action has meant that the distribution of several Johannesburg and Pretoria newspapers has been seriously disrupted.

The distribution of The Star was affected and management could not find an alternative means of selling newspapers on streets or making home deliveries at short notice.



2/11/80 (152)

# The new deal for workers

benefit by being allowed to escape the controls to which their rivals were subjected

Like a well-known sucking sweet, the new labour deals introduced by the government tend to have a hole in the middle.

While policy switches often bring important changes around the periphery, they all too often have a fatal flaw at the centre which threatens to render the whole meaningless

And so it may prove with the changes in labour law which the Minister of Manpower Utilisation, Mr Fanie Botha, announced last week

Mr Botha told the press of changes aimed at introducing union autonomy, allowing mixed unions, and giving all workers, including foreign black contract workers, full union rights

Speaking after talks with employers and registered unions, he was pleased at the progress he appears to have made in selling the legislation to the rightwing unions who staged a last-ditch stand against reform last year

But he also made clear his belief that the proposals would help to woo the growing unregistered union movement into the official labour system and still foreign and local criticism of the government's labour reforms

Referring particularly to the charge that changes were designed to control unions, Mr Botha said "After this, no-one will be able to say our system is designed to police unions"

The all-important details of the new legislation are yet to come. But Mr Botha has spelled out the broad direction of the changes and there are already doubts about whether his optimism is well-founded. The new moves may well increase, rather than still, criticism of government labour policy

His optimism is based on the fact that full union rights for all, including the right to mixed unions, are now entrenched in law. Mr Botha added that union autonomy would also be guaranteed—unions would be free to organise whom they wished and form union alliances as they wished

But accompanying the new legislation—its "hole in the middle"—are tough measures which could drastically raise the penalties attached to striking, for tens of thousands of black workers

According to Mr Botha, he will begin negotiating bilateral agreements with "Southern African States"

those who ignore it But critics of the system claim the machinery is so cumbersome, there have been few legal strikes in the country's labour history

Before a legal strike can be called, workers have to go through elaborate machinery which can take months to complete. By the time the channels are exhausted, workers have usually long since lost interest

Mr Botha made it clear that the machinery would remain unchanged. This means that contract workers could be faced with the prospect of negotiating a tangle of red tape when they have a grievance, or taking matters into their own hands and losing their jobs

The move could also pose a dilemma for black homeland and other governments in the sub-continent. If they sign, they invite a backlash from disgruntled workers. If they don't they could see job opportunities for their citizens dry up—and face the same backlash

Other aspects of the proposals may also pose problems for Mr Botha. First, there are doubts as to how far-reaching his guarantees of union autonomy will be. He made it clear that the official registration system would remain unchanged because the country had "the best labour legislation in the world"

Unions were quick to point out that the strike threat is essential to free bargaining. If an employer knows that there is no threat, no matter how remote, that his workers will strike, he has little incentive to settle a dispute

Stripped of the right to refuse to work, workers have little power and any bargaining rights conferred on them are virtually meaningless

Critics are thus likely to argue that Mr Botha's new measures will give tens of thousands of contract and migrant workers every right except the one that really matters—the right to bargain effectively

To the uninitiated, clamps on illegal strikes appear fair enough. After all, if there is machinery for negotiation before strikes can take place, it seems only fair that action should be taken against

unions in from the cold—but ushered them into a system hedged with controls which soon proved inadequate for worker, and particularly black worker, needs

The thinking behind the strategy was clear. Black unions were a relatively weak force, battling against official and employer hostility. But they were beginning to grow and a handful of employers were beginning to recognise them

Rather than allow a second system to grow up outside the net of official control, therefore, the government moved to include black unions in the system. This would allow them to grow—but only on terms laid down by the system

Another contentious issue is likely to be the proposed clamps on links between local unions and their foreign counterparts. Western unions have argued they should be free to assist black unions here and that by doing so they are contributing to the country's industrial life

And local unregistered unions have argued that they need help from abroad to find the funds and resources which decades of exclusion from official bargaining rights have denied them. This, too, is likely to be seen as a clamp on unions' freedom to associate

Mr Botha's announcement follows weeks of speculation about forthcoming changes. Influential business organisations had been demanding change and the government seemed to be listening. Expectations of a substantial revamp of the official labour system were high

This was hardly surprising. Labour events throughout the year had illustrated the need for change had never been as pressing. The Wiehahn Commission's first report last May had opened the official bargaining system to black workers and their unions for the first time. In so doing, it let black un-

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He also warned that unregistered unions would be free to link up with political organisations, a practice which is long established in the western world, but which the government has always been determined to outlaw

And he made it clear he was as concerned as ever by foreign unions backing the local unions

His statements caused a good deal of confusion. Some employer and union spokesmen complained that Mr Botha was blowing hot and cold and that the two postures appeared to contradict each other

They didn't. The two approaches were entirely consistent

The government, Mr Botha was saying, was determined to bring into its system any unions which could be persuaded to come in. Any union which was prepared to submit to the controls would be welcome, no matter how militant some employers believed it to be

On the other hand, unions unprepared to come into the new system would face the wrath of an officialdom no longer prepared to countenance them

The goal is still control as a means of warding off what it sees as undesirable political and foreign influences. If possible, by negotiation and by improving the system. If that is not possible, presumably by other means

The new legislation encapsulates that principle. Whether it does so effectively remains to be seen

The moves to woo unions are obviously an improvement. But they seem to have fallen far short of expectations and the system still seems unable to do what it presumably is designed to do—ensure industrial peace by allowing workers full bargaining rights

The anti-strike measures, powerful as they are, are unlikely to solve the government's problem, even if unwilling homeland and Southern African governments go along. Legislating against strikes hasn't tended to stop them in the past. It may not do so this time

## Minister of Manpower Utilisation, Mr S. P. "Fanie" Botha.

whereby any of their citizens who engage in an illegal strike will be summarily removed from the white area

While he said it was a priority to negotiate such agreements with foreign Southern African countries, he added that they would also be entered into with the homelands

If they did not sign, these countries or homelands could simply find that their labour would not be used here, Mr Botha said

This could mean, quite simply, that any contract worker who takes part in a strike which is not legal in terms of the government's machinery, will lose the right to earn a living in white South Africa

The implications are awesome. The right of workers to withhold their labour is an accepted right in all democratic labour systems. Even unionists

ions in from the cold—but ushered them into a system hedged with controls which soon proved inadequate for worker, and particularly black worker, needs

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# Closed shop bars Saawu says union official

EAST LONDON — The South African Allied Workers' Union (Saawu) had no legal right to approach any employee in the furniture industry, the director of organisation for a registered trade union said yesterday.

Mr A. J. M. Groenewald, of the National Union of Furniture and Allied Workers, yesterday dismissed Saawu claims that the management of East London Furniture Industries was assisting a rival union to recruit members as completely false.

"There is no rival parallel union in the furniture manufacturing industry. The South African Allied Workers' Union has no legal right to approach any employee in the furniture industry or even discuss any terms with them," he said.

In a statement to the Daily Dispatch, Mr Groenewald said in terms of an industrial agreement no employee who was not registered as a member of his union could be allowed to work for any employer registered with the employers' association.

Mr Groenewald's full statement reads:

"The strike action at the firm of East London Furniture Industries was instituted by the direct actions of the South African Allied Workers' Union which is not a registered union in terms of the Industrial Conciliation Act No. 28 of 1956 as amended.

"During the period 1932-1959 employees employed in furniture manufacturing were eligible for trade union membership of the East London and Border Furniture Workers' Union.

"This union was registered in terms of the IC Act. From 1959 the National Union of Furniture and Allied Workers of South Africa incorporated the East London and Border Furniture Workers' Union.

"The National Union of Furniture and Allied

Workers of South Africa is a registered trade union in terms of the Act and is fully integrated for all race groups.

"The National Union of Furniture and Allied Workers is registered to represent employees employed in the furniture manufacturing industry, the coffin manufacturing industry, the sawmilling industry, the woodworking industry and the plywood industry of South Africa.

"East London Furniture Industries, which was previously known as Beard Ellis and Berlyn, is a registered member of the East London Border and District Manufacturers' Association. This employers' association is registered in terms of the IC Act.

"Prior to the formation of the employers' association in the East London Area, the firm was a registered member of the Midland Furniture Manufacturers' Association, which still exists and is also registered in terms of the Act.

"This employers' association covers various areas, inter alia the East London area.

"During the early part of 1980 a separate industrial council known as the Border Industrial Council for the Furniture Manufacturing Industry was registered in terms of the IC Act.

"The parties to this Industrial Council comprise the East London, Border and Districts Furniture Manufacturers' Association, the National Union of Furniture and Allied Workers and the National Association of Furniture and Allied Workers.

"The last named trade union has now amalgamated with the National Union of Furniture and Allied Workers of South Africa.

"An industrial agreement negotiated by the parties to this industrial council is currently in force and only expires on

March 20 1982.

"The National Union of Furniture and Allied Workers is the only legal body which has the right to negotiate conditions of employment and benefits for the employees in the furniture manufacturing industry.

"The union is fully represented throughout South Africa.

"The statement made by the South African Allied Workers' Union that the company was actively assisting a rival parallel union to recruit members is completely false.

"There is no rival parallel union in the furniture manufacturing industry. The South African Allied Workers' Union has no legal right to approach any employee in the furniture manufacturing industry to register or even discuss any terms with them.

"They have no legal standing.

"In terms of clause 23 of the industrial agreement no employee who is not registered as a member of the National Union of Furniture and Allied Workers may be permitted to work for any employer who is registered with the employers' association.

"The company has been officially informed that it may only employ persons who comply in all respects with the provisions of the industrial agreement, including the closed shop provision.

"These employees must comply with the membership provision of the National Union of Furniture and Allied Workers' constitution.

"The media must clearly understand that the National Union of Furniture and Allied Workers has, and always will, work in the best interests of its members and, as a responsible registered trade union, will not involve its members in any strike action — DDR

# Men to test labour laws

EAST LONDON — Workers dismissed after a stoppage at East London Furniture Industries planned to turn up for work as normal today as part of a strategy to test new labour legislation and the Wiehahn recommendations, Mr S. K. B. Kikine, general secretary of the South African Allied Workers' Union (Saawu), said yesterday.

According to Saawu, about 170 workers were dismissed after a dispute with management last Friday about attempts to make them join a "parallel union."

Mr Kikine said some of the dismissed workers were approached by security police on Wednesday night who told them they could report for work yesterday.

About 30 had turned up for work and all except two had been re-employed. The two who were turned away said they had been told they were inciters.

Mr Kikine said the re-employed workers suspected they had been given back their jobs only so they could train new workers and that they could then run the risk of dismissal.

All the workers, apart from one or two who feared victimisation because they had been labelled as inciters, would report for work today to see if they would be taken back.

If the company did not re-instate all the workers, it would be a contravention of industrial laws and would amount to a "lockout."

Mr Kikine said the workers' view was they had not gone on strike. They discussed their grievances with management and, while waiting for a reply, were called together by three representatives of the Department of Manpower Utilisation and told they were on strike and could face charges.

Accusing the company of "unfair labour practices," Mr Kikine said it was illegal for an employer to force a worker to join a union of the employer's choice. He said workers had been threatened initially and



Parents Limited and its Subsidiary Company:

Income Statement for the Year Ended 31st December 1979:

Net Income before items be	10+35 000)	215 000
Profit on change in holdin		587,5
Transfer to Non-distributa		(587,5)
Depreciation (35 000-1 500		32 000
Net Income before taxation		183 000
Taxation		90 000
Net Income after tax		93 000
Outside shareholders' inte		5 175
Net Income attributable to		87 825
Dividend		36 000
Retained Income for the ye		51 825
Retained Income at beginni		390 187,5
(360 000+30 187,5)		R442 012,5
Retained Income at end of		
3. Depreciation Adjustment		
Depreciation p.a.		
i.e.		
Therefore need to reduc		
and original increase in		
Depreciation in 4th year		
3.1 Depreciation adjustment		
= 1.10.76 to 30.6.77		
= 1.7.77 to 30.6.78		
3.2 Depreciation adjustment		
= 3 000 x $\frac{12}{6}$		R1 500
3.3 Depreciation adjustment 1.1.79 to 30.6.79		R1 500

missed if they did not join the union.

We will test the new laws and the Wiehahn recommendations and if they are ineffective, they will be exposed," he said.

The head of the security police in East London, Colonel A. van der Merwe, said yesterday he was not aware his men had called on dismissed workers "but it is quite possible. It has been done in the past. People are afraid of intimidation and we visit them and give them an assurance they can return to work," he said.

Mr Kikine also called on the company to send a representative to Saawu's office to return workers' building society books held by the company.

The books were until recently held for the workers by the building society concerned, but a spokesman said this system had proved unsatisfactory. He said workers would quote their clock-in numbers when wanting to draw money and in some cases had no other identification. This situation had resulted in some cases of fraud and it had been decided to return the books to the paymasters of companies whose employees banked under this system.

He said the paymasters were in a better position to identify workers and emphasised the decision affected a number of other companies and had no bearing on the situation at East London Furniture Industry.

Mr Kikine said dismissed workers would be unwilling to approach the company individually to collect their books for fear of victimisation.

He said he would approach the company to send a representative to the Saawu offices to return workers' books there — DDR

R3 000 p.a. for 3 years

i.e.

R9 000

8 000

R17 000

R2 250

3 000

R5 250

R1 500

## JOURNALISTS' STRIKE

### No resolution

FM 21/11/66

The strike by SA black journalists is stretching into its fourth week with no end in sight. The Media Workers' Association of SA (Mwasa) and managements of Argus and Saan basically reached agreement on the demands made by the union two weeks ago — but the issue of strike pay remains unresolved.

Managements of the two companies are refusing to budge on this issue. They insist

that a decision to pay strikers for the time they were out would have major ramifications for future industrial relations disputes. But the union contends that management caused the strike by not resolving grievances and is therefore responsible for lost pay.

In a letter to Mwasa members this week, Argus warned them they were in breach of their contracts and would take action accordingly. Saan, on the other hand, said journalists could return to work and the period of your absence, if you so choose, will be treated as annual leave. Neither company set a deadline. Mwasa has not yet responded to the letters, but its members are expected to stay out.

The strike, which was sparked off by a walkout of *Cape Herald* journalists who insisted that management was not dealing with their grievances, was followed by boycott moves aimed at all Argus and Saan publications, as well as a call for all black community, business and sports leaders not to talk to these papers.

But the strike lost some of its impetus this week when Mwasa members from the *Daily Dispatch*, the *Cape Herald* and the *FM* returned to work. The *Cape Herald* appeared on the streets again, although 13 journalists are still out.



## Negotiation needed

THREE weeks ago, most black journalists went on strike in support of grievances among colleagues on the Cape Herald newspaper. They also demanded recognition of their union — the Media Workers Association of South Africa — and raised other grievances.

Managemen's of SA Associated Newspapers — owners of the Rand Daily Mail — and the Argus company accepted in principle that they would recognise Mwasa and agreed to negotiate, but laid down the condition that strikers would not be paid during their period of absence.

This week, however, the Cape Herald staff ended their strike and the newspaper resumed normal publication. Despite this, the strike by black journalists on the other newspapers is continuing, with Mwasa still demanding strike-pay and managements replying that strikers can take their period of absence as leave.

As in most disputes of this nature, feelings have run high on both sides — but the Cape Herald episode has shown that the most delicate and emotional situations can be resolved. We hope our colleagues still out on strike will now reassess their positions and negotiate a settlement.

# Papers still hit by strike

152  
from  
deliberate

Staff Reporter

THE strike by distribution workers at the Allied Publishing Company, which affects newspapers such as the African Associated Newspapers and the Argus Publishing Company, is continuing

Negotiations between Allied management and the Commercial, Catering and Allied Workers Union of South Africa ended in deadlock yesterday

Allied's managing director, Mr R J Mitchell, said both sides had agreed to continue negotiations

Workers have raised a number of grievances and also demanded the resolution of the dispute between striking members of the Media Workers Association of SA (Mwasa) and newspaper managements at SAAN and Argus

The union said strikers' demands were

- The immediate removal 'by dismissal, transfer, suspension, demotion or promotion' of an Allied distribution manager 'who summarily dismissed and also assaulted some workers',
- The 'immediate and unconditional reinstatement' of the dismissed workers,
- The immediate suspension of a grievance procedure agreed between the two parties recently and the negotiation of a new one 'because the present procedure has failed to stop problems arising', and
- The resolution of the Mwasa strike 'because Allied workers are being seen by the community as strike-breakers and also because workers want to express solidarity with media workers'

Mr Mitchell said Allied had agreed to scrap the grievance procedure recently negotiated with the union

The workers who had been dismissed had been reinstated, but were at present suspended from duty — apparently pending full investigation

It was not intended, however, to remove the area manager concerned from his post



23/11/80

152

# Workers still on strike

23/11/80

**Sunday Express Reporter**

THE strike at Allied Publishing Company, in which several hundred workers walked out of their jobs earlier this week, was still fully effective at the weekend and is expected to continue into the coming week, according to management sources

The strike has affected distribution of newspapers owned by South African Associated Newspapers and the Argus Printing and Publishing Company and will affect the street sales of Johannesburg's two English-speaking Sunday newspapers, the Sunday Express and the Sunday Times

A meeting on Friday afternoon between Allied management and the Commercial Catering and Allied Workers' Union of South Africa, which represents the striking workers, ended in deadlock

Strikers demands include

- The immediate and unconditional reinstatement of two

workers dismissed earlier in the week,

- The removal of an Allied distribution manager, who, the union contends, dismissed the two workers and 'also assaulted some workers'

- The resolution of the present Mwasa strike

Mr Nigel Twidale, a SAAN general manager, told the Sunday Express after the meeting with Argus and Allied management that 'Allied workers have no grounds for striking because of conditions at Allied. Their strike appears to be one of solidarity with striking Mwasa journalists'

Mr R J Mitchell, managing director of Allied, told the Sunday Express 'The issue which sparked the strike was the speed at which the two workers were fired. It didn't allow them the chance to lodge an appeal. We have agreed with this view'

'We recognise that these men weren't given that chance. But now we have reinstated them'

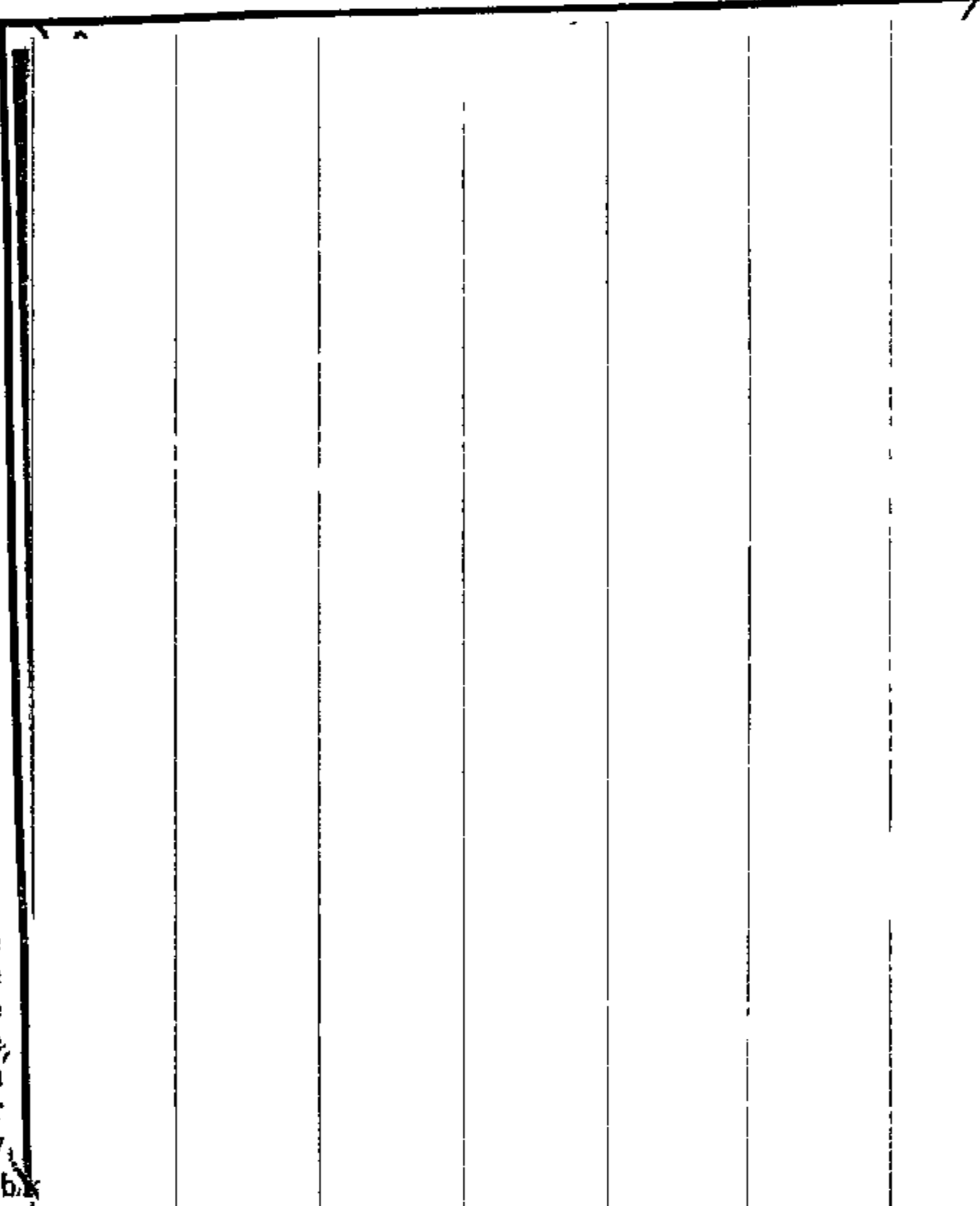
It appears, however, that the union are still not satisfied because the men, although reinstated, have been suspended pending an investigation of alleged theft

## No home deliveries

MR Nigel Twidale, a SAAN general manager, said there would be no home deliveries of his company's Sunday papers — the Sunday Express and the Sunday Times.

However, he said the papers would be available from all cafes and booksellers which opened on Sundays

He said SAAN regretted the inconvenience. If the strike continued into next week he invited 'anyone who would like to assist as a seller or an agent to phone the newspaper offices. We will happily employ them'



JUST

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# 'Mail' back on Reef but strike goes on *2/1/60*

Staff Reporter

STREET sales of the Rand Daily Mail will resume throughout central Johannesburg and at selected points in the suburbs today

Mr Nigel Twidale, a general manager of South African Associated Newspapers, said last night the strike by employees of Allied Publishing Pty Ltd, which publishes the Rand Daily Mail and most other Johannesburg newspapers, was still continuing

Mr Twidale said subscribers would have their subscriptions extended for the period of the strike as there would be no

home deliveries. He apologised for any inconvenience to readers

The 'Mail' will be on sale at all bookshops, cafes and at the offices of the Rand Daily Mail throughout the Reef

The strike by members of the Catering and Allied Workers Union of South Africa (Cawusa) began on Thursday. Street sellers, drivers and distributors are refusing to work, although negotiations between the union and Allied Publishing were held on Friday

A spokesman for Allied Publishing said the company would make a statement on the strike today



STAR 24/11/80

# Allied workers may be fired

By Kevin Murray

The employers of the striking newspaper deliverymen said today if the workers did not return to duty by tomorrow morning they would lose their jobs.

Street-sellers, deliverymen and truck drivers of Allied Publishing Ltd have been on strike since Thursday night.

The distribution of several Johannesburg newspapers, including The Star, has been seriously disrupted by the strike.

Mr R J Mitchell, managing director of Allied, said today the workers were on strike in breach of their contracts with the firm. They had, in effect, terminated their own employment.

"We are bitterly disappointed the agreement reached with the Commer-

cial Catering and Allied Workers' Union of South Africa has not met the first test and instead we face a strike by all of Allied's black employees," he said.

Students have been recruited to sell The Star and other newspapers as a holiday job during the strike by Allied workers.

The students will be helping deliver the newspapers to cafes and will sell them at selected street corners in Johannesburg.

Subscribers to The Star have been urged to buy their copies at their local cafes, as home deliveries are still affected.

They will be compensated for the period of the strike.

This also applies to subscribers of the Rand Daily Mail.

RAND  
Daily Mail

# Labour — latest in line for Press curbs

OUR worst fears, of total Press censorship as an integral part of total strategy, seem well-founded when we have the Department of Manpower Utilisation proposing ways of ensuring that reports on labour unrest be "handled correctly".

Already all news about military movements must be passed by the military authorities before it may be published. All news about police anti-insurgency actions must be passed by the police authorities before publication. Any news of an act of sabotage at a key installation must be passed by the military authorities before publication.

Now news of labour unrest, work stoppages and strikes is being threatened by official management and even total blackout.

Coming hard on the accusation by a Department of Foreign Affairs official that certain newspapers were contributing to a "revolutionary climate" among blacks, the director-general of the Department of Manpower Utilisation, Mr Jaap Cilliers, has submitted before the Steyn Commission that certain newspapers have, in their strike reports, incited revolution.

He suggests that reports of strikes should be prescribed in law to ensure "impartial" reporting,

that not only union and management's view must be reported but also that of his Department. In practice this would make publication dependent on Government say-so.

Mr Cilliers believes incorrectly handled reports on labour unrest could damage the economy. We can hardly imagine a greater danger to the economy than the manipulation or suppression of news about strikes and the real issues involved.

There will be wild rumours among workers and panic action by ill-informed, unprepared managements. A public which already may be left wandering about a bomb blast, the sound of gunfire, a huge blaze, or the disappearance of friends or colleagues, will not be allowed to know about a transport or a milk delivery or a dustmen's strike until Government spokesmen are ready for them to be told.

And when they are told, they will wonder what has been kept from them. Meanwhile none of those "revolutionary" labour reports were referred to the Press Council or to the courts. Of course not. The Government does not want adjudication — it wants the official slant from the outset.



# Mvubelo rejects

# Saawu claim

**EAST LONDON** — It was unfortunate that ever since the government allowed blacks to form organised trade unions, everyone wanted to get onto the bandwagon, veteran trade unionist, Mrs Lucy Mvubelo, said here yesterday.

The general secretary of the National Union of Clothing Workers was commenting on industrial disputes and strikes in the Border area.

Mrs Mvubelo is visiting East London for four days as part of her routine programme of visits to her union's branches.

She was angered by a statement in a weekend newspaper claiming that strikes in the East London area were being caused by the Trade Union Council of South Africa and its agents.

The statement had been made by the general secretary of the South African Allied Workers Union (Saawu), Mr S. K. B. Kikine.

"If Saawu will leave organised workers in peace and concentrate on the numerous industries with no organised unions, I would be happy with them because they would be assisting in organising the unorganised," she said.

The Garment Workers Union, of which her union is part, had been responsible for negotiating agreements, including the Eastern Cape, for all workers in the clothing industry, she said.

"To my surprise Saawu is now discrediting our efforts in the belief that they will organise a better deal for workers."

What worried her most was that this struggle between black trade unions was giving some people in government circles a chance to justify their belief that blacks were not ready for trade unionism.

"If Saawu is such a strong organisation why can't it consult with other trade unions which have

been operating all these years and have actually made it possible today that they (Saawu) can operate as a trade union?"

Mrs Mvubelo called for closer co-operation between all trade unionists

"What we need is co-operation and consultation, not confrontation"

She felt the efforts made by her union for 27 years in trying to get recognition of black workers in unions were not being appreciated by those who sought to discredit them

"Black workers have struggled to upgrade their living standards and working conditions ever since the promulgation of the first Industrial Conciliation Act in 1924.

"The exclusion of such workers, defined as employees under the Act, made them open to all forms of exploitation by employers

"Fortunately black

women were not subject to this Act then and when we entered the clothing industry in 1942 we became members of a registered union hence our wages and working conditions were better than those of our men-folk"

She said women were paid the rate for the job in all industries falling under agreements at that time.

When the law was changed and the Native Labour Settlement of Disputes Act was promulgated in 1953 they were forced by law to separate from workers of other race groups.

"We did not blame the union for this because they had nothing to do with it It was government law.

"Neither did we sit down and cry over the tragedy. We worked ourselves up and proved that a black worker is just as valuable as any other in this country"

# Boycotters to lose money

25/1/50  
ARRAS

152

Education Reporter  
TRAINEE teachers at colleges in the Peninsula will lose a quarter of their bursary money because they boycotted lecturers during the second term this year.

Primary trainee teachers at Hewat and the Peninsula Technikon will lose about R105, while junior primary trainee teachers at Battswood will lose about R80.

According to students, the cut will cause great hardship to many, who rely on the money to cover

their travelling expenses home at the end of the year.

Mr Franklin Sonn, rector of Peninsula Technikon, said he would visit the Department of Internal Affairs (formerly the Administration of Coloured Affairs) again today to negotiate about the money.

## 'NOT OVER'

'I have been at them intermittently since the boycott to try to persuade them to pay the full bursary. The negotiations are not yet over,' Mr. Sonn said.

However, Mr. A. J. Arendse, director of education for the Department of Internal Affairs, said there would be no reversal of the decision.

'It is a thing of the past, anyway it's not news any more,' Mr. Arendse said, adding that he had no further comment.



By Kevin Murray  
The increasing number of strikes in South Africa poses a severe threat to the country's industrial peace and stability, says a report released today.

# 'Strikes threat to stability' 5-20-80

This year the total number of strikes is more than double that of last year, involving four times as many people, says the report.

The National Development and Management Foundation, which compiled the report, says all but one of the 61 strikes

up to September this year were illegal. It is quite clear that changes to labour relations, now being contemplated by the Minister of Labour, Mr Fanie Botha, will make it even more necessary for employers to be fully briefed on all aspects if labour unrest is

to be avoided, says the report.

The NDMF is setting up a composite labour relations service for member companies as part of a project aimed at getting management more involved at all levels with employees.

The results of the survey

are shown:

- There were 36 reported strikes in South Africa in 1979, involving about 21 000 workers.
- By the end of August this year the number of reported strikes was 61, involving about 95 000

- All but one of these strikes were illegal.
- Police intervened in 29 of these 97 strikes
- The analysis shows that in nearly five percent of the strikes, wages were the major cause. In a quarter of the strikes, more than one reason was

Given that about 15 percent were solidarity strikes where the eventual outcome of the strikes was reported, it was found that in the majority of cases workers returned to their jobs without achieving their objectives.

Altogether 19 employee organisations were involved in the strikes.

Of these, six were registered, seven unregistered, five had applied for registration and one had received provisional registration.

(105) (229) (152) (130)  
SAR 28/11/80 (139)  
Petition for release  
of Ciskei unionists

By Drew Forrest

EAST LONDON — The South African Allied Workers Union (Saawu) is to launch a nationwide petition calling for the release of six union officials currently in Ciskeian security police hands.

This was revealed today by the acting secretary of Saawu's East London branch, Mr Xolani Khota. Saawu members have been at the centre of a number of recent strikes in East London, and the local branch of the union claims a phenomenal leap in membership in recent months.

A petition calling for the charging or release of

Saawu national organiser, Mr Thozamile Gqweta, East London branch secretary Mr Sisa Njikelana, would be forwarded to the Ciskeian Minister of Justice, he said.

It will also call for the charge or release of four union organisers employed by the Ciskei Transport Corporation, of which the Ciskeian Government is believed to be part owner.

All six are held under a proclamation which provides for the indefinite detention of Ciskeians without trial.

The petition will be circulated on a countrywide basis, Mr Khota said.



Tutu mum <sup>5/10/80</sup>  
26/1/80  
on strikes (152)

Bishop Desmond Tutu, general secretary of the SA Council of Churches, today refused to speak to The Star when asked to comment on rumours that the SACC is funding striking members of the Media Workers' Association of Southern Africa. None of the strikers is being paid. Bishop Tutu said because he supported the strikers, he would not speak to newspapers.

# Striking<sup>STAR</sup> workers<sup>26/11/80</sup> may lose<sup>(K2)</sup> their jobs<sup>(K2)</sup>

By Kevin Murray

The Argus Company has told striking employees of the black newspaper Post (Transvaal) they will forfeit their jobs if they do not return to work by tomorrow.

The strikers are all members of the Media Workers Association of South Africa, and have been away from work for more than three weeks.

Members of the association from Argus and South African Associated Newspaper publications in many parts of the country are on strike.

Their negotiations with management are deadlocked over the issue of strike pay — Mwasa demands members be paid for the period they have been away from work, management refuses.

In a statement released today, Mr Hal Miller, managing director of the Argus Company, said the workers from Post had been reminded they were in breach of their legal contract and had, in effect, dismissed themselves.

He added that the Argus was ready to re-employ them because it wished to resume its service to the community and the advertisers by publishing Post again.

If the 70 striking members of Post — out of a total staff of 260 — did not return to work by tomorrow the Argus would take the view that they themselves had terminated their employment from the date they ceased to work.

Argus and SAAN said they were ready to finalise arrangements for recognition of Mwasa among employees who they represent, but claimed Mwasa refused even to discuss recognition until the companies agreed to strike pay.



Discy Disc 24/11/80

# Gqweta's case struck off roll

MDANTSANE — A case in which the national organiser of the South African Allied Workers' Union, (Saawu), Mr Thozamile Richard Gqweta, 26, was to have appeared on a charge of incitement to strike, was struck off the roll in the regional court here yesterday.

Mr Gqweta, who is detained under the Ciskei emergency regulations, was not in court when the prosecutor, Mr S Mzaidume, asked that the case be struck off the roll. He did not give reasons.

Asked later if the decision had been taken by the

Attorney-General, he said "No, we decided on our own."

Mr Gqweta's attorney, Mr B B Ntonga, said afterwards Mr Gqweta was still in detention.

Mr Ntonga said bail would still remain with the state and would probably be extended at his next appearance.

Mr Gqweta's appearance on previous occasions followed a strike at Mdantsane Special Organisation on April 18.

When he appeared in September the matter was set for hearing over two days — yesterday and today — DDR

# Newspaper workers report back

Staff Reporter  
STREET sales and home deliveries of the Rand Daily Mail are expected to return to normal today, after striking Allied Publishing workers trickled back to work yesterday.

The workers began returning after the company issued an ultimatum to its workers, return by this morning or be dismissed.

Allied's managing director, Mr. R. J. Mitchell, warned the workers that if they failed to turn up the company would employ outside labour.

The employees on strike are in breach of their contract with Allied and they have, in effect, terminated their em-

ployment with us, he said. Nevertheless we are ready to re-employ them without any break in service if they return to duty today.

"It looks as if the strike is over," he said. But he warned that normal distribution depended on the return of workers who were due to go on shift early today.

Mr. Mitchell said Allied was bitterly disappointed the recent agreement reached with the Commercial and Allied Workers' Union had not met its first test.

**FOOTNOTE** Striking black journalists at SAAN and Argus publications in Johannesburg were still on strike yesterday.

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52



# Durban textile firm fires workers

Labour Reporter

ABOUT 18 workers — an entire department — at a Durban textile company, O T H Bayer, were fired this week after a dispute at the company

Mr Samuel Kikine, general secretary of the South African Allied Workers' Union, of which the dismissed workers are members, said the firings had occurred after "long-standing worker grievances" at the company had come to a head

He said workers had decided to take the case to the newly established Industrial Court, alleging they had been unfairly dismissed

The company's director, Mr Gunther Bayer, could not be reached for comment yesterday, but a company spokesman confirmed that "about 18" workers had been dismissed

Mr Kikine said that virtually all workers at the plant are Saawu members. He said workers had "long-standing grievances" about working hours and overtime pay

These had come to a head earlier this week when a group of workers had assaulted a man they claimed was "a company spy"

Mr Kikine said management had selected a particular department at the plant and had asked workers in it to identify the man's attackers as he himself was unable to identify his assailants.

Workers in the department had refused to do this, saying that they did not know who was responsible for the attack. All had then been fired, he said

Mr Kikine said negotiations on the issue would take place today

# Post strikers get sacking ultimatum

2007  
27/11/80

By MARIKA SBOROS

SEVENTY striking employees of Post (Transvaal) will be sacked today if they do not return to work

The ultimatum was issued yesterday by the managing director of the Argus Company, Mr Hal Miller

The three-week-old strike was called by the Media Workers Association of South Africa (Mwasa), of which most of the strikers are members

The stayaway is affecting newspapers owned by the South African Associated Newspaper group as well as other Argus-owned papers

The ultimatum follows deadlock between Mwasa and managements over strikepay

It is unclear whether the ultimatum will be extended to strikers on other newspapers

Mr Chve Kinsley, managing

director of Saan, said the company has not considered issuing its Mwasa strikers with a similar threat

Mr John Marquard, managing director of the Star newspaper, refused to comment on whether there was a possibility of striking Star reporters being given an ultimatum to return

In a statement yesterday, Mr Miller told the Post strikers that if they did not return to work today, they would be dismissing themselves because they were in breach of contract

He also told them they would not be paid for the time they had been on strike, although the Argus company was prepared to treat the absence as leave or, as in the case of the Cape Herald dispute which has been settled, to spread the liability over six months

Mr Miller said the Argus company was ready to take back any workers who wished to return

Meanwhile, two temporary news vendors employed by the Allied Publishing Company who were allegedly assaulted by company strikers for scabbing, have laid charges with the police

Police arrested the driver of a car with false numberplates after receiving reports that the car had been used by people intimidating and assaulting newspaper sellers

The sellers claimed they were forced into the car had their money taken and told to stop selling the papers

The incident allegedly took place during the recent Allied strike which was resolved on Monday



# Striking newsmen given ultimatum

Own Correspondent

JOHANNESBURG - Seventy striking employees of Post newspaper here will be sacked today if they do not return to work.

The ultimatum was issued yesterday by the managing director of the Argus Company, Mr Hal Miller.

The three-week-old strike was called by the Media Workers' Association of South Africa, (Mwasa), of which most of the strikers are members.

The stayaway is affecting newspapers owned by the South African Associated Newspapers (SAAN) group as well as other Argus-owned papers.

The ultimatum follows deadlock between Mwasa and managements over the issue of strike pay.

It is unclear whether the ultimatum will be extended to strikers on other newspapers.

Mr Chie Kinsley, managing

director of SAAN, said the company "has not considered issuing its Mwasa strikers with a similar threat."

Mr John Marquard, the managing director of the Star, refused to comment on whether there was a possibility of striking Star reporters being given an ultimatum to return.

In a statement yesterday, Mr Miller told the Post strikers that if they did not return to work today, they would be dismissing themselves because they were in breach of contract.

He also told them they would not be paid for the time they had been on strike, although the Argus Company was prepared to treat the absence as leave or, as in the case of the Cape Herald dispute which has been settled, to spread the liability over six months.

Mr Miller said the Argus Company was ready to re-employ any workers who wished to return.

Striking

Post men

fail to

turn up

By Kevin Murray

A total of 70 striking employees of the Argus Company failed to meet a management deadline to return to work today.

They were told yesterday to return to work today or forfeit their jobs.

The strikers are all journalists of the black newspaper Post (Transvaal).

At the time of going to Press, a spokesman for Post said: "None of the workers has returned. We are waiting to see what happens."

There are 190 non-editorial employees of Post still at work.

Argus management said yesterday the strikers were in breach of their contracts with the company and had, in effect, dismissed themselves.

If the workers had returned to duty today they would have been re-employed because the Argus Company was anxious to resume its service to readers and advertisers by once again publishing Post.

Mr Hal Miller, managing director of the Argus Company, said yesterday if the 70 striking members of Post did not return to work today management would take the view that they had ended their employment from the date they stopped work.

Mr Miller would not comment on what would happen to black journalists from other Argus publications who are also on strike.



# BMW strike is over — 28 pc pay rise, bonus

STAR 28/11/80 (152) (192) (15)

By Kevin Murray

About 1 000 striking workers at the BMW motor factory at Rosslyn, near Pretoria, will go back to work on Monday after being granted a wage increase today of 28 percent

The workers went home yesterday in support of their wage demands after becoming impatient with delays in negotiations

They were demanding a wage increase of 50c an

hour. Negotiations had been in progress for about six weeks

Yesterday the BMW employee council and the management of BMW South Africa reached agreement on the wage increases, which will become effective from January next year

The management announced today that the new minimum hourly rate would be R1,60 (compared with the present figure of R1,25)

Employees in all job grades would receive wage increases and a new long-service bonus scheme would operate

Yesterday plant workers appealed to the management and the employee council to come to an agreement on the wage negotiations, and it was decided the employees should go home until the talks were over

A statement issued by BMW today said: "All em-

ployees arrived for work at the plant today and were given their wages as well as notification of the extent of the January increase

"It was mutually agreed by the council and management not to let employees work today to give the employee council an opportunity to discuss the increases with workers

The workers were requested to report for work again on Monday

STAR 28/11/80

# Boycott of black buses

## in Bloem

### Own Correspondent

BLOEMFONTEIN — Residents of Mangaung Townships this morning launched a community-council endorsed boycott of municipal buses — and thousands of workers walked to work through the rain

The boycott is a direct result of the white city council's decision to dismiss 75 black and coloured bus drivers earlier this month. At least one incident of stone-throwing had occurred by mid-morning and it is believed a number of suspects were detained

Official police sources said they had no knowledge of any police action, but residents of the area reported a substantial police presence

The community council and the coloured management committee came to a deadlock in their discussions with the white body, and Mr David Tsing, chairman of the council, said the city officials were told the matter would now be taken to the community

"We wanted a mandate from the community in support of the bus drivers and when we addressed our separate meetings it became clear the community would support such an action," he said

City Council spokesmen were "in conference" this morning and could not be reached

A black freelance journalist working for *The Friend*, was detained briefly at Batho Police Station this morning, and his film confiscated



STAR 28/11/83 (174) (114A) (152) (11)

# Black labour federation uneasy over changes

The country's biggest federation of black trade unions might pull out of the Government's new labour dispensation if many of the latest proposals for changes to the law are not dropped.

The Federation of South Africa Trade Unions (Fosatu) made this clear in a statement today following what it called a "very unsatisfactory meeting with the Minister of Manpower Utilisation, Mr Fanie Botha, yesterday."

The statement said Fosatu believed that the "positive steps proposed

by the Government recently were "heavily outweighed by other proposed amendments which would lead to the credibility of the whole package collapsing."

The fact that the meeting with Mr Botha took place was probably a step in the right direction, said Fosatu. But if there were further meetings they should be much longer and involve all unregistered unions.

Fosatu unions have applied to register under the Government's new labour dispensation. But Fosatu warned today that

it would not be prepared to participate if new, unacceptable proposals were implemented.

The proposals would have the effect of exerting greater potential control over the activities of emerging trade unions, the statement said.

Fosatu said the following proposals were unacceptable:

- ① Measures to freeze out unregistered unions, such as the prohibition on stop order facilities for them and no legal standing for their agreements with employers.

# 71 Lose jobs after strike

SRK (150) (51)  
24/1/80 (152) (152)  
(242)

By Kevin Murray and Mike Cohen

Seventy-one striking employees of the Argus Company have lost their jobs after defying a management ultimatum to return to work.

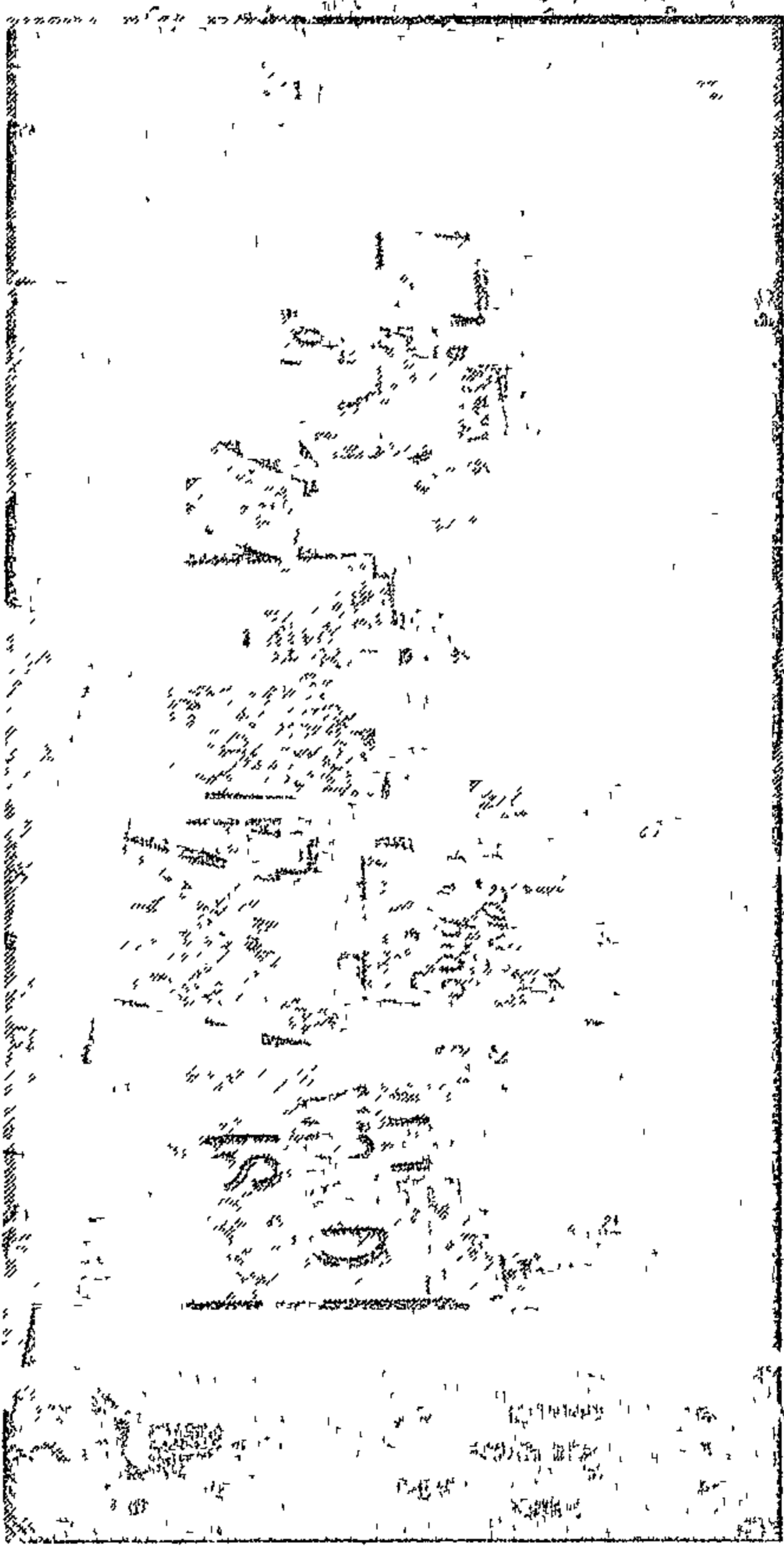
Argus management said the strikers were in breach of the contracts and had, in effect, dismissed themselves. A total of 68 strikers from the black newspaper Post (Transvaal) were yesterday formally told they had terminated their employment from the date they left work four weeks ago.

In Durban, three striking members of the Sunday Tribune also lost their jobs today.

Mr J Nuttall, manager of the Tribune, said the three strikers had been told they should be back on duty by this morning or lose their jobs.

At the time of going to press the three had not turned up and were deemed to have fired themselves, said Mr Nuttall.

Two journalists from



Employees of SAAN picketed the Star building today in protest at the Argus Company's decision to terminate the employment of 68 striking Post Transvaal journalists.

Post returned to work yesterday and were also re-employed. There are now 192 people on duty at the newspaper.

Mr Hal Miller, managing director of the Post Company, said the Post was not being closed down.

"The workers are being paid and will continue to be paid," said Mr John G'ns manager of Post.

All the strikers are members of the Media Workers' Association of South Africa.

About 20 employees of South African Associated Newspapers picketed the Star building today in protest at "the sacking of 68 members of Post."



# 68 Post strikers lose their jobs

C.T. 28/1/80

152

Own Correspondent

**JOHANNESBURG** — The Argus Company yesterday sacked 68 striking Post (Transvaal) workers

Late yesterday afternoon, Mr Hal Miller, managing director of the Argus Company, said the Post employees had "dismissed themselves" by not returning to work after an ultimatum was issued

"We are sorry to say that only two of the striking Post workers returned to work. Those who are still on strike are in breach of their legal contract with us and have dismissed themselves as from the date they went on strike," he said



Mr. Zwelakhe Sisulu, president of Mwasa

Eighteen white journalists from the Rand Daily Mail, the Sunday Times and the Sunday Express decided yesterday to go on a one-day strike in sympathy with the sacked Post workers who include about 50 journalists

The journalists' action was also taken in protest against threats by the Argus management to dismiss Mwasa strikers at the Daily News and Sunday Tribune

Radio 702 reported yesterday that strikers on the two Durban-based Argus newspapers now faced a threat of sacking if they did not return to work today but Argus management refused to confirm or deny the

day as deadlines for the dismissal were extended from 10.30 am to 3 pm

Most of the sacked workers are members of the Media Workers' Association of South Africa (Mwasa) that reached deadlock with managements over the issue of pay for workers during the three-week-old strike.

Mr John Gittins, the manager of Post, yesterday refused to comment on the future of Post

In another development yesterday, a meeting of the SAAN editorial chapel at the SASJ voted 55-20 against a motion proposing a one-day strike in sympathy with the journalists

Instead a motion was passed condemning the Argus company "in the strongest terms for this provocative and unnecessary action" and welcoming "SAAN's more conciliatory attitude"

The chapel urged SAAN management to continue to explore every possible opportunity to achieve a settlement with the striking SAAN journalists "irrespective of the action taken by the Argus company"

However 18 white journalists from three SAAN newspapers decided to go on a one-day strike in sympathy with the sacked workers

## Picket

The 18 journalists also decided to join a picket by journalists who had earlier rejected strike action in favour of a picket outside the Star offices

The motion calling for strike action read:

"Despite repeated requests to management that the Mwasa dispute be resolved in the long-term interests of the newspaper industry and the opposition press and that it should show flexibility and imagination in negotiating on the deadlock point — strike pay — our pleas have come to nought

"While Post is an Argus newspaper, Argus has a major shareholding and control over



From page 1

SAAN and to that extent it is impossible to distance our selves from the high handed decision to fire the 68 Post workers

"Our only means of action is to strike. This resolution is for all SAAN employees to strike for one day tomorrow 1 February in protest against the sacking

This resolution decision has not been taken lightly. Our loyalty to our newspapers and their readership remains paramount

We feel the great tragedy of the situation is to feel as a reader that a person

## Deputation

Further details of Miller's refusal to meet a deputation from the editorial chapel of SAAN will be reported in a

Argus management to withdraw the sacking threat

Mr Miller said the SAAN chapel had no standing in the dispute and he would not see the deputation

The chapel sent Mr Miller a telegram which they expressed a

despised hope that the editorial chapel would be and in a number of instances for the entire newspaper industry

On 14 March a deputation from the editorial chapel of the Argus of 11 of (Transvaal) 11.1.80. Others have called for a meeting in Washington on the 15th planned

The chapel's editor in Johannesburg at the Washington Star could not be contacted but he said he was not able to contact the editor of the newspaper. He told in a telegram that he was expected to be back in Johannesburg on 15th

He said he was in a position to meet a deputation from the editorial chapel

# Argus sacks

68

# Post strikers

28/1/80

rom

(195) (137)  
(52)  
(243)

By MARIKASBOROS

THE ARGUS Company yesterday sacked 68 striking Post (Transvaal) workers

Late yesterday afternoon Mr Hal Miller, managing director of the Argus company, said the Post employees had "dismissed themselves" by not returning to work after an ultimatum was issued.

"We are sorry to say that only two of the striking Post workers returned to work. Those who are still on strike are in breach of their legal

contract with us and have dismissed themselves as from the date they went on strike," he said.

A radio report yesterday said strikers on the Durban-based Argus newspapers, the Sunday Tribune and the Daily News, now face a threat of sacking if they do not return to work today.

Argus management refused to confirm or deny the report. Last-ditch attempts to avert the Post firings failed yesterday as deadlines for the dismissal were extended from 10 30am to 3pm.

Most of the sacked workers are members of the Media Workers' Association of South Africa (Mwasa).

Mwasa reached deadlock with managements over the issue of pay for workers during the three-week-old strike.

In another development yesterday a meeting of the SAAN editorial chapel of the SASJ voted 55-20 against a motion proposing a one-day strike in sympathy with the sacked journalists.

Instead a motion was passed condemning the Argus company "in the strongest terms for this provocative and unnecessary action" and welcoming "SAAN's more conciliatory at-

titude". The chapel urged SAAN management to continue to explore every possible opportunity to achieve a settlement with the striking SAAN journalists "irrespective of the action taken by the Argus company".

The chapel sent Mr Miller a telex in which they expressed a "widespread belief" that the dismissal would have grave and irreparable consequences for the entire newspaper industry.

However 18 white journalists from three South African Associated Newspapers decided to stage a one-day strike in sympathy with the sacked workers.

A statement by the 18 journalists said, "Our loyalty to our newspapers and their readership remains paramount. We feel the gravity and tragedy of the situation has forced us to adopt this position."

Earlier yesterday, Mr Miller refused to meet a deputation from the editorial chapel of SAAN, which intended to urge Argus management to withdraw the sacking threat.

Mr Miller said the SAAN chapel had no standing in the dispute and he would not see the deputation.

FOOTNOTE: Mr John Gittins, the manager of Post, refused to comment on the future of the newspaper.





# Black journalists' strikes have lessons for newspapers

CT. 152  
28/11/70

THE CURRENT industrial unrest in the newspaper world is noteworthy not because it happened but because it did not happen sooner

This is because newspapers are in no way exempt from the powerful new pressures, racial, political and industrial, at play in South African society. A country that used to boast to strike-ridden Western nations that strikes were virtually unknown now has a major strike problem. A National Development and Management Foundation study recorded 36 reported strikes in 1979 involving 21 000 workers, yet by the end of August this year there had been 61 strikes involving 95 000 workers. Almost every strike was illegal, and in many cases police involvement complicated matters.

## Exposed position

The newspaper industry is in a particularly delicate and exposed position. It employs people who are trained to observe things shrewdly and to think. The new forces at play in South Africa are not missed by journalists, particularly blacks who suffer under apartheid and who understandably want a totally new society. The liberal-inclined English-language newspapers, moreover, offer advice and criticism on how South Africa should be run, and how businesses should put their houses in order. This places a heavy onus on newspapers to see that their own is shipshape. If not, they are sitting ducks. Newspapers are also part of a world-wide community, which has quick communications and great sensitivity to what happens in the South African press. Newspapering in South Africa is a high-profile activity. And a hostile government is waiting to pounce on

Black journalists have been on strike in many parts of South Africa, raising questions for their white colleagues and disrupting black editions. The Editor of the Cape Times looks at the situation.

any weakness in the English-language press

Perhaps the most important point, however, is that the English-language newspapers are basically white-owned but blacks form half their readership. In some cases, such as the Argus Company's Cape Herald and Post, readership is virtually exclusively black. Many English-language newspapers run separate black pages or editions. Such operations are potential albatrosses for managements in the case of industrial unrest. Newspaper groups are increasingly reliant on black custom and black journalists. And if black workers or consumers are to be organized against newspapers, for whatever reason, the damage is obvious. With this will come damage to the cause of free expression because there should be no mistake about it: the only beneficiaries of weakened English-language newspapers are the Nationalists who would rather rule without these troublesome priests.

Bearing all this in mind, what approach should newspapers adopt when industrial troubles threaten? Some thoughts

● Managements should be extremely sensitive to black demands, and move quickly and helpfully in cases of grievance. In the Cape Herald affair, there was evidence of tardiness in handling the strikers' original complaints, though this was later remedied. Black sensitivity is acute in South Africa, because of the nature of the society. It must be taken fully into account.

● The status of the profession must be raised. Journalists

are not well paid, considering the burdens they bear, the risks they run, the people they meet and the hours they work. Modern technological advances — such as electronic editing — place critical new responsibilities on their shoulders. They must be looked after properly. Some considerable distance toward improving the situation was covered in the recent negotiations between proprietors and the South African Society of Journalists, with an effective 16 percent salary increase in prospect. But there are still problems in the profession, exacerbated by the polarizing effect of the strike by black journalists.

● Blacks must be advanced, not just in "black journalism" but to influential and responsible positions in the mainstream. Why, it might be asked, do the big newspaper groups not, like Anglo-American, appoint blacks to their boards? Since more than half their readers are black, the question is apt. Why are there not more blacks in influential editorial — not to mention managerial — posts? To say that such people are chosen strictly on merit is, in present South African conditions, not realistic nor probably even accurate. There are numbers of blacks capable of holding down such positions. And the corps is growing every year. When industrial trouble comes, such people act as bridges. And in the on-going running of newspapers their specialized knowledge of black opinion and vast areas closed to white South Africa, is at a premium.

● Employees must appreciate the hard fact that if they

withdraw their labour they will not be paid. It is axiomatic. Nowhere in the civilized world is it different. And they should also appreciate that those in senior executive positions such as editors and deputy editors — whatever their feelings about pay and conditions in the industry — will automatically produce newspapers in the event of a strike, because of their overriding commitment to the free flow of information.

## Black consciousness

● Employers must appreciate that when they deal with black strikers they are dealing to a very large extent with the potent force of black consciousness, which — in spite of Mr Jimmy Kruger's enthusiastic efforts — is alive and well. This means handle with great care. The charge made by the (black) Media Workers' Association of SA in the recent unrest that the white liberal press preached about change but was inflexible when it came to introducing change within its own structures must not stick.

There is no ready handbook for employer or employee in South Africa's wave of industrial unrest. But fact and an understanding of what it is like to be black in South Africa, are a good start.



FM 28/1/80  
POST ULTIMATUM

152  
Strikers at *Post* and *Sunday Post* were issued an ultimatum by Argus Printing & Publishing to return to work. In a statement issued to the strikers on Wednesday the company said it would take the view "that they themselves had terminated their employment from the date they ceased to work."

The 70 strikers at the two papers are members of the Media Workers Association of SA (Mwasa). A national Mwasa strike was called a month ago in solidarity with *Cape Herald* employees who have resumed work.

By the time the *FM* went to press Mwasa had not responded to the ultimatum.

Negotiations between Mwasa and Saan and Argus managements resumed on Tuesday after a two-week lapse but no agreement was reached. There was no promise that negotiations would continue.

Saan MD Clive Kinsley says the company's position remains unchanged — that strikers may return to work and claim leave for the time they have been on strike.

*The Star's* manager, John Marquard, refused to comment on the company's position.

# 1 000 BMW workers on wage strike

## Labour Reporter

ABOUT 1 000 workers at the BMW motor factory at Rosslyn, near Pretoria, struck yesterday in support of wage demands

This makes BMW the second Pretoria motor plant to be hit by a strike in the past few weeks. Workers at the Datsun plant in the area struck recently

A company spokesman, Mr Pierre de la Rey, said yesterday he expected the plant to be back in full production today. However, worker sources said they believed it was unlikely to reopen until Monday

According to management, the strike occurred because workers were impatient with delays in wage negotiations between BMW and an employees' council in the plant

However, worker sources said they had struck in support of demands for a 50c an hour wage increase

They said management had offered workers 25c an hour, which had been rejected. A subsequent offer of 30c was also rejected, they said

According to workers, BMW's minimum wage is R1.33 an hour

A non-racial registered union, the National Union of Motor Assembly and Rubber Workers, has been organising workers at BMW. The union is affiliated to Fosatu

At present, the union does not represent the majority of BMW workers and has there-

fore not been involved in negotiations on the wage issue.

However, a union spokesman said yesterday that workers who were not union members would be asked at a meeting today whether they were prepared to have the union negotiate on their behalf

Mr De la Rey said yesterday that BMW had been negotiating workers' annual wage increases for some weeks with the employees' council.

A group of workers had become impatient with the delay and had stopped work yesterday morning. They said they would not resume until management told them the size of their increase

Management had discussed this with the employees' council, but had decided this was not possible. "We then sent the entire workforce home," Mr De la Rey added

He said negotiations had continued throughout the day and that the company expected to announce the new increases this morning. "We expect everybody to return to work then," Mr De la Rey said

He confirmed that the union was active at the plant, but said it was not yet representative. For this reason, management still negotiated with the employees' council, he said

Worker sources said yesterday that they were under the impression that the dispute would not be resolved today. "We were told to collect our pay for the week and then to come back on Monday when the problem would be settled," a worker said

A union spokesman said workers had "lost faith" in the employees' council because it had failed to consult them adequately on the wage issue

Despite this, the majority were not yet union members and the union would meet workers today to find out whether non-members wanted the union negotiate for them



# Go-slow: SAA staff claim jail threats

CT. 28/11/80 245 (270) (152)

By HENRY HARRINGTON

**CABIN CREW** of South African Airways said yesterday they had been warned of possible arrest, jail and dismissal if they proceeded with a "go-slow" planned for December 5.

They also said SAA doctors had been briefed not to allow sick leave except in the case of serious illness.

A flight steward told the Cape Times "Members of the staff association (Salstaff) have been lecturing cabin crews for up to 40 minutes before flights. They are warning crews that they risk being arrested, jailed and fired if they go ahead with the 'go-slow' on December 5."

The steward said Salstaff was making cabin crew "more and more cross" as the staff association did not seem to be helping the situation.

The threatened "go-slow" follows reports earlier this month in which SAA cabin crew expressed dissatisfaction with pay and long working hours.

However, the chairman of Salstaff, the airways' salaried

staff association, Mr Fred Becker, denied that warnings of jail and dismissal had been given by his association.

Mr Becker said "No one in SAA has even hinted at such suggestions."

He confirmed that cabin crew had been addressed by members of Salstaff to inform them of negotiations with SAA management.

"We had a meeting with SAA management on Thursday when we received promises that cabin crew grievances would be rectified by February. We were given the assurance that salaries would be looked at again in April."

"An administration committee, on which we have representation, will report back by January 15," Mr Becker said.

"Cabin crew will be paid overtime on a monthly, instead

of an annual basis from December. We are also endeavouring to have cabin crew compensated for waiting time, and to have anything above eight hours flying time paid as overtime — for example on long flights to New York, which take 17 hours."

"Salstaff has had very satisfactory discussions with management and I anticipate a tremendous improvement in conditions. My reputation is at stake if management does not deliver its promises in February."

The chairman of the South African Pilot's Association, Captain I K Tainton, said yesterday that his association could not associate with "go-slows" as they were in violation of government regulations.

SAA spokesmen could not be contacted for comment yesterday.

# Way open for Post strikers

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The Post newspaper is ready and willing to re-engage all striking staff immediately, with no loss of service privileges. The manager confirmed this morning, however, that the paper could not concede the principle of paying strikers

Mr John Gittins, Post manager, said. "We are very ready to re-engage, immediately, all staff who wish to take up their duties again. I know the staff are aware of this.

"While we cannot agree to pay the strikers while they have been away from work there will be no break in service. We have maintained the company's contributions to the pension and medical aid funds while staff have been away, and they are therefore fully protected by the funds although they have not been at work

"We are ready, and happy, to have them back.

"We cannot move on the principle of strike pay. On everything else, we will do what we can to help. We know and understand the pressures, but we simply cannot let up on the principle of paying staff on strike.

"We are prepared to regard the period away from work as part of annual leave, or, as in the case of the Cape Herald, spread the loss of pay over six months and so lessen the burden, particularly at this time of the year."

He stressed that 192 people — mostly black works staff — were still at work and had never gone on strike. "Those at work are black, white, Indian and coloured people. "They have stayed at their posts throughout the strike of journalists, and continue to receive their pay"

● Page 3: Mwasa's new threat.

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# 800 on strike refuse to quit factory

By STEVEN FRIEDMAN  
Labour Reporter

ABOUT 800 workers at the Raleigh Cycle plant at Springs have downed tools in protest against the dismissal of two of their colleagues

Late yesterday the Engineering and Allied Workers' Union said the workers had been fired but were refusing to leave the premises because they still regarded themselves as employees

The union's general secretary, Mr Calvin Nkabinde, said yesterday that he had offered to negotiate but that management had not taken up his offer

He said management appeared to be attempting to resolve the dispute by holding meetings with officials of either the Department of Manpower Utilisation or the industry's industrial council

Company comment could not be obtained yesterday

According to Mr Nkabinde, the stoppage was sparked on Thursday by the dismissal of two workers for fighting

Yesterday Raleigh told workers that those who wished to work could, but that those who refused should leave, Mr Nkabinde said

"Workers said that they wanted to work but that they would not until the two were reinstated. They refused to leave because they did not regard themselves as dismissed."

# Protests over the Post sackings

Staff Reporter

ABOUT 50 journalists employed by South African Associated Newspapers yesterday staged a six-hour picket of the Argus Publishing Company in Johannesburg in support of 68 Post newspaper employees who have been sacked by Argus management

And 13 of the 23 SAAN journalists who had unsuccessfully called for a one-day strike, yesterday stayed away from work

The journalists — including some calets — have been sus-

ended pending internal hearings early next week

In Cape Town, members of the Media Workers Association of South Africa (Mwasa) employed by The Argus Cape Times and Cape Herald (where the strike which led to the present troubles ended last week) decided to go on strike if the dismissed Post employees were not reinstated on Monday morning

The Mwasa strike started at the Cape Herald Strikes in support spread to other newspa-

pers of the Argus and SAAN companies. On Thursday 68 Post (Transvaal) workers were dismissed after the Argus company had issued an ultimatum to them to end the four-week strike. Two others returned to work. Three workers have been dismissed at the Sunday Tribune

From 8am to 2pm yesterday journalists carrying placards picketed the Sauer Street entrance of the Star on a rotation basis

© Picture — Page 2



# More strikes loom as Argus fires 77

## Mercury Reporter

THREE striking Sunday Tribune journalists were yesterday 'sacked' when they failed to return to work after an ultimatum had been issued

The men — Mr Ticks Chetty, Mr Marlan Padyachee and Mr Shami Harichunder — had been informed by telegram that they should return to work by yesterday

Mr David Wightman, assistant editor of the Tribune, confirmed last night that the three men had not returned to work before yesterday's deadline

'It means that they have dismissed themselves from

November 4 — the date they went on strike,' he said. The Argus Company dismissed 68 striking Post (Transvaal) journalists on Thursday

All are members of the Media Workers' Association of South Africa and have been on strike for about four weeks

## Cape Town

In Cape Town, the Argus, Cape Herald and Cape Times units of the media association decided yesterday to go on strike if the people dismissed by the Argus Company are not reinstated by Monday morning

A striking Daily News reporter, Mr Devan Maistry, and two from Post (Trans-

vaal) returned to work yesterday and have been re-employed

It is learned that Sunday Tribune freelance reporters and a photographer who were striking in sympathy with the full-time journalists have decided not to offer their services to the newspaper until the 'sacked' journalists are re-employed

In Johannesburg, journalists at the Star yesterday called for an arbitration committee to seek ways of reopening negotiations between the Argus Company and the association

The Star chapel of the Society of Journalists passed a resolution 'regretting' the sackings

# Forty-four bus drivers in court

Pietermaritzburg Bureau  
FORTY-FOUR Mpumalanga busdrivers pleaded not guilty to charges under the Riotous Assemblies Act in the Camperdown Magistrate's Court yesterday.

The men crowded the spectators gallery, temporarily turned into a massive dock in the country courthouse.

They were arrested on October 30 and charged with failing to perform essential services in their role as Kwazulu Transport

busdrivers.

The men had gathered outside the Mpumalanga bus depot at 1am on October 30 and had requested to see the manager of the company, Mr C J Peckelt, to discuss their grievances concerning the sacking of a colleague according to Mr Bruce Bennett acting manager at the depot.

The drivers requested the presence of Mr Peckelt three times during the early hours of October 30, said Mr Bennett. They refused to discuss

their grievances with him. He said he warned them that they would be committing an offence and a breach of contract.

They had every opportunity to put forward their grievances through the proper channels, said Mr Bennett. He had called the police during the early hours and when none of the drivers had signed on for work by 6 a.m., he asked them to arrest all 44. Consequently, only nine of the 48 strong bus fleet which

serves about 20,000 passengers in the Hartmannsdale, Geogedale, Pinetown, Westmead and New Germany areas took to the road that day with inspectors at the wheel, said Mr Bennett.

He said a notice warning about strike action had been put up at the Mpumalanga depot on the advice of security police during April or May.

The defence counsel, Mr Chris Nicholson, said that under the Riotous Assemblies Act, the notice should have

been put up three-and-a-half years earlier and that the Kwazulu Transport Company was liable for a fine of R10 for every day the notice had not been displayed.

The busdrivers had not intended to disrupt the bus service as they had gathered at 1.00 a.m., at which time they would normally have been asleep, to request talks with their group manager.

The trial will continue on January 21.



# Strike threat over sacked journalists

AD (152)  
29/11/80  
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CAPE TOWN — The Argus, Cape Herald and Cape Times units of the Media Workers' Association of South Africa (Mwasa) yesterday decided to go on strike if 71 employees dismissed by the Argus Company are not reinstated on Monday

Sixty-eight workers at Post (Transvaal) and three at the Sunday Tribune in Durban were dismissed on Thursday after the company issued an ultimatum to them to end their four-week strike

The Western Cape Mwasa units yesterday addressed the following letter to the managing

director of the Argus Company, Mr Hal Miller. "A meeting of the Argus, Cape Herald and Cape Times units of Mwasa was held today in response to the dismissal of 71 colleagues at Post Transvaal and the Sunday Tribune. It was decided to demand the reinstatement of our colleagues by 8 am on Monday, failing which we will go on strike"

The Argus (Cape Town) and Star (Johannesburg) chapters of the Southern African Society of Journalists (Sasj) resolved yesterday to support a call for negotiations between the Argus Company and Mwasa, with a view to the reinstatement of the sack-

ed workers

According to Argus Company management, the strikers were in breach of their contracts and had, in effect, dismissed themselves

They were told on Thursday they had terminated their employment from the date they left work four weeks ago

And in Durban, three striking members of the Sunday Tribune have also lost their jobs

About 20 employees of South African Associated Newspapers picketed the Star building yesterday in protest at "the sacking of 68 members of Post" — DDC-SAPA

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# Court hears of huge possible fine

DURBAN — The KwaZulu Transport Company (Pty) Ltd was liable for a fine of more than R10 000 for failing for the past three years to display a notice stipulated under the Riotous Assemblies Act the Camperdown Magistrate's Court heard yesterday.

Appearing for 44 KwaZulu transport drivers who were involved in a strike in the Mapumulanga district last month Mr C Nicholson said it was an offence for employers not to display a notice outlining employees' rights.

Earlier, a State witness Mr B E Bennett, acting manager

of the Mapumulanga Transport Depot told the court that to the best of his knowledge a notice outlining employees' rights was only put up in April this year on the advice of security police.

Mr Nicholson told the court that failure to display such a notice was punishable by a R10 fine or 14 days imprisonment for every day the notice was not up.

He asked Mr Bennett, under cross examination why the police had prosecuted their bus drivers but had taken no action against the management of the company for failing to display the notice.

The magistrate Mr M J van Graan, said the question was irrelevant to the case.

The 44 drivers have pleaded not guilty to charges under the Riotous Assemblies Act but admitted being in the employ of the KwaZulu Transport Company on October 30 when they failed to report for duty.

Mr Bennett told the court he had gone to the Mapumulanga depot on the evening of October 29 when he was informed by a supervisor that the staff bus had gone missing.

He said he arrived at the depot to find the bus parked

outside the premises with a number of his drivers in it.

He said they told him they wished to speak to the group manager of KwaZulu Transport, Mr Chris Peckett about the dismissal of a driver.

He said the police were called to the depot at his request and the drivers had questioned their presence.

Mr Bennett said he had warned the drivers a number of times that if they did not go back on duty they could be committing a possible offence.

The hearing continues — Sapa



# Motor plant offers strikers 35c rise

Labour Reporter

MANAGEMENT at the BMW motor plant at Rosslyn, near Pretoria, yesterday offered to raise the minimum wage by 35c to R1,60 an hour in a bid to end the strike there. However, it is not clear if the offer to the employee council will get them back to work.

While some union sources expect workers to accept the offer, others claimed that some workers had said they would hold out for their original demand of a rise of 50c an hour.

The management yesterday handed workers notices of the increase offer and asked them to return on Monday to decide if they would accept it.

The plant remained closed yesterday.

While most sources expect workers to accept the rise, a spokesman for the National Union of Motor Assembly and Rubber Workers said yesterday: "Some workers say they still want 50c. We don't know what will happen on Monday."

The union is organising workers at the plant, but has not yet asked management for recognition because it does not represent a majority.

About 1 000 workers at the plant struck on Thursday in support of wage demands. According to management, they simply wanted the company to announce the size of the increase.

Union sources, however, said workers had rejected a 30c an hour offer, and demanded 50c.

A statement yesterday by BMW said the new wage scales had been introduced after an agreement between management and the employee council.

It said the workers had appealed to management and the council to come to an agreement on wage negotiations which had been in progress for the past six weeks.

It added that all workers arrived at the plant yesterday and were given their wages and notices of the increases which will come into effect in January.

It was mutually agreed by the council and management not to let employees work today — to give the employee council an opportunity to discuss the increases with the workers. The statement said.

# Journalists picket Argus building

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Own Correspondent

**JOHANNESBURG.** — About 50 SAAN journalists yesterday staged a six-hour picket of the Argus Printing and Publishing Company building here in support of 68 employees of the Post newspaper who have been sacked.

Sixty-eight workers at Post Transvaal and three at the Sunday Tribune in Durban were dismissed on Thursday after the company issued an ultimatum to them to end the four-week strike by Mwasa.

The Mwasa strike began with the Cape Herald, where Mwasa members went on strike last month. The Post employees decided to strike in sympathy with the Cape Herald workers, who later returned to work.

From 8 am to 2 pm yesterday, groups of journalists carrying placards picketed the the Sauer Street entrance of the Argus building.

The three striking Sunday Tribune journalists — Ticks Chetty, Marlan Padayachee and Shami Harichunder — were informed by telegram that they

should return to work yesterday.

Mr David Wightman, assistant editor of the Tribune, confirmed that the three striking journalists had not returned to work before the deadline.

"It means they have dismissed themselves from November 4 — the date they went on strike," said Mr Wightman.

Meanwhile, 12 of the 23 SAAN journalists who unsuccessfully called for a one-day stayaway, stayed away from work yesterday.

They have all been suspended pending an internal inquiry early next week.

A spokesman for the 12 journalists said last night: "Reaffirming our strongest protest against the Argus Com-

pany's sacking of 71, striking workers and noting SAAN managements' threat to sack us and our Mwasa colleagues in the event of our proposed one-day strike, we resolve to go ahead with the strike."

Those on strike are Arnold Geyer, Justin George, David Cohen, Allison Gillwald, Marion Sparg, Bruce Cohen, Sue Denny, Marika Sboros, Marian Whitehead, Barry Levy, Damian de Lange and Lauren Smith-Brear.

The Argus chapel of the South African Society of Journalists (SASJ) resolved yesterday to support a call for negotiations between the Argus company and Mwasa, with a view to the reinstatement of the sacked workers.

Sapa reports that three members of South African Associated Newspapers' editorial staff have denied that they decided yesterday to join other journalists in a one-day stayaway yesterday.

They are Mr John Michell and Miss Cheryl van Eyssen, both of the Rand Daily Mail, and Miss Angela Hammersley of the Sunday Express.

Their names were included in a list of SAAN journalists appended to a statement issued yesterday by a group of 18 after a chapel meeting at which it was decided by a 50-20 vote not to stage a one-day "strike".

Of the 18, 12 decided to go ahead with the stayaway, but Mr Michell, Miss Van Eyssen and Miss Hammersley took no part in it.

Miss Hammersley said yesterday she had been among a few journalists who had remained behind when asked to do so by those who had decided to go on strike.

She had merely wanted to discuss the matter further as she had disagreed with their decision, but her name and those of Mr Michell and Miss Van Eyssen had inadvertently been added to the list of journalists in favour of a stayaway.

## City papers threatened with strike

Staff Reporter

THE Argus, Cape Herald and Cape Times units of the Media Workers' Association of South Africa (Mwasa) yesterday decided to go on strike if 71 employees dismissed by the Argus company are not reinstated on Monday morning.

Sixty-eight workers at Post Transvaal and three at the Sunday Tribune in Durban were dismissed on Thursday after the company issued an ultimatum to them to end their four-week strike.

The Western Cape Mwasa units yesterday addressed the following letter to the managing director of the Argus company, Mr Hal Miller: "A meeting of the Argus, Cape Herald and Cape Times units of the Media Workers' Association of South Africa (Mwasa) was held today in response to the dismissal of 71 colleagues at Post Transvaal and the Sunday Tribune. It was decided to demand the reinstatement of our colleagues by 8 am on Monday December 1, failing which we will go on strike."

A copy of the letter was also addressed to the managements of the Herald and Cape Times.

● The Argus chapel of the South African Society of Journalists (SASJ) resolved yesterday to support a call for negotiations between the Argus company and Mwasa; with a view to the reinstatement of the sacked workers.



FIGHTING soldiers, on the nature of their job, never see the grand order of battle, the nice maps so prized by generals depicting the lines of advance and retreat.

No, the view from the battlefield is of the next few metres of ground, the next hiding hole, the next bush where snipers may lurk, the sweating neck of the man in front.

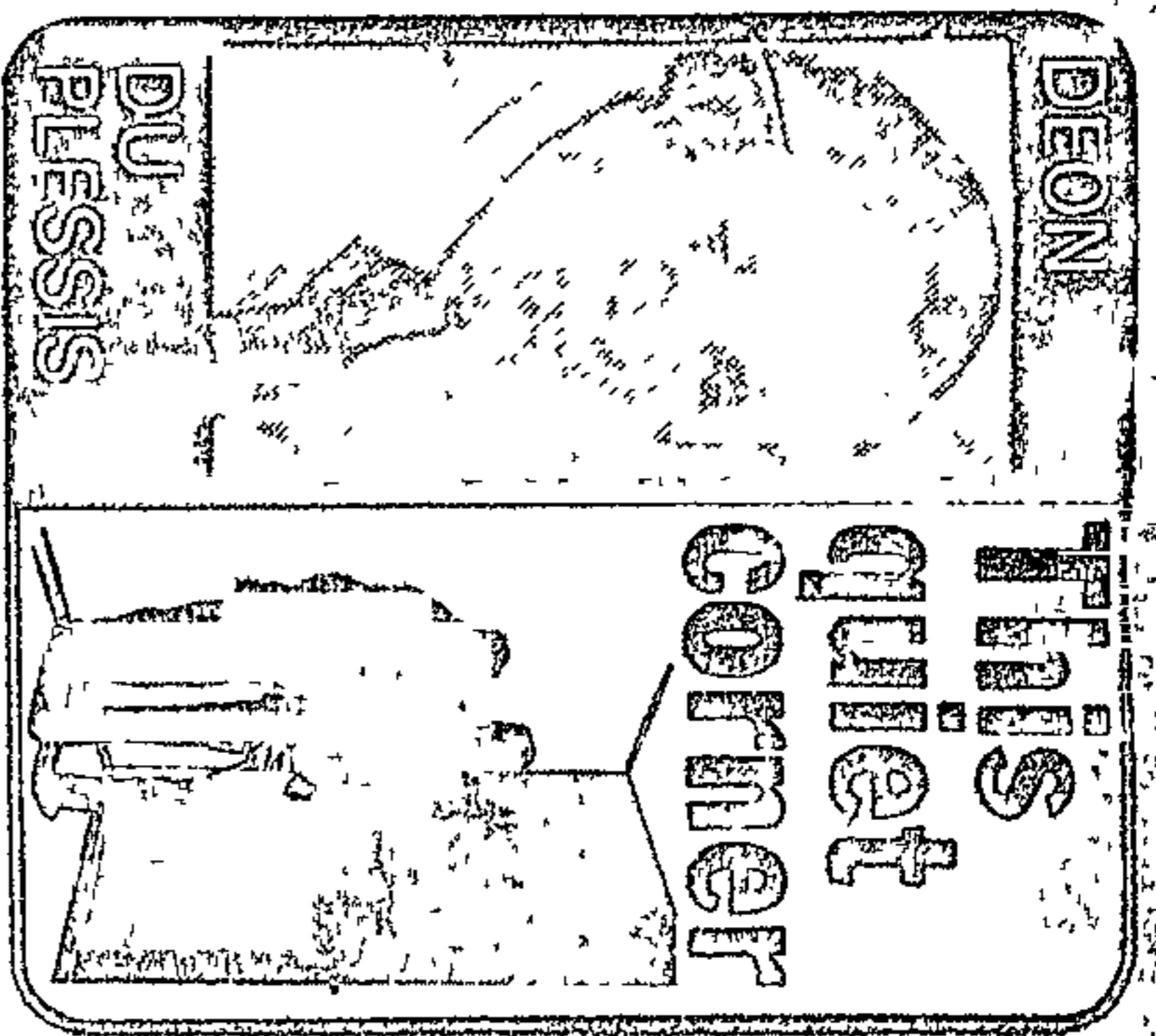
So it is too in the conflict between top management of South Africa's English language press and the black Media Workers' Association of South Africa (MwASA). MwASA has been on strike for a considerable time. Today a good portion of its members are without jobs.

Far from corporate boardrooms and MwASA meeting halls where great strategies are no doubt debated, the view of the battle from this Quiet Corner is of three empty desks.

They are the desks of Ticks Sham and Marlan, the Tribune's three Indian staffers. MwASA members, who, like most of their union colleagues, have been on strike since early November.

Because they did not return to work last Friday they are today deemed to have resigned their jobs. With a stalemate in negotiations firm action became more or less inevitable.

Just as a front line trooper must sometimes pause to reflect just why he is straining every sinew to blast him away, so perhaps should the Corner today look further than the three empty desks and ask



what the hell this is all about.

Ticks Sham and Marlan were colleagues on this newspaper. They still are fellow journalists, a part of the brotherhood which, it is said, will be the only one to find jobs in Heaven where everything is perfect so there's no need for doctors or rat catchers but there will be for journalists because one part of Heaven will always want to know what the rest is up to.

This touches on the Western (including white South African) attitude to the job. We are seekers after truth (wherever that may lurk) presenting the same, fearing or favouring nobody, in the best possible way in the shortest possible time to the widest possible audience.

So high minded an attitude is not shared by many black South African journalists, on the receiving end of apartheid's in-

justices, who contend that the existing order must first radically change.

Until then, so powerful a medium as journalism must serve the revolution's cause. The task of watchdogging it — which is inherent in the Western approach — can wait until afterwards.

Logical management responses to the situation (and this doesn't refer to the agitation over pay earlier this year for that issue has been settled) are under strain for this is not a logical industrial dispute.

MwASA is committed to the cause of the black workers. Black worker power is burgeoning, it is the most powerful weapon in the black arsenal. Hobnailed boots are on the march and industrious hands, cracked finger nails and all, are bunching into the fist of resistance.

# THE THREE EMPTY DESKS AT THE TRIBUNE

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Whether you agree that black journalists should identify with this cause or not, it must be agonising for black journalists to have to decide between the traditions of their profession and their own circumstances in the peculiar South African situation.

FFS no use hooting with glee over the discomfiture of English language newspapers, traditionally mostly liberal and in opposition to the National Government, even though it looks like a case, as a Johannesburg editor said, "the biter being bit."

What's happened to us seems set to happen increasingly to others all over the country. The fact that our negotiations failed is an unhappy omen. It's no laughing matter.

And so back to the three empty desks. However one may feel about the issues, Ticks, Sham and Marlan stuck with their original position. The fact that they are now without jobs

in this, the happy season, is a damn tough bullet to chew.

BLACK worker power may be burgeoning, but its organisers are bound to find it's a wild tiger to ride. A replacing of an old order doesn't necessarily mean everything becomes rosy.

Who among the millions who voted for Robert Mugabe earlier this year and thought everything would be good and clean and fresh from now on would have even considered they'd still be striking for a better deal in six months time?

So, a line or two of warning. The story is lifted from Die Transvaler's columnist, Piet Snauffelaar who, it must be said, used it to illustrate quite another point.

A motor-bike nut bought himself a Honda 1100 and, as riders of such mean machines will, took it to a quiet road to test the top speed.

At 150 km/h a Mercedes Benz 450 Sport flashed past. The bike caught up at 190 km/h and the rider bellowed: "Do you know a Honda?" "No," shouted the Mercedes driver and the Honda dropped a gear and flashed away leaving the Mercedes behind.

At 220 km/h a Maserati thundered past the rider, "Oy" bellowed the rider, "Do you know a Honda?" "Sure," sneered the Maserati maniac shifting down to fourth. "Great!" screamed the rider, "How do you switch the thing off?"

FFS good to see compulsory education for blacks starting up in part of the country. It must become national policy. So this week's Unsolicited Advice:

Head the wise university principal Prime Minister, who said earlier this year that if South Africa had education bonds there would be no need for defence bonds.

Ticks, Sham and Marlan

stick to their original positions

STAR 1/12/80  
Post men  
stay away

By Mike Derry

None of the 68 sacked Post workers had returned to work by today, Mr John Gittins, manager of Post, said this morning

The workers were dismissed last week when they ignored an ultimatum from Post management to end their strike and return to work

Management has offered to reinstate the workers — members of the Media Workers Association of South Africa (Mwasa) — if they return to work

Mr Gittins said that as yet none of the 68 dismissed workers had taken advantage of the offer and returned to work today

In Cape Town, about 20 black journalists on the Cape Times, the Argus and the Cape Herald met today to decide whether to go on strike to support their colleagues on Post



# No sign of an end to black newsmen's strike

Staff Reporter

THE STRIKE by members of the Media Workers Association of South Africa (Mwasa) entered its second month today with no immediate signs of coming to an end.

Negotiations between the strikers and newspaper employers are deadlocked over a demand by Mwasa, which represents black journalists and other media workers, that their members be paid for the time they have been on strike.

About 20 Mwasa members at the Cape Times, the Argus and the Cape Herald have threatened to join the strike today if the Argus Company fails to reinstate 68 strikers at Post

(Transvaal) who were sacked on Thursday.

On Friday 13 white journalists were suspended by South African Associated Newspapers, pending internal hearings, when they staged a one-day strike in protest against the Post sackings.

Mr Hal Miller, managing director of the Argus Company, said last week the Post workers had "dismissed themselves" by not returning to work after they had been given an ultimatum.

Management at Post has offered to reinstate the 68 workers immediately with no loss of senior privileges, but has refused to back down on its

stand against the strike pay demanded by Mwasa.

"We are prepared to regard the period away from work as part of annual leave or as in the case of the Cape Herald, spread the loss of pay over six months and so lessen the burden, particularly at this time of year," said Post manager Mr John Gittins.

He said 192 Post workers — mostly black work's staff — were still at work.

Mr Gittins said he did not expect any response to his offer of reinstatement until this morning.

# Mwasa strike now in second month

Cape Own Correspondent

JOHANNESBURG — The strike by members of the Media Workers' Association of South Africa (MWASA) enters its second month today with no immediate signs of it coming to an end

Negotiations between the strikers and newspaper employers are deadlocked over a demand by MWASA — which represents black journalists and other media workers — that their members be paid for the time they have been on strike

About 20 MWASA members at the Cape Times, the Argus and the Cape Herald have threatened to join the strike today if the Argus Company fails to reinstate 68 strikers at Post (Transvaal), who were sacked on Thursday

## White journalists suspended

On Friday 13 white journalists were suspended by South African Associated Newspapers, pending internal hearings, when they staged a one-day strike in protest against the Post sackings

The managing director of the Argus Company, Mr Hal Miller, said last week the Post workers had "dismissed themselves" by not returning to work after they had been given an ultimatum

Management at Post has offered to reinstate the 68 workers immediately with no loss of service privileges, but has refused to back down on its stand against the strike pay demanded by MWASA.

Members of the Cape Western Branch of MWASA which includes workers on the Argus, Cape Times and Cape Herald newspapers, have issued an ultimatum to Mr Miller that unless the 68 sacked staff members at Post newspaper are reinstated, they will go on strike

Yesterday, the chairman of the branch, Mr Moegsien Williams, said that about 20 MWASA members would go on strike if their ultimatum was not met







# Is the Press underplaying journalists' strike?

PROSPECTS for an early settlement of the current strike by black journalists do not look good.

Whatever view one takes of the Argus company's dismissal of 68 workers on the black newspaper "Post" and three on the Sunday Tribune, the move has certainly not reduced the tensions now racking an industry that has hitherto been free of strikes or serious turmoil.

It is ironic that South African Associated Newspapers, who had sacked no one, had to bear the first impact of resentment when 12 of its white journalists staged a one-day sympathy strike.

Meanwhile, has the Press been underplaying the strike? This question is raised by Mr Griffiths Sibhole of KwaZulu, who says the newspapers have been "very quiet" about the strike and contrasts this with the prominence they gave to the recent strike by Johannesburg's black municipal workers.

On that occasion, adds Mr Sibhole, the Rand Daily Mail called on the city council to talk to the strike leaders, but he has seen no similar appeal this time.

To deal with Mr Sibhole's question, one needs to go back to the newspaper management's talk to the strikers. It is true that there was some initial delay in one quarter, but it was not long and talks were soon launched in Cape Town where the original strike had broken out at the Cape Herald.

It is true that the Press, to do so, they retained, for publication and this reduce the effectiveness of strike action. You can't get a

delegation does not appear closed. Nevertheless, Mr Sibhole is right in saying that the strike has not made big headlines. He is probably not alone, either, in making the comparison he does and in finding it disturbing.

There are several reasons for the disparity in treatment. First, in terms of news values, there is no real comparison between the two events. In the municipal strike several thousand workers were involved, the physical well-being of Johannesburg's population was threatened and there was a fear of possible disturbances.

The journalists' strike, while it raises issues of undeniable importance, affects only a relatively handful of people. It could scarcely involve the baleful consequences feared in the case of the municipal strike.

This, of course, does not dispose of the matter. As the duty of newspapers is not only to record events but, where necessary, to provide readers with enough background to enable them to follow them intelligently.

Here the newspapers have been inhibited to the detriment, no doubt, of their readers. The major difficulty is that the newspapers are themselves parties to the dispute. They have therefore had to be careful, in reporting and commenting on the strike, not to appear to be taking sides in their own cause.

A special complication has arisen from the refusal of the union involved, the Media Workers' Association of South Africa (Mwasa), to issue statements to the Press. To do so, they would be to provide information for publication and this reduce the effectiveness of strike action. You can't get a

debate going if one side refuses to take part.

It could no doubt be argued that some newspapers have been too timorous. On the credit side it is possible to point to an excellent article by Patrick Laurence setting out the main issues involved, in the Rand Daily Mail of November 6.

**Lawyer's**  
**McCLURG**  
**looks at the media**

If you have any complaints against the Rand Daily Mail, or suggestions for the Ombudsman to take up write to the Editor PO Box 1136 Johannesburg

Editorially the Rand Daily Mail has so far confined itself to appealing to Mwasa to negotiate. This appeal gained force from the fact that the original strikers, at the Cape Herald, had gone back to work. The remaining strikers came out in sympathy with the Herald staff.

The disagreement now appears to centre round the refusal of the newspaper management to pay striking workers for the period of their absence. A part of the background to the

the dispute, however, is that Mwasa is not only concerned about black journalists, but seeks to represent all black workers in the media.

This is in keeping with its view that the first loyalty of black journalists is to their own community and the champion-ship of its cause. This is earned to the point where the whole notion of objectivity in journalism is rejected because it has so far "acted only to preserve the status quo in South Africa".

These are complex issues, and I shall not plunge into them today. But they will have to be resolved — however long it takes — if black journalists are to be successfully accommodated in a white-owned newspaper industry with established goals and policies.

Whether anything so dramatic has happened at the

15/11/80

1527/34

SABC as to justify headlines about an attempted coup d'etat? Is doubtful. So long as the board has the final say it is hard to see how a subordinate body like the management committee could hope to force through a major decision against opposition from above.

The management committee no doubt has ideas of its own about the SABC's future. It may well, therefore, have thought it a useful ploy to put forward firm recommendations on how vacant top posts should be filled. No doubt, too, its members, having served together under Dr Piet Meyer, are not averse to change and least of all keen to see outsiders brought in to take the plum jobs.

Human nature, let alone the Byzantine politics of Auckland Park, would make that pretty certain.

What matters now is that the board should assert its authority and make whatever changes in the executive establishment are needed to ensure that the SABC serves the interests of all South Africans, not those of a party or a faction.

Mr Jan Swanepoel, one of the

two directors-general, still has a year or two to go before retirement. Dr Jan Schutte, the other director-general, is already ready over retiring age and will, it is understood, be leaving at the end of March. The board thus has to decide whether to appoint a successor to Dr Schutte or to carry on with a single director-general. It also has to decide what it is going to do when Mr Swanepoel follows Dr Schutte.

Whatever form the SABC's top structure takes, it is vitally important that the right man or men be found to infuse new ideas into the organisation and offer strong leadership.

Such leadership comes more easily from one source than from two. In principle, therefore, the board should opt for a single director-general. In any event the stress must fall not so much on orderly administration (essential though this is in its own sphere) as on the need for lively and challenging programmes.

In principle, too, I believe, after studying this question at close quarters for many years, that a part-time chairman is best. Ideally he should be close

enough to the organisation to know what is going on, but not so close as to become enmeshed in its day-to-day business.

If he becomes a part of the machinery he loses the measure of detachment that should be one of his most valuable contributions.

However, if there is serious doubt about the willingness or capacity of the present management to make the necessary changes, it's best solution, as a temporary measure, would probably be for Prof Mouton to assume full-time duty. If he cannot do that, because of his commitment as rector of the University of the OFS, someone should be found who can.

In present circumstances, in fact, it could well be easier (with no disrespect to Prof Mouton) to find a new chairman than to find a new director-general.

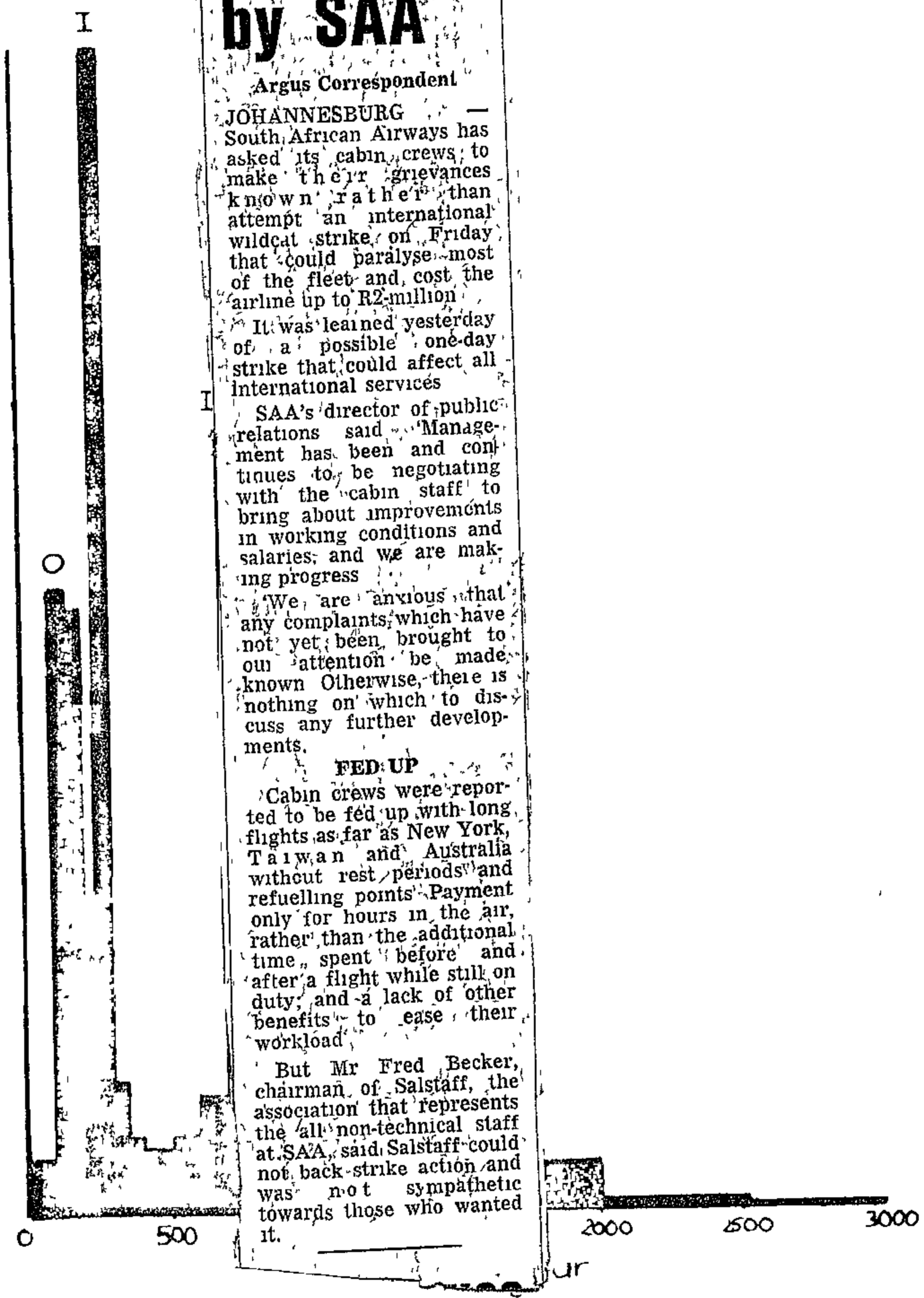
THERE is no housing shortage. It is a "licked" put out to discredit the government by people who have nowhere to live — Hindustan Times

10/11/80



FIGURE 1: DISTRI

AMONG AFRICANS 1976



**'Don't strike' plea by SAA** <sup>2/18/86</sup> <sup>(52)</sup> <sup>argus</sup>

Argus Correspondent

**JOHANNESBURG** — South African Airways has asked its cabin crews to make their grievances known rather than attempt an international wildcat strike on Friday that could paralyse most of the fleet and cost the airline up to R2-million.

It was learned yesterday of a possible one-day strike that could affect all international services.

SAA's director of public relations said: "Management has been and continues to be negotiating with the cabin staff to bring about improvements in working conditions and salaries, and we are making progress."

"We are anxious that any complaints which have not yet been brought to our attention be made known. Otherwise, there is nothing on which to discuss any further developments."

**FED UP**

Cabin crews were reported to be fed up with long flights as far as New York, Taiwan and Australia without rest periods and refuelling points. Payment only for hours in the air, rather than the additional time spent before and after a flight while still on duty, and a lack of other benefits to ease their workload.

But Mr Fred Becker, chairman of Salstaff, the association that represents the all non-technical staff at SAA, said Salstaff could not back strike action and was not sympathetic towards those who wanted it.

Source: Simkins, 1979b Figure 2.

Figure 1 is a histogram representing transfer incomes and earnings of Africans. Leaving aside the transfer earnings (pensions, unemployment insurance, maintenance and disability

# Strikers at BMW return

Labour Reporter

ALL 1 000 striking workers at the BMW plant at Rosslyn, near Pretoria, returned to work yesterday

Their return follows an agreement between the company and its employee council last week which raised wages by 35c an hour

The minimum wage at the plant will be R1,60 an hour from the beginning of January

Workers had originally demanded a 50c-an-hour rise, according to their union, but appear to have decided to accept the substantial increase agreed to on Friday

A company statement yesterday said the plant was now "fully operational" and that workers had reported for work "as usual" yesterday

This was confirmed by a spokesman for the National Union of Motor Assembly and Rubber Workers, which has been organising workers at the plant



90 dairies

2120  
strikers

500  
dismissed

By Andrew Walker

Milk deliveries in Florida and surrounding areas have been resumed and about 90 strikers from the local Creamline Dairy depot have been fired.

The manager of Kinloch West Ranch Dairies, Mr. L. Van Vuuren, said the deliverymen who went on strike on Friday evening had discharged themselves by refusing to obey orders to return to work.

Vehicles loaded with milk were placed at "strategic points" throughout the affected areas to sell milk so that householders would not have to drive to the depot for supplies.

Many people were unaware of this and came to collect milk themselves.

The Florida depot is the only branch affected by the strike.

ST. LOUIS, 2/12/80  
**White machine  
workers strike**

White machine workers have gone on strike at Pellet and Co. in Selby, Johannesburg

A spokesman for the 15 striking workers said this morning that they had laid down their tools yesterday to protest at "being forced to teach blacks to take over from us."

The strikers, he said, decided to stop work when management "would not listen to our grievances."



# Taking the stress out of the unrest

152  
1120

Argus Bureau  
PORT ELIZABETH  
Can the tensing and relaxing of workers' muscles help to prevent political and labour unrest?

This is what two Port Elizabeth psychologists are trying to find out through diagnosing and treating stress in occupational settings. Professor Chris Liebetraut of the University of Port Elizabeth, and Mr Chris Hoelson, a doctoral student, say the recent political unrest, wage demands and strikes were

social manifestations of stress—similar to coronary problems being physiological symptoms of stress in the individual. Interviewed today about their article in the latest

edition of the university's annual publication, UPE Fokus, Mr Hoelson said they had been working on the project all this year. They were using separate groups of white and

black employees of a large Eastern Cape organisation which he did not want named. The article said both the Eastern Cape and the

organisation used presented an ideal occupational setting, being representative of most of the big organisations in South Africa.

An inability to cope effectively with environmental demands and the use of inadequate negotiating skills in the transactions between the individual and his environment in big organisations were experienced, which caused 'stress reactions', said the article.

by P.J.

Unemployment Problems in South Africa  
Port Elizabeth: Bureau for Economic Policy and Analysis, Research Report No 6.

Employment Statistics.  
Port Elizabeth: Bureau for Economic Policy and Analysis.

articles to agricultural development in the Transkei (eds) F Wilson, A Kooy and D Hendrie, Farm Labour South Africa.

Town: David Philip

1120

# Strikers at BMW return

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This was confirmed by a spokesman for the National Union of Motor Assembly and Rubber Workers, which has been organising workers at the plant



# Cape Mwasu staff strike in solidarity

By Mike Derry

About 20 black journalists at the Cape Times, the Argus and the Cape Herald began a two-day strike this morning in sympathy with their sacked colleagues on Post (Transvaal)

The 71 workers, members of the Media Workers' Association of South Africa (Mwasu) were sacked when they ignored an ultimatum to return to work and end their month-long strike

Although the Argus company has offered to reinstate the Post workers, none has returned to work so far

Mr Hal Miller, managing director of the Argus Company, would not comment today on possible action against the strikers in Cape Town

Mr Miller also said he had no knowledge of reported talks between Mr Harry Oppenheimer, chairman of Anglo American, and Dr Nthato Motlana, chairman of the Committee of Ten, or of involvement by Mr Oppenheimer in moves to resolve the strike

The 12 white journalists at South African Associated Newspapers who were suspended after staging a one-day sympathy strike on Friday are still under suspension

1/12/62  
J. Miller

# SAA cabin crews are urged not to strike

By Richard Paus,  
Air Correspondent

The management of South African Airways has asked members of its cabin crew to make their grievances known rather than attempt an international wildcat strike on Friday that could paralyze most of the fleet and cost the airline up to 10 million.

After the strike occurred yesterday of a possible one day strike that could affect all international services SAA's director of public relations said. Management has been and continues to be negotiating with the cabin staff to bring about improvements in working conditions and salaries and we are making progress.

"We are anxious that any complaints which have not yet been brought to our attention, be made known. Otherwise there is nothing on which to discuss any further developments," he added.

Cabin crews were reported to be fed up with long flights as far as New York, Taiwan and Australia without rest periods and refuelling points, payment only for those hours actually in the air rather than the additional time spent before and after a flight while still on duty, and a lack of other benefits to ease their workload.

Mr Fred Becker, the chairman of Salstaff, the association that represents the all non-technical staff at SAA, said last night Salstaff, among whose members are about 55 per cent of cabin crews, could not back strike action and was not sympathetic towards those who wanted it.

The dissatisfaction has been going on for a number of weeks and we are taking steps to find a placement to solve the grievances. It is doubtful we will succeed in the very near future, he said.

Mr Becker pointed out communication with cabin crews was extremely difficult as the majority of them were in the air at any one time, so there could never be a high attendance at meetings and misunderstandings were bound to occur.

He claimed the association had already achieved a great deal this year, starting in February when all men and women who fly for SAA were given equal pay and equal career opportunities for the first time.

Longer rest periods and higher remuneration for long hours are in the queue but, due to the particularly difficult conditions under which SAA has to operate on so many routes, this cannot be introduced overnight, though it is not far off.

For example more accommodation has to be built at Ilha do Sal, Cape Verde Islands, our stopping point for flights to and from North America and several European destinations. This has been agreed. The island was once almost the preserve of SAA aircraft, but it now receives Russian and Eastern European airliners and there simply is no room in existing hotels for crews.

He said the airline was presently 14 per cent below the correct staff level but a full complement should be operating by early next year.



# 23 striking

# newspaper staff

# suspended

Argus 3/12/80

195

### Labour Reporter

THE management of The Argus and the Cape Herald today suspended 15 employees bringing to 23 the number of Cape Town newspaper workers under suspension for going on strike.

The Argus has suspended the 15 for five days following their two day protest strike against the dismissal of 71 Mwasa journalists in Johannesburg and Durban.

Letters of suspension were handed to three Argus journalists, 11 Cape Herald staff and one Rhodes University student doing vacation work on the Cape Herald.

The staff members were told they would not be paid for the period they were on strike or the period they were under suspension.

Yesterday the management of the Cape Times said it had suspended 15 employees following their two day strike.

### FORFEIT PAY

The staff have also been told that they will forfeit their group and health contributions when they return to work.

The managing director of the Cape Times, Mr. Wally Jud, said he was not prepared to comment today on the suspensions.

A Mwasa spokesman said a statement would be issued later today.

In Johannesburg, 12 South African Associated Newspapers (SAAN) journalists have been suspended without pay for seven days for going on a wild cat strike last week.

The suspensions come after internal disciplinary hearings by the editors of the Rand Daily Mail, the Sunday Times and the Sunday Express.

The journalists' industrial action went on for a number of days and in protest of the dismissal of the 71 Mwasa workers last week.

Their action followed the defeat by 55 votes to

23 of a motion proposed by them at a meeting of the SAAN chapel of the South African Society of Journalists last Thursday.

The 71 Mwasa workers from the Post and the Sunday Tribune were sacked after a strike lasting more than a month.

### CONDEMNED

The Western Cape Region of the South African Society of Journalists has condemned the suspension of the 23 black journalists.

Instead of suspending people who are willing to return to work and deducting seven days' pay from their salaries, the management should be seeking areas of dialogue and agreement with black journalists, the statement concluded.

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BENSO, 1979:  
BENSO, 1976:  
Source:

GDP per capita 1,3  
GNP per capita 3,3  
(real)  
Growth: 60/70

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Less: 'foreign' payments	-	- 4	immigrants and	
Immigrant workers	143 300	47	computers and	
Income from			% GNP from	
'computer'				
GNP	115 300	3		
All other sectors	32 727	28		
Services	26 235	23		
Agriculture	56 338	49		
	1960/1	%		

TABLE 8: NATIONAL ACCOUNTS 1973, AND 1976

that the proportion of  
agriculture had dropped

(R)

# 8 journalists suspended for five days

Staff Reporter

THE management of The Cape Times yesterday suspended eight Mswasa journalists for five days following their two-day strike to protest against the firing by the Argus company of 71 Mswasa journalists in Johannesburg and Durban

The eight — two photographers and six reporters — have also been told that they will forfeit seven days' pay, the period of their strike, and suspension

The fourteen Argus and Herald strikers, who have also been on a two-day sympathy strike, intend to be back at work today, according to a Mswasa spokesman.

A spokesman for the Cape Times Mswasa unit said last night he and the seven other striking Mswasa Cape Times employees had also intended to return to their desks today.

However, they had received letters from the managing director of the Cape Times, Mr. W. Judge, telling them of their suspension and docketed pay. The spokesman viewed this as regrettable.

"We would have thought there were alternative courses of action open to management," he said.

The 12 SAAN journalists who went on a wildcat strike on Friday, have been suspended without pay for seven days, following disciplinary hearings by management.

A SAAN spokesman also said yesterday that one person had been given notice for unauthorized use of the Rand Daily Mail communications system.

The hearings, conducted by the editors of the three SAAN newspapers concerned — the Rand Daily Mail, the Sunday Times and the Sunday Express — were concluded yesterday.

The journalists, including some cadet journalists, went on a one-day strike in to protest against the sacking of 71 workers from Post and the Sunday Tribune by the Argus Printing and Publishing Company.

They decided to strike after a motion put forward by them at a meeting of the SAAN chapel of the South African Society of Journalists (SASJ) last Thursday, was defeated by 55 votes to 23.

The Post and Sunday Tribune workers were sacked after a strike by members of Mswasa, which lasted more than a month.

Late last night, the editor of the Rand Daily Mail, Mr. A. Sparks, said he would be prepared to hear representations on behalf of the journalist who had been given notice.

A Johannesburg newspaper yesterday reported that Mr. Harry Oppenheimer, head of the Anglo American Corporation and Dr. Ntatho Motlana, chairman of the Soweto Committee of Ten, had intervened in the Mswasa dispute in

an effort to end the strike

When asked to comment on the report, Dr. Motlana said yesterday "In view of the Mswasa situation and the general reaction of the press, I have no comment to make on the matter."

Mr. Oppenheimer could not be contacted for comment.

(145)  
(139)  
(132)  
(152)



# Milkmen strike

JOHANNESBURG — Milk deliveries in Florida and surrounding areas have been severely curtailed by the strike of about 200 workers at the Creamline Dairies depot.

Hundreds of householders from Florida and other nearby areas collected their own milk yesterday.

Senior dairy officials held talks with dairy trade management board officials while the striking delivery men gathered outside the depot. The strikers are demanding substantial wage increases and have not worked since Friday.

A spokesman for the firm said the men had "discharged" themselves by refusing an order to return to work" — SAPA

needed of an an er et to at ed is- ts n- al at in s- s

# No pay for 12 Saan strikers

JOHANNESBURG — The 12 Saan journalists who went on a wildcat strike on Friday and have undergone internal disciplinary hearings, have been suspended without pay for seven days.

A Saan spokesman also said yesterday that one person had been given notice for "unauthorised use of the Rand Daily Mail communications system."

The internal hearings, conducted by the editors of the three Saan newspapers concerned — the Rand Daily Mail, the Sunday Times and the Sunday Express — were concluded yesterday.

The journalists, including some cadets, went on a one-day strike in to protest the sacking of 71 workers from Post (Transvaal), the Sunday Tribune by the Argus Company.

They decided to strike after a motion put forward by them at a meeting of the Saan chapel of the South African Society of Journalists (SASJ) last Thursday, was defeated.

The Post and Sunday Tribune workers were sacked after a strike, lasting more than a month. They are all members of the Media Workers' Association of South Africa (Mwasa).

It was reported yesterday that Mr Harry Oppenheimer, head of the giant Anglo American Corporation and Dr Ntatho Motlana, chairman of the Soweto Committee of 10, had intervened in the Mwasa dispute in an effort to end the strike.

When asked to comment on the report, Dr Motlana said yesterday "In view of the Mwasa situation and the general reaction of the press, I have no comment to make on the matter."

Mr Oppenheimer could not be contacted for comment.

And in Cape Town, 20 members of the Western Cape branch of Mwasa are still on a two-day sympathy strike. The workers are all employed by the Cape Argus, the Cape Herald and the Cape Times.

In a statement the Cape journalists said they "strongly reject the management's decision insisting that strikers fill in application forms before they will be reappointed."

Mr Hal Miller, managing director of the Argus Company, would not comment yesterday on possible action against the strikers in Cape Town.

He also said he had no knowledge of reported talks between Mr Oppenheimer and Dr Motlana or of involvement by Mr Oppenheimer in moves to resolve the strike — DDC:SAPA



# SAAN suspends strikers

By JAYNE LA MONT

THE 12 SAAN journalists who went on a wildcat strike on Friday and have undergone internal disciplinary hearings, have been suspended without pay for seven days.

A SAAN spokesman also said yesterday that one person had been given notice for "unauthorised use of the Rand Daily Mail communications system".

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The journalists, including some cadets, went on a one-day strike to protest about the sacking of 71 workers from Post

Transvaal and the Sunday Tribune by the management of Argus Printing and Publishing Company.

They decided to strike after a motion put forward by them at a meeting of the SAAN Chapel of the South African Society of Journalists (SASJ) last Thursday, was defeated by 23 votes to 55.

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When asked to comment on the report, Dr Motlana said yesterday "In view of the Mwasa situation and the general reaction of the Press, I have no comment to make on the matter."

Mr Oppenheimer, who owns 30% of the shares in the Argus, could not be contacted for comment.

And in Cape Town, members of the Western Cape branch of Mwasa are still on a two-day sympathy strike.

Later last night after further discussions Mr Sparks said he would be prepared to hear representations on behalf of the journalist who had been given notice.

# The strike by Argus staff

scribble  
(52)  
3/12/80

I refer to the recent strike by Argus and Allied Publishers staff and write this letter to point out the irony of the situation in which you find yourself presently

Not so long ago I recall seeing bold headlines about the Johannesburg Municipality workers' strike, to which you gave wide prominence and coverage

Without wishing to get involved in the merits of that or the above two strikes, I would like to point out that whereas in the former you took a highly critical attitude of the way the strike was handled, I somehow notice an absence of any criticism in the handling of the latter two. Also, the bold headlines and moral advice are missing

All three strikes appear to have been totally unjustified so why the different treatment?

In your own case, in spite of your recognition of the union concerned, you found it difficult to reach settlement. No sooner was this half settled than the Allied Publishers strike hit you.

In all three strikes threats by management of strikers losing their jobs were regularly repeated. So your criticism that the

municipal strike could have been averted had the unregistered union been recognised surely must fall away?

I think the time has come for a respectable newspaper such as The Star to admit that ideology and practical common-sense are poles apart

When you have to deal with people who are not prepared to negotiate or settle, you cannot hope to reach accord.

K Babich

Rivonia

★ There were two essential differences between the strike of municipal workers and that of black newspaper staff

Firstly, the newspaper management recognised the union representing the strikers and negotiated with it

Secondly, 71 striking newspapermen (68 from Post and three from the Sunday Tribune) were dismissed only after they had been out on an illegal strike (it was not for pay) for four weeks. This was done, in the case of Post, in the interests of 102 other workers who were not on strike and whose livelihood was being jeopardised — EDITOR



# Racial walkout

00 3/12/80  
192

JOHANNESBURG  
total of 15 white machine workers have gone on strike at an engineering firm here in protest at "being forced to teach blacks to take over from us".

They said they were worried about the security of their jobs, "and decided to stop work when management would not listen to our grievances".

A spokesman for the firm said he considered the men had discharged themselves by not reporting for work yesterday morning.

"Their fears were completely groundless. There was no chance that their jobs would have been taken over," he said. —

SAPA.

700

jobs

seek  
back

The unregistered Engineering and Allied Workers Union is to seek an urgent court order requiring the reinstatement of 800 workers dismissed from Raleigh Cycles in Springs last week

The workers were sacked on Friday following a dispute over the alleged summary dismissal of two colleagues for fighting on the job



# 35 newsmen suspended without pay over strikes

(152)  
~~243~~

3/2/80 STATE

By Kevin Murray

Altogether 35 journalists in Johannesburg and Cape Town have been suspended without pay for staging strikes in protest at the dismissal of 71 Argus Company colleagues.

The manager of the Cape Argus, Mr L Willis, said today a total of 15 Argus and Cape Herald staffers had been told not to return to work until Monday.

They would lose a week's pay for the two-day strike they staged at the beginning of this week.

Management of the Cape Times, a South African Associated Newspaper publication, yesterday suspended eight journalists after they had also staged a strike.

And in Johannesburg 12 SAAN journalists who went on strike last Friday have also been suspended without pay for seven days.

The journalists stayed

away from work in protest at the decision by Argus Company management to consider that 71 employees of Post Transvaal and the Sunday Tribune had dismissed themselves by being on strike.

The strikers had left Post and the Tribune as part of a national stay-away from work by members of the Media Workers' Association of South Africa (Mwasa).

Mr Harry Oppenheimer, head of the Anglo American Corporation, and Dr Ntatho Motlana, chairman of the Soweto Committee of Ten, have held talks on the Mwasa strike.

A spokesman for Anglo American said today Dr Motlana approached Mr Oppenheimer and other Anglo executives on a number of issues, including the Mwasa strike.

"I am not able to say what was said at that meeting. It was a private discussion," said the spokesman.

STIRK (245) (152) (145) (57)  
 11/12/80  
**Post out soon, pledges Miller**

Post (Transvaal), the black-oriented newspaper that has been crippled by strikes for more than a month, will be on the streets again as soon as possible.

Mr Hal Miller, managing director of the Argus Company, which owns Post, said today it was the company's firm intention to produce the newspaper again "as soon as possible"

Post ceased publication more than a month ago when 71 workers — all

members of the Media Workers' Association of South Africa (Mwasa) — went on strike.

The workers ignored an ultimatum to return to work, and were later sacked.

Mr Miller would not comment on the possibility of the Argus Company recruiting workers to replace those fired from Post.

A total of 36 journalists in Johannesburg and Cape Town have been suspen-

ded without pay for staging strikes in protest at the dismissal of the Post employees.

A Rand Daily Mail journalist who was dismissed for unauthorised use of the newspaper's communication facilities has been reinstated after "representations, explanations and apologies," a Mail spokesman has announced.

The journalist, who also went on strike on Friday, has also been suspended for seven days.



30 dairy strikers <sup>LAIRK U</sup> given their <sup>STAR</sup> jobs back <sup>(15)</sup>

Thirty of the 90 strikers fired from the Florida depot of Creamline Dairies have been reinstated

The delivery men were given their jobs back after management told strikers they could apply individually for reinstatement, the head of the depot, Mr L van Vuuren said today

"A large proportion of those who applied for reinstatement were taken

back. Those who were re-employed were selected on merit. We are not taking back trouble-makers," he said

The management refused requests from the Food, Beverage and Allied Workers' Union to take back all 90

The general secretary of the union, Mr Leonard Sikhakhane, said today his organisation was seeking legal advice on workers who were not reinstated

EAST LONDON — Former East London Furniture Industries workers who lost their jobs when they allegedly would not let a trade union meeting take place at the Dyer Street factory here on November 14, have claimed that trade union affiliation was not the major issue in their downing of tools.

"The real issue was general dissatisfaction with working conditions at the factory," the workers said

"The question of trade union affiliation was the last straw because we realised that it would be difficult for us to get redress of our grievances through a trade union promoted by management.

"While the trade union issue seemed to have been the major issue because of circumstances at that par-

# Conditions were poor — workers

ticular time, it was preceded by many other complaints which had not been settled.

Issues raised by the workers as having brought matters to a head over a long period were

— Lack of adequate facilities for protection against dust which is a real hazard in many departments in the factory.

— Working on machines which did not conform to basic safety standards.

— Dissatisfaction with the operation of the medical aid scheme.

— Dismissals and demotions which were generally unexplained and often leading to blacks being replaced with coloured workers. — Call-

ing for high educational standards when employing staff and disregarding qualifications when placing people on jobs

— And being told they were talking nonsense every time they raised their complaints with management

On safety, several issues were raised and included machines that were not adequately made to cut the possibility of accidents to a minimum, no provision of respirators against dust, no safety shoes and no overalls in areas where these were necessary.

On the medical aid scheme the workers said they contributed R1 a week but every time they went to see a doctor they had to pay for prescriptions and when they

returned from sick leave they only got a quarter of their weekly pay.

"What is the point of contributing to the scheme when we have to pay for all the medicine we use and what is the advantage of the scheme if we are not paid when we are off sick?" a worker asked.

They quoted several instances of dismissals and said a good example of demotion was when a time-keeper who is matriculated was demoted and sent to work in the boiler-room

The managing director of the company, Mr P. W. Mackie, refused to hear what the workers had to say.

"I am not interested in conducting a public debate on nonsense," he said.

"They are making a lot of wild statements which have no basis and I am not interested, really, in getting involved in a public debate through newspapers with them." Mr Mackie thanked the reporter for offering the opportunity to reply to the allegations. — DDR —

06 4/12/80

125 (MADW) 152  
125

is n



Mass SAA  
4/12/60  
cabin staff  
stayaway (S) (52)

## called off

A mass stayaway planned by South African Airways cabin staff, appeared to have collapsed today because of a lack of organisation and alleged threats of dismissal by management officials.

Last-minute confusion and fear of victimisation resulted in the strike being called off, said one senior crew member.

This week, crew staff said they were warned that they would risk losing their jobs if they criticised the airline or talked about striking.

They were also told not to speak to the Press.

The stayaway was planned in protest at SAA handling of staff grievances. For months cabin staff have complained about long hours because of staff shortages, the unsympathetic attitudes of superiors and no compensation for the extra-long shifts.

One senior staffer told The Star that although the management had promised to look into the grievances, they were not moving "fast enough" or covering all the areas of complaint.

"They have promised changes by April — in five months — but this is unacceptable under present working conditions," he said.

A spokesman for SAA said today that management was working at top level and at top speed to remedy the situation and rectify any grievances.

# Journalists aid striking colleagues

Journalists on two Cape Town newspapers have decided to compensate black colleagues who have been suspended without pay for going on strike.

And the Argus chapel of the South African Society of Journalists has called for an immediate end to the suspension of 22 black journalists on the Argus, the Cape Times and the Cape Herald.

A spokesman for the Argus chapel said today that members of the branch had decided, while they did not "agree with all the stands taken by Mwasa," to make R200 available from its funds to compensate three Argus Mwasa journalists who have been suspended, and will lose a week's pay.

At the Cape Times, where eight Mwasa members have been suspended, SASJ members have decided to contribute individually and to donate R200 of their chapel funds to aid their colleagues.



*Argus*  
**Suspensions**  
*5/12/50*  
**SASJ call** *(152)*

THE Argus chapel of the Southern African Society of Journalists (SASJ) has called for an immediate end to the suspension of Cape Times and Argus Company journalists which followed their two-day strike in sympathy with striking workers dismissed from the Post newspaper in the Transvaal.

At a meeting yesterday the Argus chapel passed a resolution which said "This chapel calls for an immediate end to the suspension of journalists by the Cape Times and The Argus Company."

By a majority vote, the chapel also resolved "While we do not necessarily agree with all the stands taken by Mwaso (the Media Workers' Association of South Africa) we empower the executive to make available to our three Argus colleagues R200 from chapel funds in lieu of salary lost as a result of their suspension."

generated by a comparison of actual employment that would be needed if all the able bodied South African men and women were engaged in full-time employment (Kantor, 1980: 143). Yet such people may choose not to work ('choose to be unemployed' as Kantor's phrase) 'in order to search for jobs or to wait for something better to turn up' (Kantor, 1980: 106); these people appear in unemployment statistics but in no sense constitute an unemployment problem. The first assertion is simply not true - no study has postulated economic activity rates of close to 100% for adult men or women as a whole, though my study (Simkins, 1978a) has them close to 100% for men between 25-44. The rates used are probably a bit too high, yet men in this age group have passed the age where education is a reason for economic inactivity and not yet reached retirement age, so one would expect activity rates to be high. Of course, what is at stake here is the wage rate. To arrive at economic theory it should be measured the found in the people as not without inquiry be prepared to

Labour supply depends on economic activity rates. Our supply over a period to make assumptions which Nativete on this score, led to academic attempts ment but is also to be Survey which classifies ve, unemployed or employed e below which they would not

SASJ  
appeal

Staff Reporter

THE Argus chapel of the South African Society of Journalists (SASJ) yesterday called for an immediate end to the suspension of 22 black Mwasa journalists by the Argus and the Cape Times

The chapel also decided to make R200 available from its funds to compensate the three Argus Mwasa journalists who have been suspended, and will lose a week's pay

The chapel's decision to supplement the pay of the suspended journalists follows a decision by Cape Times SASJ journalists to contribute individually and to donate R200 of their chapel funds to the eight Mwasa Cape Times journalists who have been suspended



5/12/68 strike

# Milk strikers 'were intimidated'

152

Many of the men who went on strike at the Florida depot of Creamline Dairy had been told they would be killed or beaten if they did not strike, according to a spokesman for the Dairy Trade Management Board in Johannesburg.

"Intimidation was rife and most of the 90 strikers had been forced to stop work. Only a small number was responsible."

The spokesman claimed

a small band of men started the strike and it was they who had warned their fellow deliverymen that they would be killed or severely injured if they did not stop work.

The strikers were fired after being ordered to return to work by management.

"They were told that they had to resume duties. When they failed to do so they discharged themselves," said Mr. L. van Vuuren, head of the depot.

At a meeting with the firm's management, representatives of the Food Beverage and Allied Workers' Union called on the firm to reinstate all the men.

"We refused to do this," said Mr. van Vuuren, "but we did tell the workers that we would be willing to consider individual applications from those who wished to be rehired." About 30 have been reinstated.

# Media strike questioned

By CHRIS FREIMOND

THE freedom of the Press was threatened as much by striking journalists as by the possibility of further restrictive statutory curbs

That is the view of the chairman of the Steyn Commission of Inquiry into the mass media, Mr Justice M T Steyn

While hearing evidence from the editor of The Star, Mr Harvey Tyson, Judge Steyn suggested that it was "distressing" that journalists were not only split among themselves, but by striking were stopping the publication of some

newspapers. He was referring to the split from the South African Society of Journalists (SASJ) of black reporters who formed the Media Workers Association of South Africa (Mwasa). A lengthy strike by Mwasa members has stopped publication of the black-oriented Argus newspaper Post (Transvaal).

He questioned whether there was a difference between a newspaper being closed by striking journalists or by Government action. When publication of a paper was stopped, the public's right to information

was curtailed. Judge Steyn asked if the Mwasa strike was not the result of a lack of discipline and dedication to professional duty.

Mr Tyson replied that the "professionalisation" of journalism and the creation of a statutory body to regulate the profession would not necessarily alter the current position.

The judge said he believed such a body could possibly prevent a strike by being able to intervene "at a higher level" (with the newspaper owners) before there was strike action.

# Strikes curb press freedom says judge

152  
DO:  
12/80

JOHANNESBURG — The freedom of the press is threatened as much by striking journalists as by the possibility of further restrictive statutory curbs

This is the view of the chairman of the Steyn Commission of Inquiry into the mass media, Mr Justice M F Steyn

While hearing evidence from the editor of The Star, Mr Harvey Tyson, Judge Steyn suggested it was "distressing" that journalists were not only split among themselves, but by striking were stopping the publication of some newspapers

He was referring to the lengthy strike by members of the Media Workers' Association of South Africa who had stopped publication of Post (Transvaal)

Mr Tyson replied that the "professionalisation" of journalism and the creation of a statutory body to regulate the profession would not necessarily alter the current position. There could be problems with unions under any circumstances

The judge said he believed such a body could possibly obviate a strike by being able to intervene "at a higher level" (with the newspaper owners) before strike action was taken

Earlier, Mr Tyson warned that history might record that the Steyn Commission and its witnesses were used as "the unwitting instrument to finally destroy a free and independent press in South Africa"

Mr Tyson said his warning did not mean the government intended deliberately to deprive the country of a free press

"However, also like Unesco and most of the Third World, there are many bureaucrats and many politicians here who want to "improve," or license or guide or blatantly censor a so-called free press"

Replying to charges by politicians that press publicity helped revolutionaries, Mr Tyson

said many observers believed that the threat to security was not publicity for revolutionaries — it was revolutionaries' heated attempts to turn the masses against the establishment press

"If a psychological propaganda onslaught really exists in this country as certain quarters who wish to manipulate the media claim, then there are only two ways to react effectively

"One is to ensure that the audience does not want to believe such propaganda. The other is to tell the whole truth"

Commenting on the

press inquiry the assistant editor of Die Burger, Mr Fbbe Domissy said in an article that whatever the findings of the commission, the scene was already set for a showdown between the Newspaper Press Union and the government

"What can be confidently predicted is that in the end, once again, it will be expected mainly of the Afrikaans press to save the day for the press as a whole"

"The punitive measures of the Press Council will surely become the hottest issue in negotiations between the government and the NPU," he said — DDC-SAPA





## THE MWASA STRIKE

# Beneath the surface lie bottomless depths

The strike by the Media Workers Association of South Africa was a minor matter as far as numbers go. For most of it not much more than a hundred people were involved. But it was a strike with a difference. It was not a matter of blacks asking employers to pay them more but of black workers limbering up to tell the employer how to run things.  
Dennis Beckett reports

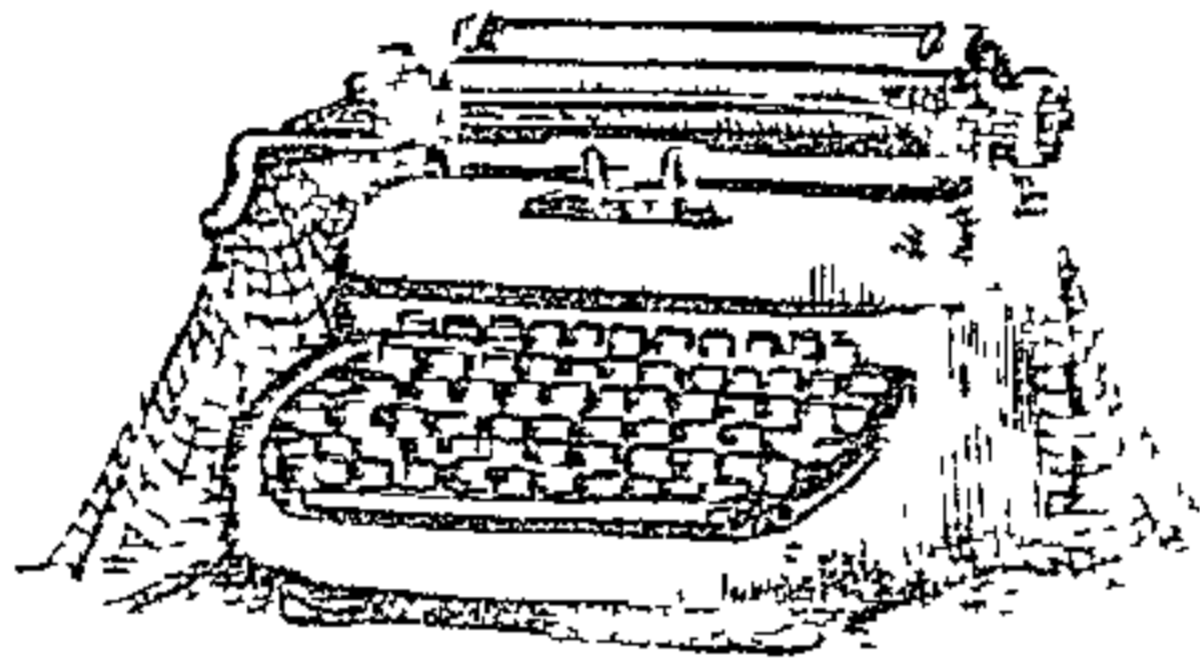
In August this year, a small, blacks-only trade union called the Writers Association of South Africa orchestrated the first production-stopping strike in South African publishing history. The strike took Post, the Argus company's African newspaper and the biggest of its three 'ethnic' papers, off the streets for a week. It ended with the introduction of a wage scale system, and scales substantially higher than those which applied at the white papers. Although the Wasa members were all journalists they demanded - and got - increases for black non-journalists as well.

Wasa also claimed that management should pay the strikers for the period of the strike, on two grounds: that since management had acceded to the strikers' demands therefore it had been wrong in the first place and had caused the strike by failing to realise it was wrong and that management was doubly wrong in not having already recognised Wasa and arranged a dispute procedure.

Management flatly refused strike pay, and within Wasa there was some grumbling that the leadership did not hold out on this. On balance, however, Wasa won the bout resoundingly. Only 17 of the 54 strikers actually received immediate increases as a result but in impact the strike had, as a senior man in the mainly-white South African Society of Journalists (SASJ) put it, "won more in a week than we've won in years".

Two months later Wasa met in Cape Town for its annual congress. There, it changed its name - to the Media Workers Association of South Africa (Mwasa) - and it finally severed its last lingering vestiges of respect for the traditional ethic of 'objective journalism'.

The change of name was far more than a change of name. It was an overturning of the rules of unionism. Wasa, as Wasa,



had hardly been a model of adherence to the patterns of the industrial relations textbooks and it included among its 260 members a fair number of part-time poets and the like but it was essentially recognisable. A writers union, a craft union. Now it professed to accommodate all blacks - and only blacks - in the entire media industry. Labourers, messengers, the lot. What was this - a trade union or a mass movement? The umbrella opened so wide that it stuck in the eyes of the bystanders, including the SA Typographical Union (SATU) which after years of having ignored blacks entirely had recently been going all out to attract black printing staff.

Neither change was in fact totally unexpected. A year earlier Wasa had given notice of its intention to spread its wings to non-journalists, but at the time was not taken seriously. The ethic that black journalists were "blacks first and journalists second" had been developing for a decade, but had remained a relatively distant cloud on the horizon of the press establishment. Now the sacrament of objectivity was summarily jettisoned with no more commotion than it takes to sweep out the waste paper.

Mwasa president Zwelakhe Sisulu did not even acknowledge it as worthy of debate. The real choice facing journalists, he announced, was whether to be "col-

laborative propagandists or revolutionary propagandists."

A week later, white-collar workers at the Cape Herald, the Argus company's 'coloured' newspaper, walked out. The prime issue was pay and there was a goodly dollop of other traditional-style complaints to boot. The Herald had been most to a high level of discontent for years.

Generally, management people felt that the Herald strike was 'legitimate' in that it was dealing with ordinary employment issues. There was also some concern, though, that it was partly prompted by a combination of headiness following the Post strike and eagerness to get in a second crack of the whip. Wasa had threatened a national solidarity strike at the time of the Post dispute. Now Mwasa threatened it again.

This time, it came off. Within a week, virtually all black journalists in the Argus and Saar groups were out, and Post was afar off the streets.

There was some effort to bring out the few black journalists employed by other companies, with little success. (At one black magazine known for its high pay, reporters tentatively suggested that they should respond to the national call. "Fine", said the editor "you're welcome to strike in support of the rates the Herald is demanding. We'll reduce your salaries to those rates." The reporters stayed at work.)

The main initial issue, solidarity with the Herald, was rapidly overshadowed by two others: recognition of Mwasa, and strike pay.

Early in the strike management met Mwasa, implying what Saan managing director Clive Kinsley called 'de facto recognition'. At various stages management gave more or less firm indications that it was prepared to recognise Mwasa, but wanted the strike settled first. Management had in any case



agreed to recognise Wasa a year previously, but Wasa had turned this down, largely because it would be required to share recognition with the SASJ, and partly because this offer was effectively a kind of charity by the SASJ, which proposed reducing its own representation on the joint management/union body by half leaving the other half of its seats for Wasa.

**W**asa felt insulted by what one of its leaders calls "an attempt to fit us into a corner of the existing system." Times had changed, Wasa people said. The white papers were now half black, as far as numbers of readers went. What was called for was a drastic change, giving blacks a full role in those papers. The half-and-half recognition was seen as symbolising an intent to make concessions rather than changes. Another factor — related to the syndrome which has led to the general decline of black enthusiasm for non-racial organisations over the last twenty years — was the fear that the black representatives would be dominated by better-educated and more experienced white 'partners'. "We have to be able to make our own mistakes," said one Wasa leader.

The incident fueled management suspicion that what Wasa meant by recognition was something very different to what management understood by it — namely, some sort of share in the control of the press which the SASJ certainly doesn't have, and which has not yet been a factor in trade unionism in South Africa.

The presslords had never been eager to rush into recognition. Their own liberalism balked at Wasa's very existence. They were opposed to apartheid, why should they now recognise reverse apartheid? Moreover Mwasa was unrepresentative, and management already recognised a perfectly good union — the SASJ. Wasa had 2 members at one major paper when it first approached it for recognition. If a separate black union, then why not separate unions for Greeks or Italians or Buffelspoort Hoerskool Old Boys?

Wasa countered that only blacks were thought separate enough to be provided with separate racial editions. Moreover, until 1977, Africans were debarred from joining the SASJ. Then after a long internal battle the SASJ took the unique step of deregistering itself as a trade union in order to become fully open to blacks. The move did not impress most black journalists, and especially not the Johannesburg storm-troopers of black militance. In their eyes the fact that the move was finally made was outweighed by resentment at the decades of exclusion behind it and disillusion with the reluctance the SASJ had shown to make the relatively minor sacrifice involved in de-registering.

Mwasa members list a long litany of slights and rebuffs from management, highlighting incidents such as one where a letter asking for stop-order facilities was returned with a refusal written on it, instead of being granted the dignity of a formal reply.

By the time of the strike, Mwasa was

in no mood for offers of future recognition. It demanded recognition first and negotiation about detail afterwards. The matter was not resolved, but it was pushed into the background by the other issue — strike pay.

There is no need for bugging devices in the boardrooms of Sauer Street and Main Street to know with certainty that a refrain in there was that the opening of Pandora's Box would be as nought in comparison with breaching what Argus boss Hal Miller called the 'absolutely vital principle' of not paying strikers for striking.

Let alone the follow-ups the press barons might be inviting on their own account they would hardly endear themselves to their friends and shareholders in the Rand Club by providing that sort of precedent.

## Tales of intimidation were laughed at

Management claimed consistently that strike pay was an outrageous suggestion, and that it had never been done before. Strictly speaking that isn't correct. The Karoo Meer strike earlier this year ended with the strikers getting paid but the circumstances were totally different. The strike was settled in an amicable meeting, at the end of which the liaison committee, the tame form of black worker representation, asked by-the-way whether workers would be paid. Management promptly agreed in the spirit of the moment while the unionists (the 'tough form' looked on thunder-struck).

What Mwasa was demanding was something different — a direct and highly visible defeat for management.

Three weeks into the strike, the Cape Herald went back to work. In the meantime the pay issue had been resolved by a totally unrelated procedure — the annual bout of SASJ pay negotiations. That had led to its own bit of history-making militance, with journalists picketing their employers for the first time and it had also left the journalists among the Herald's strikers with a higher rise than they had been striking for. This was followed up by a speedy offer to the non-journalists, which also bettered what had been asked for, and the Herald strikers backed down on the strike pay question.

With the Herald back, and most of the smaller and out-of-Jo'burg papers also back, the strike seemed on the point of crumbling. But the big three — Post, the Mail and The Star which between them employed the vast majority of the strikers — were holding firm. In the first six weeks of the strike only three one-time strikers drifted back, to join the five black journalists who hadn't gone out in the first place.

In management circles, stories of intimidation were commonplace. In Mwasa circles, these weren't denied — they were simply laughed at.

Frontline has not been able to find a single case of a black leg who claims that he or anyone else was threatened with violence. All of them say they have been called sell-outs and so on which is standard in any strike situation and some admit that they painted lurid pictures for their bosses' benefit.

The only known case of violence in fact worked the other way. A striker tried unsuccessfully to have a non-striker thrown out of a black boxing tournament. The non-striker then beat him up. (The non-striker was later erroneously evicted from his employer's building as a 'Mwasa spy', to the great delight of Mwasa.)

Less than a week after the Herald's return the Allied Publishing Company's newspaper deliverers came out on strike.

How far the strike was an offshoot of Mwasa's strike and how far an issue of its own is impossible to determine. The union's leadership had not wanted it, and it seems to have been arranged by a group of shop stewards. It was short-lived, and although the union claims that it was ended by agreement between itself and Allied management, the overwhelming public impression was that it was ended by a clear ultimatum to workers get back or get sacked.

The workers got back. For Mwasa, the appearance of massive black solidarity brought on by the Allied strike had more than outweighed the Herald's renegeing. Now, that elation was converted to another defeat. "If you say that Mwasa was disappointed", says one of the Allied union's officials, "that would be an understatement."

The next step was a meeting between Mwasa and the two press bosses Miller and Kinsley under the chairmanship of the Oppenheimer of black business Sam Motsuenvane. Mwasa expected the MDs to offer some form of compromise — perhaps a half-pay arrangement, perhaps payment into a training fund — and had been prepared to accept something of this nature. But the offer did not emerge. The two MDs refused to consider strike pay at all. Motsuenvane shifted from a neutral position into open identification with what he called the "black tide", and the meeting broke up in some acerbity.

By now, a month after the outbreak, the strike was making itself felt — among blacks if not whites, most of whom barely noticed it apart from the few days when newspaper deliveries were disrupted.

Black leaders told Mwasa that the absence of the 'watchdog' was damaging the townships. Rumours were rife. In one case a shoot-out between police and an ANC gunman in Chiawelo had been amplified and exaggerated across most of Soweto and beyond before information was published three days later.

However much black sympathy there might have been with the strike, it certainly was not total. Distribution

PLEASE TURN OVER

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FRONTLINE December 1980 5



# The Mwasa strike

CONTINUED

people received complaints about the absence of Post, and the shortage of 'black news' in black editions of the Mail and The Star. Mwasa's call for a boycott of the newspapers had little ascertainable effect. The Mail was selling 25 000 additional copies of its black edition, and The Star's black edition showed no decline. Most of Post's 100 000 readers clearly were not buying alternative newspapers, but there is no way of knowing how much of that was because of the boycott call and how much because of the price difference.

Within Mwasa there was great dissatisfaction. Some members said the leadership was 'drunk with power'. Others that the strike pay issue was a stupid one to stick on, since there were bigger and better ones in the background, or that the claim that it was all in the interests of the 'black masses' was phony, since it was run by an elite corps of intellectuals most of whom earned as much in a month as the 'black masses' were lucky to see in a year.

At the end of November, perhaps fortified by the success of the Allied ultimatum, Argus set a return-or-else deadline for the 70 Post strikers. Mwasa was at a low ebb. Many members had given up hope of ever collecting their November cheques, and were seriously wondering about December's. But to the surprise of practically everybody, including some of Mwasa's own leaders, precisely two strikers responded (both of them drivers).

The next day Mwasa distributed the first allowance from strike funds. Strikers got R40 each, evidently drawn from a R5 000 grant by an international union body. (Two weeks later, another round of the same amount was handed out, much of which had been made by concerts and community appeals.)

No sooner had its ultimatum flopped than Argus backtracked, saying it would be happy to 're-engage' the strikers. The Argus about-face was apparently designed to appear magnanimous to the strikers without being too obvious a backdown for the tastes of other employers, but seems to have had the opposite effect.

Within Mwasa there was much hilarity, a general feeling that Argus was over a barrel, and nil applications for 're-engagement'. Among at least some employers in related industries, who were already blaming Argus for settling the Post strike favourably enough to encourage more of the same, there was fury.

By this time, there were aspects which would have made a logician weep. At the Mail, several white journalists went on strike in protest against the Post dismissals (and some picketed the Star, headquarters of the Argus company, to the mighty irritation of some of their colleagues at the The Star, who objected

to the Mail's holier-than-thou approach).

Here were the staff of one company striking in protest against the uncertain sacking of employees of another company who had been striking in solidarity with a third lot of strikers who were already long since back at work. To round it off that third lot - the Herald - then went out on a new two-day strike.

From the beginning the strike wrought havoc on the SASJ. Should white journalists strike in support, or refuse to supply copy to the black editions, or ignore the whole thing or what? Most local branches finally agreed that they would not do the work of black colleagues but since the work done by the blacks was highly flexible this didn't mean particularly much in practice other than that black editions appeared with a dearth of lesser-level black sport. In Mwasa, there was much muttering that whites were doing 'black work' and at senior editorial level there was outrage that they were not.

Tension was acute. SASJ branch executives rose and fell at a great rate. At least five members resigned because the SASJ was showing too much support, and several threatened to resign for the opposite reason.

## We challenged the liberals - and they ran

As time passed, sympathy diminished. Liberal journalists denounced Mwasa in tones of hostility previously reserved for the government. The dormant white radical resentment of black consciousness became open, helped along by an article in Mwasa's bulletin which made much of "the law of Big Chief Sitting Bull - White man speak with forked tongue". Mwasa's name was punned into "Mediocre" Workers Association. Many white journalists strongly resented the turmoil and agony they were being plunged into over the question of how far to support a rival organisation which had made a regular practice of kicking them in the teeth, and had for a long while tried to have their union, now the open one, expelled from the International Federation of Journalists to leave sole representation to itself, the racially exclusive one.

The white journalists had grown so used to the official black consciousness line that liberals were irrelevant, getting in the way of black self-expression, hypocritical, and so on that many had come to believe this was just morale boosting beating of ritual drums. Now, it suddenly seemed that maybe the blacks meant it after all, and that realisation came as a shock to a lot of people's systems.

Within Mwasa, there was initially some resentment that the white journalists did

not go out on strike, and repeated harping on the old theme that when the chips are down the white liberals and 'black man's friends' throw in their lot with the establishment. But when finally eleven journalists did stage a one-day strike (and one got fired for sending news of the strike to other papers through the Saan telex system - he was also re-instated a day later) there was no audible appreciation from Mwasa quarters.

On some editorial executives the effects were worse. They were the liberals who had been writing leaders calling for a better deal for blacks since back when Eloff Street was a donkey-trail. To victimize them was sheer bloody-mindedness. The prevailing feeling was that Mwasa was trying to destroy the liberal press, for the sake of removing the prime obstacle to polarisation and clearing the ground for that much-predicted clash of opposing nationalisms from which in the long run there can only be one winner.

That seems unlikely, if for no other reason than that the strikers had mouths to feed. But it is not without foundation. For years there have been mutterings among black journalists that the liberal press ignores issues of national relevance for the sake of offering irrelevant titillation to whites.

In this respect the strike could hardly have come at a more apposite time. The great Who Shot JR hysteria fell in the middle, giving the point a topical edge way beyond what could have been expected. "I couldn't believe my eyes", said one striker "the employers keep telling us how they're on our side, and doing their best for the black man, and every time I open a paper all I see is a lot of rubbish about this TV programme. That is the real problem. For the whites, apartheid is just one of many topics to deal with. For us, it makes everything else insignificant" (Evidently not everyone agreed. A Mwasa meeting on Dallas night ended early by request.)

It was not new to anyone in the profession that many blacks had scorned the great triumphs of the press - the Info Scandal and so on - since they didn't change the system. Nor that there were blacks who had zero interest in those years of well-meaning but ineffective leading articles. Nor that black journalists rejected the idea of having the black readers' concept of change directed by people with swimming baths and servants and the benefits of whiteness and wealth. But all that, too, had become old hat, taken as a stock exercise which was good for grumbling and blowing off steam.

Now what? Was Mwasa actually taking it seriously?

Well, yes.

"We've challenged the liberals who are always talking about black rights", says one of Mwasa's leading lights, "and they've turned and run. They want to go on editorialising about change. They don't want to see it happen."

Mainly, it is the right-wing which says that Mwasa's strike is a political matter, and says it in tones of injury as if that were grossly improper. (As in the old phrase "don't bring politics into sport".)



which invariably actually means "don't tamper with the politics which already is in sport") But within Mwasa it is their fiercest opponents who agree that they are right

For the duration of the strike Mwasa, officially, does not talk to Frontline or to any other South African publication except the black-owned Voice

Accordingly, there is no such thing as an official Mwasa stance on most of the implications of the strike. Privately and off the record, though, large numbers of Mwasa members speak freely. That does not greatly help the cause of finding out what it's all about since there are approximately as many interpretations as there are members.

The points which do emerge regularly are interesting. One is dissatisfaction with the leadership, the other is a determination to stand by the leadership.

Inconsistent, perhaps, but an indication that the logic of blackness carries a higher rating than most whites, including the left-wing theorists of the workers' revolution, would like to suspect.

The leaders are black. They are standing up to whites, and are striking a chord among people who by and large have good personal relationships with white individuals but are tired of being permanent junior partners to white colleagues and subordinates in a white-run system.

As far as this impatience takes a specific form, it centres around three areas: the 'objectivity' row, the allegation that blacks are discriminated against, and the absence of black decision-makers on the white papers.

The three interlock. For example, many Mwasa members suspect that one of the reasons there are no blacks in positions of authority at the white papers is that editors are scared that they will be plugging a 'committed' line, sneaking in material which suits the purpose but is not accurate.

Sisulu's 'revolutionary propagandist' speech aggravated such fears. It is not hard to imagine that the speech was received with interest in Union Buildings, but it needs no effort at all to see how it was received in the established press. It elicited a flood of reproofing editorials, and widespread fears that Mwasa was trying to legitimise a system of bending the facts to fit the cause. That reaction upset Mwasa further. A column by the editor of the Citizen, Johnny Johnson, caused special anger. Johnson castigates the 'men with a mission' for trying to bend the world to their way of thinking. A reply in a Mwasa bulletin, sarcastically addressed to 'Baas Johnny', described The Citizen as "one of the most subjective and the most partial of all koerante in this country."

The liberal papers also came in for their share of abuse. Partly on grounds of hypocrisy. One Mwasa bulletin complained that the liberal press "dished out heaps of advice" urging government and other employers to recognise black unions, and refused to follow its own

advice. The SASJ's bulletin *The Journalist* concurred, pointing out that management's first response had been a stonewalling of the kind that "were it to happen to meatworkers or municipal workers, would be sternly reprimanded in editorials."

A Mwasa statement, released to the overseas press, said the liberal press "trumpeted its belief in non-racialism, but has continued to discriminate against black workers." The white press said the statement was "like so many other white institutions apron-stringed to the Nationalist government's racist attitudes and contemptuous of the black worker's lot."

## A taste of the road to thought control

Among Mwasa members allegations of double standards were routine. "They keep saying that blacks must be able to speak for themselves", said one. "Now we're doing that and they don't want to hear."

A larger snare of the fire was aimed at the liberals' worship of objectivity. The essence of the complaint was that 'objectivity' as seen through white eyes is really a bias in favour of continuity. Said a bulletin leading article: "We are fed up with the ridiculous claims of objectivity so often espoused by the liberals. Liberalism is an ideology. When a liberal speaks from his ideological platform he can by no stretch of the political vocabulary claim to be objective. Objectivity is an outdated myth."

Black Consciousness proponents make no foolish claims to objectivity. We realise that we are expressing the ideals and aspirations of our people through the philosophy of black thinking."

Clearly, the idea of 'committed journalism' does not make the best bed-fellow with the staple maxim of the established press that 'comment is free but facts are sacred'. However, there is room for doubt as to quite how sacred the facts ever are, even in the quarters which pay the most enthusiastic lip-service to the maxim. And it may be that the two principles are not wholly irreconcilable.

Within Mwasa there are some people who believe that facts which damage the cause must be suppressed. But this is by no means a belief unique to Mwasa, although when you're twisting facts in order to support the status quo it is a lot easier to persuade yourself that you're being objective than it is when you're twisting them the other way. In any case, there are other Mwasa people who say that 'commitment journalism' shouldn't tamper with facts or accuracy at all, but that it really means locating those accurate facts within a framework of the overall quest for liberation.

To liberal editors that too, smacks of the road to thought control! and even by

the most benevolent interpretation there is a narrow borderline between 're-locating facts and re-adjusting them.'

Nonetheless, Mwasa has a case. 'The Mail', 'The Star' and 'The Citizen' all claim to be objective", says one member. "But since they all have different interpretations of the news at least two of them must be wrong. Our case is that they are all wrong: they all push readers in the direction their bosses want to see, and that is a direction which suits different types of whites." Objectivity and 'balance', (which is the official keyword in the Argus company's editorial policy towards race issues) clearly look somewhat different from the dining rooms of Sandton to what they do from the queue at the pass office.

In the editorial conference rooms, though, the idea that the professionals and the meritocrats should dilute their own ideas of objectivity in favour of an ethic which does not believe in objectivity at all goes down about as leadenly as the suggestion that they should submerge their standards of efficiency for the sake of providing a decision-making role for blacks.

Which is exactly what the other large underlying issue amounts to.

If change is to mean anything, Mwasa people argue, it must mean a black role in making decisions and forming directions. Without that, what does change boil down to? A more benevolent form of white control, with duly trained and educated blacks slowly slotting into top jobs in twenty or forty years time?

The black journalists' complaints about wages and positions of authority come in two categories.

The first is common. It is that the blacks are not getting what they deserve. That they do not get 'beats' (i.e. special areas of responsibility), they get lower pay than whites, they are not given choice assignments, and they are largely confined to writing for the 'Extras', the black editions.

The second is more fundamental, and less frequently raised - at least in direct form. It is that whether or not black journalists deserve better by the conventional standards of merit selection is irrelevant. The conventional criteria are no longer applicable. The patterns must adjust themselves to what living in Africa means, because if they do not do so the white man with his large headstart will remain ahead forever. Blacks must have a role in the power process, and must have that role because they're black, regardless of whether their individual abilities qualify them for it by the white man's definitions of merit.

From a distance, that all looks correct and proper. The voice of the people is crying out, and the oppressor in his villainy refuses to turn an ear. Let alone the demonstrators in London, one imagines that if today's managers and editors were to take Rip van Winkle pills and look back from the future they too would say that the battle for black rights was self-evidently right, and that the efforts to stall it were merely the futile

TURN TO PAGE 37

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# The Mwasa strike

CONTINUED

rearguard skirmishes of an embattled ruling class on the road to oblivion. History does not give much of a showing to anything the liberal administrators of Pharaoh's time might have had to say about how things were getting better and standards had to be observed. Moses liberated the people and in the broad sweep of time that is what counts.

But down on the ground floor, the broad sweep is invisible. There what the editors see is a situation where they are bending over backwards to accommodate blacks, where they are providing openings as fast as blacks emerge to take them up and would have no hesitation at all about providing those openings faster and further if they could find blacks to fill them.

Which is the crux of the problem. The bosses espouse the cause of non-racialism. To many of the black journalists, non-racialism is a dirty word. That is not because they hate whites - the actual level of gut racism among the militants tends to be less than among many of the people who present a ja-baas exterior - but because non-racialism would in practice leave whites as the leaders and blacks as followers. The bosses are being challenged to do very much more than live up to their non-racial principles, which almost all of them sincerely believe they already do and many of their black employees claim they do not. They're being challenged to reshape their entire concept of progress and justice to fit into a very different mould - one designed by the people who have been sucking on the short straw for 300 years and now demand that the balance has got to be tilted in the opposite direction before a state of equilibrium can be reached.

It's totally logical, say Mwasa people the liberals call for a black share in government, knowing that that would affect the lesser-educated and less wealthy whites but often expecting that they would not be affected themselves. Let them now take a bit of their own medicine and swallow a black snake in their own affairs.

The two situations are totally different, reply the liberals. Public affairs are the affair of the whole population, but the press is private enterprise and belongs to its owners. If blacks want to run newspapers their own way let them set up their own newspapers.

So far, Mwasa has not officially done much more than hint at the heavier issues involved, and even some of its most hard-line members are privately jumpy about the practical implications of appointing blacks to top jobs because they're black - rather than because they're good - doesn't this have the effect of devaluing the position of the blacks who actually are good, and confirming the 'blacks can't do it' attitude?

What Mwasa has done, and what most

of its members do regularly, is allege that they are not being given even what they do deserve by the ordinary merit criteria.

## Black standards which whites don't see...?

Editorial executives on the other hand insist that if there is any discrimination involved it is in the opposite direction. They discriminate in favour of the black journalists many of whom would not have jobs at all if they were white, because they aren't delivering the goods.

Now, this is a very touchy issue. White readers might have some difficulty in perceiving quite how touchy it is. But forty years ago, or so, Afrikaners at least may have had an inkling of it. Then there were plenty of English-speakers who thought and said that "Afrikaners are not as good as the English", which for practical purposes was true. Afrikaners weren't getting to the best jobs they weren't 'making it' in the commercial environment. The implication of inferiority touched a sensitive nerve. Now, of course, it would simply be laughed off, since Afrikaners

conspicuously are as good as anyone else. Which makes the analogy a good one for another reason. Back then the English-speakers often assumed they had some sort of genetic superiority, whereas now no-one suspects that the Afrikaner's "inferiority" was ever anything other than the result of a disadvantaged background, helped along by employers' expectations of failure.

Among the black journalists there are innumerable different responses to the proposition that the overall standard is not what it might be. Some, maybe most, dismiss it as just another manifestation of white supremacism. There is no such thing as a quality problem they say. The only reason their copy does not feature as prominently as they think it should, or gets re-written before publication, is because the meek-mouthed liberals who run the show actually have a vested interest in demoralising blacks in order to keep their own positions unthreatened and are politically frightened of giving expression to the authentic voice of the people.

One step up comes the argument that white executives are - perhaps subconsciously - locked into white standards and cannot recognise differing black standards. There may be something important in this, but even if there is a black standard of quality which escapes whites it is inconceivable that it encompasses everything produced by the usually unsuccessful reporters who most like to use it as an excuse.

Within the leadership echelon, which includes many of the best journalists the point is made that the expectation of

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# The Mwasas strike

black failure has created a vicious cycle. Executives expect to have to re-write work done by blacks so they re-write it even when it's not necessary, so blacks lose interest and pride and produce worse copy. Moreover, every time a black does offer inadequate performance, that is taken as another proof that blacks can't do it, whereas when a white offers an equally bad showing that is considered to be just an individual aberration.

Many of the senior journalists acknowledge the existence of the quality gap but argue cogently that it is not nearly as wide in practice as it is by reputation. Few of them make any

serious attempt to excise the whole problem away but at least one or two, at least part of the time, depend on factors over which they do not have no control. Whereas a white reporter can freely interview any black newspaper for example (and usually in his own language) too black reporters meet insurmountable barriers if they try to interview the average white.

Then there is a string of practical proposals: better training, better selection, better personnel management, a full scale management effort to counteract the disabilities imposed by Bantu Education, and so on. All of which are perfectly sound but do not get to the root of the problem which is the demand that range be looked at with the impatience of the victims of discrimination rather than the measured tolerance of its more ethical beneficiaries.

How far this stretches, who knows? Even within Mwasas there are many who

seek nothing more than specific progress within the existing rules of the game and who have no desire to start electing their own bosses. And Mwasas itself has a certain difficulty in sustaining its claim to be the representative of the ideals of the people Vanguard, maybe but what is representative is difficult to pin down. Even within its own professed ranks Mwasas's record shows less than universal support. The entire works staff of Post has joined the SATU, for example. Then again allowing for the brevity of Mwasas's existence as Mwasas before the outbreak of hostilities that situation may not stay that way forever. At Saan Mwasas claims, it signed up 98 non-journalist members in the ten days or so before the journalists were barred from the building - and 24 of those new members were already members of the SATU. The reason these 98 did not join the strike, Mwasas claims, is because the leaders advised them not to. However, that seems to be implicitly contradicted by the fact that when Saan's messengers became embroiled in a minor dispute in the middle of the strike they chose to sort it out for themselves rather than rushing to Mwasas for help.

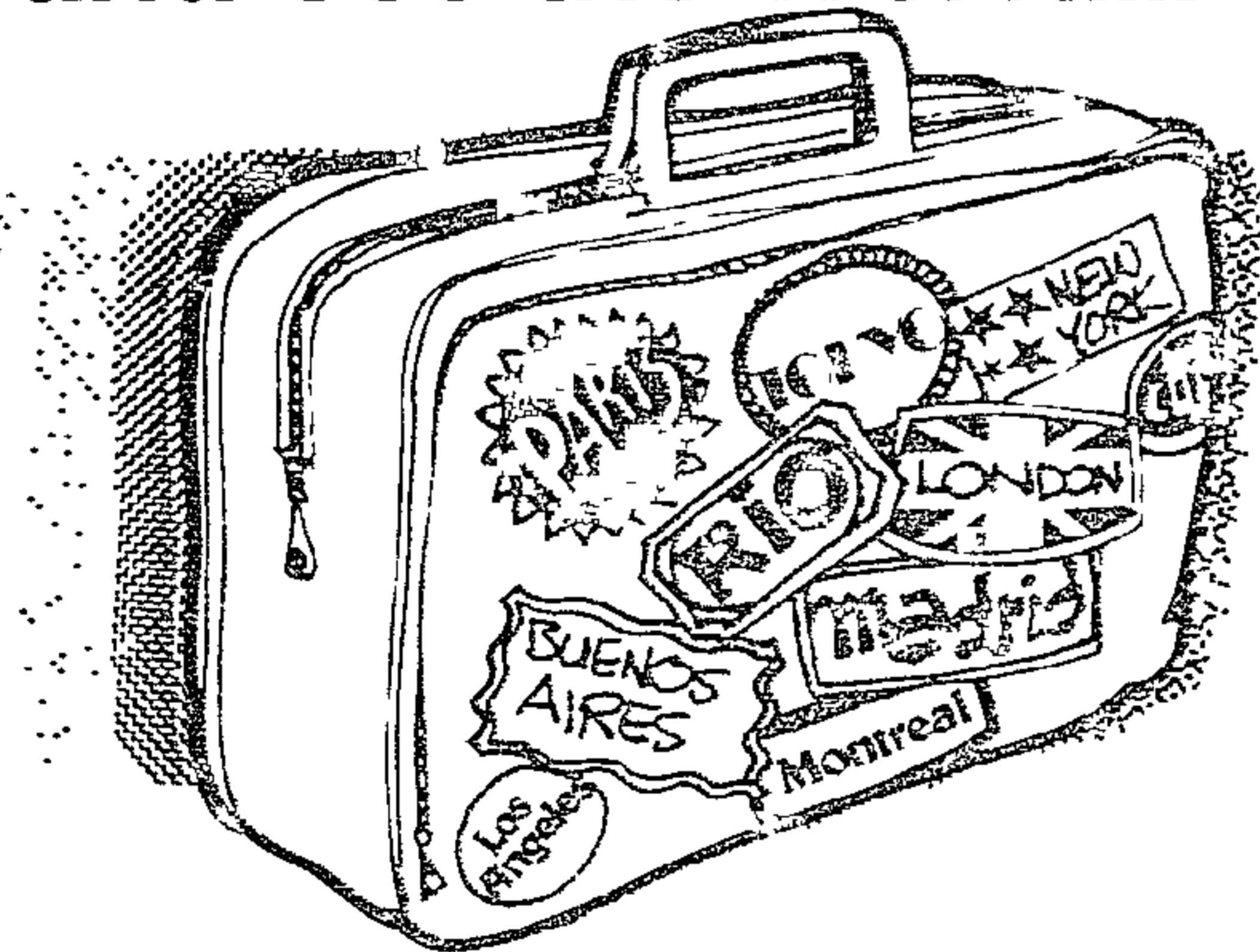
Mwasas's reach, so far, is highly uncertain. But whether it is tapping a groundswell which already exists or venturing into entirely new territory its direction is one of which more is likely to be seen in the future.

To management that direction is not a comforting one - although probably no worse than the power-crazed illogic of striking for striking's sake which is the way the strike was initially interpreted.

Even from management's point of view, though, it may just turn out in the end to have been a blessing in a rather convincing disguise.

If the result is that the opposing sides start finding a joint way of designing a new set of rules, working out how commitment and objectivity might tie in together, how the imperative for black involvement meshes with the maintenance of the standards which make the wheels turn on time, how far whites subconsciously practise discrimination and how far blacks hide behind non-existent discrimination as a defence against failings, to what extent the people who spend their days working at an institution have a right to influence the decisions of the people who put their money into establishing it, where it's up to employers to counteract the disabilities imposed on blacks, and where it's up to blacks to stop wailing about those disabilities and start pulling their fingers out - then the Mwasas strike may yet turn out to have started treading that elusive course to a future which is not too ghastly to contemplate.

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JD 9/12/50  
Women on  
Riot Act  
charge 152

LAST LONDON — Two  
Mdantsane women  
appeared briefly in the  
magistrate's court here  
yesterday charged under  
Section 10 of the Riotous  
Assemblies Act and with  
assault

Mrs Nomathemba  
Lynette Totyi, 33, and Mrs  
Nozwi Rosy Nxayi, 40,  
both of Zone 10, were not  
asked to plead and no  
evidence was led when  
they appeared before Mr  
N R Oosthuysen

On two counts they  
were charged with  
restraining Miss Noyena  
Rebe and Miss Primrose  
Bandezwa by threatening  
to assault them and by  
assaulting them in order  
to compel them not to go  
to work

The alleged incident  
happened on September  
26 at the Collondale  
Cannery (Pty) Ltd, Cove  
Rock

The hearing was post-  
poned to January 18 and  
both women were warned  
to appear — DDR



# Fund started for strike jobless

Staff Reporter

A RELIEF fund to help unemployed members of the South African Allied Workers Union (Saawu) was launched in Durban at the weekend.

It will assist mainly Saawu members dismissed during strikes.

The fund — the Unemployed Workers Relief Fund — was started by the executive of the Unemployed Workers Union, which was founded last month.

Mr S K B Kikine, general secretary of the South African National Federation of Workers, told the Rand Daily Mail.

Most initiated and affiliated unions came together and launched an unemployment campaign, which resulted in the formation of the fund to help the black unemployed masses.

He said only workers who were members of the Saawu, and all non-registered unions working in close co-operation with Saawu, would benefit from the fund.

Saawu has also agreed to make representation for recognition on behalf of the recently-formed farm and domestic unions, and to have regulations introduced which would protect their worker members.

"This is a challenge to the union to struggle for the basic human rights of these workers who are often exploited by employers," said Mr Kikine.

"They are the toiling masses, and should enjoy their work and have basic privileges, like all other workers."

The headquarters of the Unemployed Workers Relief Fund will be in East London.



# Factory urged to rehire workers

EAST LONDON — The African Food and Canning Workers' Union, here yesterday called on the management of Colfordale Canneries to take back the workers fired from the factory when there was a downing of tools on August 27.

The call was made following a decision by the former workers not to go to the factory to collect their pay.

For some time management at the cannery had been calling on the former workers to go and collect money due to them and the workers have been refusing to do so claiming they are still legally employed at the factory.

The workers still claim they are entitled to their jobs and are prepared to return to the factory to work.

"We call on the employers to agree to take back all the old workers and end the bitterness and antagonism that must result from their intransigence," the workers said. — DDR

800 <sup>Strike</sup> out at  
Bull Brand

Strike 11/14/50

153

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By Drew Forrest

Eight hundred workers went on strike at the Bull Brand meat factory in Krugersdorp today in protest against alleged victimisation of their union's shop-stewards

Five shop stewards of the Food Beverage Workers Union had been given notice as part of the company's retrenchment programme, union secretary Mr Leonard Sikhakhane said.

The workers were demanding the reinstatement of the stewards and would seek a "moratorium" on their dismissal to allow for a full investigation of their cases

Bull Brand managing director Mr M M Sharé denied that there had been victimisation and said he hoped for a settlement to the dispute in negotiations with the union this afternoon

12/1/80  
 Strikers  
 go back  
 152  
 153

In all other cases, you consider the use of a ready-made package.

Four hundred striking workers at Bull Brand Foods (Pty) Ltd in Krugersdorp returned to work today.  
 But five shop-stewards of the Food Beverage Workers Union whose re-trenchment sparked the dispute would not be reinstated, company managing director Mr M M Share said.  
 Half the company's black workforce walked off the job after the stewards had been given notice as part of a programme of retrenchment. According to union secretary Mr Leonard Sikhakhane, the workers had interpreted the retrenchments as disguised victimisation.

You are likely to choose your requirements - no problem and - you can write and - permanent staff are able to cope and - you have very In summary, you are

developed by a software house when: t integration with other systems requirement specifications house.

- \* Less in-house staff required
- \* Reasonable initial cost
- \* System is likely to be:
  - professionally constructed
  - efficient, flexible, reliable
  - on-time and within budget

In this case the main advantages are

<u>stage</u>	<u>main problems</u>
1) Requirement Definition	- communication user-dp
2) Contract Negotiation	- guarantees given
3) Production	- reliability of the contractor
4) Implementation	- quality control
	- progress control
	- integration with existing H/W and S/W
	- resistance to change

or outside development work, typically by a software house, a similar analysis of the life cycle and its problem can be presented. Reputable software houses can be found in the Computer Users Handbook, or through hardware suppliers, service bureaux or consultants.



a) the system of controls on the movement of African labour,

already discussed. No such system is incorporated in the

Harris-Todaro basic model. In terms of the model, the controls

may be conceived of as a series of barriers of finite height,

the height being jointly determined by penalties for contra-

vention of the controls and the chances of contravention being

detected. So unemployment may be considerably lower in small

towns than in metropolitan areas not only because wages are

lower there but because small towns, being small, are easier

to police. In the rural areas, much of the policing is, in

effect, done by individual farmers. There is an important

corollary to this: given a fixed level of enforcement of con-

trols on the movement of labour, urban unemployment must rise

as the urban-rural income gap rises. If a constant level of

urban unemployment is desired and the gap rises, the enforcement

of controls must be stepped up creating the conditions for a

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SASJ  
won't join  
strike

The strike by Media Workers' Association of South Africa members continued today, while a statement from the South African Society of Journalists said it would not strike in sympathy. In a statement issued by the SASJ national council, the society said it was disturbed that the current dispute could signal an end to the ability of the Press to act as a bridge between black and white in South Africa. The statement said, however, it was not possible to ask SASJ members to take industrial action when it appeared that M.W.A.S.A. would prefer to pursue its action on its own. The society appealed to all newspapermen to make the realisation of a settlement of the strike their "paramount and urgent objective"

800<sup>152</sup> quit  
meat<sup>152</sup> DP  
factory<sup>12/2/80</sup>

**KRUGERSDORP** — Eight hundred workers went on strike at the Bull Brand meat factory here yesterday in protest against the alleged victimisation of shop-stewards of their trade union

Five shop stewards of the Food Beverage Workers' Union had been given notice as part of a retrenchment programme by the company, the union secretary, Mr Leonard Sikhakhane, said

Since there was no mention of retrenchment in the letters of notice, and since some of the stewards were employees of long standing, he said, their colleagues had interpreted the company's action as "disguised victimisation"

The company's managing director, Mr M. M. Share, denied there had been victimisation "We were never told that the union had appointed shop-stewards here," he said,

He added that 500 of the striking workers had already returned to work.  
— SAPA

00 13/12/80

# Workers stage protest over detentions

152 186 329

EAST LONDON — Several hundred Wilson Rowntree sweet factory workers staged a 90-minute protest yesterday in solidarity with 17 detainees in the Ciskei

The protest, in which there were no incidents, was staged after a delegation from the workers gave the company's management an ultimatum to approach the authorities to charge or release the detainees

The protest was confirmed by the company's personnel manager, Mr A. Lightbody, and the general secretary of the South African Allied Workers' Union (Saawu), Mr F. B. Kikine, who said 900 workers staged the protest

Mr Kikine's statement, on behalf of a Saawu af-

filiate, the Sweet, Beverage and Allied Workers' Union, said:

"Wilson Rowntree workers, concerned about the continued detention and harassment of their elected union leaders, sent a delegation to management and demanded that they intervene on behalf of the detainees and demand that they be charged or released.

"Management agreed to approach the authorities on behalf of the workers and management also denied collaboration with either the Ciskei Security Police, or the South African Security Police

"The workers notified management they would stage a sort of solidarity protest with their comrades if management failed in their efforts. The deadline was set for Thursday, but management asked for an extension to Friday

"When the extension period elapsed, the workers proceeded with their protest:

"But following the workers' peaceful protest, a shop steward, Mr Ntsikelelo Nibe, was detained by the South African Security Police"

Mr Lightbody confirmed the meeting with the delegation and said there was no doubt the company had been used as a political football and that the whole thing had been stage-managed to get the detainees released

"We telephoned both the Ciskei Chief Minister, Chief L. Sebe, and the head of the Ciskei Central Intelligence Services, Brigadier Charles Sebe, who advised us on two occasions not to have anything to do with the arrests as the men had been held for political reasons.

"We explained to the workers that we were an apolitical company and that we recognised their right to participate in political matters, but that this should be done outside working hours."

Mr Lightbody said it was laughable to claim 900 workers protested

"I would not even say there were 500 and after they were challenged to return to work, only about 50 remained. They too lost considerable face later when they returned to work after being challenged," Mr Lightbody said — DDR

Harassment denied, page 7.



13/12/80 00 (134) (46) (52)  
**No harassment** (105) (329) **Hunger**  
**says Sebe** **strikers**  
**warned**

EAST LONDON — Eleven members of the South African Allied Workers' Union (Saawu) are detained in the Ciskei, the Secretary for the Ciskei Central Intelligence Services, Brig Charles Sebe, said in a statement issued here

But there was no harassment of workers from Wilson-Rowntree as had been suggested, Brig Sebe added

He said four men employed at the sweet factory had been detained on Tuesday. They are Mr Makwenkwe Hloyi, Mr Victor Kale, Mr Godfrey Shimba and Mr Boy Mandi

Brig Sebe said the CCIS had no special dealings with the sweet factory

"I do not even know who the directors of the company are," he said

His men were investigating certain actions by members of Saawu and would continue to do so regardless of allegations levelled against them

"Being accused of

harassing workers at Wilson-Rowntree is utter nonsense to me

"I must warn many people who claim that trade unions have been operating for many years

"Many of these are like the ANC which was formed in 1912 with the best intentions then. What it is now is a matter in which anybody's guess could be considered"

He said his men were fulltime workers who were doing extensive research on the operation of organisations. "We have what we have about the activities of Saawu. These people are detained for subversive activities which any country would action

"We have what we have about their activities and we are not prepared to succumb to any pressures exerted on us — pressures such as 'charge or release'

Brig Sebe said these men would be taken to court to stand trial if his department deemed it fit to do so — DDR

KING WILLIAM'S TOWN — The hunger strike by detainees would not halt investigations into the activities of the trade unions, the head of the Ciskei Central Intelligence Services, Brigadier Charles Sebe, said yesterday

Brig Sebe confirmed on Thursday that two executive members of the South African Allied Workers' Union (Saawu), Mr Thozamile Gqweta and Mr Sisa Njikalane, had been in hospital following a hunger strike

Brig Sebe said the trade unionists were using the hunger strike "as the sword of Damocles over our heads to try to frighten us about death in detention"

He said everything "humanly required to be done would be done to provide the detainees with food and medicine but the hunger strike will not force us to abandon our investigations into Saawu's activities" — DDR

5/15/1980  
**Electrical  
workers  
on strike**

About 300 morning-shift workers at the Siemens plant in Rosslyn, Pretoria, downed tools today in support of a wage demand.

A source at the factory said the entire morning shift walked off the job after management had refused a demand for a R1-an-hour across-the-board increase. The demand had been posted on the company notice board a fortnight ago, he said, but management had not responded to it.

Mr Ben Nicholson, president of the Electrical and Allied Workers' Union of South Africa, denied there had been prior notice of the demand.

Most of the 800 workers at the plant are believed to be members of the union.

He said he saw the dispute as being a case of "epidemic unrest," since the union had established a good working relationship with management at the factory. This is the third strike to hit industry in Pretoria in the past month.

Mr Nicholson said the secretary of the EAWU, Mr Raymond Khoza, had gone to the factory to determine the exact cause of the dispute.



Strike talks:  
 STAR 16/12/80  
 hopes high  
 (S) (213)  
 Hopes are high that a meeting will be held soon between employers and black journalists on strike. The managing director of the Argus Company, Mr Hal Miller, said today employers were ready to talk to the journalists' union at any time and it was hoped to hold a meeting soon.

more exactly than has so far. unemployment. gical unemployment both type I and There is, of course, 1960's, which has should have been a rise in the ratio in the late 1950's and changes in the capital-output ratio. If view II held, there rural African workforce) in the late 1970's, would follow trols in the 1950's and their intensification (vis-a-vis the ratio in the 1940's. For then, the introduction of labour con- view II, especially if we postulate a rise in the capital-output lying trend, it appears that they support view I better than Assuming that the Reserve Bank ratios reflect at least an under-

Bulletin. Facturing in 1976 by the Manufacturing Census and the Reserve Bank Quarterly the considerable discrepancy in the capital-output ratios reported for man- 111) capital-output ratios must be interpreted with caution as can be seen from 11) the sectors where the greatest proportional increase in capital-intensity 1971-78, took place were the private mining and manufacturing sectors.

sector. small share in services output) sectors and the finance can disregard domestic service here, as it accounts for a state-owned electricity, transport etc and services (one 1) the most capital-intensive sectors are the predominantly The following can be noted from Table 13:

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 'K' refers to fixed capital throughout.  
 Note:  
 a) S A Reserve Bank Quarterly Bulletin, June 1979:S-75 and S-86  
 b) 1976 Manufacturing Census  
 Sources: (Table 13)

September 17, 1980

152  
287  
152

SAK W.M.  
17/9/80

# Appeal to public to deliver milk

Mercury Reporter

THE management of Creamline Dairies in Pinetown has appealed to post-matriculant whites to help the company in delivering milk today, following a strike by 300 milk distribution workers yesterday.

Mr R H Smit, chairman and managing director of the Kameel group of companies, the holding company of Creamline, said

yesterday that he expected many workers to report for duty today, but intimidation was rife.

'We are, however, preparing for the worst and I would like to appeal to young people who are in a position to help to report to Creamline Dairies in Oppenheimer Street, Pinetown, before 7 a.m. today. Wages will be negotiable.'

Mr Smit said he had been in touch with Clover Dairies during

the day and would call on Clover to help with distribution if necessary, so customers were not unduly inconvenienced.

Mr Smit said that a Christmas bonus of 25 percent of the December salary had been agreed on by the firm's liaison committee in September. However, a new liaison committee had been voted in over the past three weeks and dissatisfaction had hinged on the size of the bonus.

He emphasised that the size of the bonus would stand and

that the milk trade could not accede to every request for an increment. However, it was the intention of his company to increase the Christmas bonus to a holiday bonus.

He added that several meetings had taken place yesterday between management and representatives of the workers. The attitude of Creamline was that employees should either return to work or leave the premises.

If they did not come to work, the management's view was that they had 'dismissed themselves'. However, the company was quite prepared to accept applications for re-employment should they change their minds.

Yesterday's strike affected milk deliveries in the Westville, Pinetown, New Germany, Durban North, La Lucia and Umhlanga Rocks areas. Sections of the South Coast were also hit as well as several hotels on Durban's beachfront.

Mr P J Broad, general manager of Clover Dairies, said his company had been in touch with Creamline during the day and was prepared to help if called upon to do so. He said Clover supplied about 30 000 retail customers in the Durban area, as against Creamline's 20 000 to 25 000.

Although there was an agreement between the two companies that one would not deliver milk in the area of jurisdiction of the other, it was not so inflexible as to rule out the possibility of assistance in cases such as this.

control, many of the people involved would be metropolitan or urban areas. In its presence an life in the homelands, with amenities much than in the 'white' towns. There must be at habitants in the closer settlements as there aimed towns; add the landless still living in and one concludes that a minority (and perhaps all minority) of people in the homelands have cultural land of any kind.

'national accounts' ments of the national accounts of the homelands d Bophuthatswana included throughout) are n Table 8.

ints need to be noted from Table 8: habitants have become more dependent on the rest my for their incomes, the percentage of 'GNP' the remittances of migrants and commuters from 55% in 1960 to 72% in 1976. Another form e, less extensive in terms of the money involved, with the high share of services in GDP - many of nanced by Pretoria in the form of grants-in-aid administrations agriculture in GDP declined to half its 1960 0; thereafter it has maintained itself at This adds force to our earlier contention

ited  
his



FIGURE 1: DISTRIBUTION

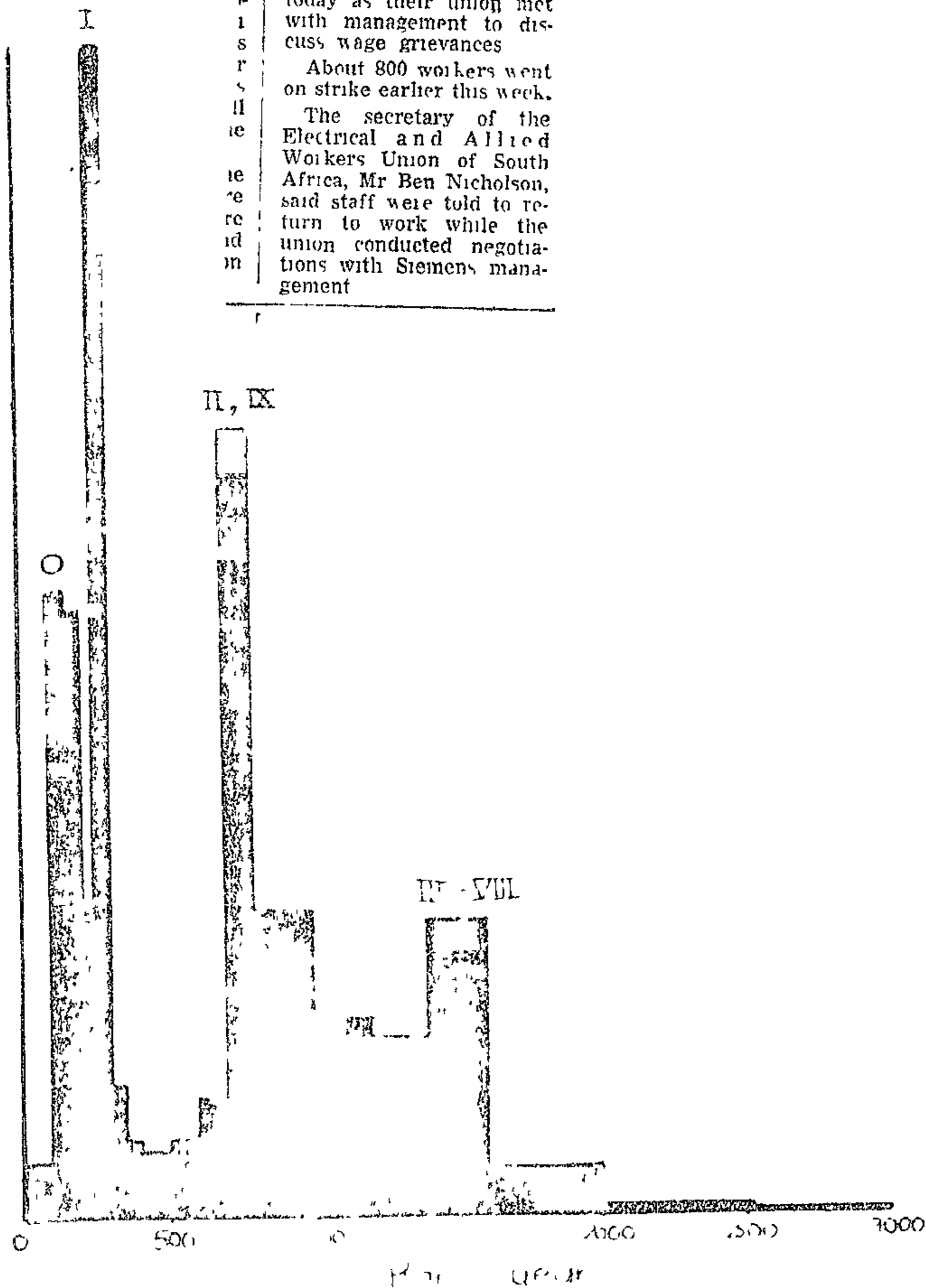
Workers go back AFRICANS 1970

Labour Reporter

Striking workers at the Siemens plant in Rosslyn, Pretoria, returned to work today as their union met with management to discuss wage grievances

About 800 workers went on strike earlier this week.

The secretary of the Electrical and Allied Workers Union of South Africa, Mr Ben Nicholson, said staff were told to return to work while the union conducted negotiations with Siemens management



Source: Simkins, 1979b Figure 2.

Figure 1 is a histogram representing transfer incomes and earnings of Africans. Leaving aside the transfer earnings (pensions, unemployment insurance, maintenance and disability

<sup>(132)</sup>  
RDM 18/12/80  
<sup>(152)</sup>  
<sup>(175)</sup>  
**Mwasa strikers see newspaper bosses**

Staff Reporter

THE strike by black journalists went into its seventh week as South African Associated Newspapers and Argus Group managements met representatives of the strikers yesterday. Mr Clive Kinsley, managing director of SAAN, declined to disclose any details about negotiations aimed at resolving the deadlock between management and the strikers, who are mostly members of the Media Workers' Association of South Africa.

But he confirmed that yesterday's meeting was called by the Argus managing director, Mr Hal Miller, and was attend-

ed by representatives of Mwasa's executive.

Another meeting is scheduled for Friday.

The countrywide Mwasa strike began at the end of October in sympathy with the staff of the Cape Herald, who struck on October 25.

The Cape Herald strike ended in November when the strikers returned to work after a three-week pay dispute with Argus management had been resolved.

Mwasa workers on the Herald then went on a two-day protest strike after the Argus company sacked strikers on Post (Transvaal) last month.

**How you can write  
a book like this**

Writing a book is not as difficult as it might seem. It is very exciting writing about the place you live in. From the biggest city to the smallest township, each has its own history and its own kind of people who live there.

The best way to start is to get a group of people together to help you on such a project. You can work with the help of your History Society or through your Cultural Society. This is the reason such bodies exist at your school. If there isn't such a society, then start one. This could be part of an awareness programme at your school.

The group working on such a project need not be large. A group of five or six people is enough. It would also be a good idea to establish contact with your typing teacher or typing students, as what you publish would look better typed.

First you should go to a library and ask the librarian if there is anything written about your area. There will probably be very little,



# Siemens strikers go back

Eight hundred workers at the strike hit Siemens plant in Rosslyn, Pretoria returned to work yesterday as their union prepared to enter wage talks with management.

The workers walked out on Monday after management had refused a demand for an across-the-board increase of R1 an hour.

However, the secretary of the Electrical and Allied Workers' Union of South Africa, Mr Ben Nicholson said the workers had dropped their original demand, and had left negotiation to union officials.

Talks would start tomorrow, he said.

No workers had been dismissed, Mr Nicholson said. The company had offered to pay those willing to return for the period they had been on strike.

# BUS DRIVERS' STRIKE THOUSANDS STRANDS

RDM 18/12/80

152

333

#33

By STEVEN FRIEDMAN  
Labour Reporter

ALL Putco bus services to and from Soweto ground to a halt yesterday and commuters were left stranded after drivers servicing the Soweto area struck at midday — the second Putco strike this year.

By last night the strike had not been settled and Putco's West Rand area manager, Mr George Hall, said the company had fired all the strikers.

He said Putco had taken this decision after consultation with the police and the Department of

Manpower Utilisation Putco would decide today which of the drivers to re-employ.

He added that bus services to coloured areas as well as those to townships outside Soweto were running normally, but that "there are no buses running to and from Soweto."

A Railways spokesman said yesterday S.A.R. had laid on 15 extra trains capable of transporting 30 000 commuters to and from Soweto and added that extra trains would be laid on this morning if required.

The strike appears to have been sparked by a controversial disciplinary system at the company.

Known as the "indaba" system, it provides for all workers accused of a breach of discipline to appear before a com-

only cost the price of the paper.

committee composed of management and Putco's black liaison committee.

The general secretary of the Transport and Allied Workers Union, Mr Michael Mohatla, said yesterday this system was "unpopular" among workers and that TAWU had been pressing for it to be scrapped.

However, at a meeting late yesterday afternoon, at which Mr Hall addressed drivers, grievances — ranging from treatment by particular officials to long Government delays in announcing a pay increase for drivers — were raised.

On Friday the Government is due to announce increases for Putco drivers.

This follows an investigation by the Wage Board into drivers' pay. The investigation was sparked by the strike at the company in July.

The main complaints from the drivers have been dissatisfaction at the long delays by the Government in settling drivers' wage demands, and claims that some management men were dismissing drivers.

At yesterday's meeting, drivers raised several grievances. "Once they learned that Mr Mofokeng had not been fired, they said certain management people were ill-treating them. They said the inspectorate was hard on them. They also complained about the delay in their pay increases," Mr Hall said.

"We told them that we had acted reasonably. We also pointed out that taking their wage dispute through the proper channels was likely to win them an increase. But they would not agree to return," Mr

Hall said.

Late yesterday afternoon, the meeting was interrupted by rain. Drivers then left the Putcoton depot.

Putco's first shift today begins at 3 45am. But drivers plan to return to the Putcoton depot at 10am this morning.

It thus seems unlikely that services will be resumed this morning.

Mr Hall said yesterday the union "appeared helpless in the face of what was going on — this strike could create problems for our union recognition agreement".

He added "Drivers had no specific grievances. They seemed to raise general complaints."

He said the company had decided to fire striking drivers after "the police and the department advised us to accept that the strike was illegal and that their employment should therefore be terminated."

A union spokesman said of the drivers "They have nearly gone on strike several times during the past few months. They feel they have had enough and the mood among them is serious," he said.

A Railways spokesman said yesterday the 15 extra trains which had been laid on had come into operation after the high peak train service from 4pm to 6pm.

This was because trains were already running at full capacity during the peak period. Extra trains will be laid on for morning commuters if needed.



12/80 Danyon (233) (152)

# Putco fires 780 after strike

Argus Correspondent  
JOHANNESBURG. —  
About 780 bus drivers were fired yesterday by Putco after a wildcat strike effectively halted bus services between Soweto and Johannesburg.  
Yesterday about 250 Putco bus drivers at the Putcoton depot on the outskirts of Soweto refused to drive because of 'general' issues such as wages and calls for the dismissal of some staff.  
The catalyst for the unrest was sparked by a discipline hearing, or 'indaba,' for one driver who was accused of selling 'dummy' tickets. No decision on the investigations has been announced.  
And tomorrow the Wage Board is expected to

announce its decision on wage increases for drivers following the earlier dispute between Putco and the drivers' union, the Transport and Allied Workers' Union (Tawu).  
Soweto commuters who were stranded in Johannesburg last night flocked to railway stations or caught taxis.  
A Railways spokesman said they had laid on an extra 15 trains yesterday but they were not required.  
'We feel that because many buildings and industries have already closed down we can handle the extra commuters,' the spokesman said.  
He also added that where it was necessary, extra coaches would be

added on at certain stations.  
The Putco bus strike has not affected other townships, such as Alexandra.  
Striking drivers are expected to meet today to decide what course of action to take and Putco officials in Soweto met early today to examine drivers' grievances.  
Although 780 men were dismissed the company said it was fully prepared to re-employ staff. At the time of going to Press, 75 men had been re-employed.  
Riot and traffic police were on hand in Johannesburg yesterday in case of any commuter unrest. There was no trouble

The following points need to be noted from Table 8:

a) homeland inhabitants have become more dependent on the rest of the country for their basic needs. The main elements of the national accounts of the homelands (Transkei and Bophuthatswana included throughout) are reproduced in Table 8.

b) Homeland 'national accounts' show that the main elements of the national accounts of the homelands are: (Transkei and Bophuthatswana included throughout) are reproduced in Table 8.

# Strikers at Siemens back after accord

RDM 18/12/80

(152) (183) (139) (186) (192)

By STEVEN FRIEDMAN  
Labour Reporter

A STRIKE by about 600 workers at the Siemens electrical factory at Rosslyn, near Pretoria, was settled yesterday.

The strike was the third to affect Rosslyn in the past few weeks. Two motor firms, Datsun-Nissan and BMW, were also hit by strikes recently.

On Monday, workers at Siemens struck in support of demands for a R1-an-hour wage increase

But yesterday, workers returned to work after electing a committee of union shop stewards to represent them. The registered Electrical and Allied Workers Union of South Africa will now negotiate with management on the workers' demands.

According to the manager, Mr R Sanne, the workers "interrupted" work on Monday morning, demanding between 50c and R1 per hour wage increase

Mr Sanne said the workers did not leave the premises during the strike and had returned to work later that day

He added that there were different payment categories

for the workers, the lowest being between R1,25 and R1,50 an hour and the highest between R3,50 and R4, but would not comment further

The union's general secretary, Mr Ben Nicholson, said the strike had been sparked by "the general mood in Rosslyn at the moment"

He said Siemens workers had compared their wages to those being paid by motor companies in the area and decided that they were lagging behind.

"They see the motor firms awarding large increases and they feel that they should receive them too," he said

Earlier this year, negotiations between union representatives and East Cape motor firms culminated in an agreement which substantially raised motor wages

Union sources believe the two Rosslyn motor strikes were prompted by dissatisfaction among workers at the plants because their pay was lagging behind that of Eastern Cape workers.

Rosslyn motor companies have now also raised wages substantially in the wake of strikes at their plants. The Sie-

mens strike appears to be the latest example of the "ripple" effect created by the increases

Mr Nicholson said that his union, which represents 85% of the workforce at the plant, had set "a timetable" for negotiation on the pay issue which sparked the strike

He would be negotiating on the issue and would then report back to a committee of union shop stewards.

Meanwhile, a strike by workers at Creamline Dairies in Pinetown, which affected milk supplies for thousands of holidaymakers in the Durban area, has been settled, according to a company spokesman

The strike is the second to hit Creamline in the past few weeks. Workers at one of its depots at Florida struck earlier this month

Sapa reports that the strike cut off milk deliveries to scores of hotels and tea rooms along the entire Natal coast and in the Durban metropolitan area

It was sparked by worker complaints that they were being paid only a 25% bonus. They claimed that workers at other dairies were getting a 100% bonus



# Car workers down tools

EAST LONDON — Almost the entire black and coloured labour force of Car Distributors Assembly, assemblers of Mercedes Benz cars and trucks here, downed tools on Wednesday but reported for work yesterday morning, the last day before the annual shut-down

Workers said trouble started on Monday afternoon in the A1 plant paint shop when a worker who had refused to do work not normally done by him was fired by a foreman

On Tuesday workers at the paint shop demanded his reinstatement or they would walk out. They walked out and were join-

ed by other departments on the same day with the majority of workers downing tools on Wednesday, they said

The managing director of CDA, Mr Leo Borman, promised earlier to talk to a reporter on the matter but said he was busy with a meeting at the time.

He said he was busy with another meeting when he was telephoned again and was reported to have gone on leave after several unsuccessful calls to his office.

The public relations manager of UCDD, the holding company for CDA, Mr D Scott, said he had no information on the stoppage and could not comment. — DDR

# Strike disrupts Soweto buses

19/12/80

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JOHANNESBURG — Disruption of transport services to and from Soweto continued yesterday as most Putco drivers at Soweto depots continued their strike, which began on Wednesday

Earlier in the day, police threatened to use violence against strikers outside the company's Putcoton depot and then dispersed them.

The drivers struck on Wednesday in support of a long-standing demand that a divisional manager at Putco, Mr F Vorster, be removed. They claim he has fired workers "without reason" and that he treats them "like children".

Representatives of the Transport and Allied Workers Union (Tawu) were yesterday attempting to arrange a meeting with Putco.

Drivers interviewed said they wanted to return

to work but were unanimous that "we will not drive until Vorster goes"

Putco said yesterday that it would not consider removing Mr Vorster

A Putco spokesman said "The issue has been around since July, but not one specific example of misconduct by him has been raised. If it was, we would investigate"

According to Putco, about 170 of the 780 drivers who were fired on Wednesday have returned to work. But strikers claimed only a few had returned.

The government is due to announce pay increases for Putco drivers today after an investigation prompted by the July strike at the company. Putco said it expected this to prompt many strikers to return.

Yesterday morning, strikers gathered outside the company's Putcoton depot to await the out-

come of a meeting between driver representatives and the company which had been scheduled

They found the company's gates locked and the meeting did not take place. A contingent of police had gathered outside the gates.

When two Putco employees tried to serve notices on the drivers, the drivers refused to accept them.

A policeman then addressed workers over a loud-hailer.

Workers shouted down his requests to collect their pay and were then given ten minutes to disperse by police. A police officer who addressed the strikers said police would use violence to disperse them if necessary.

Putco stressed yesterday that it had not requested the police action — DDC

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C T Verwey: Die gebruiksmoontlikhede van die Lopende Bevolkingssopname vir Onderwysbeplanningdoelindes (The possible uses of the current population survey for Educational Planning Purposes).  
M D McGrath: A comment on the current population survey, income distribution and poverty.  
E Smit: Ontledingsmoontlikhede van die Lopende Bevolkingssopname insake Mobiliteit tussen sektore, Beroepe en Streke (Analytical possibilities of the current population survey in respect of mobility between industrial sectors, occupations and regions).  
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# Strikes hit Mercedes assembly line

RDM  
19/12/80  
13  
152

By STEVEN FRIEDMAN  
Labour Reporter

THE biggest private employer in East London this week became the latest company to be affected by the strike wave which has swept the city this year

Earlier this week, workers at CDA, which manufactures Mercedes-Benz vehicles, downed tools in protest over the firing of a worker

Yesterday workers returned to work to collect their end-of-year pay CDA's Christmas shut-down begins today

However, a union source warned that there was still tension at the company and that more unrest was possible in the new year if long-standing wage demands were not met

CDA employs well over 1 000 workers and is one of the few multinational companies operating in East London

More than a dozen East London employers have been hit by

strikes this year However, CDA is only the second major employer to be affected — Wilson-Rowntree recently experienced a series of strikes

The strike wave has coincided with the dramatic rise of the unregistered SA Allied Workers Union (Saawu), whose membership has jumped four-fold this year and now stands at about 20 000

Saawu is also active at CDA, but the majority of the company's workers belong to the registered National Union of Motor Assembly and Rubber Workers of SA (Numarwosa) which is recognised by the company.

Numarwosa, which is recognised by CDA, is a non-racial union affiliated to the Federation of SA Trade Unions

Union sources said the strike was sparked when a Numarwosa member in the company's paint shop was dismissed

Workers felt that the dis-

missal was unfair and a union shop-steward approached the department foreman to discuss the issue However, the foreman refused to discuss it and workers then struck," a union spokesman said

A Saawu spokesman said that Saawu members at the plant had joined the strike in sympathy with the dismissed worker

The Numarwosa spokesman added that the strike followed a period of tension at the factory over wage issues This tension, he said, "could well have contributed to the strike"

The union had demanded that management raise minimum wages to R1,60 an hour in line with rates in the Port Elizabeth motor industry Thus far, however, the company had only offered R1,45.

"We have said that we will take appropriate action in the new year if workers' demands are not met There is a lot of tension about the wage issue," the spokesman added

The main explanation for the discrepancy between my estimate and the CPS estimate of agricultural employment, then, is probably that I have overestimated employment in homeland agriculture. It may also be the case that the 1979 level of employment in 'white' agriculture is lower than that in 1976, continuing the trend between 1970 and 1976. This tendency for agricultural employment to contract in absolute and, a priori, in relative terms is a major 'demand-for-labour' factor against which to understand unemployment. The lack of a detailed understanding of the process remains a lacuna in any account of unemployment. It is possible, using the 1960 and 1970 population censuses, to analyse African unemployment by sex and region-type. The results are presented in Table 4: (see following page)

RDM 19/12/80

# Putco drivers stay off for second day

By STEVEN FRIEDMAN

TRANSPORT from Soweto was disrupted for a second day when most Putco bus drivers at the company's depots in the township continued their strike yesterday.

At the peak period last night only a quarter of the company's buses were running and there were long queues at black taxi ranks in the centre of Johannesburg.

Yesterday morning police ordered strikers outside the company depot at Putcoon, New Canada, to disperse after telling them that they were gathering illegally.

Putco officials emphasised that they had not asked the police to take action.

Putco said about 170 of 780 drivers fired on Wednesday for striking had returned to work — but the strikers claimed only a few had done so.

There were rumours that the strike would spread today to Putco depots outside the Soweto area, but a company spokesman said there was no sign they would be affected.

The Government is due to announce pay increases for Putco drivers today. They result from an investigation after the strike at the company in July.

A Putco spokesman said the company expected this to be a normal day for the depot.

today. It would take some fired strikers back, but he emphasised that not all would be rehired.

The drivers struck on Wednesday in support of a long-standing demand that a divisional manager at Putco, Mr F Vorster, be removed. They accuse him of firing workers "without reason" and of "treating us like children".

Representatives of the Transport and Allied Workers Union (TAWU) were trying yesterday to arrange a meeting with Putco, but an early settlement did not seem likely.

Drivers interviewed yesterday said they wanted to return to work, but were unanimous that "we will not drive until Vorster goes".

They denied that the strike had been sparked by general grievances, and said this issue was the only obstacle to a settlement.

"This is the only one of our demands raised in July which has not been attended to," said a drivers' spokesman.

"There is no job security at the company as long as he is here," drivers claimed. They accused him of "getting the liaison committee to provoke workers by attacking our union".

Putco said yesterday that it would not consider removing Mr Vorster.

"He has been with the company for many years and his only crime is that he is doing his job too well," a spokesman said.

"He is responsible for hiring and firing, and for that reason is being made a scapegoat."

"Not one specific example of misconduct by him has been raised. If it was, we would investigate."

A company spokesman said that 90 "special buses" arranged to take workers to areas outside Johannesburg would run today as planned.

He said commuters who held season tickets would be refunded for the days when they were unable to travel on the company's buses.

"People with monthly or weekly season tickets should contact their nearest Putco depot for a refund", the spokesman said.

He advised them to obtain a letter from their employers saying they had to work on those days but could not travel on Putco buses.

Go Page 7



# Putco drivers continue strike

FDNY 1911280

From Page 1

Yesterday morning, strikers gathered outside the company's Putcoon depot to await the outcome of a scheduled meeting between drivers' representatives and the company. They found the gates locked, and the meeting did not take place.

A sizeable contingent of police was outside the gates. Shortly after 10:30, two Putco employees tried to serve notices on the drivers telling them that they had been dismissed, but could apply for re-employment.

The drivers refused to accept the notices. A policeman then addressed workers over a loudhailer, telling them to accept the notices and advising them to go on to company premises to collect their pay or ask to be re-employed.

Workers shouted down the advice to collect their pay, and the police gave them 10 minutes to disperse.

An officer told them that, if necessary, the police would use force to disperse them.

The workers slowly dispersed after more police warnings and later regathered at a hall in SoHo.

Drivers' spokesmen said the strike had been entirely "spontaneous" and had involved neither TAWU or the drivers' action committee which led workers in the July strike.

The said all action committee members had worked full shifts on Wednesday and had not been aware of strike moves until their shifts were over.

A special committee of drivers had been chosen to see that Putco management shortly before the strike began to raise complaints about Mr. Voster but had been "blocked", they claimed.

We were told to channel our complaints through the liaison committee," workers said. A second attempt also failed, and this sparked the strike, they said.



A police officer uses a loud-hailer to address striking Putco drivers outside the company's Putcoon depot yesterday. Police gave drivers 10 minutes to disperse after they had refused to accept notices from the company telling them they had been dismissed. Drivers dispersed, but vowed to continue their strike.

Picture JOURNAL NEWS

(U)

# Bus drivers' pay is up, but strike will go on

By Drew Forrest

Sharp increases in minimum wages for bus drivers and other transport workers on the Witwatersrand, were announced by the Government today. But they are unlikely to end the strike by 600 Putco drivers.

The effect of the pay rises will be to put Putco under pressure to raise its fares, again, a company spokesman warned.

In terms of the Government announcement, a Putco driver's minimum weekly wage has been increased by R15, from

R75 to R90.

But the secretary of the Transport and Allied Workers Union, Mr Mike Mohatla, said today the increases were unlikely to prompt the drivers on strike since yesterday morning to return to work.

This was because the dispute was not over pay, he said. The drivers of the Putcoton depot, Soweto, were demanding the dismissal of depot manager Mr F Vorster and the reinstatement of drivers sacked after the work stoppage.

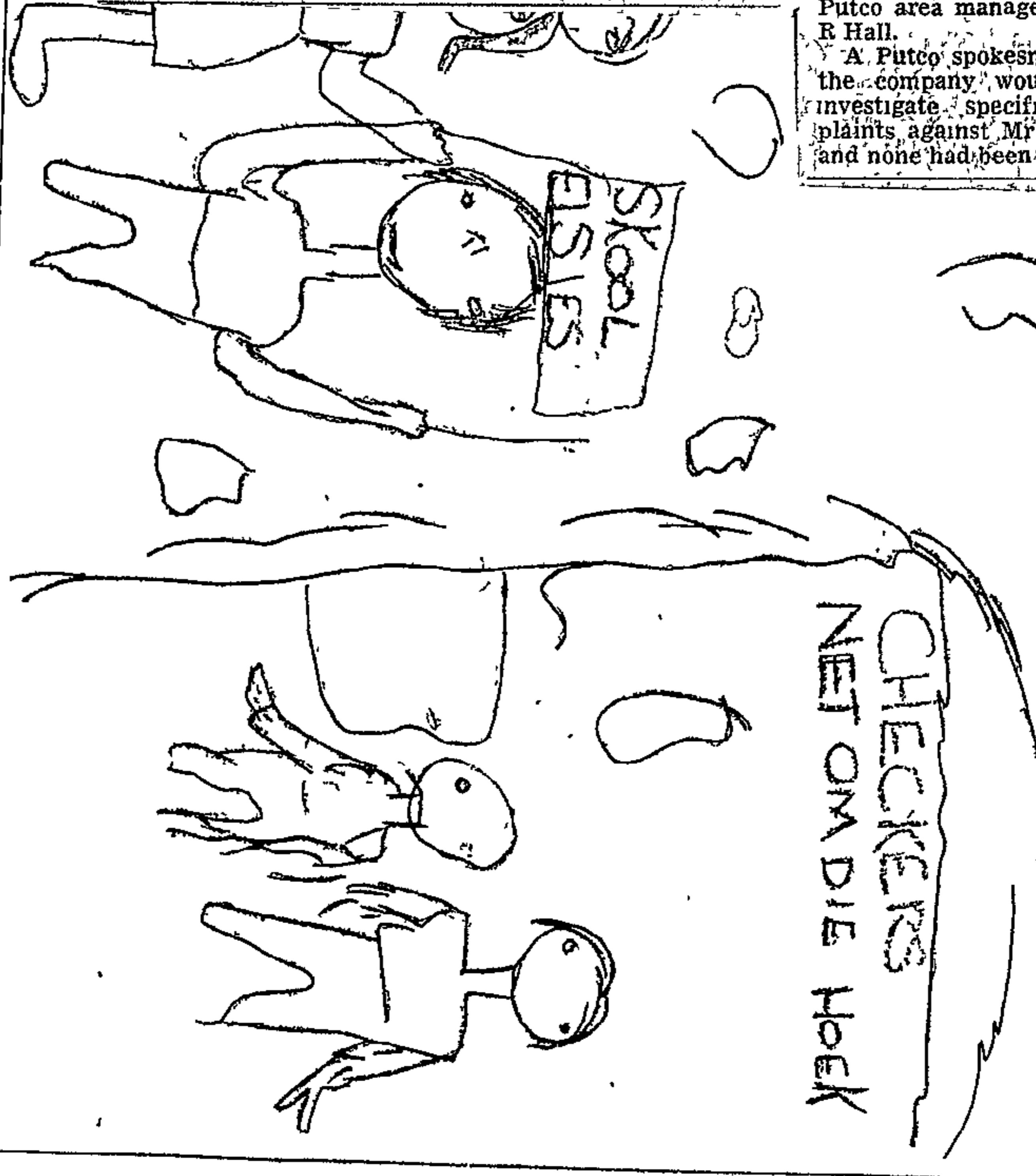
Putco has offered to

re-employ those who wish to return to work, but has stressed that not all drivers will be rehired.

The drivers said harsh treatment at Mr Vorster's hands had been a grievance in an earlier strike and that the company had not honoured an undertaking to investigate the matter.

The immediate cause of the strike, they said, was Mr Vorster's refusal to allow a delegation of drivers to interview the Putco area manager, Mr G R Hall.

A Putco spokesman said the company would only investigate specific complaints against Mr Vorster and none had been given.



BY RENE (STD. 4)



# Two youths jailed for <sup>377</sup> ~~aggravated~~ violence <sup>112</sup> ~~also~~ <sup>112/50</sup>

WHILE 13 of their co-accused were acquitted in the Regional Court, The Strand, yesterday, two teenage youths were each sentenced to 18 months' imprisonment for public violence at the Kromko apple factory, Grabouw, in April this year.

Sentence was suspended for five years.

A foreman at the factory identified the youths as being among those who had stoned the building during a strike over pay.

Their conviction was the culmination of a trial within a trial during which it was alleged by six of the accused that police had subjected them to electric shock from an instrument which looked like a telephone with a handle and wires.

The youths claimed police said they would climb the walls if they did not admit guilt. The police denied the assaults on the alleged shock torture with the device.

## INFLUENCED

The magistrate found it could possibly be true, the accused had been influenced to plead guilty and changed the pleas of all 15 youths to one of not guilty.

Mr K. Ennis, who appeared for all 15, said it was clear undue pressure had been exerted on the youths. There was overwhelming medical evidence in support of the claims of electric shocks, he said while the conduct of the police was designed to intimidate the accused into making statements and pleading guilty.

The magistrate, Mr J. M. Lommer, said the defence had provided evidence to show the youths had been locked, while the State claimed no pressure had been put on them to admit guilt.

A Kromko foreman, Mr David Dukes, in evidence

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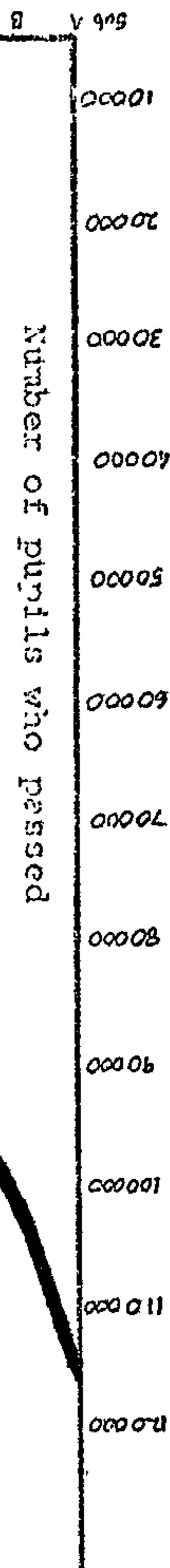


TABLE 3

# Putcoo strikes: fairer increase imminent now

RDM 20/12/80

152

BY ROB MEINTJES and STEVEN FRIEDMAN

**MORE than half the 780 Putco drivers in Soweto remained on strike yesterday, and by last night the bus company's hopes for an end to the strike remained unfulfilled.**

In another development yesterday Putco hinted strongly at possible fare rises in the wake of a wage package granted to its workers by the Wage Board

Putco claimed yesterday that about 300 of the 780 drivers serving the Soweto area had been re-employed. Worker spokesmen were unavailable, but drivers have claimed that only a few have returned.

Striking drivers gathered in a hall in Orlando Soweto, yesterday to discuss developments. They are striking in support of demands that a divisional manager Mir F Vorster be fired.

They also claim the strike was sparked by management's refusal to discuss the issue with a delegation earlier this week.

Putco said yesterday that it hoped to restore bus services to inner Soweto during the day. A full service has not yet been restored, but Putco said services had improved throughout yesterday and that efforts were underway to restore all services "as soon as possible".

Putco said initially in a statement yesterday that the strike seemed to be coming to an end after a meeting with a delegation of strikers who said they would recommend a return to work.

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The statement said Putco had made it clear to the deputations that "intimidators and trouble makers" would not be re-employed, although they would be given an opportunity to state their case.

However, it appeared later that this move was unlikely to end the strike.

Striker leaders have stressed they want all drivers to be reinstated, rather than re-employed.

Later Putco said it was "unclear" whether most strikers would return.

A Putco spokesman said the company's fares would have to be increased in the wake of increases granted to transport workers by the Wage Board yesterday — unless the Government increased its subsidy to Putco.

The wage board yesterday gazetted new minimum wages for Putco workers which will effectively raise pay by between 4,5% and 25%.

A company spokesman said Putco would have to study the "consequential implications" of the new minima for the pricing structure of Putco's fares, but hinted at a fare increase.

He said the new pay structure would be implemented immediately.

He estimated the increases would cost Putco R1-million, over and above the R3-million wage package granted in July.

Other company costs had risen and those had not been passed on to passengers.

Yesterday's gazetted increases affect all passenger transport workers in the Witwatersrand and some Pretoria areas.

But the board's investigation was prompted by the July strike at Putco in which drivers rejected a 15% wage offer and demanded rises of R35 a week.

Drivers later accepted the 15% "under protest" and the wage issue was referred to the Government's disputes-settling machinery.

During the July strike, drivers rejected percentage increases because they argued these discriminated against lower-paid workers.

Yesterday's award, however, substantially raises drivers' minimum pay while introducing very small rises for labourers.

Drivers with experience will not, however, benefit as much from the wage order.

The Wage Board's chairman, Mr Izak Classens, told Sapa yesterday the new order gave drivers "more recognition for the greater responsibility they have in relation to other employees".

The minimum for driver conductors is now R90 — 25% up on the R75 minimum Putco introduced after the July increase.

The minimum for labourers, however, is only R39 — only a 4,5% increase on the R37,50 minimum already in operation.

The new minimum for inspectors is R95 — below the minimum they are already earning, according to a Putco spokesman in Pretoria.

RDM 20/12/80  
**Mwasa managements meet**  
 (23) (15) (152) (157)  
 REPRESENTATIVES of the black journalists who went on strike seven weeks ago, last night met with the managements of South African Associated Newspapers and the Argus Group for the second time this week. Mr Clive Kinsley, managing director of SAAN, declined to comment on the negotiations, aimed at resolving the deadlock between management and the strikers, who are mainly members of the Media Workers' Association of SA.

which is often the result of a change from a single class teacher to many teachers. The Education Authorities are unlikely to change this, because the teaching system is aimed at producing specialists. And from standard 6, schooling is by specialists. But the younger kids need older people to identify with, and standard 9 and 10 pupils should organise teach-ins with the younger pupils. These could be informal, they could discuss anything that was of interest to most of the people there, and it would not be necessary to stick only to school subjects. It could be a sharing of experiences. The best way of organising this would be through your Students Representative Council. If there is no SRC you should try to form one.

This informal teaching would be of benefit to both older and younger students. And they could take it out of the schools to people in the community. Many people in the community cannot read or write. Many of these are the gangsters too. SRC programmes could teach these people to discuss things that are important to them, then they would become interested. They must be shown that much of what they are doing fits in with the needs of the rich and that they are harming working class communities. It's a big thing to do, but no action can come out of a community that is divided against itself.



# 22 black journalists on strike in Cape Town

Labour Reporter  
 TWENTY-TWO black journalists went on a two-day strike in Cape Town yesterday and today as the managements of the Argus Company and SA Associated Newspapers remained deadlocked in negotiation with the Media Workers' Association of South Africa  
 A Mwasa spokesman said today the strike was being held as a protest against the dismissal of 71 colleagues in Johannesburg and Durban last week  
 It was also an expression of their solidarity with these journalists, 68 of whom are from Post Transvaal and three from the Sunday Tribune, Durban  
**MWASA MEMBERS**  
 Of the 22 on strike in Cape Town, three are from The Argus newspaper, eight are from the Cape Times and 11 are from the Cape Herald  
 The journalists all members of Mwasa, last week threatened strike action if the Argus Company failed to reinstate the 71 dismissed workers by yesterday

The workers were fired when they ignored an ultimatum to return to work and end their strike, which started almost a month ago in support of striking Cape Herald journalists  
 A Mwasa statement said that the 22 Mwasa journalists strongly rejected management's decision insisting that the strikers fill in application forms before they will be reappointed  
 At SAAN Mwasa staff members are still on strike and were joined last week by 12 white journalists including cadet journalists  
 The 12 striking SAAN journalists have been suspended and according to SAAN management will remain under suspension pending internal hearings  
 Several hearings were held yesterday, the outcome of which is still to be announced

Also, it has to be appreciated that that questions that might be resolved using CPS information little of the data collected has been published so far, so represents a considerable step forward: unfortunately very these circumstances.<sup>5</sup> The Current Population Survey have differed on the details of series construction, under estimated from the 1960 and 1970 Population Census. Opinions times called labour force participation) rates had to be maintained constant at its 1970 level. Economic activity (some- since 1970, assuming homeland agricultural employment re- and the increase in homeland unemployment/underemployment confined himself to discussing unemployment in white areas (1976) avoided making an estimate of total unemployment and of homeland agriculture employment figures, van der Merwe

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Own Correspondent

JOHANNESBURG — Hopes for an early end to the Putco strike were dashed yesterday when representatives of the striking drivers failed to turn up for a meeting with the bus company's senior management

But Putco hopes to have its Soweto bus services back to normal today, although 440 drivers were still on strike yesterday

Putco's managing director, Mr A Carleo, and the manager of the strike-hit western area Mr George Hall, were to have met three drivers' representatives and officials of the Transport and Allied Workers' Union (Tawu) yesterday morning

According to a Putco spokesman however, only one Tawu

# Striking Putco drivers ignore bosses' talks

official arrived at the Putcoton depot where the meeting was to have been held

Labour observers see Putco's willingness to talk as an "encouraging sign", indicating that the company sees itself in a "tight position"

One pointed out that Mr Carleo had refused to see striking drivers in June this year

The talks had now been re-

scheduled for today, the Putco spokesman said

No union officials could be contacted for comment, but it is understood that the striking drivers are also planning to meet today

Some have apparently asked the chairman of the Soweto Council Mr David Thebehali, to attend

The Putco spokesman said

normal Sunday bus services between Soweto and Johannesburg had been maintained and hundreds of Putco buses had been used to take mourners to funerals in the Soweto area

"At present, 340 of 780 striking drivers have returned to work and a number of other drivers have indicated their willingness to be back at work today," the spokesman said

He said Putco was optimistic that normal weekday services to and from Soweto would be restored early today, "providing the steady stream of drivers back to work continues"

An official at Putco's New Canada depot said many drivers had not turned up for work yesterday, although services had not been seriously disrupted



# Putco strike talks today

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He said Putco was optimistic that normal weekday services to and from Soweto would be restored early today, "providing the steady stream of drivers back to work continues".

The drivers are striking in support of demands that a divisional manager, Mr F. Vorster, be fired, and out of anger at the company's apparent refusal to discuss the issue with a delegation early last week. — DDC.

# Mwasa strike: more talks

RPM. 22/12/80  
139 152  
243  
195



**MR QOBOZA**  
... I am involved

#### Staff Reporter

AS THE strike by black journalists enters its eighth week, further negotiations will be held today between the strikers, mostly members of the Media Workers' Association of South Africa (Mwasa), and the managements of the Argus group and South African Associated Newspapers.

Today's talks follow two meetings last week between managements and members of Mwasa's executive in an attempt to resolve the deadlock.

Meanwhile, Mr Percy Qoboza, the editor of Post, the black newspaper crippled by the strike, is hoping his newspaper will be back in production by Christmas.

"It will be the greatest Christmas present I could have," he said in an interview at his Soweto home yesterday.

Mr Qoboza said he had had talks with "both sides" in the dispute.

"I believe there is a genuine desire on the part of the reporters to go back to work and on the part of managements to break the deadlock.

"My hope is that both realise this is not the time to score points," he said.

Mr Qoboza said he had been asked by his journalists not to get involved in the dispute.

"I am involved. It is my paper," he said.

He said he was not in a position to comment on the issues involved in the strike because he had been in the United States when the dispute began.



22/6/80  
nm

# Putco men fail' to attend talks on strike

(52)

**Mercury Correspondent**  
JOHANNESBURG—Hopes for an early end to the Putco strike were dashed yesterday when representatives of the striking drivers failed to arrive for a meeting with the bus company's senior management.

But Putco hopes to have its Soweto bus services back to normal today, although 440 drivers were still on strike yesterday.

Putco's managing director, Mr A Carleo, and the manager of the strike-hit western area, Mr George Hall, were to have met three drivers' representatives and officials of the Transport and Allied Workers' Union yesterday morning.

According to a Putco spokesman, however, only one union official arrived at the Putco depot where the meeting was to be held.

Labour observers see Putco's willingness to talk as an 'encouraging sign' indicating that the company sees it-

self in a 'tight position'.

One pointed out that Mr Carleo had refused to see striking drivers in June this year.

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'At present 340 of 780 striking drivers have returned to work and a number of other drivers have indicated their willingness to be back at work today,' the spokesman said.

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64. Report of the Medical Bureau for Occupational Diseases RP 14/1979.	
65. Type of asbestos and respiratory cancer in the asbestos industry. Enterline P.E et al AEH 27(5) p.313-317.	
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68. Insulator Workers in Belfast. 2 Morbidity in men still at work. J.H Langlands et al BJM 28. 1971 p.217-225.	
69. Pitfalls in epidemiological research P. Enterline JOM	

# Strike: Talks to be held today

**Own Correspondent**  
**JOHANNESBURG** — As the strike by black journalists enters its eighth week, further negotiations will be held today between the strikers, mostly members of the Media Workers' Association of South Africa, and managements of the Argus group and South African Associated Newspapers. Today's talks follow two meetings last week between managements and members of MWASA's executive in an attempt to resolve the deadlock. Meanwhile, Mr Percy Qoboza, editor of Post, the black newspaper crippled by the strike, is hopeful that his newspaper will be back in production by Christmas. "It will be the greatest Christmas present I could have," Mr Qoboza said.

## 'Both sides

Mr Qoboza said he had had talks with "both sides" in the dispute between MWASA and S A A N and Argus managements. "I believe there is a genuine desire on the part of the reporters to go back to work and on the part of managements to break the deadlock. "My hope is that both realize this is not the time to score points," he said. Mr Qoboza said he had been asked by his journalists not to become involved in the dispute. "I am involved. It is my paper," he said.

## Not race

He said he was not in a position to comment on the issues involved in the strike because he had been in the United States when the dispute began. Mr Qoboza said he felt the Mwasa strike should not be seen in terms of race. "I would hope that we can develop from here and see the whole problem as a residue of misdemeanours of the English-language press. He said he hoped the close alliance between the English-language press and black nationalism would not be endangered by the strike. "I don't think we have reached the point of no return just yet," he said. An effect of the strike could be a renewed call for a black-owned and run press. "If that happens, polarization may have in fact reached a very advanced stage," he said.

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# The Putco strike: talks today

RDM  
22/12/80

152 ~~333~~ ~~1179~~

By MARTIN FEINSTEIN

HOPES for an early end to the Putco strike were dashed yesterday when representatives of the striking drivers failed to turn up for a meeting with the bus company's senior management.

But Putco hopes to have its Soweto bus services back to normal today, although 440 drivers were still on strike yesterday.

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The talks have now been re-scheduled for today, the Putco spokesman said.

No union officials could be contacted for comment, but it

is understood that the striking drivers also plan to meet today.

Some have apparently asked the chairman of the Soweto Council, Mr David Thebehali, to attend.

The Putco spokesman said normal Sunday bus services between Soweto and Johannesburg had been maintained, and hundreds of Putco buses had been used to take mourners to funerals in the Soweto area.

"At present, 340 of 780 striking drivers have returned to work, and a number of other drivers have indicated their willingness to be back at work today," the spokesman said.

He said Putco was optimistic that normal weekday services to and from Soweto would be restored early today, providing the steady stream of drivers back to work continues.

An official at Putco's New Canada depot said many drivers had not turned up for work yesterday, although services had not been seriously disrupted.

Drivers are striking in support of a demand that a divisional manager, Mr F Vorster, be fired. They are also upset that the company's apparently refused to discuss the issue with a delegation early last week.

22/12/80 (152) ~~117~~

# Bid to end newspaper strike *news*

Argus Correspondent  
**JOHANNESBURG** —  
Newspaper managements  
and representatives of the  
striking black journalists  
are to hold another round  
of talks today in an  
attempt to resolve the  
strike.

The talks follow two  
meetings last week be-  
tween managements and  
representatives of the  
Media Workers Associa-  
tion of South Africa  
(Mwasa).

Black journalists in  
Durban and Johannesburg  
have been on strike for  
more than seven weeks.

The strike began as a  
sympathy strike in support  
of striking workers on the  
Cape Herald, who have  
since returned to work.

Mr Percy Qoboza, the  
editor of Post, the black  
newspaper crippled by the  
strike, said at the weekend  
that he had talks with  
both parties in the dis-  
pute.



Argus 15/2  
**Rand bus strike ends**  
 23/10/77

**JOHANNESBURG** — Putco bus services between Soweto and Johannesburg were normal this morning when 700 of the company's 780 bus drivers returned to work.

It was announced that the strikers had accepted conditions agreed between management, drivers' delegates and a representative of the Transport and Allied Workers Union.

The drivers had gone on strike in support of demands for the dismissal or transfer of a Putco divisional manager — Sapa

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 and therefore he  
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her internal economic structure prevents South Africa from  
 integration into international capitalism as reflected in  
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two things :  
 It is, however, important to realise that Erwin has not done

Cape Town suggests this (see Maree and Cornell, 1977).  
 informal sector in the squatter settlement at Crossroads in  
 in the metropolitan and urban areas exists; the extent of  
 This is not to deny that some scope for expanded employment  
 sector employment vastly must be regarded as naively sanguine.  
 reduce South African unemployment by expanding informal  
 and a vastly more powerful advanced bloc, proposals to  
 subject to the outcome of continuous 'negotiation' between it  
 that in the light of the size of the marginal pole being

all. (Simkins, 1978b: 84)  
 unemployed respondents are in receipt of no wage income at  
 Kwa Zulu have revealed that households of 44% and 49% of  
 poverty' (Simkins, 1978b: 65) and surveys in Lebowa and  
 in Durban and Pietermaritzburg have fallen into severe

23/12/80  
S. V. M.  
152  
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# Nearly all Putco drivers end the Soweto strike

The strike by Putco bus-drivers drew to a close today as all but 70 of the 780 men from the Putco depot near Soweto returned to work.

All services between Johannesburg and Soweto were operating normally, a company spokesman said.

The turning point in the dispute was a meeting yesterday when drivers' representatives, including a man from the Transport and Allied Workers' Union, agreed to put a

number of compromise proposals to the drivers still on strike.

The proposals were that all men dismissed after last week's stoppage could reapply for work without loss of accumulated benefits, and that anyone not rehired could appeal to the company's liaison committee in the presence of a union representative.

The drivers had been demanding unconditional reinstatement. Putco management had stressed that not all the strikers would be re-engaged.

Neither the drivers nor their union could be contacted for comment but a Putco spokesman said the conditions had been accepted by the drivers, who agreed to return to work.

A likely outcome of the strike will be more rapid progress towards agreement between Putco and the Transport and Allied Workers' Union, and the replacement of the unpopular "indaba" system by a mutually agreed disciplinary and grievance procedure.



# The Putco strike has ended

RB  
23/12/80  
RDY  
152

By STEVEN FRIEDMAN  
Labour Reporter

THE Putco bus strike ended yesterday as drivers accepted the terms of an agreement hammered out between the company, driver and union representatives, according to a company statement.

A company spokesman said yesterday that all drivers were expected to be at work today.

It was also learnt yesterday that a number of drivers held by police during the strike have been released.

Yesterday morning two driver representatives, and a TAWU representative, met management — including Putco's managing director, Mr Albino Carleo — in an attempt to resolve the dispute.

After the meeting, driver representatives left for the DOCC hall in Orlando, Soweto, in order to put the agreement to drivers.

Yesterday afternoon, driver spokesmen contacted the company to say that the agreement had been accepted. The company then agreed to send buses to the hall to take strikers back to their jobs, a company statement said.

Union sources said yesterday that driver representatives had had to "work hard to sell the agreement to drivers".

According to a Putco spokesman, however, some of the strikers had not been at the meeting and would therefore probably only return to work today.

He said that the company had managed to restore a full service by yesterday, despite the fact that most drivers had not returned to work.

He conceded, however, that "we would not have been able to keep a full service up for long" had the strike not ended.

Full services had been restored only because drivers who were on duty had worked

substantial overtime, he said.

According to Putco, 370 of the 700 strikers had returned to work by the time the strike ended. Driver sources confirmed that some strikers had returned but put the figure much lower than the company's.

Drivers struck last Wednesday in support of demands for the dismissal or transfer of a divisional manager at Putco, Mr F Vorster.

Most sources also believe that general dissatisfaction with the company's disciplinary procedure had also played a role.

Putco fired all the strikers but said it would re-employ them selectively.

Drivers insisted that they all be reinstated unconditionally.

In terms of the yesterday's agreement, all drivers will be able to re-apply for their jobs without losing any of their accumulated service rights.

Those who were not immediately re-engaged would have their cases reviewed by an "indaba" composed of the company's liaison committee and management before next Monday. A union observer will be present at these meetings.

Anybody fired by the "indaba" could appeal to Putco management.

The "indaba" system is believed to be one of the key sources of worker dissatisfaction at the company.

A union source yesterday acknowledged that the agreement had fallen short of worker demands.

Putco had apparently said that it would not re-instate drivers because it was not prepared to take back workers who were convicted of an offence in connection with the strike. This appears to have fallen away with the release of those drivers who were being held.

#### A.2.1.1 OTHER MANUFACTURED PRODUCTS

Due to the undeveloped nature of manufacturing technology in South Africa, many of these products are imported. The major firms operating in South Africa are:

- a) Cape Insulation Products (Pty) Ltd. This is one of the largest insulation contractors in the country and belongs to the Cape Industries Group in the United Kingdom. It has a large factory in Benoni and manufactures (i) asbestos heaters for domestic, industrial and farming use; (ii) insulation material such as millboard, plasters, binders and heat resistant slabs; (iii) brake linings and clutch facings. At the factory fibres are cleaned, degritt and blended after which they may be added to plastics, paint, epoxy resins and glues.

The company consumes about 800 metric tons of raw asbestos annually, excluding asbestos used for brake lining manufacture. It employs 382 workers at the factory of whom 250 are African, 130 white and 2 Indian. 500 Africans operate countrywide doing insulation work. The Charter Consolidated annual report (1979) gave decreased demand for asbestos as the reason for the of the South African asbestos mines belonging to Cape Industries (UK). The report also commented on Cape Industries' intention to diversify away from asbestos goods manufacture in the United Kingdom. It is intended to consider the possibility that initial resistance to the asbestos industry to substitution may now be given way in the face of increasingly restrictive health safety regulations.<sup>17</sup>

- b) Bestobell Engineering SA Ltd manufactures insulation compounds which are dry mixtures of asbestos, clay and kaolin. This is mixed with water and packed onto surfaces. The mixing plant for the products for the whole of South Africa is in Johannesburg and employs about 200 workers. The other branches are not involved with production. A limpet spray that used to be made by the company was banned about 5 years ago. This spray liberated enormous numbers of asbestos fibres into the air when used.

- c) Vedder and Moffat are insulation contractors and manufacture asbestos cement and rope lagging for insulations.

- d) Gallo, Ferodo (Durban) - a subsidiary of Turner Brothers (SA) and Clinger Springs manufacture brake linings.

In 1975 the Erasmus Commission<sup>18</sup> reported that a total of 6 000

The Advisory Committee on asbestos which was set up in 1976 to examine health risks by the UK government has recommended in its most recent report that the legal limit be reduced to 1f/cc for chrysotile, 0,5 for amosite and 0,2 for crocidolite and that the import of blue asbestos be formally banned.<sup>80a</sup> The committee says that there is no safe level for asbestos and that substitutes should be used wherever possible. The new levels should not be called hygiene standards but control limits as they are not safe. It expresses concern over the presence of asbestos in food and drink and calls for investigation into the link between gastrointestinal cancers and asbestos. In addition to further medical checks, information campaigns directed to those exposed and controls on protective clothing and breathing equipment are recommended.

There has been some dissatisfaction with the efficiency of the

## Strike hits Metal Box

The strike by more than 500 workers at the Metal Box plant at Rosslyn, near Pretoria, yesterday, is the fourth to hit the Pretoria area in recent weeks.

It is part of what a union official has described as "epidemic unrest" in the area.

A director of Metal Box, Mr P W Seddon, told The Star today there was no union involvement in the strike, which seemed to have some of its roots in workers' dissatisfaction "possibly because of the comparison with the high rates the motor industries are prepared to pay.

"About 500 workers have gone on strike, and they didn't say what their grievances were.

"We were surprised at the move because our Rosslyn plant is one where blacks are trained up to high levels and there are many workers doing apprenticeships and training courses who have joined the strikers.

"We will be discussing our approach to the matter during the Christmas period and the workers say they will be back at the gates on January 5. We'll have to see what happens then."

Sweden banned blue asbestos in 1976 and instituted a ban on working with a/c products at the same time. The ban was lifted for certain a/c pipes under pressure from industry later in 1976. The ban on other a/c products led to the closure in mid-1977 of the biggest Swedish a/c factory which was owned by Eternit.<sup>82</sup>

In May 1979 a total ban on all asbestos containing products was instituted along with stringent regulations for handling residual asbestos.

3 Norway.

Norway is expected to follow the Swedish example at some time in 1980.



~~157~~ (152) ~~11/15~~  
 Meetings fail to  
 resolve strike

The strike by members of the Media Workers' Association of South Africa has not been resolved, despite a series of meetings with Argus and SAAN managements

Main issue at stake appears to be payment for the time employees have been on strike. Managements refuse to grant it, but promise that if the Mwasa members — all blacks — return to work they will not lose any service privileges

<u>Year</u>	<u>Details</u>	<u>Marks</u>
1976	-	
1977	-	
1978	-	
1979	Calculation of basic variances	40
1980	Treatment of variances - Auditing Paper	20
	Average	12

SUMMARY OF F.O.E. QUESTIONS 1976 - 1980

STANDARD COSTING

# Now Putco accused of victimisation

By STEVEN FRIEDMAN  
Labour Reporter

THE possibility of renewed tension at the Putco bus company loomed yesterday as the company was accused of victimising worker leaders in the wake of the Putco strike.

Striking drivers returned to work yesterday after accepting an agreement hammered out between Putco, worker and union representatives.

They began their strike last week in support of demands for the removal of a Putco divisional manager, and were then fired by the company.

In terms of the agreement, all drivers were able to re-apply for work yesterday. Any worker who was refused reinstatement would have his case heard by an indaba composed of management and liaison committee representatives.

Yesterday, a spokesman for the drivers' action committee said that only three of the committee's 12 members had been reinstated.

The rest had been told that they were to appear before an

indaba on Monday. This appears to mean that they have been fired pending the inquiry.

In addition, several other workers — most of them union shop stewards — had not been allowed to resume work yesterday and had been told to appear before the indaba, the spokesman claimed.

He accused Putco of "victimising worker leaders" and of "trying to break our union, the Transport and Allied Workers Union, so that the liaison committee can continue unhampered".

He said the company seemed to be trying to "pick off worker leaders" and accused it of "dividing workers by setting those who have not got their jobs back against those who have".

The allegations could spark renewed tension at the company, which has been hit by two drivers' strikes this year.

A Putco spokesman yesterday confirmed that several workers had not been re-employed and would now have their cases heard by the indaba.

He said 70 drivers were re-

employed by the company yesterday. More than half of them had not applied for reinstatement.

The rest had not resumed work because "the company does not wish to re-employ them".

It was not possible, he added, to say whether those who had not been reinstated were members of the action committee.

"The committee's composition has changed several times and we would only be able to confirm or deny the claims if

we were given the names of the drivers in question," he said.

In terms of the agreement, workers who are not reinstated can have their cases reviewed by the indaba. A representative of TAWU will be present at this hearing.

This fell short of original drivers' demands that all strikers be unconditionally reinstated.

According to Putco, all bus services between Johannesburg and Soweto were operating normally yesterday.

RDM 24/12/80

223 152 131

Newsman  
RDM 24/12/80  
end 157 152  
the 243  
strike 125

Staff Reporter

THE two-month-old strike by black journalists and media workers ended yesterday

The strike was called off "with immediate effect" by the Media Workers Association of South Africa (Mwasa) after a four-hour meeting of its members in Soweto yesterday

A brief joint statement announcing the end of the strike was issued yesterday by Mwasa and the managements of the Argus group and South African Associated Newspapers

It said an interim agreement had been reached on the "remaining items of dispute"

Strikers and management had remained deadlocked for weeks on the issue of strike pay but neither the strikers nor management spokesmen would comment on the issue yesterday

Mwasa is due to issue its own statement today

Mr Clive Kinsley, managing director of SAAN, said he had nothing to add to the joint statement except to say that he was "very relieved" that the dispute was over and that he looked forward to a "fruitful association" with black staff



News  
Newspaper  
strike  
ends

152  
243  
152

been one of the stumbling blocks in the way of resolving the strike. Mr Miller said it had been agreed the workers would not be paid for the period they had been out on strike

He said he was "very pleased" the strike was over

The strike was sparked off at the end of October by a strike at the Cape Herald Black journalists at newspapers in Durban, Cape Town and Johannesburg went on strike in support of their colleagues on the Herald

SAAR  
Newspaper  
strike  
is ended

By Mike Derry

Black journalists started work again today when the two-month long strike by members of the Media Workers' Association of South Africa ended

The strikers agreed to return to work after talks yesterday between newspaper managements and representatives of Mwasa.

In a joint statement by Mwasa and the Argus and the SAAN companies after the meeting, the strike was called off with immediate effect

"An interim agreement has been reached between Mwasa and the managements on the remaining items of dispute," the statement said

Questioned on the issue of strike pay, which has

To Page 3, Col 5

PUTCO STRIKE

FM 26/12/80

## Behind the standstill

Although Putco bus services are almost back to normal the issue behind the wildcat strike which brought the company's Soweto services to a standstill last week remains unresolved.

Labour unrest has plagued Putco since June. Since then management has signed a recognition agreement with the Transport and General Workers' Union (TGWU) which represents workers at the Springs depot. Recognition negotiations are presently underway with the union representing Soweto depots — the Transport and Allied Workers' Union (TAWU).

Negotiations to end the strike this week were sticky. Says Denzil Bradley, a spokesman for TWS, the public relations agency Putco has called on to deal with the press: "It's like coming to grips with a slippery eel. The issue changed from

day to day."

But workers are adamant that only one issue remains — the company's disciplinary procedure. This has been a bone of contention since the first strike when workers claimed that active union members were being victimised and that workers were fired indiscriminately. Last week they reiterated their earlier demand that Putco divisional manager Frederick Vorster resign. Vorster is responsible for hiring and firing workers.

The company is adamant that Vorster, who has been with Putco for 17 years, remain at his post.

But it has made two concessions. Firstly, that future dismissal decisions be referred to the area manager if workers feel the divisional manager's decision is unfair. Secondly, it has reconfirmed that as soon as TAWU substantiates its membership at any Putco depot, recognition will be granted and the mutually agreed disciplinary and grievance procedure implemented.

By the time the FM went to press, TAWU and management had not yet met to discuss the strike. The union says Putco refuses to meet with it until "all the strikers return to work. We hope that once this has happened we will be able to negotiate with management on the part of the workers," says Michael Mohatla, TAWU organiser. Putco however denies that it has refused to meet with the union.

After a meeting with two driver delegates and a union member on Monday, management stated that "all ex-employees can apply for work without the loss of previous accumulated service rights. It also undertook to consider the cases of those not re-employed — some 80 of the 380 drivers who were still on strike on Monday."



28/12/80 (152)  
S. EXPRESS

# Saturday Post is to be closed, court told

THE Argus Company has decided to allow the registration of the Black newspaper, Saturday Post, to lapse.

This was stated in the Rand Supreme Court yesterday.

The Argus Company brought an application for an urgent interdict to rescind a Government decision to withdraw the registrations of Post (Transvaal), a daily, the Sunday Post, the Sowetan and Saturday Post. The Government says the registrations have lapsed because the strike-hit newspapers failed to publish for a month.

At the beginning of the hearing yesterday morning, Advocate W R Schreiner told the court that the Argus Company had decided to cease publication of Saturday Post.

The Government decision to withdraw the registration of the newspapers came on Tuesday — the day the strike by Mwasa (Media Workers Association of South Africa) was called off after nearly two months.

Argument by the Argus to have the Government rescind its decision rested mainly on the definition of the word "publish" in terms of the Internal Security Act.

The Argus team, led by Mr Schreiner, maintained that according to the relevant section of the Act they had published an issue of the Post papers and the Sowetan before a month had lapsed.

These had been given to the Secretary for the Department of the Interior as well as disseminated to various public libraries. The issue of the newspapers reached the Secretary of the Interior on November 26, which was within the month time-period allowed.

The papers consisted of a broadsheet of one page each.

At one point in the proceedings, after the State advocates had stated their case, Mr



Advocates W R Schreiner (right) and P Kuny, representing the Argus Company, leave court after the hearing.

By BARRY LEVY

Schreiner referred to the Government's decision as draconian.

Publication of the four papers would have carried on except for the circumstances at the time, he said.

Advocate R Kruger for the State, maintained that dispatching a copy of the newspapers to the Secretary for the Interior or "to only one body" did not constitute publishing a newspaper.

"If they had stood on the side of the street and distributed 150 copies of the paper, then I would not be here today," he said. "But they never did this."

Argument was also heard as to whether the broadsheets issued by the Argus Company could by definition, in terms of the Newspaper and Imprint Act, be considered newspapers.

Mr Kruger maintained that in terms of the definition in that Act "a newspaper wasn't published — a document was published".

However, according to Mr Schreiner any information sheet, even if it be compiled by an official of the mines and disseminated to only five read-

ers, could be said to be a published newspaper.

The difference in the use of language of the word "publish" in English and "utgee" in Afrikaans as it is set out in terms of the Internal Security Act was also considered.

Mr Justice Coetzee, on the Bench, said that the entire case rested on this issue "and whether the papers were published on November 26 or not".

He could see how the "act of giving over even one issue of the paper, can semantically speaking be seen as the act of publishing a newspaper".

"But," he added, "you must prove distribution".

Mr Schreiner said that on November 26 the Argus Company had "acted as a publisher" in bringing out the newspapers.

"The intention of the owner," he said, "was to go on with it (publishing) and not to abandon his business."

Judgment will be given tomorrow morning.

Argus directors were yesterday unavailable for comment on the closure of Saturday Post.

The State was represented by Advocates R Kruger and J R Gautsche and The Argus Company by Advocates W R Schreiner and P Kuny. Mr Justice Coetzee was on the bench.



By HOWARD

BARRELL

# Judgment tomorrow in Argus court case

28/12/50, 12/12  
24/12  
157

A TRANSVAAL judge will deliver judgment tomorrow on an urgent application brought by the Argus Company yesterday against the deregistration of four of its newspapers by the Department of Internal Affairs.

Argus had asked Mr Justice Gert Coetzee for an order declaring that the four newspapers — Post (Transvaal), Sunday Post, Saturday Post and the Sowetan — are validly registered and directing the State to pay the costs of the action.

The registration, in terms of the Newspaper and Imprint Act, of the four newspapers was said by the Department of Internal Affairs this week to have lapsed. The department said that the four newspapers had not been published for more than a month in November and that, therefore, in terms of section six of the Internal Security Act, their registration had lapsed.

Journalists on the four papers, most of them members of the Media Workers' Association of South Africa have just returned to work after a two month strike.

Present at the case were Mr Hal Miller, Argus managing director, and Mr John Gittens, manager of the four newspapers. Also present was Brigadier Johan Coetzee, chief of Security Police.

Mr W. Schreiner, SC, for the Argus Company told the court Argus would not be seeking the re-registration of Saturday Post, as it no longer intended publishing this newspaper.

Mr Schreiner argued that, in the case of the other three newspapers, sheet editions had been printed on November 21 in the case of Post Transvaal and the Sowetan, and on November 24 in the case of Sunday Post. Copies of these sheets were subsequently sent to, among others, the Secretary for Internal Affairs, the Postmaster in Johannesburg, the Bloemfontein Public Library and the other legal deposit institutions.

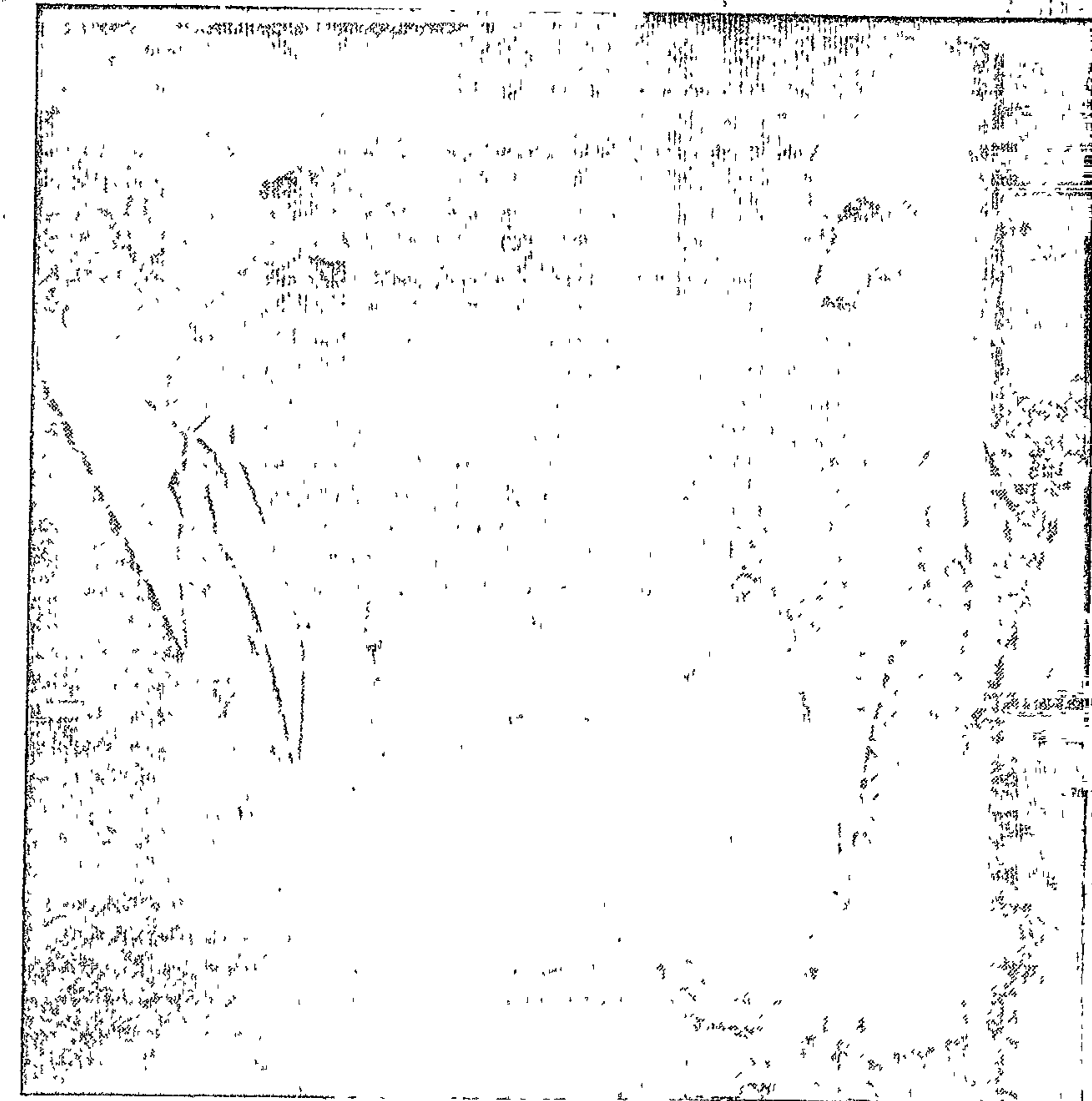
The last editions of the newspapers published before the journalists' strike took effect were on October 25 in the case of Saturday Post, October 26 in the case of Sunday Post, October 29 in the case of the Sowetan and October 31 in the case of Post (Transvaal).

This meant the newspapers had been published as legally required, added Mr Schreiner. Argument between Mr Schreiner and Mr Rene Kruger, for the Department of Internal Affairs, revolved around whether these single sheet editions and their distribution legally constituted publication of the newspapers within the period laid down by the Internal Security Act.

In deciding this, argument involved two Acts — the Newspaper and Imprint Act, and the Internal Security Act. Applying the requirements of the definition of a newspaper given in the Newspaper and Imprints Act, Mr Justice Coetzee said Argus' case depended on whether the three newspapers were published "within a month as newspapers, as newspapers are defined."

One of two requirements had to be satisfied. They were that the sheets had been "intended for public sale" or "intended for public dissemination". However, said the judge, in his affidavit Mr John Gittens, manager of the newspapers, had merely said he intended to comply with the provisions of the Newspaper and Imprint Act by publishing the sheets. Given the possibility of a misreading of the Act, Mr Gittens may have intended something quite different from what the legislation in fact required, said the judge.

This could mean that the three newspapers had not been published "as newspapers" added the judge. Mr Schreiner argued that, in terms of the Newspaper and Imprint Act, the presumption existed that a newspaper was intended for publication "unless the contrary is proved". Mr Justice Coetzee replied that the presumption only applied if an action was brought in terms of that Act. But it did not apply where a declaratory order was asked for, as Argus was doing. But, said Mr Schreiner, the judge had to decide whether the sheets constituted publication in terms of the Internal Security Act. The Newspaper and Imprints Act merely described the broad nature



Hal Miller, managing director of the Argus Company, with John Gittens, Post manager, together before yesterday's hearing

TWO characters of major historical importance at the turn of the century met in a European graveyard to discuss their differences.

When lengthy argument had produced no agreement, the first, exasperated, said: "My friend, history will judge you badly."

The second smiled, then replied: "Ah, but it depends who writes the history."

This exchange came in a BBC dramatisation of an encounter between Lenin and Trotsky. Trotsky was later murdered but, before that happened, he had taken care to write his account of the historical epoch in which he had been involved.

Now the strike by members of the Media Workers' Association of South Africa (Mwasa) — ultimately judged will depend on exactly that.

But for the present, the strike which until this week looked like costing 71 jobs, has brought into sharp relief a series of divisions.

It appears also to have considerably increased Mwasa's power. The SUNDAY TRIBUNE understands that, in terms of its agreement with English newspaper managements, Mwasa will find its way clear to organise all other categories of media workers besides journalists.

This opens the way for a factory floor war between Mwasa and the South African Typographical Union (Satu) which is presently organising black workers.

In addition, managements have undertaken to enter into "affirmative action" programmes with Mwasa for the upgrading of black journalists. Management has also agreed to a separate conciliation

board agreement between it and Mwasa — independent of that between white journalists and management.

The most obvious divisions the strike revealed was that between black journalists and newspaper managements.

Another is the division between white and black journalists, divided in membership between the non-racial, though overwhelmingly white South African Society of Journalists (Sasj) and Mwasa.

## Who will write the history?

Tribune Reporter

board agreement between it and Mwasa — independent of that between white journalists and management.

The most obvious divisions the strike revealed was that between black journalists and newspaper managements.

Another is the division between white and black journalists, divided in membership between the non-racial, though overwhelmingly white South African Society of Journalists (Sasj) and Mwasa.

The strike has also revealed muted differences within the black community over Mwasa's black exclusivity, its choice of issues and some of its tactics.

But perhaps the most important difference, to some extent underlying all others, is that of political languages.

Mwasa president Zwiakhe Sisulu put this difference somewhat bluntly recently, saying there were basically two kinds of journalism in South Africa: establishment or "revolutionary."

Sisulu, it seems, sees commercial press reporting being either openly supportive of the existing South African structure or indirectly so because it calls for change are reformist and so serve basically to legitimise existing order.

"Revolutionary" journalism, on the other hand, would seek a fundamental change in power relationships. It would not accept the definition of society's problem given by the economically powerful ruling group. Instead, it would seek to re-define the terminology of political debate in line with the perceptions of the exploited or oppressed.

Then too, a nationalistic feeling with strong feelings of class and economic oppression ought challenge the hegemony on the spread of information and opinion enjoyed by another group — that instance, the English.

It is not substantially different now. Mwasa and black journalists in general are challenging the professing altruists of the liberal left.

And, in Mwasa's terms, they have been found wanting manager and reporter alike.

They have appeared unable to understand that, in a deeply classed society like South Africa, they are likely to be deeply distanced perceptions of reality.

No one group has the proprietary right to objectivity in journalism. Journalism is not language unambiguously free of racial or economic bias. So black journalists are now demanding what has long been enjoyed by most of their white colleagues: the right to speak their bias

and initial intention of a newspaper. Whereas in terms of the Internal Security Act publication was "making public and making known to a number of persons" argued Mr Schreiner.

Hence he added the newspapers had indeed been published as legally required and were still validly registered.

Mr Kruger for the Department of Internal Affairs argued that publication in terms of the Internal Security Act must satisfy the conditions laid

down by the Newspaper and Imprints Act mentioned earlier by the judge.

Taking up Mr Schreiner's point, Mr Kruger's argument by saying if publication could be satisfied by distribution to a few servants and libraries. Kruger submitted it could not. Their number was adequate and it doubtful they could be called the "public", Kruger added.



RDM 30/12/80  
Unrest ~~247~~  
at club (152)

PRETORIA — Police were called to the German Club in Pretoria yesterday to prevent 12 black staff members, who had been dismissed, from allegedly inciting others to strike

A club spokesman said the men were dismissed after a sit-down strike on Sunday over working conditions

They allegedly started inciting other staff members when they came in yesterday to collect their pay

"The whole thing is being settled amicably," the spokesman said "We are getting officials from the Department of Labour to come in to discuss the matter" — Sapa

# Strike may end in the new year

ADM 30/12/80 (152) (187) (140A)

## Pretoria Bureau

THE STRIKE by 500 employees of the Metal Box plant in Rosslyn, near Pretoria, would be resolved early in the new year, the director of the company, Mr P W Seddon, said yesterday

He said the management would talk to representatives of the employees on January 5 to find out what had led to a sudden stoppage of work on December 22

The stoppage forced the management to pay the workers, and they were told to return to work on that date

Mr Seddon said they did not specify their grievances, but had just discontinued work

He assumed that they they had been inspired by the increase allegedly given to workers at a nearby motor assembly plant

Mr Seddon said he was not prepared to talk to a group because his company had a workers' council through which employees should air their grievances to the management

He disclosed that his Rosslyn branch was used mostly for training blacks for better jobs

Mr Seddon added that wages varied according to work done. A minimum hourly wage was R1,20 and the maximum R5

Some black employees were therefore earning up to R10 000 a year



30/11/60 strike (152)

# 27 sacked drivers' appeals for re-employment are refused

By Drew Forrest

Applications for re-employment by 27 Putco busdrivers sacked during last week's strike have been refused by the company's disciplinary committee

According to union sources, this includes most members of the drivers' Action Committee, which played a prominent role in both Putco strikes this year.

When the strike ended on Tuesday last week, Putco management turned down demands by driver representatives for full reinstatement of striking employees sacked five days earlier.

In terms of an agreement reached with the representatives, those not rehired could appeal against the decision, first to the company's liaison committee and later to management.

The first and most important round of appeals involving 46 dismissed drivers was heard yesterday at the Putcoton depot outside Soweto.

A Putco spokesman said 19 drivers had been offered their jobs back while 27 applications for re-employment had been refused. In reaching its decision the committee had taken account of the drivers' entire service records, he said.

Drivers now have the right of appeal to the

Putcoton depot manager Mr F Vorster — whose dismissal or transfer was a major strike demand — and to the area executive for Putco's south-western region, Mr G R Hall.

A spokesman for the Transport and Allied Workers Union declined to comment on the proceedings. This might prejudice "further action" under consideration by the union, he said.

He added that most members of the driver's Action Committee had not been rehired.

New Germany: textile factory  
Hans 17 Qc 863 (152) 11/6/80  
\*7 Dr A L BORAINÉ asked the  
Minister of Police

Whether the police have taken any action in connection with a strike at a textile factory in New Germany, if so. (a) when, (b) what was the nature of the action and (c) at whose request or on whose instruction was the action taken?

†The MINISTER OF POLICE

No, the police only acted to restore and to maintain law and order as required of them by section 5 of the Police Act, 1958

Cold storage company, Cape Town  
\*8 Dr A L BORAINÉ asked the  
Minister of Co-operation and Development

- (1) Whether he or his Deputy had talks with the representatives of a cold storage company in Cape Town recently, if so, (a) at whose instance did the meeting take place and (b) what was its purpose.
- (2) whether any agreement was reached, if so, what was its import?

The DEPUTY MINISTER OF CO-OPERATION

- (1) Yes, with representatives of the Cape Town Meat Industry and Livestock Agencies
  - (a) At the request of the said Cape Town Meat Industry and Livestock Agencies
  - (b) To discuss the labour unrest that has developed in their industry
- (2) The matter was discussed in full and a line of action has been decided upon

Dr A. L. BORAINÉ Mr Speaker, arising out of the hon the Deputy Minister's reply, could he give us any indication of what that action is and how soon this strike can be ended?

The DEPUTY MINISTER Mr Speaker, it will be in neither the interests of the

representatives nor of the workers concerned to reply to that question now



Strikes  
Hansard 16 Ques. Col 828  
664 Dr A L BORAINÉ asked the  
Minister of Manpower Utilization 3/6/80

- (a) How many strikes involving Black workers occurred during 1979. (b) in how many cases did the strikes arise

(152)

out of wage demands and (c) what were the main causes of the remainder of the strikes?

The MINISTER "OF MANPOWER UTILIZATION

- (a) 51  
(b) 36  
(c) The causes of the remainder of the strikes were as follows
- (i) In nine cases the strikes arose as a result of the dismissal of fellow workers
  - (ii) In five cases there were dissatisfaction with voluntary wage increases granted by employers
  - (iii) In one case the dismissal of a director of the firm was demanded